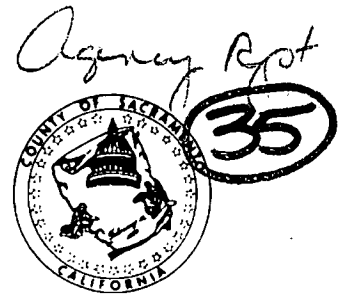


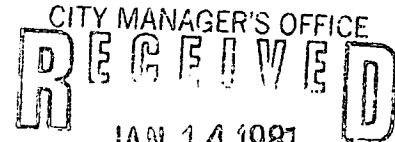


**SACRAMENTO
HOUSING AND REDEVELOPMENT
AGENCY**



January 13, 1987

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



Honorable Members in Session:

SUBJECT: Adoption of 1987 Compensation Recommendations
for Unrepresented Employees

SUMMARY

This report contains the Agency recommendations for salary and benefit improvements for unrepresented personnel for calendar year 1987. Recommendations are outlined for positions covered by:

1. Managerial, Supervisory and Confidential Units; and
2. Grant Program Employees

The Housing Authority and Redevelopment Agency are requested to approve this report and the attached resolutions to authorize implementation of the proposed 1987 salary and benefit changes for unrepresented personnel on the effective dates indicated in this report.

BACKGROUND

The recommendations contained in this report for 1987 salary and benefit changes cover the unrepresented personnel, Management, Supervisory and Confidential, and Grant Program Employees.

1-20-86
All Districts

APPROVED
[Signature]
[Date]

APPROVED
[Signature]
[Date]

SACRAMENTO HOUSING AND REDEVELOPMENT AGENCY

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Housing Authority of the
City of Sacramento
Redevelopment Agency of the
City of Sacramento
January 13, 1987
Page Two

In establishing salaries and benefits for the unrepresented personnel, staff believes it is essential that they be treated at least equal to represented employees. They should not be placed in an inequitable position relative to their subordinates or comparable represented classes. We need to recognize the efforts of this small group of managers and support staff on whom we depend to direct the diverse activities of the Agency on a daily basis.

PROPOSED 1987 SALARY AND BENEFIT PLAN

1. Managerial Supervisory and Confidential Units

- a) Effective December 20, 1986, increase salaries by a 3.3% cost-of-living adjustment.
- b) Effective January 17, 1987, amend Public Employees' Retirement System contract to extend option on post-retirement survivor allowance.
- c) Effective August 1, 1987, increase the Agency contribution to medical insurance by the amount of the premium increases for full-family Kaiser and dental insurance plans available to Housing Authority employees.
- d) Effective December 20, 1986, increase the monthly supplemental benefit allowance for Management staff from 3 1/2% to 4% of base salary.
- e) Continue the equity program for management classifications as approved by the Governing Boards on January 14, 1986. The Governing Boards on November 18, 1986 approved \$50,000 in the 1987 Budget for this year's management review by the Executive Director. The equity program requires close scrutiny by the Executive Director of both internal and external salary relationships and past performance of the specific

SACRAMENTO HOUSING AND REDEVELOPMENT AGENCY

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Housing Authority of the
City of Sacramento
Redevelopment Agency of the
City of Sacramento
January 13, 1987
Page Three

incumbent. Under the approved plan, the Executive Director may grant up to a maximum of 10% for any one position. Current salary comparisons indicate that the management classifications are paid approximately 10% lower on the average than comparable positions. The management staff of the Agency is a highly skilled group with an exceptional level of competence and dedication. The continuation of this program will assist the Executive Director in managing and retaining a competent and results-oriented staff.

2. Grant Program Employees

This unit contains six career employees in the Community Services Division, primarily in the Child Care Centers, and the recommendations are as follows:

- a) Effective December 20, 1986, increase salaries by a 3.3% cost-of-living adjustment.
- b) Effective January 17, 1987, amend Public Employees' Retirement System contract to extend option on post-retirement survivor allowance.
- c) Effective August 1, 1987, increase the Agency contribution to medical insurance by the amount of the premium increases for full-family Kaiser and dental insurance plans available to Housing Authority employees.

FINANCIAL DATA

The cost increase for salary and benefit changes included in this report for calendar year 1987 is estimated at \$126,204 and funding has been provided in the 1987 Agency Budget. This estimate covers the increased Agency expenditures to the retirement system and other benefits affected by salary changes.

SACRAMENTO HOUSING AND REDEVELOPMENT AGENCY

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Housing Authority of the
City of Sacramento
Redevelopment Agency of the
City of Sacramento
January 13, 1987
Page Four

RECOMMENDATIONS

The staff recommends to the Governing Boards:

Adopt the salary resolutions and authorize the salary and benefit proposals as outlined in this report for Managerial, Supervisory and Confidential, and Grant Program Employees for the period of December 20, 1986 through December 18, 1987.

Respectfully submitted,

William H. Edgar
WILLIAM H. EDGAR
Executive Director

APPROVAL RECOMMENDED:

Walter J. Slipe Jr.
For: WALTER J. SLIPE
City Manager

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RESOLUTION NO. 87-004

ADOPTED BY THE HOUSING AUTHORITY OF THE CITY OF SACRAMENTO

ON DATE OF

January 20, 1987



ADOPTING POSITION CLASSIFICATIONS, EMPLOYEE UNITS,
 SALARY SCHEDULES AND EXECUTIVE DIRECTOR'S REPORT
 DATED JANUARY 13, 1987, RELATING TO 1987 COMPENSATION
 RECOMMENDATIONS FOR UNREPRESENTED EMPLOYEES

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

Section 1: The position classifications, employee units
 and salary schedules as listed in the attached Exhibits A and B
 are hereby adopted effective December 20, 1986.

Section 2: The salary ranges for the position
 classifications listed in Exhibits A and B are hereby determined
 to be comparable to local practices where applicable.

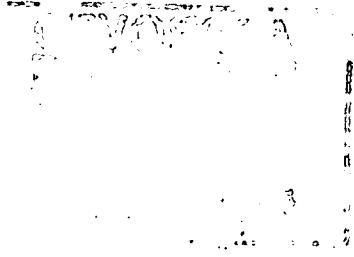
Section 3: The Executive Director's recommendations
 contained in the January 13, 1987 staff report for this
 resolution, relating to 1987 compensation for unrepresented
 employees, are hereby approved.

 CHAIR

ATTEST:

 SECRETARY

0194N



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RESOLUTION NO. 87-007

ADOPTED BY THE REDEVELOPMENT AGENCY OF THE CITY OF SACRAMENTO
ON DATE OF



January 20, 1987

ADOPTING POSITION CLASSIFICATIONS, EMPLOYEE UNITS,
SALARY SCHEDULES AND EXECUTIVE DIRECTOR'S REPORT
DATED JANUARY 13, 1987, RELATING TO 1987 COMPENSATION
RECOMMENDATIONS FOR UNREPRESENTED EMPLOYEES

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

Section 1: The position classifications, employee units
and salary schedules as listed in the attached Exhibits A and B
are hereby adopted effective December 20, 1986.

Section 2: The salary ranges for the position
classifications listed in Exhibits A and B are hereby determined
to be comparable to local practices where applicable.

Section 3: The Executive Director's recommendations
contained in the January 13, 1987 staff report for this
resolution, relating to 1987 compensation for unrepresented
employees, are hereby approved.

CHAIR

ATTEST:

SECRETARY

0194N

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LIBRARY OF THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICHIGAN

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SALARY SCHEDULE
SACRAMENTO HOUSING AND REDEVELOPMENT AGENCY
1987

MGMT., SUPVR., AND CONFIDENTIAL
Rates Effective December 20, 1986

Salary Schedule: Monthly Rate (Approx.)
Bi-Weekly Rate (Approx.)
Hourly Rate

	A	B	C	D	E
Adm. Services Officer 13803 01	2673.33 1233.84 15.423	2807.00 1295.54 16.194	2947.35 1360.32 17.004	3094.72 1428.33 17.854	3249.46 1499.75 18.747
Agency Clerk 11003 01	2483.01 1146.00 14.325	2607.16 1203.30 15.041	2737.52 1263.47 15.793	2874.40 1326.65 16.583	3018.12 1392.98 17.412
Architect 23506 03	2833.30 1307.68 16.346	2974.97 1373.06 17.163	3123.72 1441.72 18.021	3279.91 1513.81 18.923	3443.91 1589.50 19.869
Asst. Chief of Maintenance 15103 03	2426.00 1119.69 13.996	2547.30 1175.68 14.696	2674.67 1234.46 15.431	2808.41 1296.19 16.202	2948.83 1361.00 17.012
Asst. Director of Com. Devel. 11502 01	3283.03 1515.25 18.941	3447.19 1591.01 19.888	3619.55 1670.56 20.882	3800.53 1754.09 21.926	3990.56 1841.80 23.022
Asst. Direct. of Housing 11702 01	3283.03 1515.25 18.941	3447.19 1591.01 19.888	3619.55 1670.56 20.882	3800.53 1754.09 21.926	3990.56 1841.80 23.022
Attorney I 21008 02	2202.24 1016.42 12.705	2312.36 1067.24 13.341	2427.98 1120.60 14.008	2549.38 1176.64 14.708	2676.85 1235.47 15.443
Attorney II 21007 02	2831.83 1307.00 16.337	2973.43 1372.35 17.154	3122.10 1440.97 18.012	3278.21 1513.02 18.913	3442.12 1588.67 19.858
Chief of Central Services 11103 01	3126.74 1443.11 18.039	3283.08 1515.27 18.941	3447.24 1591.03 19.888	3619.60 1670.59 20.882	3800.59 1754.12 21.926
Chief of Community Serv. 16003 01	2912.70 1344.32 16.804	3058.34 1411.54 17.644	3211.26 1482.12 18.527	3371.83 1556.23 19.453	3540.42 1634.04 20.426
Chief of Eval. & Legis. Anal. 13703 01	2996.96 1383.21 17.290	3146.81 1452.38 18.155	3304.16 1525.00 19.062	3469.37 1601.25 20.016	3642.84 1681.31 21.016

Chief of Maintenance 15003 01	2882.51 1330.39 16.630	3026.63 1396.91 17.461	3177.97 1466.75 18.334	3336.87 1540.09 19.251	3503.72 1617.13 20.214
Chief of Neigh. Devel. 13503 01	3126.74 1443.11 18.039	3283.08 1515.27 18.941	3447.24 1591.03 19.888	3619.60 1670.59 20.882	3800.59 1754.12 21.926
Civil Engineer 23106 03	2835.22 1308.56 16.357	2976.98 1373.99 17.175	3125.84 1442.69 18.034	3282.13 1514.83 18.935	3446.24 1590.57 19.882
Confidential Secretary I 67807 02	1535.09 708.50 8.856	1611.84 743.93 9.299	1692.44 781.12 9.764	1777.06 820.18 10.252	1865.92 861.19 10.765
Confidential Secretary II 67806 02	1680.48 775.61 9.695	1764.50 814.39 10.180	1852.73 855.11 10.689	1945.37 897.86 11.223	2042.64 942.76 11.784
Deputy Executive Director 11101 01	3951.07 1823.57 22.795	4148.63 1914.75 23.934	4356.06 2010.49 25.131	4573.87 2111.02 26.388	4802.57 2216.57 27.707
Dietitian 26005 03	2031.07 937.42 11.718	2132.63 984.29 12.304	2239.26 1033.50 12.919	2351.22 1085.18 13.565	2468.79 1139.44 14.243
Dir. of Special Projects 11402 01	3592.82 1658.22 20.728	3772.46 1741.14 21.764	3961.09 1828.20 22.852	4159.15 1919.61 23.995	4367.11 2015.59 25.195
Director of Com. Devel. 11102 01	3592.82 1658.22 20.728	3772.46 1741.14 21.764	3961.09 1828.20 22.852	4159.15 1919.61 23.995	4367.11 2015.59 25.195
Director of Housing 11202 01	3592.82 1658.22 20.728	3772.46 1741.14 21.764	3961.09 1828.20 22.852	4159.15 1919.61 23.995	4367.11 2015.59 25.195
Executive Director 11001 01	4560.04 2104.63 26.308	4788.04 2209.87 27.623	5027.45 2320.36 29.005	5278.83 2436.38 30.455	5542.78 2558.20 31.978
Finance Director 12003 01	3455.09 1594.66 19.933	3627.85 1674.39 20.930	3809.24 1758.11 21.976	3999.71 1846.02 23.075	4199.70 1938.32 24.229
General Counsel 11302 01	3399.41 1568.96 19.612	3569.38 1647.41 20.593	3747.85 1729.78 21.622	3935.25 1816.27 22.703	4132.02 1907.08 23.839
Hsg. & Redevel. Assistant 58707 03	1617.28 746.44 9.330	1698.15 783.76 9.797	1783.06 822.95 10.287	1872.21 864.10 10.801	1965.83 907.30 11.341

Hsg. Management Coord. 14204 03	2673.33 1233.84 15.423	2807.00 1295.54 16.194	2947.35 1360.32 17.004	3094.72 1428.33 17.854	3249.46 1499.75 18.747
Hsg. Rehab. Loan Officer 23005 03	2482.86 1145.94 14.324	2607.01 1203.23 15.040	2737.36 1263.40 15.792	2874.23 1326.57 16.582	3017.95 1392.90 17.411
Housing Services Supervisor 34105 03	1973.91 911.04 11.388	2072.61 956.59 11.957	2176.25 1004.42 12.555	2285.06 1054.64 13.183	2399.32 1107.38 13.842
Nutrition Serv. Coord. 26305 03	1629.95 752.29 9.404	1711.45 789.90 9.874	1797.03 829.40 10.367	1886.88 870.87 10.886	1981.23 914.41 11.430
Personnel Analyst I 21108 02	2127.85 982.08 12.276	2234.25 1031.19 12.890	2345.96 1082.75 13.534	2463.26 1136.89 14.211	2586.43 1193.73 14.922
Personnel Analyst II 21107 02	2340.42 1080.19 13.502	2457.44 1134.20 14.178	2580.31 1190.91 14.886	2709.33 1250.46 15.631	2844.80 1312.98 16.412
Personnel Director 11203 01	3126.74 1443.11 18.039	3283.08 1515.27 18.941	3447.24 1591.03 19.888	3619.60 1670.59 20.882	3800.59 1754.12 21.926
Personnel Technician 58507 02	1469.83 678.38 8.480	1543.32 712.30 8.904	1620.49 747.92 9.349	1701.52 785.32 9.816	1786.59 824.58 10.307
Prgm. Mgr., Acct. Systems 12004 03	2833.30 1307.68 16.346	2974.97 1373.06 17.163	3123.72 1441.72 18.021	3279.91 1513.81 18.923	3443.91 1589.50 19.869
Prgm. Mgr., C.D.B.G. 13104 03	2833.30 1307.68 16.346	2974.97 1373.06 17.163	3123.72 1441.72 18.021	3279.91 1513.81 18.923	3443.91 1589.50 19.869
Prgm. Mgr., Cent. Elig. 14004 03	2497.15 1152.53 14.407	2622.01 1210.16 15.127	2753.11 1270.67 15.883	2890.77 1334.20 16.678	3035.31 1400.91 17.511
Prgm. Mgr., Child Care 16004 03	1840.75 849.58 10.620	1932.79 892.06 11.151	2029.43 936.66 11.708	2130.90 983.49 12.294	2237.45 1032.67 12.908
Prgm. Mgr., Comm. Serv. 16104 03	2026.36 935.24 11.691	2127.68 982.00 12.275	2234.06 1031.11 12.889	2345.77 1082.66 13.533	2463.06 1136.80 14.210

Prgm. Mgr., Data Process. 11004 03	2546.35 1175.24 14.690	2673.67 1234.00 15.425	2807.36 1295.70 16.196	2947.73 1360.49 17.006	3095.12 1428.50 17.856
Prgm. Mgr., Econ. Devel. 13004 03	2833.30 1307.68 16.346	2974.97 1373.06 17.163	3123.72 1441.72 18.021	3279.91 1513.81 18.923	3443.91 1589.50 19.869
Prgm. Mgr., Fund Devel. 16404 03	2026.36 935.24 11.691	2127.68 982.00 12.275	2234.06 1031.11 12.889	2345.77 1082.66 13.533	2463.06 1136.80 14.216
Prgm. Mgr., Hsg. Finance 13504 03	2833.30 1307.68 16.346	2974.97 1373.06 17.163	3123.72 1441.72 18.021	3279.91 1513.81 18.923	3443.91 1589.50 19.869
Prgm. Mgr., Hsg. Rehab. 13404 03	2833.30 1307.68 16.346	2974.97 1373.06 17.163	3123.72 1441.72 18.021	3279.91 1513.81 18.923	3443.91 1589.50 19.869
Prgm. Mgr., Hsg. Services 14304 03	2546.35 1175.24 14.690	2673.67 1234.00 15.425	2807.36 1295.70 16.196	2947.73 1360.49 17.006	3095.12 1428.50 17.856
Prgm. Mgr., Nutrition 16204 03	2329.22 1075.02 13.438	2445.68 1128.78 14.110	2567.97 1185.22 14.815	2696.37 1244.48 15.556	2831.19 1306.70 16.334
Prgm. Mgr., Purch. & Stores 11104 03	2546.35 1175.24 14.690	2673.67 1234.00 15.425	2807.36 1295.70 16.196	2947.73 1360.49 17.006	3095.12 1428.50 17.856
Property Rehab. Supervisor 33206 03	2414.66 1114.46 13.931	2535.39 1170.18 14.627	2662.17 1228.69 15.359	2795.28 1290.13 16.127	2935.04 1354.63 16.933
Prgm. Mgr., Tech. Services 13204 03	2976.93 1373.97 17.175	3125.78 1442.67 18.033	3282.07 1514.80 18.935	3446.18 1590.54 19.882	3618.49 1670.07 20.876
Senior Planner 23006 03	2833.30 1307.68 16.346	2974.97 1373.06 17.163	3123.72 1441.72 18.021	3279.91 1513.81 18.923	3443.91 1589.50 19.869
Senior Program Analyst 23405 03	2414.66 1114.46 13.931	2535.39 1170.18 14.627	2662.17 1228.69 15.359	2795.28 1290.13 16.127	2935.04 1354.63 16.933
Supervising Clerk 67005 03	1522.12 702.52 8.781	1598.23 737.65 9.221	1678.15 774.53 9.682	1762.05 813.26 10.166	1850.16 853.92 10.674
Technical Supervisor 23705 03	2414.66 1114.46 13.931	2535.39 1170.18 14.627	2662.17 1228.69 15.359	2795.28 1290.13 16.127	2935.04 1354.63 16.933

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SALARY SCHEDULE
SACRAMENTO HOUSING AND REDEVELOPMENT AGENCY
1987

GRANT PROGRAM EMPLOYEES
December 20, 1986

Salary Schedule: Monthly Rate (Approx.)
Bi-Weekly Rate (Approx.)
Hourly Rate

	A	B	C	D	E
Boutique Manager 16304 06	1300.13 600.06 7.501	1365.14 630.06 7.876	1433.40 661.57 8.270	1505.07 694.65 8.683	1580.33 729.38 9.117
Child Care Specialist I 58008 06	1027.32 474.15 5.927	1078.69 497.86 6.223	1132.62 522.75 6.534	1189.25 548.89 6.861	1248.72 576.33 7.204
Child Care Specialist II 58007 06	1181.26 545.19 6.815	1240.32 572.45 7.156	1302.34 601.08 7.513	1367.46 631.13 7.889	1435.83 662.69 8.284
Child Care Specialist III 26106 06	1417.54 654.25 8.178	1488.41 686.96 8.587	1562.84 721.31 9.016	1640.98 757.38 9.467	1723.03 795.24 9.941
Cook, Child Care 89207 06	984.60 454.43 5.680	1033.83 477.15 5.964	1085.52 501.01 6.263	1139.80 526.06 6.576	1196.79 552.37 6.905
Pot Washer 89408 06	894.30 412.75 5.159	939.02 433.39 5.417	985.97 455.06 5.688	1035.27 477.82 5.973	1087.03 501.71 6.271
Vocational Trainee 90109 06	813.43 375.43 4.693	854.10 394.20 4.928	896.81 413.91 5.174	941.65 434.61 5.433	988.73 456.34 5.704
Public Service Employee I 90009 07	665.95 307.36 3.842	699.25 322.73 4.034	734.21 338.87 4.236	770.92 355.81 4.448	809.47 373.60 4.670
Public Service Employee II 90008 07	892.68 412.01 5.150	937.32 432.61 5.408	984.19 454.24 5.678	1033.40 476.95 5.962	1085.07 500.80 6.260
Public Service Employee III 90007 07	1196.42 552.20 6.902	1256.25 579.81 7.248	1319.06 608.80 7.610	1385.02 639.24 7.990	1454.27 671.20 8.390
Public Service Employee IV 90006 07	1602.84 739.77 9.247	1682.98 776.76 9.710	1767.13 815.60 10.195	1855.49 856.38 10.705	1948.27 899.20 11.240

Public Service Employee V
90005
07

2146.29	2253.61	2366.29	2484.61	2608.84
990.60	1040.13	1092.13	1146.74	1204.08
12.382	13.002	13.652	14.334	15.051

Public Service Employee VI
90004
07

2874.84	3018.59	3169.52	3328.00	3494.40
1326.85	1393.19	1462.85	1536.00	1612.80
16.586	17.415	18.286	19.200	20.160

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