



**BUSINESS OF THE CITY COUNCIL
YAKIMA, WASHINGTON
AGENDA STATEMENT**

Item No. 7.M.
For Meeting of: November 18, 2025

ITEM TITLE: Resolution authorizing a collective bargaining agreement for 2026-2027 with the International Association of Firefighters (IAFF) Local 469 bargaining unit

SUBMITTED BY: Connie Mendoza, Director of Human Resources

SUMMARY EXPLANATION:

City Management and IAFF 469 representatives negotiated in good faith, a contract setting forth the wages, hours and other terms and conditions of employment for four years (2022-2025). To that end, both parties recommend the City Council review and approve the attached CBA proposal. The IAFF 469 group has voted and ratified this proposed agreement.

Highlights of the proposed CBA include:

- Firefighter wage adjustment of 2.5% for 2026 and 2027
- Officer wage adjustment of 3.75% for 2026 and 2027
- Introduction of education incentive mid-year 2026 of 1% for AA and 2% for BA
- Education incentive increased mid-year 2027 to 2% for AA and 4% for BA
- Longevity increased in 2026 by .05% upon 9, 14, 19 and 24 years of service; in 2027 an additional .5% is added for 19 and 24 years of service
- Driver differential added in 2027 of 5% for firefighters while performing those duties
- Effective 1/1/2026 IAFF group will move from the City Health Plan to the LEOFF Trust medical plan with tiered rates and HRA benefit.

ITEM BUDGETED: Yes

STRATEGIC PRIORITY 24-25:

RECOMMENDATION: Adopt Resolution.

ATTACHMENTS:

[Resolution-IAFF 2026-2027 CBA.docx](#)

[2026-2027 IAFF Local 469 CBA_Final Clean Copy 11.3.25.pdf](#)