



*Tehama County*  
**SOCIAL SERVICES**  
ASSIST • EMPOWER • PROTECT

---

**Mailing Address:** P.O. Box 1515, Red Bluff, CA 96080  
**Red Bluff Office:** (530) 527-1911 fax (530) 527-5410 310 South Main St.  
**Corning Office:** (530) 824-9182 fax (530) 527-5410 275 Solano St.

---

[www.tcdss.org](http://www.tcdss.org)

April 22, 2025

California Department of Social Services  
Financial Management Unit  
APD\_FMU@dss.ca.gov  
Rosendo.Garcia@dss.ca.gov  
Sacramento, CA 95814

SUBJECT: Locally Negotiated Rate Increase July 1, 2025

Please accept this letter as notification that Tehama County has negotiated an hourly wage increase for IHSS providers from \$17.50 to \$17.75 per hour with a requested effective date of July 1, 2025.

Our estimated payroll tax rate is 5.7% or \$1.02 per hour, a \$.02 increase from the current \$1.00 per hour rate. There is no increase to our Public Authority administrative rate of \$.28 per hour.

Our points of contact are:

- 1) Shelley Zimmerman, Deputy Director, Fiscal  
(530) 528-4186, [szimmerman@tcdss.org](mailto:szimmerman@tcdss.org)
- 2) David Madrigal, Adult Services Program Manager  
(530) 528-4028, [dmadrigal@tcdss.org](mailto:dmadrigal@tcdss.org)

In the future, the bargaining agreement (MOU attached) provides for an hourly wage increase of an additional \$.25 in the third year (July 1, 2026). A rate increase package will be submitted 60 to 90 days before the effective dates. The 10% over three-year period option is planned to be invoked with this year's 2025/26 rate package.

If you have any questions or need additional information, please contact us.

Sincerely,

Bekkie Emery  
Director of Social Services  
Tehama County Department of Social Services

td

Attachments:

- SOC 449 effective 7/1/2025
- IHSS PA rate worksheet
- IHSS PA line item budget FY 25/26
- Resolution 2024-01 Board of Supervisors' approval
- MOU between Tehama County and SEIU Local 2015 signed
- Board of Supervisors' Minute Order 4/22/25

**IN-HOME SUPPORTIVE SERVICES PROGRAM  
PUBLIC AUTHORITY/NON-PROFIT  
CONSORTIUM RATE**

To: California Department of Social Services  
Adult Programs Division  
Financial Management Unit  
744 P Street, MS 9-11-91  
Sacramento, CA 95814

COUNTY:	EFFECTIVE DATE:
Tehama	7/1/2025
PA NAME:	
Tehama County	
CONTACT NAME:	
Shelley Zimmerman	
TELEPHONE:	FAX:
530-528-4186	530-527-5410
ADDRESS:	
310 South Main Street Red Bluff, CA 96080	
EMAIL ADDRESS:	
szimmerman@tcdss.org	

Please address questions regarding this form to the Financial Management Unit, at (916) 653-3850.

Please complete the Rate Table below and attach supporting documentation explaining how each component of the rate was determined. The total Public Authority (PA) and Non-profit Consortium (NPC) rate should include a rate for services (wage and benefits), payroll taxes, and a rate for administrative costs. The total rate for wages and benefits should be broken down to include an hourly wage, payroll taxes, health and non-health benefits. The State is legally authorized to share only in the costs of individual health benefits and some specific non-health benefits for IHSS providers, however, other benefits costs may be eligible for Title XIX reimbursement.

- The current State Participation cap for combined wages and health benefits for all IHSS providers in the State is \$12.10 per hour. When minimum wage increases to \$12.00 per hour (January 1, 2019), pursuant to Labor Code section 1182.12 (b) (1) (C) and beyond in subsequent years, the cap will be adjusted to equal the State minimum wage plus \$1.10 per hour.
- The State will not participate in increases to wages or employment taxes, or increases or expansions of benefits negotiated or agreed to by a PA or NPC unless provided for in the Annual Budget Act or appropriated by statute.
- No increase in wages or benefits negotiated or agreed to by a PA or NPC shall take effect until it has been approved by the State (CDSS/CDHCS) or unless provided for in the Annual Budget Act or appropriated by statute.

**RATE TABLE**

Hourly Wage (locally negotiated)  
Hourly Wage (non-locally negotiated)  
Hourly Wage (by ordinance)  
Wage Supplement (one-time MOE adj)  
Wage Supplement (continued--no MOE adj.)

**Wage Total (sum of lines 1-5)**

Health Benefits (locally negotiated)  
Health Benefits (non-locally negotiated)

**Health Benefits Total (sum of lines 6-7)**

Non-Health Benefits \_\_\_\_\_ (type)

Payroll Taxes (FUTA,SUI,FICA)

Administrative Rate

**PA/NPC Rate Total**

(sum of wages, health benefits, non-health benefits, taxes, admin)

	Current Rate	Requested Rate	Difference
1	\$0.00	\$0.00	\$0.00
2	\$16.50	\$16.50	\$0.00
3	\$0.00	\$0.00	\$0.00
4	\$0.00	\$0.25	\$0.25
5	\$1.00	\$1.00	\$0.00
	<b>\$17.50</b>	<b>\$17.75</b>	<b>\$0.25</b>
6	\$0.00	\$0.00	\$0.00
7	\$0.00	\$0.00	\$0.00
	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>
9	\$0.00	\$0.00	\$0.00
10	\$1.00	\$1.02	\$0.02
11	\$0.28	\$0.28	\$0.00
	<b>\$18.78</b>	<b>\$19.05</b>	<b>\$0.27</b>

The State shall participate (65 percent of the non-federal share) in a cumulative total up to 10 percent of the sum of the combined total of wages or health benefits or both over a three-year period. **Check the box and sign and date on the line below if you are choosing to utilize the 10 percent increase over the three-year period option.**

☒ Authorizing Officer Signature \_\_\_\_\_

Date: \_\_\_\_\_

## Tehama County IHSS Public Authority Line item description of rate increase request

July 1, 2025

Projected yearly hours 1,747,567

	ITEM	BUDGET	SERVICES	ADMIN	PORTION OF HOURLY RATE
	Provider Costs				
1	IP Wages = projected yearly hours x hourly pay	\$ 31,019,317.68	\$ 31,019,317.68		\$ 17.75
* 2	Plus IP Employer Taxes x pay 0.0575	\$ 1,782,567.04	\$ 1,782,567.04		\$ 1.02
3	Plus Health Benefits	\$ -	\$ -		\$ -
	<b>Total Provider Costs</b>	<b>\$ 32,801,884.72</b>	<b>\$ 32,801,884.72</b>	<b>\$ -</b>	<b>\$ 18.77</b>
	Public Authority Administrative costs				
4	Salaries & Benefits	\$ 197,652.00		\$ 197,652.00	\$ 0.11
5	Overhead Expenses, Operating Costs	\$ 283,772.00		\$ 283,772.00	\$ 0.162
6	Other Charges	\$ -		\$ -	\$ -
	<b>Total PA Admin Costs</b>	<b>\$ 481,424.00</b>	<b>\$ -</b>	<b>\$ 481,424.00</b>	<b>\$ 0.28</b>
	<b>TOTAL</b>	<b>\$ 33,283,308.72</b>	<b>\$ 32,801,884.72</b>	<b>\$ 481,424.00</b>	<b>\$ 19.05</b>
		Services Cost	Admin Costs	Total Hours	Total PA Hourly Rate
PA Rate		\$ 32,801,884.72	\$ 481,424.00	1,747,567	\$ 19.05
Services rate = Services Cost Divided by Total Hours		\$ 32,801,884.72		1,747,567	\$ 18.77
Admin Rate = Admin Cost Divided by Total Hours			\$ 481,424.00	1,747,567	\$ 0.28

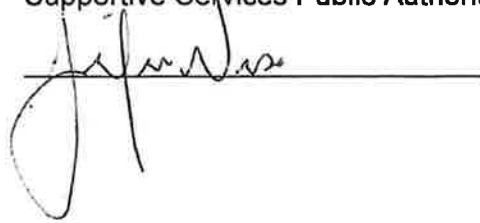
Fiscal Year 2025/26				
ITEM	BUDGET	SERVICES	ADMIN	RATE
<b>INDIVIDUAL PROVIDERS</b>				
Provider Wages	31,019,317.68	31,019,317.68		\$ 17.75
Hours	1,747,567			
Provider Employer Taxes	1,782,567.04	1,782,567.04		\$ 1.02
Rate	5.7%			
IP Health Plan	NA			
<b>TOTAL SERVICES RATE</b>				<b>\$ 18.77</b>
<b>PA SALARIES AND BENEFITS</b>				
Administrative Salaries				
Public Authority Direct	91,760.00		91,760.00	0.053
<b>TOTAL SALARIES</b>	<b>91,760.00</b>		<b>91,760.00</b>	<b>0.05</b>
Administrative Benefits and Taxes				
PERS RETIREMENT	9,012.00		9,012.00	0.005
OASDI	7,053.00		7,053.00	0.004
UNFUNDED PERS LIAB MISC	12,599.00		12,599.00	0.007
ADP PERS UNFUNDED	3,770.00		3,770.00	0.002
GROUP INSURANCE	48,741.00		48,741.00	0.028
UNEMPLOYMENT INSURANCE	184.00		184.00	0.000
WORKERS COMPENSATION	23,093.00		23,093.00	0.013
DEFERRED COMP MATCH	1,440.00		1,440.00	0.001
<b>TOTAL ADMIN BENEFITS AND TAXES</b>	<b>105,892.00</b>	<b>0.00</b>	<b>105,892.00</b>	<b>0.06</b>
<b>TOTAL SALARIES, BENEFITS AND TAXES</b>	<b>197,652.00</b>		<b>197,652.00</b>	<b>0.11</b>
<b>OPERATING COSTS</b>				
Communication	1,300.00		1,300.00	0.001
Insurance Liability	784.00		784.00	0.000
Memberships	7,500.00		7,500.00	0.004
Office Expense	4,050.00		4,050.00	0.002
Professional Services	253,338.00		253,338.00	0.145
County Services	6,300.00		6,300.00	0.004
Rent	5,000.00		5,000.00	0.003
Employee Travel/Training	500.00		500.00	0.000
Special Dept Exp (SEIU Training)	5,000.00		5,000.00	0.003
<b>TOTAL OPERATING COSTS</b>	<b>283,772.00</b>	<b>0.00</b>	<b>283,772.00</b>	<b>0.16</b>
<b>TOTAL BUDGET/ADMIN RATE</b>	<b>481,424.00</b>	<b>0.00</b>	<b>481,424.00</b>	<b>0.28</b>
<b>TOTAL PA RATE</b>				<b>\$ 19.05</b>
Plus 53280 Special Dept Expense			1,500.00	
Advisory Committee				
not included above				
<b>TOTAL</b>			<b>482,924.00</b>	

**A RESOLUTION APPROVING THE MEMORANDUM OF UNDERSTANDING  
BETWEEN THE  
TEHAMA COUNTY IN-HOME SUPPORTIVE SERVICES PUBLIC AUTHORITY  
AND THE SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 2015**

I, Jennifer Vise, County Clerk and ex-officio Clerk of the Tehama County In Home Supportive Services Public Authority Board, State of California, hereby certify the above and foregoing to be a full, true and correct copy of a Resolution and Order adopted by the Tehama County In Home Supportive Services Public Authority Board on the 2nd day of April, 2024.

Dated this 5th day of April, 2024.

Jennifer Vise, County Clerk and ex-officio  
Clerk of the Tehama County In Home  
Supportive Services Public Authority Board

A handwritten signature in black ink, appearing to read "Jennifer Vise", is written over a horizontal line. The signature is stylized with a large, looping initial "J".

RESOLUTION NO. \_\_\_\_\_