



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



**Date:** November 5, 2014  
**Board Meeting Date:** November 18, 2014  
**Special Notice / Hearing:** None  
**Vote Required:** Majority

**To:** Honorable Board of Supervisors

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

**Subject:** Resolutions Establishing Salaries and Benefits for Unrepresented Management, Attorney and Confidential Employees

**RECOMMENDATION:**

Adopt three Resolutions establishing Salaries and Benefits for the Unrepresented Management Unit, the Unrepresented Attorney's Unit and the Unrepresented Confidential Unit

**BACKGROUND:**

The County concluded negotiations with AFSCME and SEIU for Regular Employees which resulted in recommended salary increases and other economic and non-economic changes for represented employees. The Memoranda of Understanding for AFSCME and SEIU for Regular Employees are being presented to the Board of Supervisors on November 18, 2014.

**DISCUSSION:**

With the conclusion of bargaining with AFSCME and SEIU, the County adopts resolutions that establish salaries and benefits for the unrepresented employees. The recommended Resolutions will cover a four year period of October 12, 2014 through October 6, 2018 and have the following major elements:

**General Salary Increases**

Salaries will be increased by 4% effective October 12, 2014, 3% effective October 11, 2015, 3% effective October 9, 2016 and between 2% and 3% effective October 8, 2016, based on the Consumer Price Index (CPI).

Other significant changes include:

Increased employee contribution to retirement in exchange for offsetting increase in compensation.

New employee contribution to retirement Cost of Living Allowance (COLA) in exchange for offsetting increase in compensation.

Flexible Spending Benefit card of \$200 in 2015 only.

Elimination of countywide bumping.

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 \$ 9,868,200 over the four year term of the resolutions