

**ATTACHMENT IV - Mt. CHARLESTON FIRE PROTECTION DISTRICT CONTRACT (LOCAL 4621)**  
**ATTACHMENT IV - FISCAL IMPACT SUMMARY**

Article #	Article Description	New Benefit or Change in Benefit	Summary of New Benefit or Change in Benefit	Cost/(Savings) Year 1	Cost/(Savings) Year 2	Cost/(Savings) Year 3
4-5	Sick Leave	Change	Accrual / Sick Leave Payout Adjustment*	\$42,191		
4-7	Annual Leave	Change	Additional Hour of Annual Leave	\$15,009	\$15,009	\$15,009
5-4	Uniform Allowance	Change	Uniform, Boots, Linen	\$16,500	\$16,500	\$16,500
5-7	Salary	Change	Salary Schedule Adjustment - FY26 (2.6%COLA)	\$26,987	NA	NA
5-7	Salary	Change	Salary Schedule Adjustment - FY26 (1.5%)	\$15,570	NA	NA
5-7	Salary	Change	Salary Schedule Adjustment - FY26 (6% Shift Differential to Base)	\$55,480	\$57,144	\$58,859
5-7	Salary	Change	Salary Schedule Adjustment - FY26 (5% Shift Differential removed as a special pay)	-\$36,020	-\$37,101	-\$38,214
5-7	Salary	Change	Salary Schedule Adjustment - FY27 and FY28 at a minimum of 2.0% and a maximum of 3.0%	NA	\$32,416	\$33,388

**\$ 165,566    \$ 83,969    \$ 85,542**

\*Potential one time fiscal impact based on sick leave accrual changes in contract