

City of Sparks Fiscal Impact (Not required by NRS 288.153, but compiled for information purposes)

Employee Group = **Deputy Police Chief**

Contract Term = **7/1/13 - 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 RATES & REGULATIONS	ARTICLE A: PAY RATES	0	0	Return 7.5% concessions (never implemented)	<p>1. Pay Rates:</p> <p>FY 2010-2011</p> <p>For the fiscal year 2010-2011, base salary rates will remain at the June 30, 2010 rate, except as may be adjusted due to reclassification. Employees will be required to make a salary and/or benefit reduction equal to 7.5% of base pay, and associated salary driven benefits.</p> <p>-</p> <p>FY 2011-20122013-2014</p> <p>For the fiscal year 2011-20122013-2014, base salary rates will remain at the June 30, 20132011 rate, except as may be adjusted due to reclassification and as adjusted for PERS increases/decreases as stated in Section 3, Article C. Employees will be required to make a salary and/or benefit reduction equal to 7.5% of base pay, and associated salary driven benefits, This reduction is in addition to the concession made in FY 2010-2011. 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. The effect of this increase/decrease will be an adjustment to the employee salary and salary ranges.</p> <p>(No fiscal impact since these concessions were not enforced for the Deputy Chief)</p>

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SECTION 2: PAY RATES & REGULATIONS	ARTICLE C: EDUCATION INCENTIVE	UNKNOWN	UNKNOWN	remove existing education pays and replace with Masters degree 8%	All education pays were struck out and replaced by the following: (6) Any employee earning a Masters Master's Degree in Business Administration, Law Enforcement, Criminal Justice, Public Administration, Psychology, Sociology, Political Science, or Administration of Justice or related field receiving prior approval of the Police Chief or designee and the Human Resources Manager Employee and Customer Relations Manager from any accredited college shall be entitled to receive additional payment in the amount of eight percent (8%) of base pay, payable biweekly. <i>(Fiscal impact unknown until education level of new Deputy Police Chief known.)</i>
SECTION 2: PAY RATES & REGULATIONS	ARTICLE E: EMPLOYEE LONGEVITY PAY	0	0	Pay Longevity early and adjust calculation for employees hired between Nov 16th and Nov 30th	1. Eligibility: All employees covered by this Resolution who have completed five (5) full years of service with the City of Sparks, with each year being computed to the thirtieth (30th) day of November, shall be entitled to Longevity Pay in addition to regular pay and benefits. <u>Eligibility: Those Employee's hired on or after 7/1/12 who have completed five (5) years of service with the City, with each year being computed to the 16th day of November, and those Employee's hired before 7/1/12 who have completed five (5) years of service with the City, with each year being computed to the 30th day of November, shall be entitled to longevity pay in addition to regular pay and benefits.</u> 3. Computation and Payment of Longevity Pay: The Longevity Pay shall be computed from the longevity date through November 30^{16th} of the year being paid. For purposes of computation, a longevity date prior to the sixteenth (16th) of a month shall cause that month to be counted as a month of employment. <u>Longevity Pay for all employees shall be paid on the first Wednesday following November 30th of each year. Longevity Pay for all eligible employees shall be paid no later than the Wednesday immediately preceding Thanksgiving.</u> <i>(No fiscal impact since all longevity was budgeted based on old Nov 30 deadline for including November in the calculation)</i>

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SECTION 3: BENEFITS	Article A: GROUP HEALTH, DENTAL, LIFE, AND LONG-TERM DISABILITY INSURANCE (5. Group Health Plan Benefits Committee:)	0	0	Return future health plan savings via pay increase	<p><u>The city will increase the employees' salary and wage schedule in one-half (1/2) percentage increments up to a maximum of three and one-half (3 ½) percent in exchange for permanent health care reductions, which promote personal and plan accountability or reduction in spending in the overall Group Health Plan implemented no later than January 1, 2014. Resolution 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 change recommendations. The dollar savings from the Group Health Plan to be converted to salary and wages will be determined based on projections developed by the Group Health Plan Committee's consultant. (There should be no fiscal impact if the savings and pay increases offset)</u></p>
SECTION 3: BENEFITS	Article C: RETIREMENT	3,806	0	Return PERS pay cuts (1.125% & 1%)	<p>The City will pay 100% of the employee's retirement contribution to the Retirement System.</p> <p>The retirement rights of the employees are as provided by the Statutes of the State of Nevada. The City will pay 100% of the employee's retirement contribution to the Retirement System. 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 change is a salary reduction or increase based on the projected PERS contribution rate increase/decrease approved by Nevada PERS</p>

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SECTION 3: BENEFITS	Article E: DEFERRED COMPENSATION MATCH	1,300	0	Add Deferred Comp Match	Article E: DEFERRED COMPENSATION MATCH Effective the first full pay period of July 2011, each employee of the SPPA that is an active participant and contributes a minimum of fifty dollars (\$50.00) per pay period to a City approved Deferred Compensation program (i.e. Hartford, etc.), will have their contributions matched by the City, not to exceed fifty (\$50) dollars per pay period, capped at the Internal Revenue Service (IRS) capped amount. If an employee does not have a City authorized Deferred Compensation account the City will not be required to provide any matching monies.
Total MD Fiscal Impact		5,106	0		