

THE BOARD OF SUPERVISORS OF CONTRA COSTA COUNTY, CALIFORNIA
and for Special Districts, Agencies and Authorities Governed by the Board

Adopted this Resolution on 10/08/2019 by the following vote:

AYE:
NO:
ABSENT:
ABSTAIN:
RECUSE:



Resolution No. 2019/591

In the Matter of: Approving the Side Letter between In-Home Supportive Services (IHSS) Public Authority and SEIU Local 2015.

The Contra Costa County Board of Supervisors acting solely in its capacity as governing board of the In-Home Supportive Services Public Authority **RESOLVES THAT:**

The Side Letter between In-Home Supportive Services (IHSS) Public Authority and SEIU Local 2015 providing for the California minimum wage beginning January 1, 2020 is ADOPTED. A copy of the Side Letter (dated October 1, 2019) is attached.

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

Contact: Lisa Driscoll, County Finance Director (925) 335-1023

ATTESTED: October 8, 2019

David J. Twa, County Administrator and Clerk of the Board of Supervisors

By: , Deputy

cc: Kathy Gallagher, EHSD Director



Contra
Costa
County

To: In-Home Supportive Services Public Authority

From: David Twa, County Administrator

Date: October 8, 2019

Subject: Resolution No. 2019/591 Side Letter between IHSS Public Authority and SEIU Local 2015 Regarding Minimum Wage

RECOMMENDATION(S):

ADOPT Resolution No. 2019/591 approving the Side Letter between In-Home Supportive Services (IHSS) Public Authority and SEIU Local 2015 to pay providers California State minimum wage.

FISCAL IMPACT:

The IHSS MOE obligation for counties is adjusted to include costs associated with locally established wage and benefit increases; however, the actual fiscal impact will be determined at a later date dependent upon final contract negotiations and the level of State Participation in the minimum wage. The County will return to the Public Authority with a full fiscal impact upon ratification of a successor MOU with negotiated wages and benefits.

BACKGROUND:

The Public Authority recently began bargaining with SEIU Local 2015 for a successor Memorandum of Understanding (MOU). The current MOU expired on June 30, 2018. IHSS provider wages are mainly increased in two ways—(1) through collective bargaining at the local county level, and (2) in response to

APPROVE

OTHER

RECOMMENDATION OF CNTY
ADMINISTRATOR

RECOMMENDATION OF BOARD
COMMITTEE

Action of Board On: **10/08/2019** APPROVED AS RECOMMENDED OTHER

Clerks Notes:

VOTE OF SUPERVISORS

AYE: John Gioia, District I Supervisor
Candace Andersen, District II
Supervisor
Diane Burgis, District III Supervisor
Karen Mitchoff, District IV Supervisor
Federal D. Glover, District V Supervisor

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ATTESTED: October 8, 2019

David J. Twa, County Administrator and Clerk of the Board
of Supervisors

Contact: Lisa Driscoll, County
Finance Director (925) 335-1023

By: June McHuen, Deputy

cc: Kathy Gallagher, EHSD Director

BACKGROUND: (CONT'D)

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state minimum wage increases. County wages for IHSS providers must at least equal the state minimum wage. However, counties may provide IHSS wages above the state minimum wage—largely as a result of local collectively bargained agreements. Contra Costa County’s IHSS provider wages are currently above the state minimum wage of \$12.00. This Side Letter is required to implement the base wage increase from \$12.25 per hour to the California State minimum wage of \$13.00 per hour, which becomes effective January 1, 2020. The Public Authority will continue to bargain with SEIU Local 2015 over wages and benefits in a successor MOU.

CONSEQUENCE OF NEGATIVE ACTION:

If the side letter is not approved, the In-Home Supportive Services Public Authority will not be able to timely notice the State regarding agreement to pay providers minimum wage.

ATTACHMENTS

Resolution 2019/591

Side Letter - SEIU 2015

SIDE LETTER AGREEMENT
BETWEEN
CONTRA COSTA COUNTY
IN-HOME SUPPORTIVE SERVICES PUBLIC AUTHORITY
and
SEIU LOCAL 2015

This side letter is by and between the SEIU Local 2015 (SEIU) and Contra Costa County In-Home Supportive Services Public Authority ("Public Authority") and is effective upon adoption by the Board of Supervisors, unless otherwise stated.


Effective January 1, 2020, the base wage for all represented providers shall increase from \$12.25 per hour to \$13.00 per hour.

The terms of this side letter will be incorporated into Section 7 – Wages, of the successor Memorandum of Understanding between Contra Costa County In-Home Supportive Services Public Authority and SEIU, Local 2015.

Date: 10/1/19

IHSS PUBLIC AUTHORITY:

(Signature / Printed Name)

 Glynnis Hughes

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SEIU LOCAL 2015:

(Signature / Printed Name)

 Guadalupe Martinez

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