



In-Home Supportive Services Public Authority AGENDA ITEM

GOVERNING BODY

PALOMA AGUIRRE
First District

JOEL ANDERSON
Second District

TERRA LAWSON-REMER
Third District

MONICA MONTGOMERY STEPPE
Fourth District

JIM DESMOND
Fifth District

DATE: June 25, 2026

IA02

TO: Public Authority Governing Body

SUBJECT

APPROVE ADJUSTMENT OF COMPENSATION FOR THE IN-HOME SUPPORTIVE SERVICES PUBLIC AUTHORITY EXECUTIVE DIRECTOR AND A-72 WAIVER (DISTRICTS: ALL)

OVERVIEW

The Board of Supervisors completed 2026 performance evaluations for the following Board appointed executives: Chief Administrative Officer (“CAO”), Clerk of the Board, Chief Probation Officer (“Probation Chief”), and In-Home Supportive Services Executive Director. Today's action approves a salary increase for the In-Home Supportive Services Public Authority Executive Director. In accordance with the employment agreement, timely Board action is needed to implement salary adjustments for the In-Home Supportive Services Public Authority Executive Director following completion of their 2026 performance evaluation.

RECOMMENDATION(S)

CHAIR TERRA LAWSON-REMER

1. Waive Board Policy A-72 Agenda and Related Process, Section 2.C.2.ii, which establishes required timelines for review when preparing a Board Letter.
2. Approve adjustments to the pay for the In-Home Supportive Services Public Authority Executive Director. The compensation for the In-Home Supportive Services Public Authority Executive Director is set at an hourly rate of \$91.13 effective June 26, 2026.

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.

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Feedback received in these engagement activities informs program coordination and advocacy efforts.

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 associated with this request are included in the Fiscal Year 2026-27 preliminary operating fund budget for the IHSS Public Authority.

BUSINESS IMPACT STATEMENT

N/A

ADVISORY BOARD STATEMENT

N/A

BACKGROUND

The Executive Director for the In-Home Supportive Services Public Authority acts under the direction of the San Diego County Board of Supervisors which acts as the Governing Body of the County of San Diego In-Home Supportive Services Public Authority, to manage and administer the In-Home Supportive Services Public Authority. As the appointing authority, the Board of Supervisors conducts their respective employee performance evaluation. Today’s action approves the salary adjustment for the In-Home Supportive Services Public Authority Executive Director consistent with their 2026 evaluation.

LINKAGE TO THE COUNTY OF SAN DIEGO STRATEGIC PLAN

Today’s proposed action supports the County of San Diego 2026-2031 Strategic Plan Initiatives of Sustainability (Resiliency), Equity (Health), and Community (Quality of Life), and the regional Live Well San Diego vision by ensuring continuity of services that assist the elderly and disabled residents of San Diego County.

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Respectfully submitted,

A handwritten signature in blue ink, appearing to read 'Terra Lawson-Remer', is positioned above the printed name.

TERRA LAWSON-REMER
Supervisor, Third District

ATTACHMENT(S)
N/A