

City of Sparks Fiscal Impact Assessment Summary Required by NRS 288.153

Employee Group = **Operating Engineers**

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	
3% pay increase effective 7/1/15 and another 3% pay increase effective 7/1/16	135,000	273,000	208,000	423,000	Impacts calculated on 155 filled and 15 vacant positions.
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 Operating Engineer in FY16 is \$1,800.
Sick leave cash-out upon retirement to allow portability to medical plans outside the City (up to \$25,000 per year)					Cannot determine the short-term fiscal impact. Looking forward, this could result in an escalated cash outflow, but could also work to reduce our health insurance costs and OPEB liability if retirees leave the City's Group Health Plan
Tuition reimbursement increase from \$1,000 to \$1,500	\$0 - \$35,000	\$0 - \$35,000	\$0 - \$50,000	\$0 - \$50,000	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 reflect all employees using the full benefit
Deferred comp match of \$25 per pay period	\$0 - \$45,000	\$0 - \$45,000	\$0 - \$65,000	\$0 - \$65,000	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 reflect all employees using the full benefit
Annual leave cash-out of up to 40 hours per year	\$0 - \$69,000	\$0 - \$72,000	\$0 - \$108,000	\$0 - \$111,000	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 reflect all employees using the full benefit
Total	\$135,000 - \$284,000	\$273,000 - \$425,000	\$208,000 - \$431,000	\$423,000 - \$649,000	
Mid-point of range	209,500	349,000	319,500	536,000	For reference purposes only. Not an estimate.