

Staff Report – Fact-Finding Report IHSS

Honorable Chair and Members of the Board:

This item is before you to present the Fact-Finder's Report issued pursuant to proceedings under the Meyers-Milias-Brown Act, Welfare and Institutions Code, and Public Employment Relations Board, related to negotiations between the County of Siskiyou In-Home Supportive Services Public Authority and SEIU Local 2015.

As background, the parties reached impasse during negotiations and proceeded to fact-finding under PERB procedures, the Government Code, and the Welfare and Institutions Code. A neutral fact-finding chair was appointed to review the parties' positions regarding bargaining and issue recommendations on the impasse.

Summary of Fact-Finder's Conclusions:

The Fact-Finding Chair acknowledges Siskiyou County's ongoing economic constraints. While the report characterizes the Union's comparability arguments as reasonable, the County notes that IHSS providers are currently paid at the State-established minimum wage, and any increase would create ongoing fiscal obligations.

The report indicates that the Union's proposed \$1.70 per hour wage increase would move the County from approximately 24th to 8th among comparable small and rural counties in total compensation.

Balancing these considerations, the Fact-Finding Chair recommends a wage supplement of \$1.10 per hour, to be implemented in phases and structured as follows:

- \$0.60 upon contract ratification
- \$0.25 at the first anniversary
- \$0.25 at the second anniversary

The report emphasizes that a negotiated agreement between the parties remains the preferred outcome.

County Position:

The County has submitted a formal Dissent to the Fact-Finder's Report, outlining concerns with the analysis and recommendations, including fiscal impacts and affordability.

Potential 1991 Realignment Fund Withholding

In addition to the Fact-Finder's Report, under Welfare and Institutions Code, section 12301.61, subdivision (f) a county may be subject to withholding of 1991 Realignment Funds if all conditions of the statute are met. It is unclear at this time if the parties will reach an agreement within 30 days of the release of the Fact-Finder's Report or how an

overseeing body or court will interpret the penalty's fourth criteria which requires there to be an expired MOU between IHSS workers and Siskiyou County.

Requested Action:

It is recommended that the Board receive the Fact-Finder's Report, the County's Dissent to the Report, and this Staff Report.

The fiscal impact will depend on the Board's direction and any potential agreement reached.

Staff is available to answer any questions.