

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

471



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

SUBMITTAL DATE:
October 5, 2007

SUBJECT: Approval of the 2007 - 2011 Memorandum of Understanding with United Domestic Workers of America (UDW).

RECOMMENDED MOTION: That the Board of Supervisors approve the attached 2007 - 2011 Memorandum of Understanding with United Domestic Workers of America (UDW) and the Riverside County Public Authority-In Home Support Services (IHSS).

BACKGROUND: After four and a half 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 a forty-eight month successor Memorandum of Understanding (MOU).

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

FINANCIAL DATA	Current F.Y. Total Cost:	\$ 86,238,438	In Current Year Budget:	Partial
	Current F.Y. Net County Cost:	\$ 15,393,561	Budget Adjustment:	Mid Year
	Annual Net County Cost:	\$ 26,388,962	For Fiscal Year:	2007/2008

SOURCE OF FUNDS: Realignment Funds.	49% Federal Funds; 33.15% State Funds; 17.85%	Positions To Be Deleted Per A-30	<input type="checkbox"/>
		Requires 4/5 Vote	<input type="checkbox"/>

C.E.O. RECOMMENDATION:

APPROVE

BY:
Elizabeth J. Olson
County Executive Office Signature

- Consent
- Policy
- Consent
- Policy

Dept Recomm.:
Per Exec. Ofc.:

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

7.1

BACKGROUND (continued)

The current MOU expired at midnight on June 30, 2007. The proposed MOU will become effective on the first day of the month following ratification by the UDW membership and the State's approval, and will expire at midnight on June 30, 2011.

The agreement includes the following recommended wage increases:

- Effective upon ratification, from \$9.00 to \$9.75 per hour
- Effective 07/01/08, from \$9.75 to \$10.25 per hour
- Effective 07/01/09, from \$10.25 to \$10.75 per hour
- Effective 07/01/10, from \$10.75 to \$11.50 per hour

In addition, we have agreed to provide enhanced health care benefits through Exclusive Care which now includes a Vision Discount Program and Dental Plan, and an employer contribution to those benefits funded by existing State contributions of \$0.60 per hour worked (not to exceed the agreed upon annual aggregate net County cost.)

The agreement also includes wage and benefit contingency language designed to shield the County from the obligation to continue the agreed upon wage and benefit packages if there is a reduction in, or elimination of, State and/or Federal participation.

Upon Board approval, DPSS will submit an updated FY 2007/2008 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. DPSS has budgeted for current year IHSS costs but negotiated increased costs will be addressed in a mid-year adjustment.

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.