

COUNTY OF SAN DIEGO
IN-HOME SUPPORTIVE SERVICES PUBLIC AUTHORITY
REGULAR MEETING AGENDA

TUESDAY, DECEMBER 9, 2025, 9:00 AM
COUNTY ADMINISTRATION CENTER
BOARD CHAMBER, ROOM 310
1600 PACIFIC HIGHWAY, SAN DIEGO, CA 92101

- A. Roll Call
- B. Statement (just cause) and/or Consideration of a Request to Participate Remotely (emergency circumstances) by a Supervisor, if applicable.
- C. Non-Agenda Public Communication: Opportunity for individuals to speak to the Board on any subject matter within the Board's jurisdiction but not an item on the agenda. In accordance with the Board's Rules of Procedure, individuals may only speak at one Non-Agenda Public Communication session per meeting. The speaker may select which session (General Legislative or Land Use Legislative Session) to address the Board for Non-Agenda Public Communication at their convenience.
- D. Approval of the Statement of Proceedings/Minutes for the meetings of June 24, 2025 and August 27, 2025.

Viewing Agenda Materials

All documents and attachments related to agenda items are available for public viewing. You can access them online at www.sandiegocounty.gov/cob, or in person at the Clerk of the Board's Office, located at 1600 Pacific Highway, Room 402, San Diego, CA 92101. The Board Meeting calendar is online at www.sandiegocounty.gov/bos/calendar.html.

How to Speak at a Board Meeting

If you would like to speak at the meeting, either in person or by phone, you can sign up by visiting <https://PublicComment.SanDiegoCounty.gov>. On the form, you will be asked to enter your name and choose how you would like to participate, either by attending in person or calling in virtually. If you choose to speak by phone, please make sure to enter a valid phone number so we can identify you when you call. You will also be asked to select the agenda item or items you wish to comment on and indicate whether you are in favor, opposed, or neutral. Once you submit the form, you will receive a confirmation email. If you need the information on the website in another language, simply click the Translate button at the top of the page and select your preferred language.

You can also submit a comment in writing at www.sandiegocounty.gov/ecomment, via email to PublicComment@sdcounty.ca.gov, or by mail to 1600 Pacific Highway, Room 402, San Diego, CA 92101.

Board Actions and Recommendations

The Board of Supervisors may take action on any item listed on the meeting agenda. While each agenda item includes recommendations, these are only suggestions and do not limit what the Board may ultimately decide. Individuals should not assume that the Board will follow the recommendations.

Accessibility Accommodations

The County is committed to making Board meetings accessible to everyone. If you need accommodations to participate, please contact us at least three days before the meeting by calling 619-531-5434 (TTY 619-531-4803) or emailing PublicComment@sdcounty.ca.gov. If you need a sign language interpreter, you can call 619-531-4908. Assistive Listening Devices are also available from the Clerk of the Board's Office in Room 402.

Language Interpretation Services

The County of San Diego wants everyone to be able to participate in Board meetings—no matter what language they speak. A Spanish interpreter is available at every Board of Supervisors meeting to assist those who wish to speak to the Board in Spanish. If you need interpretation in another language, please request it at least 72 hours before the meeting by calling 619-531-5434 or emailing PublicComment@sdcounty.ca.gov.

In addition, the County can provide space in the Board Chamber's Observation Balcony for those providing or receiving interpretation, supporting the use of personal devices like phones or headsets, or help connect you to outside interpretation services for other languages. Please contact the Clerk of the Board in advance so we can make the necessary arrangements. Interpretation must not interrupt the meeting, in accordance with Government Code Section 54957.95.

Levine Act Notice – Campaign Contribution Disclosures

Under the Levine Act (Government Code § 84308), anyone involved in a proceeding before the Board, such as for a license, permit, or other entitlement for use, must disclose any campaign contributions over \$500 made to Board Members within the past 12 months. This includes contributions made by the parties themselves or their agents. The disclosure must include the name of the contributor and recipient, the amount, and the date of the contribution. Disclosures can be made orally during the meeting or in writing on the request-to-speak form.

Agenda Items

CONSENT AGENDA

All agenda items listed under this section are considered to be routine and will be acted upon with one motion. There will be no separate discussion of these items unless a member of the Board of Supervisors or the Chief Administrative Officer so requests, in which event, the item will be considered separately in its normal sequence.

Agenda #	Subject
1.	AUTHORIZE THE EXECUTIVE DIRECTOR OF THE COUNTY OF SAN DIEGO IN-HOME SUPPORTIVE SERVICES PUBLIC AUTHORITY TO SIGN THE MEMORANDUM OF UNDERSTANDING BETWEEN THE COUNTY OF SAN DIEGO IN-HOME SUPPORTIVE SERVICES PUBLIC AUTHORITY AND UNITED DOMESTIC WORKERS OF AMERICA, AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES LOCAL 3930, AND APPROVE THE SUBMISSION OF THE PUBLIC AUTHORITY RATE REQUEST

1. **SUBJECT: AUTHORIZE THE EXECUTIVE DIRECTOR OF THE COUNTY OF SAN DIEGO IN-HOME SUPPORTIVE SERVICES PUBLIC AUTHORITY TO SIGN THE MEMORANDUM OF UNDERSTANDING BETWEEN THE COUNTY OF SAN DIEGO IN-HOME SUPPORTIVE SERVICES PUBLIC AUTHORITY AND UNITED DOMESTIC WORKERS OF AMERICA, AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES LOCAL 3930, AND APPROVE THE SUBMISSION OF THE PUBLIC AUTHORITY RATE REQUEST (DISTRICT: ALL)**

OVERVIEW

These actions present approval of a negotiated successor Memorandum of Understanding (MOU) between the County of San Diego In-Home Supportive Services (IHSS) Public Authority and the United Domestic Workers of America (UDW), Local 3930 of the American Federation of State, County and Municipal Employees (AFSCME). The tentative MOU includes a wage increase and an increased County of San Diego contribution for benefits for IHSS caregivers. To implement the terms of the successor MOU, Governing Body action is requested to approve a revised IHSS Public Authority Rate Request for submission to the State, which is required by the California Department of Social Services (CDSS) to increase the wage rate and to receive reimbursement of the State and federal expenses associated with IHSS Public Authority.

Today's actions request the Public Authority Governing Body to authorize the Executive Director of IHSS Public Authority to sign the MOU between IHSS Public Authority and UDW, Local 3930 of AFSCME, and approve a revised IHSS Public Authority Rate Request for submission to CDSS.

RECOMMENDATION(S) EXECUTIVE DIRECTOR

1. Authorize the Executive Director of the County of San Diego In-Home Supportive Services (IHSS) Public Authority to sign the Memorandum of Understanding, which was ratified by the United Domestic Workers of America (UDW), American Federation of State, County and Municipal Employees (AFSCME) Local 3930 membership, between IHSS Public Authority and UDW, AFSCME Local 3930, American Federation of Labor and Congress of Industrial Organizations, for a 30-month term effective the later of ratification or January 1, 2026 through June 30, 2028.
2. Approve the revised County of San Diego In-Home Supportive Services Program Public Authority/Non-Profit Consortium Rate Request for submission to the California Department of Social Services.

EQUITY IMPACT STATEMENT

Today's actions reflect the partnership between the County of San Diego In-Home Supportive Services (IHSS) Public Authority and the United Domestic Workers Union of America, American Federation of State, County and Municipal Employees Local 3930, to strengthen their relationship and work together to provide equitable compensation that ensures recruitment, retention, as well as just and fair benefits for IHSS caregivers.

SUSTAINABILITY IMPACT STATEMENT

Today's proposed actions support the County of San Diego (County) Sustainability Goal #1 to engage the community in meaningful ways by working with In-Home Supportive Services (IHSS) caregivers and stakeholders to achieve successful negotiations leading to a Memorandum of Understanding, and Goal #4 to protect the health and well-being of eligible individuals in the region by collaborating with partners and IHSS caregivers to improve and expand programs and services that benefit the safety and well-being of older adults and persons with disabilities. Furthermore, the proposed actions will increase economic empowerment for IHSS caregivers and enable IHSS recipients to remain safely in their own homes.

FISCAL IMPACT

Today's recommendations are estimated to result in Fiscal Year (FY) 2025-26 costs of approximately \$3.0 million for wages depending on the final date of State approval of the revised rate package bringing the In-Home Supportive Services (IHSS) wage and health benefit rate to \$21.00 per hour. Additionally, an increase in annual amounts for non-health benefits of \$50,000 for job related safety equipment, up to \$210,000 for transportation passes, up to \$166,667 for Metropolitan Transit System passes, and \$100,000 for training of caregivers would be paid during the term of the Memorandum of Understanding (MOU).

Based on the MOU, a total of \$2.00 per hour will be added above the State minimum wage. The wage supplement will increase by \$1.00 in the first year, and an additional \$1.00 will be added in March 2027. In FY 2025-26, the total estimated value of the negotiated increases is \$28.0 million. In FY 2026-27, the total estimated value of negotiated increases is \$125.0 million. In FY 2027-28, the total estimated value of negotiated increases is \$206.0 million. The County of San Diego (County) share of the increased wages and benefits is estimated at \$3.0 million in FY 2025-26, \$12.0 million in FY 2026-27, and \$19.0 million in FY 2027-28, which will be invoiced to the County by the State under the IHSS Maintenance of Effort (MOE) arrangement. The County increase in expenditures for non-health benefits will not exceed \$526,667 in each FY 2025-26, FY 2026-27 and FY 2027-28. Because Realignment is not growing at a pace to fully cover increased costs in the out years, other local funding sources and mitigations will need to be explored. The current year MOE adjustments will be covered with existing budgeted appropriations in the Health and Human Services Agency, and funds for subsequent years will be incorporated into future operational plans. At this time, there will be no change in net General Fund cost and no additional staff years.

BUSINESS IMPACT STATEMENT

N/A