

**International Association of Fire Fighters (IAFF) - Assistant Chiefs**  
**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<br>COST INCREASE |
|-----------------------------|------------------------------------------|-----------------------------------|
| <b>COLA on Salary</b>       |                                          |                                   |
|                             | 2026: 2.7% COLA                          | \$ 45,988                         |
|                             | 2027: 1.0% Min/5.0% Max Tied to CPI-U*   | \$ 48,255                         |
|                             | 2028: 1.0% Min/5.0% Max Tied to CPI-U *  | \$ 38,397                         |
| <b>Increase of Benefits</b> |                                          |                                   |
|                             | 2026                                     | \$ 8,801                          |
|                             | 2027                                     | \$ 9,413                          |
|                             | 2028                                     | \$ 10,028                         |
| <b>2026</b>                 | TOTAL: As a percentage of annual payroll | 1.12%                             |
| <b>2027</b>                 | TOTAL: As a percentage of annual payroll | 1.12%                             |
| <b>2028</b>                 | TOTAL: As a percentage of annual payroll | 1.12%                             |

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

Calculations are based upon 3 positions

Percentage is based on total Compensation of IAFF-Assistant Chiefs Payroll