



**COUNTY OF SAN LUIS OBISPO
BOARD OF SUPERVISORS
AGENDA ITEM TRANSMITTAL**

(1) DEPARTMENT Human Resources	(2) MEETING DATE 11/5/2019	(3) CONTACT/PHONE Tami Douglas-Schatz (805) 781-5959	
(4) SUBJECT Request to 1) authorize the Human Resources Director to sign an agreement with First 5 San Luis Obispo County and Community Action Partnership of San Luis Obispo County in the amount of \$20,000 for completion of a child care study to increase access to high quality, affordable child care and 2) authorize a budget adjustment in the amount of \$20,000 from Fund 1000000000 - General Fund Contingencies to FC 11201 – Human Resources to fund the agreement, by 4/5 vote. All Districts.			
(5) RECOMMENDED ACTION It is recommended that the Board: <ul style="list-style-type: none"> 1) Authorize the Human Resources Director to sign an agreement with First 5 San Luis Obispo County and Community Action Partnership of San Luis Obispo County in the amount of \$20,000 for completion of a child care study to increase access to high quality, affordable child care; and 2) Authorize a budget adjustment in the amount of \$20,000 from Fund 1000000000 - General Fund Contingencies to FC 11201 – Human Resources to fund the agreement, by 4/5 vote. 			
(6) FUNDING SOURCE(S) General Fund Contingencies	(7) CURRENT YEAR FINANCIAL IMPACT \$20,000.00	(8) ANNUAL FINANCIAL IMPACT \$0.00	(9) BUDGETED? No
(10) AGENDA PLACEMENT <input checked="" type="checkbox"/> Consent <input type="checkbox"/> Presentation <input type="checkbox"/> Hearing (Time Est. _____) <input type="checkbox"/> Board Business (Time Est. _____)			
(11) EXECUTED DOCUMENTS <input type="checkbox"/> Resolutions <input type="checkbox"/> Contracts <input type="checkbox"/> Ordinances <input checked="" type="checkbox"/> N/A			
(12) OUTLINE AGREEMENT REQUISITION NUMBER (OAR) N/A		(13) BUDGET ADJUSTMENT REQUIRED? BAR ID Number: 1920075 <input checked="" type="checkbox"/> 4/5th's Vote Required <input type="checkbox"/> N/A	
(14) LOCATION MAP N/A	(15) BUSINESS IMPACT STATEMENT? N/A	(16) AGENDA ITEM HISTORY <input checked="" type="checkbox"/> N/A Date _____	
(17) ADMINISTRATIVE OFFICE REVIEW Zachary A. Lute			
(18) SUPERVISOR DISTRICT(S) All Districts			



COUNTY OF SAN LUIS OBISPO

TO: Board of Supervisors

FROM: Tami Douglas-Schatz, Human Resources

DATE: 11/5/2019

SUBJECT: Request to 1) authorize the Human Resources Director to sign an agreement with First 5 San Luis Obispo County and Community Action Partnership of San Luis Obispo County in the amount of \$20,000 for completion of a child care study to increase access to high quality, affordable child care and 2) authorize a budget adjustment in the amount of \$20,000 from Fund 1000000000 - General Fund Contingencies to FC 11201 – Human Resources to fund the agreement, by 4/5 vote. All Districts.

RECOMMENDATION

It is recommended that the Board:

- 1) Authorize the Human Resources Director to sign an agreement with First 5 San Luis Obispo County and Community Action Partnership of San Luis Obispo County in the amount of \$20,000 for completion of a child care study to increase access to high quality, affordable child care; and
- 2) Authorize a budget adjustment in the amount of \$20,000 from Fund 1000000000 - General Fund Contingencies to FC 11201 – Human Resources to fund the agreement, by 4/5 vote.

DISCUSSION

On April 23, 2019, the Board was presented with the “San Luis Obispo County Child Care Planning Council Needs Assessment 2018-2022” showing that access to high quality, affordable child care is an obstacle for working parents and impacts employees across the county and at all income levels. Per the Needs Assessment, a licensed child care slot was available for only 30% of children with parents in the workforce in 2016. Since 2016, there has been an 18% decrease in family child care homes and most child care facilities do not offer nontraditional hours such as evenings and weekends. The primary reasons parents seek child care are for employment, school or training so limited access to child care impacts San Luis Obispo County as a whole. According to the Needs Assessment, the impacts of not having affordable, high quality child care include having difficulty attracting or maintaining early child caregivers and educators in the workforce, having a skilled workforce leave or not move into the area to work, families deciding to limit the number of children they have and a decrease of the middle income family population.

County employees have 1,163 dependents under the age of 14 and 94 employees took baby bonding leave in 2018. Although, there has been a 3.2% decrease in the number of children age 0 – 5 in San Luis Obispo County since 2010,

County employee dependents age 0 – 4 have increased 34%. This indicates County employees have more young dependents now than in the past. The shortage of childcare is greatest for families with infants and toddlers. Survey results from respondents in the Needs Assessment said it took them more than one year to find suitable care for their child. This likely means employees and residents are looking for child care before they even become pregnant. In San Luis Obispo County, the average annual cost for an infant in a licensed center is \$14,181, which is greater than a year of University of California college tuition at \$12,240. According to the American Community Survey 2016 1-year and 2015 5-year estimates, child care costs consumes 23% of the median family budget of \$80,461 for a family with two young children.

Given that the County is invested in supporting a healthy and prosperous community for its residents, and because it is one of the largest employers in the county, it is important that the County explore solutions to this problem. To work towards a vision of all working families in San Luis Obispo County having access to high quality, affordable child care, First 5 San Luis Obispo County (First 5) and Community Action Partnership of San Luis Obispo County (CAPSLO) have invited the County's participation in a child care study ("Study"). Other partners included in this study to date are the City of San Luis Obispo and the San Luis Coastal Unified School District and each are contributing funding to the Study. Other municipal partners are being encouraged to join the study. This partnership will develop recommendations for addressing the shortage of child care in San Luis Obispo County.

Already, County employees are being proactive in tackling this issue by participating in task forces through the We are the Care initiative. There are three different task forces including Cross Sector Collaboration, Government Engagement and the Public Awareness Campaign. Representatives from Human Resources and the County Administrative Office sit on two of these task forces. While many challenges exist, this partnership is committed to further diagnosing key factors contributing to the child care shortage and identifying solutions that local government and employers can implement to increase access to affordable, high quality child care.

OTHER AGENCY INVOLVEMENT/IMPACT

First 5, CAPSLO, the We Are the Care initiative, and the County Administrative Office were involved in the creation of this agreement. The agreement has been approved by County Counsel as to form and legal effect.

FINANCIAL CONSIDERATIONS

The funds for the County contribution to this study does not exist in the adopted budget. Therefore, staff is requesting a transfer in the amount of \$20,000 from General Fund Contingencies to Fund Center 112 – Human Resources to fund the study. All staff time dedicated to this study will be covered by existing departmental budgets.

The City of San Luis Obispo and the San Luis Coastal Unified School District are also contributing \$20,000 each to the study. Any additional organizations that join the study moving forward will also contribute funds. However, even if no additional organizations join, the study will still be conducted with the existing available funds.

RESULTS

This agreement will support the completion of a Study on local childcare to support progress toward all residents having access to high quality, affordable child care. In addition, to other deliverables the Study will:

- Partner with the County to enhance the County's Family Friendly Workplace Policies and benefits

- Identify benchmark agencies that are similar to the County's size and demographics and their applicable Family Friendly Workplace policies
- Collaborate with the County to update or develop County policies
- Identify barriers that child care centers face in finding facilities and the role local government can play in improving and expediting access to facilities
- Create resources that outline the process and key stakeholders to open a child care center for child care providers
- Provide employers tools that will allow them to understand what actions they can take, regardless of their size, to provide a Family Friendly Workplace and access to child care

This recommended action is consistent with the County's goals to promote a healthy, prosperous community.

ATTACHMENTS

- 1 Memorandum of Understanding- County F5 CAPSLO Child Care Study