



# CITY OF SACRAMENTO

## DEPARTMENT OF PLANNING AND DEVELOPMENT

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November 19, 1985

Transportation and Community Development  
and Budget and Finance Committees  
Sacramento, California

Honorable Members in Session:

**SUBJECT:** Recommendations of the Mayor's Task Force on Child Care (M85-047)

### SUMMARY

Child care has been identified as one of the major social issues of the 1980s. The City Council established the Mayor's Task Force on Child Care to develop recommendations to increase the availability, accessibility, and affordability of quality child care in Sacramento. The recommended policies and implementation programs are outlined below. Pages 5 through 7 of the attached Task Force report describe the recommendations.

### BACKGROUND INFORMATION

In April 1985, the City Council adopted Resolution 85-247 authorizing the formation of the Mayor's Task Force on Child Care. The Task Force, comprised of 29 members representing private employers, developers, public agencies, school and park districts, child care providers and parents, was divided into three committees. The Public Sector Committee focused on the role of local government as an employer and examined the child care needs of public employees and options for meeting those needs. The Committee also investigated actions local government could take to facilitate the development of child care services for the general public. The Private Sector Committee examined ways to expand Private Sector involvement in the development and expansion of child care services in the downtown and in suburban locations. The Schools and Parks Committee assessed the roles of public schools and recreation services and explored ways existing services could be used, expanded and coordinated to meet the growing need for child care.

Over the course of 3 months, specific issues and concerns were identified by the committees which assisted in the development of final recommendations. Following the development of recommendations by each committee, a Steering Committee was formed to review and finalize the recommended policies and the implementation programs.

The Mayor's Task Force on Child Care identified an increase in the demand for child care due to the increase in a) the number of working women in the workforce, b) the population of young children under the age of ten, and c) the number of two-paycheck and single parent families; and an increase in the cost of child care.

The Task Force, whose membership was comprised of both City and County residents and employers/employees recognized that successfully addressing the child care issue requires a regionwide effort and a partnership between the public and private sectors. The seven key recommendations of the Task force on Child Care are listed below. The primary recommendation is the appointment of a child care coordinator who would, among other duties, be responsible for educating and providing technical assistance to employers throughout the Sacramento region and for assisting interested school and park districts throughout the County in making available vacant and underutilized school and park land or facilities for child care. Because the tasks involve working with individuals and groups outside of the City limits and within the County, it is recommended that the coordinator be jointly funded by the City and the County.

The key recommendations of the Task Force are:

- o Adopt a guiding policy to encourage available, accessible, affordable, quality child care.
- o Appoint a Child Care Coordinator.
- o Educate and provide technical assistance to the public and private sectors.
- o Form a Technical Advisory Committee(s) to explore the use of vacant or underutilized public and quasi-public facilities and/or properties for child care.
- o Increase child care facilities in major employment centers and residential developments.
- o Explore the possibility of providing child care benefits to City employees.
- o Provide public financing assistance to child care providers.

Because a primary responsibility of the Child Care Coordinator would be educating and providing technical assistance to the business community throughout the County, it is recommended that the position be placed with the Sacramento Employment and Training Agency, which works closely with the Private Industry Council and administers the Head Start Program.

On November 7 and November 18, 1985, the City Planning Commission and the Sacramento Housing and Redevelopment Commission recommended that the City Council adopt the recommendations of the Mayor's Task Force on Child Care.

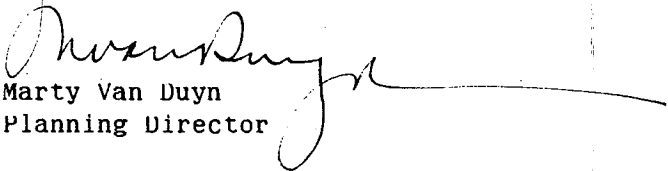
FINANCIAL INFORMATION

City staff recommends the adoption of a City/County Child Care Coordinator jointly funded 50 percent by the City and 50 percent by the County. City funding would be derived from general fund money. Staff estimates that the cost of a full-time Child Care Coordinator would be \$40,000 including benefits. Appropriation will be requested in the 1986-1987 operating budget.

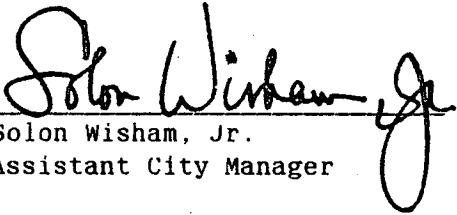
RECOMMENDATION

It is recommended that the City Council approve the recommendations of the Task Force on Child Care, including the position of a City-County Child Care Coordinator.

Respectfully submitted,

  
Marty Van Duyn  
Planning Director

RECOMMENDATION FOR APPROVAL:

  
Solon Wisham, Jr.  
Assistant City Manager

MVD:DP:BW:lr  
Attachments  
(M85-047)

# RESOLUTION NO.

ADOPTED BY THE SACRAMENTO CITY COUNCIL ON DATE OF

## RESOLUTION SUPPORTING THE RECOMMENDATIONS OF THE MAYOR'S TASK FORCE ON CHILD CARE (M85-047)

WHEREAS, the City Council recently reviewed its commitment to providing quality child care to working parents in Sacramento; and

WHEREAS, it is estimated that by the end of 1985, child care providers in the City and County of Sacramento will not be able to meet the child care needs of 40,000 children under the age of ten; and

WHEREAS, it is estimated that there will be a 35 percent increase in the number of children under the age of ten, from 110,000 to 150,000 in Sacramento County between 1980 and 2000; and

WHEREAS, the number of mothers of young children in the Sacramento area work force has increased threefold in the last decade; and

WHEREAS, there are more two-paycheck and single parent families than 25 years ago; and

WHEREAS, not only is there an increasing demand for child care to be available to all ethnic and cultural groups, and to be affordable and accessible, but research has demonstrated that there is a reduction in absenteeism, tardiness and job turnover of employees when their child care needs are adequately met; and

WHEREAS, the provision of child care is consequently in the economic interest of private businesses and public agencies.

NOW, THEREFORE, BE IT RESOLVED by the Mayor and Members of the Council of the City of Sacramento that the City of Sacramento adopt a guiding policy to encourage available, accessible, and affordable quality child care; and

BE IT FURTHER RESOLVED that a Child Care Coordinator, jointly funded by the City and the County, be appointed to educate and provide technical assistance to private and public employers; and

BE IT FURTHER RESOLVED that a technical advisory committee(s) be formed to explore the use of vacant or underutilized church, school, park and public facilities or properties for child care activities or facilities; and that the City Council will formally request that school and park districts adopt a policy to make unused or underutilized space available for child care; and that the Child Care Coordinator will work with the technical advisory committee(s); and the Coordinator will work to develop a pilot child care project with interested public and private agencies, with particular attention to the downtown; and that the coordinator will provide technical assistance to church organizations regarding child care; and

BE IT FURTHER RESOLVED that City staff identify ways to encourage developers to plan for child care facilities in major employment centers and residential developments and to report back to the City Council; and

BE IT FURTHER RESOLVED that the City Manager explore the possibility of providing child care benefits to City employees and to report back to the City Council; and

BE IT FURTHER RESOLVED, that the child care coordinator shall examine the feasibility of a revolving low-interest loan program to assist with capital and start-up costs for child care facilities, research matched funds grants program, and apply for public and private grants; and that the City Manager shall establish criteria requiring loan or grant recipients to provide affordable quality child care; and

BE IT FURTHER RESOLVED, that the City Council shall request that the Board of Supervisors join in the effort to make quality child care in the County of Sacramento more available, accessible and affordable by adopting these recommendations.

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MAYOR

ATTEST:

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CITY CLERK

DP:lr  
M85-047

# Recommendations from the Mayor's Task Force on Child Care



Sacramento  
California

October, 1985

October 7, 1985

Honorable Mayor and Members of the City Council:

During the past three months, the 29 members of the Mayor's Task Force on Child Care identified issues relating to child care and discussed a variety of options to increase the availability, accessibility and affordability of child care in the Sacramento area. The broad based membership of the Task Force represented the interests and concerns of the private and public sectors, child care providers and parents.

The issues of educating employers, and the financing and location of child care facilities, dominated the discussions of the Task Force.

The key recommendations of the Task Force are that the City Council:

- o Adopt a guiding policy to encourage available, accessible, affordable, quality child care;
- o Appoint a Child Care coordinator;
- o Educate and provide technical assistance to the public and private sectors;
- o Form a Technical Advisory Committee(s) to explore the use of vacant or underutilized public and quasi-public facilities and/or properties for child care;
- o Increase child care facilities in major employment centers and residential developments;
- o Explore the possibility of providing child care benefits to City employees; and
- o Provide public financing assistance to child care providers.

The Task Force believes that adoption of these recommendations will further economic development in the City; make quality child care more available, accessible and affordable; and enhance the quality of life for Sacramento residents.

It is within this framework that the Steering Committee respectfully submits these recommendations from the Mayor's Task Force on Child Care for your review and consideration.

Sincerely,

Members of the Steering Committee

Jacki White	Child Action, Inc.
Karen Hawkins	Child Action, Inc.
Bill Krum	KCS Development
Dr. Carl Mack	Del Paso Elementary School
Chris Powell	State Department of Personnel Administration

RECOMMENDATIONS  
FROM THE MAYOR'S TASK FORCE ON CHILD CARE

INTRODUCTION/HISTORY

Recognizing the growing demand for child care services, both in the downtown and suburban areas, the Sacramento City Council adopted Resolution 85-247 in April, 1985 (See Appendix). This Resolution authorized the formation of the Mayor's Task Force on Child Care, comprised of 29 members, to evaluate the need for child care and to develop specific recommendations to increase the availability, accessibility and affordability of quality child care in the Sacramento area. For the purposes of the Task Force, child care was defined as care outside of the child's home which is subsidized or paid for by the parent. The Task Force examined child care services for children between the ages of birth and twelve years (preschool to latchkey).

Committees

The Task Force was divided into three committees -- Public Sector, Private Sector, and Schools and Parks -- staffed by the Sacramento Housing and Redevelopment Agency, City Personnel Department, City Planning Division, and the City Department of Parks and Community Services. The Public Sector Committee focused on the role of local government as a large employer, and examined child care needs of public employees and options for meeting those needs. The Committee also investigated actions local government could take to facilitate the development of child care services for the general public. The Private Sector Committee examined ways to expand Private Sector involvement in the development and expansion of child care services, both in the downtown and suburban areas. The Schools and Parks Committee assessed the roles of community recreation services and schools, and explored ways existing services could be utilized, expanded and coordinated to meet the growing need for child care. Each committee met at least three times and developed recommendations for child care.

Following the development of recommendations by each committee, a Steering Committee was formed to review and finalize the recommended policies and the implementation programs.

**INCREASING DEMAND FOR CHILD CARE**

Child care has been identified as one of the major social issues of the 1980's. The demand for child care service continues to grow due to the increase in the number of women in the workforce, the increase in the population of young children under the age of ten, and the change in the composition of families.

More Working Mothers

In the last ten years, there has been a substantial increase in the number of mothers working full-time.



Nationally, the number of working mothers increased from 40% to more than 50% between 1970 and 1980. Even larger increases have occurred in Sacramento where the number of working women with children tripled between 1974 and 1980 from 18.6% to 57%. It is estimated that by the end of 1985, the Sacramento community will not be able to meet the child care needs of 40,000 children under the age of ten. These children represent 50% of children of working families needing child care.

The demand for child care has increased as more women with small children choose to work outside of the home. In 1950, married women with children under six years of age comprised 11.2% of the labor force. By 1974, the comparable figure was 35.7%. Today, over 40% of working women who take a leave of absence for the birth of a child return to work before their child's first birthday.

#### More Children

Between 1980 and 2000, statisticians predict a 35% increase in the number of children under the age of ten, from 110,000 to 150,000 in Sacramento County.

By the end of 1985, the number of children under six years of age will peak at 79,500, resulting in an increased demand for infant and preschool care. Later in this decade the demand for school age care will heighten. The increase in the number of children in Sacramento and Yolo Counties is expected to place a severe strain on child care services unless there is a matched increase in the number of child care programs available.

#### More Two-Paycheck and Single Parent Families

Today's families are smaller. In 1980, the average family size had two children, compared to an average of three in 1950. Women with smaller families are more likely to work and utilize child care. Over the past 25 years, the increase in the number of single-parent families, the tripled birth rate of unmarried women, and the growing trend for single mothers to establish their own households, has resulted in a greater demand for child care services.

#### **INCREASING COST OF CHILD CARE**

The cost of child care services in Sacramento County is increasing, making child care less affordable. Child care is the fourth highest expense for families after shelter, food and taxes. In 1984, the average monthly fees for full-time child care in a center were \$290 for infants and \$190 for preschool children. Given the 1980 median family income in Sacramento and Yolo Counties of \$20,700, the average annual cost for child care represents as much as 28% of a family's income.

## **SACRAMENTO RESPONDING TO THE NEED**

Sacramento is one of several California communities responding to the need for available, accessible and affordable child care services.

### Private Sector:

Proctor and Gamble, Sutter Community Hospital and Mercy Hospital are among local examples of employers providing child care benefits to employees in the form of voucher programs.

### Public Sector:

The State of California has a policy requiring all new office developments housing 700 employees or more to incorporate physical space for a child care center; a grant program to assist with start-up costs for state employee-directed centers; and a latch key program providing \$37.7 million for before and after school child care administered by the Department of Education through local school districts.

Child Action, Inc., is a State funded child care resource and referral agency, which helps parents locate available and affordable child care services.

The County of Sacramento has a part-time child care coordinator to help County employees find child care services. The County contracted with a community child care network system for resource and referral services.

The City Council created the Mayor's Task Force on Child Care to develop specific recommendations to make child care more available, accessible and affordable.

### Public/Private Partnership:

The City and County of Sacramento have joined major corporations in funding the California Child Care Initiative to increase the child care supply.

While positive steps have been taken locally, the projected demand for child care requires an increased commitment by both the private and public sectors to assure available, accessible, affordable, quality child care in Sacramento.

## **ISSUES ADDRESSING CHILD CARE**

The Mayor's Task Force on Child Care identified the following concerns and observations regarding the provision of child care services in Sacramento:

- o The number of working women with infants and preschool age children is increasing; and more child care services and benefits are needed.

- o There is a lack of awareness of the demand for child care services, and a consequent need for public and private sector employers to be educated about the demand, economic incentives and business benefits of child care.
- o Determining areas of greatest need and demand for child care are essential.
- o Efforts should be made to place affordable, quality child care near the home, school, and work place.
- o Vacant or underutilized properties owned by public or quasi-public entities (Sacramento Housing and Redevelopment Agency, recreation districts, school districts, and churches) might be possible sites for child care facilities.
- o The high start-up costs of establishing a child care facility are a major reason that more child care facilities are not available.
- o The spiraling costs of child care require that particular attention be paid to the child care needs of lower income families.
- o Options for employer supported child care exist, and need wider dissemination.
- o Increased coordination of existing resources would assist in better dissemination of information about the demand for child care centers, financing options, and site development.
- o The existing and potential impacts of child care facilities and services on school enrollments and desegregation must be addressed to better utilize child care services in the future.

TASK FORCE RECOMMENDATIONS

After identifying the growing need for child care and discussing a variety of issues and options, the Mayor's Task Force on Child Care recommends that the City Council adopt the following policies and implementation programs:

1. ADOPT A GUIDING POLICY TO ENCOURAGE AVAILABLE, ACCESSIBLE, AFFORDABLE, QUALITY CHILD CARE

It is recommended that child care services be available to all Sacramento families who need them, and that the City of Sacramento assist in this effort by identifying and coordinating existing resources and by cooperating into public-private partnerships to increase the availability, accessibility, and affordability of quality child care in the City of Sacramento.

2. APPOINT A CHILD CARE COORDINATOR

A key recommendation of the Task Force is that the City Council direct the City Manager to appoint a full-time Child Care Coordinator who would work with representatives from the private and public sectors to pursue the goals outlined in this report.

3. EDUCATE AND PROVIDE TECHNICAL ASSISTANCE TO THE PUBLIC AND PRIVATE SECTORS

The Coordinator, in cooperation with the child care community and key business groups (i.e., Metropolitan Chamber of Commerce), shall work to educate public and private employers and service clubs (i.e., Rotary Club, Lions Club) about the demand for quality child care and the economic incentives and business benefits of child care.

4. FORM A TECHNICAL ADVISORY COMMITTEE(S) TO EXPLORE THE USE OF VACANT OR UNDERUTILIZED CHURCHES, SCHOOLS, PARKS AND PUBLIC FACILITIES OR PROPERTIES FOR CHILD CARE ACTIVITIES OR FACILITIES.

- a. Encourage City Council to formally request that School and Park Districts adopt a policy to make unused or underutilized space available for child care.

It is recommended that the City Council draft a letter to Sacramento area school boards and park districts encouraging them to adopt a policy to make space available for child care.

- b. Coordinator to Form Schools Technical Advisory and Parks Technical Advisory Committee.

The Child Care Coordinator shall work with interested school districts and park districts to explore and possibly develop vacant, underutilized school and park land or facilities for child care.

c. Develop a Pilot Child Care Project with Interested Public and Private Agencies

The Coordinator shall work to develop a pilot project utilizing a public-private partnership. Particular attention shall be paid to the child care needs in the downtown area.

d. Identify Possible Sites

The City Council shall draft a letter to the Sacramento Council of Churches and the Interfaith Service Bureau, encouraging these organizations to identify existing church facilities being used for child care and to work to make additional child care services available.

e. Coordinator to Provide Technical Assistance

The Coordinator shall work with interested church organizations to provide appropriate informational materials and technical assistance on child care in church facilities.

5. INCREASE CHILD CARE FACILITIES IN MAJOR EMPLOYMENT CENTERS AND RESIDENTIAL DEVELOPMENTS

a. Direct Planning Staff to Develop Incentives

The City Council shall direct Planning staff to identify ways to encourage developers to plan for child care facilities, and to report back within a six month period. Consideration should be given to expediting the building permit process, reducing business license fees, providing density bonuses, etc.

b. Direct Planning Staff to Develop a "Child Care Provider Check List"

The City Council shall direct Planning staff to develop and provide a check list of the permit process and public agencies which must be contacted.

6. EXPLORE THE POSSIBILITY OF PROVIDING CHILD CARE BENEFITS TO CITY EMPLOYEES

a. Research Options to Provide Child Care Benefits

The City Manager shall direct the Department of Personnel to review different child care benefit options and work policies for City employees. Consideration should be given to parental leave, job sharing, "flex" time, voucher payments for child care and other benefits that would assist with employee child care. The City Manager is to report to the City Council any recommendations on child care related benefits that may be considered in negotiating future contracts with employee organizations.

7. PROVIDE PUBLIC FINANCING ASSISTANCE TO CHILD CARE PROVIDERS

a. Examine Feasibility of a Revolving Low-Interest Loan

The Child Care Coordinator shall work with Sacramento Housing and Redevelopment Agency (SHRA) staff to determine the feasibility and the cost of providing a revolving, low-interest loan program to assist with start-up costs for child care facilities. (e.g. land acquisition, building construction, and building rehabilitation).

b. Research Matched Funds Grant Program

The Child Care Coordinator shall work with SHRA staff to research the feasibility of a finance program which would match public funds to private funds, to assist child care providers with start-up costs.

c. Apply for Public and Private Grants

The Child Care Coordinator shall contact public and private grant foundations, and apply for grants which could be used to supplement the proposed revolving loan fund or to finance other projects.

d. Establish Criteria Requiring Loan or Grant Recipients to Provide Affordable Child Care

The City Manager shall establish requirements to ensure that loan or grant recipients provide quality child care that is affordable for all economic levels of the general public (e.g. sliding fee scales).

**APPENDIX**

o Resolution No. 85-247

o Committee Reports

Public Sector

Private Sector

Schools and Parks

o Task Force Members

# RESOLUTION NO. 85-247

ADOPTED BY THE SACRAMENTO CITY COUNCIL ON DATE OF

APR 2 1985

## RESOLUTION AUTHORIZING A MASTER PLAN FOR CHILD CARE

WHEREAS, the City Council recently renewed its commitment to providing quality child care to working parents in Sacramento; and,

WHEREAS, it is currently estimated that there are 41,847 children in Sacramento County who need child care, and of these, only four in ten are in licensed child care; and,

WHEREAS, by the year 2000, it is expected that the need for child care will more than double with an additional 44,000 children needing care; and,

WHEREAS, not only is there an increasing demand for child care to be available to all ethnic and cultural groups, and to be affordable and accessible, but research has demonstrated that there is a reduction in absenteeism and tardiness for employees when their child care needs are adequately met; and,

WHEREAS, the provision of child care is consequently in the economic interest of local businesses and the City;

NOW, THEREFORE, BE IT RESOLVED by the Mayor and members of the Council of the City of Sacramento, that there be a Task Force formed to evaluate child care on a city-wide basis and henceforth be called the Mayor's Task Force on Child Care; and,

BE IT FURTHER RESOLVED that the Task Force is charged with developing specific recommendations to increase the availability, accessibility and affordability of quality child care in the private sector, the public sector and the schools, particularly through an analysis of financing mechanisms and modifications in land use and transportation planning; and,

BE IT FURTHER RESOLVED that the final product of the Task Force will be a report entitled, "A Master Plan for Child Care in Sacramento;" and,

BE IT FURTHER RESOLVED that the Planning Department is directed to return to the City Council in two weeks with specific recommendations to further develop the committee structure of the Task Force (see Attachment A) and its time line; and,

BE IT FURTHER RESOLVED that each member of the Sacramento City Council will forward names of Task Force nominees to the Mayor, individuals having expertise in finance, land use and transportation planning, or child care; and,

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APR 2 1985



BE IT FURTHER RESOLVED that the Mayor will select from the pool of nominees and the Council will ratify those individuals who will sit on the Task Force, with the goal of achieving committees representative of all segments of the community having an interest in child care; and,

BE IT FURTHER RESOLVED that one staff person each from the City Finance Department, the City Planning Department, and the Sacramento Housing and Redevelopment Agency will prepare background material and agenda, and will take the lead role in developing the summary report of the committee's recommendations; and,

BE IT FURTHER RESOLVED that it is the Council's wish that Sacramento County join in this effort in order to provide consistent guidelines throughout the City and the County, and that the Mayor is asked to request that the Board of Supervisors join in the development of a City-County Master Plan for Child Care.

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## CHILD CARE TASK FORCE - PUBLIC SECTOR COMMITTEE

The following recommendations and considerations were developed by the Public Sector Committee and are presented by category.

### RECOMMENDATIONS AND CONSIDERATIONS

#### Government As A Role Model

It is recommended that the City:

1. Consider different options and work policies for its own employees, such as broadening the benefit program to include, such additions as parental leave, job sharing, voucher payments for child care, and other benefits benefitting child care.
2. Create a new position of child care specialist. The duties of this position would be to serve as a child care advocate; disseminator and coordinator of child information including programs and projects such as documenting the need for child care for employees as it relates to such leave, absenteeism, etc, providing criteria for better child care choices to developers, providers, private employees and parents, assisting in surveys/feasibility studies to identify sites for child care and insure on-going operational success.
3. Participate in a pilot project utilizing a public-private partnership promoting and creating maximum child care options.

#### Government As A Facilitator

It is recommended that the City:

1. Create an on-going advisory group (appointed by the mayor/council) made up of members from various levels of government, the private sector and the child care community. This group could provide input on child care options and possibilities for the expansion and development of child care services.

#### Technical Assistance

It is recommended that the City:

1. Planning Department should continue to provide developers with a check list of physical standards for construction of child care facilities.

#### Public Financing

It is recommended that the City:

1. Identify and/or provide public financing assistance (loans or grants) for land acquisition, building construction, building rehabilitation, operational assistance, etc., associated with the provision of child care services. The public financing assistance would be related to a program of matching public funds to private funds used for the subject purpose.

2. Consider incentives to private sector for priority treatment such as expediting building permit process, reduction in business license fees, etc. for development activities providing for child care services.
3. Establish criterion for individuals, companies or organizations using assistance in terms (1) and (2) above to assure fiscal responsibility, management ability, credit worthiness, etc.
4. Assure that developments assisted with items (1) and (2) above should be available, accessible, and affordable for all economic levels of the general public with specific provisions such as sliding scale of fees to assure public benefit.

### Public/Private Partnerships

It is recommended that the City:

1. Use public facilities, loans, etc. to encourage the joint development of services, which in turn would encourage growth in the private child care community and use of such centers by both private and public sector consumers.
2. Consider incentives to private sector for priority treatment such as density bonuses, participation in donation of in-kind services; use of public buildings with unused or underutilized space; etc. for joint public/private development activities providing for child care services.
3. Establish criterion for individuals, companies or organizations using assistance in items (1) and (2) above to assure fiscal responsibility management ability; credit worthiness, etc.
4. Assure that developments assisted with items (1) and (2) above should be available, accessible, and affordable for all economic levels of the general public with specific provisions such as sliding scale of fees, to assure public benefit.

#### Public Sector Committee:

Karen Hawkins, Chairperson  
Kathleen Casanave  
Paul Schmidt  
Norma Johnson  
Chris Powell  
Ruth O'Hearn  
Gary Hagen

#### Staff

Donna Giles  
Andy Plescia

## DRAFT ISSUES - DISCUSSION - RECOMMENDATIONS

SUBJECT: Mayor's Task Force on Child Care - Private Subcommittee Members Recommendations

### SUMMARY

Over the course of three meetings, the Mayor's Task Force on Child Care - Private Subcommittee identified specific issues and concerns and developed final recommendations for some of the issues. In addition, implementation policies have been prepared for adoption. The final recommendations are intended to increase the private sector's involvement in the development and expansion of child care services in downtown and suburban areas.

### ISSUES

The following issues were identified:

1. The number of women with infants and preschool children and of single parent households of all incomes entering and staying in the work force is increasing, therefore, more child care services and benefits are needed.
2. The scarcity of child care is more actively felt by households of low and moderate income. Affordable child care (especially infant care) facilities are needed.
3. With governmental funds dissolving, private businesses should assist with child care funding (i.e., private and public joint ventures).
4. Determining areas of greatest need and demand for child care are essential. Efforts should be made to place affordable quality child care near the home, school, and work place.
5. It is imperative to have affordable child care but within those parameters the child care must be of quality and child care staff should be compensated for their efforts.
6. Incorporating child care facilities into residential and non-residential development should be promoted and information to developers about child care benefits should be disseminated.
7. Child care provisions for ill children should be recognized by employers by providing family sick leave.
8. The high cost of liability insurance associated with providing child care affects the availability and affordability of child care.
9. The inflexibility in State child care regulations tend to affect the availability and location of child care.

DISCUSSION

Although the Committee identified several complex issues, recommendations and implementation strategies were made for four of them.

Some particular concerns to the Committee were the barriers and hurdles related to child care providers. A few of the major barriers and hurdles identified were the rigid State child care regulations, the limited number of available sites for a facility in the central business district and the high land and construction costs for child care facility development. Other concerns discussed were the need to educate employers and developers about the child care demand, incentives and benefits. The Committee reviewed and discussed the possible funding and financing for child care and came up with several recommendations.

Based on the issues and discussions described above, the Private Subcommittee concluded with the following recommendations:

Recommended Policies and Implementation Programs

1. Encourage through public agencies the education of employers and developers about the child care demand, economic incentives and benefit programs available to employers and employees.
  - o City Council shall recommend that Child Action Inc. expand its role to assist with promoting child care in the following manner:
    - o Speak with employers and employer-oriented private and public service clubs (i.e., Rotary Club, Lions Club) about the demand, economic incentives and business benefits of child care.
    - o Inform private and public employers about "careteria" benefit programs, flextime and corporate ventures.
    - o Encourage service organizations, like the Sacramento Foundation to participate in meeting the child care demand by providing funding for Child Action to educate employers and by providing funding for child care facility start-up costs.
2. Encourage the use of vacant, underutilized and existing public and quasi-public facilities for child care facilities (e.g., schools, parks, recreational centers, churches etc.).
  - o City Council shall Direct City staff to identify available City facilities and vacant land.
  - o City Council shall draft a letter to Sacramento Area School Boards encouraging them to adopt a policy to make available space for child care on school properties.

- o City Council shall draft a letter to the Council of Churches encouraging them to make their facilities available for child care programs.
- 3. Encourage residential and non-residential developers to plan for child care centers in major employment centers and residential developments.
  - o City Council shall direct Planning Staff to identify ways to encourage developers to plan for on-site child care facilities and to report back within 6 months.
- 4. Make private and local government funds available for start-up costs to child care providers.
  - o City Council shall draft a letter to the Sacramento Foundation encouraging them to become involved in assisting in meeting the child care demand by providing grants or low interest loans for start-up costs for child care.
  - o City Council shall direct the City Manager to look into the feasibility and cost of providing a revolving low-interest loan program for start-up costs for child care facilities.

BW:lr

FINAL REPORT AND RECOMMENDATIONS

GOAL: To make specific recommendations that will increase the availability, affordability, and accessibility of child care services through utilization, expansion, and coordination of community resources and child care services.

PROCESS: The committee assessed the roles of community recreation services and the schools as well as other child care providers and various support services and how the existing services could be utilized, expanded, and coordinated to meet the growing need.

ISSUES: The committee identified a number of specific issues and/or concerns related to their goal with particular focus on facilities, planning, programmatic, coordination, and transportation. Included in these were the following:

Facilities

- . The need to survey all existing and potential child care facilities
- . Retrofitting existing public buildings (schools, community centers, etc.) to provide for child care spaces
- . New schools to include child care facilities
- . New housing developments to include child care facilities
- . School district policies and attitudes regarding use of school district facilities by outside agencies

Planning

- . Comprehensive plan and process for coordinating, facilitating, and implementing child care services
- . Process for organizing neighborhood/community groups around child care needs

Programmatic

- . Impact of child care facilities and services on school enrollments/desegregation as well as other community service programs including park and recreation services
- . Various program and operational models
- . Training programs for additional staffing resources

### Coordination

- . City and/or County Coordinator for Child Care Services
- . Comprehensive plan (see above)
- . Impact of Child Care Services on other services (see above)
- . Formal coordination/cooperative agreements, planning, and resource sharing between agencies

### Transportation

- . Bus routes (R.T. and School Districts) planned relative to Child Care services and facilities
- . Land Use Planning and Zoning requiring location of Child Care facilities in proximity to bus routes

DISCUSSION & ANALYSIS: Over the course of four meetings the committee identified and discussed the above issues and concerns and began the process of formulating specific recommendations related to each issue. During the final discussion, the committee strongly agreed that the issues raised were so complex and inter-related that they could not make specific recommendations without a great deal more technical information.

Of particular concern to the committee was the impact of child care services and facilities on schools and other social service agencies as it related to enrollment, facilities, desegregation efforts, and other programmatic factors. Any specific recommendations that encouraged the development of new or expansion of existing services and facilities for child care, while commendable, may not be practical to implement without thoroughly addressing the other issues.

While supportive of the need to provide for and coordinate quality child care services, the committee strongly feels that a more detailed study needs to be completed and developed in the form of a comprehensive plan for child care services that will consider all of the issues raised by the committee. They also suggested that the problem transcends city boundaries and county located school districts, and recreation agencies need to be involved in the development of the plan. The committee further suggests that some of the recommendations being formulated by the other sub-committees will need to be considered in this plan as their implementation may also impact the provision of child care services and the development of child care facilities.

Other significant issues discussed by the committee included the need to have a City/County Coordinator for Child Care to serve as the focal point for and provided the leadership in, developing and coordinating effective child care services throughout the City and County. Also, considerable emphasis was placed by the committee on facilitating the organization of grass roots/ community based groups around child care needs.



The policy statement and recommendations submitted therefore are reflective of this discussion:

RECOMMENDATIONS: The Sub-Committee on Parks and Schools is fully supportive of the need for qualitative, coordinated child care services in the City and County of Sacramento and recommends the following:

- 1) That a comprehensive plan be developed for the organization, delivery, and coordination of child care services in the City and County of Sacramento. Due to the time constraints placed on the Mayor's Task Force on Child Care, it is further recommended that this Task Force be continued until the comprehensive plan is developed.
- 2) The City Council ask the governing boards or other appropriate body of the appropriate agencies to endorse the concept of developing a comprehensive plan for child care services and authorize staff participation on and/or support of the work of the Technical Committee described below.
- 3) That a City/County Coordinator of Child Care Services position be established responsible for:
  - a) Organizing neighborhood/community groups around child care needs
  - b) Surveying all existing and potential child care facilities
  - c) Investigating various program and operational models
  - d) Facilitating and coordinating the activities of the Technical Advisory Committee and provide general leadership to the development of the comprehensive plan
  - e) Implementing the plan and developing a process for continual updating of the plan.
- 4) The plan be developed by a Technical Advisory Committee comprised of management staff employees of the following agencies:

City of Sacramento, Planning Department  
City of Sacramento, Department of Parks and Community Services  
Sacramento City Unified School District  
Elk Grove Unified School District  
San Juan Unified School District  
Grant Joint Union High School District

Folsom-Cordova Unified School District  
Representative appointed by the Council of  
Recreation and Parks Agencies  
Regional Transit  
Child Action  
County of Sacramento, Planning Department  
County of Sacramento, Children's Commission  
County of Sacramento, Department of Parks and Recreation  
Sacramento County Board of Education

5) That the Technical Committee be charged with the following responsibilities:

- a) To submit their plan and recommendations to the reconvened Mayor's Task Force on Child Care by September 1986.
- b) To consider in the plan and recommendations as a minimum:

The issues and recommendations identified by the various sub-committees to include:

- . Retrofitting existing public buildings (schools, community centers, etc.) to provide for child care spaces
- . New schools to include child care facilities
- . New housing developments to include child care facilities
- . School District policies and attitudes regarding use of school district facilities by outside agencies
- . Impact of Child Care Facilities and Services on school enrollments/desegregation as well as other community service programs including park and recreation services
- . Formal coordination/cooperative agreements, planning, and resource sharing between agencies
- . Bus routes (R.T. and School Districts) planned relative to child care services and facilities
- . Land Use Planning and Zoning requiring location of child care facilities in proximity to bus routes

6) That the Mayor's Task Force on Child Care complete its review of the Comprehensive Plan and submit the Task Forces recommendations to the Mayor and City Council by October 1986.

MAYOR'S

TASK FORCE ON CHILD CARE

PUBLIC SECTOR COMMITTEE

1. Karen Hawkins -- Child Action, Inc.
2. Trisha Stanionis -- Downtown Association
3. Ron Rule -- Capitol Area Development Authority
4. Ruth O'Hearn -- Labor Representative
5. Gary Hagen -- Child Care Provider
6. Chris Powell -- State Department of Personnel Administration
7. Sam Walton -- SHRA Commissioner
8. Joyce Austin -- Board of Supervisors, Representative
9. Norma Johnson -- Head Start
10. Kathleen Casanoff -- Parent

PRIVATE SECTOR COMMITTEE

1. Andee Press-Dawson -- Child Care Coalition
2. Bill Krum -- Office Developer
3. Rod Carmody -- Chamber of Commerce
4. Karen Arnold -- Child Care Provider
5. Nancy Ormandy -- County Planning
6. Sandra Simpson -- City Planning Commissioner
7. Joann Yee -- Parent
8. Randy Sater -- Office Developer
9. Cynthia Easton -- Architect

SCHOOLS AND PARKS COMMITTEE

1. Jacki White -- Child Care Coalition
2. Ann Kohl -- County Council of Recreation & Park Agencies
3. Louise Perez -- Sacramento City Unified School District Board Member
4. Nick Floratos -- County Board of Education
5. Jerry Grant -- Child Care Provider
6. Phyllis Westrup -- Parent
7. Roger Dickinson -- Regional Transit Board Member
8. Dr. Carl Mack -- Del Paso Elementary School
9. Kandee Mamula -- Project Maestra
10. General Davie -- Elk Grove School District