

RESOLUTION NO. 15-\_\_\_\_\_

COMPENSATION FOR UNREPRESENTED EMPLOYEES

WHEREAS, the Housing Authority Board is responsible for determining the compensation of all employees; and

WHEREAS, Authority staff includes employees represented by SEIU Local 1021, Local One, and unrepresented, confidential employees; and

WHEREAS, Authority has reached agreement with SEIU Local 1021 and Local One for a three year contract retroactive to July 1, 2014; and

WHEREAS, the economic provisions of the agreements are reasonable given the Authority's current financial position; and

WHEREAS, Authority values the contributions of all its employees; and

WHEREAS, Authority has historically extended comparable compensation and benefits to represented and non-represented employees alike.

NOW THEREFORE BE IT RESOLVED, that the Executive Director is authorized to extend the following terms to the unrepresented employees:

1. Cost of Living Adjustment (COLA): 3% COLA each year, effective the payroll including July 1<sup>st</sup> of each year; retroactive to the pay period including July 1, 2014, and continuing through June 30, 2017.
2. Employee Pension Contribution: Classic Employees will contribute 1% of pensionable income towards BHA's Employer contribution. New Members shall also contribute the required employee contribution as well as 1% of pensionable income towards BHA's Employer contribution beginning in the payroll period including July 1 of 2015;
3. Life Insurance benefit increased to \$50,000;
4. Office Closure: BHA to close for business from Christmas Eve to New Year's Day each year; staff can use accumulated leave, or borrow from future (next year) floating holidays (the full 27 hours, 3 days are granted January 1st each year). A chart is attached; Exhibit B
5. Holiday Treatment: The chart also shows treatment of the July 4 and Thanksgiving holidays; Exhibit C

6. BHA shall authorize a retroactive salary adjustment of \$400.00 to all employees with permanent status as of January 1, 2014, arising from foregone salary during the non-paid furlough at the end of calendar year 2013, payable by December 23, 2014.

FURTHER RESOLVED, that on December 11, 2014, the Executive Director was authorized to process the \$400 one-time payment to eligible employees, and did in fact do so in the December 23<sup>rd</sup> payroll.

FURTHER RESOLVED, that the Executive Director is authorized to issue payment to employees of the retroactive salary adjustment arising from the 3% COLA which was effective the pay period including July 1, 2014.

The foregoing Resolution was adopted by the Board of the Berkeley Housing Authority on February 12, 2015 by the following vote:

Ayes:

Noes:

Absent:

Attest: \_\_\_\_\_  
Tia M. Ingram, Secretary