



Monterey County

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Board Report

Legistar File Number: RES 16-012

March 01, 2016

Introduced: 2/17/2016

Current Status: Agenda Ready

Version: 1

Matter Type: BoS Resolution

- a. Amend the Department of Social Services Budget Unit 001-5010-SOC005-8262 to add two (2) Social Worker III and one (1) Office Assistant III;
- b. Amend the Department of Social Services Budget Unit 005-5010-SOC008-8259 to add one (1) Social Work Supervisor II, one (1) Social Worker III, and one (1) Social Services Aide II;
- c. Authorize the County Administrative Office to incorporate the changes to the FY 2015-16 Adopted Budget Unit 001-5010-SOC005-8262 and 005-5010-SOC008-8259 to reflect the change in position counts;
- d. Adopt a Resolution to Authorize the Auditor-Controller's Office to increase estimated revenues and appropriations in Budget Unit 001-5010-SOC005-8262 by \$65,860 by incorporating approved modifications in the FY 2015-16 Adopted Budget (4/5th vote required); and
- e. Adopt a Resolution to Authorize the Auditor-Controller's Office to increase estimated revenues and appropriations in Budget Unit 005-5010-SOC008-8259 by \$72,362 by incorporating approved modifications in the FY 2015-16 Adopted Budget. (4/5th vote required)

RECOMMENDATION:

It is recommended that the Board of Supervisors:

- a. Amend the Department of Social Services Budget Unit 001-5010-SOC005-8262 to add two (2) Social Worker III and one (1) Office Assistant III;
- b. Amend the Department of Social Services Budget Unit 005-5010-SOC008-8259 to add one (1) Social Work Supervisor II, one (1) Social Worker III, and one (1) Social Services Aide II;
- c. Authorize the County Administrative Office to incorporate the changes to the FY 2015-16 Adopted Budget Unit 001-5010-SOC005-8262 and 005-5010-SOC008-8259 to reflect the change in position counts;
- d. Adopt a Resolution to Authorize the Auditor-Controller's Office to increase estimated revenues and appropriations in Budget Unit 001-5010-SOC005-8262 by \$65,860 by incorporating approved modifications in the FY 2015-16 Adopted Budget (4/5th vote required); and
- e. Adopt a Resolution to Authorize the Auditor-Controller's Office to increase estimated revenues and appropriations in Budget Unit 005-5010-SOC008-8259 by \$72,362 by incorporating approved modifications in the FY 2015-16 Adopted Budget. (4/5th vote required)

SUMMARY/DISCUSSION:

In response to new federal regulations enacted by the United States Department of Labor implementing the Fair Labor Standards Act (FLSA) for domestic services and after subsequent rulings by the Appellate Court for the District of Columbia Circuit, California implemented the provisions of SB 855 and SB 873 on February 1, 2016. These bills provide for overtime, travel time, and under certain circumstances wait time compensation for the IHSS Program providers. In Monterey County, the IHSS program provides services to over 4,300 aged, blind or disabled persons assisting them with activities to avoid out of home care and remain safely in their homes. These individuals are served by over 3,600 IHSS providers. These new provisions specify limits on the number of overtime hours that providers can work.

To meet the need for services and minimize the payment of overtime, the new provisions specify limits on the amount of overtime hours that providers can work. To meet the requirements of the FLSA, the addition of two (2) Social Worker IIIs and one (1) Office Assistant III will help to alleviate the additional workload required by this new mandate. In addition, the California Department of Social Services (CDSS) is requiring Public Authority (PA) Registries to recruit 10,000 additional providers statewide to insure sufficient providers are available. The addition of one (1) Social Work Supervisor II, one (1) Social Worker III, and one (1) Social Services Aide II for IHSS-PA will increase the current capacity of the registry to recruit, select, and provide orientation and training for new providers and to process consumer requests for providers with an appropriate provider match. The additional staff capacity will allow the PA registry to meet the CDSS mandate and provide quality provider referral services to IHSS consumers. Increasing the available providers on the PA registry will also decrease the costs associated with IHSS provider overtime, as well as to ensure the Monterey County PA registry is in compliance with the CDSS mandate.

The Department is adding the following six (6) additional staff positions:

Classification	Code	FTEs	Change	FTEs
Social Work Supervisor II	60C81	23	1	24
Social Worker III	60C22	27	3	30
Social Services Aide II	60D11	64	1	65
Office Assistant III	80E22	32	1	33
TOTAL			6	

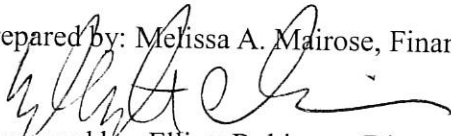
OTHER AGENCY INVOLVEMENT:

The Human Resources Department has reviewed/approved the recommended actions. County Counsel has approved to form.

FINANCING:

The recommended appropriation increase of \$138,222 funds six (6) new positions in FY 2015-16 for three months; annualized costs for the positions are \$552,888. These additional appropriations are fully funded through additional federal and state IHSS revenues. The Federal and State funding will be available in future years based on current law and will be incorporated in the FY 2016-17 budget request. Recommendations for the above position changes result in an increase to the Fiscal Year 2015-16 estimated revenues and appropriations in the amount of \$65,860 for Budget Unit 001-5010-SOC005-8262 and \$72,362 for 005-5010-SOC008-8259. Approval of this action has no impact on County General Fund Contributions.

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Approved by: Elliott Robinson, Director of Social Services, x4434

Attachment: Resolution