



County of San Mateo

Inter-Departmental Correspondence

Department: HUMAN RESOURCES

File #: 24-176

Board Meeting Date: 3/12/2024

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: Rocio Kiryczun, Human Resources Department Director
Louise F. Rogers, Chief, Health System

Subject: Resolution adopting the In-Home Support Services Public Authority's Memorandum of Understanding with Service Employees International Union (SEIU) Local 2015 - In-Home Supportive Services

RECOMMENDATION:

Acting as the Governing Board of the In-Home Supportive Services Public Authority, adopt a resolution adopting the Memorandum of Understanding (MOU) with Service Employees International Union (SEIU) Local 2015 for In-Home Supportive Services, for the provision of salaries and benefits of Independent Providers for the term of January 1, 2024 through December 31, 2026.

BACKGROUND:

The Service Employees International Union (SEIU) represents the Independent Providers of In-Home Supportive Services (IHSS) in negotiations regarding issues such as wages; health, dental and vision benefits; and job development funding. The current Memorandum of Understanding (MOU) expired on December 31, 2023.

In 2017, SB-90 eliminated the then-existing County IHSS Maintenance of Effort (MOE) and provided a new state and county cost-sharing ratio for the IHSS program. SB-90 stated that in counties such as San Mateo, where combined wages and individual health benefits exceed \$12.10 per hour, the state would participate in a wage and benefit increase not to exceed 10 percent of the then-current combined total of wages and benefits. If certain criteria were met, the state would participate in a second three-year 10 percent increase, provided it began by December 1, 2021. Having met that criteria, the state has subsequently agreed to participate in a third three-year additional wage and benefit increase not to exceed 10 percent of the current combined total of wages and benefits provided it begins by December 1, 2024. Increases negotiated within these parameters will result in an adjustment to the county's IHSS MOE requirement. This third 10 percent combined wage and benefit increase falls within the allowable IHSS Public Authority rate.

DISCUSSION:

The Public Authority concluded negotiations with SEIU on February 8, 2024. IHSS membership has ratified the Public Authority’s proposal.

The agreement, pending State approval, establishes the base wage at the Federal or State minimum wage, whichever is higher, and continues the initially negotiated supplemental increase of \$1.25 per hour along with the second supplemental wage and adjustment for a total supplemental wage of \$2.81. The newly negotiated addition to the supplemental rate of \$1.99 will become effective June 1, 2024 for a total supplemental rate of \$4.80. These subsequent applications of the wage supplements to the then-current state minimum wage will not increase the County IHSS MOE (see WIC 12306.16 (d)(9)). In addition, the agreement increases the number of health benefit slots for medical coverage for providers from 1,200 to 1,300. The increase to wages and benefits negotiated are within the 10 percent parameter for State participation per SB90. Following adoption by this Board, the agreement will be submitted for State approval, after which the proposed wage and benefit increases will be effective.

With the new additional supplemental wage and the recent January 2024 increase of \$0.50 per hour to the California minimum wage, effective June 1, 2024 the providers will have received a 15.5 percent increase in 2024 to \$20.80 per hour.

The term of the new MOU is January 1, 2024 through December 31, 2026.

County Attorney’s Office has reviewed and approved the resolution as to form.

FISCAL IMPACT:

The increase in the County’s share of costs for the life of this agreement is \$8,611,601. The increase will be reflected in the IHSS Public Authority adopted budgets for FY’s 2023-24 through 2026-27.