



Phone  
(707) 464-7214

County of Del Norte  
County Administrative Office  
981 "H" Street, Ste. 210  
Crescent City, California 95531

Fax  
(707) 464-1165

**AGENDA DATE: January 25, 2022**

**TO: Board of Supervisors**

**FROM: Neal Lopez, County Administrative Officer**

**SUBJECT: Side Letter Agreement, DNC IHSS Public Authority and SEIU Local 2015**

**RECOMMENDATION FOR BOARD ACTION:**

Approve and adopt the Side Letter Agreement to amend Article X of Agreement number 2018-172 by adding Section 10.3 to the Memorandum of Understanding (MOU) between the Del Norte County IHSS Public Authority (Public Authority) and SEIU Local 2015 (Union) and authorize the Chair to sign.

**DISCUSSION/SUMMARY:**

Negotiations for a successor agreement between the Del Norte County IHSS Public Authority and SEIU Local 2015 (the recognized bargaining group for IHSS Care Providers in Del Norte County) began in November 2021. SEIU Local 2015 requested that up to four (4) Union members/providers participating on the SEIU Local 2015 negotiating team be paid for their time spent in negotiations up to eight (8) hours per session, including time spent as part of the team before and after each session. SEIU Local 2015, upon request from the Public Authority bargaining team, provided information in support of the Union's request. In addition, the Public Authority fiscal staff calculated projected financial impacts of the request and determined the Fiscal Year 2021-2022 Budget for the Public Authority could absorb the cost.

The Public Authority and the Union mutually agree to amend Article X of the MOU by adding Section 10.3 per the Side Letter Agreement attached tentatively agreed on by the Public Authority and Union as signed by the designated representative of each bargaining team.

Both parties agree that except as provided in the Side Letter Agreement, all terms and conditions as contained in the MOU, agreement number 2018-172, shall remain in full force and effect. Upon ratification and adoption, the Side Letter Agreement will amend Article X of the MOU.

**FINANCING:**

The cost of the Side Letter Agreement will not exceed three thousand dollars (\$3,000.00) and will be funded in the Public Authority FY 21-22 Budget.

**ALTERNATIVES:**

Not approve the Side Letter Agreement.

**CHILDREN'S IMPACT STATEMENT:**

This section meets 2 of the following outcome measures for children in Del Norte County:

- Children ready for and succeeding in school.
- Children and youth are healthy and preparing for adulthood.
- Families are economically self-sufficient.
- Families are safe, stable and nurturing.
- Communities are safe and provide a high quality of life.
- No impact to Children as a result of this action.

**ADMINISTRATIVE SIGN-OFF:**

AUDITOR:

COUNTY ADMINISTRATIVE OFFICER: Neal Lopez

ASSISTANT COUNTY ADMINISTRATIVE OFFICER:

COUNTY COUNSEL:

PERSONNEL:

OTHER DEPARTMENT:

**SIDE LETTER AGREEMENT  
BETWEEN THE  
COUNTY OF DEL NORTE IHSS PUBLIC AUTHORITY  
AND  
SEIU LOCAL 2015**

AGREEMENT No. 2018-172

This AGREEMENT is entered into by the County of Del Norte IHSS Public Authority and SEIU Local 2015 (Recognized bargaining group for IHSS Care Providers in Del Norte County).

It is understood that this agreement is not binding on the parties until the Del Norte County Board of Supervisors act, by majority vote to approve and adopt this agreement.

This amendment shall add Section 10.3 to Article 10 of Agreement 2018-172.

**Article X: UNION REPRESENTATIVES AND SHOP STEWARDS**

10.3: The Public Authority shall compensate up to four (4) providers on the Union's negotiating team for up to eight (8) hours for each day of negotiations during Fiscal Year 2021-2022 beginning November 30, 2021, not to exceed Three Thousand Dollars and Zero Cents (\$3000.00). Providers will be compensated at their hourly rate of pay for any negotiation sessions they attend. Time spent in negotiations will not count toward their consumer's allotted service hours nor will it count as time worked for the purposes of calculating overtime.

A sign in sheet verifying In/Out time shall be provided to the Public Authority within seven (7) days of each negotiation session. This documentation shall be provided prior to payment being issued.

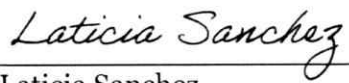
In the event that negotiations continue into Fiscal Year 2022-2023, the parties shall meet and confer regarding an extension to this agreement.

Mutually Recommended:

COUNTY OF DEL NORTE  
IHSS PUBLIC AUTHORITY

SEIU LOCAL 2015

  
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Neal Lopez  
County Administrative Officer

  
\_\_\_\_\_  
Laticia Sanchez  
Lead Organizer R6

Approved and adopted this 25<sup>th</sup> day of January 2022 by the Del Norte County Board of Supervisors.

\_\_\_\_\_  
Gerry Hemmingsen, Chair  
Del Norte County Board of Supervisors

APPROVED AS TO LEGAL FORM

  
\_\_\_\_\_  
Joel Campbell Blair  
County Counsel