

City of Sparks Fiscal Impact Assessment Summary Required by NRS 288.153

Employee Group = **Police Deputy Chiefs**

Term = **7/1/17 - 6/30/20**

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 - 2 FTE's			Other Funds - 0 FTE's			Assumptions
	FY18	FY19	FY20	FY18	FY19	FY20	
FY18 1.8% COLA	7,000	7,000	7,000	0	0	0	
FY19 1-3% COLA		4,000-12,000	4,000-12,000	0	0	0	
FY20 1-3% COLA			4,000-13,000	0	0	0	
Longevity not prorated upon termination or death following January 1 each year.	7,000			0	0	0	Assumes 1 Deputy Chief retires in January in year 1 and receives a full Longevity payment instead of a prorated one
Reduction in employee contributions for dependent health care from 50% to 25% for employees hired after July 1, 2010				0	0	0	There are no employees currently paying 50%
\$25K Sick Leave payout upon non-service related death of employee				0	0	0	Assuming benefit on 0 employees with a sick leave balance exceeding \$25,000
Sick Leave Conversion to Deferred Compensation	10,000	10,000		0	0	0	Assuming 1 employee who is not already scheduled for retirement uses this benefit in years 1 and 2. While the timing of this expense is sooner, the expense would have been incurred at some point in the future. These figures will capture some of the impact of the stepped up cash outlay schedule.
Total	\$24,000	\$21,000 - \$29,000	\$15,000 - \$32,000	\$0	\$0	\$0	