



City of Racine

City Hall
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Legislative Report

File Number: Res. 1298-25

Agenda Date: 01/20/2026

File Type: Resolution

Local 321 International Association of Fire Fighters - 2025-2028 Collective Bargaining Agreement

Resolved, that the negotiated collective bargaining agreement between the City of Racine and Local 321, International Association of Fire Fighters, for 2025-2028, is approved.

Fiscal Note: The wage increases are as follows: 2.5% increases on January 1, 2025, 2.5% on January 1, 2026, 3.0% increase on January 1, 2027, a 3.0% increase on January 1, 2028. The settlement also includes increases for members' employee health insurance premium contributions from 7.5 % to 10%, effective January 1, 2027, and 12.5%, effective January 1, 2028. The cumulative costs of the contractual increases over the four-year period amount to approximately \$1,600,000 in wages and benefits over the life of the contract.