

WINNEMUCCA CITY EMPLOYEE'S ASSOCIATION
COLLECTIVE BARGAINING AGREEMENT

PENDING June 30, 2016 CBA TERMS

CBA Term: July 1, 2016 to June 30, 2018

Article 25: Health Insurance: B) Effective 7/1/16 the City provided employee health insurance contribution shall be \$878.04/month. (current: \$792.60/mo.)

Effective 7/1/17 the City will increase its employee health insurance contribution to the level required to provide a similar insurance coverage. (Estimated increase at 6%).

Article 26: Wages: A) **2.0%** Cost of Living Allowance effective 7/1/16
1.0% Cost of Living Allowance effective 7/1/17

B) No Merit Raises to be received on 7/1/16
Merit Raises of **2.5%** shall apply on 7/1/17

Article 27: Other Benefits: A) No change on 50% golf use fee reduction.

B) The current pools/recreation wording (paragraph B) is to be removed from the Agreement.

Article 28: Special Pay: F) An employee is to receive one additional hour of Overtime for pre-scheduled after-hour weekday projects.

Article 29: Longevity:

- | | | |
|-----------------------|----------------|------------------|
| 1) Less than 15 years | \$600/annual | (current: \$500) |
| 2) 15-20 years | \$800/annual | (current: \$700) |
| 3) Over 20 years | \$1,000/annual | (current: \$900) |

Note: Longevity pay shall **not** apply in January 2017.

FISCAL IMPACT SUMMARY

WCEA AGREEMENT FOR FY 16/17 AND FY 17/18

June 22, 2016

FY 16/17:

Health Insurance: Contribution increase from \$792 to \$878 per month

$\$85/\text{mo} \times 12 \text{ mo.} = \$1,025/\text{employee} \times 21 \text{ employees} =$	\$21,525
Cost of Living: 2.0 % COLA: $\$807,109 \times 0.02 =$	\$16,142
Merit: No merit raises	\$0
Retirement: PERS @ 28%: $\$16,142 \times 0.28 =$	\$4,520
After hour scheduled overtime: 15 hours x \$30 /hr =	\$450
Longevity: \$100 per topped out employee: $\$100 \times 2 \text{ employees}$	<u>\$200</u>
TOTAL FY 16/17 IMPACT	\$42,837

FY 17/18:

Health Insurance: Estimated contribution increase of 6% from \$878 to \$930/mo.

$\$52/\text{mo} \times 12 \text{ mo.} = \$624/\text{employee} \times 21 \text{ employees} =$	\$13,104
Cost of Living: 1.0 % COLA: $\$823,251 \times 0.01 =$	\$8,232
Merit: 2.5% merit raises: $(\$823,251 - \$107,122) \times .025 =$	\$17,903
Retirement: PERS @ 28%: $\$26,135 \times 0.28 =$	\$7,318
After hour scheduled overtime: 15 hours x \$31/hr =	\$465
Longevity: \$100 per topped out employee: $\$100 \times 2 \text{ employees}$	<u>\$200</u>
TOTAL FY 17/18 IMPACT	\$47,222

FISCAL IMPACT SUMMARY

EXEMPT EMPLOYEE ADJUSTMENTS FOR FY 16/17 AND FY 17/18

June 22, 2016

FY 16/17:

Health Insurance: Contribution increase from \$792 to \$878 per month

$\$85/\text{mo} \times 12 \text{ mo.} = \$1,025/\text{employee} \times 7 \text{ employees} =$	\$7,175
Cost of Living: 2.0 % COLA: $\$927,366 \times 0.02 =$	\$18,547
Merit: No merit raises	\$0
Retirement: Four PERS @ Reg. 28%: $\$12,601 \times 0.28 =$	\$3,528
Three PERS @ LE 40.5%: $\$5,946 \times 0.405 =$	\$2,408
Longevity: \$100 per topped out employee: $\$100 \times 2 \text{ employees}$	<u>\$200</u>
TOTAL FY 16/17 IMPACT	\$31,858

FY 17/18:

Health Insurance: Estimated contribution increase of 6% from \$878 to \$930/mo.

$\$52/\text{mo} \times 12 \text{ mo.} = \$624/\text{employee} \times 7 \text{ employees} =$	\$4,368
Cost of Living: 1.0 % COLA: $\$945,913 \times 0.01 =$	\$9,459
Merit: 2.5% merit raises: $(\$945,913 - \$258,500) \times 0.025 =$	\$17,185
Retirement: Four PERS @ 28%: $\$16,030 \times 0.28 =$	\$4,488
Three PERS @ LE 40.5%: $\$10,614 \times 0.405 =$	\$4,299
Longevity: \$100 per topped out employee: $\$100 \times 2 \text{ employees}$	<u>\$200</u>
TOTAL FY 17/18 IMPACT	\$39,999