

## FIRE SUPPORT NEGOTIATIONS

### Summary of Negotiated Changes – Outcomes for Council Packet

**Tentative Agreement Reached:** October 22, 2025

**Union Voted to Accept:** Week of November 10, 2025

**Contract Duration:** 3 years

Labor	Management
Eben Dygert, Union President Jessica Ray, Administrative Specialist Sarah Howland, Department Admin Coordinator	Cathryn Laird, HR Director (Lead Negotiator) Kseniya Daly, Deputy HR Director Adrienne Steinert, HR Analyst Adrian Sheppard, Fire Chief Amea Quiriconi, Deputy Fire Director Courtney Earl, Administrative Supervisor

Article	Section/Topic	Reason	Outcome
<b>Article 10 Employee Status</b>	Probation period increased to 12 months (from 6 months).	Meets the interests of the City.	Probation period at 1 year
<b>Article 12 Shared Leave Program</b>	Add sick leave donation to Shared Leave, which will not impact their sick leave bonus.	Meets interests of the Union and creates language consistency across all CBAs	Language consistency
<b>Article 13 Discipline</b>	Employees being investigated will receive updates every 30 days.	Meets interest of the City and Union regarding fairness to employee in stressful situation.	Process addition
<b>Article 16.1 Salaries</b>	<ul style="list-style-type: none"> <li>2026 COLA Flat rate 4.0%</li> <li>2027 and 2028 COLA CPI-W First Half with 2% min and 5% max</li> </ul>		Identified financials to get to final agreement on the successor Collective Bargaining Agreement and desired 2027 and 2028 COLA parameters.
<b>Article 16.5 Experience Recognition Pay</b>	Adding additional years with the new time periods, paid monthly: <u>Current:</u> 5 years = \$2,400/yr 15 years = \$3,600/yr <u>New Added:</u> 10 years = \$3,000/yr 20 years = \$4,200/yr 25 years = \$4,800/yr	Match Police Support matrix for Experience Recognition Pay.	Retained flat rate instead of percent and increased years resulted in final agreement on both sides.

Article	Section/Topic	Reason	Outcome
<b>Article 16.6 Tool Allowance</b>	Language change from receiving a tool allowance monthly (\$200/month) instead of annually (\$1,200/year).	Clarify Tool Allowance language.	Administrative process improvement.
<b>Article 16.7 Uniforms and Protective Clothing</b>	Language confirming uniform purchase process follows the department's Standard Operating Guidelines (SOG).	Ensure it is clear to the employee if they go outside the SOG, their purchase will not be reimbursed.	Language process confirmation.
<b>Article 16.11 (New subsection) Promotional Pay Raises</b>	Language clarifying a promotional increase will be 7%.	Process and percentage increase consistency across all CBAs.	Process consistency.
<b>Article 17.2 Acting Shop Supervisor Pay</b>	Add in approval can be a designee of the Fire Chief.	Creates flexibility when assigning acting status	Language flexibility.
<b>Article 18.1 Overtime Callback and Standby</b>	<ul style="list-style-type: none"> <li>• Double time not stacked (once for 7<sup>th</sup> day, holiday, or Sunday).</li> <li>• Overtime (OT) authorized in advance.</li> <li>• Clarification chart on 7<sup>th</sup> day depending upon work schedule.</li> <li>• Callback at 2 hours minimum.</li> </ul>	Language clarification of processes already in place.	Confirmation no stacked double OT and codified approval for OT.
<b>Article 18.3 Compensatory Leave (Comp Time)</b>	Language clarification: <ul style="list-style-type: none"> <li>• Double overtime can convert to Comp Time.</li> <li>• Cashout of Comp Time at time of separation or transfer.</li> </ul>	Process for both already exists, but Union desired to clarify the language.	Language clarification
<b>Article 19 Hours of Work</b>	Language clarification regarding how flex time can be scheduled and ensures supervisor approval.	Language creates flexibility on allowing for alternative work schedules, obtaining supervisor approval, and removing language that the City will not manipulate work schedules to avoid overtime.	Language enhancements that meets interests on both sides.
<b>Article 22.1 Sick Leave Bonus</b>	Confirms Union will be allowed to negotiate any changes to the Sick Leave Bonus.	Union assurance the Sick Leave Bonus will not be eliminated or changed without negotiating first.	Documenting a union right.
<b>Article 24.1 Bereavement Leave</b>	<ul style="list-style-type: none"> <li>• 40 hours bereavement leave instead of 4 days.</li> <li>• Added committed partner, and child and parents of domestic and committed partner.</li> <li>• Use within 6 months with extension of 6 months at Fire Chief approval.</li> </ul>	Language updates that met the interests of the City and Union.	40 hours of creates consistencies across all work schedules and identified a time limit when to use bereavement leave.

<b>Article</b>	<b>Section/Topic</b>	<b>Reason</b>	<b>Outcome</b>
<b>Article 31 Contracting for Service</b>	Language clarification on when and how to use consultants to perform union work.	Language additions met the interests of the City and Union.	City obtained language to better administer contracting.
<b>Article 33.2 Sick Leave Payout at Retirement</b>	Language clarification to follow the Personnel Manual on sick leave payout at retirement and contribution to HRA VEBA.	Union had interest in clarifying the language.	Language clarification
<b>Article 33.5 (new subsection) Last Day Worked</b>	New language that provides clarification about using vacation to extend the last day worked.	City had interest in adding this language.	Last day worked language ensures a vacant FTE is established within two week after separation (instead of an indefinite period of time).
<b>Language Clean up</b>	Changing language to gender-neutral.	To create consistency in reference to employees.	Language clean up