



County of San Mateo

Inter-Departmental Correspondence

Department: HUMAN RESOURCES

File #: 23-814

Board Meeting Date: 10/3/2023

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 Director
Louise F. Rogers, Chief, County Health

Subject: Resolution approving a side letter to amend the wages for In-Home Support Services Providers

RECOMMENDATION:

Acting as the Governing Board of the In-Home Supportive Services Public Authority, adopt a resolution approving a side letter to amend the wages for In-Home Support Services providers set forth in the Memorandum of Understanding (MOU) with Service Employees International Union (SEIU) Local 2015 for In-Home Supportive Services.

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) with SEIU, adopted by this Board in 2020, expires on December 31, 2023.

In 2017, SB90 provided a new State and county cost-sharing ratio for the IHSS program. In counties such as San Mateo, where combined wages and individual health benefits exceeded \$12.10 per hour, the State would participate in a wage and benefit increase not to exceed 10% of the then-current combined total of wages and benefits. SB90 further provided that upon the completion of three years of the supplemental increase, under certain criteria, an additional 10% increase to that wage and benefit increase would be permitted. Increases previously negotiated within those parameters have resulted in adjustments to the county's IHSS maintenance of effort (MOE) requirement.

DISCUSSION:

While confirming the State minimum wage increase for the IHSS providers expected in January 2024, the State notified the Public Authority that there is an additional \$0.11 per hour available for our providers. With the Union's agreement, this \$0.11 could be added to the current supplemental wage rate, but only if it is agreed upon and begins prior to any supplemental wage increase negotiated in

the upcoming bargaining for a new MOU.

On September 11, 2023, the Public Authority notified SEIU of the opportunity to increase the supplemental wage by \$0.11 for a total of \$2.81 above the base wage, and SEIU agreed with this increase. Following adoption by this Board, the agreement will be submitted for State approval and implementation, after which the proposed increase will become effective (expected on or about January 1, 2024).

With the \$0.11 new additional supplemental wage and the \$0.50 scheduled January 2024 California minimum wage increase, the providers' total hourly rate would increase to \$18.81, effective January 1, 2024.

The term of the current MOU remains January 1, 2021, through December 31, 2023.

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

FISCAL IMPACT:

The increase in the County's share of cost for the \$0.11 increase is \$178,000 and will be reflected in the amended IHSS Public Authority budget for FY 2023-24.