



IN-HOME SUPPORTIVE SERVICES/PUBLIC AUTHORITY ADVISORY COMMITTEE
December 12, 2025, 12:45 PM

South Region Livewell Center
401 Mile of Cars Way
2nd Floor, Training Room 2086
National City, CA 91950

<https://us02web.zoom.us/j/8597078275?pwd=bFkxa2tGMGJvL0xLNU5xS3RrYlZrdz09>

Meeting ID: 859 707 8275

Passcode: 172598

1. CALL TO ORDER: The meeting was called to order at 12:45 PM.			
2. Attendance			
Members		Absent Members	Guests
Nadine Branch Yolanda Ivy Angela Vittucci Blanca Paulin	Nicanora Montenegro Sabrina Bishop	Russell Evans	Cindy Greatrex Jeanice Montenegro Lisa King Cesar and Purita Javier
Members via Zoom	AIS/IHSS Staff	IHSS Public Authority	Guest – via Zoom
Charles Kirtley	Abigail Salud Brittney Smith	Meredith McCarthy Andrea Villa Denise Bernal Leonardo Madrigal	Don Howard Melissa Barling
3. ESTABLISHMENT OF QUORUM: Done.			
4. PLEDGE OF ALLEGIANCE: Done.			
5. INTRODUCTIONS: Everyone in attendance introduced themselves.			
6. MEETING CODE OF CONDUCT REVIEW: Blanca reviewed the code of conduct.			
7. APPROVAL OF AGENDA: Yolanda motioned to approve the agenda, and Charles seconded. Motion Passed.			
8. APPROVAL OF MINUTES: Nadine motioned to approve the amended minutes; Charles seconded. Motion passed.			
9. CHAIR REPORT: Nicanora reported on participating in the Public Authority’s Caregiver Recognition Event on 11/18/25, where she and Blanca (Vice Chair) gave a presentation about the IHSS/PA Advisory Committee.			



10. REPORTS	
A. Aging & Independence Services (AIS) Advisory Council	No updates.
B. Membership	No updates.
C. IHSS	Abigail shared that there are no vacancies for social workers. She says there is one vacancy for a Social Work Supervisor, which they are hoping to fill. Abigail shared that Julie Lara, IHSS Program Specialist, presented at a webinar hosted by San Diego State University (SDSU) Center of Excellence. Nadine mentioned she attended the webinar as well, noting that Julie did a great job answering questions and clarifying how the program works. She had a question about whether recipients receive any resource pamphlets upon joining. Brittney Smith, Social Work Supervisor, confirmed that they provide an informational pamphlet during a home visit. Abigail shared that caregivers will receive a wage increase in January. Brittney shared her career journey with the County.
D. Community Report	Nicanora provided flyers and invited attendees to a Christmas party hosted by the Filipino American Association for Developmental Disabilities on 12/21/25. She shared that there will be gifts, food, and raffles.
E. UDW	Sabrina Bishop, chair of the UDW Board, reported that on 12/11/25, they had their December membership meeting. She highlighted members' excitement about the new contract, training opportunities, transportation funding, and pay raises. Sabrina mentioned that many members expressed gratitude for receiving certificates from the Public Authority, which highlights the PA's appreciation for caregivers. She shared that there will be a volunteer's Holiday Luncheon next week and a toy drive on 12/14/25 for caregivers, their families, and recipients. Sabrina also shared that UDW will be closed from 12/20/25 to 1/5/26. Nicanora shared that she was also in attendance at the membership meeting along with about 400 other caregivers. She mentioned they received \$50 gas cards and were very grateful.
F. California IHSS Consumer Alliance (CICA)	Nicanora shared that on 12/3/25, she attended a meeting in which they discussed the relationship between Advisory Committees and the County of San Diego Board of Supervisors, having the ability to address IHSS recipient needs.
G. Public Authority (PA)	Meredith noted that the new UDW agreement was signed, ratified, and approved by the San Diego County Board of Supervisors in a



formal meeting on 12/9/25. She highlighted a few points regarding the wage increases, noting that the current caregiver wage is \$19 per hour and will increase to \$19.40 on 1/1/26. Meredith explained that due to the new agreement with the union on 3/1/26, the wage will increase to \$20.40, and then to \$21.40 on 3/1/27. She also explained that the health and life insurance benefits remain funded at the same level. Meredith highlighted that personal protective equipment will be funded at \$100,000 per year, transportation funding at \$416,667 per year, and UDW training at \$100,000 per year. She shared that the IHSS/PA Advisory Committee's annual report is currently under review and expected to be sent to the Board by the end of the month. Meredith announced a new Wellness for Caregivers Internship program, in partnership with SDSU and HHSA. She mentioned that two new interns will start on 1/9/26 and begin to build out the program. Andrea shared that on 11/18/25, the Public Authority held the virtual Caregiver Recognition Event, during which Sabrina, Nicanora, and Blanca presented, and the event was well-received. She shared that 1,200 people registered for the event and 589 attended, surpassing previous event attendance. Andrea said that Brittany, the Operations and Fiscal Manager at the Public Authority, along with her team, put together a thank-you video for caregivers, which was viewed during the event. Meredith and Andrea discussed a possible in-person event for the following year. Andrea shared that Thomas H. Johnson, Public Authority Executive Director, was officially elected as President for the California Association for Public Authorities (CAPA) beginning 1/1/26 for a two-year term. She also reviewed the committee's financial report.

11. Old Business (discussion and possible action):

- 1. Propose suggestions for the 2026 IHSS/PA Advisory Committee Meetings** – Nicanora shared that there will be no presenter for the January IHSS/PA Advisory Committee Meeting, and instead, the committee will plan for activities and topics for the 2026 meetings. She requested that Denise re-email the advisory committee to inquire about ideas they would like to propose and share them at January's meeting.
- 2. Discuss Parliamentary Training Options** – Blanca reviewed with the committee the various options that were found for parliamentary training. She reviewed some video options and virtual class-style options. Nicanora asked Denise to continue researching options, preferably for in-person training, and gather pricing options for this topic for our next meeting.

New Business (discussion and possible action):

- 1. Vote for Cindy Greatrex to become a part of the IHSS/PA Advisory Committee Member – Vote Passed**



12. PUBLIC COMMENT: Lisa King inquired about how to apply to become a member of the Advisory Committee. Nicanora provided clarification and steps on how to do so. Denise advised Lisa that she would give her information to Gilberto, who oversees membership questions, for further details. Cesar Javier asked about who the committee’s decision-maker is. Nicanora, Meredith, and Andrea clarified that the committee is a collaborative body without a single leader, functioning as a facilitator for community voices and making decisions. Nicanora shared that the committee is composed of caregivers and recipients in the IHSS program, and that topics not on the agenda are not discussed. Melissa Barling shared that she is so grateful to the union and the Public Authority for all their work and for the continued benefits and wage increase.

14. MEMBER COMMENT: Angela shared that she came across a possible misleading post from someone in her community raising concerns about asset recovery, if you are a caregiver and the recipient you work for passes away. She clarified that it could be related to Medi-Cal, not IHSS, but wanted to know how best to respond to this person to provide them with the correct information. Meredith mentioned that it may be a good idea for that person to reach out to Medi-Cal for more details. Sabrina shared that there was a scam targeting IHSS participants and confirmed that a text message was sent to caregivers to be aware of this. Nadine thanked the committee for allowing her to serve for the last four years and said she would continue to attend as a member of the public. Blanca shared and is very grateful to have received her certificate for participating as a speaker in the Public Authority’s Caregiver Recognition Event and the PA’s holiday card. Charles wished everyone a safe holiday season and is looking forward to continuing to work with the committee next year.

15. NEXT MEETING AGENDA: 1/9/2026

16. ADJOURNMENT: The meeting adjourned at 2:38 PM

Minutes prepared by Nicanora Montenegro, Meredith McCarthy, Denise Bernal, and Leonardo Madrigal