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



**FROM:** Human Resources Department and In-Home Supportive Services Public Authority

**SUBMITTAL DATE:**  
August 15, 2005

**SUBJECT:** In-Home Supportive Services Homecare Workers Memorandum of Understanding

**RECOMMENDED MOTION:** That the Board of Directors approve the attached 2005-2007 Memorandum of Understanding between the United Domestic Workers of America, NUHHCE, AFSCME, AFL-CIO and the In-Home Supportive Services Public Authority, County of Riverside, California.

**BACKGROUND:** We have concluded negotiations on behalf of the In-Home Supportive Services (IHSS) Public Authority for the IHSS Provider Unit represented by the United Domestic Workers of America, NUHHCE, AFSCME, AFL-CIO (UDWA). The United Domestic Workers of America became the exclusive representatives of the IHSS Homecare Workers Unit on August 30, 2002. This is the first renewal of the contract for this unit, and the proposed contract term is from July 1, 2005 through June 30, 2007.

Departmental Concurrence

Ronald W. Komers  
Asst. County Executive Officer/Human Resources Dir.

<b>FINANCIAL DATA</b>	Current F.Y. Total Cost:	\$ 2,623,991	In Current Year Budget:	No
	Current F.Y. Net County Cost:	\$ 575,835	Budget Adjustment:	No
	Annual Net County Cost:	\$ 1,694,709	For Fiscal Year:	2005-06

<b>SOURCE OF FUNDS:</b> County General Funds-Contingency, plus State and Federal Funds	<b>Positions To Be Deleted Per A-30</b>	<input type="checkbox"/>
	<b>Requires 4/5 Vote</b>	<input type="checkbox"/>

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

**County Executive Office Signature**

Policy  Policy

Consent  Consent

Dep't Recomm.:  
Per Exec. Ofc.:

**Prev. Agn. Ref.:** | **District:** | **Agenda Number:**

7.1

**Background continued**

The MOU before you is in compliance with the parameters established by your Board in July of 2005. It contains a \$0.25 hourly wage increase for the entire unit, raising wages to \$8.75 per hour, effective on the first day of the month following approval by the Board and completion of programming at the state level, which is expected to be November 1, 2005. The timing for implementation of the wage increase is contingent upon the State processing and is not within the control of the County. UDWA understands and agrees that wage changes will go into effect after the State completes its process. A second wage increase of \$0.25 per hour is scheduled for July 1, 2006, bringing the hourly wage to \$9.00 per hour. The Public Authority has also agreed to form a joint committee to discuss the possibility of adding authority-sponsored dental and vision plans.

The full financial impact of the wage increases over the next two fiscal years is \$10,346,519. Of that amount, \$2,270,544 represents the Net County Cost. The wage increase is not included in the current year budget. A recommendation for a budget adjustment will be submitted as part of the mid-year budget report by the Executive Office.