



**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](http://www.CityofSacramento.org)**

**CONSENT  
December 4, 2007**

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

**Title: 2008 Compensation and Benefit Recommendations for Unrepresented  
SHRA Employees**

**Location/Council District: Citywide**

**Recommendation: 1) Adopt City Resolution, Housing Authority Resolution and  
Redevelopment Agency Resolution** approving the 2008 Compensation and Benefit  
Recommendations for the Sacramento Housing and Redevelopment Agency (SHRA)  
Unrepresented Employees

**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 22, 2007, the Agency's Designated Group Insurance Contribution shall be as follows:
    - 1) Employee Only: \$512.22 per month
    - 2) Employee + 1: \$750.00 per month
    - 3) Family Coverage: \$990.00 per month
  - b. Effective the pay period beginning January 5, 2008, all exempt and confidential employees shall receive a COLA of 3.7%.

## 2008 Compensation and Benefit Recommendations for Unrepresented Employees

**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.

The current agreements also provided a Cost of Living Adjustment for AFSCME represented staff on December 22, 2007; based on the California Consumer Price Index and a 3.5% COLA for SHRAEA represented staff on December 22, 2007. On July 17, 2007 the Board amended the labor agreement for AFSCME which approved an earlier COLA of 3.7% and moved the effective date from December 22, 2007 to July 7, 2007. On July 24, 2007, the Board amended the labor agreement for SHRAEA which approved an earlier COLA of 3.7% and moved the effective date from December 22, 2007 to July 7, 2007. Staff is recommending the same Designated Group Insurance Contribution and COLA for exempt and confidential classifications as approved for AFSCME and SHRAEA.

**Financial Considerations:** All salary and benefit costs are contained in the approved 2008 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

Recommendations Approved:

  
RAY KERRIDGE  
City Manager

### Table of Contents

Report pg. 1

### Attachments

1 Resolutions pg. 3-8

**RESOLUTION NO. 2007 - \_\_\_\_**

**Adopted by the Sacramento City Council**

**ON DATE OF**

**AUTHORIZING 2008 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 increases in health insurance contributions.
- C. On July 17, 2007, the City Council approved an amended collective bargaining agreement for the labor union which represents employees of the Sacramento Housing and Redevelopment Agency: the American Federation of State, County, and Municipal Employees (AFSCME) Local 146.
- D. On July 24, 2007, the City Council approved an amended collective bargaining agreement for the Employee Association which represents employees of the Sacramento Housing and Redevelopment Agency: the Sacramento Housing and Redevelopment Agency Employees Association (SHRAEA).
- E. The AFSCME and SHRAEA amended agreements provide for a Cost of Living Allowance (COLA).
- F. The Sacramento Housing and Redevelopment Agency (SHRA) desires to grant the same Cost of Living Allowance and increase in health insurance contributions for confidential and exempt (unrepresented) employees as approved for AFSCME and SHRAEA.
- G. 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 22, 2007, the Agency's Designated Group Insurance Contribution shall be as follows:
  - i. Employee Only: \$512.22 per month
  - ii. Employee + 1: \$750.00 per month
  - iii. Family Coverage: \$990.00 per month
  
- b. Effective the pay period beginning January 5, 2008, all exempt and confidential employees shall receive a 3.7% COLA.

## **RESOLUTION NO. 2007 -**

**Adopted by the Housing Authority of the City of Sacramento**

**on date of**

### **AUTHORIZING 2008 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 increases in health insurance contributions.
- C. On July 17, 2007, the City Council approved an amended collective bargaining agreement for the labor union which represents employees of the Sacramento Housing and Redevelopment Agency: the American Federation of State, County, and Municipal Employees (AFSCME) Local 146.
- D. On July 24, 2007, the City Council approved an amended collective bargaining agreement for the Employee Association which represents employees of the Sacramento Housing and Redevelopment Agency: the Sacramento Housing and Redevelopment Agency Employees Association (SHRAEA).
- E. The AFSCME and SHRAEA amended agreements provide for a Cost of Living Allowance (COLA).
- F. The Sacramento Housing and Redevelopment Agency (SHRA) desires to grant the same Cost of Living Allowance and increase in health insurance contributions for confidential and exempt (unrepresented) employees as approved for AFSCME and SHRAEA.
- G. 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:

- c. Effective December 22, 2007, the Agency's Designated Group Insurance Contribution shall be as follows:
  - i. Employee Only: \$512.22 per month
  - ii. Employee + 1: \$750.00 per month
  - iii. Family Coverage: \$990.00 per month
  
- d. Effective the pay period beginning January 5, 2008, all exempt and confidential employees shall receive a 3.7% COLA.

## **RESOLUTION NO. 2007 -**

**Adopted by the Redevelopment Agency of the City of Sacramento**

**on date of**

### **AUTHORIZING 2008 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 increases in health insurance contributions.
- C. On July 17, 2007, the City Council approved an amended collective bargaining agreement for the labor union which represent employees of the Sacramento Housing and Redevelopment Agency: the American Federation of State, County, and Municipal Employees (AFSCME) Local 146.
- D. On July 24, 2007, the City Council approved an amended collective bargaining agreement for the Employee Association which represents employees of the Sacramento Housing and Redevelopment Agency: the Sacramento Housing and Redevelopment Agency Employees Association (SHRAEA).
- E. The AFSCME and SHRAEA amended agreements provide for a Cost of Living Allowance (COLA).
- F. The Sacramento Housing and Redevelopment Agency (SHRA) desires to grant the same Cost of Living Allowance and increase in health insurance contributions for confidential and exempt (unrepresented) employees as approved for AFSCME and SHRAEA.
- G. 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:
- e. Effective December 22, 2007, the Agency's Designated Group Insurance Contribution shall be as follows:
    - i. Employee Only: \$512.22 per month
    - ii. Employee + 1: \$750.00 per month
    - iii. Family Coverage: \$990.00 per month
  - f. Effective the pay period beginning January 5, 2008, all exempt and confidential employees shall receive a 3.7% COLA.