

Summary Analysis of MOU Unit 10 IAFF-Management

General Fund - Budget Cash Basis							
	FY 2026	FY 2027	Total	FY 2028	FY 2029	FY 2030	Notes
1 3% Wage Increase Eff 9/8/2025	104,442	135,775	240,217	135,775	135,775	135,775	
2 1% Wage Increase Eff 12/29/2025 (if met 1% contingency)	21,533	46,656	68,189	46,656	46,656	46,656	
3 1% Wage Increase Eff 6/15/2026		47,243	47,243	47,243	47,243	47,243	
4 1% Increase to Education Incentive Premium Pay Eff 6/15/2026		39,357	39,357	39,357	39,357	39,357	
Total MOU costs (savings)	125,975	269,031	395,006	269,031	269,031	269,031	

All Funds - Budget Cash Basis							
	FY 2026	FY 2027	Total	FY 2028	FY 2029	FY 2030	Notes
1 3% Wage Increase Eff 9/8/2025	105,572	137,243	242,815	137,243	137,243	137,243	
2 1% Wage Increase Eff 12/29/2025 (if met 1% contingency)	21,766	47,160	68,926	47,160	47,160	47,160	
3 1% Wage Increase Eff 6/15/2026		47,755	47,755	47,755	47,755	47,755	
4 1% Increase to Education Incentive Premium Pay Eff 6/15/2026		39,357	39,357	39,357	39,357	39,357	
Total MOU costs (savings)	127,338	271,515	398,853	271,515	271,515	271,515	

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							Budget Cash Basis						
										Impacts	Impacts	Impacts	
							FY 2026	FY2027	Total	FY 2028	FY 2029	FY 2030	Future
							Cost (Savings)	Cost (Savings)	MOU Cost/(Savings)	Cost (Savings)	Cost (Savings)	Cost (Savings)	Deferred Liab. Cost/(Savings)
FY 2026													
1 3% Wage Increase Eff 7/28/2025													
	No.	Avg Cost	Total Cost	Cost	Avg Per	Total							
	Employees	per Month	per Month	per Year	Employee	Cost							
IAFF Total Budgeted Positions - General Fund	18	629	11,315	135,775	7,543	104,442							
IAFF Total Budgeted Positions - All Funds	19	602	11,437	137,243	7,223	105,572							
IAFF Total Budgeted Positions - All	19	602	11,437	137,243	7,223	105,572	105,572	137,243	242,815	137,243	137,243	137,243	
FY 2026													
2 1% Wage Increase Eff 12/29/2025 (if met 1% contingency)													
	No.	Avg Cost	Total Cost	Cost	Avg Per	Total							
	Employees	per Month	per Month	per Year	Employee	Cost							
IAFF Total Budgeted Positions - General Fund	18	216	3,888	46,656	2,592	21,533							
IAFF Total Budgeted Positions - All Funds	19	207	3,930	47,160	2,482	21,766							
IAFF Total Budgeted Positions - All	19	207	3,930	47,160	2,482	21,766	21,766	47,160	68,926	47,160	47,160	47,160	
FY 2027													
3 1% Wage Increase Eff 6/15/2026													
	No.	Avg Cost	Total Cost	Cost	Avg Per	Total							
	Employees	per Month	per Month	per Year	Employee	Cost							
IAFF Total Budgeted Positions - General Fund	18	219	3,937	47,243	2,625	47,243							
IAFF Total Budgeted Positions - All Funds	19	209	3,980	47,755	2,513	47,755							
IAFF Total Budgeted Positions - All	19	209	3,980	47,755	2,513	47,755	0	47,755	47,755	47,755	47,755	47,755	
FY 2027													
4 1% Increase to Education Incentive Premium Pay Eff 6/15/2026													
	No.	Avg Cost	Total Cost	Cost	Avg Per	Total							
	Employees	per Month	per Month	per Year	Employee	Cost							
IAFF Total Budgeted Positions - General Fund	17	193	3,280	39,357	2,315	39,357							
IAFF Total Budgeted Positions - All Funds	17	193	3,280	39,357	2,315	39,357							
IAFF Total Budgeted Positions - All	19	193	3,280	39,357	2,315	39,357	0	39,357	39,357	39,357	39,357	39,357	
Total MOU costs (savings)							127,338	271,515	398,853	271,515	271,515	271,515	