

COUNTY OF SAN DIEGO
IN-HOME SUPPORTIVE SERVICES PUBLIC AUTHORITY
REGULAR MEETING AGENDA

WEDNESDAY, JANUARY 28, 2026, 9:00 AM
COUNTY ADMINISTRATION CENTER
BOARD CHAMBER, ROOM 310
1600 PACIFIC HIGHWAY, SAN DIEGO, CA 92101

- A. Roll Call
- B. Statement (just cause) and/or Consideration of a Request to Participate Remotely (emergency circumstances) by a Supervisor, if applicable.
- C. Non Agenda Public Communication: Opportunity for individuals to speak to the Board on any subject matter within the Board's jurisdiction but not an item on the agenda. In accordance with the Board's Rules of Procedure, individuals may only speak at one Non-Agenda Public Communication session per meeting. The speaker may select which session (General Legislative or Land Use Legislative Session) to address the Board for Non-Agenda Public Communication at their convenience.
- D. Approval of the Statement of Proceedings/Minutes for the meeting of December 9, 2025.

Viewing Agenda Materials

All documents and attachments related to agenda items are available for public viewing. You can access them online at www.sandiegocounty.gov/cob, or in person at the Clerk of the Board's Office, located at 1600 Pacific Highway, Room 402, San Diego, CA 92101. The Board Meeting calendar is online at www.sandiegocounty.gov/bos/calendar.html.

How to Speak at a Board Meeting

If you would like to speak at the meeting, either in person or by phone, you can sign up by visiting <https://PublicComment.SanDiegoCounty.gov>. On the form, you will be asked to enter your name and choose how you would like to participate, either by attending in person or calling in virtually. If you choose to speak by phone, please make sure to enter a valid phone number so we can identify you when you call. You will also be asked to select the agenda item or items you wish to comment on and indicate whether you are in favor, opposed, or neutral. Once you submit the form, you will receive a confirmation email. If you need the information on the website in another language, simply click the Translate button at the top of the page and select your preferred language.

You can also submit a comment in writing at www.sandiegocounty.gov/ecomment, via email to PublicComment@sdcounty.ca.gov, or by mail to 1600 Pacific Highway, Room 402, San Diego, CA 92101.

Board Actions and Recommendations

The Board of Supervisors may take action on any item listed on the meeting agenda. While each agenda item includes recommendations, these are only suggestions and do not limit what the Board may ultimately decide. Individuals should not assume that the Board will follow the recommendations.

Accessibility Accommodations

The County is committed to making Board meetings accessible to everyone. If you need accommodations to participate, please contact us at least three days before the meeting by calling 619-531-5434 (TTY 619-531-4803) or emailing PublicComment@sdcounty.ca.gov. If you need a sign language interpreter, you can call 619-531-4908. Assistive Listening Devices are also available from the Clerk of the Board's Office in Room 402.

Language Interpretation Services

The County of San Diego wants everyone to be able to participate in Board meetings—no matter what language they speak. A Spanish interpreter is available at every Board of Supervisors meeting to assist those who wish to speak to the Board in Spanish. If you need interpretation in another language, please request it at least 72 hours before the meeting by calling 619-531-5434 or emailing PublicComment@sdcounty.ca.gov.

In addition, the County can provide space in the Board Chamber's Observation Balcony for those providing or receiving interpretation, supporting the use of personal devices like phones or headsets, or help connect you to outside interpretation services for other languages. Please contact the Clerk of the Board in advance so we can make the necessary arrangements. Interpretation must not interrupt the meeting, in accordance with Government Code Section 54957.95.

Levine Act Notice – Campaign Contribution Disclosures

Under the Levine Act (Government Code § 84308), anyone involved in a proceeding before the Board, such as for a license, permit, or other entitlement for use, must disclose any campaign contributions over \$500 made to Board Members within the past 12 months. This includes contributions made by the parties themselves or their agents. The disclosure must include the name of the contributor and recipient, the amount, and the date of the contribution. Disclosures can be made orally during the meeting or in writing on the request-to-speak form.

Agenda Items

CONSENT AGENDA

All agenda items listed under this section are considered to be routine and will be acted upon with one motion. There will be no separate discussion of these items unless a member of the Board of Supervisors or the Chief Administrative Officer so requests, in which event, the item will be considered separately in its normal sequence.

Agenda #	Subject
1.	APPROVAL OF A REVISED EMPLOYMENT AGREEMENT WITH THE IN-HOME SUPPORTIVE SERVICES PUBLIC AUTHORITY EXECUTIVE DIRECTOR

1. SUBJECT: APPROVAL OF A REVISED EMPLOYMENT AGREEMENT WITH THE IN-HOME SUPPORTIVE SERVICES PUBLIC AUTHORITY EXECUTIVE DIRECTOR (DISTRICTS: ALL)

OVERVIEW

On April 7, 2021 (IA01), the San Diego County Board of Supervisors, acting as the Governing Body of the County of San Diego In-Home Supportive Services Public Authority appointed Thomas H. Johnson as the Executive Director of the Public Authority. The initial Employment Agreement (Agreement) became effective May 18, 2021 (IA01). Subsequently, on September 27, 2022 (IA01), April 4, 2023 (IA01) and June 4, 2024 (IA01), the Governing Body of the In-Home Supportive Services Public Authority approved a revised Agreement between the In-Home Supportive Services Public Authority and Thomas H. Johnson.

Today's action requests the Governing Body of the County of San Diego In-Home Supportive Services Public Authority approve a revised Agreement between the In-Home Supportive Services Public Authority and Thomas H. Johnson, effective January 1, 2026.

RECOMMENDATION(S)

CHAIR TERRA LAWSON-REMER

Approve a revised Employment Agreement between the In-Home Supportive Services Public Authority and Thomas H. Johnson, effective January 1, 2026. Authorize the Chair of the Governing Body of the County of San Diego In-Home Supportive Services Public Authority to execute this revised Employment Agreement.

EQUITY IMPACT STATEMENT

The In-Home Supportive Services Public Authority was established by the State mandate to act as the Employer of Record for In-Home Supportive Services (IHSS) providers and operate a Registry of Providers. The In-Home Supportive Services Public Authority is a separate legal entity from the County of San Diego, but works as a partner with the IHSS program, serving IHSS providers and consumers. The In-Home Supportive Services Public Authority Advisory Committee (Advisory Committee) advocates for IHSS providers through participation in the California In-Home Supportive Services Consumer Alliance, as well as by engaging stakeholders in caregiver discussion groups and joint meetings between IHSS and community groups. Feedback received in these engagement activities informs program coordination and advocacy efforts. In addition, in Fiscal Year (FY) 2023-24, the Advisory Committee helped ensure a 100% participant rate of completion on required ethics training. The In-Home Supportive Services Public Authority staff assists nearly 43,000 IHSS caregivers in San Diego County annually. In FY 2024-25, these caregivers have provided approximately 59.5 million hours of in-home assistance to approximately 47,000 Medi-Cal eligible low income, aged, blind, and disabled adults and children as an alternative to out-of-home care, enabling recipients to remain safely in their own homes. The total projection of hours for the entire FY 2024-25 is 65.4 million hours. In FY 2025-26, service hours are estimated to grow to 74.1 million.

SUSTAINABILITY IMPACT STATEMENT

Today's action aligns with the County of San Diego (County) Sustainability Goal #1 engaging the community in meaningful ways, Sustainability Goal #2 providing just and equitable access to County services, and Sustainability Goal #4 protecting the health and well-being of everyone in the region. The In-Home Supportive Services Public Authority actively engages service

providers and recipients of In-Home Supportive Services (IHSS) through the In-Home Supportive Services Public Authority Advisory Committee (Advisory Committee). Input received from this Advisory Committee informs investments focused on chronically underserved communities that build resilience in vulnerable populations. Moreover, the Advisory Committee regularly participates in community outreach events to increase awareness of available resources and community partnerships. The In-Home Supportive Services Public Authority ensures that vital services are provided to low-income, aged, blind, and disabled individuals that may have historically been underserved. By administering supports that ultimately enables people to stay in their own homes, in addition to maintaining a high quality of life, the In-Home Supportive Services Public Authority reduces the use of resources associated with higher levels of care.

FISCAL IMPACT

Funds for this request are included in the Fiscal Year (FY) 2025-26 and will be included FY 2026-27 operating fund budget for the In-Home Supportive Services Public Authority budget. If approved, the fiscal impact of the recommended action in the current FY 2025-26 is not significant and will result in an increase in costs and revenues of \$5,262 in FY 2026-27. The funding sources are federal and State revenue received by the Health and Human Services Agency. There will be no change in net General Fund cost and no additional staff years.

BUSINESS IMPACT STATEMENT

N/A