Total Costs of Collective Bargaining Agreement - IAFF

Article	FY2025	FY2026	FY2027	FY2028
Article 7: Open Lines of Communications				
Compensation Backfill for Staff Participation in the Labor Management Committee (6 two hour meetings yearly)	$4,000	$4,000	$4,000	$4,000
Article 7 Subtotal	**$4,000**	**$4,000**	**$4,000**	**$4,000**
Article 9: Union Business and Membership Checkoff				
Approved Organization Conferences and Training Leave	$92,000	$92,000	$92,000	$92,000
Article 9 Subtotal	**$92,000**	**$92,000**	**$92,000**	**$92,000**
Article 17: Uniforms				
Increase Costs for Uniform Issuance	$118,000	$118,000	$118,000	$118,000
Article 17 Subtotal	**$118,000**	**$118,000**	**$118,000**	**$118,000**
Article 22: 50 Hour Average Workweek				
FY25 Additional Personnel (30 FTEs)	$6,100,000	$5,300,000	$5,300,000	$5,300,000
FY26 Additional Personnel (30 FTEs)	-	$6,485,472	$5,537,840	$5,537,840
FY27 Additional Personnel (30 FTEs)	-	-	$6,700,000	$5,600,000
Article 22 Subtotal	**$6,100,000**	**$11,785,472**	**$17,537,840**	**$16,437,840**
Article	**FY2025**	**FY2026**	**FY2027**	**FY2028**
Article 24: Safe and Optimal Apparatus Deployment				
GIS Development Study	$41,000	-	-	-
Article 24 Subtotal	**$41,000**	**-**	**-**	**-**
Article 25: Safety				
Compensation Backfill for Staff Participation in the Joint Safety Subcommittee (12 two hour meetings yearly)	$8,000	$8,000	$8,000	$8,000
Compensation Backfill for Staff Participation in the Personal Protective Equipment Subcommittee (4 three hour meetings yearly)	$4,000	$4,000	$4,000	$4,000
Article 25 Subtotal	**$12,000**	**$12,000**	**$12,000**	**$12,000**
Article 26: Worksite Safety				
Storage	$36,000	$5,000	$5,000	$5,000
Article 26 Subtotal	**$36,000**	**$5,000**	**$5,000**	**$5,000**
Article 28: Training and Education				
Required Supported Training and Education	$403,000	$403,000	$403,000	$403,000
Article 28 Subtotal	**$403,000**	**$403,000**	**$403,000**	**$403,000**
Article 29: Leave				
Increased Staffing Cost for Additional Paid Leave (Based on 1,680 hours of additional leave)	$343,000	$343,000	$343,000	$343,000
Article 29 Subtotal	**$343,000**	**$343,000**	**$343,000**	**$343,000**
Article 30: Health Care Benefits				
Compensation Backfill for Staff Participation in the Joint Health Care Committee (2 four hour meetings)	$1,000	$1,000	$1,000	$1,000
Article 30 Subtotal	**$1,000**	**$1,000**	**$1,000**	**$1,000**
Article 31: Specialty Incentive Pay				
Annual Stipend of $1,500 for 104 Certified Technical Rescue Technicians (Costs include employer taxes and benefits)	$197,000	$197,000	$197,000	$197,000
Annual Stipend of $1,500 for 79 Certified Hazardous Materials Technicians (Costs include employer taxes and benefits)	$150,000	$150,000	$150,000	$150,000
Advanced Life Support Provider/Training Stipend Increase to $17,500 and $9,000 (179 Providers and 25 Training, costs include employer taxes and benefits)	$1,778,000	$1,778,000	$1,778,000	$1,778,000
Field Training Officers/Paramedics Differential Pay of $1 per hour	$47,000	$47,000	$47,000	$47,000
Article 31 Subtotal	**$2,172,000**	**$2,172,000**	**$2,172,000**	**$2,172,000**
***Article 32: Market Adjustments**				
FY25 1.25% Market Adjustment	$1,015,176	$1,015,176	$1,015,176	$1,015,176
FY26 1.25% Market Adjustment	-	$1,142,482	$1,142,482	$1,142,482
Article 32 Subtotal	**$1,015,176**	**$2,157,658**	**$2,157,658**	**$2,157,658**

Grand Total (Cumulative Totals)	**$10,337,176**	**$17,093,130**	**$22,845,498**	**$21,745,498**
Grand Total (Annual Increase/Decrease)	**$10,337,176**	**$6,755,954**	**$5,752,368**	**($1,100,000)**

Total Cost of Amended Collective Bargaining Agreement - IAFF

Article	FY2025	FY2026	FY2027	FY2028
Article 23: Details, Overtime and Mandatory Holdover				
On Call Pay			$23,319	$23,319
Article 23 Subtotal	**$0**	**$0**	**$23,319**	**$23,319**
Article 31: Specialty Pay				
Technical Rescue Technician Stipend			$72,664	$72,664
Hazardous Materials Technician Stipend			$48,443	$48,443
Field Training Officer Pay			$43,610	$43,610
Fire Marshal Stipend			$40,371	$40,371
Article 31 Subtotal	**$0**	**$0**	**$205,088**	**$205,088**
Article 32: Wages				
FY 27 Pay Scale Modifications			$2,800,000	$2,800,000
FY 28 Pay Scale Modifications	-		-	$2,794,000
Referral Incentive Bonus	-		-	$13,456
Article 32 Subtotal	**$0**	**$0**	**$2,800,000**	**$5,607,456**

Total (Cumulative Totals) of Amended Costs	**$0**	**$0**	**$3,028,407**	**$5,835,863**
Total (Annual Increase) of Amended Costs	**$0**	**$0**	**$3,028,407**	**$2,807,456**

Total Cost of Collective Bargaining Agreement and Amended Collective Bargaining Agreement - IAFF

	FY2025	FY2026	FY2027	FY2028	FY25-28
Total (Cumulative Totals) of CBA and Amended CBA	**$10,337,176**	**$17,093,130**	**$25,873,905**	**$27,581,361**	**$80,885,572**