

Substantive Changes Made to the IAFF Battalion Chiefs 2026

Article	Topic	Change Made
Art. 3	Management Rights	Changed “Light Duty” to “Injury Benefits” in Section 1L
Art. 7	Work Hours	Increased number of hours a Battalion Chief can fill vacant positions before being moved to the bottom of the call list from 8 hours to 24 hours.
Art. 10	Rates of Pay	Deleted language referencing the 75 th percentile salary survey requirement. Provided a 4.0% across the board pay increase effective October 1, 2026. Add language providing 5.0% EMS pay when Battalion Chiefs are working Operations as part of minimum staffing. Provided 5.0% Day Pay for those working a 40-hour shift in lieu of Appendix B (removed Appendix B – Assignment Pay schedule).
Art. 12	Holidays	Added Juneteenth to the list of City recognized holidays. Increased maximum accrual hours by 16 hours and added 8 hours to the annual leave for members working 24-hour shifts.
Art. 16	Sick Leave	Incorporated the Memorandum of Understanding (MOU) regarding the Voluntary Employees’ Beneficiary Association (VEBA) (CAM #25-0781).
Art. 27	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.
Art. 28	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. 34	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.

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Art. 37	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. 42	Smoking Policy	Added language applying the Article to electronic smoking devices.
Art. 44	Detail Pay	Increased the Detail Pay from \$60 per hour to \$80 per hour for command positions.
Art. 48	Duration	Amended the dates of the CBA to reflect a one-year agreement, 10/1/2026 – 9/30/2027.
Art. 52	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. 54	Parental Leave (NEW)	Added a new Article to provide for parental leave and incorporated the City's Parental Leave PSM into the CBA, providing 2 weeks of paid leave time for parental leave.
Appendices	Pay Rates	Amended the Pay Table to reflect a 4.0% across the board increase effective October 1, 2026, per Article 13. Deleted Appendix B and replaced it with 5.0% Day Assignment Pay in Article 10.