

RESOLUTION NO. 2006-014

Adopted by the Redevelopment Agency
of the City of Sacramento

March 7, 2006

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 SHREA 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
 - 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".

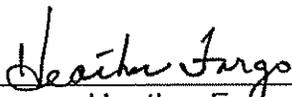
Adopted by the City of Sacramento Redevelopment on March 7, 2006 by the following vote:

Ayes: Members Cohn, Fong, Hammond, McCarty, Pannell, Sheedy, Tretheway, Waters and Chair Fargo.

Noes: None.

Abstain: None.

Absent: None.



Heather Fargo Chair

Attest:



Shirley Concolino, Secretary