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Advisory Committee on IHSS Meeting
6955 Foothill Blvd. Suite 300, Oakland, CA 94605
January 13th, 2022, at 1:30 PM – 3:00 PM

Zoom Meeting <https://us06web.zoom.us/j/84340253000>
Dial +1 669 900 6833 US (San Jose)
Meeting ID: 843 4025 3000

MINUTES

Committee Members Present: Warren Cushman (*Chair*), Rafe Eric Biggs,

Public Authority Staff Present: Marcella Velasquez, Mark Nolasco, Christine Morgan, Mitzi Richardson

AAS/IHSS Staff Present: Ericka Medina, Emily Vo, Saundra Pearson, Everett Robinson

AAS/IHSS Staff Present: Faith M. Battles (*AAS Assistant Agency Director*),

Guest/Public Present: Hannah Karpilow, L. Shay Roberson,

I. Call to Order & Introductions

- a. Advisory Committee (AC) Chair Warren Cushman called the meeting to order at 1:35 pm then followed by self-introductions.

II. Approval of Agenda and Meeting Minutes

A. Agenda Additions and/or Revisions – Motion to approve the October 7, 2021 agenda including the following addition:

- a. Findings to Continue Meeting by Teleconference. Staff Recommendation: Find that 1) the Advisory Committee on IHSS has reconsidered the circumstances of the state of emergency, and 2) state or local officials continue to impose or recommend measures to promote social distancing. This recommendation follows the 09/28/2021 County Board of Supervisors' adoption of the Health Care Services Agency Director's recommendation that the Board implement social distancing for its meetings. For the same reasons, the same rationale applies for the meetings of the Advisory Committee on IHSS and its committees.
 - i. (Motioned) Warren Cushman
 - ii. (Seconded) Rafe Eric Biggs
 - iii. No additions. Motion approved.

B. Approval of Minutes – Motion to approve the minutes of October 7, 2021 meeting as is.

- a. (Motioned) Warren Cushman
- b. (Seconded) Rafe Eric Biggs
- c. Motion approved.

III. Adult & Aging Services (AAS) Updates (Faith M. Battles)

A. COVID-19 Updates

- a. Our department has seen a rise in Covid-19 exposures and positive tests in our workforce due to the highly contagious Omicron variant, which has greatly impacted the work of the Department the impact to our work is significant
- b. California Department Public Health (CDPH) Officer issued order that visitors to certain facilities would have to be tested, vaccinated, and have received booster shot before visiting. The impacted facilities include skilled nursing facilities, psychiatric facilities, and residential treatment facilities. This new law doesn't affect Adult Protective Services (APS) workers.

B. Upcoming Legislative Impacts to IHSS Program

- a. Expansion of Medi-Cal to Undocumented Adults aged 50 and over
- b. Effective January 1, 2022 individuals aged 60 and over are eligible for APS services , which we anticipate will increase IHSS Recipients with language needs
- c. The Home Safe program has been made permanent and secured additional funding.
- d. The state is out of compliance with the Electronic Visit Verification (EVV)federal requirement. The state is implementing measures counties must comply with to get into compliance.

C. State and County Initiatives:

- a. The state is out of compliance with the Electronic Visit Verification (EVV)federal requirement. The state is implementing measures counties must comply with to get into compliance.

IV. Public Authority (PA) Updates

A. Registry Update (Mark Nolasco)

- a. 847 Registry Providers
- b. 2,683 current number of IHSS Recipients
- c. 274 was the average of referrals generated per month in 2021
- d. Pandemic impacted IHSS provider availability or several reasons
 - Concerns for COVID exposure while providing IHSS support in the homes of IHSS Recipients
 - A lot of people pulled their loved ones out of care facilities due to fear of COVID exposure in favor of having them at home which created a more taxing demand for care IHSS Providers.
- e. We engaged in targeting recruitment of IHSS Providers in specific areas of the county.
 - If we see a trend in geographic areas we can send mass notifications to our existing IHSS Providers in the area.

- We run registry reports through our registry database to check referrals where we are not able to send IHSS Providers
- We have yet to engage in paid advertisements to recruit IHSS Providers
- We collaborate with local community and state colleges to recruit IHSS Providers as well as engaging, agencies that support refugees that are able to work legally in the country.

B. Provider Health Benefits Update (Christine Morgan & Emily Vo)

- a. 5836 was our average number of IHSS Providers covered by health benefits in 2021.
- b. We can continue to distribute personal protective equipment (PPE) to our IHSS Recipients and IHSS Providers in the AAS Lobby here at Eastmont Town Centre. PPE is given out once every pay period and includes 20 gloves, 1 N95 and 1 surgical mask per ask. The expected expiration date of this requirement as set forth by the state is June 30, 2022.

C. Training & Outreach Update (Mitzi Richardson)

- a. We kicked off the new year with our diabetes training, which is offered twice a month and focused around being active. We have incorporated the home, health, and hospice training as well. We are working on providing training that will help remove taboos and negative thought process around hospice. Training focused on financial wellness to pay for college and personal emergency preparedness. Our Community Care Partners will host a COVID-19 resource training in the coming months.
- b. We formed a collaboration with other County of Alameda agencies to share training resources as we support the same population. One of those collaborations is with Dr. Micheal Harper, Geriatrician with UCSF. He delivers and developed the geriatric workforce enhancement program (GWEP). A grant funded training, used for preparing and training the workforce like IHSS recipients. Will offer the same topic twice each month to capture most people
Training will focus on something called the four M's. . Mentation, What Matters, Mobility and Medications.
- c. Mass notifications were sent out to boost enrollment for San Leandro Adult School's Homecare Worker Program's Spanish & English sections. We reached maximum enrollment for both sections. San Leandro Adult School also has a "Ladders" document showing how students can advance from Homecare Workers to enter their CNA & LVN programs.
- d. The state is planning to roll out a career pathways paid training for IHSS service providers. It is meant to provide training opportunities that will enhance provider skills and opportunities.

V. Recruitment

A. Advisory Committee Members

1. **Hannah Karpilow** applied as Member (*Senior Advocate Position*). AC-IHSS Interview took place on November 8, 2021
 - i. Motion to approve Hannah Karpilow January 13, 2022, meeting as presented.
 - a. (Motioned) Rafe Eric Biggs

- b. (Seconded) Warren Cushman
- c. All in favor. **Motion was approved.**

2. **Shay L. Roberson** applied as Member (*Senior Advocate Position*). AC-IHSS Interview took place on November 30, 2021

- ii. Motion to approve Shay L. Roberson January 13, 2022, meeting as presented.
 - d. (Motioned) Rafe Eric Biggs
 - e. (Seconded) Warren Cushman
 - f. All in favor. **Motion was approved.**

c. **Hannah Karpilow** applied as Member (*Non-Family Member Provider*) – Will set up interview with the Recruitment committee and the candidate.

VI. Other Discussion Items

A. California In Home Supportive Services Consumer Alliance (CICA) Membership Report and Additional Rep (Warren Cushman)

CICA is in the process of putting together a strategic plan for the year. There is going to be a CICA training that all committee members should attend. It will outline and discuss how to create a really strong IHSS PA Committee. We can learn from other members how to lead and make policy.

B. SEIU Rep (Brenda Jackson) – No one from SEIU 2015 present

C. Request Making Changes to The Current By-Laws

Process to make changes is to form a bylaw subcommittee and meet where you would review bylaws, decide what things you want to change, and make a list of recommendations. The recommendations would go on the Board of Supervisors (BOS) agenda and be addressed at a full board meeting. The BOS would have to take a vote and approve any recommendations. Once approved, the Executive Director would write a Board Letter to the governing body (BOS) and put it forth on their agenda for their review and approval. Must take recommendation to the IHSS Advisory Meeting. The OPA is happy to help set up a S=sub-committee meeting. Warren will connect with Shawn. We will send Warren a copy of the bylaws.

VII. Action Items

- a. **Next Advisory Committee Meeting**
- b. **Next meeting will be on Thursday, April 7, 2022.**

VIII. Public Input (Time Limit: 3 minutes per speaker)

Hannah Karpilow Hannah Karpilow – I have a lot of comments and questions.

This idea of enforcing vaccine status for workers is impossible. Clients, if their worker doesn't want to get vaccinated they will have to let them go and they are starting at square one getting a provider which is difficult. The client may not care as they themselves might not be vaccinated. I think that is

all really a false idea we have that the providers are vaccinated. Might be true if you are putting only vaccinated people on the registry.

My next comment is about the new Director of PA. I was on the committee in the 1990's when we established our PA, we have strayed from the vision of 25 years ago. It seems very undemocratic that the PA Advisory committee has no say in who the director is. I would like to comment when I worked at PA as a staff member in 1997, Marcella was a new fresh faced social worker, you really stand out to me it is interesting that we've come full circle I'm coming in you're leaving. Congratulations on your retirement.

Comment regarding training. I realize this is not a county issue. I want to bring this up. This statewide IHSS Career pathways the idea that we can train IHSS workers to not be IHSS workers anymore is really really only gonna hurt us and unless there is some incentive for people who go through the training to remain a IHSS rather than moving to other healthcare fields. I don't see the point I see it only as hurting our objective of training IHSS workers to be IHSS workers.

Interesting about the targeting outreach, recruitment for the registry. My suggestion is having billboards on bus stops and BART is a way to reach a lot of people for relatively little money. I imagine they aren't out to make a whole lot of money on advertisement. That's my suggestion. Warren I am interested in the CICA training.

L. Shay Roberson – Thank you very much for this opportunity I look forward to working with ya'll. I second everything that Hannah just said.

Warren – we are optimistic that you will be on our board soon

Faith M. Battles - Response to Hannah's feedback. When IHSS/PA was brought inside the County it changes what can happen and what can't happen in the function of the PA. This is a Civil Service County with union representation for the majority of County employees. As a result,. Most of our county employees are hired through a civil service examination, which does not include public input.

IX. Adjourn

Move to adjourn meeting.
(Motioned) Warren Cushman
(Seconded) Rafe Eric Biggs
Motion carried.

Meeting adjourned at 2:38 pm.