



2025 to 2027 SMFR & Local 2086 Working Agreement

SMFR Board Meeting

June 17, 2024

Highlight of Changes



- **Employee Salary Increase** – Employer of Choice – Top comparable department in total compensation (hourly rate, workweek, comprehensive benefits)
 - 2025 to 2027 Salary Increases
 - 2025 10%
 - 2026 3.5%
 - 2027 4% w/Escalation Clause *
- *Applies to year 3 of the contract only. If one of our 5 comparables' salary for Firefighter I exceeds SMFR, the 2027 salary may be increased to a maximum of 6%.

Salary History - Comparable Departments



Organization	2021 YOY Increase	2022 YOY Increase	2023 YOY Increase	2024 YOY Increase	2025 YOY Increase	Total Average Increases	Total Increase 2021 to 2024	Total Increase 2021 to 2025
<i>South Metro</i>	3.00%	2.00%	3.00%	3.00%	10.00%	4.20%	11.00%	21.00%
Aurora	0.00%	6.39%	4.99%	4.00%		3.84%	15.37%	
Colorado Springs	0.00%	6.08%	4.00%	4.00%		3.52%	14.08%	
Denver	3.00%	0.75%	4.00%	4.00%	4.00%	3.15%	11.75%	15.75%
Poudre	0.00%	4.00%	7.70%	6.00%	6.00%	4.74%	17.70%	23.70%
West Metro	4.25%	3.00%	4.50%	5.00%	5.00%	4.35%	16.75%	21.75%
AVERAGE	1.71%	3.70%	4.70%	4.33%	6.25%	3.97%	14.44%	20.55%

Highlight of Changes (cont)



- Introduction of **Longevity Pay** – Rewards employees for length of service
 - 2% at 4 Years, 3% at 10 Years, 4% at 15 Years, 5% 20 Years, 6% at 25 Years
 - Paid at Firefighter I Salary (not incumbent's salary)

- **Additional Leave Time**
 - Additional 2 vacation days at 4 to 9 years of service
 - Additional 1 sick day
 - Addition of 1 Federal Holiday (Juneteenth)

Highlight of Changes (cont)



- **Adjustment to Education Differential –**
 - Changed from % of salary to flat amount
 - \$1,000/Associates, \$3,000/Bachelors, \$5,000/Masters, \$6,000/PhD
 - Only provided if degree exceeds the 5 comparable agencies job requirement
- **Medical Insurance Premiums – Matching Denver premiums**
 - Estimated amount Denver's 2023 premium plus 8.5% (medical trend)
 - Employer/Employee contributions transition from 85/15 to 80/20
 - Working on 2025 renewals with goal of balancing cost to District and employees

Budget Impact



	2025 Original	2025 Negotiated	Difference
Market Increase	126,036,527	133,913,148	7,876,621
Health Insurance	15,008,948	12,539,726	(2,469,222)
Longevity Pay	-	1,886,340	1,886,340
Educational Differential	2,029,239	1,618,000	(411,239)
Change in Indexing	-	457,194	457,194
Academies	2,398,474	2,546,239	147,765
Overtime	10,152,111	10,842,060	689,949
		Total Increase	8,177,408

Questions

