



M E M O R A N D U M
HEALTH AND HUMAN SERVICES
ADULT SYSTEM OF CARE
County of Placer

TO: IHSS Public Authority Board

DATE: June 23, 2020

FROM: Jeffrey S. Brown, M.P.H., M.S.W., Director of Health and Human Services

SUBJECT: Approval Memorandum of Understanding between In-Home Supportive Services Public Authority and United Domestic Workers of America

ACTIONS REQUESTED

Approve a Memorandum of Understanding with United Domestic Workers of America (UDW), AFSCME Local 3930, AFL CIO for the period of July 1, 2016, through December 31, 2022.

BACKGROUND

The In-Home Supportive Services (IHSS) Public Authority was established on December 3, 2002 as required by California Welfare and Institutions Code Section 12302.25. The Public Authority is a separate legal entity whose purpose is to provide assistance to IHSS recipients in finding independent (home-care) providers through the establishment of a registry; the investigation of the qualifications and background of potential providers; the establishment of a referral system under which providers shall be referred to recipients; and the provision of training for recipients and providers. In addition, for the purpose of labor negotiations (regarding wages, benefits, and other terms and conditions of employment), the Public Authority is deemed to be the employer of record for IHSS independent providers.

The IHSS Public Authority recognizes UDW as the exclusive representative of the IHSS independent providers in the County of Placer. This Memorandum of Understanding formalizes the employer-employee relationship defined in law between Placer County IHSS Public Authority and UDW. The previous MOU was for the period of December 1, 2012 through June 30, 2016.

FISCAL IMPACT

This agreement will increase the County share of cost for the period of July 1, 2020 to June 30, 2021, by an estimated \$587,536, and these funds are included in the Department's FY 2020-21 Proposed Budget. This increase includes the County share of wages (\$521,206), benefits (\$56,330) and protective equipment (\$10,000). The full amount of this agreement will increase by 4% per year, which is funded with Federal, State, and County General Fund revenues.

ATTACHMENT

Attachment 1 - Memorandum of Understanding between In-Home Supportive Services Public Authority and United Domestic Workers of America

