



**Contra  
Costa  
County**

To: In-Home Supportive Services Public Authority

From: Monica Nino, County Administrator

Date: November 29, 2022

Subject: Resolution No. 2022/394 Memorandum of Understanding between IHSS Public Authority and SEIU Local 2015

**RECOMMENDATION(S):**

ADOPT Resolution No. 2022/394 to approve the Memorandum of Understanding between In-Home Supportive Services (IHSS) Public Authority and SEIU Local 2015 providing for wages, benefits and other terms and conditions of employment for the period of September 1, 2022 through August 31, 2026.

**FISCAL IMPACT:**

The County share of the negotiated contract increases will be added to the FY 2022/23 IHSS Maintenance of Effort (MOE). The salary increase of \$0.43 in addition to the existing \$1.00 supplement is expected to begin approximately February 1, 2023. The estimated general fund cost in FY 2022/23 is \$518,000, FY 2023/24 is \$3.17 million, FY 2024/25 is \$4.73 million, FY 2025/26 is \$5.77 million, and Quarter One (Q1) of FY 2026/27 is \$1.5 million. The total fiscal impact on net county cost over the course of the MOU is \$15.7 million.

**BACKGROUND:**

The Public Authority began bargaining with SEIU, Local 2015 on August 30, 2022. A tentative agreement was reached on October 28, 2022. The resulting Memorandum of

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY ADMINISTRATOR

☐ RECOMMENDATION OF BOARD COMMITTEE

Action of Board On: **11/29/2022** ☒ 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: November 29, 2022

, County Administrator and Clerk of the Board of Supervisors

By: Antonia Welty, Deputy

Contact: Tia Wilborn (925)  
655-2073

cc:

Understanding is attached and was ratified by SEIU Local 2015 on November 15, 2022.

## BACKGROUND: (CONT'D)

In summary, the significant changes are:

- Duration of Agreement - Section 19
  - September 1, 2022 - August 31, 2026
- Wages - Section 7
  - Effective as soon as practicable upon ratification by the Union, approval by the Board of Supervisors sitting as the Governing Body of the Public Authority and State approval, the Wage Supplement shall be increased by an additional forty-three cents (\$0.43) for a total supplement of one dollar and forty-three cents (\$1.43).
  - Effective September 1, 2023, the Wage Supplement shall be increased by an additional one dollar (\$1.00) per hour for a total Wage Supplement of two dollars and forty-three cents (\$2.43) per hour.
  - Effective September 1, 2024, the Wage Supplement shall be increased by an additional forty cents (\$0.40) per hour for a total Wage Supplement of two dollars and eighty-three cents (\$2.83) per hour.
  - Effective May 1, 2025, the Wage Supplement shall be increased by an additional thirty cents (\$0.30) per hour for a total Wage Supplement of three dollars and thirteen cents (\$3.13) per hour.
- No Discrimination – Section 4
  - Adds ancestry and gender expression
- Health/Dental Plan – Section 14
  - Deletes obsolete language

## CONSEQUENCE OF NEGATIVE ACTION:

Failure to approve this MOU will result in the providers continuing to work out of contract and not benefiting from the negotiated wage increases.

## ATTACHMENTS

Resolution 2022/394

IHSS and SEIU 2015 MOU (2022-2026)