



## Monterey County Board of Supervisors

### Board Order

168 West Alisal Street,  
1st Floor  
Salinas, CA 93901  
831.755.5066  
[www.co.monterey.ca.us](http://www.co.monterey.ca.us)

A motion was made by Supervisor Luis A. Alejo, seconded by Supervisor John M. Phillips to:

Adopted Resolution No.: 20-104 to approve and adopt a revised Tentative Side Letter Agreement between the Service Employees International Union (SEIU) Local 2015, representing the In Home Supportive Services Providers, effective upon Board approval, Effective upon Board Approval through February 28, 2021.

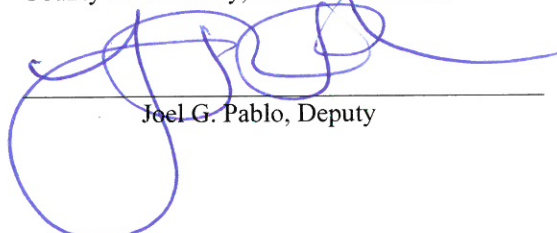
PASSED AND ADOPTED on this 28<sup>th</sup> day of April 2020, by roll call vote:

AYES: Supervisors Alejo, Phillips, Lopez, Parker and Adams  
NOES: None  
ABSENT: None  
(Government Code 54953)

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 April 28, 2020.

Dated: April 28, 2020  
File ID: RES 20-059  
Agenda Item No.: 31

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

  
\_\_\_\_\_  
Joel G. Pablo, Deputy

**Before the Board of Supervisors in and for the  
County of Monterey, State of California**

**Resolution No. 20-104**

Approve and Adopt the revised Tentative Side Letter )  
Agreement between the Service Employees International )  
Union (SEIU) Bank of Monterey County in the amount of )  
\$250,000 Local 2015, representing the In Home Supportive )  
Services Providers, effective upon Board approval, Effective )  
upon Board Approval through February 28, 2021..... )

**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, benefits and other terms and conditions of employment; and

**WHEREAS**, the Monterey County Board of Supervisor’s approved and adopted and agreement and side letter on February 26, 2019; and

**WHEREAS**, the Public Authority and SEIU having met and conferred in good faith reached a total tentative agreement on the revised Side Letter for health benefits for the IHSS Providers on February 27, 2020; and

**WHEREAS**, the health benefits increased from \$0.44 to \$0.48 per hours worked by the IHSS Providers; and

**WHEREAS**, the State will require 60 days to implement the rate change, with an estimated date of July 1, 2020;

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Supervisors for the County of Monterey as follows:

1. Pursuant to the Tentative revised side letter to the Agreement, effective upon Union ratification and Board and State approval, the Public Authority SOC449 Rate package results in the following: IHSS Base wage of \$13.00 and a continuing wage supplemental of \$1.29, \$0.48 for health benefits, administrative rate of \$0.18 per provider hour, and payroll taxes of \$1.57 per hour as indicated in the SOC449 Form attached.
2. Health and Safety supplies in the amount of \$5,000 will continue to be provided to the IHSS Providers annually.

PASSED AND ADOPTED on this 28<sup>th</sup> day of April 2020, by roll call vote:

AYES: Supervisors Alejo, Phillips, Lopez, Parker and Adams

NOES: None

ABSENT: None

(Government Code 54953)

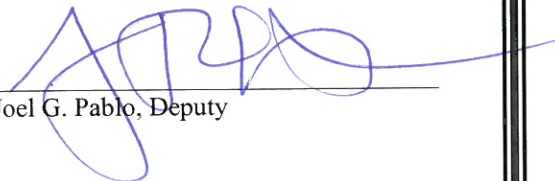
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Valerie Ralph, Clerk of the Board of Supervisors  
County of Monterey, State of California

  
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Joel G. Pablo, Deputy

**IN-HOME SUPPORTIVE SERVICES PROGRAM  
PUBLIC AUTHORITY/NON-PROFIT  
CONSORTIUM RATE**

To: California Department of Social Services  
Adult Programs Division  
Financial Management Unit  
744 P Street, MS 9-11-91  
Sacramento, CA 95814

COUNTY: <b>MONTEREY</b>	EFFECTIVE DATE: <b>7/1/2020</b>
PA NAME: <b>MONTEREY COUNTY IHSS PUBLIC AUTHORITY</b>	
CONTACT NAME: <b>BECKY CROMER</b>	
TELEPHONE: <b>831-755-4404</b>	FAX: <b>831-755-8476</b>
ADDRESS: <b>1000 S. MAIN ST, STE. 306, SALINAS, CA 93901</b>	
EMAIL ADDRESS: <b>CROMERBL@CO.MONTEREY.CA.US</b>	

Please address questions regarding this form to the Financial Management Unit, at (916) 653-1908.

Please complete the Rate Table below and attach supporting documentation explaining how each component of the rate was determined. The total Public Authority (PA) and Non-profit Consortium (NPC) rate should include a rate for services (wage and benefits), payroll taxes, and a rate for administrative costs. The total rate for wages and benefits should be broken down to include an hourly wage, payroll taxes, health and non-health benefits. The State is legally authorized to share only in the costs of individual health benefits and some specific non-health benefits for IHSS providers, however, other benefits costs may be eligible for Title XIX reimbursement.

- The current State Participation cap for combined wages and health benefits for all IHSS providers in the State is \$12.10 per hour. When minimum wage increases to \$12.00 per hour (January 1, 2019), pursuant to Labor Code section 1182.12 (b) (1) (C) and beyond in subsequent years, the cap will be adjusted to equal the State minimum wage plus \$1.10 per hour.
- The State will not participate in increases to wages or employment taxes, or increases or expansions of benefits negotiated or agreed to by a PA or NPC unless provided for in the Annual Budget Act or appropriated by statute.
- No increase in wages or benefits negotiated or agreed to by a PA or NPC shall take effect until it has been approved by the State (CDSS/CDHCS) or unless provided for in the Annual Budget Act or appropriated by statute.

**RATE TABLE**

Hourly Wage (locally negotiated)  
Hourly Wage (non-locally negotiated)  
Hourly Wage (by ordinance)  
Wage Supplement (one-time MOE adj)  
Wage Supplement (continued--no MOE adj.)  
**Wage Total (sum of lines 1-5)**  
Health Benefits (locally negotiated)  
Health Benefits (non-locally negotiated)  
**Health Benefits Total (sum of lines 6-7)**  
Non-Health Benefits \_\_\_\_\_(type)  
Payroll Taxes (FUTA,SUI,FICA)  
Administrative Rate  
**PA/NPC Rate Total**  
(sum of wages, health benefits, non-health benefits, taxes, admin)

	Current Rate	Requested Rate	Difference
1	\$0.00	\$0.00	\$0.00
2	\$13.00	\$13.00	\$0.00
3	\$0.00	\$0.00	\$0.00
4	\$0.00	\$0.00	\$0.00
5	\$1.29	\$1.29	\$0.00
	\$14.29	\$14.29	\$0.00
6	\$0.00	\$0.00	\$0.00
7	\$0.44	\$0.48	\$0.04
	\$0.44	\$0.48	\$0.04
9	\$0.00	\$0.00	\$0.00
10	\$1.57	\$1.57	\$0.00
11	\$0.13	\$0.18	\$0.05
	\$16.43	\$16.52	\$0.09

The State shall participate (65 percent of the non-federal share) in a cumulative total up to 10 percent of the sum of the combined total of wages or health benefits or both over a three-year period. **Check the box and sign and date on the line below if you are choosing to utilize the 10 percent increase over the three-year period option.**

Authorizing Officer Signature \_\_\_\_\_ Date: 4/22/2019