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CITY OF SACRAMENTO  
CALIFORNIA

OFFICE OF THE  
CITY MANAGER

March 26, 1985

CITY HALL  
915 I STREET - 95814  
(916) 449-5704

APPROVED  
BY THE CITY COUNCIL

MAR 26 1985

OFFICE OF THE  
CITY CLERK

City Council  
Sacramento, California

Honorable Members in Session:

SUBJECT: Fringe Benefit Improvements for General Management Unit Employees

SUMMARY

The 84 employees in the General Management Unit voted on March 12, 1985 to decertify the Sacramento City Management Association as their exclusive bargaining agent. Since these management personnel are now unrepresented, this report recommends that they be granted two additional fringe benefit improvements: 1) \$50,000 City-paid term life insurance, and 2) coverage under the City-paid long-term disability insurance plan.

It is recommended that the City Council adopt the attached resolution approving this report in order to grant the two fringe benefit improvements effective April 1, 1985.

BACKGROUND

On January 22, 1985, the City Council approved Resolution No. 85-058 in order to continue the present schedule of compensation and benefits for employees in the General Management Unit. That action was necessary because the then existing five-month agreement between the City and the Sacramento City Management Association (SCMA), covering 84 employees in the General Management Unit, was due to expire January 26, 1985. This expiration date coincided with the 30-day open filing period for a decertification election petition in accordance with the City's Employer-Employee Relations Policy. This is the report back to the City Council, as indicated on January 22, 1985, after the employees in the General Management Unit had made their decision regarding representation.

On February 14, 1985, the SCMA filed a valid decertification petition requesting a secret ballot election to be conducted to determine whether the SCMA would continue to be the exclusive bargaining agent.

On March 12, 1985, in a secret ballot election supervised by the State Mediation and Conciliation Service, the employees voted 54 to 5 to decertify the SCMA as a bargaining agent.

Consequently, the employees in the General Management Unit are now unrepresented and I am recommending that they be granted the following two fringe benefit improvements effective April 1, 1985:

1. Increase City-paid life insurance from \$25,000 to \$50,000 coverage. Similar to other members of unrepresented management, these employees will also no longer be permitted to purchase additional life insurance from the City-paid insurance contribution.
2. Coverage under the City-paid long-term disability insurance plan.

The above benefits are available to unrepresented management presently consisting of Department Heads, Assistant Department Heads, and other key assistants.

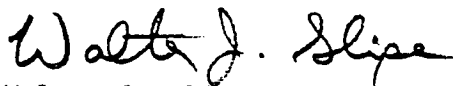
#### FINANCIAL IMPACT

The cost increase for the remainder of Fiscal Year 1984-85 is estimated at \$7,500.

#### RECOMMENDATION

It is recommended that the City Council approve the attached resolution approving this report in order to grant the two fringe benefit improvements effective April 1, 1985.

Respectfully submitted,



Walter J. Slipe  
City Manager

Attachment

All Districts  
March 26, 1985

**RESOLUTION NO. 85-228**

ADOPTED BY THE SACRAMENTO CITY COUNCIL ON DATE OF

MARCH 26, 1985

A RESOLUTION APPROVING THE CITY MANAGER'S REPORT DATED MARCH 26, 1985, RELATING TO FRINGE BENEFIT IMPROVEMENTS FOR GENERAL MANAGEMENT UNIT EMPLOYEES

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF SACRAMENTO that:

The City Manager's report dated March 26, 1985, relating to fringe benefit improvements for General Management Unit employees, a copy of which is attached hereto, is hereby approved in full, including authorizing the City Manager to execute the necessary amendments to the insurance agreements.

\_\_\_\_\_  
MAYOR

ATTEST:

**APPROVED**  
BY THE CITY COUNCIL

MAR 26 1985

OFFICE OF THE  
CITY CLERK

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CITY CLERK