

City of Sparks Fiscal Impact Assessment Summary Required by NRS 288.153

Employee Group = **Operating Engineers Local Union No. #3 Non-Supervisors Unit**

Term = **7/1/18 - 6/30/21**

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 - 61 FTE's			Other Funds - 112 FTE's			Assumptions
	FY19	FY20	FY21	FY19	FY20	FY21	
FY19 2.7% COLA	117,000	117,000	117,000	223,000	223,000	223,000	Assumes no PERS increases
Implement HAY	95,000	223,000	343,000	50,000	114,000	168,000	
FY20 1-3% COLA		44,000- 134,000	44,000- 134,000		85,000- 254,000	85,000- 254,000	
FY21 1-3% COLA			45,000- 138,000			86,000- 262,000	
New special pay for Police Assistant, Records Personnel trainers pay	3,900	3,900	3,900				assumes 2 employees at \$75 per pay period
Acceleration of accumulated sick leave eligible for Cash-Out upon retirement	0 - 84,000			0 - 80,000			Maximum amount assumes all employees with 10 to 19 years of service retire 7/1/2019
\$25K Sick Leave payout upon non-service related death of employee	25,000			25,000	0	0	Assuming benefit on 1 General Fund employee and one other fund employee with a sick leave balance exceeding \$25,000
Total	\$240,900 - \$324,900	\$387,900 - \$477,900	\$552,900 - \$735,900	\$298,000 - \$378,000	\$422,000 - \$591,000	\$562,000 - \$907,000	