

City of Sparks Fiscal Impact Assessment Summary Required by NRS 288.153

Employee Group = **Fire Chief Officers**

Term = **7/1/15 - 6/30/17**

NRS 288.153 Agreement must be approved at public hearing; report of fiscal impact of agreement. Any new, extended or modified collective bargaining agreement or similar agreement between a local government employer and an employee organization must be approved by the governing body of the local government employer at a public hearing. The chief executive officer of the local government shall report to the local government the fiscal impact of the agreement.
(Added to NRS by [2009, 2359](#))

Contract Changes with Fiscal Impact

Short description	General Fund		Other Funds		Assumptions
	FY16	FY17	FY16	FY17	
1.5% base pay increase effective 1/1/16 and another 1.5% effective 7/1/16 and another 1.5% effective 1/1/17	\$ 7,000	\$ 35,000			Impacts calculated on 6 positions.
Longevity changed to \$5,000 if 5 years service. Removed calc of 0.5% per year of service. And removed \$2,500 cap for those hired after 12/20/93	14,000	14,000			\$2,500 increase to Longevity pay for 4 of the 6 Battalion Chiefs which are currently capped at \$2,500. Includes PERS and Medicare impacts.
Longevity paid in full upon termination (no longer pro-rated)					Fiscal impact not determined due to uncertainty of terminations.
Shortening the waiting period for health and long-term disability insurance for new hires by 30 days					Fiscal impact not determined due to uncertainty of future hires. Note: The City's monthly share of family coverage on a new hire in FY16 is \$1,800.
Tuition reimbursement increase from \$1,000 to \$1,500	\$0 - \$3,000	\$0 - \$3,000			Ranges are used since there is no way to determine how many employees within this employee group will utilize this optional benefit. Upper end of ranges reflect all employees using the full benefit
Annual leave cash-out of up to 80 hours per year	\$0 - \$26,000	\$0 - \$27,000			Ranges are used since there is no way to determine how many employees within this employee group will utilize this optional benefit. Upper end of ranges reflect all employees using the full benefit
Total	\$21,000 - \$50,000	\$49,000 - \$79,000	0	0	
Mid-point of range	35,500	64,000	-	-	For reference purposes only. Not an estimate.