Sacramento Housing & Redevelopment Agency

REPORT TO SACRAMENTO CITY COUNCIL,
HOUSING AUTHORITY OF THE CITY OF SACRAMENTO,
REDEVELOPMENT AGENCY OF THE CITY OF SACRAMENTO

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

CONSENT
March 7, 2006

Honorable Mayor and
Members of the City Council

Subject: 2006 Compensation and Benefit Recommendations for Unrepresented Employees and Vision Service Plan Coverage Changes

Location/Council District: Citywide

Recommendation:

This report recommends that the City Council, Housing Authority and Redevelopment Agency of the City of Sacramento adopt a resolution approving the salary and benefit changes outlined in this report covering 60 confidential and exempt Sacramento Housing and Redevelopment Agency employees and Vision Service Plan coverage changes for all Agency 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

Summary:

This report recommends approval of compensation and benefit changes for unrepresented Agency employees. Approval is requested as follows:

1. Exempt Classifications.
   a. Effective April 1, 2006, the Agency's Designated Group Insurance Contribution shall be as follows:
      1) Employee only: $435 per month
      2) Employee + 1: $670 per month
      3) Family coverage: $870 per month
   b. Effective April 1, 2006, the Cafeteria Cap Spending Limit is $435 per month.
   c. Effective the pay period beginning March 18, 2006, all exempt employees shall receive a one-time lump sum payment in the amount of $1,000.

d. Monthly automobile allowance of $400 for the Executive Director, which is consistent with the City and County's current reimbursement amounts, and the Executive Director may offer an automobile allowance of up to $400 per month for exempt management employees.
e. Annual tuition reimbursement amount increased to $1,500 per year.

2. Confidential Classifications
   a. Effective April 1, 2006, the Agency's Designated Group Insurance Contribution shall be as follows:
      1) Employee only: $435 per month
      2) Employee + 1: $670 per month
      3) Family coverage: $870 per month
   b. Effective April 1, 2006, the Cafeteria Cap Spending Limit is $435 per month.
   c. Effective the pay period beginning March 18, 2006, all confidential employees shall receive a one-time lump sum payment in the amount of $1,000.
   d. Annual tuition reimbursement amount increased to $1,500 per year.

3. All Agency Classifications
   a. Effective July 1, 2006, all Agency employees shall be eligible for Employee + One coverage under the Vision Care Plan "C".

Committee/Commission Action: None

Background Information:
The 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 City Council on February 7, 2006. Staff is recommending the same Designated Group Insurance Contribution and lump sum payment as approved for AFSCME for exempt and confidential Agency staff.

Financial Considerations: All salary and benefit costs are contained in the approved 2006 Budget. The total cost for the above salary and benefits changes outlined in this staff report is $47,000 for 2006.

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

Policy Considerations: The recommended action in this report is consistent with Agency policy and labor relation's practices and has been reviewed by the City and County Labor Relations Directors.

March 7, 2006

Unrepresented Benefits and VSP Coverage Changes

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:

Cassandra H. B. Jennings
for RAY KERRIDGE
Interim City Manager

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RESOLUTION NO. 2006 - ___

Adopted by the Sacramento City Council

ON DATE OF

AUTHORIZING SALARY AND BENEFIT CHANGES FOR SACRAMENTO HOUSING AND REDEVELOPMENT AGENCY UNREPRESENTED EMPLOYEES, APPROVING EXECUTIVE DIRECTOR AND EXEMPT MANAGEMENT EMPLOYEE AUTOMOBILE ALLOWANCE AND APPROVING VISION SERVICE PLAN BENEFIT CHANGES FOR ALL AGENCY 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 and tuition reimbursement;

C. The Sacramento Housing and Redevelopment Agency (SHRA) desires to grant the same salary and benefit provisions as approved for AFSCME for SHRA's unrepresented employees;

D. The proposed salary and benefit changes for SHRA's unrepresented employees are consistent with labor settlement strategy adopted by the County Board of Supervisors and the City Council prior to the beginning of negotiations; and

E. SHRA desires to increase the automobile allowance for its Executive Director and to authorize the Executive Director to grant up to the same allowance for exempt management employees, which is consistent with the City and County's current automobile allowance benefits for management employees.

F. SHRA also desires to make changes to its Vision Service Plan that would benefit all SHRA employees.

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 April 1, 2006, the Agency's Designated Group Insurance Contribution shall be as follows:
   1) Employee only: $435 per month
   2) Employee + 1: $670 per month
   3) Family coverage: $870 per month

b. Effective April 1, 2006, the Cafeteria Cap Spending Limit is $435 per month.

c. Effective the pay period beginning March 18, 2006, employees shall receive a one-time lump sum payment in the amount of $1,000.

d. Annual tuition reimbursement amount increased from $1,000 to $1,500 per year.

Section 2. The monthly automobile allowance for the SHRA Executive Director shall be increased to $400 per month, and the SHRA Executive Director may grant an automobile allowance of up to $400 per month for exempt management positions.

Section 3. Effective July 1, 2006, all SHRA employees shall be eligible for Employee + One coverage under the Vision Care Plan "C".

RESOLUTION NO. 2006 - ___

Adopted by the Housing Authority of the City of Sacramento

ON DATE OF

AUTHORIZING SALARY AND BENEFIT CHANGES FOR SACRAMENTO HOUSING AND REDEVELOPMENT AGENCY UNREPRESENTED EMPLOYEES, APPROVING EXECUTIVE DIRECTOR AND EXEMPT MANAGEMENT EMPLOYEE AUTOMOBILE ALLOWANCE AND APPROVING VISION SERVICE PLAN BENEFIT CHANGES FOR ALL AGENCY EMPLOYEES

BACKGROUND

A. On February 7, 2006, the Housing Authority of the City of Sacramento 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 and tuition reimbursement.

C. The Sacramento Housing and Redevelopment Agency (SHRA) desires to grant the same salary and benefit provisions as approved for AFSCME for SHRA's unrepresented employees.

D. The proposed salary and benefit changes for SHRA's unrepresented employees are consistent with labor settlement strategy adopted by the County Board of Supervisors and the City Council prior to the beginning of negotiations.

E. SHRA desires to increase the automobile allowance for its Executive Director and to authorize the Executive Director to grant up to the same allowance for exempt management employees, which is consistent with the City and County's current automobile allowance benefits for management employees.

F. SHRA also desires to make changes to its Vision Service Plan that would benefit all SHRA employees.

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 April 1, 2006, the Agency's Designated Group Insurance Contribution shall be as follows:
   1) Employee only: $435 per month
   2) Employee + 1: $670 per month
   3) Family coverage: $870 per month

b. Effective April 1, 2006, the Cafeteria Cap Spending Limit is $435 per month.

c. Effective the pay period beginning March 18, 2006, employees shall receive a one-time lump sum payment in the amount of $1,000.

d. Annual tuition reimbursement amount increased from $1,000 to $1,500 per year.

Section 2. The monthly automobile allowance for the SHRA Executive Director shall be increased to $400 per month, and the SHRA Executive Director may grant an automobile allowance of up to $400 per month for exempt management positions.

Section 3. Effective July 1, 2006, all SHRA employees shall be eligible for Employee + One coverage under the Vision Care Plan "C".

RESOLUTION NO. 2006 - ____

Adopted by the Redevelopment Agency of the City of Sacramento

ON DATE OF

AUTHORIZING SALARY AND BENEFIT CHANGES FOR SACRAMENTO HOUSING AND REDEVELOPMENT AGENCY UNREPRESENTED EMPLOYEES, APPROVING EXECUTIVE DIRECTOR AND EXEMPT MANAGEMENT EMPLOYEE AUTOMOBILE ALLOWANCE AND APPROVING VISION SERVICE PLAN BENEFIT CHANGES FOR ALL AGENCY 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 and tuition reimbursement;

C. The Sacramento Housing and Redevelopment Agency (SHRA) desires to grant the same salary and benefit provisions as approved for AFSCME for SHRA's unrepresented employees;

D. The proposed salary and benefit changes for SHRA's unrepresented employees are consistent with labor settlement strategy adopted by the County Board of Supervisors and the City Council prior to the beginning of negotiations; and

E. SHRA desires to increase the automobile allowance for its Executive Director and to authorize the Executive Director to grant up to the same allowance for exempt management employees, which is consistent with the City and County's current automobile allowance benefits for management employees.

F. SHRA also desires to make changes to its Vision Service Plan that would benefit all SHRA employees.

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 April 1, 2006, the Agency's Designated Group Insurance Contribution shall be as follows:
   1) Employee only: $435 per month
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