

City of Sparks Fiscal Impact Assessment Summary Required by NRS 288.153
Employee Group = Deputy Police Chiefs
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.

Resolution Changes with Fiscal Impact

Short description	General Fund		Other Funds		Assumptions
	FY16	FY17	FY16	FY17	
2% base pay increase effective 7/1/15 and another 2% effective 7/1/16	\$ 8,000	\$ 16,000			
Addresses issues of pay raises when in Long-Term Acting status					
Shortening the waiting period for health and long-term disability insurance for new hires by 30 days					
Sick leave cash-out upon retirement to allow portability to medical plans outside the City (up to \$25,000 per year)					
Tuition reimbursement increase from \$1,000 to \$1,500	\$0 - \$1,000	\$0 - \$1,000			
Annual leave cash-out of up to 80 hours per year	\$0 - \$11,000	\$0 - \$11,000			
Total	\$8,000 - \$20,000	\$16,000 - \$28,000	0	0	
Mid-point of range	14,000			22,000	

For reference purposes only. Not an estimate.