



# County of San Mateo

## Inter-Departmental Correspondence

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**Department:** HOUSING

**File #:** 16-679

Board Meeting Date: 10/31/2017

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**Special Notice / Hearing:** None  
**Vote Required:** Majority

**To:** Honorable Board of Supervisors (sitting as the Board of Commissioners of the Housing Authority of the County of San Mateo)

**From:** Ken Cole, Executive Director

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

### **RECOMMENDATION:**

Acting as the Governing Board of Commissioners of the Housing Authority of the County of San Mateo, adopt a 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, 2017 through September 30, 2019.

### **BACKGROUND:**

The previous Memorandum of Understanding (MOU) between the American Federation of State, County, and Municipal Employees Council 57 (AFSCME) and the Housing Authority of the County of San Mateo (HACSM) expired on September 30, 2017. Collective bargaining for the new MOU was completed on September 26, 2017, and the membership of the union ratified HACSM's offer on October 2, 2017.

As a distinct business entity, HACSM is a separate employer from the County of San Mateo. HACSM's labor management consultant, Industrial Employer & Distributors Association (IEDA), acted as the consultants to management and served as the chief negotiator on behalf of HACSM.

### **DISCUSSION:**

HACSM is federally funded by the U.S. Department of Housing and Urban Development. With the rising costs of living in the Bay Area and the interest to fairly compensate employees who reside within and outside of San Mateo County, a primary component of the negotiations was salaries. The following summarizes the major elements in the MOU:

Term:

October 1, 2017 through September 30, 2019 (two years)

Salary Increases:

- 4% increase effective October 8, 2017;
- 4% increase effective October 7, 2018;

Bilingual Pay:

A salary differential of \$70.00 bi-weekly shall be paid to employees of positions requiring bilingual proficiency as designated by the Executive Director or designee.

Other Terms:

The MOU contains many "housekeeping" items that clarify or revise contract language which have no associated costs and little to no impact on personnel rules.

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

Approval of this Resolution contributes to the Shared Vision 2025 outcome of a Livable Community by ensuring cost-effective compensation structures for HACSM employees that serve low income residents in the community.

**FISCAL IMPACT:**

There is no Net County Cost associated with this action. HACSM is 100% funded by the U.S. Department of Housing and Urban Development. The two year cost of negotiated salary increases applied to represented HACSM employees will be approximately \$200,000.