



# Monterey County

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## Board Report

Legistar File Number: 15-0682

June 23, 2015

**Introduced:** 6/12/2015

**Current Status:** Agenda Ready

**Version:** 1

**Matter Type:** General Agenda Item

- a. Approve and authorize the Public Authority Director to sign the Recognition Agreement recognizing the reorganization within SEIU that switches representation of Monterey IHSS Providers from SEIU-ULTCW to SEIU Local 2015;
- b. Approve and adopt a Tentative Agreement between the Service Employees International Union (SEIU) Local 2015, representing the In Home Supportive Services Providers, and the IHSS Public Authority for a new Memorandum of Understanding (MOU) effective upon Board approval through June 30, 2018; and,
- c. Approve and authorize the Auditor-Controller to transfer \$380,406 for the FY 2015-16 Adopted Budget from CAO-General Fund Contingencies, Fund 001, Appropriation Code CAO02 to Department of Social Services, Fund 001, SOC001-8254, where the CAO-General Fund Contingencies has sufficient appropriations available in the adopted budget to cover the transfer. (4/5th Vote Required)

### RECOMMENDATION:

It is recommended that the Board of Supervisors:

- a. Approve and authorize the Public Authority Director to sign the Recognition Agreement recognizing the reorganization within SEIU that switches representation of Monterey IHSS Providers from SEIU-ULTCW to SEIU Local 2015;
- b. Approve and adopt a Tentative Agreement between the Service Employees International Union (SEIU) Local 2015, representing the In Home Supportive Services Providers, and the IHSS Public Authority for a new Memorandum of Understanding (MOU) effective upon Board approval through June 30, 2018; and,
- c. Approve and authorize the Auditor-Controller to transfer \$380,406 for the FY 2015-16 Adopted Budget from CAO-General Fund Contingencies, Fund 001, Appropriation Code CAO02 to Department of Social Services, Fund 001, SOC001-8254, where the CAO-General Fund Contingencies has sufficient appropriations available in the adopted budget to cover the transfer. (4/5th Vote Required)

### SUMMARY/DISCUSSION:

The Monterey County Public Authority for In Home Supportive Services and SEIU Local 2015, representing the In Home Supportive Services providers reached a tentative agreement on June 1, 2015 for a successor Memorandum of Understanding (MOU) to become effective upon Union ratification and Board approval through June 30, 2018. SEIU Local 2015 has informed the Monterey County Public Authority that the unit membership has approved this tentative agreement.

Pursuant to the Tentative Agreement, effective upon Union ratification and Board and State approval, the Public authority will pay an additional \$.50 toward wages resulting in a wage increase from \$11.50 to \$12.00 per hour. On the date on which the first wage increase becomes effective, the Public Authority contribution to the health plan will decrease from \$.69 per hour to \$.44 per hour. Additionally, it was agreed providers shall become eligible to enroll in open health insurance slots after four (4) consecutive months working 80 or more hours per month. It is anticipated that with your Board's adoption of the Tentative Agreement on June 23, 2015, State approval would be granted in time for a September 1, 2015 effective date of the change in wages and benefits.

Effective July 1, 2016, the Public Authority will pay an additional \$.25 toward wages resulting in a wage increase from \$12.00 to \$12.25 per hour. Effective July 1, 2017, the Public Authority will pay an additional \$.25 toward wages resulting in a wage increase from \$12.25 to \$12.50.

OTHER AGENCY INVOLVEMENT:

SEIU Local 2015 has informed Monterey County IHSS Public Authority that the unit membership has approved this Tentative Agreement. The County Administrative Office and County Counsel have reviewed and concur with this action.

FINANCING:

The agreement will increase the total compensation and County General Fund Contribution for IHSS Provider wages and benefits as follows.

<u>Total Compensation</u>	<u>County General Fund Contribution</u>
FY 2015/16	\$864,560 \$380,406
FY 2016/17	\$2,074,944 \$912,975
FY 2017/18	\$3,112,416 \$1,369,463

In FY 2015/16, the \$380,406 increase in appropriation is funded through a transfer from contingencies.

Prepared by: Sam Trevino, Program Manager, x7511

Approved by: Elliott Robinson, Director, x4434

Attachment: Memorandum of Understanding

Proposed Memorandum of Understanding is on file with Clerk of the Board as an attachment to this Board Report.