



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



**Date:** February 29, 2016  
**Board Meeting Date:** March 8, 2016  
**Special Notice / Hearing:** None  
**Vote Required:** Majority

**To:** Honorable Board of Supervisors

**From:** Donna Vaillancourt, Human Resources Director  
Michelle Kuka, Interim Employee Relations Manager

**Subject:** Successor agreement to the Memorandum of Understanding with the Extra Help Units of American Federation of State, County and Municipal Employees and Service Employees International Union

**RECOMMENDATION:**

Adopt a resolution authorizing the approval of the Tentative Agreement establishing the terms and conditions of a successor agreement to the Memorandum of Understanding with the Extra Help Units of American Federation of State, County and Municipal Employees (AFSCME) and Service Employees International Union (SEIU) for the term of October 31, 2015 through 90 days following the expiration date of the AFSCME and SEIU Memoranda of Understanding commencing October 12, 2014.

**BACKGROUND:**

The County, AFSCME and SEIU have met and conferred in good faith and agreed to the terms as described in the MOU. The membership has ratified the County's offer.

**DISCUSSION:**

This agreement covers all of the extra help staff in classifications represented by AFSCME and SEIU. The following summarizes the major changes in the Memorandum of Understanding with AFSCME and SEIU Extra Help.

**Term**

October 31, 2015 through 90 days following the expiration date of the AFSCME and SEIU Memorandum of Understanding commencing October 12, 2014.

**Agile Organization**

The pilot program to hire Extra Help-Limited Term employees to support the County's Agile Organization initiative has successfully ended and now there will be no cap on the

number of limited term employees the County can hire into these bargaining units. The Extra Help-Term employees will continue to receive active Health Benefits and Paid Time Off equal to regular employees. Qualified employees in these bargaining units will now also receive bilingual pay when applicable. Extra Help-Limited Term employees will be eligible for a 401(a) plan in lieu of a Defined Benefit retirement benefit. As was true during the Pilot Program, the limited term is not a guarantee of employment for any specified period of time, but instead refers to a maximum period of employment in the position. The maximum period of employment in the position will remain at no greater than a period of three years. Like all Extra Help Employees, Extra Help-Limited Term employees will continue to be at-will during their entire period of employment.

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:**

There is no immediate fiscal impact.