

FISCAL IMPACT STATEMENT

Indicate the **Total Fiscal Impact** of the action requested, including personnel, operating, and capital costs. Indicate costs for the current fiscal year and continuing costs in future years. Include all related costs necessary to place the asset in service.

1. DESCRIPTION: Request for approval of a tentative collective bargaining agreement (herinafter CBA) between the City of Orlando and the SEIU Florida Public Services Union, Local 678 (herinafter SEIU), representing employees in the Professional, Supervisory, and White Collar units, from October 1, 2016 through September 30, 2019.

a) Cost of 7.5% wage increase for employees in pay grades S22 through S16 and a 6.5% wage increase for employees in pay grades S15 through S08 effective 1/1/17 = \$1,965,900 plus any related payroll tax/benefit items (pension, workers compensation, general liability and Social Security/Medicare taxes) estimated to be 18%.

b) Cost of 2.5% wage increases for FY 2017/2018 = \$1,019,000 plus any related payroll tax/benefit items estimated to be 18%.

c) Cost of 2.5% wage increases for FY 2018/2019 = \$1,043,800 plus any related payroll tax/benefit items estimated to be 18%.

COSTS:

2. Does the acceptance of this action require the hiring of additional or new personnel or the use of overtime?
 Yes No (if Yes, include all personnel costs below).

3. Is the action funded in the current year budget and/or through reallocation of existing Department resources:
 Yes No If No, how will this item be funded? _____

Did this item require BRC action? Yes No If Yes, BRC Date: _____ BRC Item #: _____

4. This item will be charged to Fund/Dept/Program/Project: Various Funds / Contingency and Salary Budget.

5.	(a) Current Year Estimate	(b) Next Year Annualized	(c) Annual Continuing Costs Thereafter
Personnel	\$2,320,000	\$1,205,000	\$1,235,000
Operating			
Capital			
Total	<u>\$2,320,000</u>	<u>\$1,205,000</u>	<u>\$1,235,000</u>

6. If costs do not continue indefinitely, explain nature and expiration date of costs: Note that the costs in #5 above are the incremental increase in costs from one year to the next. The total estimated payroll costs for years one through three are \$ 40,086,641 (Oct - Dec 2016 at current rate and Jan - Sept 2017 at 7.5% or 6.5% rate), \$41,760,930 and \$42,804,653, respectively. These costs are exclusive of related payroll tax / benefit items.

7. OTHER COSTS

(a). Are there any future costs, one-time payments, lump sum payments, or other costs payable for this item at a later date that are *not* reflected above: Yes No

(b) If yes, by Fiscal Year, identify the dollar amount and year payment is due: \$ _____ Payment due date _____

(c) What is the nature of these costs: _____

REVENUE:

8. What is the estimated increase in "valuation" added to the tax rolls? \$ _____. Tax roll increase is:
 real property, tangible personal property, other (identify _____).

9. What is source of the revenue and the estimated annual recurring revenue? Source: _____ \$ _____

10. If non-recurring, what is the estimated Fiscal Year and amount of non-recurring revenue that will be realized? Source _____ Fiscal year _____ \$ _____ non-recurring revenue

11. What is the Payback period? _____ years

12. JUSTIFICATION: Document justification for request. Include anticipated economies or efficiencies to be realized by the City, including reductions in personnel or actual cost (cash flow) reductions to be realized in your budget. To provide a CBA for SEIU, representing employees in the Professional, Supervisory, and White Collar Units.

13. APPROVED: Ana Palenzuela (Submitting Director or authorized Division Mgr **Only**)
FIS 3/15/04