

MEMORANDUM OF UNDERSTANDING
CENTRAL LYON COUNTY FIRE
PROTECTION DISTRICT FIRE
CHIEFS ASSOCIATION
INTERIM WAGES & BENEFITS
FY 2026-2027

The Central Lyon County Fire Protection District (the District) and the Central Lyon County Fire Chiefs Association (the Association), collectively the Parties, enter into this Interim Memorandum of Understanding (MOU).

1. The District and the Chiefs Association are parties currently in negotiations for an internal Collective Bargaining Agreement (CBA).

2. The parties wish to institute these negotiated items to be included in the Central Lyon County Fire Protection District Fire Chiefs Association Interim MOU, for the purpose of increasing Battalion Chief wages and benefits.

NOW THEREFORE, based on the terms and conditions of this MOU and other good and valuable consideration, the District and the Association agree to the following negotiated items:

1. 3% Cost of Living Adjustment (COLA)

1.1 The District shall provide a three percent (3%) cost of living adjustment (COLA), applied comprehensively to the Battalion Chief wage schedule, effective the first full pay period in July 2026.

2. Battalion Chief / Paramedic Compensation

2.1 Employees assigned to the Battalion Chief classification who possess and maintain a current and valid Paramedic certification shall receive additional compensation at a rate of ten percent (10%) above their applicable hourly rate of pay.

2.2 The District shall establish and maintain a Battalion Chief / Paramedic wage schedule reflecting the additional ten percent (10%) compensation referenced herein.

3. Longevity Pay

3.1 Employees who have completed five (5) or more years of continuous full-time service with the District shall be eligible for longevity compensation.

3.2 Longevity pay shall be calculated at a rate of 0.5% (0.005) of the base pay rate at the member's current step in grade for each full year of continuous service up to a maximum of twenty (20) years.

3.3 Eligibility for longevity pay shall be determined upon completion of five (5) years of full-time service and shall thereafter be calculated annually on the employee's anniversary date. Payment shall be made as a single annual installment in the first full pay period following the anniversary date.

3.4 Employees who retire prior to the annual payment date shall receive a prorated longevity payment based on the last full year of completed service. Longevity payments shall not be provided in the event of separation from employment for reasons other than retirement, absent express approval by the Board of Directors.

4. Education Reimbursement Program

4.1 The District shall provide an educational reimbursement program to support employees pursuing degrees in Fire Science, Fire Prevention, Business Administration, Chemistry, Emergency Management, Nursing, Emergency Medical Services, or other degree programs as approved by the Fire Chief or designee.

4.2 The total funding available for this program shall not exceed nine thousand dollars (\$9,000) per fiscal year.

4.3 Eligible employees may receive reimbursement of up to three thousand dollars (\$3,000) per fiscal year for qualified educational expenses.

4.4 To be eligible for reimbursement, the employee must submit appropriate documentation, including receipts and proof of successful course completion with a grade of "C" or higher, to the District Administration Office.

5. Bereavement Leave

5.1 In the event of a death in an employee's immediate family, the employee shall be entitled to bereavement leave with pay.

5.2 For purposes of this section, "immediate family" shall include a spouse or domestic partner, child, stepchild, foster child, parent, stepparent, legal guardian, sibling, grandparent, grandchild, and corresponding relatives of the employee's spouse or domestic partner.

5.3 Employees assigned to a fifty-six (56) hour work schedule shall be entitled to up to ninety-six (96) hours of paid bereavement leave per calendar year.

5.4 Bereavement leave is a standalone annual benefit and shall not accrue, carry over, or be subject to payout upon separation from employment.

6. Staffing

6.1 A Battalion Chief should be on duty. If a Battalion Chief is unavailable, a qualified Chief Officer or Actor may fill the position, for up to twelve (12) hours, unless extenuating circumstances exist, approved by the Fire Chief.

The parties further agree that this MOU shall take immediate effect following the execution of this memorandum of understanding, and that the revised language shall be incorporated into the successor agreement unless otherwise agreed upon by the parties.

The Central Lyon County Fire Protection District

By: _____ Tim McHargue, Chief Negotiator

Central Lyon County Fire Protection District Chiefs Association

By: _____ Ryan Johnson, President