



**Contra  
Costa  
County**

To: In-Home Supportive Services Public Authority

From: David Twa, County Administrator

Date: October 8, 2019

Subject: Resolution No. 2019/591 Side Letter between IHSS Public Authority and SEIU Local 2015 Regarding Minimum Wage

**RECOMMENDATION(S):**

ADOPT Resolution No. 2019/591 approving the Side Letter between In-Home Supportive Services (IHSS) Public Authority and SEIU Local 2015 to pay providers California State minimum wage.

**FISCAL IMPACT:**

The IHSS MOE obligation for counties is adjusted to include costs associated with locally established wage and benefit increases; however, the actual fiscal impact will be determined at a later date dependent upon final contract negotiations and the level of State Participation in the minimum wage. The County will return to the Public Authority with a full fiscal impact upon ratification of a successor MOU with negotiated wages and benefits.

**BACKGROUND:**

The Public Authority recently began bargaining with SEIU Local 2015 for a successor Memorandum of Understanding (MOU). The current MOU expired on June 30, 2018. IHSS provider wages are mainly increased in two ways—(1) through collective bargaining at the local county level, and (2) in response to

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY  
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD  
COMMITTEE

Action of Board On: **10/08/2019** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

**VOTE OF SUPERVISORS**

AYE: John Gioia, District I Supervisor  
Candace Andersen, District II Supervisor  
Diane Burgis, District III Supervisor  
Karen Mitchoff, District IV Supervisor  
Federal D. Glover, District V Supervisor

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

ATTESTED: October 8, 2019

David Twa, County Administrator and Clerk of the Board of Supervisors

Contact: Lisa Driscoll, County Finance Director (925) 335-1023

By: June McHuen, Deputy

## BACKGROUND: (CONT'D)

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state minimum wage increases. County wages for IHSS providers must at least equal the state minimum wage. However, counties may provide IHSS wages above the state minimum wage—largely as a result of local collectively bargained agreements. Contra Costa County's IHSS provider wages are currently above the state minimum wage of \$12.00. This Side Letter is required to implement the base wage increase from \$12.25 per hour to the California State minimum wage of \$13.00 per hour, which becomes effective January 1, 2020. The Public Authority will continue to bargain with SEIU Local 2015 over wages and benefits in a successor MOU.

## CONSEQUENCE OF NEGATIVE ACTION:

If the side letter is not approved, the In-Home Supportive Services Public Authority will not be able to timely notice the State regarding agreement to pay providers minimum wage.

## ATTACHMENTS

Resolution 2019/591

Side Letter - SEIU 2015