

City of Sacramento

Legislation Text

File #: 2018-01437, **Version:** 1

Title:

(City Council/Housing Authority) Approval of Compensation Increase for Unrepresented Sacramento Housing and Redevelopment Agency (SHRA) Employees and Salary Schedules

File ID: 2018-01437

Location: Citywide

Recommendation:

Adopt: 1) a City Council Resolution: a) authorizing the Sacramento Housing and Redevelopment Agency (SHRA) to increase compensation for exempt management and confidential (unrepresented) employees; b) approving the salary schedule for all SHRA staff, and c) making related findings; and 2) a Housing Authority Resolution: a) authorizing the Sacramento Housing and Redevelopment Agency (SHRA) to increase compensation for exempt management and confidential (unrepresented) employees; b) approving the salary schedule for all SHRA staff, and c) making related findings.

Contact: La Shelle Dozier, Executive Director, (916) 440-1319; James Shields, Director of Administration, (916) 440-1319, Sacramento Housing and Redevelopment Agency

Presenter: None

Attachments:

- 1-Description/Analysis
- 2-City Council Resolution
- 3-Housing Authority Resolution
- 4-Exhibit A - Unrepresented Employees Salary Schedule
- 5-Exhibit B - Represented Employees Salary Schedule

Description/Analysis

Issue Detail: **Issue Detail:** This report recommends that the City Council and Housing Authority of the City of Sacramento approve compensation changes covering exempt management and confidential (unrepresented) Sacramento Housing and Redevelopment Agency employees as

follows:

Salary Range Adjustments - Effective January 5, 2019, the salaries for all unrepresented employees are to be increased by 2.0%. The salary schedule for unrepresented employees is to be adjusted accordingly.

Policy Considerations: The recommended actions in this report are consistent with SHRA policy and labor relations practices. The California Code of Regulations requires that the City Council adopt SHRA's salary schedule at a public meeting (2CCR 570.5). This obligation arises whenever salary ranges are changed to ensure that salary rates are transparent and publicly available. These publically adopted rates are used by CalPERS to determine the appropriate compensation earnable for each SHRA employee when calculating their pension benefit. Salary schedules for all SHRA job classifications are being approved because CalPERS has interpreted section 570.5 to require approval of the entire salary schedule each time there is a change in the salary range for any classification.

Economic Impacts: None

Environmental Considerations:

California Environmental Quality Act (CEQA): The proposed actions consist of governmental fiscal, organizational or administrative activities that will not result in direct or indirect physical changes in the environment, and as such, do not constitute a "project" under CEQA, Guidelines Section 15378 (b)(4).

National Environmental Policy Act (NEPA): The proposed actions consist of governmental administrative and management activities and are therefore categorically exempt under NEPA, 24 CFR 58.34(a) (3).

Sustainability: None

Rationale for Recommendation: SHRA completed contract negotiations with the Sacramento Housing and Redevelopment Agency Employees Association (SHRAEA) and with American Federation of State, City and Municipal Employees (AFSCME) Local 146, for five (5) year labor agreements for the periods of January 1, 2016 through December 31, 2020. Both labor agreements have salary range changes approved through 2020. The recommended salary range changes covering exempt management and confidential (unrepresented) SHRA employees are consistent with the increases in the approved SHRAEA and AFSCME Contracts for 2019.

Financial Considerations: Adoption of the proposed compensation increases for unrepresented classifications as outlined in this report will result in an additional cost of approximately \$128,015.

Funding for the proposed increase has been incorporated into the 2019 SHRA Budget approved on November 13, 2018.

LBE - M/WBE and Section 3 requirements: Not applicable to this report.