



Stanislaus Regional Housing Authority

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DATE: February 13, 2025

TO: Board of Commissioners

FROM: Jim Kruse, Executive Director

SUBJECT: **Action Item #2:** Resolution Approving the Memorandum of Understanding between Stanislaus Regional Housing Authority and the Stanislaus County Employee's Association, AFSCME Local 10 AFL-CIO, and Authorizing Staff to Execute the Agreement

PREPARED BY: Dawn Bonsu, J.D., Director of Business Services

RESOLUTION #: 24-25-04

RECOMMENDATION

Staff recommends the approval of the Memorandum of Understanding between Stanislaus Regional Housing Authority ("Authority") and the Stanislaus County Employee's Association, AFSCME Local 10 AFL-CIO ("AFSCME") bargaining unit from October 1, 2024 through September 30, 2029.

SUMMARY

The most recent Memorandum of Understanding expired on September 29, 2024. The attached resolution will allow staff to execute a successor agreement with AFSCME, from October 1, 2024 through September 30, 2029. The new agreement will grant:

- Cost of Living (COLA) salary adjustments totaling fourteen percent (14%) over the five-year contract term;
- Equity salary adjustments for AFSCME members who remain fifteen (15% or less) under the market median based on a total compensation study to be completed prior to June 1, 2025;
- Increase the Health and Wellness employer contribution to \$137.90 per employee;
- Increase the safety shoe allowance for eligible classifications to \$250.00 per calendar year;
- Increase the uniform allowance for Maintenance Division employees to 10 shirts, 10 pants, 1 jacket, 1 vest, 1 hat on April 1st of each year and provide rain gear coveralls as needed; and
- Implement a "cafeteria plan" for employees who opt out of medical to receive \$550 of the employer monthly contribution up to the permissible yearly maximum amount allowed (subject to IRS limitation requirements).



BACKGROUND AND DISCUSSION

Though the Authority has navigated through challenges since the pandemic, the Authority recognizes the need to provide competitive salary increases as part of any successor contract to maintain the ability to recruit and retain employees. As part of this contract, the parties agreed a total compensation study will be conducted for benchmark classifications. The parties recognized that to improve the Authority's position in the labor market, it would be beneficial to implement equity adjustments based on the total compensation study. As outlined below the parties agreed that:

- Positions that are 15% or less under the market median for total compensation shall receive an equity adjustment that brings them to the total compensation median.

In addition to those equity adjustments, the Authority and AFSCME also agreed to the following COLA salary adjustments during the contract term.

- Four percent (4%) salary adjustment effective October 1, 2024
- Two percent (2%) salary adjustment effective October 1, 2025, plus for those positions below the median, compensation adjustments will be made up to 5% each fiscal year to reach the designated goal.
- Three percent (3%) salary adjustment effective October 1, 2026
- Two percent (2%) salary adjustment effective October 1, 2027
- Three percent (3%) salary adjustment effective October 1, 2028

This structure provides the Authority with a period of fiscal stability as it continues to navigate the impacts of the COVID-19 pandemic and other external factors. It also provides employees with significant, competitive salary increases over the full contract term.

FISCAL IMPACT

The cost of living adjustments, and the modification to the monthly health contribution paid by the Agency affects all AFSCME represented employees in the General and Clerical Services Unit and the General Maintenance Service Unit. There are sufficient funds available in the various program operating budgets to underwrite the additional costs.

ATTACHMENT

Resolution No. 24-25-04





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RESOLUTION APPROVING THE PROPOSED RESOLUTION APPROVING THE MEMORANDUM OF UNDERSTANDING BETWEEN STANISLAUS REGIONAL HOUSING AUTHORITY AND THE STANISLAUS COUNTY EMPLOYEE’S ASSOCIATION, AFSCME LOCAL10 AFL-CIO, AND AUTHORITY STAFF TO EXECUTE THE AGREEMENT

WHEREAS, the Board of Commission desires to approve Memorandum of Understanding between Stanislaus Regional Housing Authority and the Stanislaus County Employee’s Association, AFSCME Local 10 AFL-CIO,

WHEREAS, the amendments to the Memorandum of Understanding have been drafted and reviewed by General Counsel for legal review, and

NOW THEREFORE BE IT RESOLVED by the Board of Commissioners of the Stanislaus Regional Housing Authority, that:

1. The Memorandum of Understanding between Stanislaus Regional Housing Authority and the Stanislaus County Employee’s Association, AFSCME Local 10 AFL-CIO is approved as the new Memorandum of Understanding between the parties for FY 2024-2029.
2. The Executive Director is designated the Contract Officer and is authorized to execute the aforementioned Memorandum of Understanding and to act on behalf of the Authority during the administration of this contract.
3. This Resolution shall take effect immediately.

DULY AND REGULARLY ADOPTED by the Board of Commissioners of the Stanislaus Regional Housing Authority this 13th day of February 2025.

On a motion of Commissioner _____, seconded by Commissioner _____, and of the following roll call vote:

AYES:

NAYS:

ABSENT:

Approved: _____
Chairman

Attest: _____
Secretary

