



County of San Mateo

Inter-Departmental Correspondence

Department: HUMAN RESOURCES

File #: 24-220

Board Meeting Date: 3/26/2024

Special Notice / Hearing: None

Vote Required: Majority

To: Honorable Board of Supervisors

From: Rocio Kiryczun, Human Resources Director
Michelle Kuka, Deputy Director, Human Resources

Subject: Successor agreement to the Memorandum of Understanding with the Building and Construction Trades Council (BCTC)

RECOMMENDATION:

Adopt a resolution approving the Tentative Agreement establishing the terms and conditions of a successor agreement to the Memorandum of Understanding with the Building and Construction Trades Council, for the term of February 4, 2024, through February 12, 2028.

BACKGROUND:

The current Memorandum of Understanding (MOU) with the Building and Construction Trades Council (BCTC) expired on February 3, 2024, and the County has concluded negotiations with BCTC. The County and BCTC have met and conferred in good faith and agreed to the terms as described in the Tentative Agreement. The membership has ratified the County's offer set forth in the Tentative Agreement.

DISCUSSION:

This agreement covers all of the staff in classifications represented by BCTC. The following is a high-level summary of the major changes but is not a substitute for the attached Tentative Agreement and the detailed terms contained therein.

Term

February 4, 2024 through February 12, 2028

Salary Adjustment

Classifications in this bargaining unit will receive salary increases as follows: 3 percent effective the pay period following this Board of Supervisors approval of this successor MOU in 2024, 3 percent effective the first full pay period in February 2025, 4 percent effective the first full pay period in February 2026 and 4 percent effective the first full pay period in February 2027.

Effective the pay period following this Board of Supervisors adoption of the Tentative Agreement there will be an equity adjustment of 6.3 percent for the Electrician classification, and an equity adjustment of 4.2 percent for the Crafts

Supervisor classification.

Other economic changes

Employees in an active paid status in this bargaining unit will receive a one-time, lump sum payment of two thousand dollars (\$2,000) as a ratification bonus.

Employees represented by BCTC will receive three days of Winter Recess in December 2024, December 2025, December 2026, and December 2027.

The County Attorney has reviewed and approved the resolution as to form.

Financial Impact on County's Retirement System

Government Code Section 31515.5 requires the County to provide the estimated financial impact that proposed benefit changes or salary increases would have on the funding status of SamCERA 's retirement fund, the County's retirement system. As reflected in the attached letter from SamCERA's actuary, Milliman, the proposed salary and benefit increases for the BCTC employees is estimated to increase the Unfunded Actuarial Accrued Liability (UAAL) by \$27,000. Note that this is the impact on SamCERA funding only and it does not reflect any other cost to the County for providing these compensation features. The funded ratio, rounded to the nearest 0.01 percent, will be unchanged.

FISCAL IMPACT:

The cost of the salary and other changes will result in a net increase of approximately \$753,300 for the first year of this agreement.