



COUNTY OF HUMBOLDT

For the meeting of: 10/1/2019

File #: 19-1354

To: Board of Supervisors

From: Human Resources

Agenda Section: Departmental

SUBJECT:

Approval of Memorandum of Understanding Between the County of Humboldt In-Home Support Services Public Authority and Service Employees International Unions (SEIU) Local 2015 for persons in the In-Home Support Services Public Authority as defined in the Public Authority Employer-Employee Relations Policy

RECOMMENDATION(S):

That the Board of Supervisors:

1. Adjourn as the Board of Supervisors;
2. Reconvene as the governing body of In-Home Support Services Public Authority;
3. Adopt Resolution No. _____ (attached) approving the Memorandum of Understanding (MOU) for the SEIU Local 2015 for persons in the In-Home Support Services Public Authority;
4. Ratify the Chair of the County of Humboldt In-Home Support Services Public Authorities execution of the Memorandum of Understanding;
5. Direct the Clerk of the Board to return a signed copy of the agenda item, MOU, and Resolution to the Department of Human Resources;
6. Adjourn as County of Humboldt In-Home Support Services Public Authority; and
7. Reconvene as Board of Supervisors.

SOURCE OF FUNDING:

Federal, state and county funds

DISCUSSION:

On July 3, 2019, representatives of the county In-Home Support Services (IHSS) Public Authority and representatives of the SEIU Local 2015 for persons in the In-Home Support Services (IHSS) Public Authority agreed to the matters set forth below and in the attached Memorandum of Understanding (MOU):

1. The Base Wage for Providers shall be the state or federal minimum wage, whichever is highest.
2. The Public Authority will establish a Wage Supplement in the amount of 50 cents per

hour effective the first day of the month (Oct. 1, 2019) following bargaining unit ratification, Board of Supervisors adoption and state approval of the parties' successor agreement.

3. The Public Authority will submit the appropriate request to the state to implement the new rate, which includes the Base Wage and the Wage Supplement within 5 working days of Union ratification and Public Authority adoption of this agreement and subsequently with sufficient advance notice of each subsequent change to the Base Wage.
4. This agreement shall become effective on the date of approval by the Public Authority and the appropriate state agencies. It shall remain effective through Dec. 31, 2021. If this agreement is not approved by the applicable State of California agencies, it shall not be effective and the parties agree to return to negotiation within 10 calendar days of such disapproval.

FINANCIAL IMPACT:

The estimated total additional costs related to the implementation of wage increases are displayed in the charts below:

Chart No. 1:

	Estimated County Cost for Minimum Wage*	Estimated County Costs \$0.50 Increase**	Total Estimated County Costs
2019 October-December	899,326.11	37,471.92	936,798.03
2020 January- June	1,893,907.94	72,842.62	1,966,750.56
2020 July- December	1,893,907.94	72,842.62	1,966,750.56
2021 January-June	2,039,593.17	72,842.62	2,112,435.79
2021 July-December	2,039,593.17	72,842.62	2,112,435.79
2022 January-June	4,352,404.28	145,080.15	4,497,484.43

*Amounts in Column 1 are the county's share of total IHSS wages, up to the state minimum wage. The federal government, state and county all combine to pay for IHSS wages. The county pays for 35% of what the federal government does not pay (also known as non-federal share), and the state pays 65% of this amount. For Humboldt, this is 16.3% of all IHSS wages, up to state minimum wage.

**Amounts in Column 2 are the county's share of \$0.50 per-hour increase.

Chart No. 2

Total Estimated County Costs by Fiscal Year (Wages Only)

FY2019-20	2,903,548.58
FY2020-21	4,079,186.34
FY2021-22	6,609,920.21

Chart No. 3:

A.	Calendar Year	Estimated County Share Of Minimum Wage Costs	Estimated Costs Per Month
	2019	\$3,597,304.43	\$299,775.37
	2020	\$3,787,815.88	\$315,651.32
	2021	\$4,079,186.34	\$339,932.20
	2022	\$8,704,808.56	\$725,400.71

B.	Calendar Year	Estimated Annual County Costs Of \$0.50 Per Hour Wage Increase	Estimated Monthly County Costs of \$0.50 Per Hour Wage Increase
	2019	\$ 149,887.68	\$ 12,490.64
	2020	\$ 145,685.23	\$ 12,140.44
	2021	\$ 145,685.23	\$ 12,140.44
	2022	\$ 290,160.29	\$ 24,180.02

The increase from fiscal year 2020-2021 to fiscal year 2021-2022 is impacted by the California state minimum wage increase to \$15 per hour. Pursuant to the Human Services Omnibus trailer bill, Senate Bill 80, which was signed by the Governor this year and supported by the California State Association of Counties, on Jan. 1, 2022 when California minimum wage gets to \$15 per hour the bill requires the state to pay 35% and the county to pay 65% of the non-federal share of locally negotiated increases.

The labor increases and MOE are paid for by 1991 State Realignment funding, and funded out of Department of Health & Humans Services budget unit 1160-511 - Social Services Administration. While this action may reduce funding and service levels in other areas of Social Services, it will have no impact on the General Fund.

OTHER AGENCY INVOLVEMENT:

Humboldt County Department of Health and Human Services (DHHS), the California Department of Social Services (CDSS), the California Department of Health Care Services (DHCS), and the California Department of Finance (CDOF).

ALTERNATIVES TO STAFF RECOMMENDATIONS:

The County of Humboldt IHSS Public Authority could choose to not adopt the Memorandum of Understanding between the County of Humboldt IHSS Public Authority and SEIU Local 2015 for persons in the In-Home Support Services Public Authority; however, this is not recommended.

ATTACHMENTS:

1. Resolution No. _____ adopting the Memorandum of Understanding between the County of Humboldt IHSS Public Authority and SEIU Local 2015 for persons in the In-Home Support Services Public Authority

2. Memorandum of Understanding between the County of Humboldt IHSS Public Authority and SEIU Local 2015 for persons in the In-Home Support Services Public Authority

PREVIOUS ACTION/REFERRAL:

Board Order No.: N/A

Meeting of: N/A