



County of San Mateo

Inter-Departmental Correspondence

Department: HUMAN RESOURCES

File #: 22-381

Board Meeting Date: 5/17/2022

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 San Mateo County Council of Engineers (SMCCE)

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 San Mateo County Council of Engineers (SMCCE) for the term of February 20, 2022 through February 22, 2025.

BACKGROUND:

The current MOU expired on February 19, 2022, and the County concluded negotiations with SMCCE on April 25, 2022. The membership has ratified the County's offer. The County and SMCCE 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 SMCCE. The following is a high-level summary of the major changes, but is not a substitute for the attached agreement and the detailed terms contained therein.

Term

February 20, 2022 through February 22, 2025, three years.

Salary Adjustment

Classifications in this bargaining unit will receive Cost of Living Adjustments (COLA) increases as follows: 3% effective May 15, 2022, 3% effective February 19, 2023 and 4% effective February 25, 2024.

Lump-Sum Payment

Employees in an active paid status in positions covered by this MOU will receive a one-time lump sum payment of \$2,000 following Board of Supervisor approval.

Other economic changes

Employees represented by SMCCE will receive one additional paid holiday, Juneteenth, beginning in 2022. They will also receive three days of Winter Recess in December 2022, December 2023 and December 2024.

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 SMCCE employees will not impact the Unfunded Actuarial Accrued Liability (UAAL).

FISCAL IMPACT:

The cost of the salary and other changes will result in a net increase of approximately \$720,000 for the three-year term of the new Memorandum of Understanding.