




Berkeley Housing Authority

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Office of the Executive Director

Item 6C
NEW BUSINESS
February 13, 2014

To: Honorable Chairperson and
Members of the Berkeley Housing Authority

From:  Tia M. Ingram, Executive Director

Subject: Labor Agreement for Unrepresented Employees

RECOMMENDATION

That the Board adopt a Resolution approving modifications to compensation and benefits for unrepresented employees June 25, 2012 through July 31, 2014.

BACKGROUND

Berkeley Housing Authority (BHA), with a staff of 14, is party to two separate and distinct labor contracts, and an agreement governing compensation and benefits for unrepresented employees. Unrepresented employees include the Executive Assistant (a confidential employee) and the Executive Director (an exempt employee).

STATUS

It has been the practice of the Authority to extend the salary and benefits afforded to represented employees (Local 1021) to unrepresented employees (the Executive Assistant), and to extend benefits to the Executive Director that are at least equal to those extended to Local 1021 or Local One (compensation and benefits for the Executive Director are subject to negotiations outside the collective bargaining environment).

The Board will consider the following changes in compensation and benefits for Local 1021 and Local One this evening. We propose the same conditions be approved for the unrepresented employee.

1. A salary freeze; no Cost-of-Living-Adjustment (COLA);
2. No change in benefits for employees hired before January 1, 2013 (i.e. no employee contribution to medical or retirement plans);
3. 5 non-paid furlough days (the Authority was closed between Christmas 2013 and New Years' Day 2014);

4. Expanded options for "gym" membership as an incentive to maintaining good health (no increase in cost);
5. Revision (corrections) to the contract documents, primarily to correct references to the City and/or City officials or departments;
6. Implementation of mandated changes in CalPERS regulations for employees hired on or after January 1, 2013; and
7. A term of June 24, 2012 through July 31, 2014.

FISCAL IMPACTS OF RECOMMENDATION

Minimal; salary savings from 5 furlough days

CONTACT PERSONS

James Diamond, Attorney, Goldfarb and Lipman, LLC
Tia M. Ingram, BHA Executive Director, 981-5471

Attachment: Resolution

BERKELEY HOUSING AUTHORITY
RESOLUTION NO. 14-_____

SALARY AND BENEFITS FOR UNREPRESENTED EMPLOYEES

WHEREAS, Authority staff is comprised of employees represented by Local 1021, Local One, and unrepresented positions; and

WHEREAS, staff has negotiated contract modifications with Local 1021 and Local One covering the period of June 25, 2012 through July 31, 2014; and

WHEREAS, it has been the practice of the Authority to extend benefits in the Local 1021 contract to employees that fill comparable positions, but are unrepresented because of the nature of the tasks performed; and

WHEREAS, it has been the practice of the Authority to extend benefits to the Executive Director that are at least comparable to those in the Local One agreement.

NOW, THEREFORE, BE IT RESOLVED that the Board of Commissioners of the Berkeley Housing Authority hereby authorizes the following changes in benefits to the unrepresented employees;

1. Observed 5-non paid furlough days between Christmas and New Years Day; and
2. Is eligible for expanded options for "gym" membership as an incentive to maintaining good health; and
3. Is subject to mandated changes in CalPERS regulations for employees hired on or after January 1, 2013.

FURTHER RESOLVED, that the Board acknowledges that the Executive Director:

1. Observed 5-non paid furlough days between Christmas and New Years Day; and
2. Is eligible for expanded options for "gym" membership as an incentive to maintaining good health; and
3. Is eligible for orthodontic coverage equal to Local One; an increase from \$2,000 to \$3,000 for the lifetime benefit ; and

