

(HA-97-59)  
HOUSING AUTHORITY OF  
THE CITY OF SAN DIEGO  
RESOLUTION NO. 00910  
ADOPTED ON JUNE 10, 1997

A RESOLUTION ADOPTING REVISIONS TO  
THE PERSONNEL POLICIES AND FY 98  
COMPENSATION FOR NONREPRESENTED  
EMPLOYEES.

WHEREAS, the San Diego Housing Commission has reached an agreement with S.E.I.U., Local 535 regarding a change in salaries and benefits for employees in bargaining units represented by S.E.I.U., Local 535 ("Represented Employees") and

WHEREAS, the Housing Authority of The City of San Diego (the "Housing Authority") is authorized to revise Personnel Policies and approve changes to the FY 98 Classification and Pay Plan for nonrepresented and Represented Employees consistent with organizational, implementation, and labor negotiation issues; and

WHEREAS, the Housing Commission recommends adopting the changes listed below to bring salary and policies for nonrepresented employees in conformance with the change in the Memorandum of Understanding for the Represented Employees as follows:

- a. An increase in salary ranges of two percent effective July 1, 1997;
- b. An increase in the Flex Benefits Credits from \$3500 to \$3605, or \$105 per employee per year;
- c. A mandatory four-day (32 hour) furlough to be taken, without pay, between Christmas and New Year's, and one discretionary day off with pay to be taken at any time during FY 98;
- d. Revisions to the Personnel Policies 102.000, as described in attachment 1 to Housing Commission Report

No. HCR97-084.2, to incorporate MOU changes for Represented Employees and other changes consistent with current Commission practices;

- e. Improved long term disability benefits to reduce the 180-day waiting period to 60 days; and

WHEREAS, the Housing Commission recommends adopting specific changes to policies, salary range corrections, and additional Management Flex Benefits Credits for executives, managers and the Executive and Management Service ("EMS") as follows:

- a. Increase in the Management Flex Benefits Credits from \$1500 to \$2000, or \$500 per year per manager;
- b. Increase in the Management Flex Benefits Credits from \$1500 to \$2500, or \$1000 per year per executive;
- c. Additional 5 days Annual Leave for executives and managers;
- d. Accelerated 5 days of Annual Leave Accrual upon hire for executives and managers;
- e. Additional 40 hours Pay in Lieu of Annual Leave per year for executives and managers (from 40 hours to 80 hours);
- f. Correct EMS salary ranges adjustments; NOW, THEREFORE,

BE IT RESOLVED, by the Housing Authority of The City of San Diego, that the revisions to the Personnel Policies and FY 97 Classification and Pay Plan stated above and further described in Housing Commission Report No. HCR97-084.2, for nonrepresented and Represented Employees to bring salary, policies and classifications into consistency with approved organizational, implementation, and labor negotiation changes are approved.

APPROVED: Casey Gwinn, General Counsel

By:

Prescilla Dugard  
Deputy Counsel

PD:jrl  
05/30/97  
Or.Dept:Hsg.Comm.  
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