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January 8, 1998

Housing Authority and
Redevelopment Agency of the
City of Sacramento
Sacramento, California

Honorable Members in Session:

**SUBJECT: 1998 COMPENSATION AND BENEFIT RECOMMENDATIONS FOR
UNREPRESENTED EMPLOYEES**

LOCATION AND COUNCIL DISTRICT: City

RECOMMENDATION:

This report recommends adoption of the attached resolutions authorizing compensation and benefit increases for unrepresented employees consistent with increases extended to our represented employees.

CONTACT PERSON: Anne M. Moore, Acting Executive Director, 440-1333

FOR COUNCIL MEETING OF: January 20, 1998

SUMMARY

This report recommends cost of living salary increases and an increase in employer contributions to monthly health benefits for confidential, supervisory, and exempt management employees under the same provisions extended to represented employees.

BACKGROUND INFORMATION

In 1990, the governing boards adopted a number of salary adjustments for represented and unrepresented employees which provided for equitable compensation for all Agency employees.

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Since 1990, the labor contracts have based the salary increases on the Consumer Price Index (CPI). Front line supervisors and confidential staff salary increases have also been based on the CPI. Management employees, however, received no cost of living increase for the years 1992, 1994, and 1995. In 1996, all employees received lump sum compensation between \$910 and \$1,000. In 1997, all employees received a 2.8 percent cost of living salary increase.

In accordance with our labor agreements, represented employees received, effective December 6, 1997, a cost of living increase of 2.7 percent. We are recommending a cost of living increase for unrepresented employees of 2.7 percent, the same as received by represented employees.

As the only change to health benefits, we are recommending a \$10 increase in monthly medical and dental contributions for unrepresented employees effective January 1, 1998. This is commensurate with increases for represented employees.

FINANCIAL CONSIDERATIONS

All salary and benefit costs are contained in the approved 1998 budget. The cost of living increase for 74 unrepresented employees' salary is estimated at \$112,063.

POLICY CONSIDERATIONS

The action proposed in this staff report is consistent with previously approved policy and labor relations practices.

ENVIRONMENTAL REVIEW

The proposed actions in this report are administrative and do not constitute a "project" under CEQA per Guidelines Section 15378(b)(3), nor a federal undertaking under NEPA.

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M/WBE REVIEW

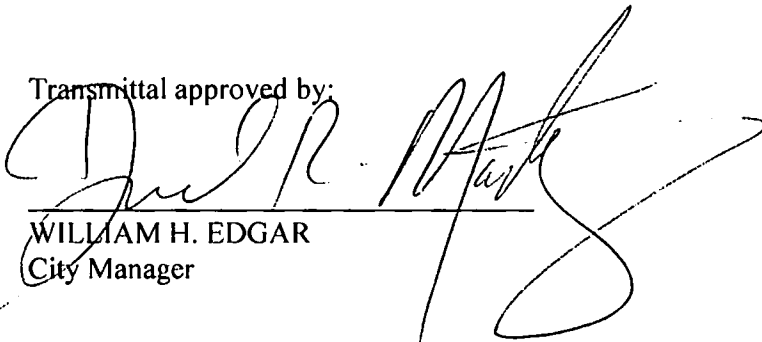
There are no M/WBE considerations with the proposed actions in this report.

Respectfully submitted by,

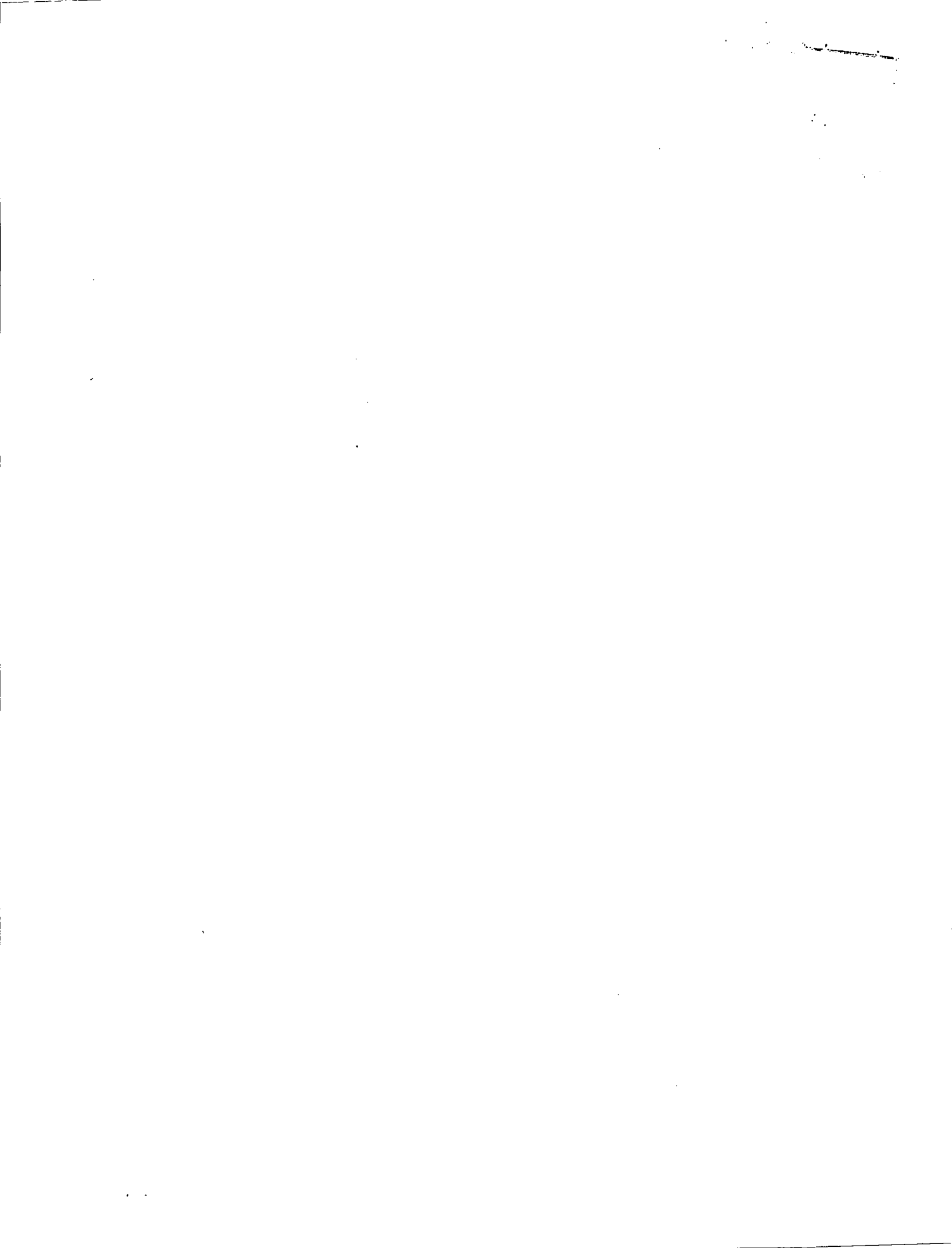


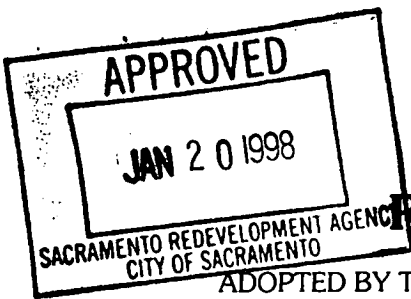
ANNE M. MOORE
Acting Executive Director

Transmittal approved by:



WILLIAM H. EDGAR
City Manager





RESOLUTION NO. 98-001

ADOPTED BY THE REDEVELOPMENT AGENCY OF THE CITY OF SACRAMENTO

ON DATE OF _____

**COMPENSATION AND BENEFIT ADJUSTMENTS
FOR UNREPRESENTED EMPLOYEES**

**BE IT RESOLVED BY THE REDEVELOPMENT AGENCY OF THE
CITY OF SACRAMENTO:**

Section 1. The following salary and benefits changes for Confidential, Supervisorial, Program Managers, and Exempt Management staff are approved:

- a. 2.7 percent salary increase effective December 6, 1997.
- b. Agency's monthly contribution for health benefits increased by ten dollars effective January 1, 1998.

ATTEST:

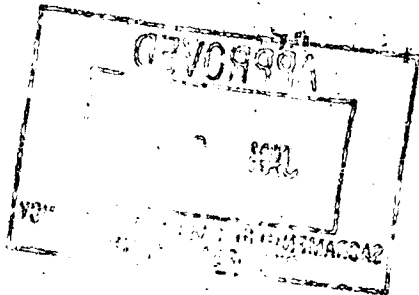
SECRETARY

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CHAIR

FOR CITY CLERK USE ONLY

RESOLUTION NO.: _____
DATE ADOPTED: _____
(4)





RESOLUTION NO. 98-001

ADOPTED BY THE HOUSING AUTHORITY OF THE CITY OF SACRAMENTO

ON DATE OF _____

**COMPENSATION AND BENEFIT ADJUSTMENTS
FOR UNREPRESENTED EMPLOYEES**

**BE IT RESOLVED BY THE HOUSING AUTHORITY OF THE CITY OF
SACRAMENTO:**

Section 1. The following salary and benefits changes for Confidential, Supervisorial, Program Managers, and Exempt Management staff are approved:

- a. 2.7 percent salary increase effective December 6, 1997.
- b. Agency's monthly contribution for health benefits increased by ten dollars effective January 1, 1998.

CHAIR

ATTEST

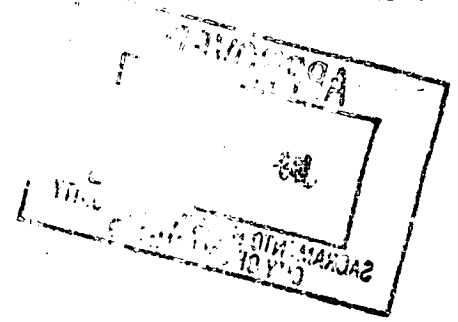
SECRETARY

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FOR CITY CLERK USE ONLY

RESOLUTION NO.: _____

DATE ADOPTED: _____



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Items for Jan. 20, 1998

Staff Reports - 2:00 p.m.

1. 1998 Compensation and Benefit Recommendations for Unrepresented Employees (All Districts)
 - a. Agency Resolution Approving Compensation and Benefit Adjustments for Unrepresented Employees
 - b. Authority Resolution Approving Compensation and Benefit Adjustments for Unrepresented Employees



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SACRAMENTO HOUSING & REDEVELOPMENT AGENCY
630 I STREET
SACRAMENTO, CALIFORNIA

Fax No.

FAX TRANSMITTAL

TO: <i>Lena</i>	Number of Pages: <i>2 ~ INCLUDING COVER</i>
COMPANY: <i>City Clerk</i>	FAX #: <i>264-7675</i>
Department: <i>City Clerk</i>	Phone: <i>440-1363</i>
From: <i>JOHN ROBERTS</i>	Phone: <i>440-1363</i>
Department: <i>AGENCY CLERK</i>	Mail Code: <i>C-36</i>
Date: <i>1-14-98</i>	Fax #: <i>441-1197</i>
	Transmitted By:

- SPECIAL ATTENTION
- For your information.
- Review and get back to me by _____.
- Review and forward to _____.
- Original will follow by _____.

REMARKS:

Item for 1-20-98.
Thanks
JR

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