

*Before the Board of Supervisors
County of Monterey, State of California*

Resolution No.: 25-412

Approve and adopt a tentative agreement between the)
Service Employees International Union (SEIU) Local)
2015, representing the In-Home Supportive Services)
(IHSS) Providers, and the IHSS Public Authority)
effective upon Board approval through August 31,)
2028.)

WHEREAS, the Service Employees International Union, Local 2015 (SEIU) is the recognized bargaining unit for the In-Home Support Services providers (“Providers”) in the County of Monterey (the “County”); and

WHEREAS, the County’s In-Home Supportive Services Public Authority (the “Public Authority”) and SEIU are required under the Meyers-Milias-Brown Act to meet and confer in good faith regarding wages, hours and other terms and conditions of employment; and

WHEREAS, the Public Authority and SEIU having met and conferred in good faith, reached a total tentative agreement on a successor collective bargaining agreement for the Providers; and

WHEREAS, the Department of Social Services General Fund Contribution base will require budgetary increases in FY 2026-27 by \$3,412,704 and FY 2027-28 by \$616,328.

NOW, THEREFORE, BE IT RESOLVED, the Board of Supervisors of the County of Monterey hereby enacts the following:

1. Pursuant to the Tentative Agreement, effective upon Union ratification, Board and State approval, the Public Authority SOC449 Rate package results in the following items: State Minimum Hourly Wage increased to \$16.90 (Monterey County’s IHSS Base wage is \$15.00), increased the wage supplemental to \$3.74, decreased the administrative rate to \$0.17, and increased the payroll tax rate \$2.41. The health benefit increased \$0.14 from \$0.66 to \$0.80 per hour, for an overall total Public Authority Rate of \$24.02 as indicated in the SOC449 rate changed attached.
2. Effective November 1, 2025, the Public Authority will increase the health and safety supply fund by an additional \$5,000 per fiscal year, for a total of \$15,000 annually for protective supplies for the IHSS Providers.
3. Effective January 1, 2026, the Public Authority will increase the wage supplement by \$1.00 from a \$2.74 to \$3.74 that floats above the base wage for a total of \$20.64 per hour.
4. Effective July 1, 2026, the Public Authority will increase the wage supplement by \$0.40 from \$3.74 to \$4.14 that floats above the base wage for a total of \$21.04 per hour.

5. Effective July 1, 2027, the Public Authority will increase the wage supplement by \$0.35 from \$4.14 to \$4.49 that floats above the base wage for a total of \$21.39 per hour.
6. Effective during the negotiations for a successor agreement with the Public Authority, a stipend will be provided for each negotiations meeting, up to six (6) providers, equivalent to five hours at their current effective rate of pay.
7. Increases Department's General Fund Contribution base budget for FY 2026-27 in the amount of \$3,412,704.
8. Increases Department's General Fund Contribution base budget for FY 2027-28 in the amount of \$616,328.

PASSED AND ADOPTED on this 28th day of October 2025, by roll call vote:

AYES: Supervisors Alejo, Church, Root Askew and Daniels

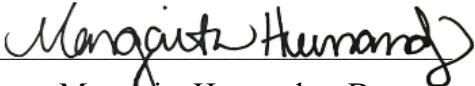
NOES: None

ABSENT: Supervisor Lopez

I, Valerie Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book 82 for the meeting on October 28, 2025.

Dated: October 28, 2025
File ID: RES 25-156
Agenda Item No.: 25

Valerie Ralph, Clerk of the Board of Supervisors
County of Monterey, State of California


Margarita Hernandez, Deputy