

**IN-HOME SUPPORTIVE SERVICES
PUBLIC AUTHORITY OF MARIN
STRATEGIC PLANNING COMMITTEE MEETING MINUTES**

Date and time:	January 12, 2026, 11:00pm – 12:30pm
Location:	Meeting conducted in person
Board Members Present:	Michael Harris, Shelley Norris-Alvarez, Jonathan Frieman and Beth Gray
Absent:	0
PA Staff:	Dario Santiago and MartaVilella
Special Guest:	None
Recorder:	Shelley Norris-Alvarez
Next Meeting:	April 13, 2026

Call to Order

Shelley Norris-Alvarez chaired the meeting.

Public Comment

No one was present from the public that attended the meeting.

Dario noted that we will go into more details on the surveys at our next meeting. However, he noted concern from survey responses indicated that many recipients were unaware of what to do if a caregiver was out.

Funding for the Back-up emergency program is expected to be eliminated.

Jonathan raised the issue regarding ICE activity and the committee members discussed ways to support our immigrant caregivers to help them feel safe.

Review Annual Reports Final Version

The following revisions were suggested in the Annual Report.

- Changing consumer to Recipient under Board names.
- Add Maria to the Board Members
- Under Annual Statistics, change “Providers Referred to Recipients” to” List of Providers Referred to Recipients”. Under “Providers Referre”d change to “Number of Providers Referred”.
- Add Provider wage increase over the last 3 years.
- Under Support Services change”customers served” to “Recipients and Providers”.

The Committee unanimously approved the Annual Report with the suggested revisions.

Key Performance Indicators (KPI) Review

The Committee reviewed the Key Performance Indicators for the Strategic Plan. Updates were noted.

Goal #1:

Beth and Michael have met with all 5 Board of Supervisors from October to December to discuss wage increases.

They mentioned that Marin County has moved from 6th to 9th place in wages for Provider.

Committee members discussed attending the BOS budget meeting for Public Comment.

The objective of training for Board Members by CSDA was met.

Options to fund the Back-up Emergency Program including the use of PA reserves were considered.

A two-tier system of wages has been a potential option.

Goal #2:

Dario’s request for additional funding for Marketing/Training Staff has been denied.

PA is evaluating the need for a .5FTE for outreach and recruitment.

The criteria for accepting new providers has been completed.

Goal #3

Surveys have been sent and objective met.

Exploring incentives for current providers to increase work hours is no longer relevant.

Review Calendar and schedule meetings for the year

The committee agreed to meet quarterly, the second Monday of the month, from 11:00 to 12:30. Next meeting is April 13, 2026

Adjourn

Meeting was adjourned.

Next Meeting: TBD



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.