

City of Sparks Fiscal Impact Assessment Summary Required by NRS 288.153

Employee Group = **International Association of Firefighters Local No. 1265**

Contract Term = **7/1/12 - 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	ARTICLE A: PAY RATES	516,304	6,665	Return 6.5% pay concessions	1. Effective the first full pay period following July 1, 2013, return of the previous base salary concessions of 6.5%. This includes the two point one percent (2.1%) COLA of July 2011; the two point one percent (2.1%) COLA of January 2011; and the two point three percent (2.3%) concession of July 2010. No portion of this increase is retroactive, but prospective only.
SECTION 2: PAY	ARTICLE H: EMPLOYEE LONGEVITY PAY	0	0	Pay Longevity early and change 5 year eligibility date from Nov 30th to Nov 16th	3. Computation and Payment of Longevity Pay: The longevity pay shall be computed from the longevity date through November 30th 16th 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. Longevity pay for all eligible employees shall be paid on the first Wednesday following November 30th of each year. Wednesday immediately preceding Thanksgiving. <i>(No fiscal impact since all longevity was budgeted based on old Nov 30 deadline for including November in the calculation)</i>
SECTION 2: PAY	ARTICLE F. CLOTHING ALLOWANCE	76,960	1,040	Return uniform pay	The City is not responsible for paying and an employee shall not receive the Uniform Allowance specified in Section A, beginning July 1, 2010

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SECTION 3: BENEFITS	ARTICLE A: GROUP HEALTH AND LIFE INSURANCE	0	0	Return future health plan savings via pay increase	<p>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. IAFF Local 1265 bargaining unit members will receive their prorated share of the savings which will be converted to salary including salary driven benefits.</p> <p>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. <i>(There should be no fiscal impact if the savings and pay increases offset)</i></p>
Total FF Fiscal Impact		593,264	7,705		

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