

RESOLUTION NO. 2014-0017

Adopted by the Housing Authority of the City of Sacramento

October 21, 2014

COMPENSATION AND BENEFIT RECOMMENDATIONS FOR UNREPRESENTED SACRAMENTO HOUSING AND REDEVELOPMENT AGENCY EMPLOYEES

BACKGROUND

- A. Due to several years of budget cuts and fiscal restraints, SHRA exempt and confidential employees have not received a Cost of Living Adjustment (COLA) or changes to the salary schedules since 2008.
- B. The proposed salary ranges outlined in this report are based on the findings from a 2014 market salary survey and using benchmark positions with the City and County of Sacramento.
- C. The proposed action in this staff report consists of governmental fiscal activities which do not involve a commitment to any specific project, and as such, does not constitute a "project" under the California Environmental Quality Act (CEQA) Guidelines Section 15378 (b)(4). The proposed administrative and management activity is an exempt activity under the National Environmental Policy Act (NEPA), 24 CFR (a)(3).

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

- Section 1. All evidence presented having been duly considered, the findings, including environmental findings regarding this action as stated above are approved.
- Section 2. The compensation and benefit changes covering confidential and exempt (unrepresented) Sacramento Housing and Redevelopment Agency employees listed below are approved.
 - Salary Range Adjustment for Unrepresented Agency Classifications is approved and effective January 10, 2015 all unrepresented employees shall receive a 2 percent salary range adjustment.

- The Exempt Employee Technology Allowance is approved and at the discretion of the Executive Director, exempt employees may be authorized a monthly technology allowance of up to \$100.00 per month effective January 1, 2015.
- Effective June 13, 2015 the salary schedules for unrepresented Agency classifications included as Exhibit A are approved.

Section 3. The Executive Director is authorized to make minor changes or adjustments to exhibits in order to correct omissions and errors.

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Exhibit A - Revised Salary Schedule

Adopted by the Housing Authority of the City of Sacramento on October 21, 2014, by the following vote:

Ayes: Members Ashby, Cohn, Fong, Hansen, McCarty, Schenirer, Warren, and Mayor Johnson

Noes: None

Abstain: None

Absent: None

Vacant: District 8

Attest:

Digitally signed by Shirley A. Concolino
DN: cn=Shirley A. Concolino, o=City of Sacramento, ou=City Clerk, email=sconcolino@cityofsacramento.org, c=US
Date: 2014.10.28 09:05:49 -07'00'

Shirley Concolino, Secretary

EXHIBIT A

SHRA EXEMPT AND CONFIDENTIAL SALARY RANGES - EFFECTIVE JUNE 13, 2015

CLASSIFICATION	UNIT	Min	Midpoint	Max	% Inc
AGENCY CLERK	2	\$ 63,285	\$ 80,730	\$ 98,175	-14%
AGENCY COUNSEL-RANGE 1	2	\$ 60,271	\$ 76,886	\$ 93,500	16%
AGENCY COUNSEL-RANGE 2	2	\$ 73,260	\$ 93,455	\$ 113,650	16%
AGENCY COUNSEL-RANGE 3	2	\$ 93,500	\$ 119,275	\$ 145,050	22%
ASSISTANT DIRECTOR	1	\$ 93,500	\$ 119,275	\$ 145,050	16%
ASSISTANT SITE MANAGER	3	\$ 40,794	\$ 52,039	\$ 63,285	5%
DEPUTY EXECUTIVE DIRECTOR	1	\$ 119,333	\$ 152,228	\$ 185,124	10%
DIRECTOR-RANGE 1	1	\$ 103,084	\$ 131,501	\$ 159,917	10%
DIRECTOR-RANGE 2	1	\$ 108,238	\$ 138,076	\$ 167,913	10%
EXECUTIVE DIRECTOR	1	\$ 136,212	\$ 163,938	\$ 191,664	8%
GENERAL COUNSEL	1	\$ 113,650	\$ 144,980	\$ 176,309	10%
IT MANAGER	2	\$ 93,500	\$ 119,275	\$ 145,050	New
MANAGEMENT ANALYST	2	\$ 63,285	\$ 80,730	\$ 98,175	0%
PROGRAM INTEGRITY ANALYST	3	\$ 40,794	\$ 52,039	\$ 63,285	5%
PROGRAM MANAGER	2	\$ 80,769	\$ 103,034	\$ 125,299	10%
PROJECT MANAGER	2	\$ 63,285	\$ 80,730	\$ 98,175	-5%
PUBLIC INFORMATION OFFICER	2	\$ 69,771	\$ 89,005	\$ 108,238	5%
SITE MANAGER	3	\$ 47,224	\$ 60,242	\$ 73,260	5%
SUPERVISOR	3	\$ 54,668	\$ 69,738	\$ 84,808	10%
HUMAN RESOURCES ASSISTANT	4	\$ 28,466	\$ 36,313	\$ 44,160	5%
HUMAN RESOURCES SPECIALIST	4	\$ 36,330	\$ 46,345	\$ 56,360	5%
CONFIDENTIAL ADMIN ASSISTANT	4	\$ 38,147	\$ 48,663	\$ 59,178	5%
SENIOR HUMAN RESOURCES ANALYST	4	\$ 51,120	\$ 65,212	\$ 79,304	5%