

Memo

To: Commission Members
From: Alexander Khu
Date: October 28, 2020
Re: Special Meeting of the October 28, 2020 Commission

To slow the spread of COVID-19, the Health Officer's Shelter Order of March 16, 2020, prevents public gatherings ([Health Officer Order](#)). In lieu of a public gathering, the First 5 Contra Costa Children's & Families' Commission meeting will be accessible via Zoom Meeting to all members of the public as permitted by the Governor's Executive Order 29-20.

Members of the public may participate in the meeting online, or by telephone but MUST register first (see below).

When: October __, 2020 06:00 PM Pacific Time (US and Canada)

Topic: Special Commission Meeting on October 28, 2020

Register in advance for this webinar:

https://us02web.zoom.us/webinar/register/WN_N86IsKRbRd6Koky0eZYghg

After registering, you will receive a confirmation email containing information about joining the webinar.

In lieu of making public comments at the meeting, members of the public also may submit public comments before or during the meeting by emailing comments to Brian Kelley at bkelley@first5coco.org. If you have difficulty emailing a public comment, please contact Brian Kelley, First 5 Contra Costa Communications Department, at 925-289-9758.

Please let me know if you have any questions.

Kind Regards,

Alexander Khu, Executive Assistant
First 5 Contra Costa
1485 Civic Court
Concord, CA 94520



Special Commission Meeting AGENDA

Wednesday October 28, 2020, 6:00 pm

To slow the spread of COVID-19, the Health Officer's Shelter Order of March 16, 2020, prevents public gatherings ([Health Officer Order](#)). In lieu of a public gathering, the First 5 Contra Costa Children's & Families' Commission meeting will be accessible via Zoom Meeting to all members of the public as permitted by the Governor's Executive Order 29-20.

Members of the public may participate in the meeting online, or by telephone but MUST REGISTER in advance in order to do so (see link below).

When: October 28, 2020 06:00 PM Pacific Time (US and Canada)

Topic: Special Meeting of the Commission October 28, 2020

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All comments submitted by email to the above email address before the conclusion of the meeting will be included in the record of the meeting. When feasible, the Commission Chair, or designated staff, also will read the comments into the record at the meeting, subject to a two-minute time limit per comment.

The Commission Chair may reduce or eliminate the amount of time allotted to read comments at the beginning of each item or public comment period depending on the number of comments and the business of the day. Your patience is appreciated.

1.0 Call to Order and Roll Call

2.0 Public Comment

The public may comment on any item of public interest within the jurisdiction of the First 5 Contra Costa Children and Families Commission. In accordance with the Brown Act, if a member of the public addresses an item not on the posted agenda, no response, discussion, or action on the item may occur.

3.0 Approval of Consent Calendar

Action

A Commissioner or member of the public may ask that any of the following consent items be removed from the consent calendar for consideration under Item 4.

3.1 Approve the minutes from the September 14, 2020 Commission meeting.

3.2 Accept the Executive Committee Report from the September 14, 2020 meeting.

3.3 Approve the Contract Docket

- 3.3.1 APPROVE and AUTHORIZE the Executive Director, or her designee, to execute an option with the Shamszed Family Living Trust, successor in interest to 1485 Civic LLC, to lease 1485 Civic Court, Suite 1339, Concord, CA, from January 1, 2021 to December 31, 2021 at \$405 per month.**

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FY2020-21 budget line: Early Intervention Initiative: Help Me Grow (\$464,713). Funded 100% Prop 10 funds.

- 3.3.2 APPROVE and AUTHORIZE the Executive Director, or her designee, to exercise an option with the City of Concord to lease 1736 Clayton Road, Concord, CA as a First 5 Monument Community Center from July 1, 2020 to June 30, 2022, at \$1,260 per month with annual rent increases. FY2020-21 budget line: First 5 Center Facilities (\$529,171) Family Support Initiative: First 5 Centers (\$2,840,871). Funded 100% Prop 10 funds.
- 3.3.3 APPROVE and AUTHORIZE the Executive Director, or her designee, to execute amendments to a loan agreement and promissory note with Brighter Beginnings, that reflect the transfer of obligations to Brighter Beginnings as the successor-in-interest to the Perinatal Council, extend the term of the loan agreement, and revise the manner in which the development located at 512 5th Street, Antioch can be operated.

3.4 Approve the Grants Docket

- 3.4.1 RATIFY the application for a Contra Costa Office of Education grant and the execution of a grant agreement with Contra Costa Office of Education for \$258,830 to provide California State Preschool Program (CSPP) Quality Rating and Improvement System (QRIS) Block Grant coaching and assessment services to state funded preschool programs for the period July 1, 2020 to June 30, 2021. FY2020-21 budget line: Early Childhood Education Initiative: Early Learning Quality (\$1,247,643). Funded 100% Contra Costa County Office of Education.
RATIFY the application for a Contra Costa Office of Education grant and the execution of a grant agreement with Contra Costa Office of Education for \$229,775 to provide Quality Counts California (QCC), Quality Rating and Improvement System (QRIS) Block Grant coaching and assessment services to family childcare homes and private centers for the period July 1, 2020 to June 30, 2021. FY2020-21 budget line: Early Childhood Education Initiative: Early Learning Quality (\$1,247,643). Funded 100% Contra Costa County Office of Education.
- 3.4.2

3.5 Accept the First 5 Contra Costa September 2020 Program Report

3.6 Approve changes to the Conflict of Interest Code of the Contra Costa County Children and Families Commission

4.0 Consider for discussion any items removed from the consent calendar.

5.0 Consider accepting the 2021 health and dental employer-paid premium contribution rates for active employees; and accept the 2021 premium contribution rates for intermittent employees, COBRA participants, retirees and survivors at the same levels as the County Action

6.0 Consider accepting the final financial report for Fiscal Year 2019-2020 Action

7.0 Executive Director's Report Discussion

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8.0 Communications

Discussion

- 8.1 First 5 Association Fact Sheet - Proposition 16: Equal Opportunities for All
- 8.2 First 5 Association Partner Letter on Saving the Child Care System
- 8.3 California's Early Identification and Intervention System and the Role of Help Me Grow – Executive Summary

9.0 Commissioner F.Y.I. Updates

10.0 Adjourn

The First 5 Contra Costa Children and Families Commission will provide reasonable accommodations for persons with disabilities planning to participate in Commission meetings who contact the Commission's offices, at least 48 hours before the meeting, at (925) 771-7300.

Any disclosable public records related to an open session item on a regular meeting agenda and distributed by the First 5 Contra Costa Children and Families Commission to a majority of members of the First 5 Contra Costa Children and Families Commission less than 96 hours prior to that meeting are available for public inspection at 1485 Civic Court, Suite 1200, Concord, CA 94520 during normal business hours.

In consideration of those who may suffer from chemical sensitivities or who may have allergic reactions to heavy scents, First 5 Contra Costa requests that staff and visitors refrain from wearing perfume, cologne, or the use of strongly scented products in the work place. We thank you for your consideration of others.



Wednesday October 28, 2020

Agenda Item 3.1

Approve the minutes from the September 14, 2020 meeting.



Commission Meeting Minutes

Monday, September 14, 2020, 6:00 PM

To slow the spread of COVID-19, the Health Officer's Shelter Order of March 16, 2020, prevents public gatherings (Health Officer Order). In lieu of a public gathering, the First 5 Contra Costa Children's & Families' Commission meeting will be accessible via Zoom Meeting to all members of the public as permitted by the Governor's Executive Order 29-20.

Members of the public may participate in the meeting online or by telephone and MUST REGISTER in advance in order to do so.

1.0 Call to Order and Roll Call

Chair, Marilyn Cachola Lucey opened the meeting at 608 PM.

Due to COVID-19, the meeting was held on a web-based platform. The Chair introduced meeting protocols.

Commissioners present on roll call:

District 1: Dr. Rocio Hernández

District 2: Marilyn Cachola Lucey

District 3: Lee Ross

District 4: Gareth Ashley

District 5: John Jones

Board of Supervisors: Diane Burgis

EHSD: Kathy Gallagher

Health Services: Dr. Chris Farnitano

Children & Families Services: Kathy Marsh

Also present was Deputy Counsel Keiko Kobayashi.

Alternates present on roll call:

District 1: Genoveva Garcia Calloway

District 4: Matt Regan

Absent were Alternates Daniel Peddycord and Roslyn Gentry.

2.0 Public Comment

Ruth Fernández informed that there is no AGENDA 7 for today.

There were no comments from the public.

3.0 Approval of Consent Calendar

There were no items pulled from the Consent Calendar for further discussion.

A motion was made by John Jones and seconded by Diane Burgis to approve the Consent Calendar.

All in favor by roll call:

District 1: Dr. Rocio Hernández - Aye

District 2: Marilyn Cachola Lucey - Aye

District 3: Lee Ross - Aye



District 4: Gareth Ashley - Aye
District 5: John Jones - Aye
Board of Supervisors: Diane Burgis - Aye
EHSD: Kathy Gallagher - Aye
Health Services: Dr. Chris Farnitano - Aye
Children & Families Services: Kathy Marsh - Aye

NOES: None
ABSTAIN: None
Absent: None

The Board unanimously **APPROVED** the consent items as presented.

4.0 Presentation honoring First 5 Board of Commissioner PJ Shelton for 12 years of service and First 5 Alternate Board of Commissioner Katharine Mason for 9 years of service to the First 5 Contra Costa Children and Families Commission.

The Commission thanked and recognized PJ Shelton for her over 12 years of service as the Commissioner for District 3.

The Commission thanked and recognized Katharine Mason for her 9 years of service as the Alternate Commissioner for EHSD (Employment & Human Services Department of Contra Costa County).

5.0 Presentation honoring First 5 partner Odessa Caton for nine years of service at the First 5 Contra Costa Centers.

The Commission as well as her former colleagues from ASPIRANET, thanked and recognized Odessa Caton for her 9 years of partnership with the First 5 Contra Costa Centers.

6.0 Consider appointing the Nominating Committee for 2021 Officers' Election

Executive Director, Dr. Ruth Fernández informed that she had approached some of our Alternate Commissioners to ask them if they wish to serve in the Nominating Committee for 2021 Officers' Election.

She announced that both Genoveva Calloway and Matt Regan accepted to serve.

Dr. Fernández also informed the Commissioners that any Commission member may serve on the Nominating Committee.

Gareth Ashley volunteered to serve.

Motion to appoint Genoveva Calloway, Matt Regan and Gareth Ashley to serve on the Nominating Committee for 2021 Officers' Election was made by Dr. Farnitano and seconded by Lee Ross.

All in favor by roll call:

District 1: Dr. Rocio Hernández - Aye
District 2: Marilyn Cachola Lucey - Aye
District 3: Lee Ross - Aye
District 4: Gareth Ashley - Aye
District 5: John Jones - Aye



Board of Supervisors: Diane Burgis - Aye
EHSD: Kathy Gallagher - Aye
Health Services: Dr. Chris Farnitano - Aye
Children & Families Services: Kathy Marsh - Aye

NOES: None
ABSTAIN: None
Absent: None

Motion was **APPROVED**.

7.0 Consider endorsement of two Revenue Generation measures:

Contra Costa Sales Tax Measure X and State Prop. 15: Schools and Communities First

The Executive Director gave the following report on background of Contra Costa Sales Tax Measure X and State Prop 15.

In previous meetings, the Commission had been informed of the First 5 Contra Costa's involvement on the Working Group of the local sales tax measure now called Measure X.

A staff report in the packet highlights the overwhelming disparity that exists in Contra Costa County and exacerbated by COVID-19.

The County proposed measure of a 0.5% sales tax increase would bring in potentially \$80 million annually to the county.

Additionally, the California November ballot also includes Proposition 15, a statewide ballot measure that would close corporate tax loopholes related to Proposition 13.3, that could raise an estimated \$12 billion annually for schools and local communities. (Also detailed information sheet in the packet under item 9.0).

Marilyn asked if the Board of Supervisors had endorsed Prop 15?

Supervisor Diane Burgis replied that Measure X is in the ballot and we do not know where it will be allocated if approved.

Dr. Fernández also added that included in the Commission packet was a County Memo indicating "support" for specific Ballot Measures, which included Prop. 15.

There were no additional questions from the panel.

There were no questions from emails and from the chat room.

A motion to endorse the two Revenue Generation measures was made by Gareth Ashley and seconded by Dr. Farnitano.

All in favor by roll call:

District 1: Dr. Rocio Hernández - Aye

District 2: Marilyn Cachola Lucey - Aye



District 3: Lee Ross - Aye
District 4: Gareth Ashley - Aye
District 5: John Jones - Aye
Board of Supervisors: Diane Burgis - Aye
EHSD: Kathy Gallagher - Aye
Health Services: Dr. Chris Farnitano - Aye
Children & Families Services: Kathy Marsh - Aye

NOES: None
ABSTAIN: None
Absent: None

Motion was **APPROVED**.

8.0 Presentation of the COVID-19 Survey Findings and Report

Communications Manager, Natalie Blackmur and Communications Specialist, Brian Kelley gave a presentation of the COVID-19 Survey Findings and Report. The survey conducted on behalf of First 5 Contra Costa gathered important information on the needs of families with young children in the county and what parents identify as the supports that would be most beneficial in the COVID-19 era. (See packet item 10.0 for the complete details of this survey presentation). The presentation followed a discussion based on the prompt introduced by First 5 staff: How do you see this data and First 5's role? In addition to this prompt, the following questions were asked by the panel:

Marilyn asked what type of debt forgiveness that families asked for?
Natalie replied that no specifics were asked in the debt forgiveness.

Dr. Farnitano commented that 13% listed internet access is critical. At a time where remote schooling is essential, it is concerning that internet access is still problematic.

Genoveva Calloway informed that in West County, the available internet access is usually very weak and for families that have multiple children, it is very challenging.

John Jones commented that this survey was targeted towards young families' needs. Which explains why there were only 13% who listed internet access as a need. Had the survey include families with older children who are needing internet access for school, the percentage would be higher.

Supervisor Burgis said some school districts are helping out, some libraries have hotspots, some areas / buildings offer free internet access. She also commented that this data is very helpful and asked to made available to all.

A landing page is made available online for easy access for all:
<http://www.first5coco.org/covid-19-impact-survey/>

Genoveva Calloway asked related to cash assistance if we were able to differentiate families who were not qualified for unemployment benefits and stimulus checks? As cash assistance is most important to

those families without access to public assistance. Genoveva suggested that it would be important to outline access/eligibility differences to assist those who are without these benefits to rely upon. To be considered in future data collection.

Natalie informed that no, the survey did not have that differentiation.

Lee Ross asked if there was any feedback/follow-up information provided to the respondents related to resources to address their family needs.

Natalie informed that the survey has not been followed up to the respondents.

Marilyn asked if part of the advocacy work was to train groups with these data and let people know what we have found and identify the families who need the help the most. Who are these groups?

Natalie informs it that there is a working list right now on who should have access to these data. One of the groups targeted are funders and grant makers in the county. Also hope to reach out to the business community. And this data needs to get back to the community who provided the survey answers and get back to them on how their needs are being resolved.

Marilyn asked Natalie if her team would circle back to the Commission and provide us the update on the outcomes.

9.0 Executive Director's Report

Dr. Ruth Fernández gave the following Executive Director's Report:

- a) First 5 Contra Costa welcomed new staff Tatiana Hill, Evaluation Analyst; Julie Elis, ACES Aware Grant Trauma and Resiliency Coordinator; Emily Hampshire, Masters Social Welfare Intern. We are actively reviewing applicants for Finance and Operations Director and ECE Program Officer.
- b) Update on the First 5 Contra Costa Remote Work Assessment – slide deck from Social Finance was included in the Commission packet with an overview of the Remote Work Analysis conducted for First 5s as discussions continue about the pros and cons of long-term remote work.
- c) Update on First 5 Association's Racial Equity, Diversity, and Inclusion (REDI) Planning Committee. The recently formed REDI Planning Committee will be developing a RFP for consulting services to help guide and shape the Association's REDI work going forward. The planning committee will continue to provide leadership for the work by advising Melissa Stafford Jones and First 5 staff team on next steps.
Ruth is excited to report that she is a member of the planning committee.
- d) Updates on ACES Aware grant first network convening September 18, 2020 with over 200 RSVP'd. Commissioners were invited.
- e) Ready Kids East County Initiative Update:
The Ready Kids Design Team (composed of community leaders and parents) conducted an African American Parent Advisory focus group. In this group, parents were asked to consider the factors that they believe are critical in supporting their child's learning, what they feel they need

as a parent, and the hopes and dreams for their children. These are the key themes of their responses:

- Need for Respectful and Nurturing kindergarten environments
- Need for Communication and Relationship Building from teachers and school district
- Need for Concrete resources

The Design team has been busy meeting and planning the different logistics and elements required curating a culturally relevant and family centered virtual café. Dates and times for the virtual bi-weekly Parent Cafes in November and December were going to be voted on this week.

- f) **County Initiatives and Policy Advocacy:** Ongoing dialogue & collaboration with county coalitions and work groups to continue to examine data on the impact COVID-19 for families and emerging needs in the community.

- g) **First 5 Network Updates:** First 5 Association's REDI Planning Committee, Master Plan on the QRIS Letter, and Cal HOPE Program Survey reports

Master Plan QRIS Letter

First 5 California recently held a meeting that brought together the authors—California R&R Network, Parent Voices, and the Child Care Law Center-- of the recent letter to state leaders pointing to the racism and racial inequity in QRIS. Colleagues from CDE and CDSS, as well as First 5 California and First 5 Association, also participated in the call.

It was recognized that this meeting was a first conversation. First 5 California is in dialogue with the R&R Network and other partners about next steps for ongoing listening and dialogue, including how to meaningfully engage parents and providers.

The Contra Costa Quality Matters Consortium also discussed the letter and will continue dialogue looking at QRIS and racial equity at the local level and ways to increase involvement of parents and providers.

Cal HOPE Survey

The California Department of Health Care Services (DHCS) received a grant from FEMA to establish the Cal HOPE program. CalHOPE provides an array of supports to help alleviate frustrations, stress, and worry to prevent people from needing more intensive interventions to address their challenges.

DHCS requested First 5 California's assistance to identify First 5-supported activities that promote parent and family mental health and wellbeing. Local First 5 Commissions will be asked to complete the survey to inform resources for the CalHOPE program.

- h) **Legislative Updates:** included several bills that are currently on the Governor's desk and support letters have been submitted on behalf of the First 5 commissions, urging the Governor to sign the measures. The Governor has until September 30th to sign or veto bills. Bills reported on included: AB 2164 (Rivas & Salas), AB 2360 Telehealth: mental health, AB 2405(Burke) Right to safe, decent and affordable housing, and SB 1383 (Jackson) Extends job protection under the California Family Rights Act (CFRA) for employees who take leave to care for themselves, a new child, or an ill loved one. Regarding the Nicotine Based Vaping Tax - this bill was stalled for this legislative session therefore currently no vote.



John Jones commented that his agency (CocoKids.org) is also looking at remote work practices and using similar strategies as First 5. He shared First 5's Remote Work Analysis slide deck with his team.

Gareth Ashely gave an observation as a manager that the plan to setting parameters and balancing work life with the remote work assessment were also relevant in his work place and commented on how it is vital for the morale of employees.

Matt who was part of the family leave task force of the governor also added that SB1383 was a 12-month process, the work of the First 5 Commission was valuable to get the bill in front of the Governor but was riddled by opposing businesses.

10.0 Communications

Marilyn wanted to thank the staff for including the article on how to talk to the youngest about race. Full article included under communications.

Ruth Fernández highlighted the attachments under communications that includes updates on the Legislative Tracker, some of the letters we had sent including the joint Budget and Vape Tax letter as well as other letters of support for SB 1383, and the QRIS Master plan.

All these can be found in the packet under item 10.0

11.0 Commissioner F.Y.I. Updates

There were no Commissioner updates given.

12.0 Adjourn

Meeting adjourned at 8:03 pm.



Wednesday October 28, 2020

Agenda Item 3.2

Accept the Executive Committee Report from the September 14, 2020 meeting.



**Executive Committee
MINUTES
September 14, 2020**

To slow the spread of COVID-19, the Health Officer's Shelter Order of March 16, 2020, prevents public gatherings ([Health Officer Order](#)). In lieu of a public gathering, the First 5 Contra Costa Children's & Families' Commission meeting will be accessible via Zoom Meeting to all members of the public as permitted by the Governor's Executive Order 29-20.

Topic: F5 Contra Costa Commission Executive Committee Meeting (September 2020)

Time: Sept 14, 2020 05:00 PM Pacific Time (US and Canada)

In lieu of making public comments at the meeting, members of the public also may submit public comments before or during the meeting by emailing comments to Alex Khu at akhu@first5coco.org

1.0 Call to Order

Chair called the meeting to order at 5:16 pm.

In attendance: Marilyn Lucey, John Jones, Cio Hernandez, Lee Ross, Shawn Garcia, Camilla Rand, and Ruth Fernandez.

2.0 Public Comment

There was none.

3.0 ACCEPT the report on significant program, financial or contracts matters, and on any staffing matters relating to Commission staff.

Staff provided general program updates that included highlights about a new partnership with City of Concord to store COVID supplies, a new state grant that First 5 Contra Costa will be implementing focused on Dual Language Learners (DLL), and efforts to continue advancing park improvements in West County via the new Prop. 68 grant the City of Richmond was awarded. Updates also included status of current staff hiring efforts and an update on the status of First 5's Brighter Beginnings Loan Forgiveness Agreement, staff is in communication with Brighter Beginnings' leadership to make necessary amendments to the existing loan agreement. A brief report on current efforts by the First 5 Bay Area Executive Directors to identify sustainability strategies for Prop. 10 and First 5s into the future. VIVA Communications is the vendor in contract for these efforts.

4.0 CONSIDER accepting the changes to the 2020 Local Agency Biennial Notice for First 5 Contra Costa Children & Families Commission and the Conflict of Interest Code of the First 5 Contra Costa Children & Families Commission.

Staff reported that a Local Agency Biennial Notice will be filed with the Clerk of the Board to revise the existing First 5 Contra Costa titles and positions that are designated as required to file a Form 700 in adherence to Conflict of Interest government code. Proposed revisions to the Conflict of Interest Code of the First 5 Contra Costa Children &

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Families Commission will be presented to the Commission for approval at the December meeting.

- 5.0** **CONSIDER** accepting the report on statewide activities pertaining to children 0-5, including the activities of the First 5 Association of California, First 5 California, and other statewide advocacy groups.

Staff shared highlights about ongoing policy advocacy efforts conducted by the First 5 Association and ongoing collaboration at the state-level with the California State Association of Counties (CSAC) to elevate the emphasis of early childhood in CSAC's policy platform.

- 6.0** **DISCUSS** initiatives and priorities for 2020 – 2021; and **PROVIDE** direction to staff.

Staff recommended that the Executive Committee review the 2021 meeting calendar at the October meeting.

- 7.0** **CONSIDER** the nomination process for the 2021 officers of the Commission.

Staff reviewed the Nominating Committee Process and Timeline and discussed potential committee members. Nominating Committee members will be confirmed and approved at the Commission meeting.

- 8.0** **CONSIDER** the process for the Executive Director performance review.

Administrative Manager reviewed the process and timeline for the ED performance review with committee. Committee discussed and agreed on a process to complete the performance review.

- 9.0** **CONSIDER** agenda items for upcoming Commission meetings.

Committee agreed to review 2021 Commission meeting calendar and ongoing discussion about the ED performance review.

- 10.0** Adjourn

Meeting adjourned at 6:06pm

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Executive Committee

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September 14, 2020

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Executive Committee

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Wednesday October 28, 2020

Agenda Item 3.5

Accept the First 5 Contra Costa September 2020 Program Report

1. Family Support

First 5 Welcomes Emily Hampshire

On September 2, Lisa Korb, the Family Support Program Officer, attended the Cal Berkeley Field Instructor Webinar as a precursor to our 2nd Year MSW Intern, Emily Hampshire's first day on September 9. In preparation for facilitating the student's orientation, a comprehensive outline was compiled that included documents to review, people to meet, meetings to attend and assignments designed to educate and provide context to the work of First 5. Additionally, Lisa has met with several staff to discuss potential projects across the agency for Emily to work on. Emily started attending Ready Kids meetings and will participate and play a supportive role with this initiative throughout her internship.

First 5 Center Highlights and Activities

The West County First 5 Center (WCF5C) held a number of census events aimed to promote the census with under-reported populations. The WCF5C attributes their engagement efforts to 123 families completing the census. On September 3 and 17, the Center hosted drive-up events for families who needed assistance to complete the census from the enumerators in attendance. Families also received a bag of goodies, snacks for the children, children's books and information on resources.



Patelco Credit Union gave First 5 Contra Costa an unrestricted donation of \$1200 to supplement the grant received from John Muir to help families negatively impacted by COVID-19.

Since COVID-19, Family Support programs (Centers and Home Visiting) have experienced a significant drop in enrollment of existing families and new families. Centers on average, would normally have 45-65 new families a quarter. Although increased from Q4 of last fiscal year, new family registrations are at an all-time low of 5-7 new families a month. In response to enrollment, Jyotti Pannu (Aspiranet Director) is facilitating a weekly meeting with the Center Directors that to specifically focus on this issue. Additionally, Natalie Blackmur and Brian Kelley (Communications) have been working with the Centers to launch Instagram accounts—which is the preferred social media platform of the families—and is expected to help the Center's reach online.

Lisa is reviewing the Centers' calendars, observing classes, and looking at data to see what is successful and what is a challenge. Center staff have been instructed to submit a revised budget to reflect their VSDP at the conclusion of Q1. A formal review of programming compared to spending will be completed in the next few weeks.

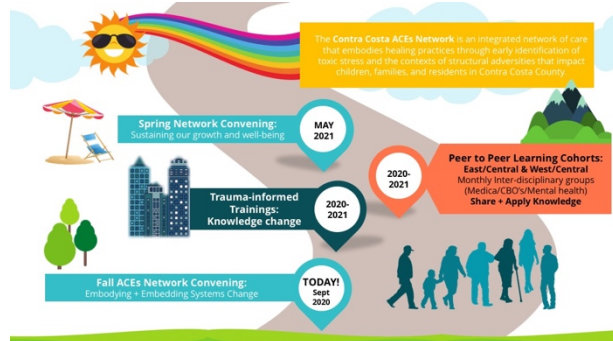
Events:

West Ed's Program for Infant and Toddler Caregiving (PITC) agreed and scheduled two trainings for all First 5 Center and Home Visiting Staff in October and November.

2. Early Intervention

Contra Costa ACEs Aware Network

The Contra Costa ACEs Aware Network inaugural convening was successfully executed on September 18 with 189 attendees. The evaluations received to date were overwhelming positive: 96% of the participants found the tempo, activities, and content to be very helpful. They also reported planning to utilize what they learned both personally and professionally.



There were five themes that emerged that they want to spend more time on: 1) mindfulness, 2) becoming a network of care, 3) implementation (ACES/being trauma informed), 4) race/racism in our practice, and 5) sharing of experiences.

Peer-to-peer Trauma Informed Leadership Teams (TILTs)

We are now working on the design for the two peer-to-peer learning cohorts that we are calling Trauma Informed Leadership Teams (TILTs). The TILTs will meet monthly beginning in October 2020 through April 2021. The East /Central cohort will launch October 16 and the West/Central cohort on October 23.

Help Me Grow (HMG) and 211

The HMG/211 developmental screening pilot will begin on Oct 1, 2020. Our HMG calls after the shelter-in-place are now trending upward and hit an all-time high in August of 63 calls. The new role of the HMG Care Coordinator has proven effective in building stronger relationships with referral sources. HMG National Data reports have been collected and are ready to submit.

Events/Activities:

Help Me Grow (HMG) Café occurred on September 2—the presenter was the Contra Costa County Oral Health Collective and the topic covered was dental care.

3. Community Engagement

Park Equity

Richmond & Pittsburg Park project—ALL

We held very successful community park design events in West and East County this month.

The West County Regional Group (WCRG), Community Engagement (CE) Team, and the City of Richmond hosted a virtual Boorman Park Design Community meeting on September 12, 2020 to engage community members on a final phase of the Prop 68 grant project. Over 50 Richmond residents attended and gave input on the final park designs. The CE Team and WCRG will continue to work with the City of Richmond to summarize the input and inform the final construction plans. Construction is set to begin in 2021.



The East County Regional Group (ECRG) and the CE Team hosted another virtual community park event on September 26, 2020 to design the park improvements slated for DeAnza Park in Pittsburg. Between 40-50 neighborhood residents participated in the event, offering critical insight and hopes for the project. The CE Team will continue to work with the City of Pittsburg to inform the final construction plans. The project completion date is set for spring 2021.

The Central County Regional Group (CCRG), Monument Impact, and the City of Concord are partnering on a potential Prop 68 Ellis Lake Park improvement project. Ellis Lake Park was selected by the community as the top priority park for improvement in our 2014 Monument Community Parks Assessment. The park continues to be of much interest to Monument families. The CCRG/CE Team will support the application process by organizing a community meeting with families with young children to inform the final concept. The community meeting is scheduled for October 26, 2020.

Equitable Representation

Voter Registration and Census—ALL

In response to the low census count in key neighborhoods across Contra Costa, the Regional Groups engaged in one last round of phone banking this month for census promotion. All three Regional Groups volunteered for census outreach in Richmond, Concord, and Bay Point.

The CE Team is preparing to return to voter engagement and GOTV phone banking next week to coincide with the arrival of absentee ballots. We are also exploring “text-banking” to reach residents via text message who may not answer the phone. We plan to intensify our outreach throughout October to help families with young children understand and participate in the unique circumstances of this election cycle.

Candidates Forums—CCRG & ECRG

The CCRG/CE Team and Monument Impact will host a District 2 Candidates Forum in Concord on Saturday, October 17 from 10:30AM to 12:30PM. The virtual event will offer families with young children

an opportunity to engage in the democratic process and learn about the candidates' positions on housing and other matters important to Concord families.

The ECRG/CE Team and Healthy & Active Before 5 are redirecting our voter outreach and education efforts in Bay Point. As a result of the Ambrose Recreation and Park District (ARPD) incumbents' unwillingness to participate in the Bay Point Candidates' Forum originally scheduled for Saturday, October 10, 2020, we will unfortunately cancel the forum. To ensure Bay Point families are still informed about the elections and local races, we will issue a mailer and potential door hangers to inform voters of the absentee ballot procedures and the importance of local elections—a mailer is also set to reach Bay Point voters in early October.

Housing Security—ALL

The Regional Groups have continued their advocacy for eviction protections and tenant support throughout the month of September with the Board of Supervisors. Regional Group members continue to urge the BOS to 1) close loopholes on protections provided by the Tenant Protections Act, 2) fund multilingual outreach to inform tenants of their rights, 3) create a rental assistance program, and 4) invest in tenant legal services. These demands are supported and led by numerous housing and economic justice advocates across the County.

Volunteer Recognition—ALL

The CE Team planning for the annual CE Volunteer Leadership Recognition Ceremony has begun. The celebration, usually held in person, will be conducted virtually in early December. The Regional Group Officers and CE Team are working together to ensure a dynamic, celebratory event to honor the Regional Groups' phenomenal leadership, policy victories, and resilience during this extraordinary year.

Grants Management—ALL

The CE Team is preparing a final report to close our 2-year grant cycle with the San Francisco Foundation. The report will summarize our methodology, outcomes and impact. The report requires substantial data collection and writing. It is due at the end of October.

4. FESP

FESP-related activities

Planning for the October 1 FESP meeting on the November election kicked into high gear in September. This meeting is co-sponsored by Ensuring Opportunity, the Multi-Faith ACTION Coalition, and the Budget Justice Coalition. The FESP Executive Committee met and talked about how to structure the meeting, allowing time for both presentations and reflection. The Deputy Registrar of Voters will talk about the wide variety of plans for voters (by mail, drop box, early voting sites, in person) and the League of Women Voters will review several of the ballot measures that address economic, social and racial justice issues. There will be time at the meeting for FESP members to meet in break out groups to talk about what action steps they will take to promote the importance of voting and voting early. There will also be time for highlights on many of the important events happening around the county. 65 people have already signed up.



FESP also produced a Voting Fact sheet in English and Spanish which details all the voting protocol, what to do when, and where to get additional information. These Fact Sheets will be sent out to FESP members, to First 5 staff, and to our partners.

In addition, FESP participated in the planning for two Vote for Equity community forums on October 13 (English) and October 14 (Spanish), focusing on community learning and voice. Several ballot measures will be reviewed as well as voting protocols. Participants will have the opportunity to meet in breakout groups to reflect on what they have heard, ask questions, etc. There is also a "Voter Guide" being prepared which covers six of the state ballot measures and the local county sales tax measure, with a list of endorsers.

FESP continues to send information to FESP members about COVID-related resources, policy updates, important Board of Supervisor meetings, and participates on the West and Central/East county resource-rich Community Cares meetings. Fran Biderman, Special Projects Coordinator, will be presenting to the Central County Community Cares group on October 7 on the November election, sharing much of the same information that will be shared at FESP.

Census 2020

A last major effort was made to encourage agencies to get Contra Costa residents to fill out the census. Several of the First 5 Centers participated in Mobile Assistance events where families could come and receive help from Census Bureau staff to fill out the census then and there. Overall, Contra Costa has done really well (76.5%), but there are still pockets of the county that will end up being greatly undercounted. The original extension of the census from July 31 to October 31 was curtailed and the census was supposed to end September 30; due to several lawsuits and a last-minute court decision, the census will continue until October 31. [Click here for response rates by city.](#)



Tax-revenue measure

Efforts to build momentum and gain support for Measure X have started. The campaign has hired a campaign outreach coordinator, is seeking endorsements, and making presentations at many events. An advisory committee will be established to provide oversight for the use of the funds. To learn more: <https://www.healthyandsafecontracosta.com/>. Thank you to the First 5 Commission for its endorsement! If successful, Measure X will bring in around \$80 million to the county for vital services. Agency staff are preparing messaging statements and exploring the various roles we can play to support.

Budget Justice Coalition (BJC)

The BJC met on September 24 to learn more about Measure X, and to begin discussions about what its next steps will be. A letter was sent to the Board of Supervisors asking for greater transparency in the county budget, as well as greater ease of participation at Board of Supervisors' meetings. Fran participates on the BJC Steering Committee, which will continue to advocate for increased budget transparency and community input and engagement.

FESP Partnerships

FESP continues to participate on numerous coalitions/partnerships responding to the current COVID-19 and racial justice crises, as well as continuing existing work. FESP participates on the monthly CalFresh Working Group to increase the county's capacity to get Contra Costa eligible residents CalFresh benefits. Fran also participates on the monthly Budget Justice Coalition Steering Committee and coalition meetings and the bi-monthly Ensuring Opportunity Leadership Team meetings.

5. Early Childhood Education

CSEFEL

The First 5 Coaches began the CESEFL (Social and Emotional Foundations for Early Learning) training series for family childcare providers Saturday, September 26. The first session that focused on Nurturing and Responsive Relationships was attended by 23 participants. The providers were excited and eager to learn skills and techniques to support children and families, especially during this difficult time.



Online Portal

For the first time, we launched an online portal for the 2020-2021 Professional Development Program (PDP). As a part of the newest Workforce Pathways grant, First 5 is working closely with the three colleges as they review the applications and make stipend recommendations to First 5. So far, the roll-out of this new system has been successful with 75 participants applying since its launch on September 15.

Ready Kids

As we work to set the stage for centering parent voices within the initiative—beginning with the Parent Café—our Ready Kids Steering Committee has been diligently working to map out the next year of this initiative. This includes closely aligning and planning with initiative partners such as Tandem, COPE Family Center and PUSD. The Ready Kids Initiative Design Team has been busy meeting and planning the different logistics and elements required for curating a culturally relevant and family centered virtual café.

The team developed the following themes for the Café series of 5 sessions within the context of School Readiness and the transition to Kindergarten:

- Fostering Self-Care and Parent Resilience
- Hopes and Dreams for African American Children
- Building Power with Knowledge
- The Readiness Game Plan: Building your School Readiness Team
- Building your Play Book: Resources, tools and strategies for navigating the system

These themes and Café structure will be shared with the Parent Advisory Group who will provide one final round of feedback. The Café series is ready to kick off on November 16th, and will take place through January 2021 thereafter.

Workforce Study

UC Berkeley has announced the launch of its 2020 Early Childhood Education (ECE) Workforce Study this October. The study, originally meant to launch in the spring, was delayed due to the pandemic and has now expanded to include pandemic related data gathering. The comprehensive, representative, statewide ECE workforce information is the first of its kind since 2006. The survey will include family child care providers, center administrators, center-based teaching staff, and transitional kindergarten (TK) teachers. Centers and family child care providers at both open and closed programs will be selected for participation from data supplied by the California Child Care Resource & Referral Network and the California Department of Social Services. First 5 and its partners, CocoKids, County Office of Education, and Employment and Human Services, Community Services, have contracted in to receive county-specific data that will be collected. This study is funded by First 5 California, the California Department of Education, the Heising-Simons Foundation, and the David & Lucile Packard Foundation, and conducted in partnership with the California Child Care Resource & Referral Network.



Wednesday October 28, 2020

Agenda Item 3.6

Approve changes to the Conflict of Interest Code of the Contra Costa County
Children and Families Commission



**CONFLICT OF INTEREST CODE
OF THE
CONTRA COSTA COUNTY
CHILDREN AND FAMILIES COMMISSION**

Adopted December 6, 1999

Approved by the Contra Costa Board of Supervisors February 1, 2000

Revised and adopted February 7, 2011

The Political Reform Act (Gov Code 81000, et seq.) requires state and local government agencies to adopt and promulgate conflict of interest codes. The Fair Political Practices Commission has adopted a regulation (2 Cal. Code of Regs. 18730) which contains the terms of a standard conflict of interest code. After public notice and hearing it may be amended by the Fair Political Practices Commission to conform to amendments in the Political Reform Act. Therefore, the terms of 2 California Code of Regulation Section 18730 and any amendments to it duly adopted by the Fair Political Practices Commission are hereby incorporated by reference. This regulation and the attached Appendix-Exhibit "A" designating officials and employees and establishing disclosure categories, shall constitute the conflict of interest code of the Contra Costa County Children and Families Commission.

Designated employees shall file their statements with the Executive Director who shall transmit the originals to the County Clerk and obtain for his records conformed copies evidencing such filings. The Executive Director will retain and will make copies of the statements available for public inspection and reproduction. (Gov. Code 81008)"

EXHIBIT "A"

<u>Designated Positions</u>	<u>Disclosure Category</u>
Commissioners	1
Executive Director	1
<u>Deputy Director</u>	<u>1</u>
<u>Director of Finance and Operations</u>	<u>1</u>
<u>Contracts Manager</u>	<u>2</u>
<u>Evaluation Manager</u>	<u>2</u>
<u>Public Affairs Manager</u>	<u>2</u>
<u>Program Officers</u>	<u>2</u>
<u>Managers</u>	<u>2</u>
*Consultants	1

*The Executive Director may determine in writing that a consultant is hired to perform a range of duties that is limited in scope and thus is not required to comply with disclosure requirements. The written determination is a public record and shall be retained for public inspection.



Wednesday October 28, 2020

Agenda Item 5.0

Consider accepting the 2021 health and dental employer-paid premium contribution rates for active employees; and accept the 2021 premium contribution rates for intermittent employees, COBRA participants, retirees and survivors at the same levels as the County



**Staff Report
October 28, 2020**

ACTION: X
DISCUSSION:

TITLE: Consider accepting the 2021 premium contribution rates

Introduction:

From its inception, the Commission has chosen to participate in the County's health benefit plans for First 5 employees. Each year the County negotiates premiums with the health insurance carriers and provides a rate sheet to First 5 listing the employer and employee contributions based on the negotiated rates. Since 2012, the Commission has adopted an 80% employer/20% employee contribution split on health premiums for active employees who work 20 hours or more per week. Dental rates for active employees, as well as health and dental rates for retirees are at the same contribution levels as the County. The employer portion of retiree health and dental contributions are paid out of the First 5 CERBT trust. First 5 does not contribute to health or dental premiums for permanent-intermittent employees, part-time employees who work less than 20 hours per week, COBRA participants, or survivors of retirees. Rates sheets are attached.

The Commission must set the contribution levels at this meeting, as the open enrollment period began October 19, 2020

Background:

Eight health plans are available through four different carriers; offering a Plan A and a lower-cost Plan B, with one high deductible health plan in combination with a Health Savings Account. Two dental plans are offered.

The Board of Supervisors approved the 2021 premiums on September 8, 2020. Premiums for CCHP Plans will increase 9.77%, premiums for Kaiser Plans will increase 3.39%, premiums for Health Net HMO Plans will decrease 1.27%, and premiums for Health Net PPO plan will increase 10.24%. Costs for one of the dental plans decreased by 12.78%. A voluntary vision plan is offered and paid entirely by employees.



**First 5 Contra Costa
Annual Cost of Active Employee Health Benefits**

	2020 <i>Employer Share: 80%</i>	2021 Projected <i>Employer Share: 80%</i>
Total employees receiving health and/or dental benefit	28	28
Total employer contributions	\$488,641	\$504,759
Variance from previous year		3.3%

Currently, of the 31 staff eligible for benefits, 28 participate in both health and dental plans, five participate in dental only, and three do not participate in any plan.

Plan costs for 2020 and projected costs for 2021 are based on positions staffed for the full calendar year (12 months). Qualifying events (such as birth or marriage) can result in a different mix of employee plan choices and actual costs may be higher than projected. Because of the small number of participating employees, the actual costs could change significantly if more staff enroll, or if current participants change plans, or disenroll altogether.

Recommendations:

Staff recommends the Commission accept the 2021 health and dental employer paid premium contribution rates for active employees; and accept the 2021 premium contribution rates for intermittent employees, COBRA participants, retirees and survivors at the same levels as the County.

PERMANENT FULL TIME EMPLOYEES AND PART TIME EMPLOYEES SCHEDULED TO WORK AT LEAST 20 HOURS PER WEEK

PLAN/COVERAGE DESCRIPTION	2021 TOTAL MONTHLY PREMIUM	2021 FIRST 5 MONTHLY SUBSIDY	2021 EMPLOYEE MONTHLY SHARE
CONTRA COSTA HEALTH PLAN - BASIC PLAN A			
Employee on Basic Plan	\$979.31	\$783.45	\$195.86
Employee & 1	\$1,958.59	\$1,566.88	\$391.71
Employee & 2 or more dependents on Basic Plan	\$2,937.92	\$2,350.34	\$587.58
CONTRA COSTA HEALTH PLAN - BASIC PLAN B			
Employee on Basic Plan	\$1,085.58	\$868.47	\$217.11
Employee & 1	\$2,171.16	\$1,736.93	\$434.23
Employee & 2 or more dependents on Basic Plan	\$3,256.75	\$2,605.40	\$651.35
KAISER PERMANENTE - BASIC PLAN A			
Employee on Basic Plan	\$909.04	\$727.24	\$181.80
Employee & 1	\$1,818.08	\$1,454.47	\$363.61
Employee & 2 or more dependents on Basic Plan	\$2,727.12	\$2,181.70	\$545.42
KAISER PERMANENTE - BASIC PLAN B			
Employee on Basic Plan	\$722.50	\$578.00	\$144.50
Employee & 1	\$1,445.00	\$1,156.00	\$289.00
Employee & 2 or more dependents on Basic Plan	\$2,167.50	\$1,734.00	\$433.50
KAISER PERMANENTE - HIGH DEDUCTIBLE PLAN			
Employee on Basic Plan	\$579.96	\$463.97	\$115.99
Employee & 1	\$1,159.92	\$927.94	\$231.98
Employee & 2 or more dependents on Basic Plan	\$1,739.88	\$1,391.91	\$347.97
Health Net SmartCare HMO A (new plan)			
Employee on Basic Plan	\$1,305.65	\$1,044.52	\$261.13
Employee & 1	\$2,611.30	\$2,089.04	\$522.26
Employee & 2 or more dependents on Basic Plan	\$3,916.95	\$3,133.56	\$783.39
Health Net SmartCare HMO B (new plan)			
Employee on Basic Plan	\$930.98	\$744.79	\$186.19
Employee & 1	\$1,861.96	\$1,489.57	\$372.39
Employee & 2 or more dependents on Basic Plan	\$2,792.94	\$2,234.36	\$558.58
HEALTH NET PPO PLAN - BASIC PLAN A			
Employee on Basic Plan	\$2,967.02	\$2,373.62	\$593.40
Employee & 1	\$5,934.04	\$4,747.24	\$1,186.80
Employee & 2 or more dependents on Basic Plan	\$8,901.06	\$7,120.85	\$1,780.21

PERMANENT FULL TIME EMPLOYEES AND PART TIME EMPLOYEES SCHEDULED TO WORK AT LEAST 20 HOURS PER WEEK

PLAN/COVERAGE DESCRIPTION		2021 TOTAL MONTHLY PREMIUM	2021 FIRST 5 MONTHLY SUBSIDY	2021 EMPLOYEE MONTHLY SHARE
DELTA DENTAL PREMIER PPO - \$1,800 Annual Maximum				
For CCHP Plans	Employee	\$46.52	\$41.17	\$5.35
	Employee + 1	\$105.08	\$93.00	\$12.08
	Employee + 2 or more	\$105.08	\$93.00	\$12.08
For Health Net Plans	Employee	\$46.52	\$34.02	\$12.50
	Employee + 1	\$105.08	\$76.77	\$28.31
	Employee + 2 or more	\$105.08	\$76.77	\$28.31
For Kaiser Permanente Plans	Employee	\$46.52	\$34.02	\$12.50
	Employee + 1	\$105.08	\$76.77	\$28.31
	Employee + 2 or more	\$105.08	\$76.77	\$28.31
Without a Health Plan	Employee	\$46.52	\$43.35	\$3.17
	Employee + 1	\$105.08	\$97.81	\$7.27
	Employee + 2 or more	\$105.08	\$97.81	\$7.27
DELTA CARE (HMO)				
For CCHP Plans	Employee	\$25.35	\$25.35	\$0.00
	Employee + 1	\$54.78	\$54.78	\$0.00
	Employee + 2 or more	\$54.78	\$54.78	\$0.00
For Health Net Plans	Employee	\$25.35	\$21.31	\$4.04
	Employee + 1	\$54.78	\$46.05	\$8.73
	Employee + 2 or more	\$54.78	\$46.05	\$8.73
For Kaiser Permanente Plans	Employee	\$25.35	\$21.31	\$4.04
	Employee + 1	\$54.78	\$46.05	\$8.73
	Employee + 2 or more	\$54.78	\$46.05	\$8.73
Without a Health Plan	Employee	\$25.35	\$25.35	\$0.00
	Employee + 1	\$54.78	\$54.78	\$0.00
	Employee + 2 or more	\$54.78	\$54.78	\$0.00
VSP VOLUNTARY VISION PLAN				
	Employee	\$9.98	\$0.00	\$9.98
	Employee + 1	\$19.94	\$0.00	\$19.94
	Employee + 2 or more	\$32.12	\$0.00	\$32.12



Wednesday October 28, 2020

Agenda Item 6.0

Consider accepting the final financial report for FY 2019-2020

Line #		FY19/20 Budget			FY19/20 4th Quarter Revenue and Expenditures			
		F5 Contra Costa Funds	Other Funds	Total Budget	F5 Contra Costa Funds	Other Funds	Total Revenue and Expense	% of Budget
	REVENUE							
1	Prop 10 & 56 - Tax Apportionment	7,566,443		7,566,443	8,143,937		8,143,937	108%
2	First 5 California IMPACT		1,183,179	1,183,179		1,360,368	1,360,368	115%
3	CSPP-COE/Preschool QRIS Block Grant		380,764	380,764		319,855	319,855	84%
4	QCC-Quality Counts California		225,106	225,106		184,691	184,691	82%
5	Lesher Ready Kids		235,000	235,000		250,000	250,000	106%
6	MHSA Grant/Triple P		82,000	82,000		84,214	84,214	103%
7	Interest Income	200,000		200,000	305,156		305,156	153%
8	Misc./Community Engagement Grants	-	50,000	50,000	435,186	364,498	799,684	1599%
9	TOTAL REVENUE	7,766,443	2,156,049	9,922,492	8,884,279	2,563,626	11,447,904	115%
10	Fund Balance	3,881,936	787,462	4,669,398	112,780	317,168	429,948	9%
11	TOTAL REVENUES AND FUND BALANCE	11,648,379	2,943,511	14,591,890	8,997,059	2,880,794	11,877,853	81%
12								
13	PROGRAM							
14	Initiatives	6,724,452	1,862,261	8,586,713	5,210,436	1,802,654	7,013,091	82%
15	Early Care and Education Initiative							
16	Professional Development	911,556	75,000	986,556	782,376	77,320	859,696	87%
17	Early Learning Quality	64,000	742,709	806,709	1,253	803,586	804,840	100%
18	Literacy		264,942	264,942	86,303	279,612	365,915	138%
19	Total	975,556	1,082,651	2,058,207	869,932	1,160,518	2,030,451	99%
20	Family Support							
21	First 5 Centers	2,655,126		2,655,126	2,131,410	70,669	2,202,079	83%
22	Home Visiting	1,200,000		1,200,000	784,480		784,480	65%
23	Training and support	40,200		40,200	6,382		6,382	16%
24	Total	3,895,326		3,895,326	2,922,273	70,669	2,992,941	77%
25	Early Intervention							
26	Therapeutic Services	243,500	82,000	325,500	183,828	84,214	268,042	82%
27	ECE Consultation	1,043,620		1,043,620	1,036,904		1,036,904	99%
28	Help Me Grow	79,350	397,610	476,960	60,693	372,097	432,790	91%
29	Children at Risk of Stress or Trauma	28,200		28,200	750		750	3%
30	Training and Consultation	22,400		22,400	7,800		7,800	35%
31	Total	1,417,070	479,610	1,896,680	1,289,976	456,311	1,746,286	92%
32	Community Information and Education							
33	Public Information	261,500		261,500	27,710		27,710	11%
34	Community Engagement	160,000	65,000	225,000	95,004	95,157	190,161	85%
35	Ready Kids		235,000	235,000		20,000	20,000	9%
36	Family Economic Stability	15,000		15,000	5,542		5,542	37%
37	Total	436,500	300,000	736,500	128,256	115,157	243,412	33%
38	Program Expenses							
39	Program Salaries & Wages	1,286,426	692,381	1,978,807	1,161,264	705,888	1,867,151	94%
40	Program Employee Benefits	651,925	388,869	1,040,794	596,900	372,252	969,152	93%
41	Office Overhead and Other Expenses	635,658		635,658	228,548	-	228,548	36%
42	Total	2,574,009	1,081,250	3,655,259	1,986,712	1,078,139	3,064,852	84%
43	TOTAL PROGRAM	9,298,461	2,943,511	12,241,972	7,197,149	2,880,794	10,077,942	82%
44								
45	STRATEGIC INFORMATION & PLANNING							
46	Evaluation Salaries & Wages	319,260		319,260	108,160		108,160	34%
47	Evaluation Employee Benefits	156,108		156,108	44,154		44,154	28%
48	Professional Services	347,080		347,080	193,378		193,378	56%
49	Purchased Services and Supplies	27,515		27,515	11,877		11,877	43%
50	Office Overhead and Other Expenses	44,308		44,308	31,916		31,916	72%
51	TOTAL EVALUATION	894,271		894,271	389,485	-	389,485	44%
52								
53	ADMINISTRATION							
54	Administrative Salaries & Wages	668,078		668,078	632,154		632,154	95%
55	Administrative Employee Benefits	377,471		377,471	380,409		380,409	101%
56	Professional Services	133,000		133,000	212,300		212,300	160%
57	Purchased Services, Equip Lease, Supplies	193,904		193,904	119,512		119,512	62%
58	Office Overhead	83,194		83,194	66,050		66,050	79%
59	TOTAL ADMINISTRATION	1,455,647		1,455,647	1,410,426		1,410,426	97%
60	TOTAL EXPENDITURES	11,648,379	2,943,511	14,591,890	8,997,059	2,880,794	11,877,853	81%

Distribution of expenses by department:	Program	85%
	SIP	3%
	Administration	12%
	Total	100%

NOTES:

- 1Includes \$200,000 Sunlight Giving grant for F5CC general support
- Includes \$112,000 East Bay Community Foundation grants for F5CC general support
- Includes \$107,540 COVID-19 grants & \$50,000 San Francisco Foundation Grant
- Includes \$256,958 Other Public Funds (DLL, F5CA HUB, CCC-CSB, CCCOE)
- Includes \$73,186 Misc. Grants & Other Income
- 2ELO contract with Tandem & COE
- 3SIP salaries and benefits are under budget due to staff vacancies
- 4Increase in legal & CPS-HR recruiting fees

Fund Balance as of	6/30/2020
Nonspendable	349,878
Prepays and Deposits	135,878
Loans Receivable - Brighter Beginnings	214,000
Restricted	361,763
D&M Lesher Foundation - Ready Kids	361,763
Committed	841,227
Capital Assets	841,227
Assigned	4,077,160
Elimination of FY19/20 Budget Deficit	3,500,000
Leases	577,160
Unassigned Funds	12,571,922
Contingency Fund	7,500,000
Unassigned	5,071,922
Total Fund Balance	18,201,950



Wednesday October 28, 2020

Agenda Item 8.0

Communications:

- 8.1 First 5 Association Fact Sheet - Proposition 16: Equal Opportunities for All
- 8.2 First 5 Association Partner Letter on Saving the Child Care System
- 8.3 California's Early Identification and Intervention System and the Role of Help Me Grow – Executive Summary



Proposition 16: Equal Opportunities for All – November 3rd Statewide Ballot
First 5 Association's Position: SUPPORT

Background: In 1996, California voters passed Proposition 209, which banned the consideration of race, sex, color, ethnicity, or national origin in public programs. Perhaps best known for banning the consideration of race in higher education admissions, Proposition 209 also prohibited the use of affirmative action policies--or the consideration of certain characteristic, including race--in public sector hiring and public contracting.

Before the passage of Proposition 209, a number of state and local entities had policies and practices that intended to increase opportunities for under-represented people who face inequalities as a results of their race, sex, color, ethnicity, or national origin.

Federal law establishes that individuals have equal protection, and thus limits the use of affirmative action policies. For instance, universities may consider race as one of several factors when making admission decisions.

Overview: Proposition 16 would overturn Proposition 209, thus eliminating the ban on the consideration of certain characteristic in public education, public employment, and contracting.

While Proposition 16 would overturn the ban on affirmative action policies, it does not require the state and local governments to do so. If passed, government entities would still need to comply with federal law and the U.S. Constitution.

Vote:

A **YES** vote means: State and local entities could consider race, sex, color, ethnicity, and national origin in public education, public employment, and public contracting

A **NO** vote means: No change. Proposition 209 and the current ban on the consideration of race, sex, color, ethnicity, and national origin across public practices would remain in effect

Opportunity for First 5: At First 5, we strive for all children and families to have equal opportunity. However, far too many children are not afforded equal opportunity due to socio-economic and racial inequalities. The First 5 Network has displayed our ongoing learning and commitment to Race, Equity, Diversity, and Inclusion (REDI), and a commitment to racial equity, with a focus on communities and families that are furthest from opportunity. Part of this work is ensuring that our systems, at all levels, reflect the diversity of communities across the state and the families we serve. If Proposition 16 passes, First 5 commissions will have the opportunity to develop and implement hiring and contracting practices that reflect the value and importance of building systems that are truly REDI to benefit young children and families.

Additional Resources:

- [LAO Analysis](#)
- [Text of Prop 16](#) (i.e. elimination of Proposition 209)
- [CSAC's Endorsement](#)



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Tuesday, October 6, 2020

Governor Gavin Newsom
1303 10th Street, Suite 1173
Sacramento, CA 95814

Honorable Toni Atkins
President, pro Tempore of the California Senate
State Capitol, Room 205
Sacramento, CA 95814

Honorable Anthony Rendon
Speaker of the California Assembly
State Capitol, Room 219
Sacramento, CA 95814

Re: CALIFORNIA MUST ACT TO SAVE ITS CHILD CARE SYSTEM

Dear Governor Newsom, President pro Tempore Atkins, and
Speaker Rendon:

We, the undersigned non-profit, labor, and social justice organizations, urge you to take immediate action to address California's child care crisis. In partnership with Child Care Providers United (CCPU), which represents over 40,000 providers statewide, the majority of whom are women of color, **we are calling on you to help ensure that every child has access to quality early learning and care, and that family child care providers and all early educators receive the pay, respect, and resources they need as essential workers to provide this invaluable service during this critical time.**

Child care was already in crisis before the pandemic. Many family child care providers experience persistent financial hardship due to low pay and lack of access to affordable health coverage. Quality child care can also be hard to find or too expensive for working families, all while more than 1.8 million children who are eligible for state-subsidized care fail to receive it and fall through the cracks.

Yet since COVID-19 hit, these problems have only gotten worse. Over 5,000 family child care providers in California have closed their doors in 2020, meaning more than 50,000 spaces managed experienced child care providers have been lost for families throughout the state.



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Providers have to close if a staff member becomes exposed to COVID-19 from a child or parent, and many have gone weeks without pay after contracting COVID-19. The remaining providers also face increased costs for frequent sanitation, additional staff members, supplies for distance learning, and more, estimated to be 75% higher than average. In fact, 22% of providers have missed at least one rent or mortgage payment for their program. This situation is unsustainable, and the lack of robust economic support is pushing them to the brink of collapse.

We know that without COVID-19 relief and permanent economic protections for child care providers, real economic recovery in California will be impossible.

To address this crisis and prevent further closures, California's child care providers require bold action and firm leadership.

We are urgently asking your Administration to provide adequate reimbursement rates for children in their care participating in distance learning, **financially support providers** who

have to close their doors following potential COVID-19 exposure so they can reopen and **restore the unilateral cut to providers' pay by continuing the State's policy to cover families' portion of fees** for children who receive child care subsidies when families keep children home to prevent COVID-19 spread or exposure.

The benefits of high-quality child care are enormous. It is an essential way to close the achievement gap between children of different economic backgrounds, which becomes even more important when California's public schools are closed. In fact, providers are some of the only in-person educators right now, and are critical components of making distance learning work and combating educational deficits, with no guarantee they'll be reimbursed.

But that's what family child care providers do -- they find solutions to difficult problems and make it possible for working parents to balance their careers with family responsibilities, especially during a pandemic. Family child care providers are essential workers in our fight against COVID-19, and they should be treated as such.

While SB 820 is a good start in that it waives some family fees, gives providers more paid



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closure days due to COVID-19, and addresses parent signatures when families are staying home, it frankly doesn't go far enough.

This is why we are urging you and your administration to take action and work in partnership with CCPU to address the needs of all child care providers.

For if California fails to address its child care crisis, we not only risk compromising our response to COVID-19, but we also risk compromising an entire cohort of children who won't receive the care and attention they need to thrive.

We must maintain the child care infrastructure that California families desperately need now and to build on in the future as we emerge from this pandemic.

In Solidarity,

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Child Care Providers United

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California's Early Identification and Intervention System and the Role of Help Me Grow

FIRST 5 CENTER FOR
CHILDREN'S POLICY

Executive Summary

California's early identification and intervention (EI) system, which seeks to identify young children with developmental delays or behavioral concerns and route them to appropriate services, has longstanding, systemic flaws. These are critical services that have the ability to dramatically affect the trajectory of a child's life. The COVID-19 pandemic has laid bare the need for innovative, coordinated health systems that are able to reach families in need, and the inequities in access to services for children and families. This paper proposes a number of possible improvements to the EI system by leveraging Help Me Grow (HMG), which has been a vital component of county EI systems for 15 years.

California has one of the lowest developmental screening and early intervention rates in the country. While 18% of the state's children have a developmental delay or disability, only 3% of children receive early intervention by age three. Screening rates are a key sticking point: just 26% of children are screened three times before age three, as recommended by the American Academy of Pediatrics. Children of color and those living in low-income households are less likely to be screened than white children and those living in higher-income households.

Multiple factors prohibit children from being screened or connected to services in a timely way: providers have resource and time constraints; families are hesitant about screening and referral; and coordination among services providers is limited. HMG has led the charge to close the resulting developmental screening and service gaps, and to improve the functioning of the EI system in the 30 counties where it operates.

Help Me Grows operate call centers; provide screening, referral, and care coordination; educate and provide outreach to parents and providers; train pediatricians and other providers; collect data and build data systems; and convene partners so they can collaborate effectively. Although they provide great value to their local communities, HMGs in California lack a designated funding source and have largely been supported by county First 5s, whose Proposition 10 revenues continue to decline.



Drawing on comprehensive interviews, this paper compiles lessons from HMG leaders from eight counties across California on how to ensure a robust statewide EII system. These leaders advise that screening for developmental delays and behavioral concerns be encouraged both inside and outside the health care sector, and that care coordination be prioritized so children receive preventive services. In addition, the state's system capacity should be enhanced to ensure universal screening and links to services when needed, as well as a universally linked data system for EII. Outreach and education should be conducted at both state and county levels, and every county should have a locally informed point of access for parents and families.

Now is a critical time to evaluate and improve EII in California. With state leadership that recognizes the importance of early childhood, California has an opportunity to leverage existing HMG infrastructure so the state can reach its early childhood systems improvement goals. *California's Early Identification and Intervention System and the Role of Help Me Grow* provides examples of innovative local implementation efforts, as well as ideas for how to build equitable and sustainable developmental supports for all California children.