



County of San Mateo

Inter-Departmental Correspondence

Department: GOVERNING BOARD

File #: 23-464

Board Meeting Date: 6/13/2023

Special Notice / Hearing: None
Vote Required: Majority

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

From: Raymond Hodges, Executive Director, Housing Authority

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, 2022, through September 30, 2024.

BACKGROUND:

The previous Memorandum of Understanding ("Prior 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, 2022. AFSCME and HACSM finalized the negotiation process regarding a new Memorandum of Understanding in May 2023. The membership of the union ratified HACSM's final agreement on May 24, 2023.

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 consultant to management and served as the chief negotiator on behalf of HACSM.

DISCUSSION:

The following summarizes the primary results of the negotiations:

Term:

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

Salary Increases:

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

Lump Sum Payment

In addition to the salary increases noted above, a one-time lump sum payment in the amount of \$2,000 shall be paid to each bargaining unit member employed as of the date of union ratification of the October 1, 2022, to September 30, 2024, MOU. The payment shall be included with the employee payroll the first full pay period following approval of the MOU by the HACSM Board of Commissioners.

Holidays

HACSM will add June 19th, i.e., Juneteenth, to its list of recognized paid holidays under Section 14 of the MOU.

Letter of Agreement

HACSM entered into a Letter of Agreement for five HACSM employees at Midway Village who are scheduled to be laid off effective June 1, 2023. Midway Village is undergoing major redevelopment, resulting in the transfer of the property to a private nonprofit owner and elimination of the positions at the property.

The Letter of Agreement finalizes terms for those five HACSM employees at Midway Village to apply for alternate positions with HACSM, severance pay, reimbursement for health insurance premiums/COBRA, and other commitments to ensure smoother transition for the impacted employees.

Letter of Understanding

HACSM agreed to a Letter of Understanding for the creation of a special retirement benefits joint labor-management committee. The committee will be tasked with researching the feasibility of converting HACSM's current 401(a) defined contribution plan to a defined benefit pension plan.

Other Terms:

The MOU contains many "housekeeping" items that clarify or revise contract language, which have no associated costs and little to no impact on personnel rules.

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 negotiated salary increases and lump sum payment for represented HACSM employees will be approximately \$499,114.