COUNTY OF SAN MATEO
Inter-Departmental Correspondence
Human Resources

Date: November 1, 2014
Board Meeting Date: November 18, 2014
Special Notice / Hearing: None
Vote Required: Majority

To: Honorable Board of Supervisors

From: Donna Vaillancourt, Human Resources Director
Nicole McKay, Employee Relations Manager

Subject: Successor agreement to the Memorandum of Understanding with the Service Employees International Union (SEIU)

RECOMMENDATION:
Adopt a Resolution authorizing approval of the Tentative Agreement establishing the terms and conditions of a successor agreement to the Memorandum of Understanding with the Service Employees International Union for the term of October 12, 2014 through October 6, 2018

BACKGROUND:
The current MOU expired on October 11, 2014, and the County concluded negotiations with SEIU on October 22, 2014. The membership has ratified the County's offer. The County and SEIU have met and conferred in good faith and agreed to the terms as described in the Tentative Agreement.

DISCUSSION:
This agreement covers all of the staff in classifications represented by SEIU. The following summarizes the major changes.

Term
October 12, 2014 through October 6, 2018, four years.

Salary Adjustment
Classifications in this bargaining unit will receive salary increases as follows: 4% effective November 9, 2014, 3% effective October 11, 2015, 3% effective October 9, 2016 and between 2% and 3% effective October 8, 2017, based on the Consumer Price Index (CPI).

.
.
.

Retirement and other economic changes
Employees in this bargaining unit will no longer have a portion of their retirement share paid for by the County. This change will be offset through longevity pay at 10, 20 and 25 year increments. Employees represented by SEIU will begin to pay half of the cost of their Retirement COLA beginning July 4, 2016 and will receive a 1% salary offset for this change. Employees who are required to utilize their bilingual skills will receive additional compensation of $5.00 per pay period for this service.

Contractual overtime eligibility and shift differential have been standardized and reduced. Laid off employees with bumping rights can only bump within their department.

County Counsel has reviewed and approved the Resolution as to form. Approval of this Resolution contributes to Shared Vision 2025 of a Collaborative Community by ensuring cost-effective compensation structures for County employees.

FISCAL IMPACT:
The cost of the salary and other changes employees will result in a net increase of approximately $25,995,000 over the 4-year term.