

CAPA - IHSS Wage Benefit Chart: March 16, 2015

County	Date Updated	Number of IHSS Providers	Hourly Wage on 7/1/12	Hourly Amount in PA Rate for Health Benefits on 7/1/12	Current Hourly Wage	Current Hourly Amount in PA Rate for Health Benefits	Effective Date of Current Wage & Health Benefits	Public Authority Rate	Hourly Amount Payroll Taxes	Hourly Amount in PA Operational Costs	Effective Date of Current MOU	Expiration Date of Current MOU	Approved Prospective Changes to Current Wage & Health Benefits	Effective Date of Approved Prospective Changes to Current Wage & Health Benefits	Health Benefits Provided Yes/No	Number of Providers Enrolled in Health Benefits	Number of Providers on Waiting List for Health Benefits	Other Benefits in MOU = Yes/No (Describe on "Other Benefits")	County Protection Provision in MOU = Yes/No (Describe on "County Protections")	Union	Comments	
Alameda	3/3/2015	17,000	\$11.50	\$0.72	\$12.50	0.72 (plus .01 for non-health benefits)	11/1/2014	\$13.80	\$1.26	\$0.11	9/1/2013	10/30/2016	None	None	Yes	5200. Dental only: 13	None	Yes	Yes	SEIU-ULTWC		
Alpine (non-member)	3/12/2015	30			\$9.00																CUHWU	
Amador	8/4/2014	147	\$8.50	\$0.60	\$9.00	\$0.60	7/1/2014	\$11.13	\$0.91	\$0.62	7/1/2005	6/30/2008	None		Yes	28	0	Yes	Yes	SEIU-UHW		
Butte (non-member)	3/12/2015	2,990	\$8.20	\$0.60	\$9.00	\$0.60	7/1/2014	\$9.62	\$0.74	\$0.08	10/1/2009	9/30/2012	None		Yes	2,586	75	No	No	CUHWU		
Colusa	5/9/2014	90	\$8.50	\$0.00	\$9.00	\$0.00	7/1/2014 - Minimum Wage increase	\$11.20	\$0.81	\$1.20	8/1/2013	8/1/2016 or when the State takes over coll. barg.			No		0	No		CUHWU		
Contra Costa	2/2/2015	7,900	\$11.50	\$1.31 Plus non-health benefits of .31	\$11.50	\$1.31 plus non-health benefits of \$0.13	1/1/2009	\$14.27	\$1.07	\$0.26	10/1/2009	4/30/2015	None		Yes	2,060	no wait list	Yes	Yes	SEIU-UHW	Provider Pension in effect	
Del Norte	8/4/2014	298	\$9.50	\$0.00	\$9.50	\$0.00	2/1/2014	\$10.42	\$0.56	\$0.26	11/26/2013	6/30/2015			No				Yes	CUHWU		
El Dorado	8/4/2014	812	\$9.00	\$0.60	\$9.00	\$0.60	7/1/2010	\$11.02	\$1.17	\$0.25	07/01/10-06/30/13	6/30/2013	None		Yes	UDW provides	Unknown	No	Yes	UDW		
Fresno	3/12/2015	12,985	\$10.25	\$0.85	\$10.25	\$0.85	10/1/2008	\$12.17	\$0.97	\$0.10	4/29/2014	9/30/2015	None	n/a	Yes	1,390	1,272	Yes	Yes	SEIU-UHW		
Glenn	2/17/2015	450	\$8.40	\$0.00	\$9.00	\$0.00	7/1/2014 - Minimum Wage increase	\$10.43	\$0.81	\$0.62	7/2/2013	7/2/2014			No				N/A	CUHWU		
Humboldt	1/30/2015	1,580	\$8.50	\$0.00	\$9.00	\$0.00	7/1/2014	\$8.85	\$0.61	\$0.24	7/1/2013	6/30/2016	None	N/A	No	N/A	N/A	N/A	N/A	CUHWU		
Imperial	9/15/2014	4,531	\$9.00	\$0.60	\$9.50	\$0.29	9/1/2014	\$10.72	\$0.86	\$0.07	6/24/2014	6/24/2015	none	n/a	Yes	518	20	No	Yes	CUHWU		
Inyo	1/30/2015	110	\$9.25	\$0.60	\$9.25	\$0.60	6/11/2013	\$8.80			6/12/2012	6/30/2014			No				N/A	CUHWU		
Kern	3/3/2015	3,990	\$10.35	\$0.00	\$10.35	\$0.00	2/1/2014	\$11.74	\$1.20	\$0.19	12/3/2013	3/31/2015	None	None	No			No	Yes	UDW		
Kings	2/12/2015	1,346	\$9.25	\$0.60	\$9.85	\$0.00	9/1/2014	\$10.74	\$0.72	\$0.42	7/1/2014	6/30/2015			no	0	0	No	Yes	CUHWU	In negotiations	
Lake		1,560			\$9.30	\$0.60		\$10.49	\$0.94	\$0.20	2/1/2008	1/31/2011			Yes	250	0	No	Yes	CUHWU		
Lassen (non-member)	3/12/2015	135			\$9.00	\$0.00	7/1/2014	\$9.92	\$0.60	\$0.32	N/A/	N/A	N/A		No	N/A	N/A	N/A	N/A	CUHWU		
Los Angeles - PASC	3/3/2015	142,980	\$9.00	\$0.65	\$9.65	\$0.92	6/1/2013	\$10.46	\$0.90	\$0.05	1/1/2013				Yes	42,672	N/A	No	Yes	SEIU-ULTWC		
Calaveras	1/30/2015	264	\$10.00	\$0.48	\$10.00	\$0.48	9/1/2010	\$12.47	\$0.90	\$1.08	9/1/2010	8/31/2011	None	N/A	Yes	64	9	Yes	Yes	SEIU-ULTWC		
Madera (non-member)	3/12/2015	1,370			\$10.35	\$0.60		\$10.90	\$0.84	\$0.26	2/12/2008	11/30/2010			Yes	212	0	No	Yes	CUHWU		
Marin	2/2/2015	1,550	\$12.10	\$0.82	\$13.00	\$0.82	2/1/2015	\$18.04	\$3.90	\$0.32	1/1/2015	12/31/2016			Yes	220	0	No	Yes	SEIU-UHW		
Mariposa	8/14/2014	175	\$9.60	\$0.00	\$10.10	\$0.00	8/1/2014	\$11.83	\$0.91	\$0.82	7/1/2013	6/30/2015	N/A	N/A	No	N/A	N/A	No	Yes	CUHWU		
Mendocino	5/9/2014	1,370	\$9.90	\$0.60	\$9.90	\$0.60	1/1/2009	\$11.68	\$1.18	\$0.47	11/1/2006	10/31/2009	in negotiation	in negotiation	Yes	400	0	No		SEIU-ULTWC		
Merced	3/3/2015	2,419	\$9.00		\$9.50	\$0.00	3/1/2015	\$11.30	\$1.72	\$0.08	6/1/2013	12/31/2015	N/A	N/A	No	N/A	N/A	No	Yes	UDW		
Modoc	3/12/2015	90			\$9.00	\$0.00		\$8.89			N/A	N/A	N/A		No				N/A	CUHWU		
Mono	3/12/2015	40			\$9.00	\$0.00		\$9.50			N/A	5/31/2011	N/A		No				N/A	CUHWU		
Monterey	8/4/2014	3,220	\$11.50	\$0.60	\$11.50	\$0.60		\$12.27	\$0.96	\$0.21	3/1/2009	2/29/2012			Yes	345	140	No	Yes	SEIU-ULTWC		
Napa	1/30/2015	1,250	\$11.50	\$0.60	\$12.10	\$0.00	11/1/2015	\$13.39	\$1.10	\$0.19	1/1/2013	12/31/2015			No		0	No	Yes	SEIU-ULTWC		

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Nevada (includes Plumas and Sierra)	2/3/2015	876	\$8.56	\$0.60	\$9.50	\$0.60	10/1/2014	\$10.69	\$1.00	\$0.57	10/1/2006	12/31/2015			Yes	164	0.	No	Yes	CUHWU	
Orange	4/30/14: Continuing negotiations	19,818	\$9.30	\$0.60	\$9.30	\$0.60	9/1/2010	\$10.66	\$0.70	\$0.06	6/1/2011	9/30/2012	None	N/A	Yes	As of 4/30/2014: 1994 Insured	822: waiting time 1 yr. 6 mo.	No	Yes	UDW	
Placer	3/3/2015	2,005	\$10.00	\$0.60	\$10.00	\$0.60	1/1/2010	\$11.99	\$1.00	\$0.39	1/1/2010	12/31/2011	None		Yes	564	88.	No	Yes	UDW	
Plumas (see Nevada)																					
Riverside	3/3/2015	22,400	\$11.50	\$0.60	\$11.50	\$0.60	12/31/2012	\$13.16	\$0.92	\$0.14	12/31/2012	6/30/2015	None	N/A	Yes	2,300	1,090.	No	Yes	UDW	current MOU effective 12-31-2012 but signed on 12/17/13
Sacramento	2/3/2015	19,063	\$10.80	\$0.80	\$10.80	\$0.80	1/1/2014	\$12.58	\$0.98	\$0.07	12/1/2009	2/28/2016	N/A	N/A	Yes	2,821	1,430.	No	Yes	SEIU-UHW	
San Benito	8/2/2014	410	\$10.50	\$0.60	\$10.50	\$0.60	1/1/2010	\$12.43	\$0.89	\$0.44	1/1/2007	12/31/2009	None	None yet	Yes	78	0.	No	Yes	SEIU-ULTWC	
San Bernardino	2/19/2015	2,168	\$9.25	\$0.38	\$9.25	\$0.38	7/9/2013	\$10.54	\$0.92	\$0.17	7/1/2013	12/31/2014	N/A	N/A	Yes	984	25.	No	Yes	SEIU-ULTCW	contract ended Union & PA agreed to postpone negotiations
San Diego	1/30/2015	22,648	\$9.50	\$0.33	\$9.85	\$0.37	11/1/2013	\$11.53	\$1.10	\$0.21	11/1/2013	9/30/2015	N/A	N/A	Yes	1,852	481.	Yes	Yes	UDW	
San Francisco	3/3/2015	19,375	\$12.00	\$2.51	\$12.25	\$2.51	9/1/2014	\$15.91	\$1.30	\$0.10	11/30/2015		\$12.25 on 5/1/15	N/A	Yes	11,595	0.	Yes	Not in detail	SEIU-UHW	Hourly wage for IPs includes paid time off (PTO)
San Joaquin	8/14/2014	5,875	\$9.60	\$0.65	\$9.85	\$0.74	7/1/2014	\$11.92	\$1.17	\$0.16	10/1/2012	3/31/2016	None	None	Yes	758	No Info	Yes	Yes	SEIU-UHW	
San Luis Obispo	3/3/2015	2,002	\$10.00		\$11.05	\$0.00	7/1/2014				7/1/2013	6/30/2015			No			Yes	Yes	UDW	
San Mateo	11/15/2013	4,629	\$11.50	\$0.70	\$11.50	\$0.97	6/1/2013	\$14.10	\$1.15	\$0.20	7/1/2012	6/30/2014	\$12.65	Pending rate approval - assuming wage increase to take effect April 2015	Yes	1,000	40.	Yes	Yes. See description	SEIU-521	
Santa Barbara	3/3/2015	2,500	\$10.00	\$0.60	\$11.05	\$0.00	3/1/2014	\$11.78	\$0.81	\$0.37	7/1/2013	6/30/2016	n/a	n/a	No	0	0.	No	Yes	UDW	Shifted HB to Wages eff. 3-1-14 (\$0.55)
Santa Clara	2/2/2015	18,967	\$12.20	\$3.18	\$12.81	\$3.22	2/1/2015	\$17.45	\$1.13	\$0.07	3/11/2014	2/1/2017	\$13.00 wages	2/1/16	Yes	9,400	N/A	Yes	No	SEIU-521	
Santa Cruz	3/6/2015	2,963	\$11.50	\$0.60	\$11.90	\$0.20	1/1/2014	\$13.82	\$1.49	\$0.23	12/13/2011	9/30/2014	None		No	n/a	n/a	Yes	Not in expired MOU	SEIU - 6434	
Shasta	1/30/2015	2,808	\$9.30	\$0.34	\$9.64	\$0.00	2/1/2014	10.93	\$1.16	\$0.13	1/1/2014	9/30/2014	None		No	N/A	N/A	No	Yes	CUHWU	
Sierra (see Nevada)																					
Siskiyou	3/3/2015	396	\$8.00	\$0.00	\$9.00	\$0.00		\$9.80	\$0.67	\$0.13	N/A	N/A	N/A		No	N/A	N/A	N/A	N/A	CUHWU	
Solano	2/2/2015	3,311	\$11.50	\$0.60	\$11.50	\$0.60		\$14.52	\$2.13	\$0.29	7/1/2011	12/31/2015	None		Yes	745	500.	Yes	Yes	SEIU-ULTCW	
Sonoma	1/30/2015	4,700	\$11.50	\$0.60	\$11.65	\$0.60	10/1/2013	\$13.29	\$0.91	\$0.21	10/1/2013	9/30/2015	None	None	Yes	451	519.	Yes	Yes	SEIU-UHW	
Stanislaus	1/30/2015	5,150	\$9.38	\$0.60	\$10.10	\$0.00	7/1/2014	\$11.16	\$0.92	\$0.14	6/1/2012	New Labor Agreement	From \$9.38 to \$10.00 on 6/1/2014	No	0	0.	Yes	Yes	UDW		

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Sutter	8/14/2014	872			\$9.25	\$0.60		\$10.73	\$0.72	\$0.27	4/13/2011	12/31/2012			Yes	150	0	Yes	Yes	CUHWU		
Tehama	2/17/2015	900	\$8.40	\$0.00	\$9.00	\$0.00	Minimum Wage	\$9.16	\$0.82	\$0.19	1/1/2011	in negotiations			No			No	Yes	CUHWU		
Trinity	8/14/2014	150	\$9.00	\$0.00	\$9.00	\$0.00	7/1/2014	\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	No	n/a	n/a	No	N/A	CUHWU	No changes.	
Tulare	4/30/2014	2,421	\$9.00	\$0.60	\$9.27	\$0.60	11/1/2013	\$11.23	\$1.21	\$0.15	7/1/2013	3/31/2015	\$9.27	11/1/2013	Yes		270	0	No	Yes	CUHWU	
Tuolumne (non-member)	3/12/2015	250			\$9.00	\$0.60								4/1/15 - \$9.25 7/1/15 - \$9.45 1/1/16 - \$10.00						CUHWU		
Ventura	3/5/2015	4,500	\$9.50	\$0.60	\$11.10	\$0.00	7/1/2014	\$11.10	\$0.91	\$0.24	7/1/2014	12/31/2016	None	From \$9.50 to \$11.10 on 7/1/14 increased to \$12.10 on 7/1/15, increase to \$12.50 on 7/1/16.	No	N/A	None	No	Yes	SEIU-ULTCW		
Yolo	3/3/2015	1,832	\$10.50	\$0.60	\$11.02	\$0.60	1/1/12-12/31/14	\$12.36	\$1.10	\$0.16	1/1/2012	12/31/2014	None		Yes	180	199	Yes	Yes	SEIU-UHW		
Yuba (non-member)	3/12/2015	560			\$10.00	\$0.60		\$12.30	\$1.43	\$0.27	7/1/2007	6/30/2010			Yes	145	10	Yes	Yes	SEIU-UHW		