



COUNTY OF SAN MATEO
Inter-Departmental Correspondence
Health System



Date: November 22, 2016
Board Meeting Date: January 24, 2017
Special Notice / Hearing: None
Vote Required: Majority

To: Honorable Board of Supervisors

From: Louise Rogers, Chief, Health System
Lisa Mancini, Director, Aging and Adult Services

Subject: Modifying and Adding Classifications Within the In-Home Supportive Services Public Authority

RECOMMENDATION:

Acting as the Governing Board for the In-Home Supportive Services Public Authority, adopt a resolution reclassifying certain positions, adding classifications, and ratifying a classification and certain position title changes within the In-Home Supportive Services Public Authority.

BACKGROUND:

In March 1993, this Board established a separate Public Authority for the delivery of in-home supportive services (IHSS) to County residents, known as the San Mateo County Public Authority (Public Authority). This Board serves as the Governing Board for the Public Authority. In April 1994, the Public Authority established certain positions for the purpose of administering IHSS.

In January 2000, this Board, sitting as the Governing Board of the Public Authority, through Resolution No. 63349, made the salaries and benefits of employees of the Public Authority equivalent to those granted to employees of San Mateo County represented by Service Employees International Union (SEIU) Local 715 for equivalent classifications.

DISCUSSION:

As part of a reorganization and restructuring process, the Public Authority wishes to reclassify two existing classifications within the Public Authority as follows:

- Reclassifying the existing IHSSPA Program Services Manager I classification to the new classification: IHSSPA Health Services Manager I; and
- Reclassifying the existing IHSSPA Office/Payroll Specialist to the new classification: IHSSPA Payroll Personnel Services Specialist.

Salary and benefits in each classification shall be generally equivalent to those granted to employees of San Mateo County represented by SEIU in equivalent classifications.

In addition, the Public Authority wishes to establish two new classifications for the following positions: IHSSPA Social Worker II/III and IHSSPA Public Service Specialist. Salary and benefits in each classification shall be generally equivalent to those granted to employees of San Mateo County represented by SEIU in equivalent classifications.

The Public Authority also wishes to ratify an existing classification: IHSSPA Community Program Supervisor, currently in use, with no change in the current salaries and benefits.

Finally, the Public Authority wishes to modify certain position titles as follows:

- the position title currently known as IHSSPA Registry Specialist will be changed to IHSSPA Registry Community Program Specialist I/II; and
- the position title known as IHSSPA Training Specialist will be changed to IHSSPA Registry Community Program Specialist I/II.

There will be no change to the existing classification or corresponding salary/benefits schedules currently in place for these two positions.

The changes described above contribute to the Shared Vision 2025 outcome of a Healthy Community by streamlining the operational structure of the Public Authority and better describing the various classifications and positions according to their functional roles.

FISCAL IMPACT:

There is no change to the annual County General Fund for the Public Authority associated with this proposed action. If the IHSS Maintenance of Effort is eliminated, the San Mateo County IHSS Public Authority will be responsible for \$6,400.00, or 18% of the cost, which will be included in the IHSS Public Authority budget and funded with Realignment funds.