

8-11-26
Edward R.
CSJ

RESOLUTION OF THE ORANGE COUNTY BOARD OF SUPERVISORS

SUPPORTING A MIDDLE-CLASS STANDARD OF LIVING FOR ORANGE COUNTY SOCIAL SERVICES AGENCY ELIGIBILITY WORKERS REPRESENTED BY AFSCME LOCAL 2076

WHEREAS, The County of Orange is committed to promoting the health, safety, and economic well-being of its residents; and

WHEREAS, Eligibility Workers employed by the Orange County Social Services Agency are responsible for determining eligibility for vital public assistance programs, including CalFresh, Medi-Cal, General Relief, CalWORKs, and other programs that provide food, health care, and economic security to Orange County's most vulnerable residents; and

WHEREAS, These employees serve as the front line of the County's anti-poverty efforts, helping thousands of families, seniors, children, veterans, and individuals with disabilities obtain essential services each year; and

WHEREAS, The work performed by these employees requires extensive knowledge of complex federal and state regulations, strong customer service skills, sound judgment, and the ability to manage demanding caseloads while serving the public with professionalism and compassion; and

WHEREAS, Despite the critical nature of their work, many Eligibility Workers struggle to afford the high cost of housing, transportation, health care, and other necessities in Orange County; and

WHEREAS, Some County Eligibility Workers earn wages low enough that they themselves may qualify for the very public assistance programs they administer, an outcome inconsistent with the County's commitment to economic opportunity and self-sufficiency; and

WHEREAS, Competitive wages are essential to recruiting and retaining experienced public servants, reducing employee turnover, preserving institutional knowledge, and ensuring continuity of services to Orange County residents; and

WHEREAS, Chronic understaffing and employee turnover increase workloads, delay services to vulnerable residents, increase training costs, and ultimately result in higher long-term costs to County taxpayers; and

WHEREAS, Orange County benefits when the dedicated public servants who administer essential safety-net programs earn wages sufficient to support themselves and their families without economic hardship; and

WHEREAS, A stable, experienced workforce improves customer service, program accuracy, efficiency, and accountability while strengthening public confidence in County government;

NOW, THEREFORE, BE IT RESOLVED THAT THE ORANGE COUNTY BOARD OF SUPERVISORS:

1. **RECOGNIZES** the essential role performed by Eligibility Workers represented by AFSCME Local 2076 in protecting the health and economic security of Orange County residents.
2. **DECLARES** that employees who administer programs designed to lift residents out of poverty should themselves earn wages that provide economic security and access to a middle-class standard of living.
3. **SUPPORTS** compensation policies that recruit and retain qualified Eligibility Workers through fair, competitive wages that reflect the value of their work and the cost of living in Orange County.
4. **ENCOURAGES** County management to negotiate in good faith with AFSCME Local 2076 to reach a fair collective bargaining agreement that provides meaningful wage improvements and supports a stable, experienced workforce.
5. **REAFFIRMS** its commitment to ensuring that the County's public servants are treated with dignity and respect and are compensated in a manner consistent with the critical services they provide to the residents of Orange County.

PASSED AND ADOPTED by the Orange County Board of Supervisors this ____ day of August, 2026.