



COUNTY OF SAN DIEGO

AGENDA ITEM

BOARD OF SUPERVISORS

NORA VARGAS
First District

JOEL ANDERSON
Second District

TERRA LAWSON-REMER
Third District

VACANT
Fourth District

JIM DESMOND
Fifth District

DATE: September 26, 2023

15

TO: Board of Supervisors

SUBJECT

RECEIVE UPDATE ON THE AGING ROADMAP AND SEEK EXPANSION OF THE PILOT PROGRAM TO INCLUDE EMERGENCY OLDER ADULT CARE FOR COUNTY OF SAN DIEGO EMPLOYEES (DISTRICTS: ALL)

OVERVIEW

According to population projections from the California Department of Finance, of the nearly 3.3 million people currently residing in San Diego County, approximately 783,500 are adults aged 60 years and older. By 2030, the number of adults aged 60 years and older who reside in San Diego County is expected to increase to more than 910,000. Additionally, San Diego County's population over the age of 85 is projected to diversify and grow more than any other age group. Thus, it is crucial that we take the needs of our region's older adults into account as we plan for the future. Launched at the direction of the San Diego County Board of Supervisors (Board) on September 24, 2019 (4), the Aging Roadmap is the County of San Diego's (County) plan to ensure that the region has communities and programs that equitably support the needs and leverage the contributions of the growing population of older adults. The Aging Roadmap serves as the County's framework for aging and identifies goals and action steps in ten priority areas of: Health & Community Support; Housing; Social Participation; Transportation; Dementia; Caregiver Support; Safety; Preparedness; Silver Economy; and Medical & Social Services System.

The Aging Roadmap annual report provides an update on each of the ten priority areas to include the current landscape, accomplishments, and next steps towards reaching the vision for that area. It also describes the programs and initiatives for Fiscal Year 2023-24 through an updated Aging Roadmap Action Plan. Today's action requests the Board receive the fourth annual report of the Aging Roadmap.

In addition, on September 12, 2023 (22), the Board approved several recommendations to support the County's efforts to combat the region's childcare crisis. As part of this action, the Board directed staff to meet and confer with the County unions/associations and create a pilot program that would implement an emergency childcare flex day system for County employees, utilizing an estimated \$500,000 in American Rescue Plan Act funds, with the intent of providing up to three (3) paid days off for employees to use for emergency childcare purposes. In discussion of this action, the Board acknowledged the need to address unexpected employee demands of providing care to older adult family members and expressed interest in expanding this pilot to include County

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employees providing care to older adult family members. Today's action seeks to expand the September 12, 2023 (22) item, requesting the Board authorize staff to meet and confer with the County unions/associations and expand the pilot program to include an emergency older adult care flex day system for County employees, with the intent of providing a total of up to three (3) paid days off, for employees to use for emergency older adult care purposes.

This item supports the County's vision of a just, sustainable, and resilient future for all, specifically those communities and populations in San Diego County that have been historically left behind, as well as our ongoing commitment to the regional *Live Well San Diego* vision of healthy, safe, and thriving communities. This will be accomplished by supporting older adults and persons with disabilities through various programs and initiatives and ensuring a community that is livable for people of all ages. This item aligns with and advances the State of California's Master Plan for Aging, which prioritizes advancing local and statewide goals to include person-centered and equity-focused age- and disability-friendly policies, programs, and services.

**RECOMMENDATION(S)
CHIEF ADMINISTRATIVE OFFICER**

1. Receive update on the Aging Roadmap.
2. Direct the Chief Administrative Officer to expand the pilot program implementing an emergency childcare flex day system approved on September 12, 2023 (22) to include emergency older adult care for County of San Diego employees and return to the Board with any necessary future actions.

EQUITY IMPACT STATEMENT

Recognizing the increasing diversity of San Diego County's population, the Aging Roadmap represents a commitment to ensuring that all residents can age well while accessing needed services, regardless of their race, ethnicity, national origin, religion, gender identity, and/or sexual orientation. Principles of equity guide the County of San Diego's (County) ongoing community engagement efforts and the programs and initiatives within each of the ten Aging Roadmap priority areas. By convening diverse community coalitions and collaboration with community-based organizations, the County ensures that the voice of the community remains central to informing the development of Aging Roadmap programs and initiatives. Listening sessions with older adults, community stakeholder interviews, and strategic planning with diverse County departments are just a few examples of the equity-focused strategies that informed the Fiscal Year 2023-24 Aging Roadmap Action Plan.

In February 2023, an "Aging for All" Workshop was hosted by the County Health and Human Services Agency, Aging & Independence Services (AIS), in partnership with the Sharp HealthCare Health Education Lecture Series. With the goal of weaving equity, diversity, and inclusion into all Aging Roadmap priority areas and providing a space for people of all backgrounds to participate, the event focused on defining equity, discussing inequities older adults encounter, and encouraging questions and topic exploration. Community partnerships have also facilitated the development of programs for at-risk populations such as refugee and immigrant communities, non-English-speaking residents, homebound older adults, and individuals living with disabilities. From January to June 2023, AIS provided technical assistance to the El Cajon Collaborative to offer multilingual transportation training classes and field trips in English, Spanish, Arabic, and Tagalog. These

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trainings served as enriching experiences for diverse populations interested in learning about local transportation options available to older adults and how to confidently use these options to retain independence and remain socially engaged, despite barriers such as physical mobility and language. Additionally, interdepartmental collaboration has been integral to the success of the Aging Roadmap. Through the bi-monthly convenings of the Age Well San Diego teams, the County departments of Homeless Solutions and Equitable Communities, Behavioral Health Services, Housing and Community Development Services, Planning and Development Services, Public Works, Office of Emergency Services, and San Diego County Library, provide input in the strategic planning process of the Aging Roadmap.

With a commitment to applying an equity lens across all Aging Roadmap priority areas, the County will continue to engage community partners in future planning activities as programs and initiatives are formulated. Community coalitions and other forums for community input will be promoted and made accessible to diverse groups across San Diego County. Additionally, cross-departmental collaboration and coordination will continue to be a foundational component of the Aging Roadmap to effectively address the feedback provided by the community.

SUSTAINABILITY IMPACT STATEMENT

Today's actions support the County of San Diego's (County) Sustainability Goal #1 to engage the community, Sustainability Goal #2 to provide just and equitable access to County services, and Sustainability Goal #4 to promote health and well-being. The Aging Roadmap represents the County's comprehensive system of care, including both person-centered and community-wide efforts. Engaging the community through ongoing convenings with community coalitions, including the Age Well Community Teams, ensures that diverse input and contributions from impacted stakeholders inform Aging Roadmap priorities. Additionally, equity and service accessibility are prioritized across all ten priority areas within the Aging Roadmap. Specific efforts that contribute to this goal include ensuring resources are available in multiple languages, closing the digital divide, and administering programs that keep older adults healthy and housed. Utilizing the Aging Roadmap as the guide, the County and community organizations leverage impactful partnerships to improve and expand services that contribute to the safety and welfare of older adults.

FISCAL IMPACT

Recommendation 1: Receive update on the Aging Roadmap

There is no fiscal impact associated with recommendation 1. There will be no change in net General Fund costs and no additional staff years.

Recommendation 2: Direct the Chief Administrative Officer to expand the pilot program implementing an emergency childcare flex day system approved on September 12, 2023 (22) to include emergency older adult care for County of San Diego employees and return to the Board with any necessary future actions

Funds for this request are included in the Fiscal Year 2023-24 Operational Plan in Finance Other. If approved, this request will result in estimated costs and revenue not to exceed \$500,000 in Finance Other for an emergency child and older adult care flex day pilot for County of San Diego (County) employees. Today's action is an expansion of the implementation of the emergency

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childcare flex day pilot for County employees utilizing the same allocation of funds approved on September 12, 2023 (22). Actual costs of the County employee emergency child and older adult care pilot program will depend on certain unknown factors such as level of usage. The funding source for this request is American Rescue Plan Act funding allocated directly to the County. There will be no change in net General Fund cost and no additional staff years.

BUSINESS IMPACT STATEMENT

N/A

ADVISORY BOARD STATEMENT

The Aging & Independence Services Advisory Council reviewed the Aging Roadmap Annual Update and recommended approval at its regular meeting on September 11, 2023.

BACKGROUND

According to population projections from the California Department of Finance, of the nearly 3.3 million people currently residing in San Diego County, approximately 783,500 are adults aged 60 years and older. By 2030, the number of adults aged 60 years and older who reside in San Diego County is expected to increase to more than 910,000. Additionally, San Diego County's population over the age of 85 is projected to diversify and grow more than any other age group. Thus, it is crucial that we take the needs of our region's older adults into account as we plan for the future.

Recommendation 1: Receive update on the Aging Roadmap

The Aging Roadmap serves as a guide for the future of aging in San Diego County. While the Aging Roadmap is led by the County of San Diego (County) Health and Human Services Agency, Aging & Independence Services (AIS), the programs and initiatives outlined in the document represent the efforts of diverse County departments and community collaborations including Age Well San Diego.

The Aging Roadmap is the product of ongoing community input and collaboration that began in 2016 when the County joined the AARP Network of Age-Friendly Communities. After a two-year community input process, the Age Well San Diego Action Plan was created and approved by the Board on May 15, 2018 (6). Age Well San Diego is a community-driven initiative for an age-friendly region that identifies goals in five priority areas. Each priority area is driven forward by community teams led by AIS and made up of older adults, caregivers, County staff from relevant departments, and local service providers and experts. In 2019, the Aging Roadmap was conceptualized as a broader framework to encompass all County programs for older adults and individuals with disabilities. As a result, additional community input was garnered from hundreds of older adults during community assessments and stakeholder interviews, and the remaining five priority areas were identified, completing the Aging Roadmap's ten priority areas of Health & Community Support; Housing; Social Participation; Transportation; Dementia; Caregiver Support; Safety; Preparedness; Silver Economy; Medical & Social Services System. The Aging Roadmap was launched on September 24, 2019 (4), when the San Diego County Board of Supervisors (Board) directed County staff to implement the Aging Roadmap in partnership with community-based organizations, hospital partners, and various County departments.

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The Aging Roadmap was developed to be adaptable and regularly incorporate community input. It allows for innovation, flexibility, and coordination to meet current and future regional needs. To ensure AIS was abreast of community needs brought on by the COVID-19 pandemic, another round of outreach was conducted in 2020, and community input was gathered from older adult food service providers, disability service providers, and older adults and residents with disabilities in the In-Home Supportive Services program. Subsequently, throughout 2022, AIS offered additional opportunities for community input, including collaborative threading meetings across County departments, input sessions with key community stakeholders, recurring engagement with the Age Well San Diego Teams, and outreach to non-English-speaking older adults. The priorities voiced by the community informed the development of programs and initiatives in the Aging Roadmap Action Plan for Fiscal Year 2023-24. The 2023 Annual Report (Attachment A) provides an update on Aging Roadmap progress and achievements. For each of the ten priority areas, the report describes the current landscape, accomplishments, and next steps towards reaching the vision for that area. It also describes the programs and initiatives for Fiscal Year 2023-24 through an updated Aging Roadmap Action Plan. Today's action requests the Board receive an update on the Aging Roadmap.

Next Steps

Building age-friendly communities requires sustained efforts, and the Aging Roadmap provides the blueprint for the work ahead. Programs and initiatives will continue to be adaptable and responsive to community needs, such as by addressing issues of equity, social isolation, access to technology, food security, affordable housing, and safe transportation. Progress will continue through alignment with the State of California's Master Plan for Aging, by strengthening cross-departmental relationships to help older adults age in place, and by identifying emerging opportunities to expand inclusive programming for all ages, abilities, and zip codes.

The growth of the older adult population brings challenges and opportunities as our communities work to ensure the health, safety, and quality of life of all older adult residents. The Aging Roadmap goes beyond basic needs and recognizes the exciting opportunity to redefine what is possible during this phase of life: ample ways to make meaningful contributions, experience deep social connections, and access systems and resources that honor and respect older adults as valued members of the community. Looking ahead, the County and community partners will continue to advance Aging Roadmap goals. The Aging Roadmap Action Plan for Fiscal Year 2023-24 outlines programs and initiatives that will further advance Aging Roadmap efforts in the year ahead. In October 2023, the County will conduct another comprehensive round of community input to inform the Aging Roadmap moving forward.

Recommendation 2: Direct the Chief Administrative Officer to expand the pilot program implementing an emergency childcare flex day system approved on September 12, 2023 (22) to include emergency older adult care for County employees and return to the Board with any necessary future actions

On September 12, 2023 (22), the Board approved several recommendations to support the County's efforts to combat the region's childcare crisis. As part of this action, the Board directed staff to meet and confer with the County unions/associations and create a pilot program that would implement an emergency childcare flex day system for County employees, utilizing an estimated

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\$500,000 in American Rescue Plan Act funds, with the intent of providing up to three (3) paid days off for employees to use for emergency childcare purposes. In discussion of this action, the Board acknowledged the need to address unexpected employee demands of providing care to older adult family members and expressed interest in expanding this pilot to include County employees providing care to older adult family members. Today's action seeks to expand the September 12, 2023 (22) item, requesting the Board authorize staff to meet and confer with the County unions/associations and expand the pilot program to include an emergency older adult care flex day system for County employees, with the intent of providing a total of up to three (3) paid days off, for employees to use for emergency older adult care purposes. Employees will have the option to use the total of three (3) paid days to care for an older adult or a child. The total number of days is not to exceed three (3) for both combined.

LINKAGE TO THE COUNTY OF SAN DIEGO STRATEGIC PLAN

Today's proposed actions support the County of San Diego's 2023-2028 Strategic Plan Initiatives of Sustainability (Resiliency), Equity (Health), and Community (Quality of Life), and the regional *Live Well San Diego* vision of healthy, safe, and thriving communities by strengthening the system of care for older adults and ensuring a community that is livable for residents of all ages.

Respectfully submitted,



HELEN N. ROBBINS-MEYER
Interim Chief Administrative Officer

ATTACHMENT(S)

Attachment A – Aging Roadmap Annual Update: 2023