

**IN-HOME SUPPORTIVE SERVICES
PUBLIC AUTHORITY OF MARIN
GOVERNING BOARD MEETING MINUTES
(Drafted 12/7/2023)**

Date and time:	Tuesday, December 5th, 2023, 3:00pm – 5:00pm
Location:	Meeting conducted in person and on Zoom. Recorded for minutes purposes.
Board Members Present:	Michael Harris, Beth Gray, Eli Gelardin, Shelley Norris-Alvarez, and Carolyn Schulman
Absent:	Cindy Siroky, Roger Rose, Jonathan Frieman
PA Staff:	Dario Santiago and Julia Hansen
Special Guest:	Chua Chao, Health and Human Services
Recorder:	Angie Jackson
Next Meeting:	March 5th, 2024

Call to Order

Michael Harris chaired the meeting. It was announced that there was a quorum.

Introductions

Public Authority Board Members, Public Authority staff, and guests introduced themselves. It was noted that the ZOOM/PHONE meetings are recorded for minutes purposes.

Consent Calendar:

Recommended Action: Approve

Motion to move agenda items because Chua Chao is arriving late. Motion approved.

Motion to approved Board Minutes September 5, 2023. Motion Approved.

Ayes: 4 (Michael Harris, Beth Gray, Eli
Gelardin, Shelley Norris-Alvarez)

Abstain: 0

Absent: 3

Board Member Terms:

New board member Carolyn Schulman was sworn in.

Current board member Beth Gray was sworn in for another 3 years of service.

Cindy Siroky has completed her board term and was released from service. Cindy served on the board for at least ten years and under three directors. She was acknowledged and honored for her service. Cindy had relayed that she loved being on the board and was grateful for the opportunity.

Public Comment:

Community member, IHSS recipient spoke of what she can bring to the board if chosen to be a member.

Executive Director report, Dario Santiago

Newsletter is completed. It highlighted the annual Hearts at Home event. It's being sent to Health and Human Services, Board of Supervisors, Event Sponsors, community partners and IHSS recipients. Provider hourly wages will increase to \$17.45 as of 1/1/24. On 2/1/24, they will increase again to \$18.00 per hour. The state of California adds a differential to stay above the minimum wage in California.

Served 270 recipients this quarter.

Recruit 25-30 providers per month, approximately 10 are retained per month.

There was a spike in requests for Emergency Providers in July. Fifteen requests were made. Additionally, there was an increase in new recipients in July.

There was a discussion on the reasons for low retention numbers of providers and how the data collected can be used to improve conversion rates. Dario may present at the next board meeting how the data is collected from the recipients. Retention numbers have increased overall, however. Aurora's position has helped to increase retention numbers. It was mentioned that Heather Johnson could assist with this. Provider wages are increasing.

Motion to form an ad hoc committee focused on data and analyzing data to look at reasons for low retention and to find ways to increase retention. Motion passed.

Ayes: 5 (Michael Harris, Beth Gray, Eli Gelardin, Shelley Norris-Alvarez, Carolyn Shulman)

Abstain: 0

Absent: 2

Health and Human Services Report: Aging and Adult Services Manager, Chua Chao

The department is still low on staff and is continuing to recruit.

January 1, 2024, Kaiser is becoming a managed care for Medi-Cal recipients. An MOU (Memorandum of Understanding) is now in place between Department of Health Care Services and Kaiser which will have Kaiser be a Direct Medi-Cal Managed Care Plan. Kaiser may find that patients are eligible for Medi-Cal upon discharge. As a result, patients could be referred to IHSS for providers. Kaiser could also reassess patients for a higher level of care. Currently, there are 180 people on the wait list to receive a provider. This MOU will increase the need for providers. This will affect the case load of IHSS; Public Authority; Homeward Bound; Marin Center For Independent Living (MCIL); Community Action Marin; and St. Vincent de Paul.

Financial Report: Julia Hanson, Finance Manager

There are 174 providers enrolled in Kaiser and 176 providers enrolled in the dental plan. Public Authority can provide insurance for 182 providers. Kaiser costs will go up in 2024. Dario will ask the Board of Supervisors for an increase in the budget due to the high costs of legal fees, fingerprints and rent.

Strategic Planning Committee Report: Shelley Norris-Alvarez

The committee meets twice a month. The committee has completed the SWOT analysis, and the committee will now work on a strategic plan. Goals are to improve retention rates and increase wages for providers. Diane Krantz and Laurie Peterson will be invited to review the final draft.

Adjourn for closed session: Labor Negotiations with SEIU 2015 update.

Adjourn

[Next Meeting: March 5th, 2024](#)



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