



**REPORT TO COUNCIL,
HOUSING AUTHORITY AND
REDEVELOPMENT AGENCY
City of Sacramento**

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**915 I Street, Sacramento, CA 95814-2671
www.CityofSacramento.org**

**Consent
September 28, 2010**

**Honorable Mayor and Members of the City Council Chair
Chair and Members of the Redevelopment Agency and Housing Authority Boards**

Title: Benefit Recommendations for Unrepresented Employees

Location/Council District: Citywide

Recommendation: 1) Adopt a **City Resolution, Housing Authority Resolution and Redevelopment Agency Resolution** approving Benefit Recommendations for the Sacramento Housing and Redevelopment Agency (SHRA) exempt management and confidential (unrepresented) Employees

Contact: La Shelle Dozier, Executive Director, 916-440-1319, James Shields, Director of Administration, 916-440-1375

Presenters: Not Applicable

Department: Sacramento Housing & Redevelopment Agency

Description/Analysis

Issue: Due to the uncertain economic times, the exempt management and confidential (unrepresented) units have not received a Cost of Living Adjustment (COLA) increase since 2008. Additionally, the exempt management and confidential units did not receive increases to medical and dental allowances in 2010. To bridge the gap with our represented employees, this report recommends that the City Council, Housing Authority and Redevelopment Agency of the City of Sacramento approve the benefit changes covering confidential and exempt (unrepresented) Sacramento Housing and Redevelopment Agency employees as follows:

Benefit Recommendations for SHRA Unrepresented Employees

Effective January 1, 2011, the Agency's Monthly Designated Group Insurance Contribution shall be as follows:

1. Employee Only: DPO Dental Plan and Lowest Cost HMO Medical Plan Premiums
2. Employee + 1: DPO Dental Plan and 80% of Lowest Cost HMO Medical Plan Premiums
3. Family Coverage: DPO Dental Plan and 80% of Lowest Cost HMO Medical Plan Premiums

Policy Considerations: The recommended action in this report is consistent with Agency Policy and labor relations practices and has been reviewed by the City and County Labor Relations Department.

Environmental Considerations: The proposed action in this staff report consists of governmental fiscal activities which do not involve a commitment to any specific project, and as such, does not constitute a "project" under the California Environmental Quality Act (CEQA) Guidelines Section 15378 (b) (4).

There is no federal involvement associated with this action; therefore, the National Environmental Policy Act (NEPA) does not apply.

Rationale for Recommendation: The current four-year labor agreement with the American Federation of State, County, Municipal Employees (AFSCME Local 146) was approved by City Council on July 21, 2009, and the current four year labor agreement between the Sacramento Housing and Redevelopment Agency Employees Association (SHRAEA) was approved by Council on March 10, 2009. These contracts included COLAs for 2010 through 2012; the contracts also provide increases in employer paid health insurance contributions for 2009 through 2012.

SHRA exempt management and confidential (unrepresented) employees have not received a COLA since 2008 and plan for none in 2011. Salary ranges are not scheduled for any changes for SHRA unrepresented classifications.

Financial Considerations: If approved, additional benefit costs will be contained in the proposed 2011 Agency Budget.

Benefit Recommendations for SHRA Unrepresented Employees

M/WBE Considerations: The items discussed in this report have no M/WBE impact; therefore M/WBE considerations do not apply.

Respectfully Submitted by:



LA SHELLE DOZIER
Executive Director

Recommendation Approved:



GUS VINA
Interim City Manager

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Benefit Recommendations for SHRA Unrepresented Employees

RESOLUTION NO. 2010 -

Adopted by the Sacramento City Council

on date of

BENEFIT RECOMMENDATIONS FOR UNREPRESENTED SACRAMENTO HOUSING AND REDEVELOPMENT AGENCY EMPLOYEES

BACKGROUND

- A. The Sacramento Housing and Redevelopment Agency (Agency) current four-year labor agreement with the American Federation of State, County, Municipal Employees, (AFSCME Local 146) was approved by City Council on July 21, 2009 and the current four year labor agreement between the Sacramento Housing and Redevelopment Agency Employees Association (SHRAEA) was approved by Council on March 10, 2009.
- B. These contracts provide increases in employer paid health insurance contributions for represented employees through 2012.
- C. The proposed benefit changes for Agency unrepresented employees are consistent with the Agency policy and labor relations practices and have been reviewed by the City and County Labor Relations Directors.
- D. The proposed action in this staff report consists of governmental fiscal activities which do not involve a commitment to any specific project, and as such, does not constitute a "project" under the California Environmental Quality Act (CEQA) Guidelines Section 15378 (b) (4) and there is no federal involvement associated with this action; therefore, the National Environmental Policy Act (NEPA) does not apply.

BASED ON THE FACTS SET FORTH IN THE BACKGROUND, THE CITY COUNCIL RESOLVES AS FOLLOWS:

- Section 1. All evidence presented having been duly considered, the findings, including environmental findings regarding this action as stated above, are approved.
- Section 2. The benefit changes covering confidential and exempt (unrepresented) Sacramento Housing and Redevelopment Agency employees are approved.

Benefit Recommendations for SHRA Unrepresented Employees

Section 3. Effective January 1, 2011, the Agency Monthly Designated Group Insurance Contribution shall be as follows:

- a) Employee Only: DPO Dental Plan and Lowest Cost HMO Medical Plan Premiums
- b) Employee + 1: DPO Dental Plan and 80% of Lowest Cost HMO Medical Plan Premiums
- c) Family Coverage: DPO Dental Plan and 80% Lowest Cost HMO Medical Plan Premiums

Benefit Recommendations for SHRA Unrepresented Employees

RESOLUTION NO. 2010 -

Adopted by the Housing Authority of the City of Sacramento

on date of

BENEFIT RECOMMENDATIONS FOR UNREPRESENTED SACRAMENTO HOUSING AND REDEVELOPMENT AGENCY EMPLOYEES

BACKGROUND

- A. The Sacramento Housing and Redevelopment Agency (Agency) current four-year labor agreement with the American Federation of State, County, Municipal Employees, (AFSCME Local 146) was approved by City Council on July 21, 2009 and the current four year labor agreement between the Sacramento Housing and Redevelopment Agency Employees Association (SHRAEA) was approved by Council on March 10, 2009.
- B. These contracts provide increases in employer paid health insurance contributions for represented employees through 2012.
- C. The proposed benefit changes for Agency unrepresented employees are consistent with the Agency policy and labor relations practices and have been reviewed by the City and County Labor Relations Directors.
- D. The proposed action in this staff report consists of governmental fiscal activities which do not involve a commitment to any specific project, and as such, does not constitute a "project" under the California Environmental Quality Act (CEQA) Guidelines Section 15378 (b) (4) and there is no federal involvement associated with this action; therefore, the National Environmental Policy Act (NEPA) does not apply.

BASED ON THE FACTS SET FORTH IN THE BACKGROUND, THE HOUSING AUTHORITY OF THE CITY OF SACRAMENTO RESOLVES AS FOLLOWS:

- Section 1. All evidence presented having been duly considered, the findings, including environmental findings regarding this action as stated above, are approved.
- Section 2. The benefit changes covering confidential and exempt (unrepresented) Sacramento Housing and Redevelopment Agency employees are approved.
- Section 3. Effective January 1, 2011, the Agency Monthly Designated Group Insurance Contribution shall be as follows:

Benefit Recommendations for SHRA Unrepresented Employees

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Benefit Recommendations for SHRA Unrepresented Employees

RESOLUTION NO. 2010 -

Adopted by the Redevelopment Agency of the City of Sacramento

on date of

**BENEFIT RECOMMENDATIONS FOR UNREPRESENTED SACRAMENTO
HOUSING REDEVELOPMENT AGENCY EMPLOYEES**

BACKGROUND

- A. The Sacramento Housing and Redevelopment Agency (Agency) current four-year labor agreement with the American Federation of State, County, Municipal Employees, (AFSCME Local 146) was approved by City Council on July 21, 2009 and the current four year labor agreement between the Sacramento Housing and Redevelopment Agency Employees Association (SHRAEA) was approved by Council on March 10, 2009.
- B. These contracts provide increases in employer paid health insurance contributions for represented employees through 2012.
- C. The proposed benefit changes for Agency unrepresented employees are consistent with the Agency policy and labor relations practices and have been reviewed by the City and County Labor Relations Directors.
- D. The proposed action in this staff report consists of governmental fiscal activities which do not involve a commitment to any specific project, and as such, does not constitute a "project" under the California Environmental Quality Act (CEQA) Guidelines Section 15378 (b) (4) and there is no federal involvement associated with this action; therefore, the National Environmental Policy Act (NEPA) does not apply.

**BASED ON THE FACTS SET FORTH IN THE BACKGROUND, THE
REDEVELOPMENT AGENCY RESOLVES AS FOLLOWS:**

- Section 1. All evidence presented having been duly considered, the findings, including environmental findings regarding this action as stated above, are approved.
- Section 2. The benefit changes covering confidential and exempt (unrepresented) Sacramento Housing and Redevelopment Agency employees are approved.
- Section 3. Effective January 1, 2011, the Agency Monthly Designated Group Insurance Contribution shall be as follows:

Benefit Recommendations for SHRA Unrepresented Employees

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