

**SUBMITTAL TO THE BOARD OF DIRECTORS
IN HOME SUPPORTIVE SERVICES PUBLIC AUTHORITY
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA**

514



FROM: In-Home Supportive Services Public Authority &
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 Directors: 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.

FISCAL PROCEDURES APPROVED
ROBERT E. BYRD, Auditor-Controller

BY *Sue Wano*
Deputy

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 Jew

Ronald W. Komers

Dennis J. Boyle, Director

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

FORM APPROVED
COUNTY COUNSEL

DEC 16 2003

FINANCIAL DATA

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

SOURCE OF FUNDS: 100% County General Funds

Positions To Be Deleted Per A-30	<input type="checkbox"/>
Requires 4/5 Vote	<input type="checkbox"/>

C.E.O. RECOMMENDATION:

APPROVE

County Executive Office Signature

Dan Marting

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

Prev. Agn. Ref.: District: ALL Agenda Number:

ATTACHMENTS FILED
WITH THE CLERK OF THE BOARD

7.1

FROM: In-Home Supportive Services Public Authority & Human Resources Department **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 **PAGE:** 2

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.