



Agenda Date: 1/8/2008  
Agenda Placement: 6G

## NAPA COUNTY BOARD OF SUPERVISORS Board Agenda Letter

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**TO:** Board of Supervisors  
**FROM:** Shelli Brobst for Randolph F. Snowden - Director  
Health & Human Services  
**REPORT BY:** Shelli Brobst, Contracts Analyst, 253-4720  
**SUBJECT:** Adoption of a Resolution regarding the In-Home Supportive Services Rate Package

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### **RECOMMENDATION**

Director of Health and Human Services requests adoption of a resolution approving the In-Home Supportive Services (IHSS) rate package increasing IHSS provider wages from \$10.50 per hour to \$11.50 per hour and retaining a provision for 60 cents per hour in health benefits.

### **EXECUTIVE SUMMARY**

The State of California has provided official notice that it will share in the cost of In-Home Supportive Services (IHSS) provider wages and health benefits up to a total of \$12.10 per hour. The proposed rate package provides for an increase in IHSS provider wages from \$10.50 per hour to \$11.50 per hour. Provider benefits will remain at 60 cents per hour. Therefore, the new total provider wage and benefit will be \$12.10 per hour.

### **FISCAL IMPACT**

Is there a Fiscal Impact?	Yes
Is it currently budgeted?	Yes
Where is it budgeted?	Social Services (IHSS provider wages) IHSS Public Authority of Napa County (IHSS provider health benefits and administrative costs)
Is it Mandatory or Discretionary?	Mandatory
Is the general fund affected?	Yes
Future fiscal impact:	In accordance with the Memorandum of Understanding between the IHSS Public Authority of Napa County and Service Employees International Union (SEIU) Local 614 (now SEIU 6434) covering the period July 1, 2006 to

September 30, 2008, this wage increase is to be provided once the State "triggers" have been met. IHSS costs are split into federal, state and county shares. The County cost of a one dollar IHSS provider wage increase depends on the actual number of hours of IHSS services provided. Based on the current number of IHSS provider hours, and assuming that the rate package is approved and programmed into the State IHSS payroll system by February 2008, staff estimates that the County cost of the one dollar wage increase will be approximately \$56,000 for the remainder of Fiscal Year 2007-2008. The County cost for Fiscal Year 2008-2009 would be approximately \$135,000 (assuming the same number of provider hours). Both figures will change depending on the actual number of IHSS provider hours.

Under current County protocols, the County share of the IHSS provider wage increase is borne by the County General Fund. At the present time, HHSA has sufficient budget authority to implement the increase. As the fiscal year progresses, however, HHSA will be requesting additional County General Funds to cover the increase, if needed. HHSA will request additional General Funds for next fiscal year to cover the County's share of the wage increase.

Consequences if not approved: If the rate package is not approved, the County will be out of compliance with the negotiated MOU, and IHSS providers will not receive a wage increase.

Additional Information:

### **ENVIRONMENTAL IMPACT**

ENVIRONMENTAL DETERMINATION: The proposed action is not a project as defined by 14 California Code of Regulations 15378 (State CEQA Guidelines) and therefore CEQA is not applicable.

### **BACKGROUND AND DISCUSSION**

In April 2002 the Board of Supervisors adopted Ordinance No. 1196, adding Chapter 2.58 to the Napa County Code and establishing the In-Home Supportive Services (IHSS) Public Authority of Napa County as authorized by Section 12301.6 of the Welfare and Institutions Code (WIC). On May 20, 2003, a Memorandum of Understanding (MOU) was established between the In-Home Supportive Services Public Authority (IHSS-PA) of Napa County and Service Employees International Union (SEIU) Local 614, AFL-CIO. The MOU was approved by the IHSS Governing Board on August 5, 2003 and expired on June 30, 2006.

A new Memorandum of Understanding between the IHSS-PA of Napa County and SEIU Local 614 (now SEIU 6434) covering the period July 1, 2006 to September 30, 2008 was approved by the IHSS Governing Board on December 12, 2006. This MOU includes a clause providing for the IHSS provider wage to increase from \$10.50/hour to \$11.50/hour, subject to the availability of State and/or Federal funding, and to the State's "pulling the IHSS trigger." Per the MOU, provider benefits will remain unchanged at sixty cents per hour. "Pulling the IHSS trigger" means the State Department of Finance certifies that State revenues increased at least five percent over the year in which the State previously agreed to share in a wage and benefit increase. On October 12, 2007, Napa County received All-county Information Notice No. I-58-07, which indicated that, effective July 1, 2007, the State Department of Finance once again certified that State revenues had increased at least five percent over the year in which the State previously agreed to share in a wage and benefit increase. Therefore, the State now shares in the cost of provider wages and individual health benefits up to a total of \$12.10/hour. The State's share of

the dollar increase is approximately \$0.32, depending on the number of cases which are eligible for Federal funding.

Criteria for a wage increase have been met. Therefore, in accordance with the current MOU, upon approval by the IHSS Governing Board, and subject to the approval of the rate package by the Napa County Board of Supervisors at its January 8, 2008 meeting, HHSA will submit a rate package containing a \$1/hour wage increase (from \$10.50/hour to \$11.50/hour) to the California Department of Social Services and the Department of Health Services for their approval, with health benefits remaining at 60 cents/hour. The new wage rate will take effect: 1) on the first day of the month subsequent to the month in which final State approval of the rate increase is received, and 2) after the State's completion of required programming of the CMIPS (Case Management Information and Payrolling System) to enable the providers to be paid at the new, higher rate.

### **SUPPORTING DOCUMENTS**

- A . Resolution
- B . Rate Package (Exhibit A)

CEO Recommendation: Approve

Reviewed By: Lorenzo Zialcita