



CITY OF SACRAMENTO
CALIFORNIA

OFFICE OF THE
CITY MANAGER

December 10, 1982

APPROVED
BY THE CITY COUNCIL

CITY HALL
915 I STREET - 95814
(916) 449-5704

DEC 14 1982

OFFICE OF THE
CITY CLERK

City Council
Sacramento, California

Honorable Members in Session:

SUBJECT: EXPANDED BENEFIT CATEGORIES FOR UNREPRESENTED MANAGEMENT

SUMMARY

The City Manager is recommending that the fringe benefits offered to Unrepresented Management be expanded to include two new options for selection within the funds already approved.

BACKGROUND

The current fringe benefit program for Unrepresented Management can be used at the discretion of each manager to cover medical, dental, additional life, supplemental life, dependent life, and short-term disability. In February 1982, four more categories were approved by Council for inclusion in the fringe benefit package. These were: (1) a deferred compensation option; (2) an increased minimum limit on supplemental life option; (3) an individual retirement account option; and, (4) a retirement contribution offset option. This program is called the "Optional Benefit Plan" and offers the employee a cafeteria to meet individual needs.

In order to provide a plan which best meets the needs of individual employees, I am recommending two additional categories be included in the benefit program. The new categories are: (1) professional dues; and (2) tuition reimbursement.

Many employees belong to several professional organizations which enhance their ability to function as managers, and they have paid for this cost out of their pocket. The professional dues category would allow the employee the option to pay such dues with his or her current fringe package at no additional cost to the City.

The tuition reimbursement option is intended to apply to those management employees who are taking extension courses, or are pursuing advanced course work at a university or college. The use of this option would require the approval of the City Manager to insure that it is job-related.



These two categories would be options under the current fringe benefit amount of \$180.40 + 2% of base salary; no increase is proposed.

The purpose of expanding the benefit categories is to continue to provide a form of recognition to top management staff while also meeting individual needs.

FINANCIAL DATA

There is no cost impact.

RECOMMENDATION

It is recommended that the City Council approve the professional dues and tuition reimbursement categories in the Unrepresented Management fringe benefit program.

Respectfully submitted,



WALTER J. SLIPE
City Manager

RESOLUTION NO. 82-884

Adopted by The Sacramento City Council on date of

A RESOLUTION AMENDING RESOLUTION NO. 82-069
RELATING TO SALARIES AND BENEFITS OF
UNREPRESENTED MANAGEMENT EMPLOYEES

WHEREAS, on February 2, 1982, the City Council adopted Resolution No. 82-069, establishing an expanded optional benefits program for unrepresented management employees; and

WHEREAS, the City Manager has recommended expansion of the said plan's categories to which the City contribution can be applied; and

WHEREAS, it is in the City's best interests to foster work-related education of its management employees;

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF SACRAMENTO that:

SECTION 1. Resolution No. 82-069 is amended so that the following two additional categories shall be included in the optional benefits program:

(1) Professional dues for organizations which enhance the employee's ability to function and perform as a manager, subject to prior City Manager approval;

(2) Tuition and book expense reimbursement for work-related extension courses or advanced course work at a college or university. The use of this tuition reimbursement option shall require the prior approval of the City Manager to insure that it is job related, in accordance with implementation guidelines to be promulgated by the City Manager.

APPROVED
BY THE CITY COUNCIL

DEC 14 1982

MAYOR

OFFICE OF THE
CITY CLERK

ATTEST:

CITY CLERK