



Memo

To: Central Lyon County Fire Board of Directors
From: Amber Law Business Manager/HR Director
Date: June 11, 2026
Re: Fiscal Impact Statement for Central Lyon County Fire Protection District Unrepresented Staff Members

The Central Lyon County Fire Protection District (“District”) would like to formally document a proposal for unrepresented staff members in alignment with the proposal received from the Central Lyon County Associations. This effort is intended to promote consistency and comparability in benefits across all staff.

The following positions are not currently represented by a labor group or employee association and are therefore considered unrepresented staff:

- Assistant Fire Chief
- Fire Marshal
- Risk Reduction Program Division Chief
- Business Manager / HR Director
- Contracts & Grants Specialist
- Office Specialist
- Executive Assistant

The total estimated fiscal impact is approximately: \$27,452

Wage Adjustments & COLAs (at 3%)

Estimated Fiscal Impact:

\$23,202

Fiscal Impact Rationale

3% of the Approved 2025-2026 Wage Scale

Assistant Fire Chief: $\$184,809 \times 3\% = \$5,544$

Fire Marshal: $\$133,891 \times 3\% = \$4,017$

Risk Reduction Program Division Chief: $\$133,891 \times 3\% = \$4,017$

Business Manager / HR Director: $\$123,843 \times 3\% = \$3,715$

Contracts & Grants Specialist: $\$64,673 \times 3\% = \$1,940$

Office Specialist (EE PERS): $\$71,573 \times 3\% = \$2,147$

Executive Assistant: $\$60,747 \times 3\% = \$1,822$

Bereavement Leave

Estimated Fiscal Impact:

\$4,250

Fiscal Impact Rationale

Assistant Fire Chief: \$88.85 per hour

Fire Marshal: \$64.37 per hour

Risk Reduction Program Division Chief: \$64.37 per hour

Business Manager / HR Director: \$59.54 per hour

Contracts & Grants Specialist: \$31.09 per hour

Office Specialist (EE PERS): \$34.41

Executive Assistant: \$29.21 per hour

$\$88.85 + \$64.37 + \$64.37 + \$59.54 + \$31.09 + \$34.41 + \$29.21 = \$371.84 / 7 \text{ staff} = \53.12 average

$\$53.12 \text{ per hour} \times 80 \text{ hours of Bereavement Leave} = \$4,250$

Please note, actual costs may vary based on the utilization of Bereavement Leave. To ensure consistency and comparability, the figure above is calculated using an average hourly salary for the positions above.

Holiday Pay for 2 Additional Days (Christmas Eve & New Year's Eve)

Estimated No Cost Liability (see note below is red text):

\$0

Fiscal Impact Rationale

Staff work a 4/10 schedule: 10 hour day x 2 days = 20 hours

Assistant Fire Chief: $\$88.85 \text{ per hour} \times 20 \text{ hours} = \$1,777$

Fire Marshal: $\$64.37 \text{ per hour} \times 20 \text{ hours} = \$1,287$

Risk Reduction Program Division Chief: $\$64.37 \text{ per hour} \times 20 \text{ hours} = \$1,287$

Business Manager / HR Director: $\$59.54 \text{ per hour} \times 20 \text{ hours} = \$1,191$

Contracts & Grants Specialist: $\$31.09 \text{ per hour} \times 20 \text{ hours} = \622

Office Specialist (EE PERS): $\$34.41 \times 20 \text{ hours} = \688

Executive Assistant: $\$29.21 \text{ per hour} \times 20 \text{ hours} = \584

Total: \$7,436

The two additional holidays with pay are not included in the Association proposals. The District's approach to employee benefits is designed to maintain overall equity and competitiveness across employee groups, recognizing that compensation structures differ between association-represented and unrepresented employees. This benefit is considered a liability rather than a direct cost increase to the District, as these days would otherwise be compensated through regular pay or accrued leave usage. As such, the fiscal impact on the District remains neutral while supporting a fair and equitable benefits structure across employee groups.

DRAFT