# RESOLUTION NO. 2007-065

Adopted by the Redevelopment Agency
of the City of Sacramento

December 4, 2007

## 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:

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.

Adopted by the Redevelopment Agency of the City of Sacramento on December 4, 2007 by the following vote:

Ayes: Councilmembers Cohn, Fong, Hammond, McCarty, Pannell, Sheedy, Tretheway, and Waters.

Noes: None.

Abstain: None.

Absent: Mayor Fargo.

Kevin McCarty, Vice-Mayor

Attest:

for Shirley Concolino, City Clerk