

COUNTY OF SAN DIEGO IN-HOME SUPPORTIVE SERVICES PUBLIC
AUTHORITY
REGULAR MEETING
MEETING AGENDA
TUESDAY, OCTOBER 10, 2017, 9:00 AM
BOARD OF SUPERVISORS NORTH CHAMBER
1600 PACIFIC HIGHWAY, SAN DIEGO, CALIFORNIA

- A. Roll Call
- B. Approval of the Statement of Proceedings/Minutes for the In-Home Supportive Services meeting of August 1, 2017; the Special meeting of September 6, 2017 and the In-Home Supportive Services meeting of September 12, 2017.
- C. Public Communication: Opportunity for members of the public to speak to the Board on any subject matter within the Board's jurisdiction but not an item on today's agenda.

NOTICE: THE BOARD OF SUPERVISORS MAY TAKE ANY ACTION WITH RESPECT TO THE ITEMS INCLUDED ON THIS AGENDA. RECOMMENDATIONS MADE BY COUNTY STAFF DO NOT LIMIT ACTIONS THAT THE BOARD OF SUPERVISORS MAY TAKE. MEMBERS OF THE PUBLIC SHOULD NOT RELY UPON THE RECOMMENDATIONS IN THE BOARD LETTER AS DETERMINATIVE OF THE ACTION THE BOARD OF SUPERVISORS MAY TAKE ON A PARTICULAR MATTER.

Supporting documentation and attachments for items listed on the agenda can be viewed online at <http://www.sdcountry.ca.gov/cob/bosa/> or in the Office of the Clerk of the Board of Supervisors at the County Administration Center, 1600 Pacific Highway, Room 402, San Diego, CA 92101.

Agenda Items

Agenda #	Subject
1.	MEMORANDUM OF UNDERSTANDING BETWEEN IHSS PUBLIC AUTHORITY AND UNITED DOMESTIC WORKERS OF AMERICA AND SUBMISSION OF PUBLIC AUTHORITY RATE REQUEST [FUNDING SOURCES: FEDERAL AND STATE REVENUE AND REALIGNMENT] (4 VOTES)
2.	APPROVAL OF A REVISED EMPLOYMENT AGREEMENT WITH THE IHSS PUBLIC AUTHORITY EXECUTIVE DIRECTOR [FUNDING SOURCE: FEDERAL AND STATE REVENUE RECEIVED BY THE HEALTH AND HUMAN SERVICES AGENCY]

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1. **SUBJECT: MEMORANDUM OF UNDERSTANDING BETWEEN IHSS PUBLIC AUTHORITY AND UNITED DOMESTIC WORKERS OF AMERICA AND SUBMISSION OF PUBLIC AUTHORITY RATE REQUEST (DISTRICTS: ALL)**

OVERVIEW

This action presents approval of negotiated provisions of a Memorandum of Understanding (MOU) between the County of San Diego In-Home Supportive Services Public Authority and The United Domestic Workers of America (UDWA). The tentative MOU includes a wage increase and an increased County contribution for health insurance benefits for In-Home Supportive Services home care workers.

To implement the MOU, Governing Body action is requested to approve a revised Public Authority Rate Request for submission to the State, which is required by the California Department of Social Services to increase the wage rate and to receive reimbursement of the State and federal expenses associated with the Public Authority.

RECOMMENDATION(S)

EXECUTIVE DIRECTOR/CHIEF ADMINISTRATIVE OFFICER

1. Authorize the Executive Director of the Public Authority to sign the Memorandum of Understanding (MOU), ratified by the UDWA union membership, between the County of San Diego In-Home Supportive Services (IHSS) Public Authority and the United Domestic Workers of America, AFSCME 3930, AFL-CIO which has an expiration date of December 31, 2022.
2. Approve the revised Public Authority Rate Request for submission to the California Department of Social Services upon signing of the MOU.
3. Establish appropriations of \$5,280,000 in the Public Authority org 63450 upon signing of the MOU, based on additional program costs related to the increase in health insurance benefit contributions for IHSS home care workers. **(4 VOTES)**

FISCAL IMPACT

The total wage and benefit value of today's actions if approved is estimated at \$13,330,000 (\$5,280,000 for benefits and \$8,050,000 in wages) in Fiscal Year 2017-18 and \$26,660,000 (\$10,560,000 for benefits and \$16,100,000 in wages) in Fiscal Year 2018-19. The County share of the increased wages and benefits is \$2,200,000 in Fiscal Year 2017-18 and \$4,400,000 in Fiscal Year 2018-19, which will be invoiced to the County by the State under the IHSS Maintenance of Effort (MOE) arrangement. The MOE will be funded by Realignment, and the remainder of the costs will be funded by federal and State revenue. The increase to health benefits is paid through the Public Authority's operating budget and reimbursed through the General Fund Health and Human Services Agency's (HHSA) budget. The General Fund HHSA's budget also pays the IHSS MOE. There is no budget adjustment requested for wages, as they are paid directly by the State to the IHSS workers. Listed below are the fiscal impacts to the Public Authority's budget and to the General Fund HHSA budget.

If approved, today's actions will increase the Fiscal Year 2017-18 operating fund budget for the Public Authority by \$5,280,000, from \$16,236,591 to \$21,516,591, to cover increased health benefit contributions for eligible IHSS workers. The annualized impact for Fiscal Year 2018-19

is anticipated to result in a total increase of \$10,560,000 and will be addressed through the Fiscal Year 2018-20 Operational Plan development process. Funding is based on federal and State revenue received by the Health and Human Services Agency.

If approved, today's actions will also increase Fiscal Year 2017-18 costs and revenue in the General Fund Health and Human Services Agency's budget by \$7,480,000, including \$5,280,000 for increased health insurance benefit contributions and \$2,200,000 for the County's share of cost associated with the new wage and benefit package to be paid through an increased IHSS MOE. The annualized budget impact for Fiscal Year 2018-19 is anticipated to be \$14,960,000, including \$10,560,000 for health benefits and \$4,400,000 for the County's MOE. The funding sources are federal and State revenue and Realignment. The additional appropriations will be included in the Fiscal Year 2017-18 Operational Plan Quarterly Status Letter. Increases for Fiscal Year 2018-19 will be addressed through the Fiscal Year 2018-20 Operational Plan development process. There will be no change in net General Fund cost and no additional staff years.

BUSINESS IMPACT STATEMENT

N/A

2. **SUBJECT: APPROVAL OF A REVISED EMPLOYMENT AGREEMENT WITH THE IHSS PUBLIC AUTHORITY EXECUTIVE DIRECTOR (DISTRICTS: ALL)**

OVERVIEW

This Governing Body Letter requests IHSS Public Authority approval of a revised Employment Agreement between the IHSS Public Authority and Vickie L. Molzen.

RECOMMENDATION(S)

CHAIRWOMAN DIANNE JACOB

The Chairwoman of the IHSS Public Authority Governing Body execute a revised Employment Agreement between the IHSS Public Authority and Vickie L. Molzen, effective July 21, 2017.

FISCAL IMPACT

Funds for this recommendation are included in the Fiscal Year 2017-18 operating fund budget for the IHSS Public Authority budget. If approved, this request will result in an increase in costs and revenues of \$3,404 in Fiscal Year 2017-18 and cost and revenue of \$3,597 in Fiscal Year 2018-19. The funding source is federal and State revenue received by the Health and Human Services Agency.

BUSINESS IMPACT STATEMENT

N/A