

THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS
ACTION AGENDA SUMMARY

DEPT: COMMUNITY SERVICES AGENCY

BOARD AGENDA # B-18

Urgent _____ Routine X

AGENDA DATE JANUARY 9, 2001

CEO Concurs with Recommendation YES [Signature] NO _____
(Information Attached)

4/5 Vote Required YES _____ NO X

SUBJECT:

APPROVAL TO CONSIDER INCREASING THE INDIVIDUAL PROVIDER WAGES BY 3% EFFECTIVE JANUARY 1, 2001.

STAFF
RECOMMEN-
DATIONS:

1. APPROVE INCREASING THE INDIVIDUAL PROVIDER (IP) WAGES BY 3% ABOVE MINIMUM WAGE EFFECTIVE JANUARY 1, 2001.
2. AUTHORIZE THE COMMUNITY SERVICES AGENCY TO TAKE APPROPRIATE ACTION TO PUT THIS INCREASE INTO EFFECT ON JANUARY 1, 2001.

FISCAL
IMPACT:

The total cost of a 3% increase in IP wages is approximately \$303,000. Federal and State funding for In-Home Supportive Services (IHSS) IP is estimated at \$241,865, with a county share of cost of approximately, 20.21%, or \$61,135. Community Services Agency included the potential for this increase in our original and Final FY 2000/2001 Budget package for Fund 1631. Sufficient appropriations, estimated revenues and county match are available to fund this request; there is no additional county cost impact at this time.

BOARD ACTION

No. 2001-27

On motion of Supervisor Mayfield, Seconded by Supervisor Caruso, and approved by the following vote

Ayes: Supervisors: Mayfield, Blom, Simon, Caruso, and Chair Paul

Noes: Supervisors: None

Excused or Absent: Supervisors: None

Abstaining: Supervisor: None

1) X Approved as recommended

2) _____ Denied

3) _____ Approved as amended

Motion:

Christina Ferraro

File No.

APPROVAL TO CONSIDER INCREASING THE INDIVIDUAL PROVIDER WAGES BY 3%
EFFECTIVE JANUARY 1, 2001.

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DISCUSSION: The IHSS Program is made of approximately 2,800 IPs who provide over 3,700 senior or dependent adults with services enabling them to remain in their homes. These service providers are paid at minimum wage. The Fiscal Year 2000/2001 budget for the State of California includes a provision for state participation in an optional wage increase of 3% for IPs, in non-public authority counties, effective January 1, 2001 through June 30, 2001. Generally, the State of California does not participate in any wage rates above the minimum wage in non-public authority counties. It is anticipated that the State will continue to participate in this wage increase in Fiscal Year 2001/2002.

The Board has expressed long-standing support for the interests of IP caregivers. This Agency anticipated that the Board may wish to grant such an increase and included the cost of a 3% wage increase for six months in our budget for Fiscal Year 2000/2001. This was based on a minimum wage of \$5.75 resulting in an approximate county cost of \$61,135.

The new minimum wage increase of fifty cents per hour effective January 1, 2001 was not anticipated by our Agency and was not included in the budget for fiscal year 2000/2001. The cost to the county of this increase is approximately \$171,045. The ability for Community Services Agency to absorb this cost in our current budget is being analyzed along with other recent legislation affecting the IHSS IP program and will not be known until mid-year.

The proposed increase, if approved, will improve the program's ability to recruit and retain providers in a difficult labor market. Granting a 3% wage increase could be a useful tool to encourage individuals to take employment as an IP or continue to remain in such service; therefore, improving the continuity of care for elder and disabled adults in their home.

**POLICY
ISSUE:**

By approving this request, Stanislaus County will be better able to recruit and retain providers. This will allow adult residents to remain in their homes. This addresses the Board's priority of Safe, Healthy Communities, Community Service Delivery and Efficient Government Operations.

**STAFFING
IMPACT:**

None.