

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

Employee Group = **Sparks Police Protective Association Police Sergeants**

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	46,910	0	Return 2.5% pay cut and additional 1% market comparison increase	<p><u>Effective the first full pay period following July 1, 2013, a salary increase of 3.5% which includes the return of the previous base wage concessions of 2.5% and a market comparison increase of 1.0%. The increase is not retroactive, it is prospective only.</u></p> <p><u>Pay rates in effect June 30, 2010 will be reduced by two and one half percent (2.5%), effective the first full pay period of Fiscal Year 2010-2011. All individual pay rates within the pay range will also be reduced two and one half (2.5%).</u></p>
SECTION 2: PAY	ARTICLE E: SPECIAL ASSIGNMENT PAY	0	0	Add Consolidated Gang Unit special pay	<p>Employees assigned as Field Training Officers, Motorcycle Officers, Bomb Squad, or SWAT team members, <u>Consolidated Gang Unit</u>, and Bilingual Officers shall be entitled to special assignment pay in the amount of one hundred dollars (\$100.00) biweekly for the period of such special assignment. Maximum special assignment pay for multiple special assignments under this subsection shall be two hundred dollars (\$200.00) biweekly for the period of such special assignment. Officers receiving bilingual pay are mandated to translate for department needs during their regularly scheduled work hours. <b><i>(No fiscal impact since unaware of any Sergeants are currently assigned to the Gang Unit)</i></b></p>
SECTION 2: PAY	ARTICLE I: EMPLOYEE LONGEVITY	0	0	Pay Longevity early and adjust calculation for employees hired between Nov 16th and Nov 30th	<p>1. Eligibility : All employees who have completed five (5) full years of service with the City, with each year being computed to the <del>30th</del> <u>16th</u> day of November, shall be entitled to longevity pay in addition to regular pay and benefits.</p> <p><u>Special Note: Any Employee whose anniversary date falls between November 16th and November 30th shall be given service credit to November 30th for the first year of this calculation period.</u></p> <p><b><i>(No fiscal impact since all longevity was budgeted based on old Nov 30 deadline for including November in the calculation)</i></b></p>

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SECTION 3: BENEFITS	ARTICLE A: GROUP HEALTH INSURANCE (3. Group Health Plan Committee)	0	0	Return future health plan savings via pay increase	<p><u>The city proposes to increase the employees' wage and wage-related benefits in one-half percentage (½%) increments up to a maximum of three and one-half percent (3½%) in exchange for permanent health cost reductions, which promote personal and plan accountability and reduction in wasteful spending in the overall Group Health Plan implemented no later than January 1, 2014.</u></p> <p><u>Pay increase will be based on City Council approval of Group Health Plan Committee Plan change recommendations. The dollars savings from the Group Health Plan to be converted to salary and wages amounts based on projections developed by the Group Health Plan Committee's consultant.</u></p> <p><b><i>(There should be no fiscal impact if the savings and pay increases offset)</i></b></p>

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SECTION 4: TIME OFF	ARTICLE A: HOLIDAYS, HOLIDAY PAY AND PERSONAL DAY	20,104	0	Return Holiday Pay Concession	<p>2. Where one of the above holidays falls on the first day of a covered employee's scheduled days off, the preceding day shall be observed as a holiday, and where one of the above holidays falls on the second or succeeding days of consecutive scheduled days off, the next succeeding workday shall be observed as a holiday.</p> <p>An employee shall be paid holiday pay for all hours worked during the 24 hour time period of a holiday. Holidays occurring when an employee is on annual leave shall not be counted as annual leave taken; however, the employee shall be compensated at straight time.</p> <p>3. In order to be eligible for holiday pay, an employee must be on the active payroll of the City and must have worked her/his full regularly scheduled workdays before and after the holiday, unless excused by the City. Those employees on leave without pay are ineligible for holiday pay benefits. An employee who is scheduled to work on a day observed as a holiday, but is unable to report for work for any one of the reasons qualifying for sick leave shall not be eligible for holiday pay. In such an event, the employee shall not be charged for taking sick leave; however, the employee shall be compensated at straight time.</p> <p>4. An employee who has worked one of the above holidays falling within his/her scheduled workweek shall receive two and one-half (2 2) times base pay for all hours worked.</p> <p><i>(Fiscal impact calculated at an amount equal to a 1 1/2% pay increase per negotiated agreement)</i></p>
<b>Total PS Fiscal Impact</b>		<b>67,014</b>	<b>0</b>		

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