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SECTION – 19

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

The Labor Relations Department provides labor relation services for the City of Sacramento, Sacramento Housing and Redevelopment Agency, and Sacramento Employment and Training Agency.

- Negotiates and administers labor agreements.
- Develops citywide policies and procedures.
- Promotes, facilitates, and models excellent management/union relations.
- Advises management in handling employee grievance and disciplinary issues.
- Identifies and resolves workplace issues.
- Represents and advocates for the City.
- Train managers and supervisors on effective labor relations practices.

MORE INFORMATION

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

Web site - www.cityofsacramento.org/labor-relations

PROGRAMS/SERVICE HIGHLIGHTS

- Negotiate labor agreements.
- Assist, advice, process and track discipline.
- Resolve grievances (disputes between the City and the Union involving the interpretation or enforcement of the express terms of a labor agreement).
- Administer layoff process, including voluntary separation program and negotiating other alternatives to layoffs.

OBJECTIVES FOR FY2008/09

- Review the department's business and customer service processes.
- Disseminate ongoing operating principles and customer service program.
- Finalize negotiations with Local 522.
- Continue to assist departments in identifying discipline trends and provide department assistance for early intervention. Ensure follow through of investigations/fact-findings, process and track discipline cases.
- Implement and administer staffing reductions citywide.

APPROVED BUDGET/STAFFING CHANGES

Service Level Impacts

The Office of Labor Relations will be reduced by \$165,960, primarily through reductions in labor costs using voluntary furloughs. These reductions will result in the following service level impacts:

- Processing timelines for the negotiation of labor agreements and the resolution of discipline issues and grievances will be increased as a result of reduced staffing.

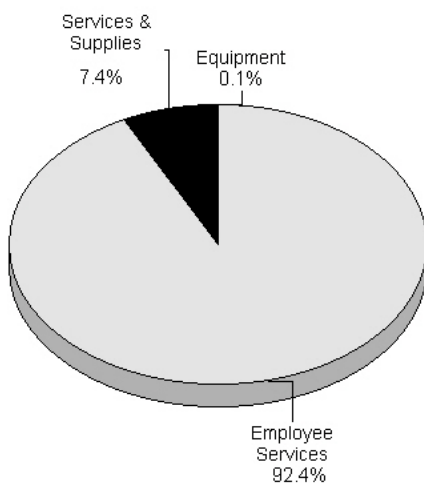
Department Budget Summary

Labor Relations Budget Summary	FY 2006/07 Actual	FY 2007/08 Approved Amended	FY 2008/09 Approved	Change More/(Less) Approved/Amended
Positions (FTE)	9.00	9.00	9.00	0.00
Budgeted Expenditures				
Employee Services	1,103,706	1,076,601	1,120,828	(118,936)
Services & Supplies	130,326	83,653	80,478	(4,576)
Equipment	1,500	1,500	1,500	0
Total:	1,235,532	1,161,754	1,207,382	(123,512)

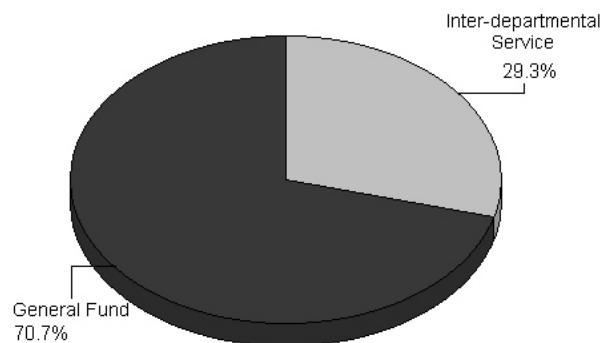
Funding Summary by Fund/Special District

General Fund	929,355	866,529	912,157	766,732	(145,425)
Inter-departmental Service	306,177	295,225	295,225	317,138	21,913
Total:	1,235,532	1,161,754	1,207,382	1,083,870	(123,512)

Budgeted Expenditures - FY09



Funding Summary - FY09



FY2008/09 Approved Budget

Division Budget Summary

Labor Relations Division Budgets	FY 2006/07 Actual	FY 2007/08 Approved Amended	FY 2008/09 Approved	Change More/(Less) Approved/Amended
Labor Relations	1,235,532	1,161,754	1,207,382	(123,512)
Total:	1,235,532	1,161,754	1,207,382	(123,512)

Staffing Levels

Labor Relations Division FTEs	FY 2006/07 Actual	FY 2007/08 Approved Amended	FY 2008/09 Approved	Change More/(Less) Approved/Amended
Labor Relations	9.00	9.00	9.00	0.00
Total:	9.00	9.00	9.00	0.00

