

RESOLUTION NO. M-2702

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

WHEREAS, in November 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 three Assistant Chiefs/City employees. In late 2025 and the first part of 2026, the Parties bargained over wages, benefits, and working terms and conditions; and

WHEREAS, the Parties reached a tentative agreement on January 7, 2026, covering approximately three Assistant Chiefs/City employees; and

WHEREAS, the significant new terms of the 2026-2028 CBA include the following terms and conditions:

- Duration: 3-year contract (expanded from 2-year contract)
- Considered total compensation for a fair and competitive wage and benefit package:
 - New compensation paygrade structure (2-step structure consistent with IAFF-Firefighter contract)
 - 2.7% COLA for 2026
 - 100% of CPI-U, min 1% and max of 5% for both 2027 & 2028
- Established vacation accrual progression table and increased accrual rates (80% Fire Fighter accruals vs City Policy accruals)
- Increased longevity tiers by 0.5% in 2027 and 0.5% in 2028
- Established yearly \$750 uniform allowance for each Assistant Chief
- Increased City's contribution of Assistant Chief's Medical Expense Reimbursement (MERP) Plan from \$100 to \$150 per month
- Converted Member peer fitness monthly contribution to % vs flat dollar amount
- Member required premiums for Paid Family Medical Leave (PFML) will be consistent with the law (previously a fixed rate)
- Updated processes: Working out of classification and temporary light duty assignment when determined "not fit for duty"

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 (2026) is expected to be approximately \$55,000 in salaries and benefits, and is included in the City's adopted 2026 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 Assistant Chiefs 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 Assistant Chiefs' 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 Assistant Chiefs' Collective Bargaining Agreement, or to correct any scrivener's errors.

PASSED BY THE OLYMPIA CITY COUNCIL this 24th day of March 2026.


MAYOR

ATTEST:

Sean Krier
CITY CLERK

APPROVED AS TO FORM:

Mark Barber
CITY ATTORNEY