



**Sacramento
Housing &
Redevelopment
Agency**

**REPORT TO CITY COUNCIL
HOUSING AUTHORITY AND
REDEVELOPMENT AGENCY**

City of Sacramento

915 I Street, Sacramento, CA 95814-2671

www.CityofSacramento.org

CONSENT
January 16, 2007

Honorable Mayor and Members of the City Council
Chair and Members of the Housing Authority and Redevelopment Agency

Title: Salary Range Changes for Sacramento Housing and Redevelopment Agency (SHRA) Agency Counsel Classifications

Location/Council District: Citywide

Recommendation: 1) Adopt a City **Resolution** to approve salary range changes for SHRA Agency Counsel Classifications; 2) adopt a Housing Authority **Resolution** to approve salary range changes for SHRA Agency Counsel Classifications; and 3) adopt a Redevelopment Agency **Resolution** to approve salary range changes for SHRA Agency Counsel Classifications.

Contact: Anne Moore, Executive Director, 440-1319, James Shields, Director of Administration, 440-1308

Presenters: Not Applicable

Department: Sacramento Housing and Redevelopment Agency

Description/Analysis

Issue: This report recommends that the City Council, Housing Authority and Redevelopment Agency approve the salary range changes for SHRA Agency Counsel Classifications as follows:

Effective January 16, 2007:

<u>Classification</u>	<u>Current Salary Range</u>	<u>New Salary Range</u>
Agency Counsel Level I	\$4,522-\$5,497	\$5,235 - \$6,363
Agency Counsel Level II	\$5,497-\$6,681	\$6,363 - \$7,735
Agency Counsel Level III	\$6,681-\$8,121	\$7,735 - \$9,402

Policy Considerations: The recommended action in this report is consistent with Agency policy and salary plan administration. The actions recommended in this report promote the Agency's strategic plan to attract, retain, and develop a highly qualified and diverse workforce.


Salary Range Changes for SHRA Agency Counsel Classifications

Environmental Considerations: There are no environmental considerations associated with the recommended actions.

Rationale for Recommendation: The Human Resources Department conducts market salary surveys of classifications that are comparable to classifications within the Agency. The survey findings are used to establish new salary ranges for unrepresented classifications. The proposed Agency Counsel salary range adjustments are based on the findings from a 2006 market salary survey and using benchmark positions within the City and County of Sacramento. The Agency is requesting the proposed salary range adjustments due to current retention issues with the Agency Counsel classification. Based on the 2006 Salary Survey, a comprehensive salary plan for all unrepresented Agency classifications will be presented for approval in mid-2007. This ensures that the Agency's unrepresented exempt management and confidential classifications will remain competitive in the marketplace.

Financial Considerations: Adoption of the proposed salary ranges for the Agency Counsel classification may result in a minor fiscal impact due to adjusting an individual's salary to the new minimum range. The 2007 Agency Budget contains sufficient funding to cover this cost. Placement in this new range does not result in an automatic adjustment to pay.

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

Respectfully Submitted by: 
ANNE M. MOORE
Executive Director

Recommendation Approved:



for RAY KERRIDGE
City Manager

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RESOLUTION NO. 2007 -

Adopted by the Sacramento City Council

ON DATE OF

ADOPTING SALARY RANGE FOR SACRAMENTO HOUSING AND REDEVELOPMENT AGENCY COUNSEL CLASSIFICATIONS

BACKGROUND

- A. The Sacramento Housing and Redevelopment Agency (SHRA) conducted a market salary survey of classifications that are comparable to classifications within SHRA and determined that the salary for the Agency Counsel classifications is below the average market salary for comparable positions and benefits by approximately 16%.
- B. SHRA is requesting approval of a new salary range for the Agency Counsel classification to address retention problems and to assist in recruitment efforts to fill the current vacant position.
- C. Based on SHRA's 2006 Salary Survey, a comprehensive salary plan for all unrepresented SHRA classifications will be presented for approval later this year to ensure the SHRA's unrepresented exempt management and confidential classifications remain competitive in the marketplace.
- D. The proposed salary change for SHRA's Agency Counsel classifications is consistent with SHRA policy and labor relations practices and have been reviewed by the City and County Labor Relations Directors.

BASED ON THE FACTS SET FORTH IN THE BACKGROUND, THE CITY COUNCIL RESOLVES AS FOLLOWS:

Section 1. Effective January 16, 2007, the SHRA Agency Counsel classification salary range is revised as follows:

<u>Classification</u>	<u>Monthly Salary Range</u>
Agency Counsel - Level I	\$5,235 - \$6,363
Agency Counsel - Level II	\$6,363 - \$7,735
Agency Counsel - Level III	\$7,735 - \$9,402

RESOLUTION NO. 2007 - ____

Adopted by the Housing Authority of the City of Sacramento

ON DATE OF

ADOPTING SALARY RANGE FOR SACRAMENTO HOUSING AND REDEVELOPMENT AGENCY COUNSEL CLASSIFICATIONS

BACKGROUND

- A. The Sacramento Housing and Redevelopment Agency (SHRA) conducted a market salary survey of classifications that are comparable to classifications within SHRA and determined that the salary for the Agency Counsel classifications is below the average market salary for comparable positions and benefits by approximately 16%.
- B. SHRA is requesting approval of a new salary range for the Agency Counsel classification to address retention problems and to assist in recruitment efforts to fill the current vacant position.
- C. Based on SHRA's 2006 Salary Survey, a comprehensive salary plan for all unrepresented SHRA classifications will be presented for approval later this year to ensure the SHRA's unrepresented exempt management and confidential classifications remain competitive in the marketplace.
- D. The proposed salary change for SHRA's Agency Counsel classifications is consistent with SHRA policy and labor relations practices and has been reviewed by the City and County Labor Relations Directors.

BASED ON THE FACTS SET FORTH IN THE BACKGROUND, THE HOUSING AUTHORITY OF THE CITY OF SACRAMENTO RESOLVES AS FOLLOWS:

Section 1. Effective January 16, 2007, the SHRA Agency Counsel classification salary range is revised as follows:

<u>Classification</u>	<u>Monthly Salary Range</u>
Agency Counsel - Level I	\$5,235 - \$6,363
Agency Counsel - Level II	\$6,363 - \$7,735
Agency Counsel - Level III	\$7,735 - \$9,402

RESOLUTION NO. 2007 - _____

Adopted by the Redevelopment Agency of the City of Sacramento

ON DATE OF

ADOPTING SALARY RANGE FOR SACRAMENTO HOUSING AND REDEVELOPMENT AGENCY COUNSEL CLASSIFICATIONS

BACKGROUND

- A. The Sacramento Housing and Redevelopment Agency (SHRA) conducted a market salary survey of classifications that are comparable to classifications within SHRA and determined that the salary for the Agency Counsel classifications is below the average market salary for comparable positions and benefits by approximately 16%.
- B. SHRA is requesting approval of a new salary range for the Agency Counsel classification to address retention problems and to assist in recruitment efforts to fill the current vacant position.
- C. Based on SHRA's 2006 Salary Survey, a comprehensive salary plan for all unrepresented SHRA classifications will be presented for approval later this year to ensure the SHRA's unrepresented exempt management and confidential classifications remain competitive in the marketplace.
- D. The proposed salary change for SHRA's Agency Counsel classifications is consistent with SHRA policy and labor relations practices and has been reviewed by the City and County Labor Relations Directors.

BASED ON THE FACTS SET FORTH IN THE BACKGROUND, THE REDEVELOPMENT AGENCY OF THE CITY OF SACRAMENTO RESOLVES AS FOLLOWS:

Section 1. Effective January 16, 2007, the SHRA Agency Counsel classification salary range is revised as follows:

<u>Classification</u>	<u>Monthly Salary Range</u>
Agency Counsel - Level I	\$5,235 - \$6,363
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