

STATEMENT OF PROCEEDINGS  
COUNTY OF SAN DIEGO  
IN-HOME SUPPORTIVE SERVICES PUBLIC AUTHORITY  
REGULAR MEETING  
**TUESDAY, FEBRUARY 07, 2023, 9:00 AM**  
COUNTY ADMINISTRATION CENTER, ROOM 310  
1600 PACIFIC HIGHWAY, SAN DIEGO, CALIFORNIA

A. REGULAR SESSION – Regular Meeting was called to order at 9:02 a.m.

PRESENT: Supervisors Nora Vargas, Chair; Terra Lawson-Remer, Vice-Chair; Joel Anderson; Nathan Fletcher; Jim Desmond; also, Andrew Potter, Clerk of the Board of Supervisors.

B. Statement (just cause) and/or Consideration of a Request to Participate Remotely (emergency circumstances) by a Supervisor/Member/Director, if applicable.

C. Non-Agenda Public Communication: Opportunity for members of the public to speak to the Board on any subject matter within the Board’s jurisdiction but not an item on today’s agenda.

D. Approval of the Statement of Proceedings/Minutes for the meeting of January 24, 2023.

**ACTION:**

ON MOTION of Supervisor Desmond, seconded by Supervisor Anderson, the Board of Supervisors of the In-Home Supportive Services Public Authority approved the Statement of Proceedings/Minutes for the meeting of January 24, 2023.

AYES: Vargas, Anderson, Lawson-Remer, Fletcher, Desmond

NOTICE: THE BOARD OF SUPERVISORS MAY TAKE ANY ACTION WITH RESPECT TO THE ITEMS INCLUDED ON THIS AGENDA. RECOMMENDATIONS MADE BY COUNTY STAFF DO NOT LIMIT ACTIONS THAT THE BOARD OF SUPERVISORS MAY TAKE. MEMBERS OF THE PUBLIC SHOULD NOT RELY UPON THE RECOMMENDATIONS IN THE BOARD LETTER AS DETERMINATIVE OF THE ACTION THE BOARD OF SUPERVISORS MAY TAKE ON A PARTICULAR MATTER.

**Agenda Items**

<b>Agenda #</b>	<b>Subject</b>
1.	MEMORANDUM OF UNDERSTANDING BETWEEN COUNTY OF SAN DIEGO IN-HOME SUPPORTIVE SERVICES PUBLIC AUTHORITY AND UNITED DOMESTIC WORKERS OF AMERICA, AFSCME LOCAL 3930 AND SUBMISSION OF PUBLIC AUTHORITY RATE REQUEST

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- SUBJECT: MEMORANDUM OF UNDERSTANDING BETWEEN COUNTY OF SAN DIEGO IN-HOME SUPPORTIVE SERVICES PUBLIC AUTHORITY AND UNITED DOMESTIC WORKERS OF AMERICA, AFSCME LOCAL 3930 AND SUBMISSION OF PUBLIC AUTHORITY RATE REQUEST (DISTRICTS: ALL)**

### **OVERVIEW**

This action presents approval of a negotiated successor Memorandum of Understanding (MOU) between the County of San Diego In-Home Supportive Services Public Authority and the United Domestic Workers of America, Local 3930 of the American Federation of State, County and Municipal Employees (AFSCME). The tentative MOU includes a wage increase and an increased County contribution for benefits for In-Home Supportive Services caregivers.

To implement the terms of the successor MOU, Governing Body action is requested to approve a revised County of San Diego In-Home Supportive Services Public Authority Rate Request for submission to the State, which is required by the California Department of Social Services to increase the wage rate and to receive reimbursement of the State and federal expenses associated with the County of San Diego In-Home Supportive Services Public Authority.

### **RECOMMENDATION(S)**

#### **CHIEF ADMINISTRATIVE OFFICER**

1. Authorize the Executive Director of the County of San Diego In-Home Supportive Services Public Authority to sign the Memorandum of Understanding (MOU), following ratification by the United Domestic Workers of America, AFSCME Local 3930 membership, between the County of San Diego In-Home Supportive Services Public Authority and the United Domestic Workers of America, AFSCME Local 3930, AFL-CIO for a term effective upon ratification and adoption through December 31, 2025.
2. Approve the revised County of San Diego In-Home Supportive Services Public Authority Rate Request for submission to the California Department of Social Services.

### **EQUITY IMPACT STATEMENT**

Today's action reflects the partnership between the County of San Diego In-Home Supportive Services (IHSS) Public Authority and the United Domestic Workers Union of America, AFSCME Local 3930, to strengthen their relationship and work together to provide equitable salaries and compensation that ensures recruitment, retention, and just and fair benefits for IHSS caregivers.

### **SUSTAINABILITY IMPACT STATEMENT**

Working with partners to improve and expand programs and services that contribute to the safety and welfare of older adults and persons with disabilities will advance the County of San Diego's Sustainability Goal to protect health and wellbeing. Specifically, the proposed action will increase economic empowerment for In-Home Supportive Services (IHSS) caregivers and enable IHSS recipients to remain safely in their own homes.

## **FISCAL IMPACT**

Today's recommendations are estimated to result in Fiscal Year (FY) 2022-23 costs of \$12,000,000 to \$17,000,000 for wages depending on the final date of State approval of the revised rate package bringing the In-Home Supportive Services (IHSS) wage rate to \$17.00 per hour. Additionally, \$0.03 per paid IHSS hour would be provided for life insurance, estimated at between \$400,000 and \$500,000 for FY 2022-23. Lastly, annual amounts for non-health benefits of \$50,000 for job related safety equipment and \$40,000 for transportation passes would be paid during the term of the Memorandum of Understanding (MOU).

In FY 2023-24, the hourly wage rate is anticipated to increase to \$18.00 per hour on January 1, 2024, bringing the total estimated value of wage increases to \$75,000,000. In FY 2024-25, assuming an hourly wage rate of \$18.00 per hour in place for the entire fiscal year, the total value of wage increases would be \$100,000,000. If Article 5 section A.4 of the MOU is implemented due to an increase in the State's maximum participation level for wages, wages would increase to \$19.00 per hour on January 1, 2025, resulting in an additional \$50,000,000 in wage costs during the last year of the MOU. If the State's maximum participation level for wages is not increased, the United Domestic Workers Union of America and County of San Diego IHSS Public Authority may re-open negotiations on potential wage increases for the last year of the MOU. Any negotiated wage increases for Calendar Year 2025 would be subject to approval of the Governing Board.

The County's share of the increased wages and benefits is estimated at \$2,000,000 to \$3,000,000 in FY 2022-23, \$15,000,000 in FY 2023-24, and \$23,000,000 in FY 2024-25, which will be invoiced to the County by the State under the IHSS Maintenance of Effort (MOE) arrangement. If Article 5, section A.4 is implemented, another \$9,000,000 would be added to the County's MOE annually. The balance of the increased costs is covered by federal and State revenue. The intent will be to fund the County's MOE with Health and Human Services Realignment revenue to the extent available. If realignment does not grow at a pace to fully cover increased costs in the out years, other local funding sources and mitigations will need to be explored. The current year MOE adjustments will be covered with existing budgeted appropriations in the Health and Human Services Agency, and funds for subsequent years will be incorporated into future operational plans. At this time, there will be no change in net General Fund cost and no additional staff years.

## **BUSINESS IMPACT STATEMENT**

N/A

### **ACTION:**

ON MOTION of Supervisor Fletcher, seconded by Supervisor Lawson-Remer, the Board of Supervisors of the In-Home Supportive Services Public Authority took action as recommended, on Consent.

AYES: Vargas, Anderson, Lawson-Remer, Fletcher, Desmond

There being no further business, the Board of Supervisors of the San Diego County In-Home Supportive Services Public Authority adjourned at 5:20 p.m.

ANDREW POTTER  
In Home Supportive Services Public Authority  
County of San Diego, State of California

Notes By: Vizcarra

NOTE: This Statement of Proceedings sets forth all actions taken by the In-Home Supportive Services Public Authority on the matters stated, but not necessarily the chronological sequence in which the matters were taken up.

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