



COUNTY OF SAN MATEO
Inter-Departmental Correspondence
Human Resources



Date: November 22, 2016
Board Meeting Date: December 13, 2016
Special Notice / Hearing: None
Vote Required: Majority

To: Honorable Board of Supervisors

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

Subject: Side Letter with the American Federation of State, County and Municipal Employees (AFSCME) and Service Employees International Union (SEIU)

RECOMMENDATION:

Adopt a resolution authorizing the Director of Human Resources to enter a side letter agreement with American Federation of State, County and Municipal Employees (AFSCME) and Service Employees International Union (SEIU) for a one-time payment of \$1,500 for specific employees in Public Safety Communications.

BACKGROUND:

The current MOUs with AFSCME and SEIU are in effect through October 6, 2018. The City of Daly City has contracted with the County to provide Police Dispatch Services, beginning January 1, 2017. As a result, County employees assigned to Public Safety Communications have experienced a period of transition presenting a unique set of circumstances and challenges to employees, including significant new work expectations. The employees in Public Safety Communications have been performing this additional complex and new work since August 2016 and they will continue to perform the work through the transition of Police Dispatch Services from the City of Daly City to the County.

DISCUSSION:

The County is seeking approval for the Director of Human Resources to enter a side letter agreement that would provide a one-time, lump sum payment to specific classifications in Public Safety Communications. This side letter requires approval as it involves compensation above the terms outlined in the current AFSCME and SEIU MOUs. Contingent upon and following the County's provision of Police Dispatch Services for City of Daly City by contract, full time employees in allocated positions in the department of Public Safety Communications would receive a one-time, non-recurring, non-pensionable lump sum payment in the amount of one thousand, five hundred dollars (\$1,500).

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 one-time cost of this change will result in a net increase of approximately \$78,000.