



IAFF - Represented Benefit Package 2026

SALARIES & PAY INCREASES

- Cost of Living Increase (COLA) on January 1, 2026 at 3%
- Six salary steps (approx. 3% between steps)
 - First step increase at 6 months
 - Annual step increase until reaching top step (6)
- Education incentive: 2% for associate degree and 3% for bachelor degree or higher

WORK SCHEDULES & OVERTIME

- Avg. two days/week (24 hours per shift) for emergency personnel; 4 platoon system
- 40 hour workweek for daytime personnel
- Overtime is compensated at the rate of time and one-half for hours worked outside of a regularly scheduled work week
- Compensatory Time: employees have option to receive comp time for overtime hours worked (max of 96 hrs/year)

PAID TIME OFF

- Full-time employees are entitled to vacation as outlined by the following schedule:

Length of Service	24 hr. shift personnel		40 hr. personnel	
	Hours Per Pay Period	Hours Per Year	Hours Per Pay Period	Hours Per Year
0-1 year	4	96		
0-4 years			4	96
2-4 years	7	168		
5-7 years	8	192		
5-9 years			6	144
8-10 years	9	216		
10-14 years			7	168
11-14 years	10	240		
15-19 years	11	264	8	192
20+ years	14	336	11	264

- Sick leave: 24-hour platoon personnel accrue 10 hours/pay period, and 40-hour workweek personnel accrue 4 hours/pay period
- Bereavement: up to 24 working hours for death of an immediate family member
- Holidays: 24-hour platoon personnel are advanced 113 hours of holiday time off at the beginning of each year in lieu of holidays (prorated upon start date if new hire). 40-hour workweek personnel shall observe the 11 city holidays plus 3 floating holidays
- Paid Family and Medical Leave: State provided benefit

RETIREMENT

- State of Washington DRS Law Enforcement Officers and Firefighters (LEOFF 2) pension
- Optional deferred compensation plan offered through the State of Washington DCP and VOYA
 - For participating members, the City shall contribute an amount equal to 3% of base pay each pay period

HEALTH INSURANCE

- **Medical Insurance:**
 - Employees may elect to cover domestic partners on insurance if certain criteria are met
 - IAFF Health and Welfare Trust (IAFF HWT) – 2 optional plans or Kaiser
 - Employee only and various Family plans available – premiums range from \$0-\$228.82/monthly
- **Dental Insurance:** Delta Dental, Kaiser or Willamette plans (City covers premium)
- **Vision Insurance:** VSP (City covers premiums)
- **Employee Assistance Program (EAP):**
 - Offers confidential advice and support to real-life issues. The work-life services include confidential counseling, financial help, legal services, eldercare services, grief/loss

ADDITIONAL BENEFITS

- The City offers the following additional benefits:
 - Life Insurance
 - City provides up to a \$50,000 life insurance policy at no cost to its employees
 - Supplemental life insurance options for employee and spouse/domestic partner
 - Optional pre-tax supplemental benefits through American Fidelity such as flexible spending, accident/cancer/disability/hospital insurance
- Dual Insurance Incentive:
 - Incentive for not enrolling qualified spouse/domestic partner and/or dependents on medical insurance due to having other coverage – incentives range from \$188.01-\$823.74/monthly
- Fitness rooms:
 - Available for all City employees to use at any time and for family members (over the age of 18) to use during non-business hours

PROFESSIONAL DEVELOPMENT

- The City offers training and education opportunities including travel expenses and payment for membership in professional organizations, as well as tuition reimbursement in accordance with City policy.

WELLNESS PROGRAM

- The City encourages all employees to pursue a healthy lifestyle. The City's wellness program is designed to promote: a healthy diet, consistent exercise, financial wellness, mental well-being, giving and regular health screenings.
- At times throughout the year, the City will offer various wellness activities for voluntary employee participation.