

CITY OF COOS BAY CITY COUNCIL

Agenda Staff Report

MEETING DATE	AGENDA ITEM NUMBER
March 17, 2026	5.c

TO: Mayor Benetti, Council President DiNovo and City Councilors

FROM: Nichole Rutherford, City Manager

THROUGH: Nichole Rutherford, City Manager

ISSUE: Consideration to Approve Collective Bargaining Agreement with Coos Chapter International Association of Fire Fighters Local #2935

SUMMARY:

The current labor contract between the City of Coos Bay and the Coos Chapter International Association of Fire Fighters (IAFF) Local #2935 will expire on June 30, 2026. Members from both the bargaining teams (City & IAFF) recently completed negotiated a successor three-year Collective Bargaining Agreement (CBA). The proposed fiscal years 2027–2029 CBA has been ratified by the members of IAFF local #2935 and now needs approval of the City Council. The CBA between the City and the IAFF in its entirety and in legislative format (showing changes and revisions) is attached.

ACTION REQUESTED:

If it pleases Council, approve Collective Bargaining Agreement with Coos Chapter IAFF Local #2935 for 2023-2026.

BACKGROUND:

The majority of the City's workforce is represented by three separate unions: American Federation of State, County and Municipal Employees (AFSCME), Coos Bay Police Officers' Association (CBPOA), and the International Association of Fire Fighters (IAFF). The City has collective bargaining agreements (CBAs) with each of the unions, with each of the agreements for three year periods and expiring on alternating years, resulting in a negotiation process each year with one of the unions. The CBA between the City and IAFF is set to expire on June 30, 2026. IAFF represents the non-management employees in the Coos Bay Fire Department which includes three fire lieutenants and nine fire firefighters.

The City continues to contract with a labor attorney, associated with the law firm of Local Government Law Group which helps to ensure compliance with recent legislative changes, as well as add clarifying elements to several of the articles within the CBA. During this negotiation process, our labor attorney advised the management team, but was not directly involved with negotiations. Both sides presented proposals during January and February, at several meetings, with final agreement achieved in late February. The IAFF team presented the final approved proposals to the full union body which was ratified last week. City management now presents the CBA to the City Council for approval.

Salaries - The CPI West W Class B/C Cities index (CPI-W B/C), an inflation index based on the thirteen most Western states with populations under 1,500,000 (US Department of Labor, Bureau of Labor Statistics), is used for all of the city's collective bargaining agreements. The negotiation of salaries involves finding a index range that both parties can agree upon. For the IAFF CBA, the annual cost of living increase (COLA) is applied each July 1st and shall be equal to the Annual Changes, as shown within the noted index. Year one of the CBA, beginning July 1, 2026 will see a COLA of 3.00% for all represented members, which is estimated to equate to a total first year cost increase to salaries of

roughly \$50,000. For years two and three, the COLA has a minimum of 1.5% and maximum of 4%.

BUDGET IMPLICATIONS:

A full analysis of the estimated costs, at the low and high range is included for council review. This analysis includes the total costs which includes salaries (wages, OT, incentives, etc) and benefits (insurance, PERS, social security/medicare, etc).

ATTACHMENT(S):

- [IAFF CBA 2026-2029.pdf](#)
- [IAFF CBA 2026-2029 Legislative.pdf](#)
- [IAFF CBA estimates.pdf](#)