

Certificate Of Completion

Envelope Id: E4B2E999-1634-44C6-AA4E-F620EF39DE09

Status: Completed

Subject: Please DocuSign: American Federation of State, County and Municipal Employees | MOU 2024-2027.pdf

Source Envelope:

Document Pages: 221

Signatures: 27

Envelope Originator:

Certificate Pages: 9

Initials: 0

HR Webmaster

AutoNav: Enabled

455 County Center

Envelopeld Stamping: Enabled

5th Floor, HRD 121

Time Zone: (UTC-08:00) Pacific Time (US & Canada)

Redwood City, CA 94063

HRWebMaster@smcgov.org

IP Address: 136.226.78.178

Record Tracking

Status: Original

Holder: HR Webmaster

Location: DocuSign

11/5/2025 4:56:25 PM

HRWebMaster@smcgov.org

Security Appliance Status: Connected

Pool: StateLocal

Storage Appliance Status: Connected

Pool: San Mateo County Human Resources

Location: Docusign

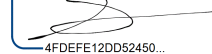
Signer Events

Signature

Timestamp

Ryan Shannon

DocuSigned by:



4FDEFE12DD52450...

Sent: 11/5/2025 5:31:15 PM

Ryan.Shannon@ca.afscme57.org

Viewed: 11/6/2025 12:08:45 AM

Security Level: Email, Account Authentication
(None)

Signed: 11/6/2025 10:04:26 PM

Signature Adoption: Drawn on Device

Using IP Address:

2601:205:4b84:cc10:5d85:1274:bcb3:7de5

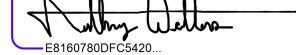
Electronic Record and Signature Disclosure:

Accepted: 11/6/2025 12:08:45 AM

ID: 572ff36b-b64f-4207-a178-2aa618187475

Anthony Walters

Signed by:



E8160780DFC5420...

Sent: 11/6/2025 10:04:38 PM

Anthony.walters@ca.afscme57.org

Viewed: 11/7/2025 3:53:04 PM

Security Level: Email, Account Authentication
(None)

Signed: 11/7/2025 3:57:08 PM

Signature Adoption: Drawn on Device

Using IP Address:

2607:fb90:379c:eb1:a808:474e:4e64:7cc8

Electronic Record and Signature Disclosure:

Accepted: 11/7/2025 3:53:04 PM

ID: 10a671ae-9faa-498d-943d-e5901186f36d

Felipe Donaire

Signed by:



8FF7B9F4D24C461...

Sent: 11/7/2025 3:57:20 PM

FDonaire@smcgov.org

Viewed: 11/8/2025 7:32:59 AM

Social Worker III

Signed: 11/8/2025 7:34:16 AM

County of San Mateo/HSA/C&FS

Signature Adoption: Drawn on Device

Security Level: Email, Account Authentication
(None)

Using IP Address: 2600:387:f:7715::6

Signed using mobile

Electronic Record and Signature Disclosure:

Accepted: 11/8/2025 7:32:59 AM

ID: 2602d93b-5c1c-4dd4-a1a6-b6e845409a2c

Signer Events

Jennifer Outman
JLOutman@gmail.com
Security Level: Email, Account Authentication
(None)

Signature

DocuSigned by:

E118B9C3A9204A2...

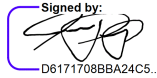
Signature Adoption: Pre-selected Style
Using IP Address:
2600:1700:dd90:9620:8c5a:57ac:1766:de55
Signed using mobile

Timestamp

Sent: 11/8/2025 7:34:32 AM
Resent: 11/13/2025 10:57:59 AM
Viewed: 11/13/2025 11:20:35 AM
Signed: 11/13/2025 11:21:42 AM

Electronic Record and Signature Disclosure:
Accepted: 11/13/2025 11:20:35 AM
ID: 69777237-4457-4b30-b0bc-b9ee5f5cc9cf

Joel Philip
JPhilip@smcgov.org
Security Level: Email, Account Authentication
(None)

Signed by:

D6171708BBA24C5...

Signature Adoption: Drawn on Device
Using IP Address:
2601:640:8201:31e0:c482:b791:bc77:ab9f
Signed using mobile

Sent: 11/13/2025 11:21:56 AM
Viewed: 11/17/2025 2:47:12 PM
Signed: 11/17/2025 3:54:30 PM

Electronic Record and Signature Disclosure:
Accepted: 11/17/2025 2:47:12 PM
ID: 67293c25-bf85-42ad-b1a3-a1bc7e08dc07

Gloria Lara
Glara1@smcgov.org
Security Level: Email, Account Authentication
(None)

Signed by:

572A110D00554C9...

Signature Adoption: Pre-selected Style
Using IP Address: 136.226.67.192

Sent: 11/17/2025 3:54:44 PM
Resent: 11/25/2025 3:42:20 PM
Viewed: 11/25/2025 3:44:44 PM
Signed: 11/25/2025 3:45:14 PM

Electronic Record and Signature Disclosure:
Accepted: 11/25/2025 3:44:44 PM
ID: 350ca2a3-f706-43a2-9fde-350e99c583bc

Daniella Tobey
DTobey@smcgov.org
Security Level: Email, Account Authentication
(None)

Signed by:

66982BD561594B9...

Signature Adoption: Pre-selected Style
Using IP Address: 165.225.242.170

Sent: 11/25/2025 3:45:28 PM
Viewed: 12/1/2025 11:14:01 AM
Signed: 12/4/2025 11:23:01 AM

Electronic Record and Signature Disclosure:
Accepted: 12/1/2025 11:14:01 AM
ID: b69a3882-acc-4af1-a70e-b9ca0fe8cdb1

Laura Stovall
LStovall@smcgov.org
Security Level: Email, Account Authentication
(None)

Signed by:

47F06AECEf68450...

Signature Adoption: Pre-selected Style
Using IP Address: 170.85.154.181

Sent: 12/4/2025 11:23:14 AM
Viewed: 12/4/2025 12:25:00 PM
Signed: 12/4/2025 12:26:15 PM

Electronic Record and Signature Disclosure:
Accepted: 12/4/2025 12:25:00 PM
ID: f43fef56-7369-4bcd-ba40-7abad96796ed

Signer Events

Teleza Newkirk
TNewkirk@smcgov.org
Security Level: Email, Account Authentication
(None)

Signature

DocuSigned by:
Teleza Newkirk
6E38B7491DC1438...

Signature Adoption: Pre-selected Style
Using IP Address: 136.226.64.185

Timestamp

Sent: 12/4/2025 12:26:29 PM
Viewed: 12/4/2025 12:28:19 PM
Signed: 12/4/2025 12:31:13 PM

Electronic Record and Signature Disclosure:
Accepted: 12/4/2025 12:28:19 PM
ID: 21029958-3f6a-4b8d-bc63-0b0588288c36

Carla Arellano
CArellano@smcgov.org
Security Level: Email, Account Authentication
(None)

Signed by:
Carla Arellano
EDE39D4F58C049C...

Signature Adoption: Pre-selected Style
Using IP Address: 170.85.54.179

Sent: 12/4/2025 12:31:28 PM
Viewed: 12/4/2025 12:33:32 PM
Signed: 12/4/2025 12:34:08 PM

Electronic Record and Signature Disclosure:
Accepted: 12/4/2025 12:33:32 PM
ID: 1c658f70-44ac-4f3d-ab67-d9211b855fd1

Denessa Vargas-Escobar
DVargas@smcgov.org
Security Level: Email, Account Authentication
(None)

Signed by:
Denessa Vargas-Escobar
5B4EEDD74C4F4B5...

Signature Adoption: Pre-selected Style
Using IP Address: 2600:387:15:5018::5
Signed using mobile

Sent: 12/4/2025 12:34:23 PM
Viewed: 12/8/2025 11:52:00 AM
Signed: 12/8/2025 11:52:35 AM

Electronic Record and Signature Disclosure:
Accepted: 12/8/2025 11:52:00 AM
ID: b0357677-06e0-4ae9-82c3-337c67b27dc6

Aida Siguenza
Asiguenza@smcgov.org
Security Level: Email, Account Authentication
(None)

DocuSigned by:
Aida Siguenza
34B4BDC A1F7947C...

Signature Adoption: Pre-selected Style
Using IP Address: 136.226.66.190

Sent: 12/8/2025 11:52:53 AM
Viewed: 12/9/2025 8:14:30 AM
Signed: 12/9/2025 8:17:08 AM

Electronic Record and Signature Disclosure:
Accepted: 9/16/2022 9:51:13 AM
ID: 43ccd3a1-2819-44e2-af3a-d07a74e368f2

Priscilla Alvarez
PrAlvarez@smcgov.org
Security Level: Email, Account Authentication
(None)

Signed by:
Priscilla Alvarez
787500AFD5024F4...

Signature Adoption: Pre-selected Style
Using IP Address:
2600:1010:b00c:5504:4481:843c:8236:fec8
Signed using mobile

Sent: 12/9/2025 8:17:23 AM
Viewed: 12/9/2025 9:07:56 AM
Signed: 12/9/2025 9:08:50 AM

Electronic Record and Signature Disclosure:
Accepted: 12/9/2025 9:07:56 AM
ID: d2358767-9067-4c37-a1b4-dcdc74ed8045

Ta'Marra DeVaroe
TDevaroe@smcgov.org
Security Level: Email, Account Authentication
(None)

Signed by:
Ta'Marra DeVaroe
124813839A4E443...

Signature Adoption: Pre-selected Style
Using IP Address: 136.226.78.84

Sent: 12/18/2025 4:53:22 PM
Viewed: 12/30/2025 5:17:35 PM
Signed: 12/30/2025 5:28:30 PM

Signer Events**Signature****Timestamp****Electronic Record and Signature Disclosure:**

Accepted: 12/30/2025 5:17:35 PM
ID: 4863613e-e3af-4d37-9edd-9c12da748cf7

Wendy Fung
Wfung1@smcgov.org
Security Level: Email, Account Authentication
(None)

Signed by:

C27F9E67258D4D1...

Sent: 12/30/2025 5:28:46 PM
Viewed: 1/2/2026 11:13:13 PM
Signed: 1/2/2026 11:32:36 PM

Signature Adoption: Uploaded Signature Image
Using IP Address: 136.226.64.172

Electronic Record and Signature Disclosure:

Accepted: 1/2/2026 11:13:13 PM
ID: 32a6d5e4-0a06-4b95-a7f7-9d987d581f62

Blanca Tapia
BTapia@smcgov.org
Security Level: Email, Account Authentication
(None)

DocuSigned by:

C7D80DB3A341414...


Sent: 1/2/2026 11:32:50 PM
Viewed: 1/5/2026 7:48:35 AM
Signed: 1/5/2026 7:48:57 AM

Signature Adoption: Pre-selected Style
Using IP Address: 165.225.242.208

Electronic Record and Signature Disclosure:

Accepted: 1/5/2026 7:48:35 AM
ID: 3e9afd6c-ba39-4979-bd0b-2a8145d7e9c6

Tory Newman
TNewman@smcgov.org
Representative
Security Level: Email, Account Authentication
(None)

DocuSigned by:

1E5E5B59D17A42B...

Sent: 1/5/2026 7:49:11 AM
Viewed: 1/5/2026 3:05:44 PM
Signed: 1/6/2026 6:01:28 PM

Signature Adoption: Pre-selected Style
Using IP Address: 136.226.78.112

Electronic Record and Signature Disclosure:

Accepted: 1/5/2026 3:05:44 PM
ID: b1dd75fb-9fc8-43d2-9c9a-971b2be5591b

Emily Weaver
evandewater@smcgov.org
Security Level: Email, Account Authentication
(None)

Signed by:

F6ACB7CEF6F24D9...

Sent: 1/6/2026 6:01:42 PM
Resent: 1/21/2026 12:26:41 PM
Viewed: 1/21/2026 1:03:08 PM
Signed: 1/21/2026 1:04:03 PM

Signature Adoption: Pre-selected Style
Using IP Address: 170.85.54.185

Electronic Record and Signature Disclosure:

Accepted: 1/21/2026 1:03:08 PM
ID: 3384c026-e6f9-4ecc-9a8a-14bb66f4af9c

Gabriela Behn
Gbehn@smcgov.org
Security Level: Email, Account Authentication
(None)

DocuSigned by:

D9120B9B6E444CB...

Sent: 1/21/2026 1:04:13 PM
Viewed: 1/21/2026 4:56:24 PM
Signed: 1/21/2026 4:56:42 PM

Signature Adoption: Pre-selected Style
Using IP Address: 136.226.66.167


Electronic Record and Signature Disclosure:

Accepted: 1/21/2026 4:56:24 PM
ID: bb382c1d-b445-40a7-9b62-3482f85e3bcc

Signer Events

Michele Medrano
mimedrano@smcgov.org
Security Level: Email, Account Authentication
(None)

Signature

Signed by:

79E1D9A77EF741A...

Signature Adoption: Pre-selected Style
Using IP Address: 170.85.54.209

Timestamp

Sent: 1/21/2026 4:56:52 PM
Resent: 1/21/2026 4:59:14 PM
Viewed: 1/23/2026 2:15:16 PM
Signed: 1/23/2026 2:15:46 PM

Electronic Record and Signature Disclosure:

Accepted: 1/23/2026 2:15:16 PM
ID: 22617836-446f-4c65-ae66-3e1762861515

Heather Forshey
HForshey@smcgov.org
Security Level: Email, Account Authentication
(None)

DocuSigned by:

5C49D23F8D9E49B...


Signature Adoption: Pre-selected Style
Using IP Address: 136.226.66.170

Sent: 1/23/2026 2:15:56 PM
Viewed: 1/24/2026 11:51:47 AM
Signed: 1/24/2026 11:52:13 AM

Electronic Record and Signature Disclosure:

Accepted: 1/24/2026 11:51:47 AM
ID: 7a3605e5-8013-4a23-97ea-00e58836285e

Charles Ice
Cice@smcgov.org
Security Level: Email, Account Authentication
(None)

DocuSigned by:

F7AB409D118C401...

Signature Adoption: Pre-selected Style
Using IP Address: 170.85.54.182

Sent: 1/24/2026 11:52:22 AM
Viewed: 1/25/2026 6:38:39 PM
Signed: 1/25/2026 6:39:05 PM

Electronic Record and Signature Disclosure:

Accepted: 1/25/2026 6:38:39 PM
ID: 8402f5df-65fe-4bf3-9737-1617b0dc915a

Jeff Collins
JCollins@smcgov.org
Security Level: Email, Account Authentication
(None)

Signed by:

EE3686FF9E5543E...

Signature Adoption: Pre-selected Style
Using IP Address: 170.85.154.205

Sent: 1/25/2026 6:39:15 PM
Viewed: 1/28/2026 10:13:47 AM
Signed: 1/28/2026 10:14:19 AM

Electronic Record and Signature Disclosure:

Accepted: 1/28/2026 10:13:47 AM
ID: bbccb0c7-43c9-400c-bd6a-94563aea6c01

Ziomara Ochoa
Zochoa@smcgov.org
Security Level: Email, Account Authentication
(None)

DocuSigned by:

638D5CA246DB416...

Signature Adoption: Pre-selected Style
Using IP Address: 104.129.198.245

Sent: 1/28/2026 10:14:29 AM
Viewed: 1/28/2026 10:15:26 AM
Signed: 1/28/2026 10:15:50 AM

Electronic Record and Signature Disclosure:

Accepted: 1/28/2026 10:15:26 AM
ID: bd66f3a2-5321-4ab3-90c9-1b80f26bf6c1

KIM FERRARIO
Kferrario@smcgov.org
Security Level: Email, Account Authentication
(None)

DocuSigned by:


1F17D37FDF2341E...

Signature Adoption: Pre-selected Style
Using IP Address: 136.226.78.169


Sent: 1/28/2026 10:16:01 AM
Viewed: 1/28/2026 11:25:42 AM
Signed: 1/28/2026 11:26:03 AM

Electronic Record and Signature Disclosure:

Signer Events	Signature	Timestamp
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Accepted: 1/28/2026 11:25:42 AM ID: 5369cd1c-7fa0-432d-8d9d-fcebbd893fa0 Rocío Kiryczun RKiryczun@smcgov.org Director of Human Resources Security Level: Email, Account Authentication (None)	 <p>Signed by: Rocío Kiryczun 93EEF39351314BC...</p> Signature Adoption: Pre-selected Style Using IP Address: 136.226.78.124	Sent: 1/28/2026 11:26:13 AM Viewed: 1/28/2026 11:43:08 AM Signed: 1/28/2026 11:45:43 AM
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Electronic Record and Signature Disclosure:

Accepted: 1/28/2026 11:43:08 AM ID: 97388f3c-2bf3-49c4-83b7-50f19e5ab460 Mike Callagy MCallagy@smcgov.org Mike Callagy Security Level: Email, Account Authentication (None)	 <p>DocuSigned by: Mike Callagy 4F48F896DAB94EF...</p> Signature Adoption: Pre-selected Style Using IP Address: 136.226.78.171	Sent: 1/28/2026 11:45:53 AM Viewed: 2/3/2026 2:47:16 PM Signed: 2/3/2026 2:47:51 PM
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Electronic Record and Signature Disclosure:

Accepted: 2/3/2026 2:47:16 PM ID: ed476370-5642-4283-b65e-be558751e120		
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In Person Signer Events	Signature	Timestamp
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Editor Delivery Events	Status	Timestamp
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Agent Delivery Events	Status	Timestamp
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Intermediary Delivery Events	Status	Timestamp
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Certified Delivery Events	Status	Timestamp
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Carbon Copy Events	Status	Timestamp
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Witness Events	Signature	Timestamp
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Notary Events	Signature	Timestamp
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Envelope Summary Events	Status	Timestamps
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Envelope Sent	Hashed/Encrypted	11/5/2025 5:31:15 PM
Envelope Updated	Security Checked	11/13/2025 10:57:58 AM
Envelope Updated	Security Checked	11/13/2025 10:57:58 AM
Envelope Updated	Security Checked	11/25/2025 3:42:19 PM
Envelope Updated	Security Checked	11/25/2025 3:42:19 PM
Envelope Updated	Security Checked	12/18/2025 4:53:22 PM
Envelope Updated	Security Checked	1/21/2026 12:26:40 PM
Envelope Updated	Security Checked	1/21/2026 4:59:13 PM
Certified Delivered	Security Checked	2/3/2026 2:47:16 PM
Signing Complete	Security Checked	2/3/2026 2:47:51 PM
Completed	Security Checked	2/3/2026 2:47:51 PM

Payment Events	Status	Timestamps
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Electronic Record and Signature Disclosure