

City of Sparks Fiscal Impact Assessment Summary Required by NRS 288.153

Employee Group = Management Professional & Technical

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	\$ 60,000	\$ 121,000	\$ 71,000	\$ 143,000	Impacts calculated on all 55 filled and 4 vacant MP 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					
Annual Shoe Pay increase from \$275 to \$300	0	0	525	525	21 employees receive shoe pay 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.
Shortening the waiting period for health and long-term disability insurance for new hires by 30 days					Cannot determine the short-term fiscal impact. Looking forward, this could result in an escalated cash outflow, but could also increase our health insurance costs and OPEB liability if retirees choose to remain on the City's Group Health Plan. Note: this is an additional benefit for 40 MP employees who are not currently eligible for sick leave conversion.
MP employees hired after July 7, 1997 are now eligible for Sick leave conversion benefit					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
Sick leave cash-out upon retirement to allow portability to medical plans outside the City (up to \$25,000 per year)					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 - \$15,000	\$0 - \$15,000	\$0 - \$15,000	\$0 - \$15,000	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 - \$92,000	\$0 - \$94,000	\$0 - \$109,000	\$0 - \$111,000	
Total	-\$60,000 - \$167,000	\$121,000 - \$230,000	\$71,500 - \$195,525	\$143,500 - \$269,525	
Mid-point of range	113,500	175,500	133,513	206,513	For reference purposes only. Not an estimate.