



**COUNTY OF SAN MATEO**  
**Inter-Departmental Correspondence**  
Human Resources Department



**DATE:** January 23, 2015  
**BOARD MEETING DATE:** January 27, 2015  
**SPECIAL NOTICE/HEARING:** None  
**VOTE REQUIRED:** Majority

**TO:** Honorable Board of Supervisors, acting as the Governing Board of the In-Home Supportive Services Public Authority

**FROM:** Donna Vaillancourt, Human Resources Department Director  
Jean S. Fraser, Chief, Health System

**SUBJECT:** Resolution adopting the In-Home Support Services Public Authority's Last Best and Final Offer to Service Employees International Union (SEIU) Local 521 – In-Home Supportive Services

**RECOMMENDATION:**

Acting as the Governing Board of the In-Home Supportive Services Public Authority, adopt a resolution adopting the Last, Best and Final Offer to the Service Employees International Union for In-Home Supportive Services, for the provision of salaries and benefits of Independent Providers for the term of July 1, 2014 through December 31, 2015.

**BACKGROUND/DISCUSSION:**

The Service Employees International Union (SEIU) represents the Independent Providers of In-Home Supportive Services (IHSS) in negotiations regarding issues such as salaries; health, dental and vision benefits; and job development funding. The current Memorandum of Understanding (MOU) expired on June 30, 2014. The Public Authority made its Last Best and Final Offer on November 12, 2014 and concluded negotiations with SEIU on December 17, 2014. IHSS membership has ratified the Public Authority's Last, Best and Final Offer.

Changes to the MOU include increasing the hourly wage from \$11.50 per hour to \$12.65 pending State approval, and increasing the number of providers who receive transportation assistance. Pursuant to the State's approval procedures, the proposed increase to the providers' hourly wages will take not take effect until the first month following the State's sixty (60) day processing period. As such, if the providers' wage increase is forwarded to the State by January 30<sup>th</sup>, it will likely take effect on April 1, 2015.

The term of the new MOU is July 1, 2014 through December 31, 2015.

County Counsel has reviewed and approved the Resolution as to form. Approval of this agreement contributes to Shared Vision 2025 of a Prosperous Community by ensuring cost-effective compensation structures for County employees.

**FISCAL IMPACT:**

The total annual net county cost of the wage increase is \$2.92 million. Assuming the State approves the providers' hourly wage to be effective April 2015, the anticipated net county cost of the wage increase and other changes will be approximately \$2,200,000 for the remaining term of the MOU.