

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**

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**RESOLUTION AUTHORIZING THE EXECUTIVE DIRECTOR OF THE HOUSING
AUTHORITY OF THE COUNTY OF SAN MATEO TO EXECUTE A MEMORANDUM
OF UNDERSTANDING WITH THE AMERICAN FEDERATION OF STATE, COUNTY,
AND MUNICIPAL EMPLOYEES COUNCIL 57 FOR THE PERIOD OF OCTOBER 1,
2022, THROUGH SEPTEMBER 30, 2024**

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, 2022; and

WHEREAS, AFSCME and HACSM finalized the negotiation process regarding a new Memorandum of Understanding in May 2023 and the membership of the union ratified HACSM’s final agreement on May 24, 2023; and

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

- Term: October 1, 2022, through September 30, 2024 (two years);
- Salary Increases: 5.2% increase effective October 2, 2022; 5% increase effective October 1, 2023;
- Lump Sum Payment: In addition to salary increases, a one-time lump sum payment in the amount of \$2,000 shall be paid to each bargaining unit member employed as of the date of union ratification of the October 1, 2022, to September 30, 2024, MOU. The payment shall be included with the employee payroll the first full pay period following

approval of the MOU by the HACSM Board of Commissioners;

- Holidays: HACSM will add June 19th, i.e., Juneteenth, to its list of recognized paid holidays under Section 14 of the MOU.
- Letter of Agreement: HACSM entered into a Letter of Agreement for five HACSM employees at Midway Village who are scheduled to be laid off effective June 1, 2023. Midway Village is undergoing major redevelopment, resulting in the transfer of the property to a private nonprofit owner and elimination of the positions at the property.

The Letter of Agreement finalizes terms for these employees at Midway Village to apply for alternate positions with HACSM, severance pay, reimbursement for health insurance premiums/COBRA, and other commitments to ensure smoother transition for the impacted employees.

- Letter of Understanding: HACSM agreed to a Letter of Understanding for the creation of a special retirement benefits joint labor-management committee. The committee will be tasked with researching the feasibility of converting HACSM's current 401(a) defined contribution plan to a defined benefit pension plan.
- Other Terms: The MOU contains many "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, 2022, through September 30, 2024.