

International Association of Fire Fighters (IAFF) Local #468
ECONOMIC AGREEMENTS SUMMARY
January 1, 2026 - December 31, 2028

The City and the Union are currently negotiating the labor contract for the period January 1, 2026 – December 31, 2028. The following summarizes the proposed agreement:

ITEM	AGREEMENT	ESTIMATED ANNUAL COST INCREASE
COLA on Salary		
	2026: 2.7% COLA	\$ 423,754
	2027: 1.0% Min/5.0% Max Tied to CPI-U*	\$ 841,318
	2028: 1.0% Min/5.0% Max Tied to CPI-U *	\$ 922,160
Increase of Benefits		
	2026	\$ 164,536
	2027	\$ 196,127
	2028	\$ 231,465
2026	TOTAL: As a percentage of annual payroll	0.79%
2027	TOTAL: As a percentage of annual payroll	0.90%
2028	TOTAL: As a percentage of annual payroll	1.00%

*COLA on base salary increase estimated 2.7 % for 2026 and 5.0% for 2027 and 2028

Calculations are based upon 102 positions

Percentage is based on total Compensation of IAFF Payroll