



County of El Dorado

330 Fair Lane, Building A
Placerville, California
530 621-5390
FAX 622-3645
www.edcgov.us/bos/

Legislation Details (With Text)

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File created: 5/2/2012 **In control:** Human Resources

On agenda: 6/25/2013 **Final action:** 6/25/2013

Title: Acting as the Governing Body of the El Dorado County In-Home Supportive Services Public Authority: Health and Human Services Agency, Community Services Division, recommending the Board consider the following:

- 1) Approve the continuation of the terms and conditions negotiated under a Memorandum of Understanding between the El Dorado County In-Home Supportive Services Public Authority and United Domestic Workers of America, AFSCME, Local 3930, AFL-CIO for the term of July 1, 2010 - June 30, 2013 until a successor MOU is ratified by both parties; and
- 2) Authorize continued payment to the El Dorado County IHSS Provider Benefits Trust which funds the In-Home Supportive Services provider health care benefits program in accordance with the MOU expiring June 30, 2013 until a successor MOU is ratified by both parties.

FUNDING: 85% Federal/State In-Home Supportive Services Allocation with 15% required County General Fund Match.

Sponsors:

Indexes:

Code sections:

Attachments: 1. A - IHSS_MOU.pdf, 2. B - Reso_IHSS_MOU.pdf, 3. C - Letter_to_Board_IHSS_MOU.pdf, 4. D - Blue Route.pdf, 5. E - Memo from HHSA Re Symmetra Agreement.pdf, 6. F - Symetra Termination Letter.pdf, 7. Executed Resolution 054-2012

Date	Ver.	Action By	Action	Result
6/25/2013	2	Board of Supervisors	Approved	Pass
5/22/2012	1	Board of Supervisors	Adopted	Pass

Acting as the Governing Body of the El Dorado County In-Home Supportive Services Public Authority:

Health and Human Services Agency, Community Services Division, recommending the Board consider the following:

- 1) Approve the continuation of the terms and conditions negotiated under a Memorandum of Understanding between the El Dorado County In-Home Supportive Services Public Authority and United Domestic Workers of America, AFSCME, Local 3930, AFL-CIO for the term of July 1, 2010 - June 30, 2013 until a successor MOU is ratified by both parties; and
- 2) Authorize continued payment to the El Dorado County IHSS Provider Benefits Trust which funds the In-Home Supportive Services provider health care benefits program in accordance with the MOU expiring June 30, 2013 until a successor MOU is ratified by both parties.

FUNDING: 85% Federal/State In-Home Supportive Services Allocation with 15% required County General Fund Match.

BUDGET SUMMARY:	
Total Estimated Cost.....	\$510,000

Budgeted.....	\$510,000
New Funding.....	
Savings.....	
Other.....	
Total Funding Available.....	\$510,000
Change To Net County Cost.....	\$0

Fiscal Impact/Change to Net County Cost

No change. Funds are included in the In-Home Supportive Services Public Authority’s FY 2013-14 Recommended Budget.

Background

Each County in California is required to operate an In-Home Supportive Services (IHSS) program to provide personal care and domestic services to aged, blind or disabled individuals in their own homes. The purpose of the program is to allow individuals who are recipients of these services to live safely at home rather than in costly and less desirable out-of-home placement facilities. The individual recipient of services is not only the consumer of the services, but is also the actual employer of each individual provider, holding all powers and responsibilities of employers with the exception of determining the total number of hours that may be worked each week and the salary and benefit levels.

On June 10, 2002 the El Dorado County Board of Supervisors established by ordinance an IHSS Public Authority (PA) for the purpose of serving as employer of record for individual providers of services. The Board of Supervisors acts as the Governing Board for the IHSS PA and designated the Health and Human Services Agency to administer this program on behalf of the County. Additionally, the IHSS PA is responsible for maintaining caregiver registries, providing IHSS consumers with caregiver referrals and providing for consumer and caregiver training. In March of 2003, United Domestic Workers of America (UDWA) successfully established itself as the bargaining unit for caregiver providers in El Dorado County. In November 2004 the Board of Supervisors, acting as the IHSS PA Governing Body, approved the first Memorandum of Understanding (MOU) with the United Domestic Workers of America, NUHHCE, AFSCME, AFL-CIO representing members of the El Dorado County In-Home Supportive Services Public Authority.

On April 13, 2010 the Board of Supervisors, acting as the IHSS PA Governing Body, approved a successor MOU with the United Domestic Workers of America AFSCME Local 3930/ AFL-CIO for the term of July 1, 2009 through June 30, 2010.

On May 22, 2012 the Board of Supervisors, acting as the IHSS PA Governing Body, approved a successor MOU with the United Domestic Workers of America AFSCME Local 3930/ AFL-CIO for the term of July 1, 2010 through June 30, 2013.

Reason for Recommendation

The MOU between the El Dorado County In-Home Supportive Services Public Authority and United Domestic Workers of America, AFSCME, Local 3930, AFL-CIO is set to expire June 30, 2013. As a successor MOU has not yet been negotiated it is necessary to continue the terms and conditions

under the current MOU in the interim. The IHSS PA funds the El Dorado County IHSS Provider Benefits Trust for the purpose of a health benefits program for eligible El Dorado County IHSS providers. Payments to the Trust are made in an amount up to \$42,500 per month and are based upon the total number of actual provider hours worked in the previous month. The MOU also defines the wage rate for IHSS providers in El Dorado County which is currently \$9.00 per hour.

Action(s) to be taken following Board approval

- 1) IHSS PA and HR to negotiate with UDWA for a successor MOU.
- 2) IHSS PA to continue making payments to the El Dorado County IHSS Providers Benefits Trust for an IHSS providers' health benefits program until a successor MOU is ratified by both parties.

Contact

Jan Walker-Conroy, Interim Director