

MEMORANDUM
PLACER COUNTY HEALTH AND HUMAN SERVICES
In-Home Supportive Services Public Authority

TO: In-Home Supportive Services Public Authority Board
FROM: Maureen F. Bauman, Director of the In-Home Supportive Services Public Authority
DATE: November 8, 2011
SUBJECT: In-Home Supportive Services (IHSS) Public Authority Budget for FY 2011-12 and UDWA agreements

ACTION REQUESTED:

Take the following actions for the In-Home Supportive Services (IHSS) Public Authority:

1. Approve the Public Authority Budget for FY 2011-12 in the amount of \$870,498,
2. Approve an extension of the current Memorandum of Understanding with United Domestic Workers of America (UDWA) for 11 months, through November 30, 2012, at the current wage of \$10.00/hour, and
3. Authorize Maureen F. Bauman to sign the Participation Agreement for the UDWA Placer County Benefits Fund.

BACKGROUND:

The In-Home Supportive Services (IHSS) Public Authority was established on December 3, 2002 as required by California Welfare and Institutions Code Section 12302.25. The Authority is a separate legal entity whose purpose is to provide assistance to IHSS recipients in finding independent (home-care) providers through the establishment of a registry; the investigation of the qualifications and background of potential providers; the establishment of a referral system under which providers shall be referred to recipients; and the provision of training for recipients and providers. In addition, for the purpose of labor negotiations (regarding wages, benefits, and other terms and conditions of employment), the Authority is deemed to be the employer of record for IHSS independent providers.

The Authority utilizes a contract with Placer County to purchase needed services for operations, including personnel. It has provided the required services for recipients and providers since it was established. Of the 3,000 IHSS recipients projected to be served in FY 2011-12, approximately 300 will require and receive assistance in finding appropriately skilled and registered caregivers. The Authority staff will also assist approximately 2,000 IHSS providers with employment enrollment, orientation, training, support and counseling services during FY 2011-12.

The Public Authority was supported by seven County staff who were assigned to this unit. This year, with the retirement of the Public Authority Manager the budget was redesigned, moving the Manager supporting the Public Authority from the Public Authority budget to the Adult System of Care (ASOC) budget. The time dedicated to the Public Authority is now billed by ASOC to the Public Authority unit, resulting in a decrease in salary costs and an increase in professional services. In addition, one Administrative Clerk position has been left vacant in this budget, with these responsibilities being handled by a Temporary Office Assistant. These two changes will result in a budget reduction of \$87,181 for the current year and reduce the staffing in the Public Authority unit to five positions.

The Public Authority budget is limited to the responsibilities of IHSS provider registry, background checks, training, and negotiations. The County share of the IHSS provider wages is identified in the Health and Human Services Client Aid budget. The IHSS program is identified for State budget reductions if the State's anticipated revenues are not realized and the State's budget trigger is implemented. While this impact would reduce services for IHSS recipients (through reducing hours for their providers), this trigger would not affect the Public Authority budget.

In August 2004, the initial Memorandum of Understanding (MOU) between the United Domestic Workers of America (UDWA) and the Public Authority was negotiated, ratified by the Union membership, and adopted by the Public Authority Board. The current MOU, covering the period from January 2010 through December 2011, maintained the wage rate at \$10.00 per hour, and approved the Union's proposal to create a Union Health Care Trust Fund, effectively shifting the administration of the health care program from Public Authority staff to the Union. In agreeing to the modification, an annual cap was established for funding of the Trust (\$985,800), reflecting no increase in costs to the County. The Participation Agreement provides the detail for the Trust operations and was developed after the original agreement.

On June 20, 2011 the Union contacted the Public Authority's Contract Negotiator, expressing its interest in extending the current MOU for an additional 11 months, through November 30, 2012. The Union proposed that the current wages, benefits and terms and conditions outlined in the MOU be maintained through this extension period.

Extension of the current MOU maintains the current wage rate at \$10.00/hour, a wage that has not been adjusted since January 1, 2009, as well as the cap on contributions for health benefits. An extension would also maintain the current County protection language against any State action to shift costs – this is far stronger language than exists in most counties. This allows for predictability of County costs through November 2012. An extension of the MOU also means that staff resources that would have been required for contract negotiations are available for other tasks.

FISCAL IMPACT:

The extension of the MOU maintains the current budgeted wage rate for the IHSS Private Providers for FY 2011-12 and for 5 months into FY 2012-13. Agreeing to extend the current MOU precludes the County from seeking concessions, such as a wage reduction. However, the current wage of \$10.00 per hour is appropriate and adequate in maintaining providers on the Registry and is sustainable for the term of the extension within the current State funding. Additionally, no county has successfully reduced the wage rate due to court challenges by the unions and political pressure the unions have brought to bear when attempts have been made to reduce wages.

The budget (Attachment 1) for the IHSS Public Authority, which is a non-General Fund budget, is a combination of Federal, State, and County funds for a total of \$870,498. This includes \$439,921 in State and Federal revenue, \$233,930 in transfers from the ASOC, and a required County General Fund match of \$196,647.

MOU and Participation Agreement are on file with Clerk of the Board for review.

Attachment 1 – FY 2011-12 IHSS Public Authority Budget

Health & Human Services

Appropriation Name: IHSS Public Authority

Fund/Appropriation #: 513/42940

Object Level #3	Description	Final Budget FY 2010-11	Department Submitted Base Budget FY 2011-12	Department Requested FY 2011-12	CEO Recommended FY 2011-12	CEO Comments
1001	EMPLOYEE PAID SICK LEAVE	0	20,313	20,313	20,313	
1003	EXTRA HELP	0	23,907	23,907	23,907	
1005	OVERTIME & CALL BACK	0	-	-	-	
1002	SALARIES AND WAGES	421,526	\$278,326	278,326	278,326	
1018	TAXABLE MEALS	0	-	-	-	
1300	P.E.R.S.	95,653	\$60,919	60,919	60,919	
1301	F.I.C.A.	29,893	\$26,206	26,206	26,206	
1303	OTHER POST EMPLOYMENT BENEFIT	49,012	\$29,033	29,033	29,033	
1310	EMPLOYEE GROUP INSURANCE	59,132	\$65,241	65,241	65,241	
1315	WORKERS' COMP INSURANCE	610	\$424	424	424	
1325	401k EMP MATCH	750	\$750	750	750	
Subtotal Salaries & Benefits		656,576	505,119	505,119	505,119	
2555	PROF/SPEC SVCS - PURCHD	21,501	39,828	39,828	39,828	
2840	SPECIAL DEPARTMENT EXPENSE	26,601	8,601	8,601	8,601	
2051	COMMUNICATIONS - TELEPHONE	8,194	8,193	8,193	8,193	
2052	MOBILE COMMUNICATION DEVICES	606	606	606	606	
2068	FOOD	370	370	370	370	
2085	HOUSEHOLD EXPENSE	0	-	-	-	
2130	INSURANCE	0	-	-	-	
2140	GEN LIABILITY INS	6,339	6,339	6,339	6,339	
2290	MAINTENANCE - EQUIPMENT	0	-	-	-	
2291	MAINTENANCE - COMP EQUIP	0	-	-	-	
2310	EMPLOYEE GROUP INSURANCE	37,072	32,797	32,797	32,797	
2405	MATERIALS - BLDGS & IMPR	0	-	-	-	
2406	MAINTENANCE - JANITORIAL	5,000	3,000	3,000	3,000	
2422	MEDICAL, DENTAL & LAB SUPP	542	1,542	1,542	1,542	
2439	MEMBERSHIP/DUES	7,120	7,120	7,120	7,120	
2456	MISC EXPENSE	0	-	-	-	
2481	PC ACQUISITION	0	-	-	-	
2511	PRINTING	42,200	32,200	32,200	32,200	
2516	FED DRUG MEDICAL PROGRAM	0	-	-	-	
2522	OTHER SUPPLIES	400	400	400	400	
2523	OFFICE SUPPLIES & EQUIP	4,600	4,600	4,600	4,600	
2524	POSTAGE	11,300	8,300	8,300	8,300	
2550	ADMINISTRATION	57,053	55,872	55,872	55,872	
2554	COMMISSIONER'S FEES	0	-	-	-	
2556	PROF/SPEC SVCS - COUNTY	44,449	120,865	120,865	120,865	
2568	MIS SERVICES	0	-	-	-	
2701	PUBLICATIONS & LEGAL NOTICES	5,000	5,000	5,000	5,000	
2709	RENTS & LEASES - COMP SAW	1,061	601	601	601	
2710	RENTS & LEASES - EQUIPMENT	0	-	-	-	
2727	RENTS & LEASES - BLDGS & IMPR	0	-	-	-	
2809	RENTS & LEASES - PC	0	-	-	-	
2844	TRAINING	2,645	2,645	2,645	2,645	
2931	TRAVEL & TRANSPORTATION	4,100	4,100	4,100	4,100	
2932	MILEAGE	5,500	5,500	5,500	5,500	
2933	LODGING	0	-	-	-	
2941	COUNTY VEHICLE MILEAGE	0	-	-	-	
2964	MEALS	1,000	1,000	1,000	1,000	
2965	UTILITIES	1,000	1,000	1,000	1,000	
3551	A-87 CHARGES	7,450	14,900	14,900	14,900	
Subtotal Services & Supplies		301,103	365,379	365,379	365,379	
Gross Budget		957,679	870,498	870,498	870,498	
Net Budget		957,679	870,498	870,498	870,498	
(REVENUES) Enter Revenues preceded by a minus (-) sign						
6950	INTEREST EXPENSE	5,932	5,932	5,932	5,932	
7239	STATE WELFARE TITLE XX SOC SE	(140,220)	(123,982)	(123,982)	(123,982)	
7419	FEDERAL AID - CWS TITLE XIX	(313,472)	(315,939)	(315,939)	(315,939)	
8212	OTHER GENERAL REIMBURSEMENT	(333,300)	(239,862)	(239,862)	(239,862)	
8780	CONTRIBS FROM OTHER FUNDS	(176,619)	(196,647)	(196,647)	(196,647)	
Total Revenues		(957,679)	(870,498)	(870,498)	(870,498)	
NET COUNTY COST		0	0	0	0	

