



COUNTY OF SAN MATEO
Inter-Departmental Correspondence
Department of Housing



Date: October 3, 2014
Board Meeting Date: October 21, 2014
Special Notice / Hearing: None
Vote Required: Majority

To: Honorable Board of Supervisors (sitting as the Board of Commissioners of the Housing Authority of the County of San Mateo)

From: William Lowell, Executive Director, Housing Authority

Subject: Salaries and Benefits for Unrepresented Management and Confidential Employees

RECOMMENDATION:

Acting as the Governing Board of Commissioners of the Housing Authority of the County of San Mateo, adopt a Resolution establishing salaries and benefits for unrepresented management and confidential employees of the Housing Authority of the County of San Mateo for the period of October 1, 2014, through September 30, 2017.

BACKGROUND:

The Housing Authority concluded negotiations with the American Federation of State, County, and Municipal Employees Council 57 (AFSCME) on September 29, 2014, and the membership of the union ratified the Housing Authority's offer on October 2, 2014.

The authorization for the Executive Director of the Housing Authority to execute a Memorandum of Understanding (MOU) with AFSCME is being presented at the October 21, 2014, Board meeting, as well.

The Housing Authority proposes that, in accordance with custom and practice, the same revised terms be adopted for the unrepresented management and confidential employees.

DISCUSSION:

The following summarizes the major elements of the agreement:

Term:

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

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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 contribution 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.

Floating Holiday

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

County Counsel has reviewed and approved the Resolution as to form.

Approval of this Resolution contributes to the Shared Vision 2025 outcome of a Livable Community by ensuring cost-effective compensation structures for HACSM employees that serve low-income residents living in affordable housing.

FISCAL IMPACT:

There is no Net County Cost associated with this action. The Housing Authority is funded 100% by the U.S. Department of Housing and Urban Development. The three year cost of negotiated salary increases applied to all Housing Authority employees will be approximately \$293,000. This cost is partially offset by the increased employee share of health care coverage in the second and third years which will save approximately \$70,000.