




COUNTY OF SAN MATEO
Inter-Departmental Correspondence
Employee and Public Services

DATE: December 3, 2002

BOARD MEETING DATE: December 17, 2002

TO: Honorable Board of Supervisors

FROM:  Mary Welch, Employee and Public Services Director

SUBJECT: Resolutions Establishing Salaries and Benefits for the Unrepresented Management, and Attorney and Confidential Units

Recommendations

Adopt three resolutions, one for the Unrepresented Management Unit, one for the Unrepresented Attorney's Unit and one for the Unrepresented Confidential Unit.

Adopt an ordinance repealing ordinance 3948 and amending ordinance 3134 regarding salaries and benefits for members of the Board of Supervisors.

Discussion

The County concluded negotiations with the major employee organizations in November and the Board adopted Memoranda of Understanding concerning terms and conditions of employment on December 3, 2002. The MOU's cover a four year period.

With conclusion of bargaining the County adopts resolutions that establish salary and benefits for the unrepresented employees. The recommended resolutions will cover a forty-eight month period of November 10, 2002 through November 4, 2006 and have the following major elements:

General Salary Increases

Salaries will be increased by 4% effective November 10, 2002, by 3% effective November 9, 2003, by 3% effective November 7, 2004 and by 4% effective November 6, 2005.

Retirement Plan

Effective September, 2003 (or earlier if possible) the County will implement the 2%@55

benefit. Effective March, 2005, the County will implement the 2%@55.5 benefit (1/120 design). Employees will share in the cost of this improved benefit through payroll deductions as follows:

- 1% effective August 30, 2003
- an additional 1% effective August 28, 2004
- an additional 1% effective March 13, 2005

Implementation of both retirement improvements is contingent on agreement by all unions representing employees in the General Retirement Plan or on enactment of legislation enabling implementation of such benefits by individual representation unit.

Implementation of 2%@55.5 is contingent on enactment of legislation enabling implementation at the 1/120 employee contribution design.

On-Call Pay

Effective February 2, 2003, on-call pay will be increased from \$1.00 to \$2.00 per hour with greater restrictions on the applicability of the compensation.

Health, Dental and Vision Benefits

Copays for the Kaiser and Aetna Plans will be increased effective January 1, 2003.

Administrative Leave

Effective October 10, 2002, administrative leave will be increased from 4.5 hours per pay period to 5.0 hours per pay period for employees in the Management and Attorney's units.

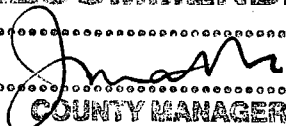
Ordinance 3948 provides that the members of the Board of Supervisors receive the same benefits as other elected county officers as specified in the Resolution Expressing Salaries and Benefits for unrepresented management personnel adopted on January 25, 2000 (resolution 63358). In adopting the new resolution for management personnel the old resolution is rescinded. Thus this new ordinance for members of the Board must be adopted to provide the same benefits to the Board members as provided to other elected officers as identified in the new resolution.

Vision Alignment

This item keeps the commitment of responsive, effective and collaborative government through goal number 20; government decisions are based on careful consideration of future impact, rather than temporary relief or immediate gain.

Fiscal Impact

The total cost of the changes is approximately \$24,123,000 over the forty-eight month term of the contract.

RECOMMENDED
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COUNTY MANAGER