



COUNTY OF SAN MATEO
Inter-Departmental Correspondence
Human Resources



Date: February 12, 2015
Board Meeting Date: February 24, 2015
Special Notice / Hearing: None
Vote Required: Majority

To: Honorable Board of Supervisors

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

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

RECOMMENDATION:

Adopt a resolution authorizing approval of the tentative agreement establishing the terms and conditions of a successor agreement to the Memorandum of Understanding with the San Mateo County Council of Engineers for the term of March 1, 2015 through February 23, 2019

BACKGROUND:

The current MOU will expire on February 28, 2015, and the County concluded negotiations with SMCCE on February 9, 2015. The membership has ratified the County's offer. The County and SMCCE have met and conferred in good faith and agreed to the terms as described in the Tentative Agreement.

DISCUSSION:

This agreement covers all of the staff in classifications represented by SMCCE. The following summarizes the major changes.

Term

March 1, 2015 through February 23, 2019, four years.

Salary Adjustment

Classifications in this bargaining unit will receive salary increases as follows: 4% effective March 1, 2015, 3% effective February 28, 2016 3% effective February 26, 2017 and between 2% and 3% effective February 25, 2018, based on the Consumer Price Index (CPI). Two classifications also will receive equity increases to bring them to market.

.

.

.

Retirement and other economic changes

Employees in this bargaining unit will no longer have a portion of their retirement share paid for by the County. This change will be offset through a salary increase of five percent (5%). Employees represented by SMCCE will begin to pay half of the cost of their Retirement COLA beginning July 5, 2015 and will receive a 1% salary offset for this change. Employees who are required to utilize their bilingual skills will receive additional compensation of \$5.00 per pay period for this service.

Contractual overtime eligibility and shift differential have been standardized and reduced. Laid off employees with bumping rights can only bump within their department.

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

FISCAL IMPACT:

The cost of the salary and other changes will result in a net increase of approximately \$340,000 over the 4-year term.