

**SUBMITTAL TO THE BOARD OF SUPERVISORS  
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA**

513



**FROM:** Department of Public Social Services &  
Human Resources Department

**SUBMITTAL DATE:**  
December 12, 2003

**SUBJECT:** Adoption of the Memorandum of Understanding for the In-Home Supportive Services Bargaining Unit.

**RECOMMENDED MOTION:** That the Board of Supervisors: 1) Approve the attached tentative Memorandum of Understanding between the Riverside County In-Home Supportive Services (IHSS) Public Authority and the United Domestic Workers of America. NUHHCE, AFSCME, AFL-CIO upon the ratification of the Union's membership.

**BACKGROUND:** After ten months of negotiations, representatives of the IHSS Public Authority and the United Domestic Workers of America (UDW) have reached a tentative agreement on the terms and conditions of an eighteen month initial Memorandum of Understanding (MOU). Due to the lengthy State process to approve and implement wage increases for this Unit, the proposed MOU is being brought before the Board for approval contingent upon an affirmative ratification vote by the Unit's membership.

*Susan Lew*

*Ronald W. Komers*

Dennis J. Boyle, Director

Ronald W. Komers  
Asst. County Executive Officer/HR Dir.

<b>FINANCIAL DATA</b>	Current F.Y. Total Cost:	\$ 2,045,826	In Current Year Budget:	No
	Current F.Y. Net County Cost:	\$ 2,045,826	Budget Adjustment:	Yes
	Annual Net County Cost:	\$ 5,536,123	For Fiscal Year:	2003/04

<b>SOURCE OF FUNDS:</b> 100% County General Funds	<b>Positions To Be Deleted Per A-30</b>	<input type="checkbox"/>
	<b>Requires 4/5 Vote</b>	<input checked="" type="checkbox"/>

**C.E.O. RECOMMENDATION:**

APPROVE

**County Executive Office Signature**

*Dan Matting*

- Dept Recomm.:  Consent  Policy
- Per Exec. Ofc.:  Consent  Policy

Prev. Agn. Ref.:

District: ALL

Agenda Number:

3.15

FISCAL PROCEDURES APPROVED  
ROBERT E. BYRD, Auditor-Controller

BY *Sue Adams* 12/16/03  
Deputy Departmental Concurrence

COUNTY COUNSEL

DES 16 2003  
*Robert*

**FROM:** Department of Public Social Services &  
Human Resources

**DATE:** December 12, 2003

**SUBJECT:** Adoption of the Memorandum of Understanding  
For the In-Home Supportive Services Bargaining  
Unit and approval of Related Budget Adjustments

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**BACKGROUND:**

The proposed MOU will become effective on January 1, 2004, if it is ratified by the UDW membership and approved by the State prior to that date, and will expire at midnight, June 30, 2005. In the event membership ratification or State approval occurs after December 31, 2003, the MOU will become effective on the first day of the month following such ratification and approval and will expire eighteen months thereafter.

The agreement includes a recommended wage increase from \$7.11 to \$8.00 per hour upon ratification, to be increased to \$8.50 per hour effective six months after implementation. In addition, we have agreed to provide health benefits through Exclusive Care, and fund those benefits through contributions of \$0.60 per hour worked. The new wage represents a 12.52% increase above the current wage rate of \$7.11 and a 20.96% increase including the new health benefit cost.

Upon Board approval, DPSS will submit an updated FY 2003/2004 IHSS-Public Authority Budget and wage rate adjustment application to the State for approval. The wage will be effective following State approval and the completion of programming to the State's IHSS Payroll system.

The County's share of the wage increase is estimated to be \$2,045,826 for Jan. 1, 2004 through June 30, 2004. With an anticipated wage increase to \$8.50, the annualized cost to the County for FY 04/05 is \$5,536,123. The County share of cost is normally covered by Realignment revenues, which are usually paid two years in arrears provided that economic conditions permit Realignment revenues to keep pace with this increased cost. In the interim, this cost is covered by the County General Fund.