



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 Chiefs Association FY2026-2027 Collective Bargaining Agreement

The Central Lyon County Fire Protection District (“District”) was formally notified by the Central Lyon County Fire Chiefs Association (“Association”) of its intent to bargain in good faith pursuant to NRS 288. The parties intend to negotiate a one-year Collective Bargaining Agreement (CBA) effective July 1, 2026, through June 30, 2027. In accordance with NRS 288.153, the District is required to report to the governing body of the local government the fiscal impact of the proposed agreement.

The total estimated fiscal impact of the CBA is approximately: \$89,212

The estimated, itemized costs associated with each article of the CBA are outlined below.

Please note, for the purposes of this memo, “00” is used as a placeholder until final article numbers are assigned.

Article 00 Wage Adjustments & COLAs (at 3%)

Estimated Fiscal Impact: \$12,684

Fiscal Impact Rationale

FY 2025-2026 Battalion Chief (BC) wage scale

BC , step 5 at 1% fitness incentive = \$140,937 x 3% COLA = \$4,228

\$140,937 + \$4,228 = \$145,165

Cost of 3% COLA = \$4,228 x 3 BCs = \$12,684

Please note, the annual salary costs reflected above include a 3% COLA to occur in the 2026/2027 fiscal year. These figures represent base salaries only; the actual fiscal impact will be higher once the renumeration rate and all other wage-based benefits are considered.

Article 00 Battalion Chief / Paramedic Wage Scale

Estimated Fiscal Impact:

\$43,551

Fiscal Impact Rationale

10% increase of Battalion Chief (BC) current wage scale

BC , step 5 at 1% fitness incentive = \$145,165 x 10% = \$14,517

\$14,517 + \$145,165 = \$159,682

Cost of 10% wage increase = \$14,517 x 3 BC/Paramedics = \$43,551

Please note, the calculation above includes the proposed 3% COLA.

Article 00 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

Article 00 BC Annual Education Reimbursement

Estimated Fiscal Impact:

\$9,000

Fiscal Impact Rationale

\$3,000 per year x 3 BCs = \$9,000

Article 00 Bereavement Leave

Estimated Fiscal Impact:

\$5,265

Fiscal Impact Rationale

Battalion Chief Annual Wage Total \$159,682/ 2912 hrs = \$54.84 per hour

1 staff member x 96 hours x \$54.84 = \$5,265

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