

Open Forum BOS 8/12/2025

## **IHHS Wage Increase Proposal**

### **Summary:**

In our county, over 1,900 IHHS providers—80% caring for a family member at home, and 20% in the field—help elderly and disabled individuals remain in their homes instead of costly nursing facilities.

### **Key Statistics:**

**Current IHHS provider wage: \$17.00/hour**

**Average hours per recipient: 60–80 hours/month**

**Average monthly IHHS provider cost (per recipient): \$1,020–\$1,360**

**Average nursing home cost: \$6,000–\$10,000/month**

**Potential savings to county/state by keeping individuals at home: \$4,640–\$8,980 per recipient per month**

**Conditions addressed: Alzheimer's, dementia, chronic illnesses — home care reduces hospitalizations and mortality rates**

### **Impact:**

By providing care at home, IHHS providers save taxpayer dollars, reduce strain on the Medicare system, and improve quality of life for recipients. However, wages have not kept pace with cost of living, and the recent offer of a 25¢ raise was refused by the union due to its inadequacy.

### **Call to Action:**

We urge the County Board of Supervisors to approve a meaningful wage increase for IHHS providers, reflecting the critical services they provide and the substantial cost savings to the healthcare system.

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# EL DORADO COUNTY

IHSS PROVIDERS 1 PAGER

HIGHEST & LOWEST

## WHAT DOES THIS MEAN FOR OUR EL DORADO PROVIDERS?

El Dorado County ranks among the highest in California for average IHSS recipient hours — a key indicator of the **level of care required**. These hours are assigned based on **recipient need**, and the data shows that El Dorado residents require more **intensive support than most counties**.

A significant driver of this demand is the **uniquely high** percentage of IHSS recipients authorized for **Protective Supervision** — a service reserved for individuals with **severe cognitive or mental impairments, are non-self-directing, and require 24-hour supervision** to remain safe.

This means that IHSS providers in El Dorado County are not only **working more hours on average** — they are delivering **complex, round-the-clock care**. El Dorado's **high-need population** deserves committed providers, and those providers deserve **fair, competitive wages and benefits** that reflect the demanding nature of their work.

## PROGRAM GROWTH

Over the past **five years**, the IHSS program in El Dorado County has seen rapid growth — and it's still rising.

This is a reflection of a **growing community need**. As more residents qualify for care, the demand for **reliable, compassionate** IHSS providers increases.

**At some point, we will all need care.**

IHSS exists to make that care **possible and accessible**. It can only succeed if we invest in the people who provide that care.

AFSCME LOCAL 2930

UDW

# EL DORADO COUNTY

IHSS PROVIDERS 1 PAGER

**2<sup>ND</sup> LOWEST WAGES** IN CALIFORNIA

#57

#58

EL DORADO COUNTY

\$17.00

Siskiyou County

\$16.50

**HOURLY WAGES**

**2<sup>ND</sup> HIGHEST NEED** IN CALIFORNIA

**AVERAGE HOURS PER RECIPIENT**

- EL DORADO (MEDIUM SIZED COUNTY)
- MEDIUM SIZED COUNTIES
- STATEWIDE

142.7

115.7

117.7

Placer County

144.6 Hours

#1

EL DORADO COUNTY

142.7 Hours

#2

## HIGH PROTECTIVE SUPERVISION RECIPIENTS

Protective supervision provides **constant monitoring** for individuals with **cognitive impairments, mental health conditions, or other condition**. These individuals struggle with memory, orientation, and judgement. Therefore, they **cannot safely live alone** and need increased supervision.

EL DORADO COUNTY  
(MEDIUM SIZED COUNTY)

24.1%

12.5%

STATEWIDE

10.9%

MEDIUM SIZED COUNTIES

**Protective Supervision Recipients**  
(% of Total Recipients)

About **a quarter** of all IHSS recipients in El Dorado County are eligible for protected supervision and need extensive care – **higher than other medium sized counties** and **double** the amount of recipients **statewide**.

**44% GROWTH PROVIDERS**

In **December 2020**, there were **1,542** authorized IHSS **Providers** in **El Dorado County**.

As of **June 2025**, that number grew to **2,145**.

In **December 2020**, there were **1,520** authorized IHSS **Recipients** in **El Dorado County**.

As of **June 2025**, that number grew to **2,221**.

**41% GROWTH RECIPIENTS**