



**Sacramento
Housing &
Redevelopment
Agency**

**REPORT TO COUNCIL
HOUSING AUTHORITY AND
REDEVELOPMENT AGENCY**

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

**CONSENT
December 5, 2006**

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

**Title: 2007 Compensation and Benefit Recommendations for Unrepresented
SHRA Employees**

Location/Council District: Citywide

Recommendation: 1) City Council adopt a **Resolution** to approve 2007 compensation and benefit recommendations for the Sacramento Housing and Redevelopment Agency (SHRA) unrepresented employees; 2) Redevelopment Agency adopt a **Resolution** to approve the 2007 compensation and benefit recommendations for SHRA unrepresented employees; 3) Housing Authority adopt an **Agency Resolution** to approve the 2007 compensation and benefit recommendations for SHRA.

Contact: Anne M. Moore, Executive Director, 440-1319; James Shields, Director of Administration, 440-1308

Presenters: Not Applicable

Department: Sacramento Housing and Redevelopment Agency

Description/Analysis

Issue: This report recommends that the City Council, Housing Authority and Redevelopment Agency of the City of Sacramento approve the salary and benefit changes covering confidential and exempt (unrepresented) Sacramento Housing and Redevelopment Agency employees as follows:

1. Exempt and Confidential Classifications
 - a. Effective December 23, 2006, the Agency's Designated Group Insurance Contribution shall be as follows:
 - 1) Employee Only: \$473.17 per month
 - 2) Employee + 1: \$710.00 per month
 - 3) Family Coverage: \$930.00 per month

2007 Compensation and Benefit Recommendations for Unrepresented Employees

- b. Effective the pay period beginning January 20, 2007, all exempt and confidential employees shall receive a one-time lump sum payment in the amount of \$1,000.

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 Directors.

Environmental Considerations: There are no environmental considerations associated with the recommended actions.

Rationale for Recommendation: The current three-year labor agreements with the American Federation of State, County, Municipal Employees, (AFSCME Local 146), and the Sacramento Housing and Redevelopment Agency Employees Association (SHRAEA), were approved by Council on February 7, 2006 and provide represented employees with increases in the Agency's Designated Group Insurance Contributions and a one-time lump sum payment effective December 23, 2006. Staff is recommending the same Designated Group Insurance Contribution and lump sum payment for exempt and confidential classifications as approved for AFSCME.

Financial Considerations: All salary and benefit costs are contained in the approved 2007 Agency Budget.

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

Respectfully Submitted by: 
 ANNE M. MOORE
 Executive Director

Recommendation Approved:

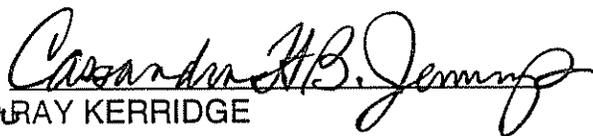

 RAY KERRIDGE
 City Manager

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RESOLUTION NO. 2006 - ____

Adopted by the Sacramento City Council

ON DATE OF

AUTHORIZING 2007 SALARY AND BENEFIT CHANGES FOR SACRAMENTO HOUSING AND REDEVELOPMENT AGENCY UNREPRESENTED EMPLOYEES

BACKGROUND

- A. On February 7, 2006, the City Council approved collective bargaining agreements for two labor unions which represent employees of the Sacramento Housing and Redevelopment Agency: the American Federation of State, County, and Municipal Employees (AFSCME) Local 146 and the Sacramento Housing and Redevelopment Agency Employees Association (SHRAEA).
- B. The AFSCME and SHRAEA agreements provide for a lump sum salary adjustment and increases in health insurance contributions.
- C. The Sacramento Housing and Redevelopment Agency (SHRA) desires to grant the same lump sum salary adjustment and increase in health insurance contributions for confidential and exempt (unrepresented) employees as approved for AFSCME.
- D. The proposed salary and benefit changes for SHRA's unrepresented employees are consistent with the Agency policy and labor relations practices and have been reviewed by the City and County Labor Relations Directors.

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

- Section 1. The SHRA employees in the Exempt and Confidential employment classifications are granted the following changes in salary and benefits:
 - a. Effective December 23, 2006, the Agency's Designated Group Insurance Contribution shall be as follows:
 - i. Employee Only: \$473.17 per month
 - ii. Employee + 1: \$710.00 per month
 - iii. Family Coverage: \$930.00 per month
 - b. Effective the pay period beginning January 20, 2007, all exempt and confidential employees shall receive a one-time lump sum payment in the amount of \$1,000.

RESOLUTION NO. 2006 - _____

Adopted by the Redevelopment Agency of the City of Sacramento

ON DATE OF

AUTHORIZING 2007 SALARY AND BENEFIT CHANGES FOR SACRAMENTO HOUSING AND REDEVELOPMENT AGENCY UNREPRESENTED EMPLOYEES

BACKGROUND

- A. On February 7, 2006, the City Council approved collective bargaining agreements for two labor unions which represent employees of the Sacramento Housing and Redevelopment Agency: the American Federation of State, County, and Municipal Employees (AFSCME) Local 146 and the Sacramento Housing and Redevelopment Agency Employees Association (SHRAEA).
- B. The AFSCME and SHRAEA agreements provide for a lump sum salary adjustment and increases in health insurance contributions.
- C. The Sacramento Housing and Redevelopment Agency (SHRA) desires to grant the same lump sum salary adjustment and increase in health insurance contributions for confidential and exempt (unrepresented) employees as approved for AFSCME.
- D. The proposed salary and benefit changes for SHRA's unrepresented employees are consistent with the Agency policy and labor relations practices and have been reviewed by the City and County Labor Relations Directors.

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

- Section 1. The SHRA employees in the Exempt and Confidential employment classifications are granted the following changes in salary and benefits:
 - a. Effective December 23, 2006, the Agency's Designated Group Insurance Contribution shall be as follows:
 - i. Employee Only: \$473.17 per month
 - ii. Employee + 1: \$710.00 per month
 - iii. Family Coverage: \$930.00 per month
 - b. Effective the pay period beginning January 20, 2007, all exempt and confidential employees shall receive a one-time lump sum payment in the amount of \$1,000.

RESOLUTION NO. 2006 - ____

Adopted by the Housing Authority of the City of Sacramento

ON DATE OF

AUTHORIZING 2007 SALARY AND BENEFIT CHANGES FOR SACRAMENTO HOUSING AND REDEVELOPMENT AGENCY UNREPRESENTED EMPLOYEES

BACKGROUND

- A. On February 7, 2006, the City Council approved collective bargaining agreements for two labor unions which represent employees of the Sacramento Housing and Redevelopment Agency: the American Federation of State, County, and Municipal Employees (AFSCME) Local 146 and the Sacramento Housing and Redevelopment Agency Employees Association (SHRAEA).
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- C. The Sacramento Housing and Redevelopment Agency (SHRA) desires to grant the same lump sum salary adjustment and increase in health insurance contributions for confidential and exempt (unrepresented) employees as approved for AFSCME.
- D. The proposed salary and benefit changes for SHRA's unrepresented employees are consistent with the Agency policy and labor relations practices and have been reviewed by the City and County Labor Relations Directors.

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

- Section 1. The SHRA employees in the Exempt and Confidential employment classifications are granted the following changes in salary and benefits:
 - a. Effective December 23, 2006, the Agency's Designated Group Insurance Contribution shall be as follows:
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