

STATEMENT OF PROCEEDINGS  
COUNTY OF SAN DIEGO  
IN-HOME SUPPORTIVE SERVICES PUBLIC AUTHORITY  
REGULAR MEETING AGENDA

**TUESDAY, DECEMBER 9, 2025, 9:00 AM**  
COUNTY ADMINISTRATION CENTER  
BOARD CHAMBER, ROOM 310  
1600 PACIFIC HIGHWAY, SAN DIEGO, CA 92101

- A. REGULAR SESSION – Regular Meeting was called to order at 9:04 a.m.

PRESENT: Supervisors Terra Lawson-Remer, Chair; Monica Montgomery Steppe, Vice-Chair; Paloma Aguirre, Chair Pro Tem; Joel Anderson; 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, if applicable.
- C. Non-Agenda Public Communication: Opportunity for individuals to speak to the Board on any subject matter within the Board’s jurisdiction but not an item on the agenda. In accordance with the Board’s Rules of Procedure, individuals may only speak at one Non-Agenda Public Communication session per meeting. The speaker may select which session (General Legislative or Land Use Legislative Session) to address the Board for Non-Agenda Public Communication at their convenience.
- D. Approval of the Statement of Proceedings/Minutes for the meetings of June 24, 2025 and August 27, 2025.

**ACTION:**

ON MOTION of Supervisor Aguirre, seconded by Supervisor Montgomery Steppe, the Board of Supervisors of the San Diego County In-Home Supportive Services Public Authority approved the Statement of Proceedings/Minutes for the meetings of June 24, 2025, and August 27, 2025.

AYES: Aguirre, Anderson, Lawson-Remer, Montgomery Steppe, Desmond

**Agenda Items**

<b>Agenda #</b>	<b>Subject</b>
1.	AUTHORIZE THE EXECUTIVE DIRECTOR OF THE COUNTY OF SAN DIEGO IN-HOME SUPPORTIVE SERVICES PUBLIC AUTHORITY TO SIGN THE MEMORANDUM OF UNDERSTANDING BETWEEN THE COUNTY OF SAN DIEGO IN-HOME SUPPORTIVE SERVICES PUBLIC AUTHORITY AND UNITED DOMESTIC WORKERS OF AMERICA, AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES LOCAL 3930, AND APPROVE THE SUBMISSION OF THE PUBLIC AUTHORITY RATE REQUEST

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1. **SUBJECT: AUTHORIZE THE EXECUTIVE DIRECTOR OF THE COUNTY OF SAN DIEGO IN-HOME SUPPORTIVE SERVICES PUBLIC AUTHORITY TO SIGN THE MEMORANDUM OF UNDERSTANDING BETWEEN THE COUNTY OF SAN DIEGO IN-HOME SUPPORTIVE SERVICES PUBLIC AUTHORITY AND UNITED DOMESTIC WORKERS OF AMERICA, AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES LOCAL 3930, AND APPROVE THE SUBMISSION OF THE PUBLIC AUTHORITY RATE REQUEST (DISTRICT: ALL)**

### **OVERVIEW**

These actions present approval of a negotiated successor Memorandum of Understanding (MOU) between the County of San Diego In-Home Supportive Services (IHSS) Public Authority and the United Domestic Workers of America (UDW), Local 3930 of the American Federation of State, County and Municipal Employees (AFSCME). The tentative MOU includes a wage increase and an increased County of San Diego contribution for benefits for IHSS caregivers. To implement the terms of the successor MOU, Governing Body action is requested to approve a revised IHSS Public Authority Rate Request for submission to the State, which is required by the California Department of Social Services (CDSS) to increase the wage rate and to receive reimbursement of the State and federal expenses associated with IHSS Public Authority.

Today's actions request the Public Authority Governing Body to authorize the Executive Director of IHSS Public Authority to sign the MOU between IHSS Public Authority and UDW, Local 3930 of AFSCME, and approve a revised IHSS Public Authority Rate Request for submission to CDSS.

### **RECOMMENDATION(S) EXECUTIVE DIRECTOR**

1. Authorize the Executive Director of the County of San Diego In-Home Supportive Services (IHSS) Public Authority to sign the Memorandum of Understanding, which was ratified by the United Domestic Workers of America (UDW), American Federation of State, County and Municipal Employees (AFSCME) Local 3930 membership, between IHSS Public Authority and UDW, AFSCME Local 3930, American Federation of Labor and Congress of Industrial Organizations, for a 30-month term effective the later of ratification or January 1, 2026 through June 30, 2028.
2. Approve the revised County of San Diego In-Home Supportive Services Program Public Authority/Non-Profit Consortium Rate Request for submission to the California Department of Social Services.

### **EQUITY IMPACT STATEMENT**

Today's actions reflect the partnership between the County of San Diego In-Home Supportive Services (IHSS) Public Authority and the United Domestic Workers Union of America, American Federation of State, County and Municipal Employees Local 3930, to strengthen their relationship and work together to provide equitable compensation that ensures recruitment, retention, as well as just and fair benefits for IHSS caregivers.

## **SUSTAINABILITY IMPACT STATEMENT**

Today's proposed actions support the County of San Diego (County) Sustainability Goal #1 to engage the community in meaningful ways by working with In-Home Supportive Services (IHSS) caregivers and stakeholders to achieve successful negotiations leading to a Memorandum of Understanding, and Goal #4 to protect the health and well-being of eligible individuals in the region by collaborating with partners and IHSS caregivers to improve and expand programs and services that benefit the safety and well-being of older adults and persons with disabilities. Furthermore, the proposed actions will increase economic empowerment for 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) 2025-26 costs of approximately \$3.0 million for wages depending on the final date of State approval of the revised rate package bringing the In-Home Supportive Services (IHSS) wage and health benefit rate to \$21.00 per hour. Additionally, an increase in annual amounts for non-health benefits of \$50,000 for job related safety equipment, up to \$210,000 for transportation passes, up to \$166,667 for Metropolitan Transit System passes, and \$100,000 for training of caregivers would be paid during the term of the Memorandum of Understanding (MOU).

Based on the MOU, a total of \$2.00 per hour will be added above the State minimum wage. The wage supplement will increase by \$1.00 in the first year, and an additional \$1.00 will be added in March 2027. In FY 2025-26, the total estimated value of the negotiated increases is \$28.0 million. In FY 2026-27, the total estimated value of negotiated increases is \$125.0 million. In FY 2027-28, the total estimated value of negotiated increases is \$206.0 million. The County of San Diego (County) share of the increased wages and benefits is estimated at \$3.0 million in FY 2025-26, \$12.0 million in FY 2026-27, and \$19.0 million in FY 2027-28, which will be invoiced to the County by the State under the IHSS Maintenance of Effort (MOE) arrangement. The County increase in expenditures for non-health benefits will not exceed \$526,667 in each FY 2025-26, FY 2026-27 and FY 2027-28. Because Realignment is not growing 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 Montgomery Steppe, seconded by Supervisor Lawson-Remer, the Board of Supervisors of the In-Home Supportive Services Public Authority took action as recommended, on Consent.

AYES: Aguirre, Anderson, Lawson-Remer, Montgomery Steppe, Desmond

The Board of Supervisors of the San Diego County In-Home Supportive Services Public Authority recessed at 5:31 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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