

**COUNTY OF SAN MATEO**  
HUMAN RESOURCES DEPARTMENT

Rocio Kiryczun  
Director

County Government Center  
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Redwood City, CA 94063  
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<http://hr.smcgov.org>  
<http://jobs.smcgov.org>

October 22, 2019

John Tucker, Business Agent  
AFSCME Local 829  
80 Swan Way, Suite 110  
Oakland, CA 94621

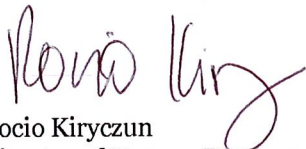
Sandra Floyd, Internal Organizer  
SEIU Local 521  
2302 Zanker Rd.  
San Jose, CA 95131

Dear Mr. Tucker and Ms. Floyd,

The County of San Mateo commits to utilizing the "Open and Promotional" recruitment designation where applicable, and on a frequent and continual basis, in order to encourage promotional opportunities to County employees.

For the purpose of the Extra Help Bargaining Unit, "Open" recruitments shall be limited to Extra Help positions (not including represented Limited Term positions) and recruitments where it is in the County's best interest to conduct an "Open" recruitment as determined solely by the County Human Resources Director.

Sincerely,



Rocio Kiryczun  
Director of Human Resources

