

Substantive Changes Made to the IAFF Rank and File 2026

Article	Topic	Change Made
Art. 2	Recognition	Deleted obsolete language referencing specific job titles
Art. 3	Management Rights	Changed “Light Duty” to “Injury Benefits” in Section 1L
Art. 7	Grievance Procedure	Changed Step 1 to be heard by an Assistant Chief rather than a Battalion Chief. Changed Step 2 to be heard by a Deputy Chief rather than Assistant Chief. (The Chief will continue to hear Step 3)
Art. 10	Overtime Pay	Added language allowing those assigned to Support Services to work overtime on weekends and declared holidays. Modified language to all those who are off on Exchange of Duty to be eligible to work overtime, Special Details, and peak-hour assignments. Modified language to broaden the number of employees in the progression of notification for overtime.
Art. 11	Promotional Exams	Incorporated the Memorandum of Understanding (MOU) between the parties (CAM #25-0788). Extended the promotional posting from 45 days to 90 days but keep it at 45 days if only the SOPs change. Increased preference points for years 11 – 20 from ¼ point to ½ point.
Art. 12	Hours of Duty	Changed approval of Kelly Days from Assistant Chief to Deputy Chief.

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Art. 13	Rates of Pay	Deleted language referencing the 75th percentile salary survey requirement. Provided a 4.0% across the board pay increase effective Oct. 1, 2026. Added a 5% assignment pay for Fire Inspectors assigned to the fire investigations unit. Added a 5% assignment pay for Fire Inspectors assigned to Plans Review. Replaced Schedule B Assignment Pay schedule with a 5% Day Assignment Pay.
Art. 16	Holidays and Vacations	Added Juneteenth to the list of City recognized holidays. Increased maximum accrual hours by 16 hours.
Art. 18, Section	Sick Leave	Incorporated the MOU regarding the Voluntary Employees' Beneficiary Association (VEBA) dated November 2025. Moved the notification time for a sick leave call out from 0700 hours to 0630 hours.
Art. 22	Temporary Upgrade	Modified language addressing the order of employees eligible to fill a temporarily vacant position and establishing requirements for eligibility.
Art. 24	Personnel Transfers	Removed references to Schedule B, which was deleted as part of Article 13 – Rates of Pay
Art. 30	Mileage Allowance	Added language clarifying that mileage allowance is only paid starting with the second station transfer in one shift.
Art. 33	Injury Benefits	Changed Section 6 language from “may” to “shall” regarding the reimbursement of vacation and sick time to leave banks. Employees are still required to request the reimbursement.

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Art. 34, Sec. 1	Hospitalization Insurance Plan	Increased the City contribution to health care to reflect the current rate and to provide an escalator in plan year 2027.
Art. 39	Past Practices	Added specific language for the City to provide a retirement badge, ID, and wallet upon normal retirement. Added the Firefighter Museum and Safety Chaplaincy to the list of available payroll deductions. Added reference to the Uniformed Services Employment and Reemployment Rights Act (USERRA) for military leave.
Art. 42	Modifications to Retirement System	Extended the DROP from 8 years to 10 years. Reduced the Tier 2 retirement requirement from 25 years to 24 years.
Art. 45	Discipline Procedure	Modified language in Section 3.1 to reflect current practice of the Chief meeting with the Union prior to submitting discipline to the City Manager
Art. 47	Duration	Amended the dates of the CBA to reflect a one-year agreement, 10/1/2026 – 9/30/2027.
Art. 53	Smoking Policy	Added language applying the Article to electronic smoking devices.
Art. 54	Pregnancy Leave	Changed the Article title to Pregnancy and Parental Leave and incorporated the City's Parental Leave PSM into the CBA, providing 2 weeks of paid leave time for parental leave.
Art. 56	Take Home Cars	Extended the vehicle limit from 6 miles to 10 miles for personal errands.
Appendices	Pay Rates	Amended the Pay Table to reflect a 4.0% across the board increase effective October 1, 2026, per Article 13. Deleted Schedule B and replaced it with 5.0% Day Assignment Pay in Article 13.