

City of Sparks Fiscal Impact Assessment Summary Required by NRS 288.153

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

Contract Term = **7/1/12 - 6/30/14**

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 RATES	Article A: PAY RATES	61,699	0	Return 2.5% pay cut and additional 5% market comparison increase	<p>For the Contract years 2010-2011 and 2011-2012, pay rates in effect June 30, 2010 will be reduced by two and one half percent (2.5%), effective the first full pay period of Fiscal Year 2010-2011. All individual pay rates within the pay range will also be reduced two and one half percent (2.5%);</p> <p><u>FY 2012 through FY 2014</u> <u>Effective the pay period of July 15, 2013 through July 28, 2013, a salary increase of 15.0% above the salary rates in effect on June 30, 2013, which is intended to offset the loss of the salary increase for the July 1, 2013 through July 14, 2013 initial pay period of the FY 2013-2014. This increase expires on June 28, 2013. The increase is not retroactive, it is prospective only.</u></p> <p><u>Effective the pay period beginning on July 29, 2013, a salary increase of 7.5% above the salary rates in effect on June 30, 2013, which includes the return of the previous base wage concessions of 2.5% and a market comparison increase of 5.0%. The increase is not retroactive, it is prospective only.</u></p>
SECTION 2: PAY RATES	Article C. OVERTIME PAY	unknown	unknown	reduce from 4 to 3 the hours required before shift to qualify for \$7.50 meal pay	<p>6. Meals: When an employee is required to work four (4) three (3) hours immediately before or immediately following her/his regular work shift, the City will furnish the employee a meal which shall not exceed a cost of seven dollars and fifty cents (\$7.50). The consumption of meals provided for overtime worked will not constitute hours worked for purposes of computing overtime compensation. The employee shall be reimbursed the actual cost of the meal to a maximum of seven dollars and fifty cents (\$7.50). <i>(Cannot determine fiscal impact since future overtime usage unknown)</i></p>

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SECTION 2: PAY RATES	ARTICLE I: EMPLOYEE LONGEVITY	0	0	Pay Longevity early and adjust calculation for employees hired between Nov 16th and Nov 30th	<p>1. Eligibility: All employees who have completed five full years of service with the City, with each year being computed to the 30th <u>16th</u> day of November, shall be entitled to longevity pay in addition to regular pay and benefits.</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>3. Computation and Payment of Longevity Pay: The longevity pay shall be computed from the longevity date through November 30 <u>16th</u> of the year being paid. For 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.</p> <p>Longevity pay for all employees shall be paid on the first <u>no later than the</u> Wednesday following November 30 <u>before Thanksgiving</u> of each year in which the employees otherwise qualify for this benefit.</p> <p><i>(No fiscal impact since all longevity was budgeted based on old Nov 30 deadline for including November in the calculation)</i></p>
SECTION 3: BENEFITS	Article A: GROUP HEALTH INSURANCE	0	0	Return future health plan savings via pay increase	<p><u>The city proposes to increase the employees' wage and wage-related benefits in one-half percentage (½%) increments up to a maximum of three and one-half percent (3½%) 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. SPPA Lts bargaining unit members will receive their prorated share of the savings which will be converted to salary including salary driven benefits.</u></p> <p><u>Pay increase 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><i>(There should be no fiscal impact if the savings and pay increases offset)</i></p>

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SECTION 4: LEAVE BENEFITS	Article A: HOLIDAYS, HOLIDAY PAY AND PERSONAL DAY	12,340	0	Return Holiday Pay Concession	<p><u>2. Where one of the above holidays falls on the first day of a covered employee's scheduled days off, the preceding day shall be observed as a holiday, and where one of the above holidays falls on the second or succeeding days of consecutive scheduled days off, the next succeeding workday shall be observed as a holiday.</u></p> <p><u>An employee shall be paid holiday pay for all hours worked during the 24 hour time period of a holiday. Holidays occurring when an employee is on annual leave shall not be counted as annual leave taken; however, the employee shall be compensated at straight time.</u></p> <p><u>3. In order to be eligible for holiday pay, an employee must be on the active payroll of the City and must have worked her/his full regularly scheduled workdays before and after the holiday, unless excused by the City. Those employees on leave without pay are ineligible for holiday pay benefits. An employee who is scheduled to work on a day observed as a holiday, but is unable to report for work for any one of the reasons qualifying for sick leave shall not be eligible for holiday pay. In such an event, the employee shall not be charged for taking sick leave; however, the employee shall be compensated at straight time.</u></p> <p><u>4. An employee who has worked one of the above holidays falling within his/her scheduled workweek shall receive two and one-half (2 1/2) times base pay for all hours worked.</u></p> <p><i>(Fiscal impact calculated at an amount equal to a 1 1/2% pay increase per negotiated agreement)</i></p>
Total PS Fiscal Impact		74,039	0		

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