

## 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 Laborers International Union of America, Local 678 (herinafter LIUNA), covering labor, trades, and crafts employees, from October 1, 2016 through September 30, 2019.

a) Cost of 7.5% wage increase effective 1/1/17 = \$829,000, plus any related payroll tax/benefit items (pension, workers compensation, general liability and Social Security/Medicare taxes) estimated at 18%.

b) Cost of 2.5% wage increases for FY 2017/2018 = \$397,000 plus any related payroll tax/benefit items estimated at 18%.

c) Cost of 2.5% wage increases for FY 2018/2019 = \$407,000 plus any related payroll tax/benefit items estimated at 18%.

d) Cost of a one-time lump sum transitional payment of \$600 to convert to a bi-weekly payroll = \$276,000

**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) <b>Current Year Estimate</b>	(b) <b>Next Year Annualized</b>	(c) <b>Annual Continuing Costs Thereafter</b>
Personnel	\$978,000	\$468,000	\$480,000
Operating			
Capital			
<b>Total</b>	<u>\$978,000</u>	<u>468,000</u>	<u>480,000</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 \$15,568,785 (Oct - Dec 2016 at current rate and Jan - Sept 2017 at 7.5% rate), \$16,241,306 and \$16,647,925, respectively. These cost 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 LIUNA, representing labor, trades and crafts employees.

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