



**Sacramento
Housing &
Redevelopment
Agency**

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

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

Consent
July 17, 2007

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

Title: Amended Agreement with the Operations and Maintenance, and General Clerical and Service Units (AFSCME Local 146)

Location/Council District: Citywide

Recommendation: 1) Adopt a **City Resolution** approving the amended agreement with the Operations and Maintenance, and General Clerical and Services Units; 2) adopt a **Housing Authority Resolution** approving the amended agreement with the Operations and Maintenance, and General Clerical and Services Units; 3) adopt a **Redevelopment Agency Resolution** approving the amended agreement with the Operations and Maintenance, and General Clerical and Services Units.

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 the adoption of the amended agreement with the Operations and Maintenance, and General Clerical and Service Units (AFSCME Local 146). The proposed amendments to the current agreement have been ratified by the union membership and include the following:

1. Article 5.1d of the AFSCME Agreement is changed to read: Effective pay period beginning July 7, 2007, salary ranges in terms of bi-weekly rates shall be adjusted by 3.7 percent (Exhibit A).
2. Salary Range changes for AFSCME Classifications of Clerical Assistant, Office Assistant, Housing Assistant, Housing Technician, Storekeeper, and Lead Custodian (Exhibit A).
3. Employees in the classifications of Clerical Assistant, Office Assistant, Housing Assistant, Housing Technician, Storekeeper, and Lead Custodian

- that have been at Step 5 of their current classification for more than 12 months as of July 1, 2007, will receive an automatic 5 percent salary step increase when placed into the new salary ranges effective pay period beginning July 7, 2007. Salary anniversary dates for employees in the above classifications receiving the automatic increase will be adjusted to July 7 and will be eligible for subsequent merit reviews on their new anniversary dates.
4. All other employees in classifications receiving range changes will not receive an automatic increase due to the range change. Employees will be placed in the new salary ranges at the salary step which results in no increase in pay.
 5. Consistent with Agency's Compensation Plan, if current salaries of individual employees fall below the new salary range minimum, their salaries will be adjusted to equal the minimum.
 6. For employees being placed in new salary ranges, their existing salary anniversary dates will be utilized for any subsequent merit reviews and advancement to succeeding steps of the assigned salary range.

Policy Considerations: The recommended action in this report is consistent with Agency policy and has been reviewed by the City Labor Relations Director.

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

Rationale for Recommendation: The Current agreement with AFSCME Local 146 was negotiated in 2005 and implemented on February 7, 2006 and the contract expires on December 19, 2008. Article 5 authorizes a cost-of-living (COLA) adjustment based on California Consumer Price Index (CPI) data effective December 22, 2007, and also contains language to re-open negotiations related to salaries effective July 1, 2007. Both the Agency and AFSCME mutually agreed to re-open these negotiations in January 2007. The proposed amendment outlined in the attached resolutions and exhibit is the result of the agreed to contract re-opener negotiations. The result of the negotiations was to set the COLA at 3.7 percent and move the effective date from December 22, 2007 to July 7, 2007.

Additionally, in 2006, the Agency conducted a market salary survey of benchmark positions represented by AFSCME. The proposed salary range changes for the specific classifications listed in this report are based on the survey findings and internal benchmark positions within the Agency.

Financial Considerations: The additional cost for the salary increases and specified range changes is estimated at a total of \$100,000 for calendar year 2007. All salary and benefit costs for the proposed increases will be covered by salary savings through attrition and vacant positions and are contained in the approved 2007 Budget.

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

Respectfully Submitted by: _____



ANNE M. MOORE
Executive Director

Recommendation Approved:


for RAY KERRIDGE
City Manager

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RESOLUTION NO. 2007 -

Adopted by the Sacramento City Council

on date of

AMENDED AGREEMENT WITH THE OPERATIONS AND MAINTENANCE, AND GENERAL CLERICAL AND SERVICE UNITS (AFSCME LOCAL 146)

BACKGROUND

- A. The current agreement with AFSCME Local 146 was negotiated in 2005 and implemented on February 7, 2006 and the contract expires on December 19, 2008. Article 5 authorizes a cost-of-living adjustment (COLA) based on California Consumer Price Index (CPI) data effective December 22, 2007, and also contains language to re-open negotiations related to salaries effective July 1, 2007.
- B. Both the Agency and AFSCME mutually agreed to re-open these negotiations in January 2007. The proposed amendment outlined in the attached resolution and exhibit is the result of the agreed-to contract re-opener negotiations. The result of the negotiations was to set the COLA at 3.7 percent and move the effective date from December 22, 2007 to July 7, 2007.
- C. Additionally, in 2006, the Agency conducted a market salary survey of benchmark positions represented by AFSCME. The proposed salary range changes for the specific classifications listed in this report are based on the survey findings and internal benchmark positions within the Agency.

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

Section 1. The Agency is authorized to adopt the approved salary schedule for AFSCME which includes the COLA set at 3.7 percent and salary range changes for designated classifications as attached to this resolution and incorporated herein as Exhibit A.

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Exhibit A – Salary Schedule

Sacramento Housing and Redevelopment Agency							
Salary Schedule for AFSCME Represented Classifications - Effective July 7, 2007							
CLASSIFICATION	Current Range	New Range	1	2	3	4	5
Account Clerk	D	No Change	\$ 32,306	\$ 33,921	\$ 35,617	\$ 37,398	\$ 39,268
Accounting Technician	E	No Change	\$ 35,617	\$ 37,398	\$ 39,268	\$ 41,231	\$ 43,293
Administrative Secretary	F	No Change	\$ 39,268	\$ 41,231	\$ 43,293	\$ 45,457	\$ 47,730
Clerical Assistant	A	B	\$ 26,578	\$ 27,907	\$ 29,302	\$ 30,767	\$ 32,306
Custodian	AA	No Change	\$ 25,312	\$ 26,578	\$ 27,907	\$ 29,302	\$ 30,767
Dispatcher	DD	No Change	\$ 33,921	\$ 35,617	\$ 37,398	\$ 39,268	\$ 41,231
Finance Assistant	B	No Change	\$ 26,578	\$ 27,907	\$ 29,302	\$ 30,767	\$ 32,306
Housing Assistant	BB	CC	\$ 30,767	\$ 32,306	\$ 33,921	\$ 35,617	\$ 37,398
Housing Technician	C	D	\$ 32,306	\$ 33,921	\$ 35,617	\$ 37,398	\$ 39,268
Lead Custodian, Resident Trainee Program	B	BB	\$ 27,907	\$ 29,302	\$ 30,767	\$ 32,306	\$ 33,921
Maintenance Specialist - Alarms & Utilities	H	No Change	\$ 47,730	\$ 50,117	\$ 52,623	\$ 55,254	\$ 58,016
Maintenance Specialist - Carpenter	H	No Change	\$ 47,730	\$ 50,117	\$ 52,623	\$ 55,254	\$ 58,016
Maintenance Specialist - Electrician	H	No Change	\$ 47,730	\$ 50,117	\$ 52,623	\$ 55,254	\$ 58,016
Maintenance Specialist - Hazardous Materials	GG	No Change	\$ 45,457	\$ 47,730	\$ 50,117	\$ 52,623	\$ 55,254
Maintenance Specialist - HVAC	H	No Change	\$ 47,730	\$ 50,117	\$ 52,623	\$ 55,254	\$ 58,016
Maintenance Specialist - Inspector	H	No Change	\$ 47,730	\$ 50,117	\$ 52,623	\$ 55,254	\$ 58,016
Maintenance Specialist - Locksmith	GG	No Change	\$ 45,457	\$ 47,730	\$ 50,117	\$ 52,623	\$ 55,254
Maintenance Specialist - Painter	H	No Change	\$ 47,730	\$ 50,117	\$ 52,623	\$ 55,254	\$ 58,016
Maintenance Specialist - Plumber	H	No Change	\$ 47,730	\$ 50,117	\$ 52,623	\$ 55,254	\$ 58,016
Maintenance Specialist - Stationary Engineer	H	No Change	\$ 47,730	\$ 50,117	\$ 52,623	\$ 55,254	\$ 58,016
Maintenance Technician	F	No Change	\$ 39,268	\$ 41,231	\$ 43,293	\$ 45,457	\$ 47,730
Maintenance Worker	D	No Change	\$ 32,306	\$ 33,921	\$ 35,617	\$ 37,398	\$ 39,268
Messenger	B	No Change	\$ 26,578	\$ 27,907	\$ 29,302	\$ 30,767	\$ 32,306
Office Assistant	BB	C	\$ 29,302	\$ 30,767	\$ 32,306	\$ 33,921	\$ 35,617
Office Technician	D	No Change	\$ 32,306	\$ 33,921	\$ 35,617	\$ 37,398	\$ 39,268
Photocopy Services Clerk	BB	No Change	\$ 27,907	\$ 29,302	\$ 30,767	\$ 32,306	\$ 33,921
Resident Services Assistant	AA	No Change	\$ 25,312	\$ 26,578	\$ 27,907	\$ 29,302	\$ 30,767
Senior Storekeeper	E	No Change	\$ 35,617	\$ 37,398	\$ 39,268	\$ 41,231	\$ 43,293
Stock Clerk	D	No Change	\$ 32,306	\$ 33,921	\$ 35,617	\$ 37,398	\$ 39,268
Storekeeper	D	DD	\$ 33,921	\$ 35,617	\$ 37,398	\$ 39,268	\$ 41,231

RESOLUTION NO. 2007 -

Adopted by the Housing Authority of the City of Sacramento

on date of

AMENDED AGREEMENT WITH THE OPERATIONS AND MAINTENANCE, AND GENERAL CLERICAL AND SERVICE UNITS (AFSCME LOCAL 146)

BACKGROUND

- D. The current agreement with AFSCME Local 146 was negotiated in 2005 and implemented on February 7, 2006 and the contract expires on December 19, 2008. Article 5 authorizes a cost-of-living adjustment (COLA) based on California Consumer Price Index (CPI) data effective December 22, 2007, and also contains language to re-open negotiations related to salaries effective July 1, 2007.
- E. Both the Agency and AFSCME mutually agreed to re-open these negotiations in January 2007. The proposed amendment outlined in the attached resolution and exhibit is the result of the agreed-to contract re-opener negotiations. The result of the negotiations was to set the COLA at 3.7 percent and move the effective date from December 22, 2007 to July 7, 2007.
- F. Additionally, in 2006, the Agency conducted a market salary survey of benchmark positions represented by AFSCME. The proposed salary range changes for the specific classifications listed in this report are based on the survey findings and internal benchmark positions within the Agency.

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

Section 1. The Agency is authorized to adopt the approved salary schedule for AFSCME which includes the COLA set at 3.7 percent and salary range changes for designated classifications as attached to this resolution and incorporated herein as Exhibit A.

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Housing Assistant	BB	CC	\$ 30,767	\$ 32,306	\$ 33,921	\$ 35,617	\$ 37,398
Housing Technician	C	D	\$ 32,306	\$ 33,921	\$ 35,617	\$ 37,398	\$ 39,268
Lead Custodian, Resident Trainee Program	B	BB	\$ 27,907	\$ 29,302	\$ 30,767	\$ 32,306	\$ 33,921
Maintenance Specialist - Alarms & Utilities	H	No Change	\$ 47,730	\$ 50,117	\$ 52,623	\$ 55,254	\$ 58,016
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on date of

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

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