

**City of Sparks Fiscal Impact Assessment Summary Required by NRS 288.153**

Employee Group = **Sparks Police Protective Association Lieutenants**

Contract Term = **1/1/15 - 6/30/15**

Contract Changes with Fiscal Impact

		FY15 Fiscal Impact General Fund	FY15 Fiscal Impact All Other Funds	Short description of contract change	Actual language from contract
SECTION 2: PAY RATES	Article A: PAY RATES	80,000	0	13% base pay increase effective 1/12/15 plus a \$5,500 signing bonus	<del>FY 2012 2014 through FY 20142015</del> Effective upon ratification (January 12, 2015), a base pay salary rate increase of 13%. In addition a one-time signing bonus of \$5,500 (gross), will be paid to each member of the bargaining unit will be paid. <b><i>(FY16 full year impact is \$108,000)</i></b>
SECTION 2: PAY RATES	Article D. EDUCATION INCENTIVE PAY	0	0	Eliminate lower level (1 1/2%) Education Incentive: intermediate police officer standard and 30 college credits	An employee shall be entitled to receive educational incentive pay as follows:  <del>1. An employee earning an intermediate police officer standard training certificate shall be entitled to additional payment in the amount of one and one half percent (1 1/2%) of base pay, payable biweekly.</del>  <del>2. An employee earning thirty (30) college credits from any accredited college, twenty one (21) of such college credits being in the division of law enforcement, shall be entitled to additional payment in the amount of one and one half percent (1 1/2%) of base pay, payable biweekly.</del>  <b><i>(No fiscal impact since no Lieutenants currently receive this pay)</i></b>
SECTION 2: PAY RATES	ARTICLE E: SPECIAL ASSIGNMENT PAY	0	0	Eliminate Commander Assignment Pay (15%)	An employee shall be entitled to receive educational incentive pay as follows:  1. An employee earning an intermediate police officer standard training certificate shall be entitled to additional payment in the amount of one and one half percent (1 1/2%) of base pay, payable biweekly.  2. An employee earning thirty (30) college credits from any accredited college, twenty one (21) of such college credits being in the division of law enforcement, shall be entitled to additional payment in the amount of one and one half percent (1 1/2%) of base pay, payable biweekly.  <b><i>(No fiscal impact since no Lieutenants currently receive this pay)</i></b>

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SECTION 4: LEAVE BENEFITS	Article J: COMPENSATORY TIME	0	0	Remove 120 hour limit on mid-fiscal year comp bank roll	<p><del>4. Payment for Lost Compensatory Time: In the event that the employee accruing compensatory time has not taken the time off, the employee shall be paid for all time on the books through the pay period which includes Nov. 30 of each year no later than the second pay date December of the same year except that, at the employee's option, the employee may elect in writing not later than December 1 of each year to carry over accrued compensatory time not to exceed 120 hours. Compensatory Compensatory time hours will be capped at 480 (four hundred eighty) hours, and any time worked above the maximum will automatically be paid as overtime.</del></p> <p><b>(Cannot determine exact FY15 impact, but fiscal impacts to future years will include greater use of overtime to cover shifts vacant due to comp time, larger comp bank cashout costs due to the fact that pay increases will have occurred between the time the overtime was worked and the time it is paid out and larger payouts upon termination. Accurately budgeting for overtime costs is greatly complicated with any expansion of the ability to bank comp time.)</b></p>
SECTION 4: LEAVE BENEFITS	Article K: PERSONAL LEAVE	0	0	2 Personal days at hire date	<p>Two eight (8) hour personal days to be used during the fiscal year on a date mutually agreeable to the employee and Police Chief or designee and subject to the operational requirements of the Department. In the event that an employee's personal day is denied by his/her supervisor due to operational requirements, the employee will not lose that personal day unless that employee is provided the opportunity to use such personal day and refuses such use. This benefit will be effective upon the first full day of the first full pay period following each July 1st. Personal Days will be paid at the number of hours of the employee's assigned shift (i.e. employees scheduled for a <del>twelve</del> (12) hour shift will be granted personal days of 12 hours). <del>In the initial year of hire, two (two) days will be given on their hire date.</del></p> <p><b>(Fiscal impact not determined due to uncertainty of future hires)</b></p>
<b>Total PL Fiscal Impact</b>		<b>80,000</b>	<b>0</b>		