Memo

To: Central Lyon County Fire Board of Directors

From: Amber Law Business Manager/HR Director

Date: July 9, 2026

Re: Updated MOU Fiscal Impact Statement for Central Lyon County Fire Chiefs Association FY2026-2027 Longevity

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At the June 11, 2026 Board of Directors Meeting, the Board approved the Central Lyon County Fire Protection District Fire Chiefs Association Memorandum of Understanding (MOU) effective July 1, 2026 through June 30, 2027, which included an annual longevity payment based on the B-1 (Shift Battalion Chief / EMT) pay scale at Step 5.

During the Fire Chiefs Association negotiation meeting held on June 16, 2026, it was identified that the use of the B-1 position at Step 5 was an error. The negotiation team reached consensus that longevity should instead be calculated based on the incumbent's current position, either B-1 (Shift Battalion Chief / EMT) or B-2 (Shift Battalion Chief / Paramedic), and the applicable pay step, ranging from Step 1 through Step 5.

As a result, an updated longevity pay scale was developed to accurately reflect this correction, incorporating both classifications and all five pay steps.

<u>Corrected Longevity Pay</u>

Estimated Fiscal Impact: **$23,023.65**

Fiscal Impact Rationale

Current 20-Year Longevity Scale = $8,135.55

Proposed 20-Year BC Longevity Scale = $15,810.10
$15,810.10 - $8,135.55 = $7,674.55
Cost of BC longevity increase - $7,674.55 x 3 BCs = $23,023.65

Please note, the 2026–2027 Longevity Pay Schedules below were developed to incorporate both classifications (B-1 and B-2) and all five pay steps.

The calculations above are based on the current incumbents' positions and pay steps, specifically three (3) Shift Battalion Chief / Paramedic positions at Step 5, each with 20 or more years of service.

Position: B-2 Shift BC/Paramedic

Years of Service	B-2, Step 1	Percentage	Total Longevity
5	$128,774	0.005	$3,219.35
6	$128,774	0.005	$3,863.22
7	$128,774	0.005	$4,507.09
8	$128,774	0.005	$5,150.96
9	$128,774	0.005	$5,794.83
10	$128,774	0.005	$6,438.70
11	$128,774	0.005	$7,082.57
12	$128,774	0.005	$7,726.44
13	$128,774	0.005	$8,370.31
14	$128,774	0.005	$9,014.18
15	$128,774	0.005	$9,658.05
16	$128,774	0.005	$10,301.92
17	$128,774	0.005	$10,945.79
18	$128,774	0.005	$11,589.66
19	$128,774	0.005	$12,233.53
20	$128,774	0.005	$12,877.40

Years of Service	B-2, Step 2	Percentage	Total Longevity
5	$135,552	0.005	$3,388.80
6	$135,552	0.005	$4,066.56
7	$135,552	0.005	$4,744.32
8	$135,552	0.005	$5,422.08
9	$135,552	0.005	$6,099.84
10	$135,552	0.005	$6,777.60
11	$135,552	0.005	$7,455.36
12	$135,552	0.005	$8,133.12
13	$135,552	0.005	$8,810.88
14	$135,552	0.005	$9,488.64
15	$135,552	0.005	$10,166.40
16	$135,552	0.005	$10,844.16
17	$135,552	0.005	$11,521.92
18	$135,552	0.005	$12,199.68
19	$135,552	0.005	$12,877.44
20	$135,552	0.005	$13,555.20

Years of Service	B-2, Step 3	Percentage	Total Longevity
5	$142,686	0.005	$3,567.15
6	$142,686	0.005	$4,280.58
7	$142,686	0.005	$4,994.01
8	$142,686	0.005	$5,707.44
9	$142,686	0.005	$6,420.87
10	$142,686	0.005	$7,134.30
11	$142,686	0.005	$7,847.73
12	$142,686	0.005	$8,561.16
13	$142,686	0.005	$9,274.59
14	$142,686	0.005	$9,988.02
15	$142,686	0.005	$10,701.45
16	$142,686	0.005	$11,414.88
17	$142,686	0.005	$12,128.31
18	$142,686	0.005	$12,841.74
19	$142,686	0.005	$13,555.17
20	$142,686	0.005	$14,268.60

Years of Service	B-2, Step 4	Percentage	Total Longevity
5	$150,196	0.005	$3,754.90
6	$150,196	0.005	$4,505.88
7	$150,196	0.005	$5,256.86
8	$150,196	0.005	$6,007.84
9	$150,196	0.005	$6,758.82
10	$150,196	0.005	$7,509.80
11	$150,196	0.005	$8,260.78
12	$150,196	0.005	$9,011.76
13	$150,196	0.005	$9,762.74
14	$150,196	0.005	$10,513.72
15	$150,196	0.005	$11,264.70
16	$150,196	0.005	$12,015.68
17	$150,196	0.005	$12,766.66
18	$150,196	0.005	$13,517.64
19	$150,196	0.005	$14,268.62
20	$150,196	0.005	$15,019.60

Years of Service	B-2, Step 5	Percentage	Total Longevity
5	$158,101	0.005	$3,952.53
6	$158,101	0.005	$4,743.03
7	$158,101	0.005	$5,533.54
8	$158,101	0.005	$6,324.04
9	$158,101	0.005	$7,114.55
10	$158,101	0.005	$7,905.05
11	$158,101	0.005	$8,695.56
12	$158,101	0.005	$9,486.06
13	$158,101	0.005	$10,276.57
14	$158,101	0.005	$11,067.07
15	$158,101	0.005	$11,857.58
16	$158,101	0.005	$12,648.08
17	$158,101	0.005	$13,438.59
18	$158,101	0.005	$14,229.09
19	$158,101	0.005	$15,019.60
20	$158,101	0.005	$15,810.10

Position: B-1 Shift BC/EMT

Years of Service	B-1, Step 1	Percentage	Total Longevity
5	$117,067	0.005	$2,926.68
6	$117,067	0.005	$3,512.01
7	$117,067	0.005	$4,097.35
8	$117,067	0.005	$4,682.68
9	$117,067	0.005	$5,268.02
10	$117,067	0.005	$5,853.35
11	$117,067	0.005	$6,438.69
12	$117,067	0.005	$7,024.02
13	$117,067	0.005	$7,609.36
14	$117,067	0.005	$8,194.69
15	$117,067	0.005	$8,780.03
16	$117,067	0.005	$9,365.36
17	$117,067	0.005	$9,950.70
18	$117,067	0.005	$10,536.03
19	$117,067	0.005	$11,121.37
20	$117,067	0.005	$11,706.70

Years of Service	B-1, Step 2	Percentage	Total Longevity
5	$123,229	0.005	$3,080.73
6	$123,229	0.005	$3,696.87
7	$123,229	0.005	$4,313.02
8	$123,229	0.005	$4,929.16
9	$123,229	0.005	$5,545.31
10	$123,229	0.005	$6,161.45
11	$123,229	0.005	$6,777.60
12	$123,229	0.005	$7,393.74
13	$123,229	0.005	$8,009.89
14	$123,229	0.005	$8,626.03
15	$123,229	0.005	$9,242.18
16	$123,229	0.005	$9,858.32
17	$123,229	0.005	$10,474.47
18	$123,229	0.005	$11,090.61
19	$123,229	0.005	$11,706.76
20	$123,229	0.005	$12,322.90

Years of Service	B-1, Step 3	Percentage	Total Longevity
5	$129,715	0.005	$3,242.88
6	$129,715	0.005	$3,891.45
7	$129,715	0.005	$4,540.03
8	$129,715	0.005	$5,188.60
9	$129,715	0.005	$5,837.18
10	$129,715	0.005	$6,485.75
11	$129,715	0.005	$7,134.33
12	$129,715	0.005	$7,782.90
13	$129,715	0.005	$8,431.48
14	$129,715	0.005	$9,080.05
15	$129,715	0.005	$9,728.63
16	$129,715	0.005	$10,377.20
17	$129,715	0.005	$11,025.78
18	$129,715	0.005	$11,674.35
19	$129,715	0.005	$12,322.93
20	$129,715	0.005	$12,971.50

Years of Service	B-1, Step 4	Percentage	Total Longevity
5	$136,542	0.005	$3,413.55
6	$136,542	0.005	$4,096.26
7	$136,542	0.005	$4,778.97
8	$136,542	0.005	$5,461.68
9	$136,542	0.005	$6,144.39
10	$136,542	0.005	$6,827.10
11	$136,542	0.005	$7,509.81
12	$136,542	0.005	$8,192.52
13	$136,542	0.005	$8,875.23
14	$136,542	0.005	$9,557.94
15	$136,542	0.005	$10,240.65
16	$136,542	0.005	$10,923.36
17	$136,542	0.005	$11,606.07
18	$136,542	0.005	$12,288.78
19	$136,542	0.005	$12,971.49
20	$136,542	0.005	$13,654.20

Years of Service	B-1, Step 5	Percentage	Total Longevity
5	$143,728	0.005	$3,593.20
6	$143,728	0.005	$4,311.84
7	$143,728	0.005	$5,030.48
8	$143,728	0.005	$5,749.12
9	$143,728	0.005	$6,467.76
10	$143,728	0.005	$7,186.40
11	$143,728	0.005	$7,905.04
12	$143,728	0.005	$8,623.68
13	$143,728	0.005	$9,342.32
14	$143,728	0.005	$10,060.96
15	$143,728	0.005	$10,779.60
16	$143,728	0.005	$11,498.24
17	$143,728	0.005	$12,216.88
18	$143,728	0.005	$12,935.52
19	$143,728	0.005	$13,654.16
20	$143,728	0.005	$14,372.80

Fiscal Impact Correction Amount

Corrected Longevity Fiscal Impact Amount:	$23,023
Previously Approved Longevity Fiscal Impact Amount:	$18,712
Difference (increase in fiscal impact):	**$4,311**

Previously Approved Longevity Pay

Estimated Fiscal Impact: **$18,712**

Fiscal Impact Rationale

Current 20-Year Longevity Scale = $8,135.55

Proposed 20-Year BC Longevity Scale = $14,372.81

$14,372.81 - $8,135.55 = $6,237.26

Cost of BC longevity increase - $6,237.26 x 3 BCs = $18,711.78

Please note, the proposed 2026–2027 Longevity Pay Schedule below was used for the calculations above for 3 BCs who have 20 or more years of service.

Longevity Calculation 2026-2027			
(Per proposed CBA, Battalion Chiefs use B-1, Step 5 for 5 years + for Longevity)			
Grade	Position	Step 5	Hourly Step 5
B-1	Shift BC/EMT	$143,728	$49.36
Years of Service	B-1, Step 5	Percentage	Total
5	$143,728	0.005	$ 3,593.20
6	$143,728	0.005	$ 4,311.84
7	$143,728	0.005	$ 5,030.48
8	$143,728	0.005	$ 5,749.12
9	$143,728	0.005	$ 6,467.76
10	$143,728	0.005	$ 7,186.40
11	$143,728	0.005	$ 7,905.04
12	$143,728	0.005	$ 8,623.68
13	$143,728	0.005	$ 9,342.32
14	$143,728	0.005	$ 10,060.96
15	$143,728	0.005	$ 10,779.60
16	$143,728	0.005	$ 11,498.24
17	$143,728	0.005	$ 12,216.88
18	$143,728	0.005	$ 12,935.52
19	$143,728	0.005	$ 13,654.16
20	$143,728	0.005	$ 14,372.81