

**IN-HOME SUPPORTIVE SERVICES  
PUBLIC AUTHORITY OF MARIN  
GOVERNING BOARD MEETING MINUTES**

Date and time:	March 5, 2025, 3:00pm – 5:00pm
Location:	Meeting conducted in person and on Zoom. Recorded for minutes purposes.
Board Members Present:	Michael Harris, Shelley Norris-Alvarez, Jonathan Frieman, Beth Gray
Absent:	Eli Gelardin, Roger Rose, Carolyn Shulman
PA Staff:	Dario Santiago and Julia Hansen
Special Guest:	Chua Chao, Health and Human Services, Jamie Gardner, DavisFarr. LLP
Recorder:	Shelley Norris-Alvarez
Next Meeting:	June 3, 2025

**Call to Order**

Michael Harris chaired the meeting. It was announced that there was a quorum. The meeting was called to order.

**Introductions**

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

**Approval for Agenda for March 5, 2025, Board Meeting minutes for December 3, 2024, and Special Board Meeting minutes for February 19, 2025**

Correction Noted: Jonathan Frieman’s last name was misspelled in two places on the Board Meeting minutes.

Recommendations for Approval.

Ayes: 4  
Nays: 0  
Abstain: 0  
Absent: 3

**Motion Approved**

**Public Comment:**

No members of the public attended the meeting via Zoom or in person.

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

Chua reported there are two open vacancies with Aging and Adult Services. However, she stated it is not impacting the staff’s ability to manage their caseloads. Chua announced that her department will be opening a drop-in-center. A soft opening pilot from 10 – 12:00 Tuesdays, Wednesdays and

Thursdays, will start next week. The staff prefer recipients to make an appointment if they are in need of help. The drop-in-center is being marketed through word-of-mouth. There will be 2 computers available for clients to use and a full staff workstation for staff to help or be available to assist clients, if needed. A designated staff will help with trouble shooting time sheets, helping with set up, and payroll issues. The hope is it will streamline disruptions. Without the drop-in center things have been chaotic and disruptive. This pilot will help protect staff's time to do the other part of their jobs.

Jonathan Frieman announced that he is establishing a Marin Safety Net to defray costs from potential cuts to MediCal. The plan is to raise funds from primarily private sources. The goal is to raise \$250,000.00 to \$500,000.00. Damon Connolly has shown interest in supporting the Marin Safety Net. The hope is that his name will help this project and provide contacts for potential funders.

### **Annual Audit Report: Fiscal Year 2023/2024**

Jamie Gardner, CPA Senior Manager with DavidFarr,llc., presented. Ms. Gardner reported that she was in charge of the Marin Public Authority audit. She conducted a high-level overview of the audit and financial statements. The audit provided an Audit opinion; PA Marin received the highest level which is an unmodified audit opinion. Further noted is that the financial statements are presented fairly according to general accounting principles used in the U.S. The firm issued a government auditing standards letter. There was one recommendation in the audit which was to continue using the outside CPA. No material instances of non-compliance were reported. Regarding financial Statements, a statement of net position, which is a balance sheet that show assets and liabilities of the Public Authority, the biggest difference from last year was that there was sweep of funds and this year there were no extra sweep of funds. In regards to the income statement, the statement of revenues, expenditures and changes, the biggest difference from 2023 was the capital outlay and the issuance of leases. That was a new standard implemented in 2023 and it basically recorded a lease as an asset and liability in the statement. To recognize this change there was a revenue and expense to record for the lease of office building. In a footnote, the asset for lease is called Right to lease asset now recorded in capital asset of authority with corresponding liability that's being reduced annually over the life of the lease. The board recognized Julia Hansen for her work in financial preparation.

### **Executive Director Report, Dario Santiago**

#### **Marin IHSS Provider Wages**

Due to Prop 32 not passing on the ballot, the anticipated wage increase of \$1.50 for Providers was not applied. Dario noted that 50% of the wages are from the federal government. If the federal government cuts their share of cost, Public Authority would need to go back to the union and renegotiate. The current wage is \$19.75 hr. and in January 2027 it will be \$21.00 hr. Marin County is currently #7 in the Top IHSS Wages Statewide. San Luis Obispo increased to \$21.00 hr. Every time wages are negotiated; the Counties wages increase by 10%, to get full state funding. Some Counties spread the 10% over 3 years and some front load it and get the 10% up front. Concerns were raised regarding potential MediCal funding reductions and their impact on IHSS.

#### **Major Legislation Proposal**

There is a major legislation proposal, AB283 – In-Home Supportive Services Employer-Employee Relations Act. There are 12 sponsors, initiated by Assemblymember Haney. If this legislation passes it goes into effect in 2026. It would remove Public Authorities as the employer of record for bargaining. The State would take over wage negotiations, grouping counties together. Could impact local decision-making and provider training. The Act components are: The state becomes the employer of record for collective bargaining purposes for all IHSS providers across California effective January 2026. Establishes an advisory committee for IHSS with a composition ensuring

representation of service users and providers. It applies a uniform negotiation process that does not consider local differences including costs of living, budgets, and local economic conditions. The bill requires counties to honor state-negotiated agreements, regardless of local budget flexibility. Counties face potential withholding of 1991 Realignment funds if they fail to comply with bargaining agreements or factfinding recommendations. The bill expands union access to provider orientations, ensuring recognized employee organizations can make presentations during orientation sessions. Currently Public Authorities have flexibility in structuring orientations; now PA must follow a state-mandated format. Professional training and development as a mandatory subject of collective bargaining. This means the state, not PA, will negotiate the structure, content, and funding of caregiver training. The legislation is in its early stages. There is the question as to how this legislation will impact recipients. SEIU takes the lead in collective bargaining. Concerns raised – local input would be diminished; uncertainty on how recipients representation would be incorporated; potential risk of counties losing control over wage decisions.

### Provider Trainings

The CDSS Career Pathway Trainings ended in September 2024. In order to continue to provide trainings PA Marin contracted with an independent consultant, Morela Madriz. Her trainings started in January 2025. Morela Madriz has a medical degree from Venezuela, 25 years healthcare experience and 15 years training caregivers, most recently with HomeBridge in S.F. PA Marin also partnered with JFCS and Tam Adult School for additional trainings. Courses offered include CPR, dementia care, and fall prevention. Tam Adult School provides a 10-week certification course every Wednesday starting this month. 19 people completed the assessment, pre & post. PA Marin doesn't have to pay for the trainings and the turnout has been good. There is a list of provider training presented by Morela Madriz. The list includes trainings suggested by the board and from the provider survey. The courses are available to all 2,000+ IHSS Providers. Trainings are communicated via MailChimp email.

### Providers Added to Registry

PA Marin's goal is to add 10 providers per month to the registry. Last year PA Marin average was a little below 10. In January 2024 and October 2024 there were 19 providers added per month. There was a record high of providers added in April 2024. We currently have 474 active Providers compared to 380 last year in March 2024. PA Marin stopped the marketing campaign with a budget of \$10,000 to \$15,000. Providers are mostly recruited via word of mouth. In a random sampling there are a lot of Providers on temporary work permit. Many are from Haiti.

### New Providers and Recipients

#### Dec 2023-January 2025

This chart compares how many Recipients were added to the registry vs. new Providers added to the registry. PA Marin is now seeing more recipients than providers.

### Provider Lists Referrals

#### December 2023 – January 2025

The chart demonstrates Recipients that received referrals (unduplicated count) and Referrals Generated. Most Recipients get one list.

### Emergency Back Up Providers

The State funding toward Emergency Back Up Providers is based on 3 cases average per month. The referrals come from a County Social Worker. In January 2025 there were 14 Recipients served via Emergency Back Up Providers.

### Program Growth: Map of Where Recipients Live

There are 2,374 IHSS active recipients in Marin County. This includes all recipients in Marin County. There is a 5% year to year growth.

### Map of where Providers live.

There are 2,153 Providers listed on the map. Providers who are family members may be those living in San Francisco.

### Looking Ahead

- PA Marin plans to write an Annual Report.
- There will be a Provider and Recipient Survey to better understand their needs and desires.
- A couple Social Worker Interns may be coming to PA Marin
- PA Marin is hoping to provide a COLA for PA Staff
- PA Marin requested \$100,000 from the County for a 2-year fixed-term position for training and recruitment. PA Marin is still waiting to hear back from the County.
- Plan to interview a potential new board member.

### **Financial Report: Julia Hanson, Finance Manager**

#### IHSS Provider Health Benefits Report:

The total number of Providers PA Marin is able to enroll increased from 156, 157 and 155 until December 2024 to 165 enrollees starting January 2025. PA Marin determines the number of enrollees we are able to provide benefits based on .82 cents per hour that providers work. PA Marin recalculated the number enrolled based on hours worked per month. PA Marin looks at the numbers several times a year. Medical costs for Providers increased from \$944.38 in 2022 to \$1,275.10 in 2025.

#### Budget and Expenses

The budget reflects 67% of the year completed. Salary and Benefits are at 57% and Services and Supplies are at 50%. We went over the budgeted amount for printing, so we started using County of Marin's printer for the Newsletter. Subscriptions include Dream host for the website and Excel iSOFT and Riva and Nexus . Riva helps with enrollment to be an IHSS worker and Nexus is a program to generate lists. It handles the registry, runs the database, and upgrades services. We are on target with the budget.

### **Strategic Planning Committee Report: Shelley Norris-Alvarez**

The strategic Planning Committee last met on January 10, 2025. The committee met to discuss changing the PA Motto to clarify the PAs responsibility as compared to IHSS. Most of the public doesn't seem to know what the Public Authority is, simply based on its name. The committee came up with an explanatory statement to put on our website, letterhead, etc. and a new motto. The explanatory statement/slogan says "We Recruit, train and refer caregivers to IHSS recipients". The old PA motto was "Connecting People. Creating Independence" and the new motto is "Referring Caregivers, Supporting Independence".

**The board approved a motion to adopt changes.**

### **Oversite Committee: Beth Gray, Vice Chair**

Beth, Michael and Dario met with the new Board of Supervisor, Cobert. They provided information on who we are and what we do. The Board members watched his campaign video. He is a lawyer and had been with Golden Gate Transit.

**Adjourn**

**Next Meeting on June 3, 2025**



All In-Home Supportive Services (IHSS) Public Authority of Marin public meetings are conducted in accessible locations. If you require American Sign Language interpreters, assistive listening devices, or other accommodations to participate in this meeting, these may be requested by calling (415) 499-1024 ext. 104 at least 72 hours in advance. Copies of documents used in this meeting are available in accessible formats upon written request.