



Shoreline Fire Department

Dedicated to the Protection of Life and Property

Serving the Shoreline Community for Over 75 years, since 1939

FIRE CHIEF
Matt Cowan

COMMISSIONERS
Kim Fischer
Rod Heivilin
Barb Sullivan
David Harris
Rick Nye

RESOLUTION 25-06

Affirmation of Intent for Retroactive Pay

This Resolution addresses the intent of the Shoreline Fire District Board of Commissioners to apply retroactive pay to all employees after negotiations and comparable analysis were completed in 2026.

WHEREAS, the Shoreline Fire Department's Board of Commissioners (Board) recognizes it is in the best interest of the Fire Department and its employees to establish appropriate salary and benefits packages, and

WHEREAS, the Board recognizes that negotiations with IAFF Local 1760 stalled in late 2024 and that there was agreement to resume negotiations March of 2025, and

WHEREAS, the Board was informed and recognized that this would delay not only the Uniform CBA, but the Chief Officer CBA, Non-Uniformed CBA, and salary and benefits package adjustments for non-represented employees;

THEREFORE BE IT RESOLVED, all employees would receive retroactive pay back to January 1, 2025 after the CBAs were ratified and non-represented employees salary and benefits packages could be adjusted.

On October 29, 2024 the Union requested that all negotiations pause until the following year, to resume in March, 2025. Two Commissioners were invited, but not required, to attend negotiations meetings, so that an awareness and perspective could be shared from and to the Board of Commissioners. After that negotiations session the full Board was briefed at the November 7, 2024 Board of Commissioner meeting, and there was an executive session to discuss the status of ongoing negotiations. In subsequent negotiations and budget meetings the impact on employee's compensation packages were also discussed. Represented staff opted for no COLA in 2025, and non-represented employees were provided a CPI adjustment of 3.8% with the understanding that once the CBAs were ratified and comparable analysis occurred, that all employees would receive the difference in a retroactive pay adjustment back to January 1, 2025.

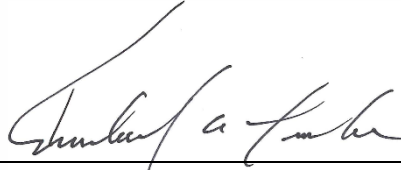
ADOPTED AND APPROVED by the Board of Fire Commissioners of the Shoreline Fire Department, King County, Washington, at a regular meeting thereof, held on December 4, 2025.

Attest:



Bouphe K. Siharath
Secretary to the Board

**THE SHORELINE FIRE DEPARTMENT (FIRE DISTRICT) BOARD OF
COMMISSIONERS**



Kimberly A. Fischer, Commissioner



David M. Harris, Commissioner



Rod Heivilin, Commissioner



Rick Nye, Commissioner



Barb Sullivan, Commissioner

