



MEASURE C COMMUNITY ADVISORY COUNCIL MEETING AGENDA

Wednesday, April 23, 2025
5:30 PM – 9:00 PM

First 5 Alameda Conference Center
1115 Atlantic Avenue
Alameda, CA, 94501
Conference Room A

The public may access the meeting via
Zoom Webinar ID: 883 1568 9104
Passcode: 640750

Link: <https://first5alameda-org.zoom.us/j/88315689104?pwd=Dali2yBYeKKPZtKcbooRebaCuUE9nU.1>

1. Welcome & Call to Order

Facilitator Dania Torres Wong will call this meeting to order at 5:30 PM.

2. Roll Call

3. Review Agenda & April 12, 2025 Meeting Minutes

4. Measure C Logo Children’s Art Contest

5. 5-Year Plan Discussion and Recommendations

6. Public Comment

This portion of the meeting is reserved for persons desiring to address the Community Advisory Council. At this time, the Public is invited to make any comments related to items not on the agenda within the Council’s purview. The Council will receive public comment in person or by Zoom utilizing the Q&A Box. Speakers are limited to two minutes. Public comment will be limited to 15 minutes.

7. Adjournment

Information about access:

If you need special assistance to participate in this meeting, including interpreter services, please contact Evelyn Navarro at evelyn.navarro@first5alameda.org or (510) 279-6350 at least 7 business days before the scheduled Community Advisory Council meeting so First 5 can make reasonable arrangements to ensure accessibility. Times indicated are estimates and subject to change.



Teleconferencing Guidelines

The Measure C Community Advisory Council meetings may be teleconferenced. Please be aware that not all meetings are teleconferenced (hybrid). It is important to check the public agenda for specific meeting details.

For teleconferenced meetings, members of the Public may watch and provide public comment as follows:

- Spoken public comments will be accepted during the teleconference meeting. To address the Community Advisory Council, click on the meeting link located at the top of the meeting agenda to access the Zoom-based meeting. You may also join the meeting by smartphone. Please read the following instructions carefully.
- Written comment is accepted 24 hours prior to the scheduled meeting, unless otherwise noted on the meeting agenda. To provide written comment on an agenda item or to raise an issue as Public Input, you may send an email to Evelyn.Navarro@first5alameda.org. Please include your name and indicate either the agenda item number you are addressing or that your comment falls under general Public Input. Copies of all written comments submitted by the deadline above will be provided to each Community Advisory Council member and will be added to the official record. Written comments submitted after the deadline will only be added to the official meeting record. Comments will NOT be read into the record during the meeting.

You may download the Zoom client or connect to the meeting in-browser. If you use your browser, make sure you are using a supported operating system and current, up-to-date browser. Certain functionality may be disabled in older browsers, including Internet Explorer. You will be asked to enter an email address and name.

If you would like to offer spoken public comment:

- We request that you identify yourself by name as this will be visible online and will be used to notify you that it is your turn to speak.
- At the start of the meeting or when the item on which you wish to speak is taken up by the Community Advisory Council, please utilize the Zoom Q&A Box to notify First 5 staff that you would like to make public comment. When it is time for public comment, staff will activate and unmute speakers in turn. Speakers will be notified shortly before they are called to speak.
- When called, please limit your remarks to the time limit allotted on the meeting agenda.

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Measure C Community Advisory Council Retreat Minutes

April 12, 2025, 9:00am-2:00pm

First 5 Alameda County Conference Center, Alameda, CA

Community Advisory Council Members Present: Nancy Harvey, Kym R. Johnson, Maéva Marc, Paulene McCarthy, Savitha Moorthy, David Padilla, Mitch Sigman and Robert E. Williams

Community Advisory Council Members Not Present: Tracey Black, Heidi Gerard, Cristina Ramirez Fonua

First 5 Alameda County Staff Present: Vanessa Cedeño Geisner, Lisa Forti, Cally Martin, Edirle Menezes, Ayano Ogawa, Laura Schroeder, Jualeah Shaw, Kristin Spanos, Nick Zhou

Facilitators: Dania Torres Wong, Ramee Serwanga, Natalie Walrond

Agenda Item Speaker	Discussion	Follow Up
<p>1. Welcome & Call to Order</p> <p>D. Torres Wong J. Shaw</p>	<p>Jualeah Shaw, First 5 Senior Administrative Associate, provided instructions to the public on how to access interpretation services in Spanish and Cantonese for in person attendees.</p> <p>Facilitator Torres Wong called the Community Advisory Council meeting to order at 9:17am.</p> <p>Facilitator Torres Wong announced public comment for items on the agenda and items not on the agenda would be taken at the end of the meeting.</p> <p>Facilitator Torres Wong reminded attendees and the Council that the purpose of the meeting was to:</p> <ul style="list-style-type: none"> • Ground in the intent, goals, and mandates of the Measure C ordinance • Align on shared understanding of equity and how to use it to inform recommendations 	<p>None.</p>



Agenda Item Speaker	Discussion	Follow Up
	<ul style="list-style-type: none"> • Understand and weigh the tradeoffs that will need to be made with regard to Measure C investments • Generate Community Advisory Council recommendations to inform the 5-Year Plan for Measure C’s Child Care, Preschool, Early Education Account. 	
2. Roll Call D. Torres Wong	Facilitator Torres Wong led roll call. Council members Nancy Harvey, Kym Johnson, Maéva Marc, Paulene McCarthy, Savitha Moorthy, David Padilla, Mitch Sigman and Robert E. Williams were present. Council members Tracey Black and Heidi Gerard were excused. Council member Cristina Ramirez Fonua was not present.	None.
3. Review Agenda & March 26, 2025 Meeting Minutes D. Torres Wong	Facilitator Torres Wong reviewed the meeting agenda and asked if Council members had any corrections to the March 26, 2025 meeting minutes.	None.
4. Grounding in the Ordinance and Equity Mandates D. Torres Wong K. Spanos L. Schroeder N. Walrond	Facilitator Torres Wong presented the Grounding in the Measure C Ordinance, reminding the Community Advisory Council of its role and the purpose as outlined in the Measure C Ordinance (attached). Kristin Spanos, First 5 Chief Executive Officer, introduced the Investments and Programmatic Design portion of the presentation (attached). Kristin Spanos introduced Laura Schroeder, First 5 Director of Data and Evaluation, who presented data highlighting the cost of meeting the full needs of Alameda County’s early care and education system.	None.



Agenda Item Speaker	Discussion	Follow Up
	<p>Measure C Prioritized Investment Areas:</p> <ul style="list-style-type: none"> • ACCESS • WORKFORCE • WAGES • FACILITIES <p>Council members provided comments and asked clarifying questions that were answered by First 5 team members Kristin Spanos, Laura Schroeder, and Lisa Forti, First 5 Director of Planning.</p> <p>Facilitator Natalie Walrond presented on the importance of equity in Measure C, reviewed the equity mandates in the Measure C ordinance, and discussed the negative impacts of redlining in Alameda County which resulted in large multigenerational wage gaps (attached).</p> <p>Facilitator Walrond also highlighted some of the statistics that demonstrate the impact of structural inequities on early care and education providers and professionals.</p> <p>Council members Robert Williams, David Padilla, Kym Johnson, Nancy Harvey, Maeva Mark provided comments on equity and the historical framework.</p> <p>The Council recessed for a 15-minute break at 10:33am.</p>	
<p>5. Weighing and Aligning on the Trade Offs</p> <p>D. Torres Wong C. Martin N. Zhou</p>	<p>Cally Martin, First 5 Deputy CEO, presented Weighing the Trade Offs (attached) and introduced Nick Zhou, First 5 Chief Financial Officer.</p> <p>Nick Zhou introduced and demoed the fiscal calculator tool.</p>	<p>The Gradients of Agreement consensus tool was introduced at this meeting and will be revisited at the next Community Advisory Council meeting.</p>



Agenda Item Speaker	Discussion	Follow Up
	<p>Council members appreciated the work of First 5 staff in developing the tool and asked clarifying questions regarding the fiscal calculator tool and the assumptions built into the tool.</p> <p>First 5 staff Nick Zhou, Lisa Forti, Ayano Ogawa, Kristins Spanos, Laura Schroeder addressed the Council’s questions.</p> <p>Vanessa Cedeño Geisner, First 5 Chief of Staff, made an announcement about the Measure C Logo Children’s Art Contest and reminded the public and the Council to turn in any art submissions they had received. The art submissions received will be reviewed by First 5 staff with a subset ranked at the April 23, 2025 CAC meeting.</p> <p>The Community Advisory Council released for a 30-minute lunch break and group photo at 12:18pm and reconvened at 12:54pm.</p> <p>Facilitator Serwanga introduced the Weighing the Trade-Offs pair share activity to the Community Advisory Council. The Council reported out on their pair share discussions and on each pair’s preferred proportionality for the allocation of Measure C funding based on the four scenarios presented.</p> <p>The Council member pairs for this activity were: Harvey and Padilla, Marc and Sigman, McCarthy and Moorthy, Johnson and Williams.</p> <p>Following report outs from the pairs, Facilitator Torres Wong introduced the Gradients of Agreement consensus tool.</p> <p>Facilitator Serwanga facilitated the Gradients of Agreement Part 1: Proportionality exercise.</p>	

Agenda Item Speaker	Discussion	Follow Up
	<p>Gradients of Agreement allocation of funding scenario based on the pattern in the pair report outs:</p> <ul style="list-style-type: none"> • High - Providers (50%) • Medium - Access (30%) • Low - Family Friend and Neighbor (20%) <p>Guiding Questions:</p> <ul style="list-style-type: none"> • Is there alignment related to the proportionality related to the providers, for families, and for caregivers? • Are we in agreement? <p>Council members reported out on their Gradients of Agreement Scale with a score of one indicating that the Council member strongly supported the presented scenario; a score of two indicating they supported the scenario with reservations; a score of three indicating they abstained or could not decide; a score of four indicating they did not support the scenario but would go along with the group; and a score of five indicating they did not support the scenario.</p> <p>There was no clear consensus among Council members on the presented allocation scenario. However, Council members indicated that they were interested in a scenario that brought the investments in Families/Access closer to the level of investment in Providers.</p>	
<p>6. Public Comment</p> <p>D. Torres Wong</p>	<p>Facilitator Torres Wong opened public comment for items on the agenda and items not on the Agenda, Agenda Item 6.</p> <p>The Community Advisory Council members received public comment from:</p>	<p>None.</p>



Agenda Item Speaker	Discussion	Follow Up
	<u>In person:</u> Clarissa Doutherd Shruti Agarwal Sarika Rathi	
7. Adjournment D. Torres Wong	Facilitator Torres Wong adjourned the meeting at 2:34pm	None.

WELCOME / ¡Bienvenidos! / 歡迎

The meeting will begin momentarily.

- Spanish and Chinese interpretation is available
- Please silence your cell phone
- This meeting is being recorded

WELCOME / ¡Bienvenidos! / 歡迎

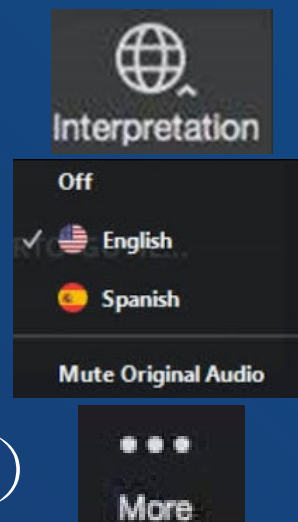
我們提供同步翻譯-請各位選擇一種語言

用電腦參與視訊

- 點擊位於螢幕底部的地球圖標
- 選擇中文

用手機參與視訊

- 按螢幕右下角的三個點（更多）
- 點選語言翻譯
- 選擇中文
- 按螢幕右上角的完成



INTERPRETACIÓN SIMULTANEA AL ESPAÑOL DISPONIBLE - TODOS DEBEN ELEGIR UN LENGUAJE

ENTRANDO A ZOOM POR COMPUTADORA

- Apriete el símbolo del Globo terráqueo ubicado en la parte inferior de la pantalla.
- Elija ESPAÑOL
- Apague el Audio Original (para solo escuchar una voz)

ENTRANDO A ZOOM POR TELEFONO INTELIGENTE

- Presione los 3 PUNTOS sobre la palabra MORE o MAS y busque INTEPRETACIÓN
- Elija ESPAÑOL
- Presione DONE o FINALIZAR, arriba y de lado derecho de la pantalla

MEASURE C COMMUNITY ADVISORY COUNCIL MEETING – PUBLIC COMMENT APRIL 23, 2025, 5:30 PM – 9:00 PM



- Public comment for agendized and non-agendized matters within the Council’s purview will be taken at the end of the meeting.
- There is a 2-minute time limit for public comment. The timer will beep when time has expired.
- Public comment will be limited to 15 minutes.
- When submitting your request to make public comment, please share your name, affiliation (if any), and the agenda item you would like to comment on (when appropriate).

Instructions for virtual public comment:

- Submit your request to make public comment in the Q&A Box **prior** to the presentation and discussion of that agenda item.
- Virtual attendees are muted. When it is your turn to speak, the host will call your name and unmute you. You will also need to **unmute** your microphone.

Instructions for in-person public comment:

- Sign up to provide public comment on the public comment sign up list, **prior** to the Public Comment item at the top of the agenda, so that your name can be called by a First 5 team member.



5-YEAR PLAN INVESTMENTS

April 23, 2025
COMMUNITY ADVISORY COUNCIL



TODAY'S MEETING

GOALS

- Align on the proportionality of major Measure C investments
- Align on the eligibility and design criteria of major Measure C investments
- Identify what is needed to finalize the 5-Year Plan

AGENDA

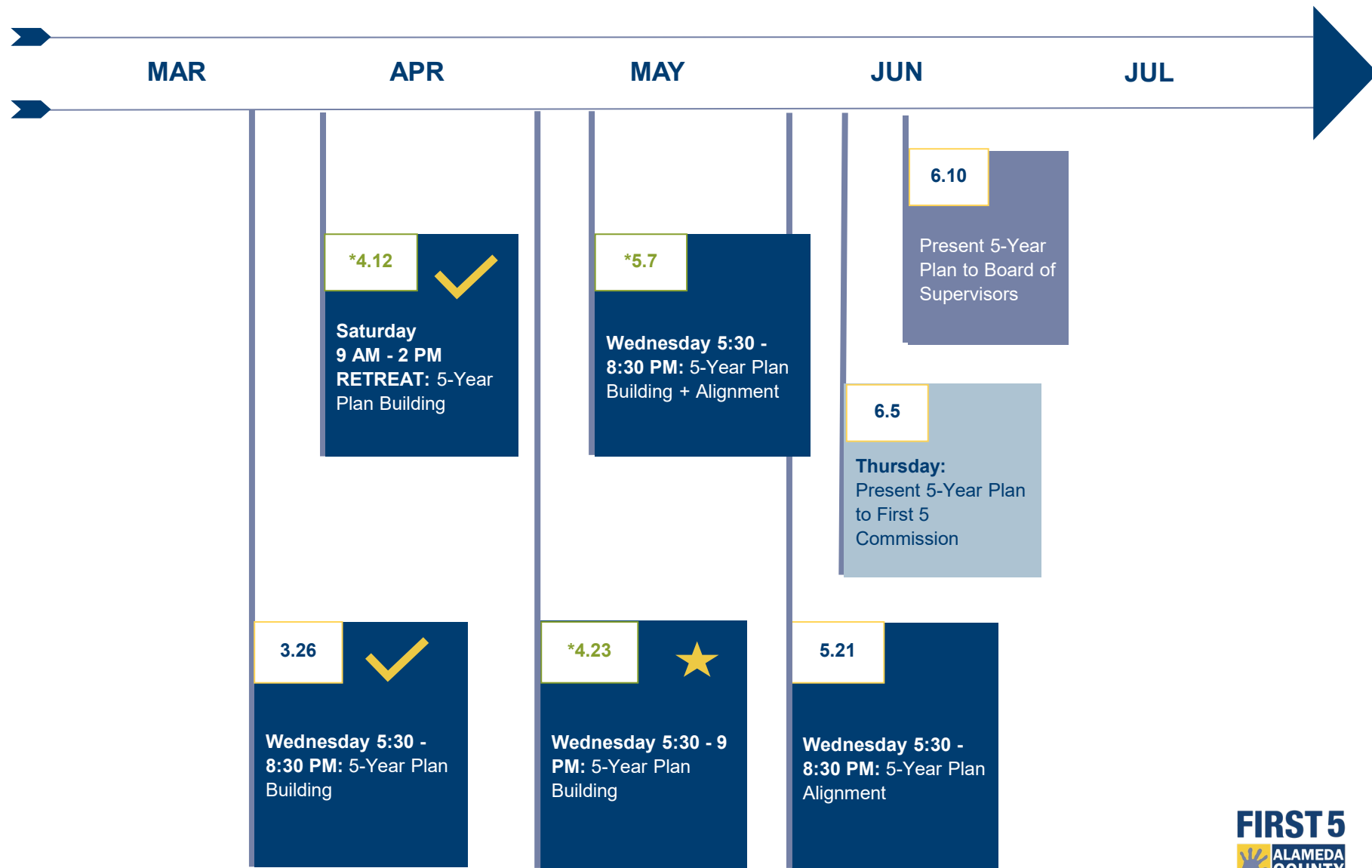
1. Welcome and Call to Order
2. Roll Call
3. Agenda Review
4. Measure C Logo Children's Art Contest
5. 5-Year Plan Discussion & Recommendations
 - Proportionality of Major Investments
 - Key Eligibility and Program Design Elements
6. Public Comment
7. Adjourn

Aug

- ✓ CAC Orientation
- ✓ CAC Data Walk
- ✓ CAC Prioritize Quick Wins
- ✓ Propose Emergency Stabilization Fund to CAC
- ✓ Workforce Development (Community Listening Session)
- ✓ Propose Emergency Stabilization Fund to First 5 Commission - APPROVED
- ✓ Workforce Development (Community Listening Session)
- ✓ Access to Care (Community Listening Session)
- ✓ Wages and Compensation (Community Listening Session)
- ✓ Facilities (Community Listening Session)
- ✓ Quality / Inclusion / Family Navigation (Community Listening Session)
- ✓ Family Friend and Neighbors (Community Listening Session)
- ✓ Present Emergency Stabilization Fund to the Board of Supervisors part 1
- ✓ Present Emergency Stabilization Fund to the Board of Supervisors part 2

Mar

5-YEAR PLAN DEVELOPMENT PROCESS UPDATED CAC MEETING CALENDAR





Measure C Logo Children's Art Contest

Measure C Logo Children's Art Contest



Measure C Logo Children's Art Contest



MEASURE C INVESTMENT POINTS OF RECOMMENDATION



MEASURE C CONCEPT DESIGN: *PROGRAM DESIGN EXAMPLES*

PARTICIPATING PROVIDERS

- Wage Enhancements
- Operating Grants
- Contracted Slots
- Access to Facilities Grants
- Professional Development

BROADER COMMUNITY BENEFITS

- FFN** voucher enhancements
- Family Resource Centers**
- Family navigation** to concrete supports and child care
- Community-based facilities** e.g. playgrounds, family shelters
- Educational supports**, e.g. inclusion
- Parent leadership**, engagement and networking
- Workforce** apprenticeships and professional development (work supports)
- Technology** to support eligibility and enrollment

DESIGN AND ELIGIBILITY

SUMMARY OF KEY QUESTIONS FOR CAC CONSIDERATION

Provider Eligibility to Participate

- 1. Should eligibility be limited to providers who are already providing care for families receiving public child care subsidy?*
- 2. Should concentrated poverty by place also be a part of the provider eligibility criteria?*

Providers/Wages

- 3. What level of poverty census tracts should we choose?*

Families/Slots

- 4. Should slots be distributed based on the same poverty census tract criteria as the provider wage?*
- 5. Should we prioritize slots for infants and toddlers?*

Family, Friend, Neighbor Caregivers

- 6. Should we provide a voucher enhancement to FFN caregivers who serve children ages*
 - 0-5 OR*
 - children up to age 12?*

GRADIENTS OF AGREEMENT

A tool to assess consensus among the CAC members



APRIL 12 CAC MEETING: GRADIENTS OF AGREEMENT

Allocation of funding scenario based on the pattern in the pair report outs:

- **High - Providers (50%)**
- **Medium - Access (30%)**
- **Low - Family Friend and Neighbor (20%)**

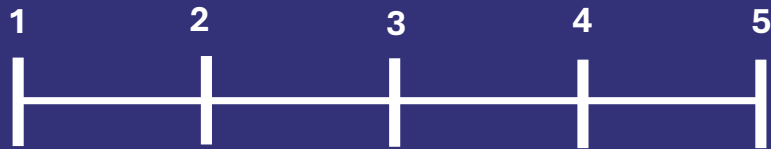
Guiding Questions:

- *Is there alignment related to the proportionality related to the providers, for families, and for caregivers?*
- *Are we in agreement?*

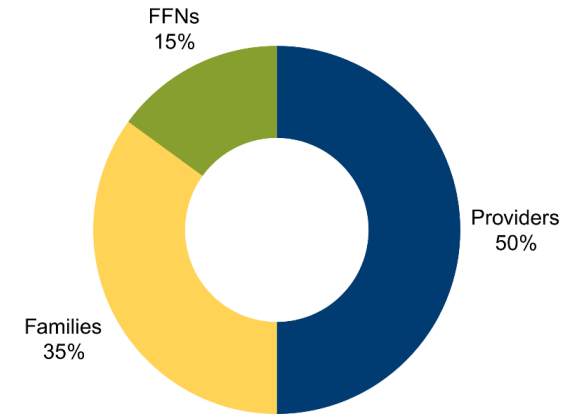
CAC Member	Vote	Rationale
Harvey, Nancy	1	I'm a provider that has suffered long and hard; I, too, was on the ground floor of Measure A, and that was the primary concern. Providers could not pay their work force
Johnson, Kym	4	Too much of a gulf between providers and parents. Want providers and access closer together
Marc, Maeva	4	Want to see more children served; access
McCarthy, Paulene	1	We have been talking about provider rates for over 30 years; this is an opportunity to really make a difference
Moorthy, Savitha	2	Agree, that there is too much of a gulf between providers and parents. Want providers and access closer together. But overall, agree with this proposal
Padilla, David	2	Suggestion to invest heavily on provider side to ensure services are delivered. That's the most valuable investment here – not to say the others are not, but there is an incredible need
Sigman, Mitch	4	Too much of a gulf between providers and parents. Want providers and access closer together; access has to be closer to providers; is key to sustainability
Williams, Robert	2	I'm for the providers, but I have reservations

GRADIENTS OF AGREEMENT: PROPORTIONALITY

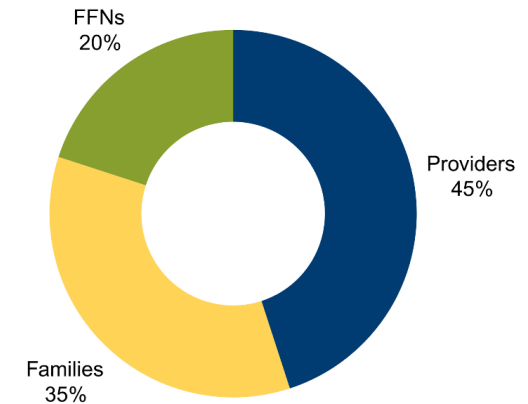
3 Scenarios based on
gradients of agreement from
the last CAC meeting



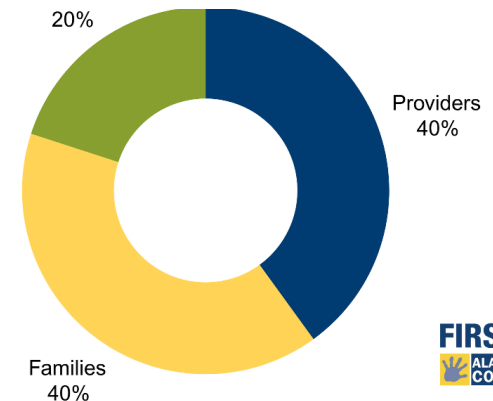
50% | Providers/Wages
35% | Families/Slots
15% | FFNs



45% | Providers/Wages
35% | Families/Slots
20% | FFNs

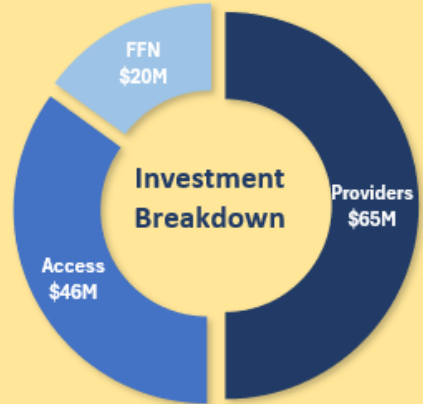


40% | Providers/Wages
40% | Families/Slots
20% | FFNs



Estimated Available Funding
\$130M

50% \$65M
 Provider
35% \$46M
 Access
 Family, Friend, and Neighbor
15% \$20M
 FFN



Access \$46M

Estimated Additional Children

2,100

Unmet Need

Infant/Toddler 23,500
 Preschool 8,200

Provider \$65M

Eligibility	Estimated # of Teachers	Estimated Wage + Operating Grant + Admin		
		\$20/hour	\$30/hour	\$40/hour
Subsidy	2500	\$23.5M	\$73.8M	\$131.6M
Subsidy + Poverty Tracts (20%+)	3500	\$33.9M	\$105.3M	\$188.3M
Subsidy + Poverty Tracts (10%+)	4600	\$43.6M	\$135.8M	\$245.6M
Subsidy + Poverty Tracts (5%+)	7500	\$63.8M	\$207.6M	\$383.4M
All Sites	8700	\$71.9M	\$237.2M	\$441.9M

FFN \$20M

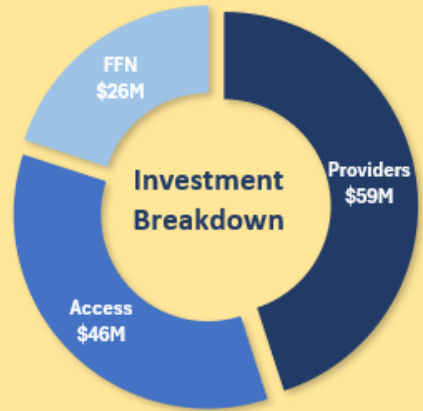
Estimated Monthly 0-5 Voucher Enhancement	Estimated Monthly 0-12 Voucher Enhancement Amount
\$590	\$430

Estimated Available Funding
\$130M

Provider
45% \$59M

Access
35% \$46M

Family, Friend, and Neighbor
20% \$26M



Access \$46M

Estimated Additional Children

2,100

Unmet Need

Infant/Toddler 23,500 Preschool 8,200

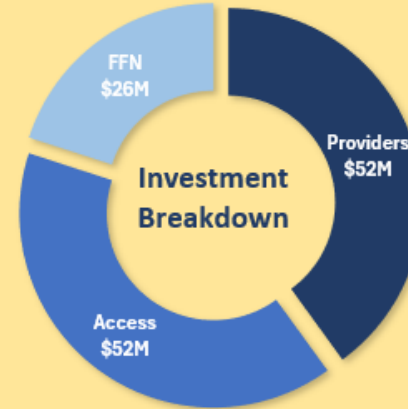
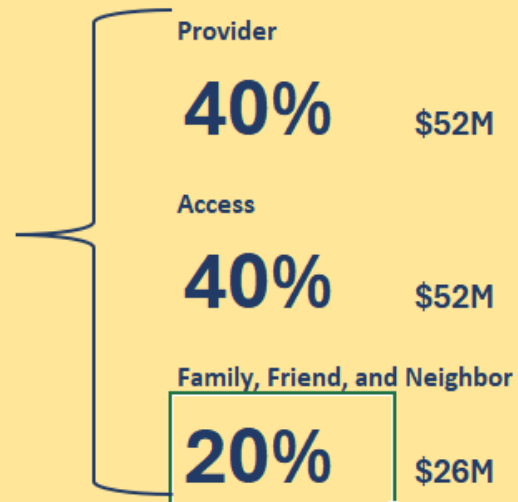
		\$59M		
		\$20/hour	\$30/hour	\$40/hour
		<u>Estimated Wage + Operating Grant + Admin</u>		
<u>Eligibility</u>	<u>Estimated # of Teachers</u>			
Subsidy	2500	\$23.5M	\$73.8M	\$131.6M
Subsidy + Poverty Tracts (20%+)	3500	\$33.9M	\$105.3M	\$188.3M
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Subsidy + Poverty Tracts (5%+)	7500	\$63.8M	\$207.6M	\$383.4M
All Sites	8700	\$71.9M	\$237.2M	\$441.9M

FFN \$26M

Estimated Monthly 0-5 Voucher Enhancement	Estimated Monthly 0-12 Voucher Enhancement Amount
\$790	\$570

Estimated Available Funding

\$130M



Access \$52M

Estimated Additional Children

2,400

Unmet Need

<i>Infant/Toddler</i>	<i>Preschool</i>
23,500	8,200

Provider

\$52M

Eligibility	Estimated # of Teachers	Estimated Wage + Operating Grant + Admin		
		\$20/hour	\$30/hour	\$40/hour
Subsidy	2500	\$23.5M	\$73.8M	\$131.6M
Subsidy + Poverty Tracts (20%+)	3600	\$35.1M	\$109.1M	\$195.2M
Subsidy + Poverty Tracts (10%+)	4800	\$44.8M	\$139.5M	\$252.2M
Subsidy + Poverty Tracts (5%+)	7600	\$64.6M	\$211.1M	\$389.9M
All Sites	8700	\$71.9M	\$237.2M	\$441.9M

FFN \$26M

Estimated Monthly 0-5 Voucher Enhancement

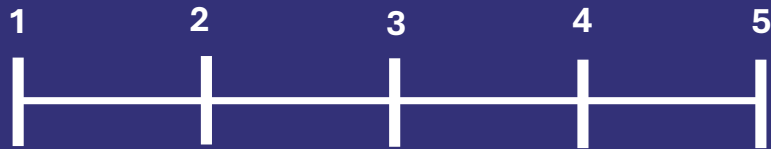
\$790

Estimated Monthly 0-12 Voucher Enhancement Amount

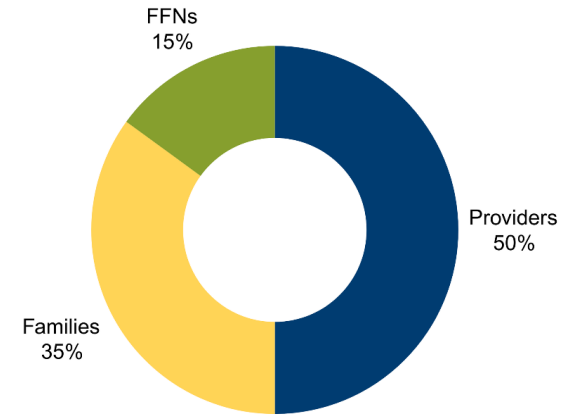
\$570

GRADIENTS OF AGREEMENT: PROPORTIONALITY

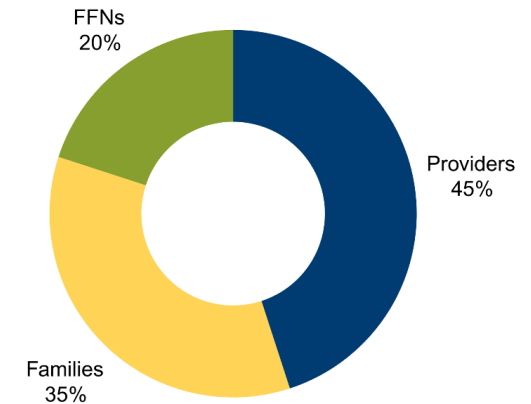
3 Scenarios based on
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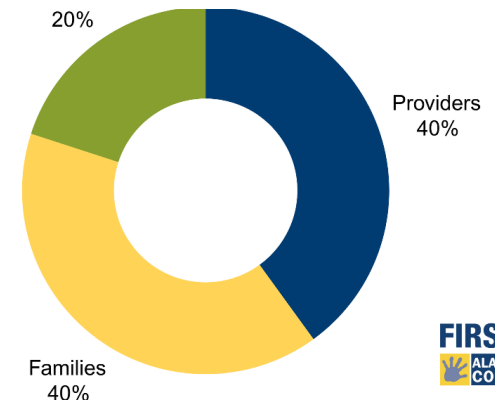
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35% | Families/Slots
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45% | Providers/Wages
35% | Families/Slots
20% | FFNs



40% | Providers/Wages
40% | Families/Slots
20% | FFNs



GRADIENTS OF AGREEMENT

A tool to assess consensus among the CAC members



Design and Eligibility:

PROVIDER ELIGIBILITY

1. Should eligibility be limited to providers who are already providing care for families receiving public child care subsidy?

Proposed Criteria:

Subsidy threshold that determines eligibility for a provider:

- FCC: At least 1 child 0-5
- Centers: 25% of 0-5 slots

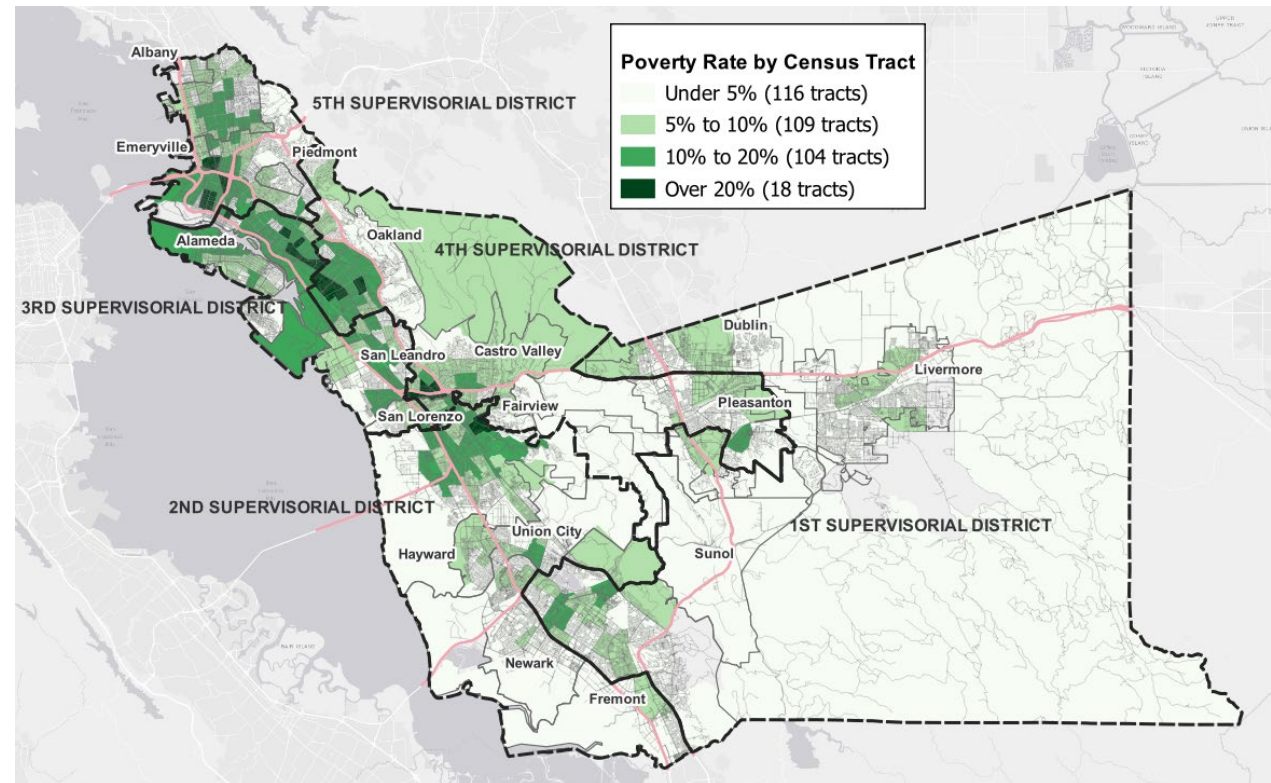
Point in time a provider must have served a child with a subsidy:

- Past 1 year

Design and Eligibility: PROVIDER ELIGIBILITY

2. *Should concentrated poverty by place also be a part of the provider eligibility criteria?*

The Federal Poverty Level is defined as an annual income of \$31,200 or less for a family of four.

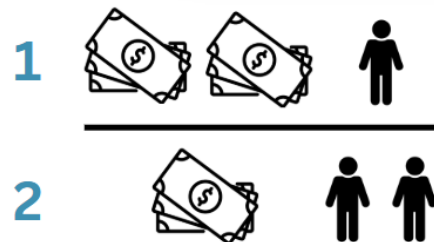


Design and Eligibility: PROVIDERS AND WAGES

3. What level of poverty census tracts should we choose?

For example, census tracts in the county that have at least 5% of people living in poverty would establish a wage floor for 6600 teachers (75% of total).

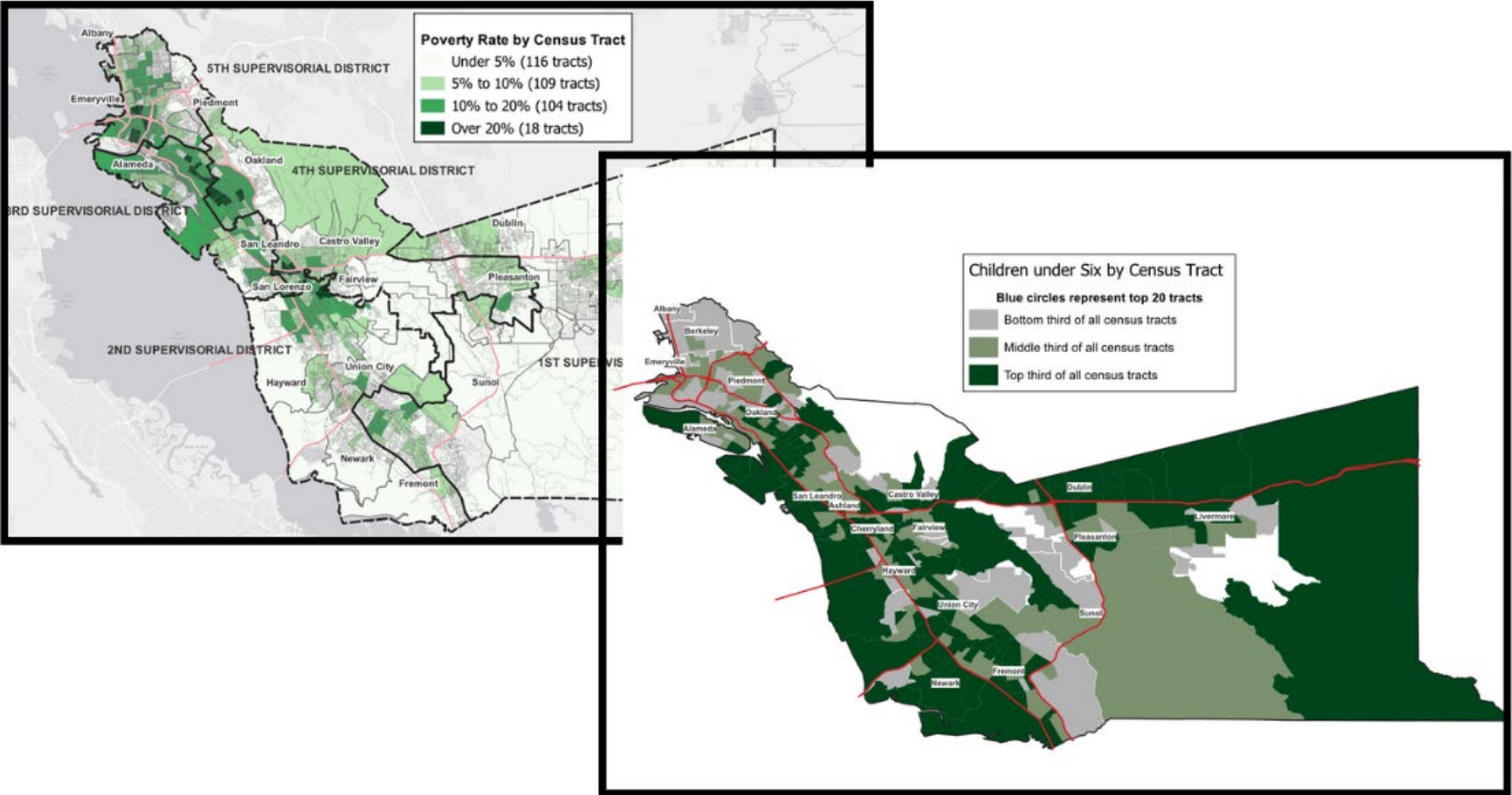
The more providers participating in the program, will result in funding for wages being spread out among more teachers.



Eligibility	Estimated Licensed Capacity <i>(Estimates as of April 18, 2025, and data is subject to change as new information is available)</i>	Estimated No. of Teachers
Subsidy	17,000	2500
Subsidy + Poverty Tracts (20%+)	18,000	2600
Subsidy + Poverty Tracts (10%+)	24,000	3700
Subsidy + Poverty Tracts (5%+)	38,000	6600
All	50,000	8700

Design and Eligibility: FAMILY ACCESS / SLOTS

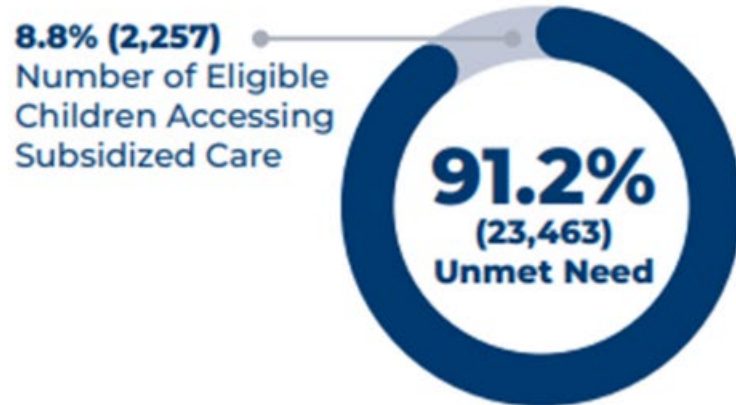
4. Should slots be distributed based on the same poverty census tract criteria as the provider wage?



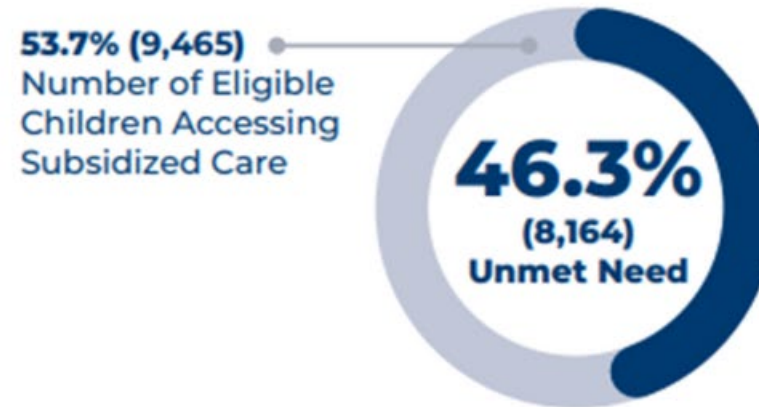
Design and Eligibility: **FAMILY ACCESS / SLOTS**

5. Should we prioritize slots for infants and toddlers?

**Infant/Toddler Unmet Need
for Subsidized Care (2021)²¹**

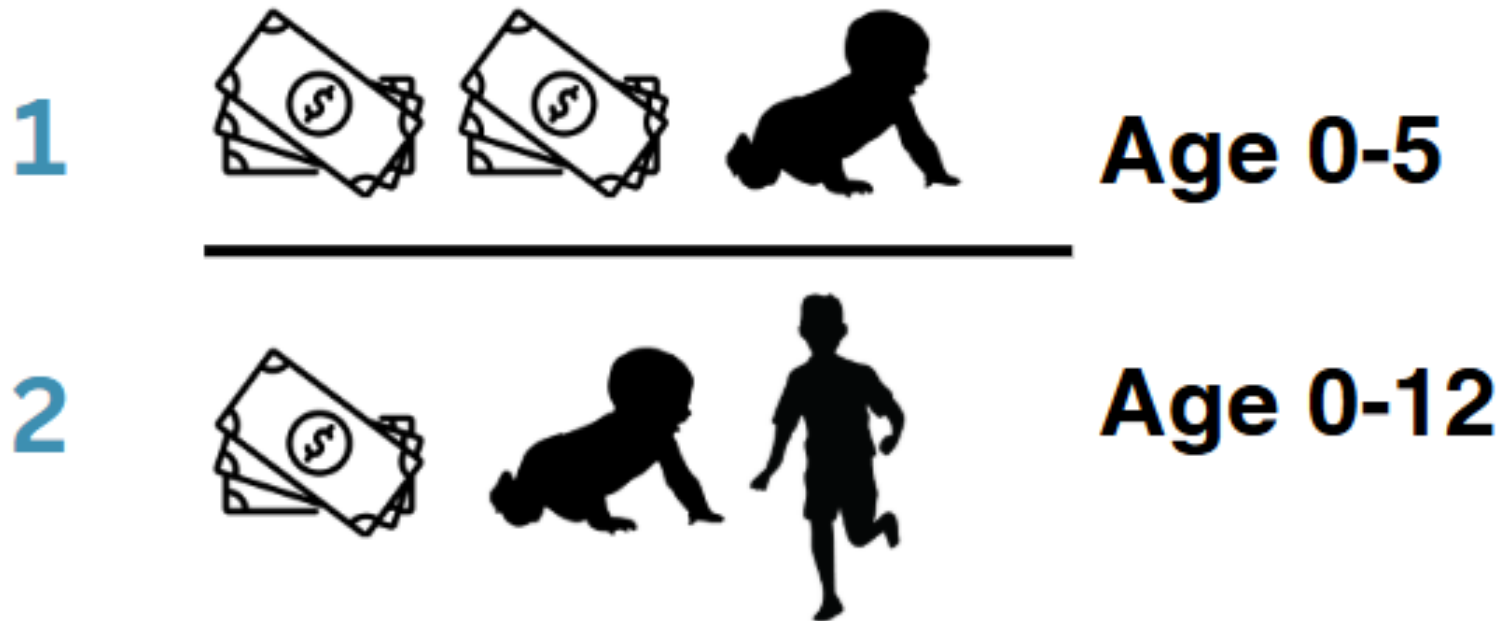


**Preschool Unmet Need
for Subsidized Care (2021)²¹**



Design and Eligibility: **FAMILY FRIEND AND NEIGHBOR CARE**

6. Should we provide a voucher enhancement to FFN caregivers who serve children ages 0-5 OR for caregivers serving children up to age 12?



MEASURE C COMMUNITY ADVISORY COUNCIL MEETING – PUBLIC COMMENT APRIL 23, 2025, 5:30 PM – 9:00 PM



- Public comment for agendized and non-agendized matters within the Council’s purview will be taken at the end of the meeting.
- There is a 2-minute time limit for public comment. The timer will beep when time has expired.
- Public comment will be limited to 15 minutes.
- When submitting your request to make public comment, please share your name, affiliation (if any), and the agenda item you would like to comment on (when appropriate).

Instructions for virtual public comment:

- Submit your request to make public comment in the Q&A Box **prior** to the presentation and discussion of that agenda item.
- Virtual attendees are muted. When it is your turn to speak, the host will call your name and unmute you. You will also need to **unmute** your microphone.

Instructions for in-person public comment:

- Sign up to provide public comment on the public comment sign up list, **prior** to the Public Comment item at the top of the agenda, so that your name can be called by a First 5 team member.

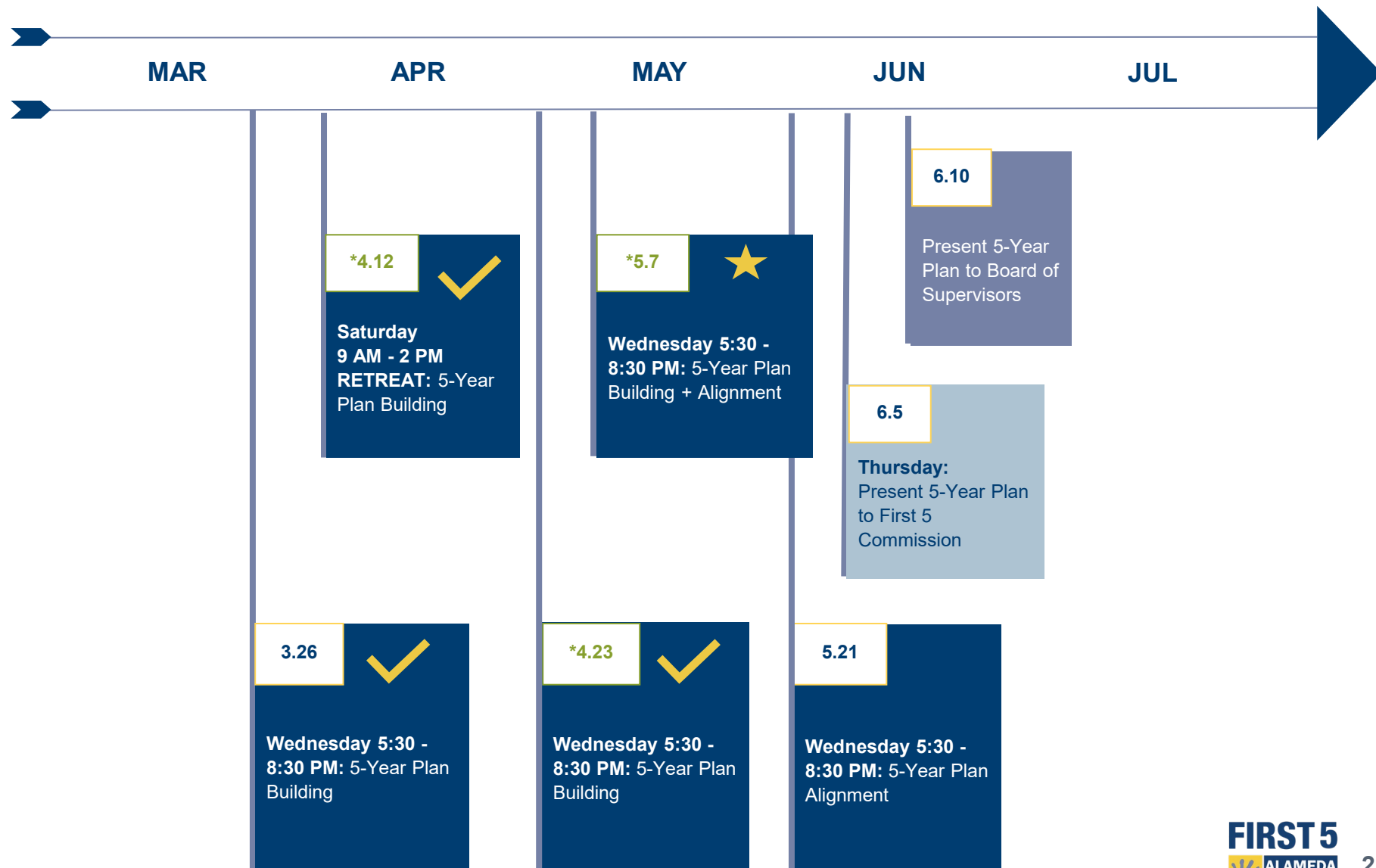
Aug

- ✓ CAC Orientation
- ✓ CAC Data Walk
- ✓ CAC Prioritize Quick Wins
- ✓ Propose Emergency Stabilization Fund to CAC
- ✓ Workforce Development (Community Listening Session)
- ✓ Propose Emergency Stabilization Fund to First 5 Commission - APPROVED
- ✓ Workforce Development (Community Listening Session)
- ✓ Access to Care (Community Listening Session)
- ✓ Wages and Compensation (Community Listening Session)
- ✓ Facilities (Community Listening Session)
- ✓ Quality / Inclusion / Family Navigation (Community Listening Session)
- ✓ Family Friend and Neighbors (Community Listening Session)
- ✓ Present Emergency Stabilization Fund to the Board of Supervisors part 1
- ✓ Present Emergency Stabilization Fund to the Board of Supervisors part 2

Mar

5-YEAR PLAN DEVELOPMENT PROCESS

UPDATED CAC MEETING CALENDAR



THANK YOU!

FIRST 5



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5-YEAR PLAN: MEASURE C DESIGN CONCEPT

Program Design Examples

Example to illustrate - not an exhaustive list of benefits

PARTICIPATING PROVIDERS

Examples:

- Contracted Slots
- Wage Enhancements
- Operating Grants
- Access to Facilities Grants
- Professional Development

BROADER COMMUNITY BENEFITS

Examples:

- **FFN** voucher enhancements
- **Family Resource Centers**
- **Family navigation** to concrete supports and child care
- **Community-based facilities** e.g. playgrounds, family shelters
- **Educational supports**, e.g. inclusion
- **Parent leadership**, engagement and networking
- **Workforce** apprenticeships and professional development (work supports)
- **Technology** to support eligibility and enrollment

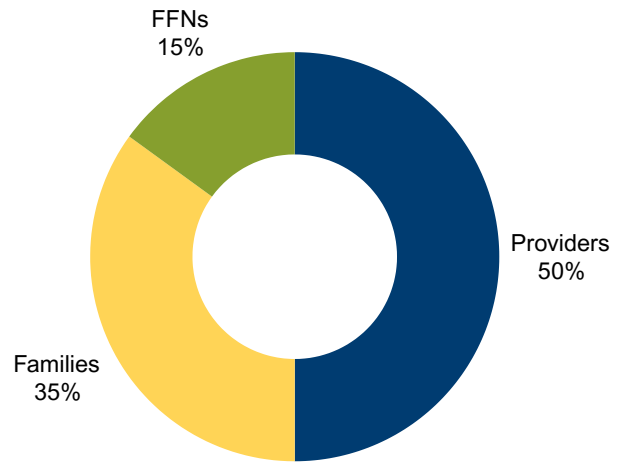
5-YEAR PLAN: CHOICE POINTS

Scenarios below reflect the gradients of agreement at the 4/12 retreat.

CAC members voted to have Provider and Family allocations closer to each other proportionally.

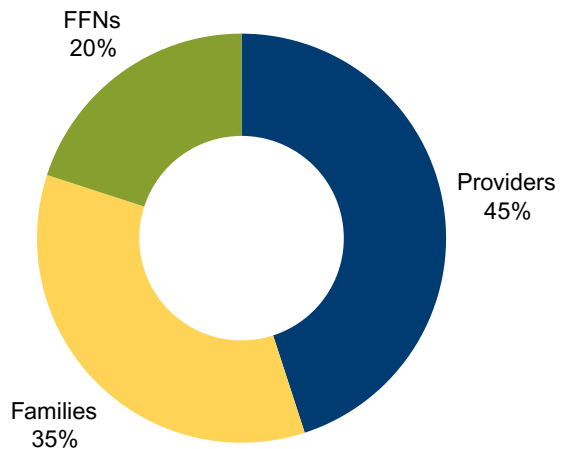
1

50% | Providers/Wages
35% | Families/Slots
15% | FFN/Stipends



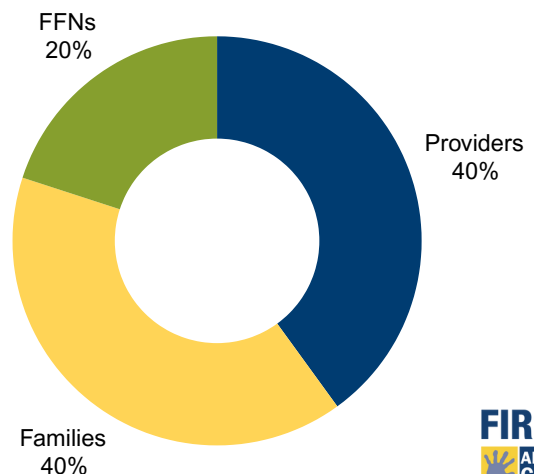
2

45% | Providers/Wages
35% | Families/Slots
20% | FFN/Stipends



3

40% | Providers/Wages
40% | Families/Slots
20% | FFN/Stipends



Continued: Screen shot of financial calculator tool; data is the same as prior page

1

Estimated Available Funding

\$130M

Provider: **50%** \$65M

Access: **35%** \$46M

Family, Friend, and Neighbor: **15%** \$20M

Access \$46M

Estimated Additional Children: **2,100**

Unmet Need: Infant/Toddler 23,500, Preschool 8,200

Provider \$65M

Eligibility	Estimated # of Teachers	Estimated Wage + Operating Grant + Admin		
		\$20/hour	\$30/hour	\$40/hour
Subsidy	2500	\$23.5M	\$73.8M	\$131.6M
Subsidy + Poverty Tracts (20%+)	3500	\$33.9M	\$105.3M	\$188.3M
Subsidy + Poverty Tracts (10%+)	4600	\$43.6M	\$135.8M	\$245.6M
Subsidy + Poverty Tracts (5%+)	7500	\$63.8M	\$207.6M	\$383.4M
All Sites	8700	\$71.9M	\$237.2M	\$441.9M

FFN \$20M

Estimated Monthly 0-5 Voucher Enhancement	Estimated Monthly 0-12 Voucher Enhancement Amount
\$590	\$430

2

Estimated Available Funding

\$130M

Provider: **45%** \$59M

Access: **35%** \$46M

Family, Friend, and Neighbor: **20%** \$26M

Access \$46M

Estimated Additional Children: **2,100**

Unmet Need: Infant/Toddler 23,500, Preschool 8,200

Provider \$59M

Eligibility	Estimated # of Teachers	Estimated Wage + Operating Grant + Admin		
		\$20/hour	\$30/hour	\$40/hour
Subsidy	2500	\$23.5M	\$73.8M	\$131.6M
Subsidy + Poverty Tracts (20%+)	3500	\$33.9M	\$105.3M	\$188.3M
Subsidy + Poverty Tracts (10%+)	4600	\$43.6M	\$135.8M	\$245.6M
Subsidy + Poverty Tracts (5%+)	7500	\$63.8M	\$207.6M	\$383.4M
All Sites	8700	\$71.9M	\$237.2M	\$441.9M

FFN \$26M

Estimated Monthly 0-5 Voucher Enhancement	Estimated Monthly 0-12 Voucher Enhancement Amount
\$790	\$570

3

Estimated Available Funding

\$130M

Provider: **40%** \$52M

Access: **40%** \$52M

Family, Friend, and Neighbor: **20%** \$26M

Access \$52M

Estimated Additional Children: **2,400**

Unmet Need: Infant/Toddler 23,500, Preschool 8,200

Provider \$52M

Eligibility	Estimated # of Teachers	Estimated Wage + Operating Grant + Admin		
		\$20/hour	\$30/hour	\$40/hour
Subsidy	2500	\$23.5M	\$73.8M	\$131.6M
Subsidy + Poverty Tracts (20%+)	3600	\$35.1M	\$109.1M	\$195.2M
Subsidy + Poverty Tracts (10%+)	4800	\$44.8M	\$139.5M	\$252.2M
Subsidy + Poverty Tracts (5%+)	7600	\$64.6M	\$211.1M	\$389.9M
All Sites	8700	\$71.9M	\$237.2M	\$441.9M

FFN \$26M

Estimated Monthly 0-5 Voucher Enhancement	Estimated Monthly 0-12 Voucher Enhancement Amount
\$790	\$570

5-YEAR PLAN: PROPOSED PROVIDER ELIGIBILITY CRITERIA

PROVIDER* ELIBILITY TO PARTICIPATE IN MEASURE C

1. *Should eligibility be limited to providers who are already providing care for families receiving public child care subsidy?*

Proposed Criteria:

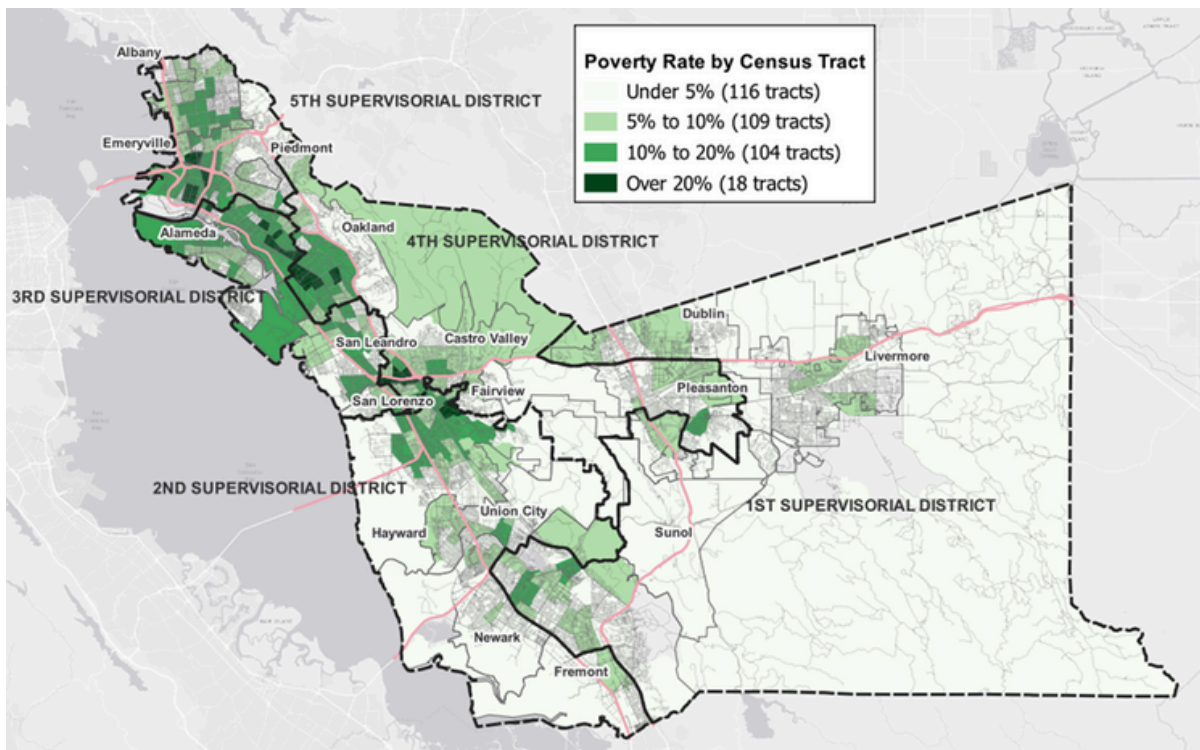
Subsidy threshold that determines eligibility for a provider:

- FCC: At least 1 child 0-5
- Centers: 25% of 0-5 slots

Point in time a provider must have served a child with a subsidy:

- Past 1 year

2. *Should concentrated poverty by place also be a part of the provider eligibility criteria?*



The 2025 Federal Poverty Level is \$32,150 per year for a family of 4

5-YEAR PLAN:

PROPOSED PROVIDER ELIGIBILITY CRITERIA *Cont...*

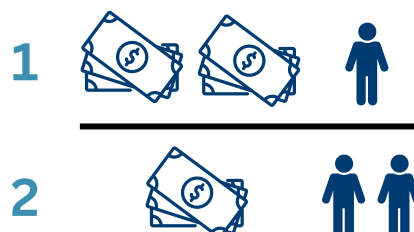
PROVIDERS/WAGES

Eligibility	Estimated Licensed Capacity <i>(Estimates as of April 18, 2025, and data is subject to change as new information is available)</i>	Estimated No. of Teachers
Subsidy	17,000	2500
Subsidy + Poverty Tracts (20%+)	18,000	2600
Subsidy + Poverty Tracts (10%+)	24,000	3700
Subsidy + Poverty Tracts (5%+)	38,000	6600
All	50,000	8700

3. *What level of poverty census tracts should we choose?*

For example, census tracts in the county that have at least 5% of people living in poverty would establish a wage floor for 6600 teachers (75% of total).

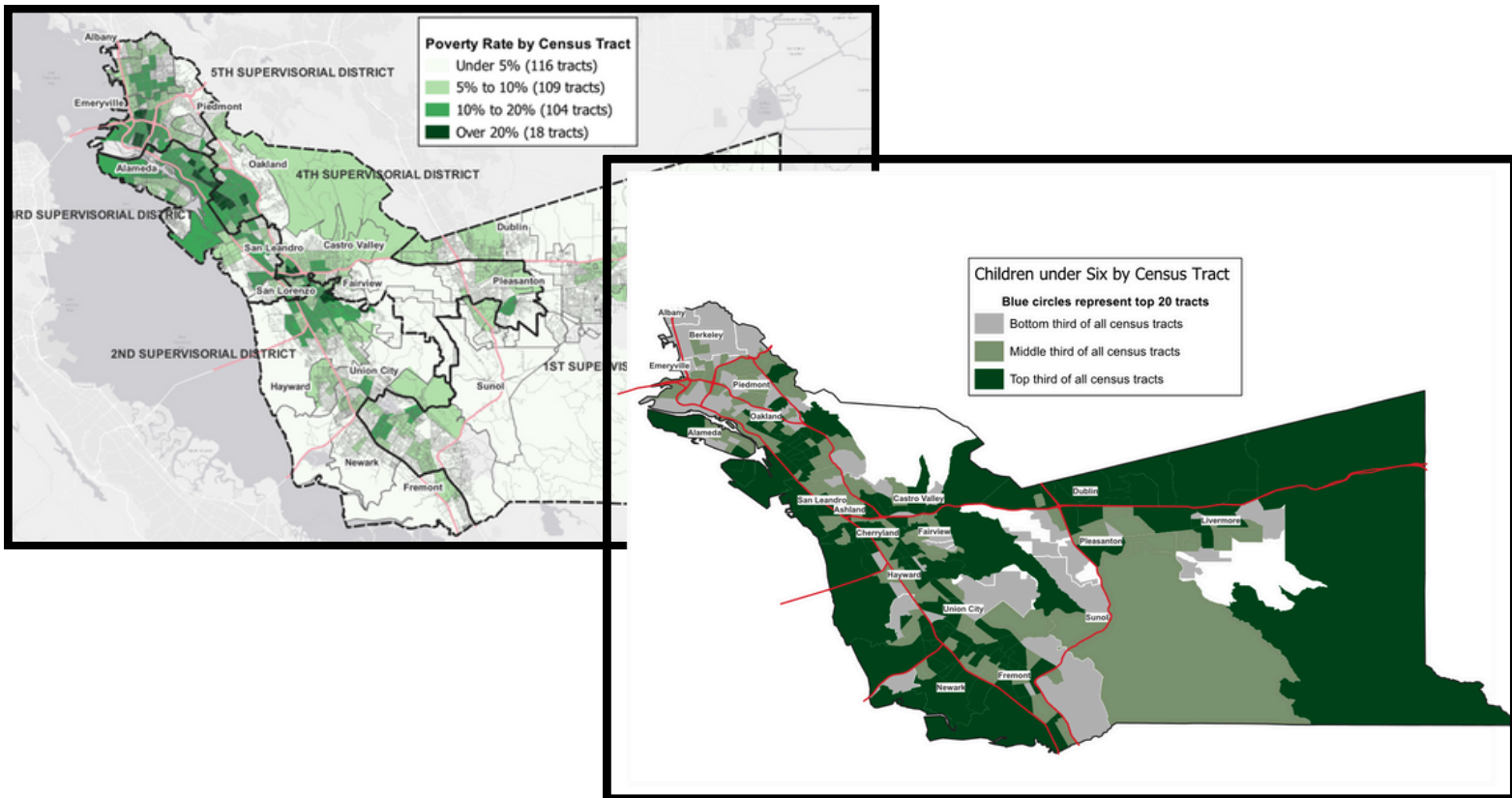
The more providers participating in the program, will result in funding for wages being spread out among more teachers.



5-YEAR PLAN: FAMILY ACCESS TO SUBSIDIZED CARE

FAMILIES/SLOTS

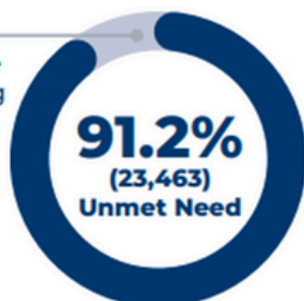
4. Should slots be distributed based on the same poverty census tract criteria as the provider wage?



5. Should we prioritize slots for infant and toddler?

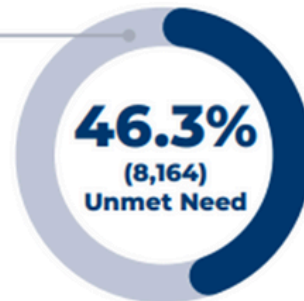
Infant/Toddler Unmet Need for Subsidized Care (2021)²¹

8.8% (2,257)
Number of Eligible Children Accessing Subsidized Care



Preschool Unmet Need for Subsidized Care (2021)²¹

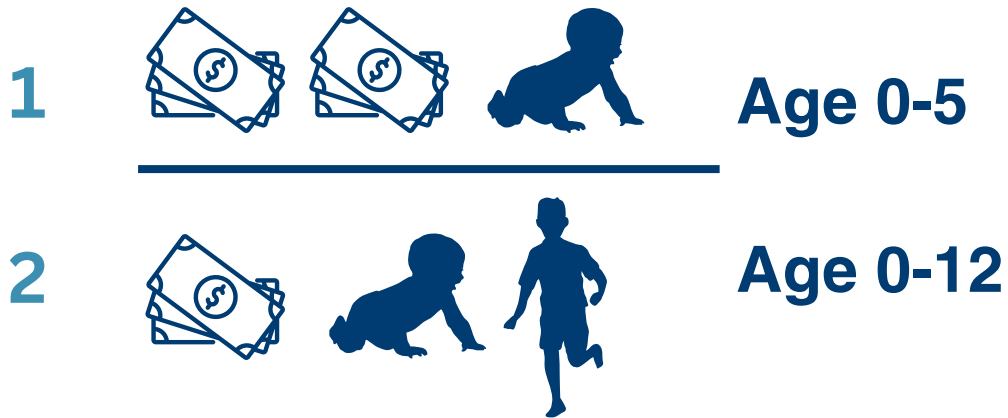
53.7% (9,465)
Number of Eligible Children Accessing Subsidized Care



5-YEAR PLAN: FAMILY FRIEND AND NEIGHBOR CONSIDERATIONS

FAMILY FRIEND AND NEIGHBOR CARE

6. Should we provide a voucher enhancement to FFN caregivers who serve children ages 0-5 OR for caregivers serving children up to age 12?



4.12.25 CAC MEETING ACTIVITY RECAP

For reference as CAC members consider key questions at their 4.23.25 meeting

Team	Providers	Access	FFN	Rationale
Harvey + Padilla	60%	25%	15%	<p>Gets us closer to \$20 min wage for subsidy and poverty tracts of 5% or more, then any additional investments in other types of compensation for other workers.</p> <p>See the trade-offs, but want to advocate for and prioritize wage</p> <p>Prioritize providers in poverty tracts that need it the most</p> <p>Access important investment in chipping away at the unmet need</p> <p>Already have \$13.7M for FFNs, this shows an increase, demonstrates that we are listening to their needs; hope is that FFNs become full fledged licensed providers</p>
Marc + Sigman	35% (provider relief funds)	41%	24%	<p>Provider wages – might be unsustainable to manage increasing provider wages for staff; our solution it to provide provider relief funds, up to \$5K per providers</p> <p>Funding access provides consistency for providers to have work</p> <p>For FFN – they are the most at risk if things hit the fan; provide more to them through vouchers</p>
McCarthy + Moorthy	60%	25%	15%	<p>We like Padilla + Harvey; raising the wage floor would have positive impacts on recruiter and equity pipeline</p> <p>In the scenario adding 50% to access, still only chips away at unmet need</p> <p>We need to think about wage floor for FFN; we don't know what their currently monthly vouchers are; does this enhancement get them to \$15/hour? So we see that this is a trade-off. Whatever the solution, we know it won't work for everyone</p>
Johnson	40%	35%	25%	<p>Access for families was what we heard over and over again in the early day of Measure A; so that has to be prioritized.</p> <p>Wanted to give more for providers; wanted to give more for FFNs, as they have been historically exploited. The help with nontraditional hours, flexible hours. Really thinking about this from an equity standpoint.</p>
Williams	60%	25%	15%	<p>Providers need help; \$30/hr for providers – missed rationale</p>

4.12.25 CAC MEETING ACTIVITY RECAP

For reference as CAC members consider key questions at their 4.23.25 meeting

GRADIENTS OF AGREEMENT

Is there alignment related to the proportionality for providers, for families, and for caregivers?

- **HIGH(50%) to PROVIDERS**
- **MEDIUM (30%) to FAMILIES**
- **LOW (20%) to FFNs**

CAC Member	Vote	Rationale
Harvey, Nancy	1	I'm a provider that has suffered long and hard; I, too, was on the ground floor of Measure A, and that was the primary concern. Providers could not pay their work force
Johnson, Kym	4	Too much of a gulf between providers and parents. Want providers and access closer together
Marc, Maeva	4	Want to see more children served; access
McCarthy, Paulene	1	We have been talking about provider rates for over 30 years; this is an opportunity to really make a difference
Moorthy, Savitha	2	Agree, that there is too much of a gulf between providers and parents. Want providers and access closer together. But overall, agree with this proposal
Padilla, David	2	Suggestion to invest heavily on provider side to ensure services are delivered. That's the most valuable investment here – not to say the others are not, but there is an incredible need
Sigman, Mitch	4	Too much of a gulf between providers and parents. Want providers and access closer together; access has to be closer to providers; is key to sustainability
Williams, Robert	2	I'm for the providers, but I have reservations