

City of Sparks Fiscal Impact Assessment Summary Required by NRS 288.153

Employee Group = **Mid-Management Professional Technical**

Term = **7/1/17 - 6/30/20**

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.

Contract Changes with Fiscal Impact

Short description	General Fund - 31 FTE's			Other Funds - 30 FTE's			Assumptions
	FY18	FY19	FY20	FY18	FY19	FY20	
FY18 1.8% COLA	64,000	64,000	64,000	66,000	66,000	66,000	
FY19 1-3% COLA		36,000- 108,000	36,000- 108,000		37,000- 113,000	37,000- 113,000	
FY20 1-3% COLA			37,000- 111,000			38,000- 116,000	
\$25K Sick Leave payout upon non-service related death of employee	25,000			0	0	0	Assuming benefit on 1 employee with a sick leave balance exceeding \$25,000
Acceleration of accumulated sick leave eligible for Cash-Out upon retirement	0 - 62,000			0 - 47,000			Maximum amount assumes all employees with 10 to 21 years of service retired today
Reduction in employee contributions for dependent health care from 50% to 25% for employees hired after July 1, 2010	22,000	22,000	22,000	23,000	23,000	23,000	Assumes 17 employees currently paying 50% of dependent care will pay 25%

Total	\$111,000 - \$173,000	\$122,000 - \$194,000	\$159,000 - \$305,000	\$89,000 - \$136,000	\$126,000 - \$202,000	\$164,000 - \$318,000
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Potential Liability Increases

Acceleration of accumulated sick leave eligible for conversion to pay health insurance at retirement at certain years of service.	0 - 394,000			0 - 266,000			Maximum amount assumes all employees with 10 to 23 years of service retired today
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Total	\$0 - \$394,000	\$0	\$0	\$0 - \$266,000	\$0	\$0
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