

RESOLUTION NO.

BOARD OF SUPERVISORS, ACTING AS THE GOVERNING BOARD OF COMMISSIONERS OF THE HOUSING AUTHORITY OF THE COUNTY OF SAN MATEO, STATE OF CALIFORNIA

* * * * *

RESOLUTION AUTHORIZING THE EXECUTIVE DIRECTOR OF THE HOUSING AUTHORITY OF THE COUNTY OF SAN MATEO TO EXECUTE A MEMORANDUM OF UNDERSTANDING (MOU) WITH THE AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES COUNCIL 57 (AFSCME) FOR THE PERIOD OF OCTOBER 1, 2025 THROUGH SEPTEMBER 30, 2028

RESOLVED, by the Board of Supervisors, County of San Mateo, State of California, acting as the Governing Board of Commissioners of the Housing Authority of the County of San Mateo, that

WHEREAS, the previous Memorandum of Understanding (“Prior MOU”) between the Housing Authority of the County of San Mateo (“HACSM”) and the American Federation of State, County, and Municipal Employees Council 57 (“AFSCME”) expired on September 30, 2025; and

WHEREAS, AFSCME and HACSM finalized the negotiation process for updated terms to the MOU on April 22, 2026, and the membership of the union ratified HACSM’s final agreement on May 1, 2026; and

WHEREAS, the following summarizes the primary results of the negotiations:

- Term: October 1, 2025, through September 30, 2028 (three years).
- Salary Increases: 3.25% increase effective the first full pay period in October 2025; re-opener for Cost-of-Living Adjustment in October 2026 and October 2027.

- Holidays: HACSM will add March 31, Farmworkers Day, to its list of recognized paid holidays under Section 14 of the MOU. Additionally, HACSM shall provide two (2) paid Winter Recess holidays in December 2026 and December 2027 (sixteen hours for full-time employees). Winter Recess Holidays shall be taken between December 27 – December 31 each year (2026 and 2027).
- Hospitalization and Medical Care: Effective the pay period following the HACSM's execution of the 2025 – 2028 MOU, HACSM will pay 90% of the cost of the medical, dental and vision plan and the employees will pay 10% of the cost of the medical, dental and vision plan.
- Other Terms: The MOU contains some "housekeeping" items that clarify or revise contract language, which have no associated costs and little to no impact on personnel rules.

NOW THEREFORE, the Board of Supervisors, County of San Mateo, State of California, acting as the Governing Board of Commissioners of the Housing Authority of the County of San Mateo, hereby adopts a Resolution authorizing the Executive Director of the Housing Authority of the County of San Mateo to execute the Memorandum of Understanding with the American Federation of State, County, and Municipal Employees Council 57 for the period of October 1, 2025, through September 30, 2028.

* * * * *