



**PUBLIC AUTHORITY**

*In-Home Supportive Services  
San Diego County*



# **IN-HOME SUPPORTIVE SERVICES PUBLIC AUTHORITY ADVISORY COMMITTEE REPORT**

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**FISCAL YEAR 2024 - 2025**

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# San Diego County Board of Supervisors

Serves as the In-Home Supportive Services (IHSS)  
Public Authority Governing Body

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**Paloma Aguirre**  
District 1  
Chair Pro Tem



**Joel Anderson**  
District 2



**Terra Lawson-Remer**  
District 3  
Chair



**Monica Montgomery Steppe**  
District 4  
Vice Chair



**Jim Desmond**  
District 5

## IHSS/Public Authority

### Advisory Committee

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#### Members

- **Nadine Branch** – Caregiver, Chair
- **Nicanora Montenegro** – Caregiver, Vice Chair
- **Ethel Larkins** – Caregiver, Aging & Independence Services (AIS) Advisory Council Liaison, Parliamentarian
- **Yolanda Ivy** – Recipient
- **Angela Vittucci** – Recipient
- **Charles Kirtley** – Recipient
- **Blanca Paulin** – Caregiver

#### Staff Liaisons

- **Thomas H. Johnson** – IHSS Public Authority Executive Director
- **Wendy J. Garcia** – AIS, Deputy Director
- **Abigail Salud** – AIS, IHSS Program Manager
- **Gilberto Morales** – AIS, IHSS Social Work Supervisor
- **Ana Molina** – IHSS Public Authority, Administrative Secretary

# A message from the IHSS Public Authority Executive Director



Dear Advisory Committee Members,

As we wrap up another year, I want to thank you for your hard work and the difference you've made for the In-Home Supportive Services (IHSS) Public Authority and the IHSS Program. Your advice, support, and advocacy have helped make sure IHSS caregivers and IHSS recipients have what they need to succeed.

## Highlights of Fiscal Year 2024–2025

- Participated in **statewide advocacy** through the California In-Home Supportive Services Consumer Alliance (CICA)
- Gave important **feedback** to improve caregiver recruitment, retention, and training
- Made sure the **voices of caregivers and recipients** guided Public Authority and County of San Diego (County) priorities
- Supported quality care for more than **47,000 IHSS recipients** served by over **44,000 IHSS caregivers** in San Diego County

## Committee Contributions

This year, you worked closely with County staff to fill member vacancies quickly, keeping the committee strong and active. Your involvement with CICA helped share San Diego County's concerns at the state level, making sure IHSS caregivers and IHSS recipients were heard and acted upon by policymakers.

Your experiences and feedback helped guide IHSS program improvements, especially those related to caregiver support and workforce stability. With your input, the IHSS Public Authority was able to strengthen relations with caregivers, including outreach, recruitment, and retention, training, and service delivery. This enabled the IHSS Public Authority to be more responsive to the needs of recipients who rely on the agency's assistance.

## Thank You for Your Leadership

Your work this year built a strong foundation for the future of quality care for the residents we serve. On behalf of the IHSS Public Authority team, thank you for your leadership, advocacy, and dedication. Your efforts have had a lasting impact on thousands of caregivers, recipients, and families across San Diego County, and for that, we extend our sincere appreciation and gratitude!

Sincerely,

A handwritten signature in black ink, appearing to read 'T. H. Johnson', written in a cursive style.

Thomas H. Johnson  
Executive Director

IHSS Public Authority – County of San Diego

# IHSS/Public Authority Advisory Committee

## Purpose, Authority, and Membership

California Welfare and Institutions Code section 12301.6 provides that each county shall appoint an Advisory Committee where the Board of Supervisors is the governing body. The Advisory Committee has nine members in which not less than fifty-one percent (51%) of the individuals are current or past users of personal assistance services paid for through public or private funds, or as recipients of In-Home Supportive Services (IHSS).

The Advisory Committee provides information and recommendations to the San Diego County Board of Supervisors and other persons or entities related to the delivery of In-Home Supportive Services and IHSS Public Authority services. The Advisory Committee is a non-partisan, non-sectarian, and non-profit making organization. It does not take part officially in, nor does it lend its influence on political issues.

The Advisory Committee is advisory in nature and is not empowered by ordinance, establishing authority, or policy to render a decision of any kind on behalf of the County of San Diego, the IHSS Public Authority, or its appointed or elected officials.



IHSS Program Manager Abigail Salud, IHSS Supervisors Gilberto Contreras-Morales, Aleyamma Thomas, and Heather Flippo, attending the Advisory Committee meeting at the South Region Live Well Center.

**The Advisory Committee meets on the second Friday of each month.**



IHSS/Public Authority Advisory Committee members, Public Authority staff, and Myla Barker from the Office of Emergency Services at the April 2025 meeting at South Region Live Well Center.

# IHSS/Public Authority Advisory Committee Presentations

The Advisory Committee increased the awareness of resources and community partners through several presentations throughout the year.

These presentations include:

- County Housing and Community Development Services - Office of Homeless Solutions
- People First Language and Ableism – San Diego People First
- Disability Rights - Understanding Work Incentives Planning and Assistance
- Meals on Wheels
- California Alliance for Retired Americans CARA Action Team (CAT)
- CalAim - Medical Care Services and Innovating Medi-Cal
- California’s Long-Aging & Disability Landscape
- County Office of Emergency Services (OES)
- CARA's Empowered Elder Workshop
- In-Home Supportive Services Overview – County of San Diego



County Office of Emergency Services presentation by Myla Barker, Emergency Services Coordinator.



IHSS Program Overview presentation by Julie Lara, Program Specialist II at AIS.

# IHSS/Public Authority Advisory Committee

## Community Outreach Events

The Advisory Committee maintained their strong presence and involvement in the community.

During Fiscal Year 2024-25 they participated in various events:

- First Wednesday Community Health & Resource Fair at Jackie Robinson Family YMCA
- Filipino American Association Development Disabilities Event
- IHSS Public Authority Caregiver Recognition Event
- California In-Home Supportive Services Consumer Alliance (CICA) of the South
- Martin Luther King Jr. Parade
- Developmental Disabilities Provider Network Leading the Charge Conference
- United Domestic Workers of America Membership
- Cooper Family Foundation Juneteenth Celebration
- San Diego State University Center for Excellence in Aging and Longevity
- Supporting Peers and Raising Knowledge (SPARK SD)
- County Office of Equitable Communities Central Region Community Leadership Teams Meetings
- Participated in facilitating CICA's Quarterly Lunch N Learn for the Southern Region



IHSS/Public Authority Advisory Committee Chair Nadine Branch with CICA President Jane Whiteford at the Abilities Expo.



Public Authority Community Engagement Coordinator, Manuel Martinez and IHSS/Public Authority Advisory Committee Chair, Nadine Branch at the Developmental Disabilities Provider Network Leading the Charge Conference.



IHSS/Public Authority Advisory Committee Chair, Nadine Branch at the Martin Luther King George Stevens Senior Center January 2025 event.

# IHSS/Public Authority Advisory Committee

## Fiscal Year 2024-2025 Accomplishments

- Presented at the Annual IHSS Public Authority Caregiver Appreciation Event which was attended by approximately 450 caregivers in November 2024.
- Participated in the California In-Home Supportive Services Consumer Alliance (CICA), in which the committee Chair served as Regional Vice President.
- Actively participated in the implementation of a caregiver discussion group and quarterly joint meetings between the County's IHSS staff and the San Diego Regional Center.
- Attended various community events throughout San Diego County and spread awareness about the committee and the County's IHSS program.
- Featured in the Summer 2024 quarterly Aging & Independence Services (AIS) Bulletin.
- Ensured compliance by completing the required (AB1234) Ethics Training with a 100% completion rate.
- Maintained membership at 89%.



Rusty Krumm, Nadine Branch, and Yolanda Ivy pictured at the Abilities Expo 2025.



IHSS/Public Authority Advisory Chair, Nadine Branch, testing out a mobility scooter at the Abilities Expo 2025.



Thomas H. Johnson, Public Authority Executive Director, awarding Nicanora Montenegro and Nadine Branch for their contributions to the IHSS/Public Authority Advisory Committee.

# IHSS/Public Authority Advisory Committee

## Fiscal Year 2025-2026 Goals

- Continue to collaborate with local and state agencies to increase awareness of the County’s IHSS program and the IHSS/Public Authority Advisory Committee.
- Continue to participate in community outreach activities and integrate more effective ways to collect community feedback.
- In partnership with various stakeholders, including United Domestic Workers of America, continue to explore ways to train IHSS recipients and help them increase their confidence in their role as employers.
- Committee members will continue to complete trainings on topics such as advocacy and legislation to help them become stronger in their roles as advocates, recipients/caregivers, and advisors of the program.
- Continue to be featured in the quarterly AIS Bulletin. A publication that reaches approximately 6,000 community members, organizations, and stakeholders to share information and resources relevant to the IHSS program and the IHSS/Public Authority Advisory Committee.
- Strengthen communication and relationship with the San Diego County Board of Supervisors and continue to provide feedback on the IHSS program.



Holiday Luncheon 2024, IHSS/Public Authority Advisory Committee Members with Public Authority Executive Director, Thomas H. Johnson (right)