



# Monterey County

Board of Supervisors  
Chambers  
168 W Alisal St., 1st Floor  
Salinas, CA 93901

## Board Report

Legistar File Number: RES 20-059

April 28, 2020

Introduced: 4/22/2020

Current Status: Agenda Ready

Version: 1

Matter Type: BoS Resolution

Consider a resolution 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.

### RECOMMENDATION:

It is recommended that the Board of Supervisors adopt a resolution to:  
Approve and adopt a 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.

### SUMMARY/DISCUSSION:

On February 26, 2019, Monterey County Board of Supervisors approved and adopted an Agreement and a side letter on health benefits between the SEIU Local 2015, representing the In-Home Supportive Services (IHSS) Providers and the IHSS Public Authority, for a new Agreement effective through February 28, 2021. The Side Letter on the health benefits agreed to meet and confer on the impact of the proposed 27% increase in health premium increases.

The Monterey County Public Authority for IHSS and SEIU Local 2015, representing the IHSS providers reached a tentative agreement on February 27, 2020, for a revision to the side letter and the Agreement to become effective upon Union ratification and Board and State approval through February 28, 2021. SEIU Local 2015 has informed the Monterey County Public Authority that the unit membership has approved the tentative revised Side Letter to the Agreement to increase health benefits.

Pursuant to the Tentative revised side letter to the Agreement, effective upon Union ratification and Board and State approval, the Public Authority's contribution to the health plan will increase from \$0.44 to \$0.48 per hour. There is no change to the base wage and continued wage supplement that floats above the base wage, totaling \$14.29.

Upon the Board's adoption of the tentative revised Side Letter to the Agreement, the Department will submit Monterey County's IHSS Public Authority rate package to the State for the following: IHSS current Base wage of \$13.00 and a continued wage supplemental of \$1.29, \$0.48 for health benefits(revised), administrative rate of \$0.18(revised) per provider hour, and current payroll taxes of \$1.57 per hour as indicated in the SOC449 Form attached. Health and Safety supplies of \$5,000 will continue to be provided annually to purchase protective supplies for the IHSS Providers. State approval takes approximately 60 days, so the new rate should be implemented by July 1, 2020.

OTHER AGENCY INVOLVEMENT:

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

FINANCING:

The Side Letter of the Agreement is adding an additional \$0.04 to the IHSS Providers Health Plan, increasing the rate to \$0.48 per hour. IHSS hours are estimated at 6,471,557. The total costs for the health benefit increase is \$258,862 and will be financed by 50% Federal revenues and 50% County General Fund Contributions. There is sufficient appropriations of \$258,862 and estimated revenues of \$129,431 in the FY 2020/21 Recommended Budget Unit 001-5010-SOC001-8254.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

This resolution action addresses the Board of Supervisors Health & Human Services by negotiating a revised side letter and Agreement increasing the opportunity for health benefits for over 4,500 IHSS providers who serve the senior and vulnerable populations in the County that rely upon IHSS access to quality homecare workers to maintain a safe and supportive living situation in their home.

Mark a check to the related Board of Supervisors Strategic Initiatives

- Economic Development
- Administration
- Health & Human Services
- Infrastructure
- Public Safety

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Approved by: Lori A. Medina, Director, x4430

Attachments: Resolution, the revised Side Letter, the Agreement and a SOC449-Monterey Rate Change.

Attachments on file with the Clerk of the Board