

RESOLUTION NO.

BOARD OF SUPERVISORS, COUNTY OF SAN MATEO, STATE OF CALIFORNIA

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RESOLUTION AUTHORIZING AN AMENDMENT TO THE MASTER SALARY RESOLUTION 076017 TO RECLASSIFY ONE POSITION, DELETE THREE POSITIONS, ADD FOUR POSITIONS AND REVISE SECTION 11

RESOLVED, by the Board of Supervisors of the County of San Mateo, State of California, that

WHEREAS, section 206a(4) of the San Mateo County Charter authorizes the Board of Supervisors to establish the number of all appointed officers and employees; and

WHEREAS, sections 206a(5) and 508 of the San Mateo County Charter authorize the Board of Supervisors to establish by ordinance or resolution the compensation and benefits of County officers and employees; and

WHEREAS, San Mateo County Ordinance No. 07303 ordered that henceforth the number of County appointed officers and employees and their compensation and benefits shall be established by resolution of the Board of Supervisors; and

NOW THEREFORE, IT IS HEREBY ORDERED that the Board of Supervisors authorizes an amendment to Master Salary Resolution 076017 as follows:

SECTION 1: Section 11 of the Resolution is amended as indicated:

ALL DEPARTMENTS

1. Limited Term appointments are subject to approval of the Human Resources Director or their designee and employment period for limited term employees cannot exceed 6,240 hours.

2. Limited term employees are not eligible for pension benefits or retiree health benefits.
3. Limited Term employees will receive a 401A plan with 3-year graded vesting as follows: 1/3 after year one, 2/3 after year two and 100% after year three.
Employer contribution may vary but may include: 2% of compensation in year one, 3% of compensation in year two, 4% of compensation in year three and in addition 100% employer match up to the first 3% of the employee's contribution into the 401a.
4. Limited Term employees that are in classifications subject to a collective bargaining agreement, or are in the Management, Attorney or Confidential group, will receive health, vacation, holiday, sick leave and other special compensation benefits described in their respective collective bargaining agreement or Resolution.
5. Limited Term employees that are in classifications not subject to a collective bargaining agreement, or not covered in the Management, Attorney, or Confidential Resolutions are eligible for the following:
 - a. All health benefits available to regular County employees covered by the AFSCME collective bargaining agreement with the County.
 - b. Vacation, holiday, and sick leave provided to regular employees as set forth in the County Code of Ordinances (Chapter 2.71).
 - c. Up to two days of paid bereavement leave upon the death of an employee's parent, spouse, domestic partner, child or step-child, sibling, mother-in-law, father-in-law, grandparent, or grandchild.

- d. Any relevant Special Compensation provisions defined in the Master Salary Resolution for the employee's position. Authorization for special compensation is conditional on approval by the Human Resources Director.
- e. A salary differential of Seventy Dollars (\$70.00) for incumbents in positions requiring bilingual proficiency as designated by the appointing authority and certified by Human Resources Director. Said differential shall be prorated for employees working less than full-time or who are in an unpaid leave of absence status for a portion of any given pay period.

SECTION 2: Part 14 of the Resolution is amended as indicated:

ORGANIZATION 12000 COUNTY MANAGER'S OFFICE

- 1. Item D182S, Management Analyst Series is decreased by 1 position for a new total of 7 positions.
- 2. Item D185, Senior Management Analyst is increased by 1 position for a new total of 1 position.

ORGANIZATION 70000 HUMAN SERVICES AGENCY

- 1. Item G093-R, Social Work Supervisor – Exempt-R is decreased by 1 position for a new total of 0 positions.
- 2. Item G232, Human Services Supervisor - R is decreased by 1 position for a new total of 34 positions.
- 3. Item G230S, Human Services Analyst Series is decreased by 1 position for a new total of 12 positions.

4. Item G098S, Social Worker Series is increased by 2 positions for a new total of 6 positions.
5. Item G247S, Contract Administrator Series is increased by 1 position for a new total of 4 positions.
6. Item D182S, Management Analyst Series is increased by 1 position for a new total of 11 positions

SECTION 3: All changes are effective on the first pay period following adoption.

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