



COUNTY OF SAN MATEO
Inter-Departmental Correspondence
Human Resources



Date: October 2, 2013

Board Meeting Date: November 5, 2013

Special Notice / Hearing: None

Vote Required: Majority

To: Honorable Board of Supervisors

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

Subject: Resolutions Establishing Salaries and Benefits for the Unrepresented Management, and Attorney and Confidential Units

RECOMMENDATION:

Adopt three Resolutions, one for the Unrepresented Management Unit, one for the Unrepresented Attorney's Unit and one for the Unrepresented Confidential Unit

BACKGROUND:

The County concluded negotiations with AFSCME and SEIU for extra-help employees which resulted in a recommended 3% salary increase for represented extra-help and regular employees. The Memoranda of Understanding for Extra Help Employees and Amendment to the Memoranda of Understanding for Regular Employees are being presented to the Board of Supervisors on November 5, 2013.

DISCUSSION:

With the conclusion of bargaining with AFSCME and SEIU, the County adopts resolutions that establish salary and benefits for the unrepresented employees. The recommended Resolutions will cover an eleven month period of November 10, 2013 through October 11, 2014 and has the following major element:

General Salary Increases

Salaries will be increased by 3% effective November 10, 2013.

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

FISCAL IMPACT:

The cost of the changes is approximately \$ 3,096,000 over the twelve month term of the resolutions.