



COUNTY OF SAN MATEO
Inter-Departmental Correspondence
Human Resources



Date: August 24, 2012
Board Meeting Date: September 25, 2012
Special Notice / Hearing: None
Vote Required: Majority

To: Honorable Board of Supervisors

From: Donna Vaillancourt, Human Resources Director

Subject: Resolution Extending the Terms and Conditions of the existing Memorandum of Understanding with the Services Employees International Union (SEIU)

RECOMMENDATION:

Adopt a Resolution to extend the terms and conditions of the existing Memorandum of Understanding with the Service Employees International Union (SEIU) for the term October 14, 2012 to October 11, 2014.

BACKGROUND:

The current MOU will expire on October 13, 2012. The County and SEIU have met and conferred in good faith and the membership has ratified the County's offer. All terms and conditions currently in effect will be extended an additional two years through October 11, 2014.

DISCUSSION:

The recommended extension of the MOU with SEIU covers a two-year period, from October 14, 2012 through October 11, 2014. The extension shall be to all terms including a continuation of the annual \$200 Flexible Spending Account (FSA).

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

FISCAL IMPACT:

The two-year extension of the Flexible Spending Account will cost approximately \$480,000. There is no other new cost associated with this extension. With the approval of the extension, the County will continue to be obligated to make certain expenditures in areas such as employee benefits, salary step increases and retirement contributions. However, the level or rate of expenditures for which the County is obligated to pay pursuant to the MOU will not increase as a result of the extension.