

## City of Sparks Fiscal Impact Assessment Summary Required by NRS 288.153

Employee Group = IAFF

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

Short description	General Fund		Other Funds		Assumptions
	FY16	FY17	FY16	FY17	
1% base pay increase effective 7/1/15 and another 1% effective 7/1/16.	\$ 81,000	\$ 163,000	\$ 1,000	\$ 2,000	Impacts calculated on 79 filled and 5 vacant positions. \$500 increase to Longevity pay for 61 employees eligible for Longevity that were hired after 12/20/93. Includes PERS and Medicare impacts.
Longevity cap for employees hired after December 20, 1993 increased from \$2,500 to \$3,000.	43,000	43,000	1,000	1,000	
Longevity upon termination will be pro-rated for the year					Fiscal impact not determined due to uncertainty of terminations, but this should result in savings if the current practice for the business unit is to pay a full year's longevity upon termination.
(1) New Education pay for Bachelor's degree NOT in Fire Science - 3%; and (2) New Education pay for having both an AA in Fire Science and any Bachelor's degree - 6%; and (3) New Education pay for having a Bachelor's degree in Fire Science - 6%	\$0 - \$247,000	\$0 - \$250,000	\$0 - \$3,000	\$0 - \$3,000	Ranges are used since there is no way to determine how many employees within this employee group will utilize this optional benefit. Upper end of ranges assume a new 3% education pay on every employee to allow for any employee currently receiving a 3% ed pay to increase to a 6% and for any employee currently not receiving ed pay to get a 3% ed pay for a non-Fire Science Bachelors degree.
Deferred comp match of \$50 per pay period	\$0 - \$108,000	\$0 - \$108,000	\$0 - \$1,300	\$0 - \$1,300	Ranges are used since there is no way to determine how many employees within this employee group will utilize this optional benefit. Upper end of ranges reflect all employees using the full benefit
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 Fire Fighter in FY16 is \$1,800.
Tuition reimbursement increase from \$1,000 to \$1,500	\$0 - \$39,000	\$0 - \$39,000	\$0 - \$500	\$0 - \$500	Ranges are used since there is no way to determine how many employees within this employee group will utilize this optional benefit. Upper end of ranges reflect all employees using the full benefit
Annual leave cash-out of up to 40 hours per year	\$0 - \$113,500	\$0 - \$114,500	\$0 - \$1,500	\$0 - \$1,500	Ranges are used since there is no way to determine how many employees within this employee group will utilize this optional benefit. Upper end of ranges reflect all employees using the full benefit
<b>Total</b>	<b>\$124,000 - \$631,500</b>	<b>\$206,000 - \$717,500</b>	<b>\$2,000 - \$8,300</b>	<b>\$3,000 - \$9,300</b>	

Mid-point of range

377,750

461,750

5,150

6,150

For reference purposes only. Not an estimate.