



Snohomish County Fire District #5

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MEMORANDUM OF UNDERSTANDING

Between

SCFD#5 and IAFF Local 2781

Regarding COLA for 2026

This Memorandum of Understanding (“MOU”) is entered into by and between the International Association of Firefighters, Local 2781 (the “Union”) and Snohomish County Fire Protection District No. 5 (the “District”)(also collectively referenced herein as the “Parties”).

Section 1 – Purpose of the MOU

- 1.1 The District and the Union are parties to a Collective Bargaining Agreement (“CBA”), with a term of January 1, 2024, through December 31, 2026.
- 1.2 Section 5.5 states “Except as provided in 5.5.1, on January 1, 2026, the base salary for Senior Fire Fighter shall increase by a percent equal to the increase in the Seattle-Tacoma-Bellevue CPI-U from October 2024 to October 2025.
- 1.3 Section 5.5.1 further states that “Base salary increases as provided in paragraph 5.5 above shall be no more than four percent (4%) or less than one percent (1%).
- 1.4 The Parties are aware that the United States Bureau of Labor Statistics has issued a notice that it will not be releasing a Seattle-Tacoma-Bellevue CPI-U from October 2024 to October 2025. (See reference)

Section 2 – Agreement for Cost-of-Living Adjustments for 2026

- 2.1 The Parties agree to use the Seattle-Tacoma-Bellevue CPI-U from August 2024 to August 2025 for the basis of COLA calculations to be applied to the 2026 Senior Fire Fighter base salary.

Section 3 – Duration of this MOU

- 3.1 This MOU shall exist in full force until amended, restated, or rescinded by agreement of the signatories.

An MOU Regarding COLA for 2026

Section 4 - Other MOU Terms

4.1 By signing below, the Parties agree that the above represents their full and entire agreement with respect to the subject matter of this MOU. In addition, this MOU does not waive either party's right to bargain over wages, hours and working conditions as provided by statute and other applicable laws. Additionally, and as noted above, nothing contained in this MOU shall be deemed to set a precedent or constitute a past practice – and neither party may assert that this MOU constitutes evidence of a past practice or precedent in any future situation.

Section 5 – Effective Date

5.1 The Parties agree this MOU shall have an effective date of 1/1/2026

For the Union:


Signature and Title

For the District:


Seth Johnson, Fire Chief

1/12/2026
Date

Samantha Blankenship 12/30/25
Printed Name Date

Reference

Revised news release dates following the 2025 lapse in appropriations. (2025, December 4).

U.S. Bureau of Labor Statistics. Retrieved December 5, 2025, from
https://www.bls.gov/bls/2025-lapse-revised-release-dates.htm#cpi_note



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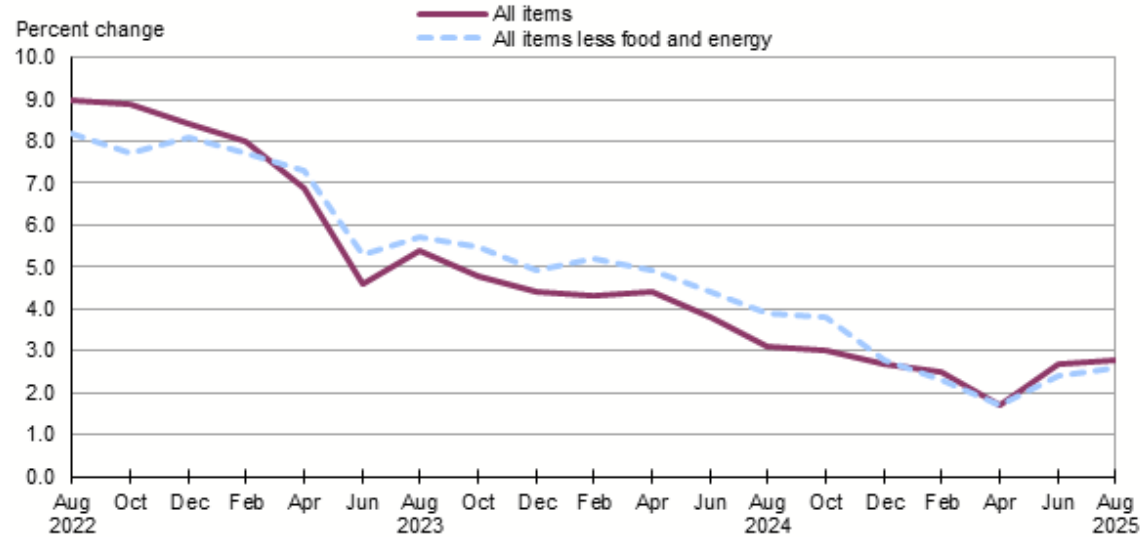
Consumer Price Index, Seattle area — August 2025

Area prices were up 0.2 percent over the past two months, up 2.8 percent from a year ago

The Consumer Price Index for All Urban Consumers (CPI-U) for Seattle-Tacoma-Bellevue increased 0.2 percent for the two months ending in August 2025, the U.S. Bureau of Labor Statistics reported today. Regional Commissioner Chris Rosenlund noted that the index for all items less food and energy rose 0.4 percent during the two-month period. The food index decreased 0.4 percent, while the energy index rose 0.2 percent. (Data in this report are not seasonally adjusted. Accordingly, bi-monthly changes may reflect seasonal influences.)

The Seattle area all items CPI-U increased 2.8 percent for the 12 months ending in August. The index for all items less food and energy advanced 2.6 percent over the year. The food index rose 3.5 percent. The energy index advanced 7.3 percent.

Chart 1. Over-the-year percent change in CPI-U, Seattle-Tacoma-Bellevue, WA, August 2022–August 2025



Source: U.S. Bureau of Labor Statistics.

[View Chart Data](#)

Food

The food index decreased 0.4 percent for the two months ending in August. The index for food at home (grocery store purchases) decreased 1.7 percent. The food away from home index (restaurant, cafeteria, and vending purchases) increased 1.0 percent for the same period.

The food index rose 3.5 percent over the year. The food at home index advanced 2.7 percent, with higher prices in all six major grocery store food groups. The food away from home index rose 4.2 percent.

Energy

The energy index rose 0.2 percent for the two months ending in August. Gasoline prices decreased 0.6 percent.

The energy index advanced 7.3 percent over the year. Gasoline prices increased 4.2 percent.

All items less food and energy

The index for all items less food and energy rose 0.4 percent during the two-month period. Among the index's components, prices were higher for apparel (+14.7 percent) and household furnishings and operations (+2.4 percent). In contrast, prices were lower for shelter (-0.7 percent).

The index for all items less food and energy advanced 2.6 percent over the year, reflecting higher prices for household furnishings and operations (+7.6 percent) and shelter (+1.1 percent). In contrast, prices were lower for recreation (-1.0 percent).

Table A. Seattle-Tacoma-Bellevue, WA, CPI-U 2-month and 12-month percent changes, all items index, not seasonally adjusted

| Month | 2021 | | 2022 | | 2023 | | 2024 | | 2025 | |
|----------|---------|----------|---------|----------|---------|----------|---------|----------|---------|----------|
| | 2-month | 12-month | 2-month | 12-month | 2-month | 12-month | 2-month | 12-month | 2-month | 12-month |
| February | 1.2 | 1.7 | 1.7 | 8.1 | 1.4 | 8.0 | 1.2 | 4.3 | 1.1 | 2.5 |
| April | 1.1 | 3.4 | 2.1 | 9.1 | 1.0 | 6.9 | 1.2 | 4.4 | 0.4 | 1.7 |
| June | 2.2 | 5.5 | 3.2 | 10.1 | 1.0 | 4.6 | 0.4 | 3.8 | 1.4 | 2.7 |
| August | 1.1 | 5.2 | 0.0 | 9.0 | 0.8 | 5.4 | 0.1 | 3.1 | 0.2 | 2.8 |
| October | 1.1 | 6.5 | 1.0 | 8.9 | 0.4 | 4.8 | 0.3 | 3.0 | | |
| December | 0.6 | 7.6 | 0.1 | 8.4 | -0.3 | 4.4 | -0.5 | 2.7 | | |

The October 2025 Consumer Price Index for the Seattle area is scheduled to be released on November 13, 2025.

Changes to the CPI

BLS has replaced survey data collected for the CPI's wireless telephone services index with secondary source data and non-traditional index methods. Additional information is available on the CPI website, www.bls.gov/cpi/additional-resources/alternative-data-wireless-telephone.htm, and in a new factsheet "Measuring Price Change in the CPI: Wireless Telephone Services," www.bls.gov/cpi/factsheets/wireless-telephone-service.htm

With the release of October 2025 data on November 13, 2025, the Bureau of Labor Statistics (BLS) will remove long-term care (LTC) insurance from the health insurance index. Changes in the market for LTC insurance have made it out of scope and ineligible for pricing in the CPI market basket.

Technical Note

The [Consumer Price Index](#) (CPI) is a measure of the average change in prices over time in a fixed market basket of goods and services. The Consumer Price Index for Seattle is published bi-monthly. The set of components and sub-aggregates published for regional and metropolitan indexes is more limited than at the U.S. city average level; these indexes are byproducts of the national CPI program. Each local index has a much smaller sample size than the national or regional indexes and is, therefore, subject to substantially more sampling and other measurement error. As a result, local-area indexes are more volatile than the national or regional indexes. In addition, local indexes are not adjusted for seasonal influences. **NOTE: Area indexes do not measure differences in the level of prices between cities; they only measure the average change in prices for each area since the base period.**

A full all-items data series history for the original index value and for 1-month, 2-month, 3-month, 6-month, and 12-month percent changes can be accessed via BLS data query tools. A direct link to the all-items series is provided in Table 1 of this release under historical data.

The Seattle-Tacoma-Bellevue, WA. metropolitan area covered in this release is comprised of King, Pierce, and Snohomish Counties in the State of Washington.

Refer to the national [CPI news release technical note](#) or the [Handbook of Methods](#) for more information.

Information in this release will be made available to individuals with sensory impairments upon request. Voice phone: (202) 691-5200; Telecommunications Relay Service: 7-1-1.

Table 1. Seattle-Tacoma-Bellevue, WA, CPI-U by expenditure category for August 2025, not seasonally adjusted (1982-84=100 unless otherwise noted)

| Expenditure category | Indexes | | | | Percent change from - | | |
|--|-----------------|-----------|-----------|-----------|-----------------------|-----------|-----------|
| | Historical data | Jun. 2025 | Jul. 2025 | Aug. 2025 | Aug. 2024 | Jun. 2025 | Jul. 2025 |
| All Items | | 364.344 | - | 365.211 | 2.8 | 0.2 | - |
| All items (1967=100) | | 1,110.661 | - | 1,113.306 | | | |
| Food and beverages | | 375.931 | - | 374.401 | 3.3 | -0.4 | - |
| Food | | 378.697 | - | 377.107 | 3.5 | -0.4 | - |
| Food at home | | 335.247 | 327.431 | 329.431 | 2.7 | -1.7 | 0.6 |
| Cereals and bakery products | | 397.352 | 400.368 | 404.530 | 2.9 | 1.8 | 1.0 |
| Meats, poultry, fish, and eggs | | 302.984 | 306.530 | 298.886 | 4.4 | -1.4 | -2.5 |
| Dairy and related products | | - | - | 296.938 | 2.3 | - | - |
| Fruits and vegetables | | 484.445 | 481.568 | 505.344 | 2.6 | 4.3 | 4.9 |
| Nonalcoholic beverages and beverage materials(1) | | 451.356 | 418.839 | 401.344 | 0.2 | -11.1 | -4.2 |
| Other food at home | | 265.033 | 251.672 | 256.958 | 1.9 | -3.0 | 2.1 |
| Food away from home | | 449.023 | - | 453.623 | 4.2 | 1.0 | - |
| Alcoholic beverages | | 333.335 | - | 332.684 | -0.6 | -0.2 | - |
| Housing | | 444.894 | - | 443.973 | 2.5 | -0.2 | - |
| Shelter | | 507.745 | 508.475 | 504.402 | 1.1 | -0.7 | -0.8 |
| Rent of primary residence | | 506.403 | 508.463 | 509.211 | 1.8 | 0.6 | 0.1 |
| Owners' equiv. rent of residences(2) | | 534.920 | 535.479 | 537.101 | 2.4 | 0.4 | 0.3 |
| Owners' equiv. rent of primary residence(2) | | 534.920 | 535.479 | 537.101 | 2.4 | 0.4 | 0.3 |
| Household furnishings and operations | | 239.168 | - | 244.923 | 7.6 | 2.4 | - |
| Apparel | | 126.946 | - | 145.666 | 6.9 | 14.7 | - |
| Transportation | | 313.185 | - | 311.220 | 5.1 | -0.6 | - |
| Private transportation | | 325.087 | - | 326.495 | 3.2 | 0.4 | - |
| New and used motor vehicles(3) | | 126.717 | - | 127.794 | 2.4 | 0.8 | - |
| New vehicles(1) | | 225.961 | - | 226.460 | 0.7 | 0.2 | - |
| Used cars and trucks(1) | | 424.009 | - | 431.688 | 7.9 | 1.8 | - |
| Motor fuel | | 502.509 | 500.880 | 499.719 | 4.0 | -0.6 | -0.2 |
| Gasoline (all types) | | 513.830 | 512.114 | 510.580 | 4.2 | -0.6 | -0.3 |

Footnotes

- (1) Index is on a November 1977=100 base.
- (2) Index is on a November 1982=100 base.
- (3) Indexes on a December 1997=100 base.
- (4) Special index based on a substantially smaller sample.
- (5) Indexes on a December 1993=100 base.

- Data not available.

NOTE: Index applies to a month as a whole, not to any specific date. Data not seasonally adjusted.

| Expenditure category | Indexes | | | | Percent change from - | | |
|---|-----------------|-----------|-----------|-----------|-----------------------|-----------|-----------|
| | Historical data | Jun. 2025 | Jul. 2025 | Aug. 2025 | Aug. 2024 | Jun. 2025 | Jul. 2025 |
| Unleaded regular ⁽⁴⁾ | | 554.603 | 552.652 | 550.645 | 4.1 | -0.7 | -0.4 |
| Unleaded midgrade ⁽⁴⁾⁽⁵⁾ | | 410.358 | 408.585 | 407.797 | 3.9 | -0.6 | -0.2 |
| Unleaded premium ⁽⁴⁾ | | 482.933 | 481.667 | 481.316 | 4.4 | -0.3 | -0.1 |
| Medical Care | | 495.064 | - | 497.213 | 3.3 | 0.4 | - |
| Recreation ⁽³⁾ | | 119.910 | - | 121.088 | -1.0 | 1.0 | - |
| Education and communication ⁽³⁾ | | 148.957 | - | 149.962 | - | 0.7 | - |
| Tuition, other school fees, and child care ⁽¹⁾ | | 1,931.185 | - | 1,990.230 | - | 3.1 | - |
| Other goods and services | | - | - | 549.752 | 2.3 | - | - |

Footnotes
 (1) Index is on a November 1977=100 base.
 (2) Index is on a November 1982=100 base.
 (3) Indexes on a December 1997=100 base.
 (4) Special index based on a substantially smaller sample.
 (5) Indexes on a December 1993=100 base.

- Data not available.
 NOTE: Index applies to a month as a whole, not to any specific date. Data not seasonally adjusted.

Table 2. Seattle-Tacoma-Bellevue, WA, CPI-U by special aggregate index for August 2025, not seasonally adjusted (1982-84=100 unless otherwise noted)

| Special aggregate index | Indexes | | | | Percent change from - | | |
|--|-----------------|-----------|-----------|-----------|-----------------------|-----------|-----------|
| | Historical data | Jun. 2025 | Jul. 2025 | Aug. 2025 | Aug. 2024 | Jun. 2025 | Jul. 2025 |
| All items | | 364.344 | - | 365.211 | 2.8 | 0.2 | - |
| Food | | 378.697 | - | 377.107 | 3.5 | -0.4 | - |
| Energy | | 442.635 | 441.994 | 443.400 | 7.3 | 0.2 | 0.3 |
| All items less food and energy | | 362.080 | - | 363.426 | 2.6 | 0.4 | - |
| All items less energy | | 364.382 | - | 365.262 | 2.6 | 0.2 | - |
| All items less medical care | | 358.798 | - | 359.600 | 2.8 | 0.2 | - |
| All items less shelter | | 308.434 | - | 310.828 | 3.9 | 0.8 | - |
| Commodities | | 246.827 | - | 249.866 | 2.9 | 1.2 | - |
| Commodities less food | | 194.893 | - | 199.854 | 3.4 | 2.5 | - |
| Commodities less food & beverages | | 189.593 | - | 194.684 | 3.6 | 2.7 | - |
| Durables | | 152.772 | - | 153.524 | 2.7 | 0.5 | - |
| Nondurables | | 298.149 | - | 302.514 | 3.3 | 1.5 | - |
| Nondurables less food & beverages | | 227.768 | - | 238.017 | 4.2 | 4.5 | - |
| Nondurables less food | | 236.545 | - | 246.240 | 3.8 | 4.1 | - |
| Services | | 473.446 | - | 472.002 | 2.6 | -0.3 | - |
| Services less rent of shelter ⁽¹⁾ | | 442.791 | - | 443.595 | 4.9 | 0.2 | - |
| Services less medical care services | | 466.436 | - | 464.731 | 2.5 | -0.4 | - |

Footnotes
 (1) Indexes on a November 1982=100 base.

- Data not available.
 NOTE: Index applies to a month as a whole, not to any specific date.

Last Modified Date: Thursday, September 11, 2025

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