



# County of San Mateo

## Inter-Departmental Correspondence

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**Department:** HUMAN RESOURCES

**File #:** 18-290

Board Meeting Date: 4/10/2018

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

**To:** Honorable Board of Supervisors

**From:** Donna Vaillancourt, Human Resources Director  
Nicole McKay, Employee Relations Manager

**Subject:** Successor agreement to the Memorandum of Understanding with the California Nurses Association (CNA)

### **RECOMMENDATION:**

Adopt a resolution authorizing approval of the Tentative Agreement establishing the terms and conditions of a successor agreement to the Memorandum of Understanding with the California Nurses Association (CNA) for the term of April 1, 2018 through December 31, 2021.

### **BACKGROUND:**

The current MOU expired on September 23, 2017 which was extended by mutual agreement through March 31, 2018 and the County concluded negotiations with CNA on March 20, 2018. The membership has ratified the County's offer. The County and CNA have met and conferred in good faith and agreed to the terms as described in the Tentative Agreement.

### **DISCUSSION:**

This agreement covers all of the staff in classifications represented by CNA. The following summarizes the major changes.

#### **Term**

April 1, 2018 through December 31, 2021, 45 months.

#### **Salary Adjustment**

Classifications in this bargaining unit will receive salary increases as follows: 4% effective the first full pay period after adoption; 4% effective May 5, 2019; 2% effective February 9, 2020; and 2% effective February 7, 2021.

#### **Other economic changes**

Employees in this bargaining unit will receive an equity increase of 1% that will bring them to the mean of market. In an effort to reduce turnover in nursing classifications, employees who have

completed the equivalent of three years of continuous full-time service with the County (6,240 hours) shall receive experience pay of 3% of base pay. This new tier is in addition to the experience pay Nurses receive at 10, 15, 20 and 25 years of service. These two increases would be effective the first full pay period following ratification and Board approval of the successor MOU.

County Counsel has reviewed and approved the resolution as to form. Approval of this resolution contributes to Shared Vision 2025 of a Collaborative Community by ensuring cost-effective compensation structures for County employees.

**FISCAL IMPACT:**

The cost of the salary and equity increases and the increase in experience pay will result in a net increase of approximately \$30 million over the 45 month term.