

RESOLUTION NO. M-2678

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF OLYMPIA, WASHINGTON, APPROVING
THE NEGOTIATED 2026-2028 INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS (IAFF)
COLLECTIVE BARGAINING AGREEMENT WITH THE CITY OF OLYMPIA**

WHEREAS, in April 2025, the International Association of Firefighters (IAFF) provided notice to the City of Olympia (City), (collectively the Parties), that it desired to bargain a successor collective bargaining agreement (CBA) with the City of Olympia, the existing CBA having an expiration date of December 31, 2025. The CBA covers approximately 102 firefighters/City employees. During the summer and fall of 2025, the Parties bargained over wages, benefits, and working terms and conditions; and

WHEREAS, the Parties reached a tentative agreement on October 6, 2025, covering approximately 102 firefighters/City employees; and

WHEREAS, the significant new terms of the 2026-2028 CBA include the following terms and conditions: (1) a fair and competitive wage and benefit package including (a) new compensation paygrade structure addressing a consistency issue; (b) a 2.7% COLA for 2026; and (c) 100% of CPI-U, minimum 1% and maximum 5% for both 2027 and 2028; (2) established new add-on seat pays and logistics pays; (3) increased longevity tiers by 0.5% in 2027 and 0.5% in 2028; (4) established yearly \$750 uniform allowance for each firefighter; (5) increased City's contribution of firefighters' Medical Expense Reimbursement Plan (MERP) from \$100 to \$150 per month; (6) converted member peer fitness monthly contribution to a percentage (%) versus flat dollar amount and increased employer contribution towards peer fitness training and equipment maintenance to \$7,000 per year; (7) member required premiums for Paid Family Medical Leave (PFML) will be consistent with the law and will not be a fixed rate; and (8) updated processes, including eligibility and selection process for specialty assignments, maximum number of approved members per day for vacation and personal day requests, and temporary light duty assignments; and

WHEREAS, the City is committed to considering equity impacts in bargaining labor agreements including determining desirable outcomes, conversations and bargaining with key stakeholders, analyzing classification and compensation data, evaluating information, and reporting back to stakeholders, and continuing to evaluate outcomes as the new CBA is implemented and administered; and

WHEREAS, the financial impact for the first year of the CBA (2024) is expected to be approximately \$588,000 in salaries and benefits, and is included in the City's adopted 2025 budget;

NOW, THEREFORE, THE OLYMPIA CITY COUNCIL DOES HEREBY RESOLVE as follows:

1. The Olympia City Council hereby approves the 2026-2028 International Association of Fire Fighters Collective Bargaining agreement between the City of Olympia and the International Association of Firefighters.
2. The City Manager or designee is hereby directed and authorized to execute on behalf of the City of Olympia the 2026-2028 International Association of Fire Fighters Collective Bargaining Agreement between the City of Olympia and the International Association of Firefighters, and any other necessary document or make any minor amendments or modifications as may be required and are consistent with the intent of the 2026-2028 International Association of Fire Fighters Collective Bargaining Agreement, or to correct any scrivener's errors.

PASSED BY THE OLYMPIA CITY COUNCIL this 9th day of December 2025.



MAYOR

ATTEST:

Sean Krier

CITY CLERK

APPROVED AS TO FORM:

Mark Barber

CITY ATTORNEY