



**Sacramento
Housing &
Redevelopment
Agency**

**REPORT TO CITY COUNCIL,
HOUSING AUTHORITY AND REDEVELOPMENT AGENCY
OF THE CITY OF SACRAMENTO
City of Sacramento
915 I Street, Sacramento, CA 95814-2671
www.CityofSacramento.org**

**CONSENT
February 7, 2006**

Honorable Mayor and
Members of the City Council

**Subject: COLLECTIVE BARGAINING AGREEMENTS WITH THE OPERATIONS
AND MAINTENANCE AND GENERAL CLERICAL AND SERVICES UNITS
(AFSCME LOCAL 146) AND THE SACRAMENTO HOUSING AND
REDEVELOPMENT AGENCY EMPLOYEE'S ASSOCIATION (SHRAEA)**

Location/Council District: Citywide

Recommendation:

Adopt a resolution approving the collective bargaining agreements covering 235 employees in the Operations and Maintenance, and General Clerical and Services units and in the Administrative and Technical units.

Contact: Anne M. Moore, Executive Director, 440-1319
James Shields, Director of Administration, 440-1308
Gil Basaldua, Labor Relations Manager, City of Sacramento, 808-5424

Presenters: Not Applicable

Department: Sacramento Housing and Redevelopment Agency

Summary:

This report recommends that the City Council, Housing Authority and Redevelopment Agency of the City of Sacramento approve the attached agreement covering employees in the Operations and Maintenance, and General Clerical and Services units (AFSCME Local 146) for the period of February 7, 2006 to December 19, 2008 and the attached agreement covering the Administrative and Technical units (SHRAEA) for the period of February 7, 2006 to December 19, 2008.

Committee/Commission Action: None

Background Information:

The collective bargaining agreements for both AFSCME Local 146 and the SHRAEA expired on December 1, 2005 and combined covers 235 employees. The Agency began the collective bargaining process with both unions in July 2005. The Agency reached a tentative agreement with the negotiating committee of AFSCME on December 19, 2005 and with the SHRAEA committee on December 21, 2005. The agreements have been ratified by the memberships of each union by a majority vote. The agreements are consistent with labor settlement strategy adopted by the City Council and County Board of Supervisors prior to the beginning of negotiations. The major features of the agreements are:

1. AFSCME Local 146

a. First Year: Calendar Year 2006

- 1) Effective the pay period following Governing Boards approval, all employees shall receive a one-time lump sum payment in the amount of \$1,000
- 2) Effective February 1, 2006, the Agency's Designated Group Insurance Contribution shall be as follows:
 - a) Employee only: \$435 per month
 - b) Employee + 1: \$670 per month
 - c) Family coverage: \$870 per month
- 3) Effective February 1, 2006, the Cafeteria Cap Spending Limit is reduced to \$200 per month.
- 4) Tuition Reimbursement: Annual reimbursement amount increased from \$750 to \$1,500 per year.
- 5) Sick Leave: Annual accrual rate reduced from 15 to 12 days per year. Sick Leave Cash Out option at retirement increased from 20% to 33-1/3%. Sick Leave Cash Out option at termination eliminated.
- 6) Retirement Health Savings Plan: Agency will establish a Retirement Health Savings Plan as soon as practicable as permitted by Internal Revenue Service Regulations. Plan provisions and establishment of trust account will be brought to Governing Boards for approval.
- 7) Effective February 2, 2006, Night Shift Differential Pay increased from 5% to 7.5%.

Collective Bargaining Agreements with AFSCME and SHRAEA

b. Second Year: Calendar Year 2007

- 1) Effective pay period beginning December 23, 2006, all employees shall receive a one-time lump sum payment in the amount of \$1,000.00
- 2) Effective pay period beginning December 23, 2006, the Agency's Designated Group Insurance Contribution shall be as follows:
 - a) Employee only: Dollar amount equal to 2007 Kaiser HMO and Delta Dental employee only premiums
 - b) Employee + 1: \$710 per month
 - c) Family coverage: \$930 per month

c. Third Year: Calendar Year 2008

- 8) Effective pay period beginning December 22, 2007, salaries will be adjusted for all classifications based on the percentage change in the Consumer Price Index (California, All Urban Consumers), but not less than 2% or more than 4%.
- 9) Effective pay period beginning December 22, 2007, the Agency's Designated Group Insurance Contribution shall be as follows:
 - a) Employee only: Dollar amount equal to 2008 Kaiser HMO and Delta Dental employee only premiums
 - b) Employee + 1: \$750 per month
 - c) Family coverage: \$990 per month

2. SHRAEA

a. First Year: Calendar Year 2006

- 1) Effective the pay period following Governing Boards approval, all employees shall receive a one-time 2% lump sum payment.
- 2) Effective the February 1, 2006, the Agency's Designated Group Insurance Contribution shall be as follows:
 - a) Employee only: \$477 per month
 - b) Employee + 1: \$620 per month
 - c) Family coverage: \$820 per month
- 3) Effective February 1, 2006, the Cafeteria Cap Spending Limit is reduced to \$200 per month.
- 4) Tuition Reimbursement: Annual reimbursement amount increased from \$750 to \$1,500 per year.
- 5) Sick Leave: Annual accrual rate reduced from 15 to 12 days per year. Sick Leave Cash Out option at retirement increased from

Collective Bargaining Agreements with AFSCME and SHRAEA

20% to 33-1/3%. Sick Leave Cash Out option at termination eliminated.

- 6) Retirement Health Savings Plan: Agency will establish a Retirement Health Savings Plan as soon as practicable as permitted by Internal Revenue Service Regulations. Plan provisions and establishment of trust account will be brought to Governing Boards for approval.

b. Second Year: Calendar Year 2007

- 1) Effective pay period beginning December 23, 2006, all employees shall receive a one-time 2% lump sum payment.
- 2) Effective pay period beginning December 23, 2006, the Agency's Designated Group Insurance Contribution shall be as follows:
 - a) Employee only: Dollar amount equal to 2007 Kaiser HMO and Delta Dental employee only premiums
 - b) Employee + 1: \$710 per month
 - c) Family coverage: \$930 per month

c. Third Year: Calendar Year 2008

- 1) Effective pay period beginning December 22, 2007, salary ranges shall be adjusted by 3.5%.
- 2) Effective pay period beginning December 22, 2007, the Agency's Designated Group Insurance Contribution shall be as follows:
 - a) Employee only: Dollar amount equal to 2008 Kaiser HMO and Delta Dental employee only premiums
 - b) Employee + 1: \$750 per month
 - c) Family coverage: \$990 per month

Financial Considerations:

AFSCME Agreement: The FY 2006 cost increase will be \$286,000 and is within available Agency resources. The compounded cost increase for the three-year period will be \$756,000.

SHRAEA Agreement: The FY 2006 cost increase will be \$371,000 and is within available Agency resources. The compounded cost increase for the three-year period will be \$1,111,000.

The combined cost increase for both agreements will be \$657,000 for FY 2006 and \$1,876,000 for the three-year period.

Environmental Considerations: The proposed action is exempt from environmental review under CEQA per Guidelines Section 15378 (b)(4), and under NEPA per 24 CFR Section 53.34 (a)(3) and management and budget activities.

Collective Bargaining Agreements with AFSCME and SHRAEA

Policy Considerations: The recommended actions in this report is consistent with Agency policy and labor relations practices and settlement strategy adopted by the City Council and County Board of Supervisors.

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:

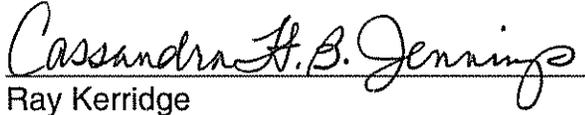

Ray Kerridge
Interim City Manager

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Attachment 1 – Agreement between American Federation of State, County and Municipal Employees, Local 146 and Sacramento Housing and Redevelopment Agency

Attachment 2 – Agreement between Sacramento Housing and Redevelopment Agency Employees Association and Sacramento Housing and Redevelopment Agency

RESOLUTION NO. 2006 - ____

Adopted by the Sacramento City Council

ON DATE OF

COLLECTIVE BARGAINING AGREEMENTS WITH THE OPERATIONS AND MAINTENANCE AND GENERAL CLERICAL AND SERVICES UNITS (AFSCME LOCAL 146) AND THE SACRAMENTO HOUSING AND REDEVELOPMENT AGENCY EMPLOYEES ASSOCIATION (SHRAEA)

BACKGROUND

- A. The collective bargaining agreements for both AFSCME Local 146 and the SHRAEA expired on December 1, 2005 and combined covers 235 employees.
- B. The Sacramento Housing and Redevelopment Agency (SHRA) began the collective bargaining process with both unions in July 2005.
- C. SHRA staff reached a tentative agreement with the negotiating committees for AFSCME on December 19, 2005 and with SHRAEA on December 21, 2005.
- D. The agreements have been ratified by the members of the respective unions by a majority vote.
- E. The agreements are consistent with labor settlement strategy adopted by the County Board of Supervisors and the City Council prior to the beginning of negotiations.

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

- Section 1. The Collective Bargaining Agreement between the Sacramento Housing and Redevelopment Agency (SHRA) and the American Federation of State, County, and Municipal Employees (AFSCME), which is the recognized representative organization for the Operations and Maintenance, and General Clerical and Service Units, effective from February 7, 2006 to December 19, 2008 and the terms of which are as described in the accompanying staff report (AFSCME Agreement), is hereby approved.
- Section 2. The Collective Bargaining Agreement between SHRA and the Sacramento Housing and Redevelopment Agency Employees Association (SHRAEA), which is the recognized representative organization for the Administrative and Technical Units, effective from February 7, 2006 to December 19, 2008 and the terms of which are as described in the accompanying staff report (SHRAEA Agreement), is hereby approved.

Section 3. SHRA is hereby authorized to execute the AFSCME Agreement and the SHRAEA Agreement.

RESOLUTION NO. 2006 - _____

Adopted by the Housing Authority of the City of Sacramento

ON DATE OF

COLLECTIVE BARGAINING AGREEMENTS WITH THE OPERATIONS AND MAINTENANCE AND GENERAL CLERICAL AND SERVICES UNITS (AFSCME LOCAL 146) AND THE SACRAMENTO HOUSING AND REDEVELOPMENT AGENCY EMPLOYEES ASSOCIATION (SHRAEA)

BACKGROUND

- A. The collective bargaining agreements for both AFSCME Local 146 and the SHRAEA expired on December 1, 2005 and combined covers 235 employees.
- B. The Sacramento Housing and Redevelopment Agency (SHRA) began the collective bargaining process with both unions in July 2005.
- C. SHRA staff reached a tentative agreement with the negotiating committees for AFSCME on December 19, 2005 and with SHRAEA on December 21, 2005.
- D. The agreements have been ratified by the members of the respective unions by a majority vote.
- E. The agreements are consistent with labor settlement strategy adopted by the County Board of Supervisors and the City Council prior to the beginning of negotiations.

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

- Section 1. The Collective Bargaining Agreement between the Housing Authority of the City of Sacramento (Authority) and the American Federation of State, County, and Municipal Employees (AFSCME), which is the recognized representative organization for the Operations and Maintenance, and General Clerical and Service Units, effective from February 7, 2006 to December 19, 2008 and the terms of which are as described in the accompanying staff report (AFSCME Agreement), is hereby approved.
- Section 2. The Collective Bargaining Agreement between the Authority and the Sacramento Housing and Redevelopment Agency Employees Association (SHRAEA), which is the recognized representative organization for the Administrative and Technical Units, effective from February 7, 2006 to December 19, 2008 and the terms of which are as described in the accompanying staff report (SHRAEA Agreement), is hereby approved.

Section 3. The Executive Director is hereby authorized to execute the AFSCME Agreement and the SHRAEA Agreement.

RESOLUTION NO. 2006 - _____

Adopted by the Redevelopment Agency of the City of Sacramento

ON DATE OF

COLLECTIVE BARGAINING AGREEMENTS WITH THE OPERATIONS AND MAINTENANCE AND GENERAL CLERICAL AND SERVICES UNITS (AFSCME LOCAL 146) AND THE SACRAMENTO HOUSING AND REDEVELOPMENT AGENCY EMPLOYEES ASSOCIATION (SHRAEA)

BACKGROUND

- A. The collective bargaining agreements for both AFSCME Local 146 and the SHRAEA expired on December 1, 2005 and combined covers 235 employees.
- B. The Sacramento Housing and Redevelopment Agency (SHRA) began the collective bargaining process with both unions in July 2005.
- C. SHRA staff reached a tentative agreement with the negotiating committees for AFSCME on December 19, 2005 and with SHRAEA on December 21, 2005.
- D. The agreements have been ratified by the members of the respective unions by a majority vote.
- E. The agreements are consistent with labor settlement strategy adopted by the County Board of Supervisors and the City Council prior to the beginning of negotiations.

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

- Section 1. The Collective Bargaining Agreement between the Redevelopment Agency of the City of Sacramento (Agency) and the American Federation of State, County, and Municipal Employees (AFSCME), which is the recognized representative organization for the Operations and Maintenance, and General Clerical and Service Units, effective from February 7, 2006 to December 19, 2008 and the terms of which are as described in the accompanying staff report (AFSCME Agreement), is hereby approved.
- Section 2. The Collective Bargaining Agreement between the Agency and the Sacramento Housing and Redevelopment Agency Employees Association (SHRAEA), which is the recognized representative organization for the Administrative and Technical Units, effective from February 7, 2006 to December 19, 2008 and the terms of which are as described in the accompanying staff report (SHRAEA Agreement), is hereby approved.

Section 3. The Executive Director is hereby authorized to execute the AFSCME Agreement and the SHRAEA Agreement.