

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

Date and time:	March 3, 2026 3:00pm – 5:00pm
Location:	Meeting conducted in person and on Zoom. Recorded for minutes purposes.
Board Members Present:	Michael Harris, Shelley Norris-Alvarez, Beth Gray, Carolyn Shulman, Brian Jacobson, Roger Rose, Maria Garcia, Kathleen Desmond, Teri Dowling
Absent:	Jonathan Frieman
PA Staff:	Dario Santiago, Julia Hansen
Special Guest:	Shannon Ayala, CPA – Davis Farr LLP, Nathaniel Gray
Recorder:	Shelley Norris-Alvarez
Next Meeting:	June 2, 2026

Call to Order

Michael Harris, Board Chair, called the meeting 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.

Swearing-In of New Board Member

Teri Dowling was formally sworn in as a member of the PA Governing Board by PA Executive Director Dario Santiago. The Oath of Office was administered during the meeting.

Approval for Agenda for March 3, 2026, and Board Minutes from December 2, 2025

Recommendations for Approval.

Ayes: 9
Nays: 0
Abstain: 0
Absent: 1

Motion Approved.

Public Comment

There were no members of the public requesting to speak.

Annual Audit Report: Fiscal Year 2024/2025

Presenter: Shannon Ayala, Partner – Davis Farr LLP

The Board received a presentation of the financial audit for the fiscal year ending June 30, 2025. Approximately 150 hours of audit work were completed. Audit fieldwork occurred December-January.

The audit resulted in an unmodified opinion, the highest possible level of assurance, indicating:

- Financial statements are fairly presented in all material respects
- No material misstatements were identified
- No instances of non-compliance were identified
- Financial staff were prepared and responsive throughout the audit review

The audit included standard and substantive testing of:

- Assets and liabilities
- Revenues and expenses
- Internal financial controls.

The audit also included implementation of Governmental Accounting Standards Board (GAS) Statement No. 101 – which requires agencies to record compensated absences such as vacation and leave liabilities, accrual of associated payroll taxes. This resulted in an increase in the compensated absences liability.

One material journal entry adjustment was identified and corrected.

The Board received the audit report and thanked staff for her work.

Executive Director Report

Presenter: Dario Santiago

IHSS Provider wages were reviewed: Marin County Provider wage was \$16.95/hour in December 2023. Current wage is \$20.40/hour. Marin County currently ranks 10th highest statewide for IHSS wages. Marin IHSS wage is now approximately aligned with local home care wages (\$19.89 average) San Francisco remains the highest at \$23.00 hour. Current provider contract expires in December 2026. Negotiations are expected to begin within the next 6 months.

Legislation proposes the elimination of the Emergency Backup Provider Program (EBUP). EBUP program provides temporary caregivers when a provider is unavailable. Recipients may receive up to 80 hours per year. The program is administered locally through Public Authorities. Providers receive \$2.00 additional hourly pay when working backup shifts. Board members expressed strong concern that eliminating the program could increase hospitalizations, increase nursing home placements and ultimately increase Medi-Cal costs.

The Board reviewed a proposal that would change the structure of IHSS wage increases. Current structure includes State minimum wage (currently \$16.90 hour) plus local negotiated wage supplement (\$3.50 hour). The proposed changes would no longer stack indefinitely on future minimum wage increase. The supplement would apply on until the state minimum wages reach the negotiated wage level.

Since January 2026, the Provider training program offers multiple caregiver trainings in English and Spanish. Average class participation is 11 providers registered and 5 providers attending. Saturday classes show the highest attendance. The Board discussed the possibility of recording classes, hybrid or online training options and tracking whether repeat providers attend multiple classes.

The goal of the registry recruitment is to add 10 new registry Providers per month. The current registry size is 507 active providers. In March 2025 there were 474 providers. The Board requested future information analyzing the drop-off points in the provider onboarding process and reasons applicants do not complete registration. There are 2,519 recipients receiving IHSS services in Marin County as of January 2026 compared to 2,374 recipients in January 2025. This is an increase of approximately 145 recipients from the prior year.

Financial Report

Presenter: Julie Hansen

Julie Hansen reported that Kaiser costs have increased significantly for \$944.00 per month in 2022 to \$1,485 a month in 2026. The Program currently serves 169 providers with a wait list.

The budget total is \$4,441,695 and the total expenditures as of February 2026 is \$2,676,468.91. The percentage of the budget used is 60% of the total budget. This indicates expenditures are below projections.

The Board reviewed the proposed Public Authority baseline budget for FY 2026-27. The total proposed budget is \$4,441,695. The County recommended maintaining a baseline budget until the State budget allocation is finalized later in the year.

The Board reviewed proposed compensation adjustments for staff to include a 3% cost-of-living adjustment (COLA) effective July 1, 2026, and an increase in employer healthcare contributions. The estimated annual cost for the COLA is \$19,000.00 and the Fringe adjustments \$16,000.00.

Motion to Approve FY 2026-27 Budget and Motion to Approve COLA Adjustment and Fringe Adjustment.

Ayes: 8

Nays: 0

Abstain: 0

Absent: 2

Motion Approved:

Strategic Planning Committee Update

Presenter: Shelley Norris-Alvarez

The Strategic Planning Committee continues quarterly meetings. A review of the committee accomplishments since its inception around April 2023 includes updating the mission, vision and values statement of the Public Authority, developing a multi-year strategic plan, and a quarterly review of the key performance indicators to determine progress towards goals and objectives. The Strategic priorities include increasing provider wages, improving recruitment and retention, and improving the quality of care for recipients. Progress was noted, particularly in wage increases and workforce development.

Oversight Committee

Presenters: Beth Gray and Michael Harris

The Oversight Committee continues to meet regularly with the Executive Director. The Board reviewed a proposed advocacy letter opposing cuts to IHSS programs and the elimination of the Emergency Backup provider program. The Board discussed the upcoming State Capitol hearings regarding IHSS. The Board recommended sending letters to the Assembly Budget Committee and Senate Budget Committee.

The Board complemented the writing of the advocacy letter and approved the letter. Each Board Member signed the letter and each were encouraged to submit individual letters supporting IHSS programs.

Adjourn

Next Meeting on June 2, 2026



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.