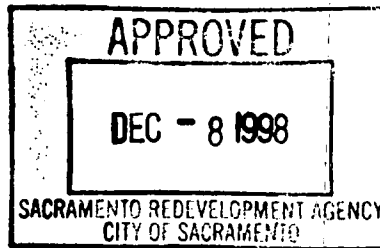




December 8, 1998

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



Honorable Members in Session:

**SUBJECT: 1999 COMPENSATION AND BENEFIT RECOMMENDATIONS FOR  
UNREPRESENTED EMPLOYEES**

**LOCATION & 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, and an equity adjustment for attorney classifications.

**CONTACT PERSON(S)**

Anne M. Moore, Executive Director, 440-1333

**FOR COUNCIL MEETING OF** December 8, 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. Additionally, an equity increase for three attorney positions is recommended.

**BACKGROUND**

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. 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,

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APPROVE  
DEC - 8 1968  
CITY OF SACRAMENTO

APPROVE  
DEC - 8 1968  
CITY OF SACRAMENTO

## **SACRAMENTO HOUSING AND REDEVELOPMENT AGENCY**

Housing Authority and Redevelopment Agency  
Of the City of Sacramento  
December 8, 1998  
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1994, and 1995. In 1996, all employees received lump sum compensation between \$910 and \$1,000. All employees received cost of living salary increase of 2.8 percent in 1997

In accordance with our labor agreements, represented employees received, effective December 6, 1998, a cost of living increase of 2 percent. We are recommending a cost of living increase for unrepresented employees of 2 percent; the same as received by represented employees.

In preliminary analysis of exempt positions, Agency management staff is 7 percent below benchmark figures tied to comparable City and County positions. Our attorney classifications are further behind at between 11 and 12 percent below comparable positions. This year I am recommending an increase of 5 percent for the three attorney positions to bridge the gap between this management group and the remainder of my management team. I recommend waiting until a 1999 salary study of all Agency positions is implemented in the calendar year 2000 budget to adjust management salaries further.

### **FINANCIAL CONSIDERATIONS**

All salary and benefit costs are contained in the approved 1999 budget. The 2 percent cost of living increase salary and benefit increase for 78 unrepresented employees is estimated at \$93,904. A 5 percent equity adjustment for three attorney positions is \$11,365. The total cost is \$105,269.

### **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.

**SACRAMENTO HOUSING AND REDEVELOPMENT AGENCY**

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Of the City of Sacramento  
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**M/WBE CONSIDERATIONS**

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

Respectfully submitted,

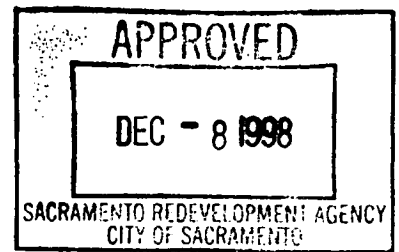


ANNE M. MOORE  
Executive Director

Transmittal approved,



WY WILLIAM H. EDGAR  
City Manager



**RESOLUTION NO. 98-060**

ADOPTED BY THE REDEVELOPMENT AGENCY OF THE CITY OF SACRAMENTO

ON DATE OF \_\_\_\_\_

**1999 COMPENSATION AND BENEFIT ADJUSTMENTS  
FOR UNREPRESENTED EMPLOYEES**

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

Section 1. The following salary changes for the 1999 calendar year are approved:

- a. 2 percent salary increase effective December 8, 1998 for unrepresented classifications.
- b. 5 percent equity increase for three attorney classifications effective December 19, 1998 (payroll #1)
- c. Agency's monthly contribution for health benefits increased by SEVEN DOLLARS for unrepresented employees effective January 1, 1999.

\_\_\_\_\_  
CHAIR

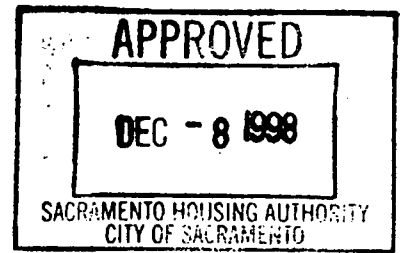
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SECRETARY

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**FOR CITY CLERK USE ONLY**

RESOLUTION NO.: \_\_\_\_\_

DATE ADOPTED: \_\_\_\_\_



**RESOLUTION NO. 98-008**

ADOPTED BY THE HOUSING AUTHORITY OF THE CITY OF SACRAMENTO

ON DATE OF \_\_\_\_\_

**1999 COMPENSATION AND BENEFIT ADJUSTMENTS  
FOR UNREPRESENTED EMPLOYEES**

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

Section 1. The following salary changes for the 1999 calendar year are  
approved:

- a. 2 percent salary increase effective December 8, 1998 for unrepresented classifications.
- b. 5 percent equity increase for three attorney classifications effective December 19, 1998 (payroll #1)
- c. Agency's monthly contribution for health benefits increased by SEVEN DOLLARS for unrepresented employees effective January 1, 1999.

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CHAIR

ATTEST:

\_\_\_\_\_  
SECRETARY

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**FOR CITY CLERK USE ONLY**

RESOLUTION NO.: \_\_\_\_\_

DATE ADOPTED: \_\_\_\_\_