



County of San Mateo

Inter-Departmental Correspondence

Department: HUMAN RESOURCES

File #: 23-496

Board Meeting Date: 6/13/2023

Special Notice / Hearing: None
Vote Required: Majority

To: Honorable Board of Supervisors

From: Rocio Kiryczun, Human Resources Director
Michelle Kuka, Deputy Director, Human Resources

Subject: Successor agreement to the Memorandum of Understanding with the AFSCME and SEIU Extra Help representation units

RECOMMENDATION:

Adopt a resolution approving the Tentative Agreement establishing the terms and conditions of a successor agreement to the Memorandum of Understanding with the Extra Help Units of the American Federation of State, County and Municipal Employees (AFSCME) and the Service Employees International Union (SEIU) for the term of January 23, 2022 through October 5, 2024.

BACKGROUND:

The current Memorandum of Understanding (MOU) with the AFSCME and SEIU Extra Help representation units expired on January 22, 2022, and the County has concluded negotiations with the AFSCME and SEIU Extra Help representation units. The County and the AFSCME and SEIU Extra Help representation units have met and conferred in good faith and agreed to the terms as described in the Tentative Agreement. The membership has ratified the County's offer set forth in the Tentative Agreement.

DISCUSSION:

This agreement covers all Extra Help and Limited Term staff in classifications represented by AFSCME and SEIU. The following is a high-level summary of the major changes, but is not a substitute for the attached successor MOU and the detailed terms contained therein.

Term

January 22, 2022, through October 5, 2024

Salaries

The classifications for the positions covered by this MOU already received cost of living and equity salary increases when the SEIU and AFSCME MOUs for regular employees were ratified in 2022. There are no additional salary increases set forth in this MOU.

Other economic changes

Employees in an active paid status in this bargaining unit will receive a one-time, lump sum payment of two thousand dollars (\$2,000) as a ratification bonus. This payment amount will be pro-rated for employees based on actual hours worked in fiscal year 2022 to 2023.

For Extra Help employees in these bargaining units, applying only to hours earned prospectively, for every 2,080 hours worked, an extra help employee will be granted twenty-four (24) hours of vacation.

The County will offer a vision care discount program and access county wellness resources and programs such as trainings, exercise and nutrition challenges and emotional well-being videos and events for extra help employees.

Limited Term extra help employees will have their employer contributions to their 401(a) plan fully vest once they have completed two and one-half (2.5) years of consecutive, limited term employment.

The County Attorney has reviewed and approved the resolution as to form.

Financial Impact on County's Retirement System

Government Code sections 31515.5 and 23026 require the County to provide the estimated financial impact that proposed benefit changes or salary increases would have on the funding status of SamCERA's retirement fund, the County's retirement system. Extra Help employees do not participate in the County's retirement system and the approval of this successor agreement will not impact the unfunded liability of the County's retirement system.

FISCAL IMPACT:

The cost of the economic changes will result in an increase of approximately \$1,000,000.