

Katherine Douglas

General Public Comment-



From: Nancy <nancynpwork@gmail.com>
Sent: Monday, August 25, 2025 5:04 PM
To: sbcob
Subject: Gray Panthers SB Network PC Letter for 8/26 BOS Hearing, Caregiver Support
Attachments: GPSBN PC Letter Caregiver Support 8_25.pdf

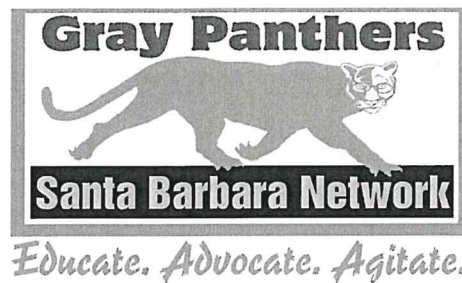
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Good afternoon,

Please see the attached letter from the Gray Panthers Santa Barbara Network on the IHSS caregivers item.

Thank you,

Nancy Avoce



Gray Panthers Santa Barbara Network

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Gail Marshall

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Board of Supervisors

Santa Barbara County

105 E. Anapamu St., 4th Floor

Santa Barbara, CA 93101

Dear Members of the Santa Barbara County Board of Supervisors,

The Gray Panthers Santa Barbara Network works to educate, advocate and agitate on, around, and/or for a wide range of issues that affect older adults. As an organization dedicated to improving the lives of our aging population and the essential workers who support them, we urge you to take immediate action to raise the wages of In-Home Supportive Services (IHSS) caregivers in our county.

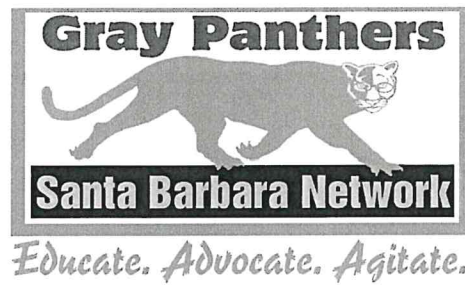
Currently, IHSS caregivers are compensated at a rate of \$18.67 per hour. While we acknowledge the efforts made thus far to support these frontline workers, this rate is still insufficient. With the increasing demand for caregiving services to support our growing senior population, a modest increase of just \$0.33 per hour—bringing the hourly rate to \$19.00—is both reasonable and necessary. We propose that this new rate remain in place for at least the next three years to ensure stability and consistency in the workforce.

Caregivers in our county play an indispensable role in maintaining the health, dignity, and well-being of some of our most vulnerable residents. Despite their critical contributions, caregivers continue to face financial strain due to the absence of basic benefits such as medical coverage and paid vacation time. This not only affects the quality of life for the caregivers themselves but also hinders our ability to attract and retain the skilled professionals needed to care for our aging population.

The lack of adequate wages and benefits has already had a significant impact on our ability to meet the increasing demand for caregiving services. Without a competitive wage and the inclusion of benefits, it will only become more difficult to recruit and retain caregivers. Given that we expect to see a “silver tsunami” in the coming decades, we must be prepared to support our senior population. This will exacerbate the strain on our healthcare system and put further pressure on the families who rely on these services.

It is critical that we act now to ensure that caregivers are fairly compensated for their vital work. By raising the hourly wage to \$19.00 and maintaining this rate for the next three years, you would not only help alleviate the financial burden on caregivers, but also strengthen the workforce needed to support our county’s aging residents.

We ask the Board to prioritize this wage increase, as it will directly contribute to the health and well-being of our senior population, caregivers, and the community as a whole. Your support will make a tangible difference in the lives of those who rely on IHSS caregivers for care and assistance.



Thank you for your time and consideration. We look forward to working with you to improve the quality of life for both our seniors and the dedicated caregivers who support them.

Sincerely,

Gail Marshall, President
The Gray Panthers Santa Barbara Network