



County of El Dorado

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Legislation Details (With Text)

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

Chief Administrative Office, Procurement and Contracts Division, recommending the Board:

1) Award RFP 11-918-060 for the provision of consultation and advice on employer-employee relations to the El Dorado County In-Home Supportive Services Public Authority (IHSS PA) on an as-needed basis to Renne Sloan Holtzman Sakai, LLP of San Francisco, California; and

(2) Authorize the Chair to execute an agreement for same for a three year term with a not to exceed amount of \$50,000.00 upon County Counsel and Risk Management review and approval.

FUNDING: 82.5% In-Home Supportive Services Public Authority Funds with 17.5% required County match met with Social Services realignment funds.

Sponsors:

Indexes:

Code sections:

Attachments: 1. A - Draft IHSS PA Agreement

Date	Ver.	Action By	Action	Result
10/4/2011	1	Board of Supervisors	Approved	

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BUDGET SUMMARY:		
Total Estimated Cost	3 year term:	\$50,000.00
Funding		
Budgeted	\$50,000.00	
New Funding	\$	
Savings	\$	
Other	\$	

Total Funding Available	\$50,000.00	
Change To Net County Cost		\$0

FISCAL IMPACT/CHANGE TO NET COUNTY COST: No change in net County cost.

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.

Historically, the individual providers were paid minimum wage and had no benefits. Pursuant to Welfare and Institutions Code (WIC) Section 12302.25, enacted in 1999, each county was required to establish, on or before January 1, 2003, an employer of record for IHSS care providers for the sole purpose of collective bargaining. This provided individual IHSS caregiver providers the opportunity for representation by unions to negotiate for wages and benefits.

On June 10, 2002 the El Dorado County Board of Supervisors established by ordinance an IHSS Public Authority (IHSS 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 Department of Human Services 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.

REASON FOR RECOMMENDATION:

At the request of Human Services, the Procurement and Contracts Division issued a Request for Proposal for IHSS PA Labor Relations Representation. Proposal Responses were received from:

IEDA of Emeryville, California

Renne Sloan Holtzman Sakai, LLP of San Francisco, California

Responses were evaluated from staff within the Human Services Department on the basis of Technical Qualifications (years of experience in labor relations and ability to per the services as outlined in the RFP); Consultation Profile (ability to dedicate staff and educational background of staff); References; Fee Schedule and Proposal Content. Renne Sloan Holtzman Sakai, LLP was chosen as the firm whose response best meets the needs of the County.

ACTION TO BE TAKEN FOLLOWING APPROVAL:

Following Board approval, the Human Services Department will process an agreement for services

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