

**October 5, 2021**

**STATEMENT OF PROCEEDINGS**

*The Minutes of the*

***IN-HOME SUPPORTIVE SERVICES  
PUBLIC AUTHORITY  
REGULAR MEETING***

**COUNTY OF SAN DIEGO**

STATEMENT OF PROCEEDINGS  
COUNTY OF SAN DIEGO  
IN-HOME SUPPORTIVE SERVICES PUBLIC AUTHORITY  
REGULAR MEETING  
MEETING AGENDA  
**TUESDAY, OCTOBER 5, 2021, 9:00 AM**  
COUNTY ADMINISTRATION CENTER, ROOM 310  
1600 PACIFIC HIGHWAY, SAN DIEGO, CALIFORNIA

A. REGULAR SESSION: Meeting was called to order at 9:02 a.m.

PRESENT: Supervisors Nathan Fletcher, Chair; Nora Vargas, Vice-Chair; Joel Anderson; Terra Lawson-Remer; Jim Desmond; also, Andrew Potter, Clerk of the Board of Supervisors.

B. Non-Agenda Public Communication: No Speakers

C. Approval of the Statement of Proceedings/Minutes for the meeting of June 29, 2021.

**ACTION:**

ON MOTION of Supervisor Desmond, seconded by Supervisor Fletcher, the Board of Supervisors of the San Diego County In-Home Supportive Services Public Authority approved the Statement of Proceedings/Minutes for the meeting of June 29, 2021, on Consent.

AYES: Vargas, Anderson, Lawson-Remer, Fletcher, Desmond

NOTICE: THE BOARD OF SUPERVISORS MAY TAKE ANY ACTION WITH RESPECT TO THE ITEMS INCLUDED ON THIS AGENDA. RECOMMENDATIONS MADE BY COUNTY STAFF DO NOT LIMIT ACTIONS THAT THE BOARD OF SUPERVISORS MAY TAKE. MEMBERS OF THE PUBLIC SHOULD NOT RELY UPON THE RECOMMENDATIONS IN THE BOARD LETTER AS DETERMINATIVE OF THE ACTION THE BOARD OF SUPERVISORS MAY TAKE ON A PARTICULAR MATTER.

**Agenda Items**

<b>Agenda #</b>	<b>Subject</b>
1.	ADDRESSING THE CARE CRISIS: IMPROVING IN-HOME SUPPORTIVE SERVICES (IHSS) TO MEET THE NEEDS OF OUR COMMUNITY

(RELATES TO BOARD OF SUPERVISORS AGENDA NO. 9)

1. **SUBJECT: ADDRESSING THE CARE CRISIS: IMPROVING IN-HOME SUPPORTIVE SERVICES (IHSS) TO MEET THE NEEDS OF OUR COMMUNITY (DISTRICTS: ALL)**

**OVERVIEW**

In the last ten years, use of the In-Home Supportive Services (IHSS) program has doubled statewide. Population projections indicate that the senior population of the state of California is expected to double with the next generation. By the numbers, there are almost half a million people in San Diego County over the age of 65 and the number will hit 1 million by 2030.

San Diego has always been a hospitable place for seniors. Seniors and people with disabilities are an integral part of our community. If San Diego seeks to be a truly age-friendly county, we must prepare to meet the needs of seniors and people with disabilities with a focus on diseases affecting memory and cognition. For example, in 2019, Alzheimer's was reported as the third leading cause of death in California. We need an IHSS workforce that is trained and ready to meet the needs of this expanding and complex population, prepared to meet the challenges faced by individuals afflicted by memory and cognition disorders. California will need 500,000 more caregivers in the next ten years to meet the needs of the current senior population.

The Board of Supervisors (Board) is the Governing Body of the County of San Diego In-Home Supportive Services Public Authority (Public Authority). In 2001, the Board established the Public Authority as a legal entity separate from the County. Pursuant to an Interagency Agreement with the Public Authority, the County provides certain administrative support services to the Public Authority including monitoring the Public Authority's programs, budget, and finances on behalf of the Governing Body.

We as a County have a narrow window to get ahead of the demand by addressing workforce development through training, recruitment, and wages. There is a shortage of IHSS caregivers, which creates a de facto barrier to care for many who need it most. Today's action calls for a prompt, collaborative approach to improve the IHSS program. I urge your support for this proposal.

**RECOMMENDATION(S)**

**SUPERVISOR TERRA LAWSON-REMER**

1. Direct the Chief Administrative Officer to work with the Public Authority in accordance with the Interagency Agreement to maximize the State match for In-Home Supportive Services funding and improve health care benefits as part of the County's commitment to quality of care in future labor negotiations.
2. Direct the Chief Administrative Officer to work with the Public Authority in accordance with the Interagency Agreement to address the care crisis (caregiver shortage and access to care issues) by developing a plan for recruitment and retention of IHSS caregivers to ensure the supply of caregivers is appropriate for the growing aging population and demand. The plan shall consider, at minimum, wages and benefits including healthcare in accordance with the County's negotiation process, respite care, training opportunities, and workforce development. Other counties in California shall be consulted for best

practices and opportunities for innovation including job ladder development and specialty training for high need consumers. Report back to the Board and Governing Body with a memo on a semi-annual basis with the first report scheduled for March 2022.

3. Direct the Chief Administrative Officer to work with the Public Authority in accordance with the Interagency Agreement to continue to engage with stakeholders and gather feedback and input from organizations including, but not limited to Aging & Independence Services, the Public Authority, United Domestic Workers, the IHSS/Public Authority Advisory Committee, and community stakeholders. The engagement shall proactively identify training needs and an implementation plan for State funding allocated to train IHSS caregivers to serve special populations, such as those that require memory care.
4. Direct the Chief Administrative Officer to work with the Public Authority in accordance with the Interagency Agreement to develop a data framework regarding IHSS caregivers in San Diego. Framework should include goals, indicators, and benchmarks that track the progress of the County's efforts to address the care crisis. The Plan specified in Recommendation Two should utilize this data framework.

#### **EQUITY IMPACT STATEMENT**

In-Home Supportive Services provides care for some of our most vulnerable neighbors. Many older adults are living on a fixed income and unexpected illness can result in an immediate need for IHSS. Women and workers of color disproportionately make up the caregiving workforce. Frequently, family members will become the caregiver for a relative. In San Diego County, approximately 79% of caregivers are female, 75% are relatives of the recipients, and nearly 35% have a primary language other than English. Without equitable pay for their work, the result is not only burnout and turnover, but can also perpetuate a cycle of poverty for the household. Acknowledging the value of care work is overdue.

#### **FISCAL IMPACT**

There is no fiscal impact associated with today's actions. Additional appropriations or staff years will be requested in future Board meetings if needed based on any final recommendations resulting from the planning work. There will be no change in net General Fund cost and no additional staff years.

#### **BUSINESS IMPACT STATEMENT**

N/A

(RELATES TO BOARD OF SUPERVISORS AGENDA NO. 9)

#### **ACTION:**

ON MOTION of Supervisor Lawson-Remer, seconded by Supervisor Vargas, the Board of Supervisors of the San Diego County In-Home Supportive Services Public Authority took action as recommended.

AYES: Vargas, Anderson, Lawson-Remer, Fletcher, Desmond

There being no further business, the Board of Supervisors of the San Diego County In-Home Supportive Services Public Authority adjourned at 10:48 p.m.

ANDREW POTTER  
In-Home Supportive Services Public Authority  
County of San Diego, State of California

Notes By: Vizcarra

Note: This Statement of Proceedings sets forth all actions taken by the County of San Diego County In-Home Supportive Services Public Authority on the matters stated, but not necessarily the chronological sequence in which the matters were taken up.

Approved by the Board of Supervisors, on Tuesday, December 07, 2021.



---

NATHAN FLETCHER  
Chair

Attest:



---

ANDREW POTTER  
Clerk of the Board