

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

	FY 2025	FY 2026	FY 2027	3-Year Impact
<b>IAFF</b>				
Step Adjustments <sup>(1)</sup>	\$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)
<b>SubTotal IAFF</b>	<b>\$1,338,109</b>	<b>\$5,508,995</b>	<b>\$5,596,488</b>	<b>\$12,443,592</b>
Impact to City's Pension Contribution - Reduction in FAME and Reduction in Disability Pension percentage	<b>\$(178,000)</b>	<b>\$(177,000)</b>	<b>\$(165,000)</b>	<b>\$(520,000)</b>
<b>Total IAFF</b>	<b>\$1,160,109</b>	<b>\$5,331,995</b>	<b>\$5,431,488</b>	<b>\$11,923,592</b>

**IAFF Step Adjustments <sup>(1)</sup>**

**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