



**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: 11/12/13
Placement: Administrative
Estimated Tme:
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors

FROM: Department Daniel Nielson, Director, (805) 681-4451
Director(s)
Contact Info: Amy Krueger, Operations Manager, (805) 346-7248

SUBJECT: Approve and Authorize the Negotiated Contract Extension Between the In-Home Supportive Services Public Authority and United Domestic Workers of America

County Counsel Concurrence

As to form: N/A

Auditor-Controller Concurrence

As to form: N/A

Other Concurrence: Risk Management

As to form: N/A

Recommended Actions:

That the Board of Supervisors:

- a) Approve and authorize the negotiated contract between the In-Home Supportive Services Public Authority and the United Domestic Workers of America AFSCME Local 3930, AFL-CIO, for a period of three (3) years ending June 30, 2016.
- b) Determine under CEQA Guidelines Section 15061 (b) (3) that this activity is exempt from review on the basis that it can be seen with certainty that there is no possibility that the activity may have a significant effect on the environment.

This MOU requires prior approval of the Board of Directors of the In-Home Supportive Services Public Authority (IHSS PA).

Summary Text:

The current agreement between the In-Home Supportive Services Pubic Authority (IHSS PA) and the United Domestic Workers of America AFSCME Local 3930, AFL-CIO expired on June 30, 2013. On October 4, 2013 an agreement was reached on a new three year (3) agreement ending on June 30, 2016. The primary area of negotiations was around wages and health benefits. The new agreement provides that the wage rate will increase from \$10.00 to \$10.50 per hour effective upon approval by the Board of

Supervisors and the California Department of Social Services (CDSS), and an increase of \$.25 on July 1, 2015.

The agreement also includes elimination of Healthcare and Dental Benefits and a redirection of \$.55 per hour to Provider wages and \$.05 to employer taxes. The agreement is contingent upon cost neutrality to the IHSS PA and ongoing reimbursement from CDSS. The Union ratified this agreement on October 30, 2013.

Background:

On December 13, 2011 the Board of Supervisors approved and authorized a negotiated MOU between the IHSS PA and the Union for the period July 1, 2011 thru June 30, 2013 at a rate of \$10.00 per hour. On October 4, 2013 an agreement was reached on a new three year (3) agreement which included a pay increase of \$.50 effective upon approval by the Board of Supervisors and the California Department of Social Services (CDSS), and an increase of \$.25 on July 1, 2015.

The Board of Supervisors sits as the Board of Directors of the IHSS PA. Therefore, the Board of Directors must first approve the negotiated agreement before it can be approved by a separate vote by the Board of Supervisors.

Performance Measure:

N/A

Fiscal and Facilities Impacts:

N/A

Fiscal Analysis:

<u>Funding Sources</u>	<u>Current FY 13-14</u>		
	<u>Cost:</u>	<u>FY 14-15 Cost:</u>	<u>FY 15-16 Cost:</u>
General Fund	540,218	814,688	951,923
State	10,713,039	11,387,690	11,642,555
Federal	15,835,262	16,832,483	17,209,206
Other (1991 Realignment)	5,228,342	5,317,145	5,317,145
Total	32,316,861	34,352,006	35,120,829

Narrative:

In FY 13-14, this contract will be funded with Federal (49%), State (33.2%), 1991 Realignment (16.1%), and County General Fund (1.7%) and will cover the cost of increasing the Provider wage rate from \$10.00 per hour to \$10.50 effective February, 2014 and to \$11.05 effective March, 2014. The total cost for FY 13-14 is \$32,316,861, of which \$540,218 is General Fund. No additional General Fund dollars are required.

The increase to \$10.50 for five months will require an additional \$113,269 of local funds. This increase will be covered using additional one-time 1991 Realignment funds. The increase to \$11.05 per hour, effective March, 2014, reflects the shift of \$0.55 from Provider Health Benefits to Provider wages which is cost neutral and currently appropriated. The County General Funds and the 1991 Realignment have been included in the Department's Adopted FY 13-14 budget.

In FY 14-15, this contract will be funded with Federal (49%), State (33.2%), Realignment 1991 (15.5%), and County General Fund (2.4%) and will cover the cost of maintaining the Provider wage rate at \$11.05 per hour for the entire fiscal year. The total cost for FY 14-15 is \$34,352,005, of which \$814,688 is Local match. This is an increase of \$274,470 of Local match from FY 13-14.

In FY 15-16, this contract will be funded with Federal (49%), State (33.2%), Realignment 1991 (14.5%), and County General Fund (3.3%) and will cover the cost of increasing the Provider wage rate from \$11.05 per hour to \$11.30. The total cost for FY 14-16 is \$35,120,829, of which \$915,923 is Local match. This is an increase of \$137,235 of Local match from FY 14-15.

Key Contract Risk (if applicable)

N/A

Staffing Impacts:

Legal Positions:

0

FTEs:

0

Special Instructions:

Please send one (1) duplicate original Agreement, and a copy of the minute order to:

Contracts Unit

C/O Patty Teniente

2125 S. Centerpointe Parkway, 3rd Floor

Santa Maria, CA 93455

Attachments:

MOU between IHSS PA and UDWA

Authored by:

Amy Krueger, Operations Manager

cc: