

City of Sparks Fiscal Impact Assessment Summary Required by NRS 288.153

Employee Group = Confidential

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			Impacts calculated on 5 employees 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 Cellular phone allowance or use of City cell phone	\$ 4,500	\$ 4,500			Assuming \$75/month for 5 employees 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. There are two LT- employees hired after 7/1/10 and only one of those currently has elected dependent health coverage. The fiscal impact assumes the reduction in employee contribution from 50% to 25% on one employee. Cannot determine the impacts beyond that due to uncertainty of future hires or coverage election changes.
Shortening the waiting period for health and long-term disability insurance for new hires by 30 days					
Confidential employees hired after July 1, 2010 will now pay 25% of dependent health insurance premiums instead of 50%	\$ 1,300	\$ 1,300			
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 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 - \$2,500	\$0 - \$2,500			
Annual leave cash-out of up to 80 hours per year	\$0 - \$12,000	\$0 - \$12,000			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	\$13,800 - \$28,300	\$21,800 - \$36,300	0	0	
Mid-point of range	21,050	29,050	-	-	For reference purposes only. Not an estimate.