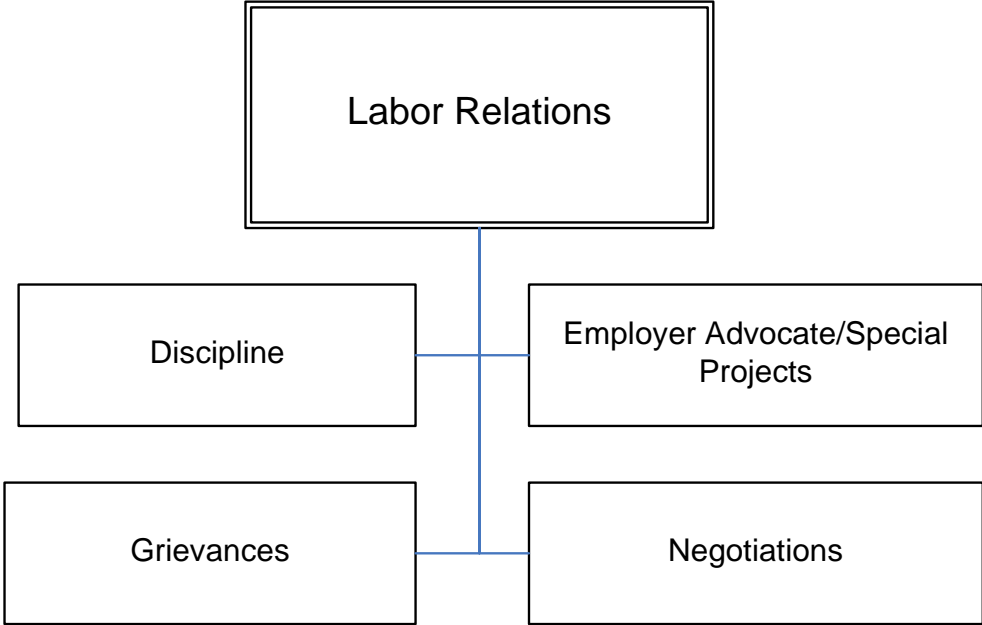


19

SECTION - 19

LABOR RELATIONS



LABOR RELATIONS

Consistently providing professional Labor Relations Services aimed at enhancing the workforce and promoting positive relationships between the City and its labor groups.

DESCRIPTION

- Provides labor relations services for the City of Sacramento, Sacramento Housing and Redevelopment Agency and Sacramento Employment and Training Agency.
- Negotiates and administers labor agreements.
- Promotes, facilitates and models excellent management/union relations.
- Advises management in handling employee grievance and disciplinary issues.
- Identifies and resolves workplace issues (problems).
- Represents and advocates for the City.
- Trains managers and supervisors on effective labor relations.

MORE INFORMATION

Please see the following for more information about the Office of Labor Relations.

Key Contacts –

Department Head

Dee Contreras
Director of Labor Relations
915 I Street
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Administrative Assistant

Daisy Buchignani
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dbuchignani@cityofsacramento.org

OBJECTIVES FOR FY2005/06

- Complete contract negotiations with all unions.
- Complete interest based arbitration with Firefighters local 522.
- Continue to effect health plan and contribution reform.
- Identify discipline trends and provide department assistance for early intervention.

ACCOMPLISHMENTS IN FY2004/05

- Began utilization of the database discipline/grievance tracking system.
 - Completed several complex and difficult discipline investigations that resulted in several terminations and resignations. Negotiated with employees/union discipline that resulted in the majority of employees signing settlement agreements, avoiding arduous appeals and arbitrations proceedings.
 - Successfully improved relations with all of the City's labor organizations.
 - Successfully recruited two highly experienced professional Labor Relations Officers.
-

APPROVED BUDGET/STAFFING CHANGES

Organizational Changes

None

Organizational Assessment

- Improve research and response time using records management improvement process.
- Decentralize some functions to operating departments with Labor Relations providing assistance and oversight.
- Clarify role in overlap functions with Human Resources and Finance/Payroll to reduce redundant efforts and save time.
- Assist departments in managing discipline issues for more time resolution.

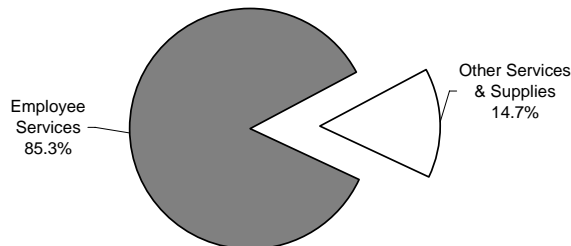
Augmentations

None

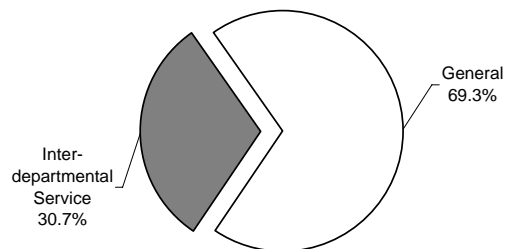
Department Budget Summary

Labor Relations Budget Summary	FY	FY		FY	Change
	2003/04 Actual	2004/05 Approved	2004/05 Amended	2005/06 Approved	More/(Less) Approved/Amended
Positions (FTE)	8.00	8.00	8.00	8.00	0.00
Budgeted Expenditures					
Employee Services	719,567	789,051	780,800	805,069	24,269
Other Services & Supplies	101,095	137,653	137,653	137,653	0
Equipment	0	1,500	1,500	1,500	0
Total:	820,662	928,204	919,953	944,222	24,269
Funding Summary by Fund/Special District					
General	557,202	637,676	629,425	654,331	24,906
Inter-departmental Service	263,460	290,528	290,528	289,891	(637)
Total:	820,662	928,204	919,953	944,222	24,269

Budgeted Expenditures - FY06



Funding Summary - FY06



Division Budget Summary

Labor Relations Division Budgets	FY	FY		FY	Change
	2003/04 Actual	Approved	Amended	2005/06 Approved	More/(Less) Approved/Amended
Labor Relations	820,662	928,204	919,953	944,222	24,269
Total:	820,662	928,204	919,953	944,222	24,269

Staffing Levels

Labor Relations Division FTEs	FY	FY		FY	Change
	2003/04 Actual	Approved	Amended	2005/06 Approved	More/(Less) Approved/Amended
Labor Relations	8.00	8.00	8.00	8.00	0.00
Total:	8.00	8.00	8.00	8.00	0.00

TRENDS

CATEGORY	DESCRIPTION	WORKLOAD MEASURE	FY2001/02	FY2002/03	FY2003/04
Discipline	Informal and formal corrective actions through termination	Number of Cases	135	171	190
		Successful Outcomes	*	*	*
Grievances	Appeal of application of the labor agreement or applicable policy	Number of Cases	46	36	27
		Successful Outcomes	*	*	*
Threat Assessment Team	Review threats or attacks on or by employees and prepare responses	Number of Cases	10	9	7
		Successful Outcomes	10	9	7
Negotiations	Meet and confer with recognized employee organizations on issues within the scope of bargaining	Completion of Agreements	*	0	0

* Data not tracked this fiscal year

Approved Positions

1610	<u>Labor Relations</u>	<u>FY2004/05</u>	<u>FY2005/06</u>	<u>Change</u>
	Administrative Asst (Conf/Ex)	1.00	1.00	0.00
	Administrative Technician (Ex)	1.00	1.00	0.00
	Director of Labor Relations	1.00	1.00	0.00
	Labor Relations Manager	1.00	1.00	0.00
	Labor Relations Officer	4.00	4.00	0.00
	Organization Total:	8.00	8.00	0.00
	DEPARTMENT TOTAL:	8.00	8.00	0.00