

**FISCAL IMPACTS of
COLLECTIVE BARGAINING AGREEMENTS
ALL FUNDS**

	FY 2025	FY 2026	FY 2027	3-Year Impact
IAFF				
Step Adjustments ⁽¹⁾	\$267,732	\$1,126,568	\$98,620	\$1,492,921
COLA 3% 3% 3% (Jul 1, Apr 1, Apr 1)	\$262,570	1,291,929	2,214,302	3,768,800
A+ Day	\$577,386	2,854,047	3,041,089	6,472,523
Out of Class Pay - + \$2/HR	\$65,121	65,121	65,121	195,362
1 Additional Holiday	\$95,000	101,000	107,000	303,000
Second Language Pay	\$2,586	2,615	2,642	7,843
Housing Stipend	\$61,714	61,714	61,714	185,143
On Call Pay - from \$400 - \$500/month	\$6,000	6,000	6,000	18,000
Sick Leave Sell-Back Increased # of Hours	\$229,749	240,102	263,196	733,047
Overtime Reduction to Offset Sick-Leave Sell-Back	\$(229,749)	(240,102)	(263,196)	(733,047)
SubTotal IAFF	\$1,338,109	\$5,508,995	\$5,596,488	\$12,443,592
Impact to City's Pension Contribution - Reduction in FAME and Reduction in Disability Pension percentage	\$(178,000)	\$(177,000)	\$(165,000)	\$(520,000)
Total IAFF	\$1,160,109	\$5,331,995	\$5,431,488	\$11,923,592

IAFF Step Adjustments ⁽¹⁾

Additional Step - Firefighters

One 4% to the Top Jul 2025

One 4% to the Top Apr 2026

Step Increase - Lieutenants

4% increase July 2025

4% increase Apr 2026

Step Increase - Captains

4% increase July 2025

4% increase Apr 2026