

RESOLUTION NO. 2013-0123

Adopted by the Sacramento City Council

April 23, 2013

2013 BENEFIT RECOMMENDATIONS FOR UNREPRESENTED SACRAMENTO HOUSING AND REDEVELOPMENT AGENCY EMPLOYEES

BACKGROUND

- A. The Sacramento Housing and Redevelopment Agency (Agency or SHRA) has been in labor negotiations with both the SHRA Employees Association (SHRAEA) and AFSCME Local 146. The SHRAEA membership ratified a three-year agreement on March 5, 2013, and the Agency is continuing negotiations with AFSCME.
- B. The proposed changes to unrepresented employee Public Employee Retirement System (PERS) contributions, vacation accrual limits, and longevity pay are the same as those in the recently ratified SHRAEA agreement.
- C. The SHRA exempt management and confidential (unrepresented) employees have not received a Cost of Living Adjustment (COLA) since 2008 and plan for none in 2013. Salary ranges are not scheduled for any changes for SHRA unrepresented classifications.
- D. The proposed action 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). The proposed action is categorically excluded under the National Environmental Policy Act (NEPA) 24 CFR 34(a)(3).

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, and declarations set forth above are true and correct.
- Section 2. The Sacramento Housing and Redevelopment Agency is authorized to approve the benefit changes covering confidential and exempt (unrepresented) employees as outlined below.

A. Retirement Plan and Contribution.

- (1) Effective July 1, 2013, the Agency will pay only 2% of the employee's 7% PERS contribution.
- (2) Effective January 1, 2014, the Agency will pay only 1% of the employee's seven percent (7%) PERS contribution.
- (3) Effective January 1, 2015, all unrepresented employees will pay the entire 7% PERS contribution.
- (4) In accordance with the California Public Employees Pension Reform Act of 2013 (PEPRA), all new employees hired on or after January 1, 2013, who are considered "new members" under the PEPRA shall be in the 2% at 62 CalPERS retirement formula described in PEPRA and will pay the entire 7% PERS contribution.

B. Vacation.

Effective May 4, 2013, the maximum annual leave accrual limits for all full-time unrepresented employees shall be as follows:

- (1) Zero through 3 years of service a maximum of 230 hours
- (2) Beginning with year 4 and through ten 10 years of service a maximum of 340 hours
- (3) Beginning with year 11 and through 15 years of service a maximum of 400 hours
- (4) After 15 years of service a maximum of 460 hours.
- (5) There will be no change in the current accrual rates. During any year in which an exempt or confidential employee has an accrued vacation balance of 160 hours or more, the employee may elect to take up to eighty (80) hours of vacation in pay rather than time.

C. Longevity Pay.

- (1) Unrepresented employees who have been employed by the Agency for a period of 20 to 24 years on January 1 of each year shall receive longevity pay of \$350 on the second payday of January.
- (2) Employees who have been employed by the Agency for a period of 25 to 29 years on January 1 of each year shall receive \$550 on the second payday of January.
- (3) Employees who have been employed by the Agency for a period of 30 years or more in January 1 of each year shall receive \$750 on the second payday of January.

D. Supplemental Leave

- (1) On January 1 of each year, Exempt employees will be credited with eighty (80) hours of supplemental leave that may be taken in addition to vacation. Supplemental leave will be available for immediate use.

Section 3. The SHRA is authorized to update is Internal policies, procedures, and personnel rules to comply with benefit changes as outlined in this resolution.

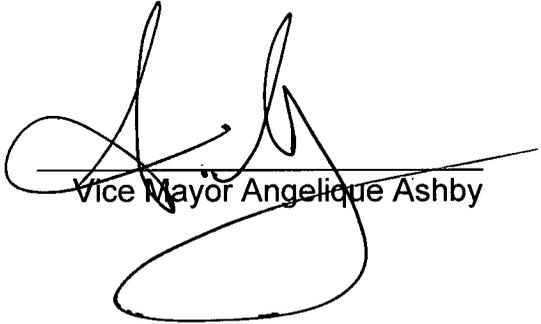
Adopted by the City of Sacramento City Council on April 23, 2013 the following vote:

Ayes: Councilmembers Ashby, Cohn, Fong, Hansen, McCarty, Pannell, Schenirer, Warren, and Mayor Johnson

Noes: None

Abstain: None

Absent: None



Vice Mayor Angelique Ashby

Attest:



Shirley Concolino
Shirley Concolino, City Clerk