



# Mendocino County

## Legislation Text

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**File #:** 24-0330, **Version:** 1

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**To: BOARD OF SUPERVISORS**

**From:** Supervisor Williams

**Meeting Date:** March 12, 2024

**Department Contact:** Supervisor Williams

**Phone:** 707-463-4441

**Item Type:** Regular Agenda

**Time Allocated for Item:** 45 Minutes

**Agenda Title:**

Discussion and Possible Action Regarding Strategies to Bring All County Wages and In Home Supportive Services to a Minimum of Twenty Dollars Per Hour (Continued from February 27<sup>th</sup>, 2024)  
(Sponsor: Supervisor Williams)

**Recommended Action/Motion:**

Direct staff based on discussion regarding strategies, tradeoffs, collaboration and advocacy for securing a minimum of twenty dollars per hour for all county workers and In Home Supportive Services caregivers.

**Previous Board/Board Committee Actions:**

The item was previously agendized for February 27<sup>th</sup>, but was continued pursuant to Rule 5 of the Mendocino County Board of Supervisors Rules of Procedure.

**Summary of Request:**

When governments pay low wages, it creates a cascade of problems that affect the government itself, society, and individuals. For the government, recruitment and retention suffer. Training costs increase with resulting turnover. Poor morale and productivity reduce efficiency and the return on money spent. Inequality and poverty are escalated for society with increased dependence on government assistance. For the individual worker, the financial stress develops from their inability to meet basic needs such as housing, healthcare, and education for themselves and their families. Lower wages in the public sector may discourage individuals from pursuing careers in these areas, limiting their professional growth and development opportunities.

In Home Supportive Service caregivers are employees of the care receiver, with the state passing funds through the county. The county has the option to augment the poverty-level hourly rate paid by the state, but the county does not have a funding source. In the past, Supervisors have indicated a desire to pay living wages to all, including caregivers, but have been unable to say "yes" out of financial constraints.

Supervisor Williams believes it is time to strategize a timely path to addressing the inequity.

**Alternative Action/Motion:**

Status quo.

**Strategic Plan Priority Designation:** A Safe and Healthy County and An Effective County Government

**Supervisory District:** All

**Vote Requirement:** Majority

**Supplemental Information Available Online At:** N/A

**Fiscal Details:**

**source of funding:** County, State

**current f/y cost:** Yes

**budget clarification:** Uncertain Budget

**annual recurring cost:** Substantial, depends on discussion

**budgeted in current f/y (if no, please describe):** No

**revenue agreement:** N/A

**AGREEMENT/RESOLUTION/ORDINANCE APPROVED BY COUNTY COUNSEL:** N/A

**CEO Liaison:** Darcie Antle, CEO

**CEO Review:** Yes

**CEO Comments:**

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Executed By: Atlas Pearson, Senior Deputy Clerk

Final Status: **Direction Given to Staff**

Date: March 12, 2024

