



County of San Mateo

Inter-Departmental Correspondence

Department: GOVERNING BOARD

File #: 23-463

Board Meeting Date: 6/13/2023

Special Notice / Hearing: None
Vote Required: Majority

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

From: Raymond Hodges, Executive Director, Housing Authority

Subject: Establishing Salaries and Benefits for the Unrepresented Management Employees

RECOMMENDATION:

Acting as the Governing Board of Commissioners for the Housing Authority of the County of San Mateo, adopt a Resolution establishing Salaries and Benefits for the unrepresented Management employees of the Housing Authority of the County of San Mateo for the period of October 1, 2022, through September 30, 2024.

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") which resulted in recommended salary adjustments and other economic and non-economic changes for represented employees.

The authorization for the Executive Director of the Housing Authority to execute the Memorandum of Understanding ("MOU") with AFSCME is also being presented at the June 13, 2023, Board meeting.

HACSM proposes that, in accordance with custom and practice, the same revised terms be adopted for the unrepresented Management employees.

DISCUSSION:

These recommendations are in alignment with HACSM's negotiations goals and strategies, which include fiscal sustainability, equity and consistency and competitiveness with the Bay Area workforce market.

The recommended resolution has the following major elements:

Term:

October 1, 2022, through September 30, 2024 (two years)

Salary Adjustment:

- 5.2% increase effective October 2, 2022
- 5% increase effective October 1, 2023

Lump-Sum Payment

In addition to the salary increases listed above, a one-time lump sum payment in the amount of \$2,000 shall be paid to each full-time Management employee covered by this Resolution in an active paid status. The payment shall be included with the employee payroll the first full pay period following approval of this Resolution by the HACSM Board of Commissioners

Other economic changes

Employees covered by this Resolution will also receive an additional HACSM paid holiday on Juneteenth.

The County Attorney has reviewed and approved the Resolution as to form.

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 adjustments and lump-sum payment applied to the unrepresented Management employees will be approximately \$179,671.