



Agenda Date: 10/25/2005  
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:** In-Home Supportive Services Rate Package

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### **RECOMMENDATION**

Director of Health and Human Services requests adoption of a resolution authorizing the approval of the In-Home Supportive Services (IHSS) rate package, increasing IHSS provider wages to \$10.50 per hour plus \$.60 in health benefits.

### **EXECUTIVE SUMMARY**

The State of California has provided official notice that it will share in the cost of IHSS provider wages and health benefits up to a total of \$11.10 per hour. The proposed rate package before the Board provides for an increase in IHSS provider wages from \$9.50 per hour to \$10.50 per hour. Provider benefits will remain at 60 cents per hour. Therefore, the new total provider wage and benefit will be \$11.10 per hour.

### **FISCAL IMPACT**

Is there a Fiscal Impact?	Yes
Is it currently budgeted?	Yes
Where is it budgeted?	HHSA pays the providers' wages from the Social Services budget. IHSS Public Authority pays the providers' health benefits and administrative cost from the IHSS Public Authority budget.
Is it Mandatory or Discretionary?	Mandatory
Is the general fund affected?	Yes
Future fiscal impact:	This increase was negotiated in the Memorandum of Understanding between the IHSS Public Authority of Napa County and Service Employees International Union ( SEIU) Local 614 covering the period July 1, 2003 through June 30,

2006. It is unknown at this time what the fiscal impact of a new MOU will be and what the federal, state and county sharing ratios will be next year.

Consequences if not approved: The County would be out of compliance with the negotiated MOU.

Additional Information: A one-dollar increase in provider wages will cost the County an estimated \$115,561. However, the implementation of the IHSS waiver program in Fiscal Year 2005-2006 will result in greater federal funding and lower county costs. Therefore, overall IHSS costs will be approximately \$160,000 lower than budgeted for Fiscal Year 2005-2006.

## **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 Napa County 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 was established between the In-Home Supportive Services Public Authority 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 expires on June 30, 2006. IHSS provider wages increased from \$7.11/hour to \$8.50/hour upon adoption of the MOU. (At that time IHSS providers also received 48 cents/hour in health benefits.) Per the MOU, provider wages subsequently increased from \$8.50/hour to \$9.50/hour on December 1, 2003. (At that time, provider health benefits increased to 60 cents/hour.) The MOU states that the IHSS provider wage will increase from \$9.50/hour to \$10.50/hour effective December 1, 2004, subject to the availability of state and/or federal funding and subject to the State's pulling the IHSS "trigger." Pulling the "trigger" means that the State Department of Finance has certified that state revenues have increased at least five percent over the year in which the State previously agreed to share in a wage and benefit increase. If the State were to pull the trigger, the State would share in the cost of a \$1 increase in IHSS wages and benefits. The State, however, did not pull the trigger in 2004 and therefore Napa County did not increase the IHSS provider wage.

On September 21, 2005, Napa County received All-County Information Notice No. I-59-05, which indicated that, effective July 1, 2005, the State had pulled the IHSS trigger. Therefore, the State will now share in the cost of provider wages and individual health benefits up to a total of \$11.10 per hour.

All of the MOU's specified criteria for a wage increase have been met. Therefore, upon approval by the Board, HHSA will submit (in coordination with the IHSS Public Authority) a rate package containing a \$1/hour wage increase (from \$9.50/hour to \$10.50/hour) to the California Department of Social Services and the Department of Health Services for their approval. Health benefits remain at 60 cents per hour. However, the new rate will not take effect until the first day of the month subsequent to the month in which final State approval of the rate increase is received, and following the State's completion of required programming of the CMIPS (Case Management Information and Payrolling System).

**SUPPORTING DOCUMENTS**

- A . Resolution
- B . Exhibit A to Resolution
- C . Summary of Costs

CEO Recommendation: Approve

Reviewed By: Lorenzo Zialcita