

City of Sparks Fiscal Impact Assessment Summary Required by NRS 288.153

Employee Group = Assistant City Attorneys

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.
(Added to NRS by 2009, 2359)

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	\$ 12,000	\$ 24,000			Impacts calculated on 4 positions. Fiscal impact not determined due to uncertainty of future use of acting temp or promotions.
Addresses issues of pay raises when in Long-Term Acting status					Fiscal impact not determined due to uncertainty of future hires. Note: The City's monthly share of family coverage on a new hire in FY16 is \$1,472. Cannot determine the short-term fiscal impact.
Shortening the waiting period for health and long-term disability insurance for new hires by 30 days					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
Sick leave cash-out upon retirement to allow portability to medical plans outside the City (up to \$25,000 per year)	\$0 - \$2,000	\$0 - \$2,000			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
Tuition reimbursement increase from \$1,000 to \$1,500	\$0 - \$19,000	\$0 - \$19,000			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 80 hours per year	\$0 - \$9,000	\$0 - \$9,000			There are four employees in this group who all receive 40 hours of Personal Leave. Upper end of ranges reflect all employees using the full cash-out benefit.
Annual cash-out of Personal days	\$0 - \$9,000	\$0 - \$9,000			
Total	\$12,000 - \$42,000	\$24,000 - \$54,000	0	0	
Mid-point of range	27,000	39,000	-	-	For reference purposes only. Not an estimate.