

RESOLUTION NO. 95-010

ADOPTED BY THE HOUSING AUTHORITY OF THE CITY OF SACRAMENTO

AUG 15 1995

ON DATE OF _____

**ADOPTING AGREEMENT WITH AFSCME
AUGUST 15, 1995--DECEMBER 1, 1999**

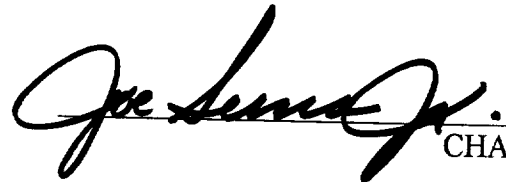
BE IT RESOLVED BY THE HOUSING AUTHORITY OF THE CITY OF SACRAMENTO:

Section 1: The Executive Director is hereby authorized to execute an agreement consistent with the terms specified in the staff report accompanying this resolution, with the American Federation of State, County, and Municipal Employees (AFSCME), the recognized representative organization for the Operations and Maintenance, and General Clerical and Services Unit.

Section 2: The portion of the staff report which details the features of the agreement is divided into two sections:

- (a) Compensation; and
- (b) Other major features

The compensation portion shall become effective upon adoption of the Agency's 1996 budget which will incorporate such allocations. All other major features shall be effective immediately upon adoption of this resolution.


CHAIR

ATTEST


SECRETARY

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FOR CITY CLERK USE ONLY

RESOLUTION NO.: **95-010**
DATE ADOPTED: **AUG 15 1995**



August 8, 1995

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

Honorable Members In Session:

**SUBJECT: TENTATIVE EMPLOYEE AGREEMENT WITH THE OPERATIONS AND
MAINTENANCE, AND GENERAL CLERICAL AND SERVICES UNIT.**

LOCATION & COUNCIL DISTRICT - City

RECOMMENDATION

Staff recommends adoption of the attached resolutions authorizing the Executive Director to execute an agreement reached between the Agency and the American Federation of State, County, and Municipal Employees (AFSCME) for the period of August 15, 1995 through December 1, 1999.

CONTACT PERSON: Glory Wicklund, Human Resources Director, 440-1306

FOR COUNCIL MEETING OF August 15, 1995

SUMMARY

This report recommends that the governing bodies approve the tentative settlement reached between the Housing Authority and the Redevelopment Agency and the American Federation of State, County, and Municipal Employees (AFSCME), Local 146, for a new four-year agreement covering 162 employees in the Operations and Maintenance, and General Clerical and Services Unit for the period August 15, 1995 through December 1, 1999. The tentative agreement has been ratified by the Union membership. The major features of the tentative agreement are:

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1. Economic Savings

- a. Employees in this unit are not eligible for cafeteria benefits (no use of excess health and welfare benefits).
- b. Monthly health and welfare benefits for employees allocated after the date of the agreement will be pro-rated based on the number of hours worked.
- c. Employees reallocated after the date of this agreement to classifications where the maximum rate of pay is less than the employees' salary immediately prior to the reallocation, shall be Y-rated (salary frozen).

2. Compensation

- a. First year: Calendar year 1996
 - 1) A \$1,000 one-time lump sum payment for eligible full-time employees or \$500 for eligible part-time employees to be paid no later than February 29, 1996.
- b. Second year: Calendar year 1997
 - 1) Effective December 7, 1996, salaries will increase based on the percentage change in the Consumer Price Index (CPI), but not less than 2% nor more than 4%.
 - 2) Effective January 1, 1997, the Agency's monthly health and welfare contribution will increase by \$10, changing the Agency's contribution from \$440 to \$450 per eligible employee.
- c. Third year: Calendar year 1998
 - 1) Effective December 6, 1997, salaries will increase based on the percentage change in the CPI, but not less than 2% nor more than 4%.
 - 2) Effective January 1, 1998, the Agency's monthly health and welfare contribution will increase by \$10, changing the Agency's contribution from \$450 to \$460 per eligible employee.

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d. Fourth year: Calendar year 1999

- 1) Effective December 5, 1998, salaries will increase based on the percentage change in the CPI but not less than 2% nor more than 4%.
- 2) Effective January 1, 1999, the Agency's monthly health and welfare contribution will increase by \$7, changing the Agency's contribution from \$460 to \$467 per eligible employee.

3. Other major features

a. Annual Leave

- 1) Eligible employees with 11 to 15 years of service will accrue vacation at a rate of 5.59 hours per pay period.

b. Sick Leave/Credit/Cash Out

- 1) Employees who retire from the Agency may convert unused sick leave hours to retirement service credit, or cash out 20% of the accumulated sick leave hours.
- 2) Employees who terminate employment in good standing after 10 years of continuous service may cash out 20% of accumulated sick leave hours.
- 3) Annually, employees with an accumulated sick leave balance of 500 hours or more, and who have used 24 hours or less of sick leave by December 1 of the current calendar year, may cash out up to 16 hours of sick leave by December 31.
- 4) Sick leave may be used up to 40 hours per year to care for or suffer bereavement of a domestic partner or stepchild.

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BACKGROUND

The Agency has two collective bargaining units, AFSCME and the Sacramento Housing and Redevelopment Agency Employees' Association (SHRAEA). The tentative agreement with AFSCME, whose contract expired December 10, 1994, is the first settlement in the 1995 negotiations. The represented employees have not received a salary increase for two years. The tentative agreement provides compensation and benefits until December 1, 1999.

FINANCIAL CONSIDERATIONS

The compounded cost increase for the four-year period will range, due to CPI salary formula, from a minimum of \$875,000 to a maximum of \$1,474,300, or an average per year between \$218,825 and \$368,575.

POLICY CONSIDERATIONS

Approval of the attached agreement and resolution fulfills the Agency's legal obligation under the Meyers-Milias Brown Act, adheres to the Agency's positive labor-management resolutions program, and guarantees labor stability to the year 2000.

ENVIRONMENTAL REVIEW

The proposed action does not constitute a project under CEQA per guidelines Section 15378 (b) (3), nor a federal undertaking under NEPA.

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W/MBE CONSIDERATIONS

The items discussed in this report have no W/MBE impact, therefore, M/WBE considerations do not apply.

Respectfully submitted by,


JOHN E. MOLLOY
Executive Director

Transmittal approved by:


WILLIAM H. EDGAR
City Manager

Attachment

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