



**Council Agenda Item 25-0664R**

**MEETING DATE:** August 25, 2025

**SUBJECT/TITLE:** RESOLUTION APPROVING A COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF DULUTH AND INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS LOCAL 101 FOR THE YEARS 2025-2027.

**SUBMITTED BY:** Human Resources Division

**RECOMMENDATION:** Approve

**BOARD/COMMISSION/COMMITTEE RECOMMENDATION:** N/A

**PREVIOUS COUNCIL ACTIONS:** Council approved collective bargaining agreements periodically. The last collective bargaining agreement between the city and IAFF Local 101 was signed in 2022.

**BACKGROUND:** The city and International Association of Fire Fighters (IAFF) Local 101 have been in negotiations for a successor agreement to their current 2022-2024 collective bargaining agreement. The parties tentatively agreed to a 2025-2027 collective bargaining agreement on June 17, 2025, and the IAFF Local 101 membership ratified this 2025-2027 collective bargaining agreement on August 5, 2025. The agreement is a three-year contract with general wage increases of 2.5 percent in 2025, 3.0 percent in 2026, and 3.0 percent in 2027. Firefighters will receive an additional longevity step of 4 percent for 20 years of service. In addition, all union members will receive a \$600.00 annual uniform allowance. Finally, additional steps were added to account for annual and bi-annual pay increases for Fire Captains and Fire Equipment Operators.

**BUDGET/FISCAL IMPACT:** Wage increase

**OPTIONS:**

**NECESSARY ACTION:** Approval

**ATTACHMENTS:** A clean and red-lined version of the proposed 2025-2027 Fire CBA