

Raising the Wages of In-Home Supportive Services Home Care Workers

In Los Angeles County (County), over 196,000 In-Home Supportive Service (IHSS) workers provide care for approximately 246,000 seniors and persons with disabilities. IHSS providers care for and support some of the County's most vulnerable residents so that they can live and receive care in their homes and communities. The provision of this care allows these vulnerable residents to avoid other higher-cost institutional settings and care.

Studies have shown that as wages and benefits increase, IHSS worker retention and quality of care increase. The current rate for IHSS workers of \$16.00 per hour, excluding the hourly cost of health benefits, will increase to \$16.50 per hour on January 1, 2023, due to the State's \$0.50 minimum wage increase.

Over the past few years, State and local governments across California have taken steps to help lift workers out of poverty, promote economic growth, and revitalize communities in neighborhoods where low-wage workers live and spend 50% or more of their income on housing. An increase to the IHSS workers hourly wage will allow for continued progress in the efforts towards a living wage for these individuals who provide critical services.

WE THEREFORE MOVE THAT THE BOARD OF SUPERVISORS:

1. Instruct the Chief Executive Officer (CEO) to allocate funding to the Department of Public Social Services (DPSS), as set out in directives 2 and 3 below, that

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could allow the Personal Assistance Services Council to negotiate a cumulative \$1.00 increase to the In-Home Supportive Service (IHSS) provider wage over a two-year period, subject to the contingencies that such increases will only take effect upon:

- a) Approval of each wage increase increment by the California Department of Social Services which determines whether the increase complies with State law, obtains approval of the State Department of Health Care Services for the increase pursuant to a determination that the increase is consistent with Federal law, and ensures Federal financial participation for the services under Title XIX of the Federal Social Security Act;
 - b) Agreement from the State to pay its customary 65% share of the nonfederal cost; and
 - c) Annual reviews by the CEO of the increases included in directive 3 below to ensure that Los Angeles County has adequate, stable, and timely revenue sources to support such wage increases.
2. Instruct the CEO to allocate funding, in Fiscal Year 2022-23 mid-year Budget Adjustment, to the DPSS budget for a \$0.75 IHSS provider wage increase that will take effect on the first day of the month following the month in which final approval is received from the State.
 3. Instruct the CEO to allocate funding in the DPSS Fiscal Year 2023-24 Recommended Budget for a \$0.25 IHSS provider wage increase with a target effective date of January 1, 2024, subject to the contingencies stated above.

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(FM/YV/KiS)