

City of Sparks Fiscal Impact Assessment Summary Required by NRS 288.153

Employee Group = **Police Sergeants**

Term = **7/1/15 - 6/30/17**

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

Description	General Fund		Other Funds		Assumptions
	FY16	FY17	FY16	FY17	
6% pay increase effective 7/1/15 and another 2% pay increase effective 7/1/16	91,000	124,000			Impacts calculated on 13 positions.
Pay range adjustments - Maximum increase of 4.94% effective 7/1/15 and another Maximum increase of 1.32 effective 7/1/16	43,000	91,000			All Sergeants are at the max, so the adjustment to minimum of the range has no immediate financial impact
Shortening the waiting period for health and long-term disability insurance for new hires by 30 days					Fiscal impact not determined due to uncertainty of future hires. Note: The City's monthly share of family coverage on a new Sergeant in FY16 is \$1,800. Cannot determine the short-term fiscal impact.
Sick leave cash-out upon retirement to allow portability to medical plans outside the City (up to \$25,000 per year)					Looking forward, this could result in an escalated cash outflow, but could also work to reduce our health insurance costs and OPEB liability if retirees leave the City's Group Health Plan
Total	\$ 134,000	\$ 215,000	0	0	