



BOARD OF SUPERVISORS      **Agenda Number:**  
AGENDA LETTER

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

Submitted on:  
(COB Stamp)

<b>Department</b>	Social Services
<b>Name:</b>	
<b>Department No.:</b>	044
<b>Agenda Date:</b>	January 13, 2026
<b>Placement:</b>	Administrative Agenda
<b>Estimated Time:</b>	
<b>Continued Item:</b>	No
<b>If Yes, date from:</b>	
<b>Vote Required:</b>	Majority

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**TO:** Board of Supervisors  
**FROM:** Department Director: Daniel Nielson, Social Services Director  
Contact: Amy Krueger, Adult and Children Services Assistant Director  
**SUBJECT:** Memorandum of Understanding between the In-Home Supportive Services Public Authority and United Domestic Workers of America

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**County Counsel Concurrence**

As to form: Yes

**Other Concurrence:** Risk

As to form: Yes

**Auditor-Controller Concurrence**

As to form: Yes

**Recommended Actions:**

That the Board of Supervisors:

- 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 January 13, 2026 through June 30, 2028; 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 January 13, 2026 through June 30, 2028. The Union ratified this MOU on December 1, 2025.

**Discussion:**

Subject to approval by the County Board of Supervisors as Governing Body of the Public Authority, the new MOU provides an additional \$1.00 wage supplement over and above the existing \$2.17 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 \$3.17 above the minimum wage to \$20.07 per hour.
- Effective July 1, 2027, Provider base wages shall be supplemented by an additional \$0.33 above the minimum wage (\$3.50 total) per hour.

The new MOU continues to include 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.

**Background:**

The previous MOU between the Public Authority and the Union expired on June 30, 2025. On November 5, 2025, a tentative agreement was reached on the new MOU for the period of January 13, 2026 through June 30, 2028.

**Fiscal and Facilities Impacts:**

**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 \$1.00 per hour effective in FY 2025-26 upon approval by both the Board of Supervisors and the State for a total annualized cost of \$924,000;
- Additional wage supplement of \$0.33 per hour effective July 1, 2027 for a total cost of \$317,000
- Inflation factor of four (4) percent.

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. Costs associated with these wage increases not covered by 1991 Realignment are expected to be funded by additional General Fund Contribution.

**Special Instructions:**

Please scan, email and send two (2) certified copy duplicate original MOUs, and a certified copy of the minute order to:

DSS Contracts Unit  
C/O Tricia Beebe  
2125 S. Centerpointe Parkway, 3<sup>rd</sup> Floor  
Santa Maria, CA 93455  
[tbeebe@countyofsb.org](mailto:tbeebe@countyofsb.org)

**Attachments:**

**Attachment A – MOU – UDW – IHSS PA – 2026-2028**

**Contact Information:**

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