

RESOLUTION NO.

BOARD OF SUPERVISORS, ACTING AS THE GOVERNING BOARD OF COMMISSIONERS OF THE HOUSING AUTHORITY OF THE COUNTY OF SAN MATEO, STATE OF CALIFORNIA

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RESOLUTION AUTHORIZING THE EXECUTIVE DIRECTOR OF THE HOUSING AUTHORITY OF THE COUNTY OF SAN MATEO TO EXECUTE A MEMORANDUM OF UNDERSTANDING WITH THE AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES COUNCIL 57 FOR THE PERIOD OF OCTOBER 1, 2019 THROUGH SEPTEMBER 30, 2022

RESOLVED, by the Board of Supervisors, County of San Mateo, State of
California, acting as the Governing Board of Commissioners of the Housing Authority of
the County of San Mateo, that

WHEREAS, the previous Memorandum of Understanding (“MOU”) between the
Housing Authority of the County of San Mateo (“HACSM”) and the American Federation of
State, County, and Municipal Employees Council 57 (“AFSCME”) expired on September
30, 2019; and

WHEREAS, collective bargaining for the new MOU was completed on September
24, 2019;

WHEREAS, the membership of the union ratified HACSM’s offer on October 7,
2019; and

WHEREAS, the following summarizes the major elements in the MOU:

- Term: October 1, 2019 through September 30, 2022 (three years);
- Salary Increases: Four percent increase effective October 6, 2019; four percent
increase effective October 4, 2020; four percent increase effective October 3, 2021;
- Longevity Pay: One percent of base salary after the equivalent of five years of full time
HACSM service; an additional 1.5 percent of base salary, for a total of 2.5 percent after

the equivalent of 10 years of full time HACSM service; and an additional 1.5 percent of base salary, for a total of four percent after the equivalent of 20 years of full time HACSM service;

- Bilingual Pay: A salary differential of \$72.00 biweekly will be paid employees of positions requiring bilingual proficiency as designated by the Executive Director or designee;
- Commute Alternative Program: HACSM will contract with the County of San Mateo to allow participation of its employees in the County's Commute Alternative Program, with an annual cost limit not to exceed \$15,000;
- Life Insurance: HACSM will provide \$75,000 of life insurance for employees;
- Other Terms: The MOU contains a number of other items that clarify or revise contract language which have no associated costs or impact on personnel rules; and

NOW THEREFORE, the Board of Supervisors, County of San Mateo, State of California, acting as the Governing Board of Commissioners of the Housing Authority of the County of San Mateo, hereby adopts a Resolution authorizing the Executive Director of the Housing Authority of the County of San Mateo to execute the Memorandum of Understanding with the American Federation of State, County, and Municipal Employees Council 57 for the period of October 1, 2019 through September 30, 2022.

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