



County of San Mateo

Inter-Departmental Correspondence

Department: HOUSING

File #: 16-680

Board Meeting Date: 10/31/2017

Special Notice / Hearing: None
Vote Required: Majority

To: Honorable Board of Supervisors (sitting as the Board of Commissioners for the Housing Authority)

From: Ken Cole, Executive Director

Subject: Establishing Salaries and Benefits for Unrepresented Management and Confidential Employees of the Housing Authority

RECOMMENDATION:

Acting as the Governing Board of Commissioners of the Housing Authority of the County of San Mateo, adopt a resolution establishing salaries and benefits for unrepresented management and confidential employees of the Housing Authority for the period of October 1, 2017 through September 30, 2019.

BACKGROUND:

The Housing Authority of the County of San Mateo (HACSM) concluded negotiations with the American Federation of State, County, and Municipal Employees Council 57 (AFSCME) on September 26, 2017, and the membership of the union ratified HACSM's offer on October 2, 2017.

The authorization for the Executive Director of the Housing Authority to execute a Memorandum of Understanding (MOU) with AFSCME is also being presented at the October 31, 2017, Board meeting.

HACSM proposes that, in accordance with custom and practice, the same revised terms be adopted for the unrepresented management and confidential employees:

DISCUSSION:

The following information summarizes the major elements of the agreement:

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 Seventy Dollars (\$70.00) biweekly shall be paid incumbents of positions requiring bilingual proficiency as designated by the Executive Director.

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 salary increases applied to the unrepresented management and confidential employees will be approximately \$84,000.