



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: November 19, 2019
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 of February 1, 2020 through November 30, 2021; and
- b) Determines 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 February 1, 2020 through November 30, 2021. The Union ratified this MOU on October 30, 2019.

Background:

The current MOU between the Public Authority and the Union expired on June 30, 2019. On October 2, 2019, a tentative agreement was reached on a new MOU for the period of February 1, 2020 through November 30, 2021. Subject to approval by the County Board of Supervisors and Public Authority Board of Directors, the new MOU provides a \$0.77 wage supplement above the current rate of \$12.10 per hour or the State minimum wage, whichever is higher.

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 through December 31, 2020, Provider base wages will be supplemented by \$0.77 to \$13.77 per hour.
- Effective January 1, 2021, Provider base wages shall be supplemented by \$0.77 to \$14.77 per hour

The new MOU also includes the following provisions:

- The Public Authority shall contribute twenty (20) cents per paid hour to the Union Health Trust Fund (UDW Trust) to fund a Dental and Vision plan for all eligible Providers.
- The Public Authority shall allocate \$5,000 per fiscal year to contribute to the California Independent Provider Training Center (CAIPTC) to provide low to no-cost trainings for IHSS providers in the County.
- The Public Authority shall purchase protective supplies, which may include exam gloves, disinfectant wipes, masks, or hand sanitizer, in an amount not to exceed \$5,000 per fiscal year to be used on behalf of Consumers.

Fiscal and Facilities Impacts:

Budgeted: Yes

Fiscal Analysis:

<u>Funding Sources</u>	<u>Current FY Cost:</u>	<u>FY 20-21 Cost</u>	<u>FY 21-22 Cost</u>
General Fund	\$ 26,375.00	\$ -	\$ -
1991 Realignment	\$ 229,157.00	\$ -	\$ -
Special Revenue Fund	\$ 2,682.00	\$ 644,502.00	\$ 153,854.00
State	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00
Federal	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00
1991 Realignment Caseload Growth			\$ 516,428.00
Total	\$ 268,214.00	\$ 654,502.00	\$ 680,282.00

Narrative:

Although the total wage and benefit cost for IHSS Individual Providers is estimated at \$53,742,594 in Fiscal Year (FY) 19-20, these wages are paid directly by the State of California to the providers and the County is billed only for its maintenance of effort (MOE) share of these wages. Therefore, the above table and below narrative only discusses the impact on the County’s mandated share.

FY 19-20 cost includes a wage/health increase of \$0.97 for five months of the fiscal year resulting in an increase of \$258,214 to the local mandated share for IHSS wages and benefits. Funding for this increase is available within the DSS FY 19-20 Adopted budget. The cost of the training component \$5,000 and safety supplies \$5,000 are funded 100% with state and federal funds. There is no impact to the General Fund.

FY 20-21, the cost of the \$0.97 wage/health supplement increase for 12 months is \$619,714; an increase over FY 19-20 of \$361,500. The wage increase for FY 20-21 of \$619,714 and the annual mandated local match 4% increase of \$24,788 results in an additional mandated local share of \$644,502 over what it is currently. This on-going increase will be funded with DSS Special Revenue fund balance in FY 20-21. There should not be any impact to the General Fund associated with this increase in FY 20-21.

FY 21-22, the annualized cost of \$619,714 will continue and the only increase associated with the \$0.97 wage/health supplement will be the annual mandatory 4% increase. For FY 21-22 it equates to \$25,780. This increase is ongoing, along with the prior year increases, and is anticipated to be funded with DSS Special Revenue fund balance and 1991 Realignment Caseload Growth in FY 21-22. DSS is not projecting any impact to the General Fund associated with this increase in FY 21-22.

Key Contract Risks:

N/A

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

Attachments:

1. Attachment 1 – MOU – UDW – IHSS PA – February 1, 2020 - November 30, 2021

Authored by:

Amy Krueger, ACS Deputy Director
Tricia Beebe, Contracts Coordinator