



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



**Date:** December 9, 2013  
**Board Meeting Date:** January 7, 2014  
**Special Notice / Hearing:** None  
**Vote Required:** Majority

**To:** Honorable Board of Supervisors

**From:** Donna Vaillancourt, Human Resources Director

**Subject:** Amendment to the Memorandum of Understanding with the Building and Construction Trades Council (BCTC)

**RECOMMENDATION:**

Adopt a Resolution authorizing an amendment to the Memorandum of Understanding with the Building and Construction Trades Council, to extend the terms and conditions of the existing Memorandum of Understanding through February 1, 2015.

**BACKGROUND:**

The current MOU expired on November 2, 2013. The County and BCTC have met and conferred in good faith and the membership has ratified the County's offer. All terms and conditions currently in effect will be extended an additional fifteen months through February 1, 2015.

**DISCUSSION:**

The recommended extension of the MOU with BCTC covers a 15-month period, from November 3, 2013 through February 1, 2015. The extension shall be to all regular terms and includes a three percent (3%) cost of living salary adjustment (COLA) for all positions effective January 5, 2014.

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

**FISCAL IMPACT:**

The 15-month extension with a three percent COLA will cost approximately \$260,000. There is no other new cost associated with this extension.