



**COUNTY OF SAN MATEO**  
Inter-Departmental Correspondence  
Human Resources



**Date:** April 22, 2013  
**Board Meeting Date:** May 21, 2013  
**Special Notice / Hearing:** None  
**Vote Required:** Majority

**To:** Honorable Board of Supervisors

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

**Subject:** Amendment to the Memorandum of Understanding with the San Mateo County Council of Engineers (SMCCE)

**RECOMMENDATION:**

Adopt a Resolution authorizing an amendment to the Memorandum of Understanding with the San Mateo County Council of Engineers to extend the terms and conditions of the existing Memorandum of Understanding through February 28, 2015.

**BACKGROUND:**

The current MOU expired on March 2, 2013. The County and SMCCE have met and conferred in good faith and the membership has ratified the County's offer. Nearly all terms and conditions currently in effect will be extended an additional two years through February 28, 2015. Minor modifications were made to address issues such as PEPRAs and clean-up language was added to some terms.

**DISCUSSION:**

The recommended extension of the MOU with SMCCE covers a two-year period, from March 3, 2013 through February 28, 2015. The extension shall be to nearly all terms including a continuation of the annual \$200 Flexible Spending Account (FSA).

County Counsel has reviewed and approved the Resolution as to form. Approval of this Resolution contributes to the 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 \$5,000. 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.