

Name By County Public Authority	Description of provisions within MOU or ordinance that protects the county if state or federal sharing is reduced
Alameda	Thru Dec 2010 only, if State reduces participation below \$9.50, Co will contiune \$11.50 wage for 3 mos. If State or federal participation increases above \$11.50, bargaining on wage reopens. If there is any change to State or Federal participation, that would result in increased Co cost to maintain wage, the wage will be reduced to an amount that keeps Co cost the same as when paying the \$11.50 wage.
Alpine (non-member)	
Amador	If either state of federal participation levels are reduced in any way, the affected benefit and/or wages will be reduced by an amount necessary to keep the total costs to the County and the PA the same.
Butte	N/A
Calaveras	If during the term of this agreement the federal waiver is modified, reduced or eliminated or state or federal participation levels are reduded or state or federal sharing formulas are modified in any manner that would result in an increased cost to the Public Authority to maintain the wage levels described in this MOU, wages will be reduced by an amount necessary to keep the total costs to the Public Authority the same as such cost existed on the day prior to the effective date of such reduction or modification.
Colusa (non-member)	
Contra Costa	A.If during the term of this agreement, the state participation in wages increases to an amount that exceeds \$10.50 per hour, the parties will re-open negotiations on the earliest mutually agreeable date regarding the subject of wages only. B. If during the term of this agreement, either state of federal participation levels are reduced or either the state or federal sharing formula are modified in any manner relative to the base numbers described below that would result in an increased cost to the county and/or the Public Authority to maintain the wage level described in this MOU, wages will be reduced by an amount necessary to keep the total cost to the county and/or the Public Authority the same as such cost existed on the day prior to such reduction or modification.
Del Norte	If during the time of this agreement, state or federal participation levels are reduced, State Realignment Funding is reduced, the state caps their funding participation in a provider wage lower than the wages paid under this agreement, or either the state or federal sharing formula is modified in any manner that would result in an increased cost the the Public Authority and/or County to maintain the wage described in this agreement, the wage will be reduced by an amount necessary to keep the total Public Authority and/or county the same as it was before the state and/or federal change.
El Dorado	Section 6.2: If either state or federal participation levels are reduced or, either the state or federal sharing formula is modified in any manner that would result in an increase in costs to the El Dorado County Public Authority to maintain the wage levels described in this MOU, wages will be reduced by an amount necessary to keep the costs of wages paid by the Public Authority for any IHSS provider, at a participation level and/or at a state and/or federal cost sharing formula that sufficiently and fully offsets any increases in costs for wages paid by the Public Authority. The Public Authority shall provide to the Union a detailed written description of any adjustments to be made pursuant to this section at least (30) thirty days prior to the effective date of such adjustments. There is a similar contingency language for health benefits.
Fresno	If at any time the federal or state funding, including monies received throught the Realignment Act are reduced or suspended, the Public Authority's participation shall be reduced in direct proportion.
Glenn	N/A
Humboldt	N/A
Imperial	- Article 13 -Wage - Wage and Benefit Contingency- In any event described in Article 13, paragraph B cause an increased cost to the County to maintain any wage or benefit level applied due to CFCO savings, the affected wage or benefit may be reduced. - Article 20- Health benefits - Contingency - The Public Authority will contribute up to a maximum monthly contribution of \$24,539.55 local share. The Public Authority contribution is subject to State and Federal participation at the rates applicable at the beginning of this Agreement. If for any reason the State and Federal Government reduces its funding or ceases to fund at its current contribution rate for health benefits the Public Authority reserves the right to discontinue the health benefit program.
Inyo	Contingency language that dictates the wages will be raised only if the realignment base \$\$ are the same or more as the previous year.
Kern	County protection is that the wage will drop to prior level if the state/federal funding is in jeopardy.

Kings	If during the term of this agreement, either state or federal participation levels are reduced, state realignment funding is reduced, the state caps their funding participation in a provider wage lower than wages paid under this agreement or either the state or federal sharing formula is modified in any manner that would result in an increase in cost to the county to maintain the wage level described in this agreement, the affected wages will be reduced by an amount necessary to keep the total cost to the county the same as such supported by the new federal and/or state share or funding participation cap. the Public Authority shall provide the Union a written description of any adjustments to be made pursuant to this section at least (30) days prior to the effective date of such adjustments.
Lake	Wages are conditional upon the continued provision of state and federal matching funds sufficient to finance wages at their current level.
Lassen	N/A
Los Angeles - PASC	For Fiscal Year 2011-2012, the County's appropriation for the PASC negotiated wage, above minimum wage, shall not exceed the total of \$37,000,000. This amount is an absolute limit on the County's cost and the County is not obligated by this Agreement in any way to pay or subsidize beyond this appropriation amount any portion of any PASC negotiated wage increase beyond the minimum wage. In the event the State does not fully participate up to the County's established wage rate, as set forth in subparagraph 6.0.2.3 below and in the health benefits of up to \$0.75 per hour, or if the State's funding pursuant to Welfare and Institutions Code (WIC) Section 12306.1 in any way becomes unavailable; the County's above-stated obligation for any age above the minimum wage or capitation payments, shall terminate and automatically, without further action by the County Board of Supervisors, revert to a proportionate reduction in the County's IHSS wage, but not lower than the minimum wage whether or not the County reached its maximum allocation of funds for the FY 2011-12 fiscal year, as set forth in subparagraph 4.0.5.12 above. Both parties further agree that WIC Section 12306(c)(3) does not obligate the County in any way or at any time to fund the State's share of wages or capitation payments negotiated pursuant to WIC Section 12306.1. Any additional funds shall be paid by PASC.
Madera (non-member)	Proposed wage increases and contributions for benefits shall be specifically contingent upon the continued existence of the current state and federal sharing ration for said expenditures. The continued existence of the so-called federal Residual Waiver for the contracted period; the availability of state or federal funding sufficient to cover said expenses. If any of these conditions take effect at anytime during the contract, the PA's financial obligation toward wages or benefits shall be capped at the level determined by the current state/fed/co sharing ration and wages and benefits adjusted downward to reflect the reduced state and/or fed obligation. Specifically the wages and benefits will be reduced by an amount to keep the total costs to the PA the same. The PA shall provide the Union a written description of any adjustments to be made at least (30) thirty days prior to the effective date of such adjustments.
Marin	If state or federal participation decreases, PA can re-open; 2) If state or federal participation increases, Union can re-open; 3) To avoid overlong negotiations, negotiations must begin within 14 days of notice and negotiations as well as impasse procedure shall be concluded within 60 days of the initial notice. Labor-Management bargaining team can extend if both parties agree.
Mariposa	If during the term of this agreement, the Public Authority determines that State or Federal participation/allocation levels are reduced in any way that would result in an increased cost to the County and/or the Public Authority to maintain the wage level described in the MOU, compensation will be reduced by an amount necessary to keep the total cost to the County and/or the Public Authority the same as such cost that existed on the day prior to the effective date of such reduction or modification. The wage adjustment will be effective on the date the reduction or modification is effective.
Mendocino	During the term of the MOU, if either or both state or federal participation levels in IHSS wages and/or benefits are increased or, the state and/or federal of IHSS wage and/or benefit costs are increased, the PA representatives and Union representatives will meet and confer within 30 days of notification of such changes to be made, provided that any increases to IHSS wages and/or benefits keep the total county costs to the PA the same as/no higher than prior to the changes.
Merced	Wage Provisions: If the Federal and or the State government determine Public Authority to be an applicable large employer or ACA plan sponsor, \$.50 in wage and \$.10 in payroll expenses/taxes will be immediately reverted back to provider benefits. Also, if the State and/or Federal government take action which increases the Public Authority or County share of funding and costs, Public Authority has the option to reduce wages and/or health benefits in the amount of the state participateion rate of pay and/or to keep net costs for Public Authority and/or County equal to costs incurred prior to the change. The union and County will meet and confer regarding any perspective affected benefits and/or wages.
Modoc	N/A
Mono	N/A
Monterey	In the event the state decreases the wage and benefit level, the PA and Union shall meet and confer to assess the impact. In no event shall a state decrease in contribution result in any increase to the county's contribution and/or share of the wage and/or benefit level.

Napa	Wage Contingency: If either state or federal funding dollars are reduced, or the state caps its funding at a provider wage rate lower than the wage rate in place at the time of the reduction, or either the state or federal sharing formula is modified in any manner that would result in an increased cost to the County to maintain the then current wage rate provided under this agreement, the hourly wage rate will be adjusted to reflect the reduced state and/or federal contribution.
Nevada (includes Plumas and Sierra)	Wage Contingency: If either the state or federal participation levels are reduced, or if either the state or federal sharing formula is modified in any manner that would result in an increased cost to the counties to maintain the wage level described in this agreement, wages will be reduced by an amount necessary to keep the total cost to the Public Authority the same as such cost existed on the day prior to the effective date of such reduction or modification. The Public Authority shall provide to the Union a detailed written description of any adjustments to be made pursuant to this section at least (30) days prior to the effective date of such adjustments.
Orange	If the state approves an amount less than the full funding, the county's financial contribution is capped at a level determined by the state/federal/county shares of IHSS provider wages and benefits as described within and pursuant to section 12306.1 of the Welfare and Insitutions Code, as that Section existed on the effective date of this agreement. Should the state and/or federal sharing ratio of the IHSS wages or benefits be reduced, then the County's overall contribution will not increase. Any wage or benefit increases for IHSS providers outlined in thia agreement will not go into effect until the state gives approval of the public authority rate and completion of the required state programming of Case Management Information and Payrolling System (CMIPS) to reflect such wage or benefit increases.
Placer	If either the state or federal participation levels are reduced, or either the state or federal sharing formula is modified in any manner that would result in an increased cost to the Placer County Public Authority to maintain the wage levels described in this MOU, wages will be reduced by an amount necessary to keep the total cost to the Public Authority the same as such cost existed on the date prior to the effective date of such reduction or modification. It is expressly understood that the implementation of this Section could result in a wage level that is below the wage level described in section 6.1.A of this agreement.
Plumas (see Nevada)	
Riverside	If during the term of this agreement, either state or federal participation levels are reduced, state caps their funding in a provider wage lower than the wages paid under this agreement, or either the state or federal sharing formula is modified in any manner that would result in an increased cost to the county to maintain the wage and/or benefit level described in this agreement, then the county's overall contribution will not increase, rather the IHSS provider wages will be adjusted to reflect the reduced state and/or federal contribution.
Sacramento	<p>6.2 WAGE CONTINGENCY</p> <p>a. If during the term of this Agreement, either state or federal participation levels are reduced or state or federal sharing formulas are modified in any manner, that will result in an increased cost the Public Authority to maintain the wage level described in this Agreement, wages will be reduced by an amount necessary to keep the total cost to the Public Authority the same as such cost per paid hour that existed on February 1, 2013. b. If the state wage contribution drops below \$10.50 the parties may renegotiate the contribution towards health benefits.</p> <p>7.2 Health Benefits Contingency</p> <p>a. In the event that health care reform at the State and/or Federal level (i.e. the Affordable Care Act) expands healthcare options for IHSS workers such that part or all of the current benefits provided by this agreement are rendered unnecessary, upon the request of either party, the parties will meet to discuss how to re-allocate excess health care funds to wages and/or other benefits.</p> <p>b. In the event that the Public Authority is deemed an employer for the purposes of the Affordable Care Act (ACA), the Public Authority will be contractually responsible for funding the additional amount, if any, between its February 28, 2013 obligation and any greater obligation it may be deemed to have under the ACA. In no case shall the Public Authority's responsibility for the aggregate health insurance contribution (including both the contractual contribution and any ACA contribution and/or penalty) exceed its' obligation as it exists on February 28, 2013, or under the ACA, if greater.</p> <p>10.1 TERM</p> <p>a. This Agreement shall remain in full force and effect from December 1, 2011 to and including February 28, 2016.</p> <p>b. In the event that the State takes control of collective bargaining responsibility in advance of the contract's expiration, the Public Authority is absolved of any contractual responsibility to SEIU-UHW, except, however; as required by law.</p>
San Benito	The parties further agree that if during the term of this agreement, either state or federal participation levels for IHSS services are reduced or either state or federal sharing formula is modified in any manner that would result in an increase in cost to the Public Authority to maintain wage and /or benefit level described in the parties MOU, the parties shall agree to re-open the MOU to address, meet and confer the impact of such reductions or modifications.

San Bernardino	Because of the uniqueness of the legislative scheme for IHSS Public Authorities, the continuing costs of wages, benefits, and operations contained in this Agreement are subject to the on-going funding by the County, pursuant to the County code section 12.4209 as well as the state and federal funding. Should the County not provide adequate funding for the costs of the wages, benefits and operations contained herein or should the state or federal governments change funding allocations or reduce funding, the parties shall forthwith meet and confer to provide for any necessary adjustments resulting from any reduction in funding. However, should funding be decreased to the Public Authority from any source immediate reduction in wages and economic benefits shall be implemented commensurate with the maximum level of funding that is approved by both the state and federal funding agencies, pending further meeting and conferring.
San Diego	If the state approves an amount less than the full funding, the county's financial contribution is capped at a level determined by the current state/federal/county shares of IHSS provider wages. Should the State and/or Federal sharing ratio of the IHSS wages be reduced, then the county's overall contribution will not increase. rather the IHSS provider wages will be adjusted to reflect the reduced State contribution.
San Francisco	Continuation of the "current Provider wages and benefits...is subject to funding."
San Joaquin	Any change in sharing rations, MOU requires notification 30 before changes; meet and confer at Union request; meet and confer does not prevent implementation and changes after 30 days notice. Additional protection language added regarding current MOU changes based on the CFCO "savings".
San Luis Obispo	If during the term of this agreement either Federal or State participation levels are reduced, State realignment funds are reduced, the State caps their funding participation in a provider wage lower than the wages paid under this agreement, or State or Federal sharing formula is modified in any manner that would result in an increased cost to the county to maintain the wage and/or benefit level in this Agreement, the affected benefit and/or wages will be reduced by an amount necessary to keep the total costs to the county the same as such supported by the new Federal and/or State share or funding participation cap.
San Mateo	The current hourly wage is \$11.50 per hour, contingent upon the State and Federal governments' agreements to share at that level under the current funding formula.
Santa Barbara	Section 3: Wage & Benefits Contingency: If during the term of this agreement either State or Federal participation levels are reduced, State realignment funds are reduced, the state caps their funding participation in a provider wage lower than wages paid under this agreement, or, either the State or Federal sharing formula is modified in any manner that would result in an increased cost to the County to maintain the wage and/or benefit level described in this agreement, the affected benefit and/or wages will be reduced by an amount necessary to keep the total costs to the county the same as such supported by the new federal and/or state share and/or funding participation cap.
Santa Clara	
Santa Cruz	
Shasta	The Public Authority shall provide to the Union a written description of any adjustments to be made pursuant to this section at least thirty (30) days prior to the effective date of such adjustments. Upon receipt of a written request from the Union to do so, the Public Authority will meet and confer regarding the impact of the above-described loss of funding or funding participation wage cap. In no case will the Public Authority be required to increase its contribution towards the affected benefit and/or wages, as applicable.
Sierra (see Nevada)	either party, will agree to reopen wages (Article 6), benefits (Section 7.2), and Job
Siskiyou	
Solano	7.2 or 8.3 shall be made except by mutual agreement. For the purposes of this section, board
Sonoma	If, during the term of this Agreement, either State or Federal participation levels are reduced or, either the State or Federal sharing formula is modified in any manner, relative to the baseline numbers described below, that would result in an increased cost to the County and/or the Public Authority to maintain the wage level described in this MOU, wages will be reduced by an amount necessary to keep the total cost to the County and/or the Public Authority the same as such cost existed on the day prior to the effective date of such reduction or modification. If, during the term of this Agreement, either State or Federal participation levels are reduced or, either the State or Federal sharing formula is modified in any manner, relative to the baseline numbers described below, that would result in an increased cost to the County and/or the Public Authority to maintain the benefit levels described in this MOU, the affected benefit or benefits will be reduced by an amount necessary to keep the total cost to the County and/or the Public Authority the same as such cost existed on the day prior to the effective date of such reduction or modification.

Stanislaus	<p>This language remains unchanged in the new (2/9/16) labor agreement. If, during the term of this Agreement either State or Federal participation levels are reduced, State realignment funding is reduced, the State caps their funding participation in a Provider wage lower than wages paid under this agreement, or, either the State or Federal sharing formula is modified in any manner that would result in an increased cost to the Public Authority to maintain the wage and/or benefit level described in this Agreement, the affected benefit and/or wages, will be reduced by an amount necessary to keep the total cost to the Public Authority the same as such supported by the new Federal and/or State share or funding participation cap.</p>
Sutter	
Tehama	<p>A.The uncertainty of the levels and continuation of state and federal funding for IHSS program requires that the Public Authority and the County protect its other programs and services from sudden revenue shifts. Contract commitments to the IHSS program could result in a substantial unfunded liability if the levels of state and federal participation change. Due diligence requires that the County and the Public Authority protect their fiscal interests in this regard.</p> <p>B.Notwithstanding any change to federal or state law or application thereof during the term of the agreement, the County and/or Public Authority's obligation to contribute toward wage costs shall not exceed 17.5% of such costs under any circumstances. Within 15 days of notification of any such change the parties will meet and consult on the impact of such changes, provided that the County and/or Public Authority may implement immediate reductions to ensure that the 17.5% cap is not exceeded without awaiting the commencement or conclusion of such meet and consult process. This Subsection shall not be construed to limit any provision of Subsection (c).</p> <p>C. 1.If during the term of this Memorandum of Understanding, the Public Authority and/or County determines that state or federal participations levels are reduced, or the state or federal sharing formula is modified in a way that would result in an increased cost to the County and/or Public Authority to maintain the wage level described in this MOU, then wage levels will be reduced by an amount and in the manner determined by the Public Authority and/or County to be necessary to keep the total costs to the County and/or the Public Authority the same as such cost that existed on the day prior to the effective date of such reduction or modification. Such reduction shall be effective on the date the reduction or modification in funding is effective. Within 15 days of notification of any such change the parties will meet and consult on the impact of such changes, provided that the County and/or Public Authority may implement immediate reductions in accordance with this Paragraph (c)(1) without awaiting the commencement or conclusion of such meet and consult process.</p> <p>2.If during the term of this Memorandum of Understanding, the Social Services realignment base is reduced below the base for the previous year, determined from January to December, or the funding received by the County for Social Services realignment base is reduced below the base for the previous year, determined from January to December, then wage levels will be reduced, effective the following July 1st, by an amount and in the manner determined by the Public Authority and/or County to be necessary to keep the total costs to the County and/or the Public Authority within the amount of funding received by the County for Social Services realignment base. No wage level reduction under this Paragraph (c)(2) shall be made effective prior to July 1, 2011. The parties will meet and consult on the impact of such wage level reduction, provided that the County and/or Public Authority may implement such reduction effective July 1 without awaiting the conclusion of such meet and consult process.</p>
Trinity	N/A
Tulare	<p>If during the term of this agreement, either State or Federal participation levels are reduced, State realignment funding is reduced, the State caps their funding participation in a provider wage lower than the wages paid under this Agreement or either the State and/or Federal sharing formula is modified in any manner that would result in an increased cost to the Public Authority and/or County to maintain the wage level described in this Agreement, the wage will be reduced by an amount necessary to keep the total and/or Public Authority and/or cost the same as it was before the State and/or Federal change.</p>
Tuolumne (non-member)	

Ventura	<p>Section 502 Wage Contingency on our new MOA effective 7/1/14 states: A) The uncertainty of the levels and continuation of state and federal funding for the IHSS program requires that the Public Authority and the County protect its other programs and services from sudden revenue shifts. Contract commitments to the IHSS program could result in millions of dollars of unfunded liability if the levels of state and federal participation change. Due diligence requires that we protect our fiscal interests in this regard. (Note: the term "wage, wages, or wage cost" as used hereafter includes wages, benefits, employment taxes and administrative costs. B) Notwithstanding any change to federal or state law during the term of the agreement, the county and/or the Public Authority's obligation to contribute toward employee wage cost shall be capped at 17.5%. Within 30 days of notification of any such change the Parties will meet and consult on the impact of such changes. C) If during the term of this Agreement the Public Authority receives notification that state or federal participation levels are reduced or the state or federal sharing formula is modified relative to the baseline numbers described in the implementation agreement in a way that would result in an increased cost to the County and/or the Public Authority to maintain wage level described in this MOA, compensation will be reduced by an amount necessary to keep the total cost to the County and/or Public Authority the same as such cost that existed on the day prior to the effective date of such reduction or modification. The wage adjustment will be effective on the date the reduction or modification is effective. However, the Public Authority may at its discretion temporarily delay implementation of such wage reduction for a period not to exceed sixty (60) days to allow time for the Authority to notify and discuss with the Union the effects of such a reduction.</p>
Yolo	<p>If, during the term of this Agreement, either state or federal participation levels are reduced or, either the state or federal sharing formula is modified in any manner, relative to the baseline numbers described below, that would result in an increased cost to the County to maintain the wage and/or benefit level described in this MOU, the affected benefit or benefits, including wages will be reduced by an amount necessary to keep the total cost to the County the same as such cost existed on the day prior to the effective date of such reduction or modification.</p>
Yuba	<p>If during the term of this agreement the federal waiver is modified, reduced or eliminated, or either state or federal participation levels are reduced or state or federal sharing formulas are modified in any manner that will result in an increased cost to the Public Authority to maintain the wage levels described in this MOU, wages will be reduced by an amount necessary to keep the total cost to the Public Authority the same as such cost existed on the day prior to the effective date of such reduction or modification.</p>

