

City of Sparks Fiscal Impact (Not required by NRS 288.153, but compiled for information purposes)

Employee Group = **Confidential**

Contract Term = **7/1/13 - 6/30/15**

Contract Changes with Fiscal Impact

		FY14 Fiscal Impact General Fund	FY14 Fiscal Impact All Other Funds	Short description of contract change	Actual language from contract
SECTION 2: PAY	ARTICLE A: PAY RATES	0	0	remove 2.5% special pay	The pay rates set forth in The Operating Engineers Local Number 3 Collective Bargaining Agreement for the period July 1, 2010 through June 30, 2012 will be the rates paid for positions in the confidential Resolution. In addition, a two point five percent (2.5%) special pay will be granted to employees covered in this Resolution. No person in the classified services shall be paid at a rate above the maximum or below the minimum in the range to which the position class is assigned, except as outlined in the above reductions. (No fiscal impact since the 2.5% was built into the pay range)
SECTION 2: PAY	ARTICLE A: PAY RATES	24,256	6,188	Return 7.5% concessions	Salary and benefit concessions including salary and benefit reductions of 7.5% is reinstated and the 50/50% split in PERS increases is removed.
SECTION 2: PAY	ARTICLE H: EMPLOYEE LONGEVITY PAY	0	0	Pay Longevity early and adjust calculation for employees hired between Nov 16th and Nov 30th	4. COMPUTATION AND PAYMENT OF LONGEVITY PAY: The Longevity Pay shall be computed from the longevity date through November 30th 16th of the year being paid. For purposes of computation, a longevity date prior to the 16th of a month shall cause that month to be counted as a month of employment. Longevity Pay for all eligible employees shall be paid no later than the Wednesday prior to Thanksgiving. on the first Wednesday following November 30th of each year. (No fiscal impact since all longevity was budgeted based on old Nov 30 deadline for including November in the calculation)
SECTION 3: BENEFITS	ARTICLE C: RETIREMENT	6,967	1,765	Return PERS pay cuts (1.125% & 1%)	Effective for PERS contribution rate increases/decreases after June 30, 2011 the City and Employee will equally (50/50) split future PERS contribution rate increases/decreases. (Fiscal impact includes the re-instatement of a FY14 budgeted 1% pay cut related to the PERS increase scheduled for 7/1/13.)
Total CF Fiscal Impact		31,223	7,953		

Note: Fiscal impact does not include any estimate of overtime costs.