

September 4, 2025

MEMORANDUM

To: Seattle City Council
From: Amanda Allen, Analyst
Subject: Council Bill 121065 – Collective Bargaining Agreement for Local 2898

On September 9, 2025, the City Council will discuss and possibly vote on [Council Bill \(CB\) 121065](#), which authorizes the collective bargaining agreement (CBA) between The City of Seattle and the Seattle Fire Chiefs' Association, IAFF, Local 2898, effective from January 1, 2022, through December 31, 2026.

Overview of Key Points Regarding CB 121065:

- Implements a retroactive five-year agreement on wages, benefits, hours, and other working conditions between January 1, 2022, and December 31, 2026.
- 31 employees affected
- Includes \$4.73M in appropriations for current-year and retroactive payments will be included in the 2025 Year-end Supplemental.
- \$2.75M will be included in the 2026 Proposed Budget to meet the needs of the CBA.
- Wage Increases are as follows: 2022 +4%, 2023 +5%, 2024 +4%, 2025 +4%, 2026 +5%.
- Effective 2022 through 2025, monthly longevity premiums will increase to 8, 11, and 12 percent for 20, 25 and 30 years of service, respectively.
- Effective in 2026, monthly longevity premiums will increase to 6, 12, and 13 percent for 15, 25, and 30 years of service, respectively.
- In 2026, contributions to deferred compensation will increase by 0.4 percent to a maximum of three percent of the top step base salary of the Battalion Chief classification.
- Overtime compensation is now provided for annual medical physicals and required off-shift virtual training.
- The uniform allowance will increase by \$100 to \$350.
- Juneteenth and Indigenous Peoples' Day (and, effective in 2026, Independence Day) will be recognized as paid holidays for fulltime employees.

cc: Ben Noble, Director
Lish Whitson, Lead Analyst