



COUNTY OF SAN MATEO
Inter-Departmental Correspondence
Department of Housing



Date: September 30, 2013
Board Meeting Date: October 22, 2013
Special Notice / Hearing: None
Vote Required: Majority

To: Honorable Board of Supervisors (Sitting as the Governing Board of Commissioners of the Housing Authority)

From: William Lowell, Executive Director, Housing Authority

Subject: Amendment to the Memorandum of Understanding with the American Federation for State, County and Municipal Employees Council 57

RECOMMENDATION:

Acting as the Governing Board of the Housing Authority of the County of San Mateo, adopt Resolution 2013-09 authorizing the Executive Director of the Housing Authority to amend the Memorandum of Understanding with the American Federation of State, County and Municipal Employees Council 57, and extending the term through September 30, 2014.

BACKGROUND:

The current Memorandum of Understanding (MOU) by and between the Housing Authority of the County of San Mateo (HACSM) and the American Federation of State, County and Municipal Employees (AFSCME) Council 57, expired on September 30, 2013.

HACSM and AFSCME have met and conferred in good faith and the membership has ratified HACSM's offer. All terms and conditions currently in effect will be extended one additional year through September 30, 2014.

DISCUSSION:

The recommended extension of the MOU with AFSCME covers a one-year period, from October 1, 2013 through September 30, 2014. The extension shall include the following:

- HACSM will make a one-time payment of \$100 to each employee before the end of December 2013.
- HACSM will provide one additional paid day off to be taken between December 23 and 31, 2013.

- HACSM will pay for 92% of the cost increase in the medical plans effective October 1, 2013.

All other benefits and terms and conditions of employment will remain in place through September 30, 2014.

County Counsel has reviewed and approved the Resolution as to form.

Approval of the Resolution and Amendment contributes to Shared Vision 2025 of a Livable Community by ensuring cost-effective compensation structures for HACSM employees that serve the low-income residents living in affordable housing.

FISCAL IMPACT:

There is no Net County Cost associated with this action. HACSM is funded 100% by the U.S. Department of Housing and Urban Development. The increased employer share of health care premiums will cost approximately \$50,939 and the one-time \$100 payment will cost \$4,500.