



County of San Mateo

Inter-Departmental Correspondence

Department: GOVERNING BOARD

File #: 18-326

Board Meeting Date: 4/24/2018

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
Louise F. Rogers, Chief of the 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 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 April 1, 2018 through December 31, 2020.

BACKGROUND:

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 December 31, 2015 at which time the State took control of collective bargaining for wages and benefits. In its 2017-18 budget, the State shifted collective bargaining back to the Public Authorities and we began negotiations for this agreement in late 2017.

SB90 provided a new sharing ratio that states that in counties such as ours, the State will participate in a wage and benefit increase not to exceed 10 percent of the current combined total of wages and benefits. Further, SB90 indicates that wage and benefit increases negotiated within these parameters will result in an adjustment to the county's IHSS MOE requirement.

DISCUSSION:

The Public Authority concluded negotiations with SEIU on March 8, 2018. IHSS membership has ratified the Public Authority's proposal.

Changes to the agreement include increasing the hourly wage from \$12.65 per hour to \$13.90

pending State approval. The proposal establishes the base wage as \$12.65 per hour and a wage supplement of \$1.25. The wage supplement allows IHSS providers to receive a wage supplement of \$1.25 above future State minimum wage increases when the minimum wage exceeds the base wage. These subsequent applications of the wage supplement to the new state minimum wage will not increase the County IHSS MOE [WIC 12306.16 (d)(7)(B)]. In addition, the agreement increases the number of health benefit slots for medical coverage for providers by 100, from 1,000 to 1,100. The increase to wage 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 increase will be effective.

The term of the new MOU is April 1, 2018 through December 31, 2020.

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 and fair compensation for San Mateo County IHSS Providers.

FISCAL IMPACT:

The increase in the County's share of costs for the life of this agreement is approximately \$5 million. The increase will be reflected in the IHSS Public Authority adopted budgets for FY 2018-19 through FY 2020-21.