



BOARD OF SUPERVISORS
AGENDA LETTER

Agenda Number:

Clerk of the Board of Supervisors
105 E. Anapamu Street, Suite 407
Santa Barbara, CA 93101
(805) 568-2240

Department Name: Social Services
Department No.: 044
For Agenda Of: May 10, 2022
Placement: Administrative
Estimated Time:
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors
FROM: Department Daniel Nielson, Social Services Director
Director(s) (805) 346-7101
Contact Info: Amy Krueger, Adult & Children Services Deputy Director
(805) 346-8351
SUBJECT: Memorandum of Understanding Between the In-Home Supportive Services
Public Authority and United Domestic Workers of America

County Counsel Concurrence

As to form: Yes

Other Concurrence: Risk Management

As to form: Yes

Auditor-Controller Concurrence

As to form: Yes

Recommended Actions:

That the Board of Supervisors and acting as the Board of Directors of the In-Home Supportive Services Public Authority:

- a) Approve and authorize the Chair of the Public Authority to execute the negotiated Memorandum of Understanding between the In-Home Supportive Services Public Authority and the United Domestic Workers of America AFSCME Local 3930, AFL-CIO, for the period June 1, 2022 through June 30, 2025; and
- b) Determine pursuant to California Environmental Quality Act (CEQA) Guidelines Section 15378(b)(4) that the above action is a government fiscal activity which does not involve any commitment to any specific project which may result in a potentially significant physical impact on the environment, and therefore is not a project subject to environmental review.

Summary Text:

This item is on the agenda in order to approve and authorize the negotiated Memorandum of Understanding (MOU) between the In-Home Supportive Services (IHSS) Public Authority (Public Authority) and the United Domestic Workers of America AFSCME Local 3930, AFL-CIO (Union) for the period of June 1, 2022 through June 30, 2025. The Union ratified this MOU on April 26, 2022.

Background:

The current MOU between the Public Authority and the Union expired on November 30, 2021. On April 26, 2022, a tentative agreement was reached on a new MOU for the period of June 1, 2022 through June 30, 2025. Subject to approval by the County Board of Supervisors and Public Authority Board of Directors, the new MOU provides an additional \$0.51 wage supplement in addition to the existing \$0.77 wage supplement above the current State minimum wage.

Therefore, wages will be as follows through the term of this MOU:

- Effective the first day of the pay period following approval by the Board of Supervisors and the State of California, Provider base wages will be supplemented by a total of \$1.28 above the minimum wage to \$16.28 per hour.
- Effective July 1, 2023, Provider base wages shall be supplemented by an additional \$0.44 above the minimum wage (\$1.72 total) to \$16.72 per hour.
- Effective July 1, 2024, Provider base wages shall be supplemented by an additional \$0.45 above the minimum wage (\$2.17 total) to \$17.17 per hour.

The new MOU also includes the following provisions:

- The Public Authority shall contribute three (3) cents per paid hour to the United Health Trust Fund (UDW Trust) without any additional cost to the Public Authority for the administration of the trust to fund a Life Insurance Policy for all eligible Providers.
- The Public Authority shall provide at no cost to Providers, exam gloves, disinfectant wipes, masks, hand sanitizers and other medical supplies, in an amount not to exceed \$20,000 per fiscal year (FY) to be used on behalf of Consumers.

Fiscal and Facilities Impacts:

Budgeted: Yes

Fiscal Analysis:

The State and County share the nonfederal costs of providing services under the IHSS program. The IHSS Maintenance of Effort (MOE)—the County’s share of costs—is adjusted annually by an inflation factor of four (4) percent and for the annualized cost of increases in provider wages and benefits.

The total cost impact of the wage and benefit provisions of the new MOU is \$1.2 million, which factors the following:

- Additional wage supplement of \$0.51 per hour effective in FY 2022-23 upon approval by both the Board of Supervisors and the State for a total annualized cost of \$403,000;
- Additional wage supplement of \$0.44 per hour effective July 1, 2023 for a total cost of \$361,000;
- Additional wage supplement of \$0.45 per hour effective July 1, 2024 for a total cost of \$384,000;
- \$0.03 per paid hour contribution towards a life insurance policy for a total annualized cost of \$21,000; and
- Inflation factor of four (4) percent.

DSS has incorporated the cost of wage and benefit increases in its FY 2022-23 requested budget, which is subject to Board adoption. After adjusting the current year’s IHSS MOE by the inflation factor and adding the cost of wage and benefit increases, the FY 2022-23 IHSS MOE will total approximately \$11.8 million, which DSS will fund with a combination of 1991 Realignment, General Fund Contribution, and set-asides in General County Programs.

Funding Source	2022-23 Budget
1991 Realignment ^a	\$ 10,344,000
General Fund Contribution	793,700
General County Programs – One-time set-aside	600,000
General County Programs – Ongoing set-aside	62,300
	\$ 11,800,000

^a Includes growth estimate

The IHSS MOE will continue to increase in subsequent years as the inflation factor is applied and the additional wage supplements go into effect. While year-over-year growth in 1991 Realignment has been forecasted, revenue growth is not expected to fully offset annual increases in the IHSS MOE. The resulting impact to the General Fund, based on current projections of 1991 Realignment growth and available revenue, has been included in the County Fiscal Plan and Five-Year Financial Forecast presented in the FY 2022-23 Preliminary Budget.

Additionally, the new MOU increases the health and safety supplies that the Public Authority provides from a total amount not to exceed \$5,000 per fiscal year to \$20,000. Costs associated with this provision will be fully funded with State and federal funds.

Key Contract Risks:

Not Applicable.

Staffing Impacts:

Legal Positions:

0

FTEs:

0

Special Instructions:

Please scan, email and send two (2) duplicate original MOUs, and a copy of the minute order to:
 DSS Contracts Unit
 C/O Tricia Beebe
 2125 S. Centerpointe Parkway, 3rd Floor
 Santa Maria, CA 93455
tbeebe@countyofsb.org

Attachments:

1. Attachment 1 – MOU – UDW – IHSS PA – June 1, 2022 - June 30, 2025

Authored by:

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 Tricia Beebe, Contracts Coordinator