



County of San Mateo

Inter-Departmental Correspondence

Department: GOVERNING BOARD

File #: 19-1048

Board Meeting Date: 11/5/2019

Special Notice / Hearing: None
Vote Required: Majority

To: Honorable Board of Supervisors (sitting as the Governing 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, 2019 through September 30, 2022.

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, 2019. Collective bargaining for the new MOU was completed on September 24, 2019, and the membership of the union ratified HACSM's final settlement package on October 7, 2019.

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 high costs of living in the Bay Area and the interest to fairly compensate employees who reside within and outside of San Mateo County, the primary components of the negotiations were economic factors. The following summarizes the major elements of 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

Bilingual Pay:

A salary differential of \$72 bi-weekly shall be paid to employees of positions requiring bilingual proficiency as designated by the Executive Director or designee.

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.
- 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.

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 many "housekeeping" items that clarify or revise contract language, which have no associated costs and minimal, if any, impact on personnel rules.

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

FISCAL IMPACT:

There is no Net County Cost associated with this action. HACSM is 100 percent funded by the U.S. Department of Housing and Urban Development. The three-year cost of negotiated salary increases and longevity pay for represented HACSM employees will be \$513,237.