

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

Employee Group = **Operating Engineers Local Union Number 3 Supervisors**

Contract Term = **7/1/12 - 6/30/15**

Contract Changes with Fiscal Impact

		FY14 Fiscal Impact General Fund	FY14 Fiscal Impact All Other Funds	Short description of contract change	Actual language from contract
SECTION 2: PAY	ARTICLE A: PAY RATES	26,961	77,392	Return 6% pay cut	<u>Prospectively at July 1, 2013, re-instate the previous wage concession of 6.0% effective the first full pay period following July 1, 2013.</u>
SECTION 2: PAY	ARTICLE A: PAY RATES	0	0	Return future health plan savings via pay increase	<p><u>Effective upon ratification and approvals, the city proposes to increase the employees' wage and wage-related benefits in one-half percentage (½%) increments up to a maximum of four percent (4.0%) in exchange for permanent health cost reductions, which promote personal and plan accountability and reduction in wasteful spending in the overall Group Health Plan implemented no later than January 1, 2014. OE3S bargaining unit members will receive their prorated share of the savings which will be converted to wages including wage-driven benefits.</u></p> <p><u>Effective upon ratification and approvals, pay increases will be based on City Council approval of Group Health Plan Committee Plan change recommendations. The dollars savings from the Group Health Plan to be converted to salary and wages amounts based on projections developed by the Group Health Plan Committee's consultant.</u></p> <p><b><i>(There should be no fiscal impact if the savings and pay increases offset)</i></b></p>

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SECTION 2: PAY	ARTICLE H: EMPLOYEE LONGEVITY PAY	0	0	Pay Longevity early and adjust calculation for employees hired between Nov 16th and Nov 30th	<p><u>4. COMPUTATION AND PAYMENT OF LONGEVITY PAY - The longevity pay shall be computed from the longevity date through November 16th of the year being paid. For the purposes of computation, a longevity date prior to the 16th of a month shall cause that month to be counted as a month of employment.</u></p> <p><u>Longevity pay for all Employees shall be paid no later than the Wednesday prior to Thanksgiving.</u></p> <p><u>Special Note: Any Employee whose anniversary date falls between November 16th and November 30th shall be given service credit to November 30th for the first year of this calculation period.</u></p> <p><b>(No fiscal impact since all longevity was budgeted based on old Nov 30 deadline for including November in the calculation)</b></p>
SECTION 3: BENEFITS	ARTICLE C: RETIREMENT	9,549	27,410	Return PERS pay cuts (1.125% & 1%)	<p><u>Prospectively at July 1, 2013, re-instate the base wage amount of 1.125% representing the previous 50/50 sharing of the PERS contribution increases incurred in 2011, effective the first full pay period following July 1, 2013.</u></p> <p><u>Effective for PERS contribution rate increases/decreases after June 30, 2011 the City and Employee will equally (50/50) split future PERS contribution rate increases/decreases. Note: the effect of this amendment is a 1.125% salary reduction effective with the pay period beginning July 18, 2011 based on a 2.25% projected PERS contribution rate increase approved by Nevada PERS.</u></p> <p><b>(Fiscal impact includes the re-instatement of a FY14 budgeted 1% pay cut related to the PERS increase scheduled for 7/1/13.)</b></p>

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SECTION 4: LEAVE BENEFITS	ARTICLE B: ANNUAL LEAVE	cannot be determined	cannot be determined	Increase Max Annual Leave balance from 460 to 500 hours	ANNUAL LEAVE BENEFITS – Effective upon ratification, a regular, full-time Employee will be granted annual leave benefits as follows:  40 Hour Work Week Annual Leave Earning Rate Years of Continuous Service Bi weekly Pay Period Less than 5 Years 4.6 hours 5 years or more 6.5 hours 10 years or more 7.1 hours 15 years or more 7.9 hours 20 years or more 8.4 hours Maximum accumulated <del>460</del> 500 hours*
SECTION 4: LEAVE BENEFITS	ARTICLE E: AWARD FOR NO USE OF SICK LEAV	cannot be determined	cannot be determined	Increase from 3 to 4 the number of annual days rec'd for non-use of sick leave	An Employee shall receive <del>three (3)</del> four (4) days off from work if he or she has not used any accrued sick leave during the fiscal year, July 1 through June 30, two (2) days off for using eight (8) hours or less, and one day off for using sixteen (16) hours or less. The selection of the day(s) off shall be approved by the Department Head and shall be paid at the Employee's regular hourly rate of pay.
<b>Total OS Fiscal Impact</b>		<b>36,510</b>	<b>104,802</b>		

Note: Fiscal impact does not include any estimate of overtime costs.