



COUNTY OF SAN MATEO
Inter-Departmental Correspondence
Human Resources



Date: October 4, 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: 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)

RECOMMENDATION:

Adopt a Resolution authorizing the approval of a 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 for the term of October 1, 2013 through 90 days following the expiration date of the AFSCME and SEIU Memoranda of Understanding commencing October 12, 2014

BACKGROUND:

The current MOU expired on December 1, 2009, and the County concluded negotiations with AFSCME and SEIU on September 23, 2013. The membership has ratified the County's offer. The County, AFSCME and SEIU have met and conferred in good faith and agreed to the terms as described in the MOU.

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 Memoranda of Understanding with AFSCME and SEIU Extra Help.

Term

October 1, 2013 through 90 days following the expiration date of the AFSCME and SEIU Memoranda of Understanding commencing October 12, 2014.

Salary Adjustment

Classifications in this bargaining unit will receive a three (3) percent adjustment upon adoption of this agreement.

Recruitments

Extra Help employees with a minimum of 1040 continuous hours of service will be eligible to apply in recruitments previously restricted to regular employees and will receive promotional points equal to regular employees.

Agile Organization

A new category of Extra Help-Term employees is created to support the County's Agile Organization initiative. The Extra Help-Term employees will receive active Health Benefits and Paid Time Off equal to regular employees and will be limited to no more than 73 positions during the period of October 1, 2013 through September 30 2015. Extra Help-Term employees will be eligible for a 401(a) plan in lieu of a Defined Benefit retirement benefit. These employees will be hired for a fixed term not to exceed three years.

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 adjustment for these Extra Help employees will result in a net increase of approximately \$182,250 or \$546,750 over the 3-year term.