



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



**Date:** November 1, 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 Relations Manager

**Subject:** Successor agreement to the Memorandum of Understanding with the American Federation of State, County and Municipal Employees (AFSCME)

**RECOMMENDATION:**

Adopt a Resolution authorizing the approval of the Tentative Agreement establishing the terms and conditions of a successor agreement to the Memorandum of Understanding with the American Federation of State, County and Municipal Employees for the term of October 12, 2014 through October 6, 2018

**BACKGROUND:**

The current MOU expired on October 11, 2014, and the County concluded negotiations with AFSCME on October 14, 2014. The membership has ratified the County's offer. The County and AFSCME have met and conferred in good faith and agreed to the terms as described in the Tentative Agreement.

**DISCUSSION:**

This agreement covers all of the staff in classifications represented by AFSCME. The following summarizes the major changes.

**Term**

October 12, 2014 through October 6, 2018, four years.

**Salary Adjustment**

Classifications in this bargaining unit will receive salary increases as follows: 4% effective October 12, 2014, 3% effective October 11, 2015, 3% effective October 9, 2016 and between 2% and 3% effective October 8, 2017, based on the Consumer Price Index (CPI).

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### **Equity Adjustments**

Eleven job class series received equity increases to bring their salaries within market.

### **Retirement and other economic changes**

Employees in this bargaining unit will no longer have a portion of their retirement share paid for by the County. This change will be offset through longevity pay at 10, 20 and 25 year increments. Employees represented by AFSCME will begin to pay half of the cost of their Retirement COLA beginning July 5, 2015 and will receive a 1% salary offset for this change. Employees who are required to utilize their bilingual skills will receive additional compensation of \$5.00 per pay period for this service

Contractual overtime eligibility and shift differential have been standardized and reduced. Laid off employees with bumping rights can only bump within their department.

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 and other changes employees will result in a net increase of approximately \$30,800,000 over the 4-year term.