

**RESOLUTION NO. 2014-11.**

**BOARD OF SUPERVISORS, COUNTY OF SAN MATEO, SITTING AS THE 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 TO EXECUTE A  
MEMORANDUM OF UNDERSTANDING WITH THE AMERICAN FEDERATION OF  
STATE, COUNTY AND MUNICIPAL EMPLOYEES COUNCIL 57 FOR THE PERIOD  
OF OCTOBER 1, 2014, THROUGH SEPTEMBER 30, 2017.**

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

**WHEREAS**, the previous Memorandum of Understanding (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, 2014; and

**WHEREAS**, collective bargaining for the new MOU was completed on September 29, 2014; and

**WHEREAS**, the membership of the union ratified HACSM's offer on October 2, 2014; and

**WHEREAS**, the following summarizes the major elements in the MOU:

Term: October 1, 2014, through September 30, 2017 (three years)

Salary Increases: 1.5% increase effective 10/12/2014; 2.5% increase effective 10/11/2015; 3% increase effective 10/9/2016

Employee Contribution to Medical:

The employee contributions to monthly premiums will remain at 8% during the first year of the agreement. Starting in October 2015 and through the end of the agreement, employees under the Kaiser plan will contribute 12% towards premiums, and employees under United Healthcare will contribute 14% towards premiums.

Sick Leave Conversion at Retirement/Retiree Medical:

HACSM revised its language to provide reimbursement for a Medicare supplement plan after retirement and to provide a minimum number of guaranteed hours toward sick leave at the time of retirement.

On-call pay:

Employees shall be paid an hourly rate of \$4.40 for time in which they are required to be in an on-call status.

Floating Holiday:

Employees in paid status can take one additional day off between December 25, 2014, and January 2, 2015.

Other Terms:

The MOU contains a number of “housekeeping” items that clarify or revise contract language which have no associated costs or 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 Resolution 2014-11 authorizing the Executive Director of the Housing Authority to execute the Memorandum of Understanding with the American Federation of State, County and Municipal Employees Council 57 for the period of October 1, 2014, through September 30, 2017.

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