**Sierra County**

**Board of Supervisors’**

**Agenda Transmittal & Record of Proceedings**

**MEETING DATE:** September 3, 2019

**TYPE OF AGENDA ITEM:** ☑ Regular  ☐ Timed  ☐ Consent

**DEPARTMENT:** Social Services

**APPROVING PARTY:** Vickie Clark, Director

**PHONE NUMBER:** (530) 993-6700

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**AGENDA ITEM:** Resolution authorizing the Chair of the Governing Board of the Nevada-Sierra Regional IHSS Public Authority as the Employer of Record to Submit on Behalf of the County of Sierra Authorization Implementing the Wage Increase for IHSS Independent Providers to the State Department of Social Services

**SUPPORTIVE DOCUMENTS ATTACHED:** ☑ Memo  ☑ Resolution  ☐ Agreement  ☐ Other

**BACKGROUND INFORMATION:** Please see attached memo

**FUNDING SOURCE:** Social Services 91 Realignment

**GENERAL FUND IMPACT:** No General Fund Impact

**OTHER FUND:**

| AMOUNT: | $ 123,000 N/A |

**ARE ADDITIONAL PERSONNEL REQUIRED?**

- ☐ Yes, -- --
- ☑ No

**IS THIS ITEM ALLOCATED IN THE BUDGET?** ☑ Yes  ☐ No

**IS A BUDGET TRANSFER REQUIRED?** ☐ Yes  ☑ No

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**SPACE BELOW FOR CLERK’S USE**

**BOARD ACTION:**

- ☐ Approved
- ☐ Approved as amended
- ☐ Adopted
- ☐ Adopted as amended
- ☐ Denied
- ☐ Other
- ☐ No Action Taken

- ☐ Set public hearing
  - For: _____________________
  - Direction to: _____________________
  - Referred to: _____________________
  - Continued to: _____________________
  - Authorization given to: _____________________

- Resolution 2019- ____________
- Agreement 2019- ____________
- Ordinance ____________

**Vote:**

- Ayes: _____________________
- Noes: _____________________
- Abstain: _____________________
- Absent: _____________________

- ☐ By Consensus

**COMMENTS:**

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**CLERK TO THE BOARD**

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**DATE**

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Memorandum

To: Sierra County Board of Supervisors  
From: Vickie Clark, Director  
Reference: Agenda Item  
Date of memo: August 26, 2019  
Date of Board Meeting: September 3, 2019

Requested Action: Resolution authorizing the Chair of the Governing Board of the Nevada-Sierra Regional IHSS Public Authority as the Employer of Record to Submit on Behalf of the County of Sierra Authorization Implementing the Wage Increase for IHSS Independent Providers to the State Department of Social Services

Mandated by:

Funding

<table>
<thead>
<tr>
<th>Budgeted?</th>
<th>YesX</th>
<th>No</th>
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<tbody>
<tr>
<td>Revenue</td>
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<td>Social Services 91 Realignment</td>
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<tr>
<td>Expenses</td>
<td>$123,000</td>
<td>IHSS MOE</td>
</tr>
<tr>
<td>Difference</td>
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Background Information: A proposed Memorandum of Understanding is entered into by the In-Home Supportive Services Public Authority of Nevada-Sierra Regional and the United Domestic Workers of America (UDWA), AFSCME Local 390 AFL-CIO. A wage increase was included as part of the UDW proposal dated July 9th. The wage proposal is a request for a $.50 wage supplement that would “float” above minimum wage and cause a one-time increase to the County MOE while increasing provider pay 2 times over the next 2 years.

The last time we talked about this proposal there were concerns raised about the county’s contribution of .60 an hour for providers’ health insurance benefits. Under-utilization of the benefits resulted in a buildup of reserves. Over the past year the JPA has been using those reserves to pay for provider health benefits. The counties have not been billed for contributions during this time. When the reserves are depleted, counties will again be billed. We have not received an accounting to the balance of the reserve account to date. Until we hear otherwise, Sierra County has not budgeted this expense.

Potential Issues to consider: None

Alternatives or Impacts of disapproval:
RESOLUTION NO. ___________

IN THE MATTER OF
RESOLUTION AUTHORIZING THE CHAIR OF THE GOVERNING BOARD OF
THE NEVADA-SIERRA REGIONAL IHSS PUBLIC AUTHORITY AS THE
EMPLOYER OF RECORD TO SUBMIT ON BEHALF OF THE COUNTY OF
SIERRA AUTHORIZATION IMPLEMENTING THE WAGE INCREASE FOR
IHSS INDEPENDENT PROVIDERS TO THE STATE DEPARTMENT OF
SOCIAL SERVICES

WHEREAS, the Nevada-Sierra Regional In-Home Supportive Services Public Authority, is a multi-county Joint Powers Agency which functions on behalf of and discharges the duties of the respective members counties with regard to IHSS matters; and

WHEREAS, on April 4, 2016, Senate Bill 3 (SB 3) (Chapter 4, Statutes of 2016), amended Section 1182.12 of the California Labor Code by increasing the minimum wage of all industries to $10.50 per hour effective on and after January 1, 2017; and

WHEREAS, the base wage for Providers is currently $12.00 per hour or the applicable Federal, State, County, City Municipal minimum wage law or whichever is greater; and

WHEREAS, effective upon Union Ratification, County Board of Supervisors and State approval, the Public Authority will supplement wages at an additional $.50 above the State or Federal minimum wage or above the Public Authority’s base wage, whichever is higher;

WHEREAS, the cost of the supplement will be added to the County’s Maintenance of Effort (MOE) on a permanent basis, but will not be compounded for subsequent increases not locally negotiated;

WHEREAS, if the provider wage, plus the supplemental wage, plus the cost of benefits exceed the maximum State participation level for wages plus benefits, the amount of the wage supplement will be adjusted so that the County’s MOE remains the same as it would have been had the State participation level not been exceeded.

WHEREAS, beginning January 1, 2020 wages shall increase to $13.50;

WHEREAS, beginning January 1, 2021 wages shall increase to $14.50
WHEREAS, this increase will apply to the independent providers of in-home-supportive services within Nevada, Sierra and Plumas Counties; and

NOW THEREFORE BE IT RESOLVED, that the Sierra County Board of Supervisors authorizes the chair of the Governing Board of Nevada-Sierra Regional In-Home Supportive Services Public Authority to submit on behalf of the County of Sierra authorization implementing the wage increase for IHSS Independent Providers to the State Department of Social Services.

ADOPTED by the Board of Supervisors of the County of Sierra, State of California on the 3rd day of September, 2019, by the following vote:

AYES:
NOES:
ABSTAIN:
ABSENT:

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PAUL ROEN        Date
Chairman, Board of Supervisors

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HEATHER FOSTER     DAVID PRENTICE
Clerk of the Board     County Counsel

ATTEST:         APPROVED AS TO FORM:

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