



July 27, 2009
Commission Meeting Minutes

Commission Members Present in Ukiah:

David Colfax	Jeremy Mann	Alison Glassey
Diane Pauli	Mary Elliott	Lucresha Rentería

Commission Members Present in Fort Bragg:

Paul Tichinin

Staff Present in Ukiah:

Anne Molgaard	Maya Stuart
Roseanne Castro	Terri Davis

Staff Present in Fort Bragg:

Ashley Hileman

Public Present in Ukiah:

Conan McKay	Tatiana Cantrell
Jill Carey	Megan Van Sant

ITEM 1 Welcome and Introductions by Commission Chair, Jeremy Mann

Those present introduced themselves.

Terry Davis, the new Raise & Shine Program Assistant, shared that she is working on the Ages & Stages questionnaire, a developmental (ASQ) and social and emotional (ASQ:SE) screening tool, used for the Special Needs Project. Our goal is to work with doctors and clinics to have all children ages birth to five screened in our county and referred for services.

Conan McKay, the new full-time Child Development Instructor at Mendocino College, informed the Commission that he recently moved to the county from San Luis Obispo. He is replacing Penny Walker who recently retired from this position.

ITEM 2 Public Comment on Non-Agendized Items

None

ITEM 3 Consent Calendar (*Action*)

- A.** Approve Agenda
- B.** Approve Draft Minutes of May 29, 2009 Commission Planning Meeting as edited on page 3.4, renumbering items listed under the discussion regarding program cuts
- C.** Letter to Governor Schwarzenegger and Legislative Leaders to Oppose CalWORKS Cuts

D. Letter to Governor Schwarzenegger and Legislative Leaders to Oppose Contracting Out Eligibility Determinations

Motion was made to approve the Consent Calendar. Motion/Elliott, Second/Pauli. (Colfax, yes; Pauli, yes; Mann, yes; Elliott, yes; Tichinin, yes). Passed.

Maximize Operational Effectiveness (ITEMS 4–6)

ITEM 5 Fiscal Report (Action)

After discussion, motion was made to approve the April 2009 and May 2009 monthly fiscal reports. Motion/Colfax, Second/Pauli. (Colfax, yes; Pauli, yes; Mann, yes; Elliott, yes; Tichinin, yes). Passed.

ITEM 6 A VISTA House (Action)

In the past, it has taken a long time to find affordable housing for the VISTAs whose monthly income is \$800. FIRST 5 Mendocino can help to meet this need. Securing housing for VISTA members will save time and money for both FIRST 5 Mendocino and VISTAs. FIRST 5 Mendocino pays a housing stipend of \$175 a month to the VISTA's landlord the average VISTA pays \$275 for rent.

Executive Director Anne Molgaard clarified that the motion before the board is not to buy property but to request that the board appoint a sub-committee to discuss this issue. There are seven new VISTAS arriving at the end of August.

Executive Director Molgaard stated she has met with realtors John Bogner and Dick Seltzer to discuss options. Two potential properties have been discussed. The first property is a four bedroom single family home located on Gibson Street priced at \$350,000. The second property is a 4-plex located on Washington Drive and consists of four three bedroom/two bath units. It is a foreclosure that is priced at \$380,000. The property is owned by Bank of America. A report on the 9-1-1 calls for the Washington Drive area will be requested from the City of Ukiah.

Assuming the Commission does not want to own property, two options have been explored. The first would be a partnership with the Mendo-Lake Facilities Corporation, a 501(C)(3), that was formed twenty years ago to purchase the North Coast Opportunities (NCO) building at 413 North State Street. Now that the mortgage has been paid off, the building will be turned over to NCO and the organization will be going out of business in the next six months. The organization confirmed it would entertain continuing in business if there is another piece of property for them to hold. Their current Board of Directors consists of Bruce Alfano, of the Rural Communities Housing Corporation; Tim Morrision, a private attorney in town; Dennis Huey, former auditor of Mendocino; and an individual from Lake County.

The other option is to partner with an investor who will make his profit off the appreciation of the property. Realtor Dick Selzer has spoken to two investors who have expressed an interest. Both properties are still available, with no offers pending. The 4-plex means more work and risk for FIRST 5 but it allows for the opportunity to establish more partnerships. For example, one of the downstairs units could be left

open and used for family child care. There are many possibilities for the use of this space.

Commissioner Elliott expressed concern about the messaging such a move would make in the community during these tough economic times if FIRST 5 were to purchase property. Commissioner Mann asked what the Commission's investment would be. Executive Director Molgaard said that FIRST 5 could pre-pay rent, which would count as a down payment. As the years go by, FIRST 5 would pay less than market rate.

(Commissioner Glassey arrived at 1:31 p.m.)

Commissioner Elliott said that perhaps others in the community may be interested in investing in this project and suggested putting out a request for interest.

Commissioner Elliott expressed an interest in joining the exploratory committee on this issue. Commissioner Tichinin would like the committee to review the period of amortization and deductions as it may not be that great for appreciation.

Motion was made to approve a committee and to look into the possibility of this partnership. Commissioner Mary Elliott and Commissioner Alison Glassey were appointed to the Committee. Motion/Elliott, Second/Glassey. (Colfax, yes; Pauli, yes; Mann, yes; Elliott, yes; Glassey, yes; Tichinin, yes). Passed.

ITEM 6 B 2009-10 DRAFT Commission Meeting Schedule (*Action*)

Executive Director Anne Molgaard said that after she debriefed with Planning Meeting facilitator Steve Zuieback it was clear that Commissioners were enthusiastic about delving into some issues in a deeper way than afternoon meetings generally allow. It was suggested to have half-day meetings interspersed with operations meetings. Half day meetings would be four hours long to allow for programs to be discussed more fully. Briefer meetings would cover more operational issues.

Commissioner Glassey said she liked the idea of having longer meetings mixed with shorter meetings but that the longer meetings should not be back-to-back. She said the frequency should not be more than once every other month and at least once a quarter.

No action was taken on this agenda item. Commissioners directed staff to poll each member to determine their individual availability.

(Commissioner Rentería arrived at 1:43 p.m.)

ITEM 9 B Special Funding Request (*Action*)

Executive Director Molgaard introduced the Special Funding Request that went before the Executive Committee. Since the amount requested was above \$2,500, the request was referred to the Commission.

Tatiana Cantrell informed the Commission about her plans to open an infant and toddler center in Willits. The center will be licensed for twenty children total; eight infants and twelve toddlers, ages birth to thirty months. Ms. Cantrell stated she is on the Child Care Planning Council and knows that there is a need for early child care. She informed the

Commission that she currently has eight children on her waiting list, six of these have already paid their non-refundable registration fee. Ms. Cantrell stated that she needs ten children enrolled to break even. She gets the building on August 1, 2009.

Ms. Cantrell explained that she asked for the grant because the State of California requires three months of operating expenses to be held in a separate bank account. The loans she has taken out have gone towards this requirement. She stated she needs extra funds for start up costs and to purchase outdoor equipment for the new center.

Executive Director Molgaard said that during the Executive Committee Meeting one question that had come up was that if the business were not successful is there a way for FIRST 5 Mendocino to recover its investment. For example, by limiting funding to hard capital infrastructure that could be repossessed. Ms. Cantrell stated she has signed a five year lease with an option to buy at the end of five years.

When asked about the Positive Parenting Program (Triple P), Ms. Cantrell stated she was not Triple P trained. The Commission requested that facility staff be trained in Triple P.

There was concern about the parents' ability to pay the child care fees. Ms. Cantrell referred to her fee schedule which is based on what Rural Communities Child Care pays for subsidized care as of July 1, 2009. She explained that a ten percent discount will be given to parents who pay cash. Parents will also be given a discount of \$50 if they volunteer five hours per month at the center.

Commissioner Colfax excused himself from the meeting.

(Commissioner Colfax left at 1:54 p.m.)

Commissioner Rentería asked if Ms. Cantrell has the staff to care for the ten children she needs to break even. Ms. Cantrell informed the Commission that she has staff lined up but they have not been officially hired.

Commissioner Mann asked where the money would come from. Executive Director Molgaard stated that the funding would come from the FIRST 5 Mendocino allocation for child care. In this fiscal cycle 2007-10, there are savings in certain areas, for example in Nurturing Community there is a savings of over \$200,000. There are no savings in child care because all funds were spent to leverage the maximum CARES match.

Motion was made to approve the grant request in the amount of \$15,000 with an agreement to be worked out by FIRST 5 Mendocino staff. The agreement will include an attachment to the equipment if the center does not succeed and a requirement that all teaching staff be trained in Triple P. Motion/Elliott, Second/Pauli. (Rentería, yes; Glassey, yes; Pauli, yes; Mann, yes; Elliott, yes; Tichinin, yes). Passed.

Knowledgeable, Nurturing Community

ITEM 7 Family-Friendly Workplace Initiative (*Action*)

The Family-Friendly Workplace Initiative is a proposal from private individuals on how to improve Mendocino County's employment policies to retain workers and spend less money on training and filling empty positions for those employees who have very young dependent children.

As a member of the public, not as a county employee, Megan Van Sant addressed the Commission. Ms. Van Sant stated she was on personal leave time, not on her professional time to attend this meeting. She told of her experience as a new employee of the county and as a new adoptive mother in 2008 and the challenges she encountered in trying to accommodate her new baby and her work schedule. She clarified that this is not a story about how the county is a bad employer it is the opposite; it is about how the county really worked with her.

Ms. Van Sant said that she couldn't use vacation time, federal Family Medical Leave Act, pregnancy disability, short-term disability, nor sick time. There were no policies within the employer's structure that could accommodate her.

Eventually, she was able to work part-time on a temporary basis and was able to bring the baby to work one day a week. Ms. Van Sant stated it took a heroic effort on her part, and she feels that this issue should be considered by the county so there are policies in place to accommodate an employee in this situation.

If the county adopts family-friendly policies, as an employer, it could serve as a model for other employers in the county. Through her research, Ms. Van Sant has documented that such policies should not cost the employer very much money to implement.

Commissioner Elliott discussed issues that may arise from the implementation of family-friendly policies particularly issues associated with children in the workplace. It was stated that if such policies are to be adopted, they would need to be very clear, detailed and specific. Commissioner Pauli stated that she suggests that the children in the workplace be taken out of the proposal because it is too full of potential glitches. Commissioner Pauli stated that the concept of allowing part-time and job-sharing is appealing.

Commissioner Glassey stated that this issue was directed by the Board of Supervisors to the Health and Human Services Committee Meeting and that this issue may be subject to meet and confer rules, because you have to negotiate confidentially with the labor unions through a bargaining process. Commissioner Mann stated that for all businesses their human resources are their most valuable resource to the extent that that resource is nurtured is positive to business. The concern is how do you encourage businesses to realize that when they nurture employees the business grows and becomes more successful.

No action was taken on this agenda item. The Commission directed staff to develop positive endorsement language, a position that reflects the Commission's concerns. The language is to be for any employer in the county not specific to the county.

Healthy Children

ITEM 8 Healthy Kids Mendocino (*Action*)

Megan Van Sant, in her professional capacity as Director of Healthy Kids Mendocino (HKM), provided an update on the status of the Healthy Families program.

The Healthy Families program was cut by \$124 million and the state has implemented a wait list effective July 24, 2009. There will be roughly one hundred new children per month that will no longer be able to access insurance in Mendocino County. There are 2,500 Mendocino County children enrolled in Healthy Families at this time.

The CalKids program also has a waitlist. Children who are Healthy Families eligible will be put on the Healthy Families waitlist and on the CalKids waitlist. Families who are Healthy Families eligible will not be put on the CalKids waiting list unless they submit a CalKids application. Since FIRST 5 Mendocino is funding children under five, HKM will automatically enroll children under five. Right now the waiting list for CalKids is two to three months. Ms. Van Sant stated that she expects this to get much longer as more Healthy Family kids are added to the list. Van Sant stated that the other concern for the CalKids program is that there has been prioritization for children who have a medical need.

HKM has dispersed flyers and information to the clinics to reach Healthy Families clients to encourage them to get on the waiting list. It is important for parents to get their applications in. HKM is working to augment the resources they offer by supplying information on vision vouchers offered through the Vision Service Plan (VSP) program. They have also been working with the prescription assistance programs for children.

CalKids covers children ages 2 to 5. There is no product for a child age 1 to 2 who becomes over income for Medi-Cal because of eligibility changes. Medi-Cal income guidelines are high up to age 1 and then drop. When Medi-Cal eligible children turn 1 there is nothing available to them. They are low income and their parents do not have any other options. The income guidelines change at age 1 and age 5. As soon as children turn 6 they are Healthy Families eligible. Ms. Van Sant stated she is concern about disenrollment.

No action was taken.

Maximize Operational Effectiveness

ITEM 4 Director's Report

Executive Director Anne Molgaard stated that there was nothing further to report for this month.

Higher Quality Child Care

ITEM 9A CARES 2008-09 Draft Report

Executive Director Anne Molgaard reported on the Comprehensive Approaches to Raising Educational Standards (CARES) program. CARES is a joint project with FIRST 5 Mendocino; Anne Rosenthol, of the Child Care Planning Council; Penny Walker (now Conan McKay) and Pat Thygesen of the Mendocino College; Denise Lovdal Johnson, who runs the state preschools through the Mendocino County Office of Education; and the NCO Rural Communities Child Care.

It has been shown that determinants of quality care are a provider's education, consistency and salary. FIRST 5 rewards are based on how much providers continue their professional education and training, if they are moving up the child development permanent matrix, a credentialing program for child care providers and if they stay in the same place of work for nine months. Unless the employer moved them from one site to another.

Executive Director Molgaard stated that funding for CARES came from FIRST 5 Mendocino, who contributed \$237,667; the state match of \$118,833 and \$43,491 from AB 212. Stipends awarded totaled \$244,000.

FIRST 5 Mendocino received a hundred and forty applications this year. There were only two people denied. The checks were mailed by June 30, 2009. There were two people who received their Bachelor of Arts degrees. Twenty-eight applicants either renewed or got their permit for the first time.

Correct and complete applications were rewarded an additional \$200. There were one hundred and three that qualified for this bonus. If the applicant performed six hours of public policy and advocacy they received \$150. There were three hundred and sixty hours of public policy and advocacy performed by providers. There was also a bonus given for a second language. There were twelve fluent applicants and twenty conversational second language applicants. Fluency signified the individual could write in both English and Spanish. Fluency was determined by Executive Director Molgaard via a phone call.

For 2010 there is no state match but the commission decided in their three year strategic plan to keep CARES. The following cuts have been made to program expenses: the CARES staff person was laid off; there will be no policy and advocacy bonus nor ASQ completion bonus; complete and correct applications will receive a reduced bonus of \$100; and there will only be one language level with a bonus of \$500.

First 5 California is still determining their Legacy Programs which may contain a program similar to CARES. This will be discussed more in depth at another meeting.

ITEM 10 Commissioner Reports, Announcements & Additional Materials

Commissioner Mann opened the floor for Commissioner reports. Commissioner

Rentería reported that the Mendocino Coast Clinics (MCC) dental clinic is still open. She stated that the clinic is working through the California Primary Care Association to determine what are the federally required adult dental services that the state is mandated to pay for and how those services have to be documented.

Commissioner Glassey stated she has been working on a project with the county museums. The budget keeps going from bad to worse. She stated her motivating factor is how what she does will affect the children.

Commissioner Pauli stated that her grandson graduated from CalPoly. Congratulations! He has come back to the community to farm. Commissioner Pauli stated she shares Commissioner Glassey's goal to do what is best for the children.

Commissioner Mann stated he is starting his second and last year of business school.

Commissioner Elliott stated there are many challenges at the state level especially with the Department of Mental Health and the Department of Health Services.

Commissioner Tichinin stated that at this time it is not clear where cuts are going to take place. Schools were put on notice to cut five fewer days of instruction. As of July 1, 2009 Commissioner Tichinin inflicted a 6.2% cut on himself and all managers. He stated the challenge is how to spread the cuts so they affect everyone fairly. The cuts are greater than the amount of money that is projected to come in from the stimulus. Commissioner Tichinin also reported that it is possible that schools will be designated as vaccination sites this fall as preparations are made for the next wave of the H1N1 Virus.

Commissioners agreed to cancel the August 31, 2009 Commission Meeting because several Commissioners could not attend. The Next Commission Meeting is scheduled for September 28, 2009.

There being nothing further to come before the Commission, the meeting adjourned at 3:34 p.m.