

# 19

## **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.*

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## 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](http://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.

**PROPOSED BUDGET/STAFFING CHANGES**

Service Level Impacts

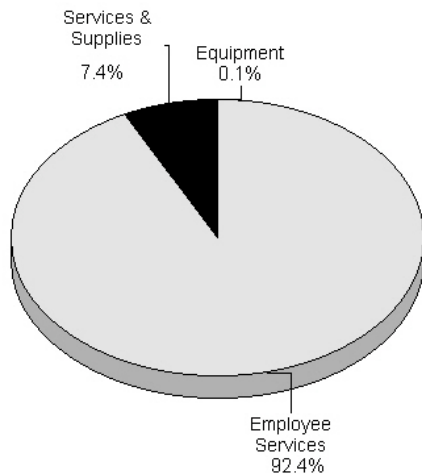
The Office of Labor Relations will be reduced by \$165,960, primarily through reductions in labor costs using voluntary furloughs. These reductions will result in the following service level impacts:

- 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.

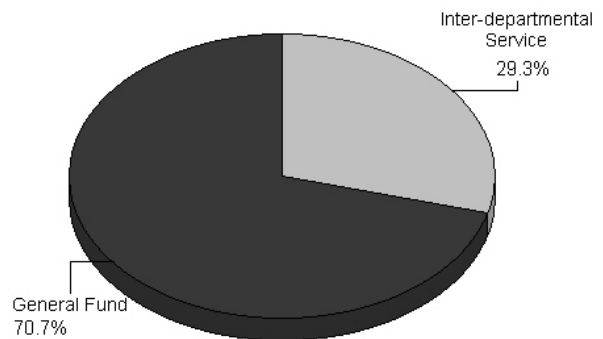
Department Budget Summary

<b>Labor Relations</b> Budget Summary	FY 2006/07 Actual	FY 2007/08 Approved	FY 2007/08 Amended	FY 2008/09 Proposed	Change More/(Less) Proposed/Amended
Positions (FTE)	9.00	9.00	9.00	9.00	0.00
<b>Budgeted Expenditures</b>					
Employee Services	1,103,706	1,076,601	1,120,828	1,001,892	(118,936)
Services & Supplies	130,326	83,653	85,054	80,478	(4,576)
Equipment	1,500	1,500	1,500	1,500	0
<b>Total:</b>	<b>1,235,532</b>	<b>1,161,754</b>	<b>1,207,382</b>	<b>1,083,870</b>	<b>(123,512)</b>
<b>Funding Summary by Fund/Special District</b>					
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
<b>Total:</b>	<b>1,235,532</b>	<b>1,161,754</b>	<b>1,207,382</b>	<b>1,083,870</b>	<b>(123,512)</b>

**Budgeted Expenditures - FY09**



**Funding Summary - FY09**



FY2008/09 Proposed Budget

Division Budget Summary

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

Staffing Levels

<b>Labor Relations</b> Division FTEs	FY 2005/06 Actual	FY 2006/07 Approved Amended	FY 2007/08 Proposed	Change More/(Less) Proposed/Amended
Labor Relations	9.00	9.00	9.00	0.00
<b>Total:</b>	<b>9.00</b>	<b>9.00</b>	<b>9.00</b>	<b>0.00</b>

