

City of Sparks Fiscal Impact Assessment Summary Required by NRS 288.153

Employee Group = [Association of Sparks Fire Department Classified Chief Officers](#)

Contract Term = [7/1/13 - 6/30/15](#)

Contract Changes with Fiscal Impact

		FY15 Fiscal Impact General Fund	FY15 Fiscal Impact All Other Funds	Short description of contract change	Actual language from contract																								
Section 2 - Pay	ARTICLE H. CLOTHING ALLOWANCE (2. Cellular Phones)	0	0	replacement of damaged or lost cellular phones	<u>(a) Replacement: The City agrees to reimburse employees for cellular phones that are damaged, lost or destroyed on the fire ground or while performing job related duties to a maximum of one hundred fifty dollars (\$150.00) for each incident, as approved by the Fire Chief (or his designee). If an employee has been provided a city-issued cellular phone, the replacement for cellular phone will not apply. (\$7.50).</u> <i>(Cannot determine exact fy15 impact, but it will be zero if all employees receive a Cell Phone allowance or if no phones are lost or damaged.)</i>																								
Section 2 - Pay	ARTICLE H. CLOTHING ALLOWANCE (2. Cellular Phones)	2,160	0	\$75 monthly cellualar phone pay	<u>(b) Subsidy: At the employee's request, the City may authorize a subsidy of seventy-five dollars (\$75.00) per month for the use of a personal cellular phone. If an employee opts to use a city-issued cellular phone, the subsidy will not apply.</u> <i>(FY15 fiscal impact assumes all 6 employees receive cellular phone allowance and discontinue use of city-assigned phones.)</i>																								
Section 4 - LEAVE BENEFITS	ARTICLE B: ANNUAL (3.)	0	0	Increase vacation accruals and vacation maximum	<p>3. A regular, full time employee hired by the City of Sparks will be granted vacation benefits as follows:</p> <table><tr><td></td><td>40 Hour Week</td><td>56 Hour Week</td></tr><tr><td></td><td>Vacation Earning Rates</td><td>Vacation Earning Rates</td></tr><tr><td>Years of Continuous Service</td><td>Bi-Weekly Pay Period</td><td>Bi-Weekly Pay Period</td></tr><tr><td>Less than 5 years</td><td>4.6 hours</td><td>6.5 hours</td></tr><tr><td>5 years or more</td><td>6.5 hours</td><td>9.0 hours</td></tr><tr><td>15 years or more</td><td>7.4 7.9hours</td><td>10.0 11.0 hours</td></tr><tr><td>20 years or more</td><td>7.9 8.4hours</td><td>11.0 12.0 hours</td></tr><tr><td>Maximum accumulated</td><td>320-380hours</td><td>390-500 hours</td></tr></table> <p>The vacation accrual maximum of 320-380 and 390-500 hours may be waived with written approval of the Fire Chief and City Manager. Vacation credits shall accrue for each pay period on a pro rated basis.</p> <i>(Cannot determine exact fy15 impact, but fiscal impacts to future years will include greater use of overtime to cover shifts vacant due to annual leave and larger payouts upon termination)</i>		40 Hour Week	56 Hour Week		Vacation Earning Rates	Vacation Earning Rates	Years of Continuous Service	Bi-Weekly Pay Period	Bi-Weekly Pay Period	Less than 5 years	4.6 hours	6.5 hours	5 years or more	6.5 hours	9.0 hours	15 years or more	7.4 7.9hours	10.0 11.0 hours	20 years or more	7.9 8.4hours	11.0 12.0 hours	Maximum accumulated	320-380 hours	390-500 hours
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Section 4 - LEAVE BENEFITS	ARTICLE j: COMPENSATORY TIME	0	0	Allow the carry over of comp time beyond the fiscal year	<p>Employees may, at the request of the employee and with the approval of the Fire Chief or designee, take compensatory time off at the rate of one and one half (1 1/2) hours for each hour of overtime or call back actually worked. In the event that an employee accruing comp time has not taken the time off, the employee shall be paid for all time on the books through the pay periods which include June 30 and November 30 of each year no later than the second pay-date of July and December of that year. hours that exceed ninety six (96) hours at the pay period including May 31 of each year, to be paid the first full pay period following June 1. Employees may also request payout up to the maximum balance at any time throughout the year, with a minimum of two (2) weeks' notice to the payroll division. The balance in each employee's compensatory time bank will at no time exceed two hundred eighty eight (288) hours. Once the two hundred eighty eight (288) maximum balances are reached, all overtime worked will be paid as overtime.</p> <p><i>(Cannot determine exact FY15 impact, but fiscal impacts to future years will include greater use of overtime to cover shifts vacant due to comp time, larger comp bank cashout costs due to the fact that more pay increases could have occurred between the time the overtime was worked and the time it is paid out and larger payouts upon termination. Accurately budgeting for overtime costs is greatly complicated with any expansion of the ability to bank comp time.)</i></p>
Total BC Fiscal Impact		2,160	0		