

1.1



December 6, 1999

APPROVED
DEC 14 1999
OFFICE OF THE
CITY CLERK

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

Honorable Members in Session:

SUBJECT: SHRA Salary and Health Benefits Increases and Labor Agreement with the
Administrative and Technical Unit

RECOMMENDATION

Staff recommends adoption of the attached resolution(s) which authorize(s) the Executive Director or her designee to: increase salaries and health and welfare benefits as stated herein, and to execute a side letter in agreement with the labor agreement reached between the Agency and the Sacramento Housing and Redevelopment Agency Employees' Association (SHRAEA) for the period of December 1, 1999 and December 1, 2000.

CONTACT PERSON

Glory Wicklund, Human Resources Director, 440-1308

FOR COUNCIL MEETING OF

December 14, 1999

SUMMARY

The Sacramento Housing and Redevelopment Agency (Agency) has reached tentative agreement with one of its two represented employees' bargaining units to rollover the contract that expired December 1, 1999 for one year with a side letter agreement on issues and contract language. The same salary and health and welfare increases will be extended to the unrepresented employees.

BACKGROUND

Agreement has been reached between the Agency and SHRAEA for a one-year rollover of the four-year labor agreement that expired December 1, 1999 with language modifications as outlined herein. The membership of the unit has ratified the tentative agreement. The features of the tentative agreement are:

- Rollover of December 1, 1999 contract to December 1, 2000.
- A two percent (2%) salary increase.
- A \$10 per month increase in health and welfare allocation.

The same conditions will be extended to non-represented employees in the Confidential, Supervisory and Exempt Units.

- A two percent (2%) salary increase.
- A \$10 per month increase in health and welfare allocation.

AFSCME, the recognized representative organization for the Operations and Maintenance, and General Clerical and Service Units, is in the process of obtaining a membership vote regarding its expired labor contract. It is our intention to report back to you in January on the outcome of the vote.

FINANCIAL CONSIDERATIONS

The financial impact to the contract changes based on the affected budgeted positions is estimated to be approximately \$201,000, which is allocated within the proposed 2000 budget. Salary increases and health and welfare allocation increase will be effective January 1, 2000.

POLICY CONSIDERATIONS

The recommended action in this report is consistent with policy regarding labor agreements.

ENVIRONMENTAL REVIEW

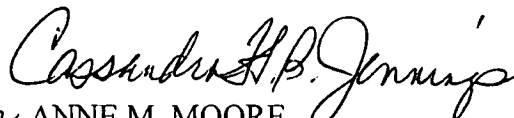
The proposed action does not constitute a project under CEQA per Guidelines Section 15378 (b) (3), nor a federal undertaking under NEPA.

Housing Authority and Redevelopment Agency
of the City of Sacramento
December 6, 1999
Page 3

M/WBE CONSIDERATIONS

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

Respectfully submitted,


for ANNE M. MOORE
Executive Director

Transmittal approved,



ROBERT P. THOMAS
City Manager

APPROVED
DEC 14 1999
OFFICE OF THE
CITY CLERK

RESOLUTION NO. 99-044

ADOPTED BY THE REDEVELOPMENT AGENCY OF THE CITY OF SACRAMENTO

ON DATE OF

**EXTENSION OF AND AGREEMENT WITH SHRA-EMPLOYEES'
ASSOCIATION AND SALARY HEALTH AND
WELFARE ALLOCATION INCREASES**

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

Section 1: The Executive Director is authorized to execute agreement with the Sacramento Housing and Redevelopment Agency Employees' Association (SHRAEA), the recognized representative organization for the Administrative and Technical Unit upon the terms and conditions described in the attached staff report, extending the contract from December 1, 1999 to December 1, 2000, increasing salaries by two percent (2%) and providing a \$10 per month increase in health and welfare allocation.

Section 2: The Executive Director is authorized to make the same salary and health and welfare allocation increases for unrepresentative employees in the Confidential, Supervisory and Exempt Units as described in the attached staff report.

CHAIR

ATTEST:

SECRETARY

FOR CITY CLERK USE ONLY

RESOLUTION NO.: _____

DATE ADOPTED: _____

APPROVED
DEC 14 1999
OFFICE OF THE
CITY CLERK

RESOLUTION NO. 99-010

ADOPTED BY THE HOUSING AUTHORITY OF THE CITY OF SACRAMENTO

ON DATE OF

**EXTENSION OF AND AGREEMENT WITH SHRA-EMPLOYEES'
ASSOCIATION AND SALARY HEALTH AND WELFARE
ALLOCATION INCREASES**

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

Section 1: The Executive Director is authorized to execute agreement with the Sacramento Housing and Redevelopment Agency Employees' Association (SHRAEA), the recognized representative organization for the Administrative and Technical Unit upon the terms and conditions described in the attached staff report, extending the contract from December 1, 1999 to December 1, 2000, increasing salaries by two percent (2%) and providing a \$10 per month increase in health and welfare allocation.

Section 2: The Executive Director is authorized to make the same salary and health and welfare allocation increases for unrepresentative employees in the Confidential, Supervisory and Exempt Units as described in the attached staff report.

CHAIR

ATTEST:

SECRETARY

FOR CITY CLERK USE ONLY

RESOLUTION NO.: _____

DATE ADOPTED: _____ (5)