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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 relations services for the City of Sacramento, the Sacramento Housing and Redevelopment Agency, and the 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.
- Trains 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 and alternatives to lay-offs.
- Assist, advise, 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 FY2009/10

- Review the department's business and customer service processes.
- Disseminate ongoing operating principles and customer service program.
- 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 Labor Relations budget will be reduced by \$40,000, resulting in the reduction 1.00 FTE Investigator position. This reduction will result in the following service level impacts:

Negotiating Labor Agreements

- Processing timelines will be increased.

Discipline

- Processing timelines will be increased.

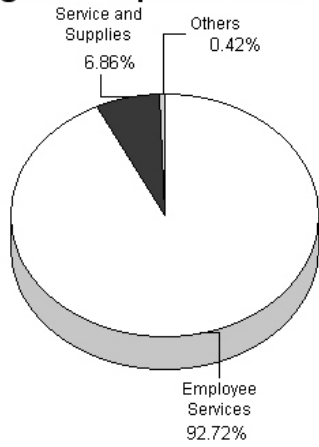
Grievances

- Processing timelines will be increased.

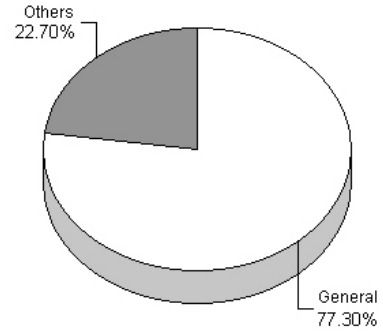
Department Budget Summary

Labor Relations Budget Summary	FY 2007/08 Actual	FY 2008/09 Approved	FY 2008/09 Amended	FY 2009/10 Proposed	Change More/(Less) Proposed/Amended
Funded Positions (FTE)	9.00	9.00	9.00	8.00	(1.00)
Budgeted Expenditures					
Employee Services	1,124,828	1,005,892	1,052,301	995,781	(56,520)
Interdepartmental Transfers	1,000	1,000	1,000	1,000	0
Property	3,500	3,500	3,500	3,500	0
Service and Supplies	26,314	73,478	73,642	73,642	0
Total:	1,155,642	1,083,870	1,130,443	1,073,923	(56,520)
Funding Summary by Fund/Special District					
General Fund	860,417	766,732	813,305	830,092	16,787
Interdepartmental Service Fund	295,225	317,138	317,138	243,831	(73,307)
Total:	1,155,642	1,083,870	1,130,443	1,073,923	(56,520)

Budgeted Expenditures - FY10



Funding Summary - FY2009/10



Division Budget Summary

Labor Relations Division Budgets	FY	FY		FY	Change
	2007/08 Actual	Approved	Amended	2009/10 Proposed	More/(Less) Proposed/Amended
Labor Relations	1,155,642	1,083,870	1,130,443	1,073,923	(56,520)
Total:	1,155,642	1,083,870	1,130,443	1,073,923	(56,520)

Staffing Levels

Labor Relations Division FTEs	FY	FY		FY	Change
	2007/08 Actual	Approved	Amended	2009/10 Proposed	More/(Less) Proposed/Amended
Labor Relations	9.00	9.00	9.00	8.00	(1.00)
Total:	9.00	9.00	9.00	8.00	(1.00)

