



# CITY OF IOWA CITY COUNCIL ACTION REPORT

April 1, 2025

Resolution authorizing agreement between the City of Iowa City and the Iowa City Association of Professional Fire Fighters, AFL-CIO, Local #610 to be effective July 1, 2025 through June 30, 2030.

Prepared By:	Karen Jennings, Human Resources Administrator
Reviewed By:	Geoff Fruin, City Manager Chris O'Brien, Deputy City Manager
Fiscal Impact:	Wages are anticipated to fall within future budget parameters.
Staff Recommendation:	Approval
Attachments:	<a href="#">Resolution</a> <a href="#">Fire Contract</a>

## Executive Summary:

The current Fire Union collective bargaining expires June 30, 2025. The City participated in collective bargaining with the Fire Union in accordance with Chapter 20 of the Iowa Code. After exchanging initial proposals on November 15, 2024 and November 27, 2024, the parties reached a tentative five-year agreement in a January 6, 2025 bargaining session. The tentative agreement (TA) is subject to both City Council approval and union ratification. The union ratified the TA on February 5, 2025 and Council approved it on February 18, 2025. The five-year collective bargaining agreement reflects the voluntary settlement negotiated in the approved tentative agreement.

## Background / Analysis:

The five-year collective bargaining agreement between the City of Iowa City and the Iowa City Association of Professional Fire Fighters, IAFF Local #610, for Fiscal Years 2026-2030 includes:

- Wage settlements for FY26-FY28 that include a 2.75% ATB and an additional 1.25% for top step Firefighter, Fire Lieutenant and Fire Captain in FY26, 2.75% ATB and an additional 1.25% for top step Firefighter, Fire Lieutenant and Fire Captain in FY27, and 3.0% ATB in FY28 with a wage re-opener in fiscal years 2029-2030.
- Insurance settlements for FY26-FY28 that include an increase in employee premium contribution to 12% in FY27, 13% in FY28, and an insurance re-opener in the fiscal years 2029-2030.
- Replacing all instances of “he/she” or “his/her” with “they/them/their” throughout the contract.

- Increasing annual holiday hours from 135 to 144.
- Deleting the Parking provision from the contract as a permissive subject of bargaining.
- Updating applicable articles to adopt current departmental policies for filling overtime assignments, vacation scheduling and time-off blocks, and shift bidding.
- Striking the Excused Tardiness language.
- Language updates to Witness Fees and Pregnancy leave provisions.

The collective bargaining agreement, effective July 1, 2025 through June 30, 2030, is attached.