



SUMMARY REPORT

Agenda Date: 10/20/2020

To: Board of Supervisors

Department or Agency Name(s): Human Services Department/In-Home Supportive Services Public Authority

Staff Name and Phone Number: Paul Dunaway 565-3673, Eric Glentzer 565-5952

Vote Requirement: 4/5th

Supervisorial District(s): Countywide

Title:

Memorandum of Understanding between In-Home Supportive Services (IHSS) Public Authority and Service Employees International Union (SEIU) Local 2015 and California Department of Social Services (CDSS)

Recommended Action:

- A. Adopt a Resolution of the IHSS Public Authority Board of Directors approving the Memorandum of Understanding with SEIU Local 2015 from October 1, 2020 through September 30, 2023. (Majority Vote)
- B. Adopt a budget resolution authorizing adjustments to the Fiscal Year 2020-2021 Adopted Budgets for the Human Services Department and Non-Departmental to program additional expenditure appropriations of \$645,034, as well as associated budget adjustments for the General Fund reimbursement. (4/5 vote)

Executive Summary:

The IHSS Public Authority and SEIU Local 2015 reached a tentative agreement on September 15, 2020. The IHSS PA was notified of ratification by the Union on October 14, 2020.

Discussion:

The IHSS Public Authority was established in June 2001, and the first IHSS PA-SEIU MOU was finalized by the Board of Supervisors in January 2002. The current MOU expired on September 30, 2018. This MOU reflects a new agreement effective from October 1, 2020 through September 30, 2023.

The Tentative Agreement contains the following:

1. Term - Effective October 1, 2020 through September 30, 2023.
2. Wages - Current wage is \$13.00. Effective upon approval from California Department of Social Services (CDSS), add wage supplement of \$1.00 per hour. Effective July 1, 2021, and an additional wage supplement of \$0.35 per hour.
3. Health Insurance - Effective upon approval by CDSS, increase contributions to health benefits from current rate of \$0.60 per hour to \$0.85 per hour (increase of \$0.25 per hour).
4. Personal Protective Equipment (PPE)- The IHSS PA commits up to \$2,500 annually to PPE.
5. On Call Relief Wage-Local On-Call Relief Wage of an additional \$2.00 per hour above the base wage.

If the Board approves this MOU, the IHSS PA will submit the approved rate changes contained within the MOU to CDSS for approval. The approval process takes 60 days from submission and is effective the first day of the following month. If the IHSS Public Authority Board of Directors approves a resolution today, October 20, 2020, it is expected that the wage and benefits rate changes will take effect January 1, 2021, and will not be retroactive to the effective date for the MOU.

Prior Board Actions:

March 15, 2016 - Board Approved MOU with SEIU, UHW and CDSS Rate Request
August 20, 2013 - Board Approved MOU with SEIU, UHW and CDSS Rate Request
September 29, 2009 - Board Aboard Approved MOU with SEIU, UHW
March 18, 2008 - Board Approved MOU with SEIU, UHW West and CDSS Rate Request
February 6, 2007 - Board Approved MOU with SEIU, UHW West
January 10, 2006 - Board Approved MOU amendment with SEIU UHW
January 15, 2002 - Board Approved new MOU with SEIU, Local 250
June 2, 2001 - Board Approved Ordinance to establish the Sonoma County IHSS Public Authority

FISCAL SUMMARY

Expenditures	FY 20-21 Adopted	FY21-22 Projected	FY 22-23 Projected
Budgeted Expenses	23,887,298	25,835,626	26,869,050
Additional Appropriation Requested	645,034		
Total Expenditures	\$24,532,332	\$25,835,626	\$26,869,050
Funding Sources			
General Fund/WA GF	12,266,166	12,917,813	13,434,525
State/Federal	12,266,166	12,917,813	13,434,525
Fees/Other			
Use of Fund Balance			
Contingencies			
Total Sources	\$24,532,332	\$25,835,626	\$26,869,050

Narrative Explanation of Fiscal Impacts:

HSD will accept additional General Fund in the amount of \$645,034 in FY 2020-2021 for increased appropriation of the same amount covering the cost of IHSS provider payroll such that county General Fund and HSD Realignment Fund will participate in an evenly split (50-50) cost-share in the current FY and thereafter.

The negotiated wage supplement of 35¢/hour set to take effect July 1st, 2021 will require an additional county match of \$322,000 (\$161K each from HSD 1991 Realignment Fund and county General Fund, respectively). This will be included in the [forecasted] budget amount of \$25,835,626 for Sonoma County in FY 2021-2022, which incorporates a 4% inflation factor set by the State over the current year. FY 2022-2023 forecasted budget for IHSS providers' payroll also increases by the 4% inflation factor to \$26,869,050--again to be evenly divided between county General Fund and HSD Realignment fund.

Staffing Impacts:			
Position Title (Payroll Classification)	Monthly Salary Range (A-I Step)	Additions (Number)	Deletions (Number)

Narrative Explanation of Staffing Impacts (If Required):

None

Attachments:

Attachment #1 - Resolution approving MOU between IHSS Public Authority with SEIU Local 2015

Attachment #2 - Budget Resolution

Related Items "On File" with the Clerk of the Board:

Memorandum of Understanding between IHSS Public Authority and SEIU Local 2015