



January 29, 2018

Commission Meeting Minutes

MCOE

Commission Members Present

Jim Flaherty

Ben Anderson

Sandra Applegate

Dan Hamburg

Barbara Howe

Commission Members Present Via Video Conference

Paul Tichinin

Lucresha Rentería

Public Present

Paula Britton

ITEM 1 WELCOME & INTRODUCTIONS

Commissioner Tichinin called the meeting to order at 1:05 p.m. and welcomed visitors. The Commission and staff made introductions.

ITEM 2 PUBLIC COMMENT ON NON-AGENDIZED

Commissioner Tichinin asked for public comment on non-agendized items and opened the public hearing. No comments were received.

ITEM 3 CONSENT CALENDAR (**ACTION**)

- Meeting Agenda
- Draft Minutes from December 11, 2017 Commission Meeting

Motion to approve the consent calendar

Motion/Flaherty, Second/Applegate (all ayes, no nays) Motion Passed

A roll call was taken of the Commissioners present.

Commissioner Rentería joined the meeting at 1:08 p.m.

SUPPORT PROGRAMS

ITEM 4 UPDATED POLICY FOR EMERGENCY FUNDING REQUEST

Executive Director Ibarra commented that the policy was brought to the Commission back in December 2016 “Special Funding Request” to “Emergency Funding Request” and added language regarding an urgent need. The current proposed change to the policy is to add “increasing family resilience” under strategic plan to bring the policy current to match the language of the current Strategic Plan.

Motion to adopt the revision of the Emergency Funding Request Policy

Motion/Flaherty, Second/Howe (all ayes, no nays) Motion Passed

A roll call was taken of the Commissioners present.

ITEM 5 CAHTO TRIBE FUNDING REQUEST

Executive Director Ibarra introduced Paula Britton, Tribal Administrator for Cahto Tribe. Many of their staff have a need for child care. The Tribe is in the process of creating a child care center onsite for both their staff and tribal members. They are still in need of funding for supplies and improvements to the site. The Tribe has ample space and playground for the children. Paula commented that their biggest problem, like any other place, is adequate staffing. They are also faced with challenges such as having a commercial kitchen and children's bathrooms, which prohibit them from qualifying for funding to operate a Head Start program. The Tribe is in real need of the child care center to aid their staff.

The Executive Committee discussed the request and found that it is line with their special funding request policy. The recommendation was to fund the request but to structure it as a loan to be forgiven over time such as two years. If the funds are not used for the intended purpose, the loan will be due back at a prorated rate. The funds are for physical improvements and supplies not curriculum and operations of the center. Commissioner Anderson asked why the timeline was for two years and not one. Executive Director Ibarra mentioned that there was discussion in modeling the agreement after the agreement they had with Caspar Children's Garden. Commissioner Anderson then asked Paula if the fund would be spent within the two years; the answer was yes.

Motion to approve the Cahto Tribe funding request from \$6,900 from February 1, 2018 – June 30, 2020 Motion/Howe, Second/Applegate (all ayes, no nays) Motion Passed

A roll call was taken of the Commissioners present.

MAXIMUM EFFECTIVENESS

ITEM 6 DRAFT POLICIES FOR UNPAID MEDICAL LEAVE AND UNPAID FAMILY LEAVE (ACTION)

Executive Director Ibarra pointed out that the Commission approved a resolution that they had approved in 2009 declaring endorsement of family friendly workplace policies as well as the table of contents for the employee handbook.

Jenna Flesch, Administrative Fiscal Manager, has been attending many trainings recently for human resources, employment law payroll and FMLA to ensure she is correctly creating the employee handbook. The medical leave and family leave are separate policies due to the new law, Parental Rights Act, being passed as of January 1, 2018. The new law lowers the standard for employers to provide this leave with 50+ to 20+ employees; because they have The Sandbox employees on their payroll, they are required to provide this through California law, but they are not under legal requirement to provide medical leave to their staff. However, in attempt to better recruit and maintain staff, she included it, so they could possibly approve and retain their staff. Both policies are for job protection and health insurance coverage.

Commissioner Flaherty suggested changing it from "group health coverage" to "health insurance program" to keep it consistent. He continued to ask at what point do employees qualify for retirement; the answer was one year. Commissioner Howe commented on adding that staff should be able to bring their baby to work to coincide with the law to support breastfeeding. Executive Director Ibarra commented that it has been a practice of F5M and could include it in the handbook.

Motion to adopt the policies for unpaid medical leave and unpaid family leave with the Executive Director's recommendations and with the modifications suggested by Commissioner Flaherty Motion/Anderson, Second/Applegate (all ayes, no nays) Motion Passed

A roll call was taken of the Commissioners present.

ITEM 7 FIRST 5 ASSOCIATION'S 2018 POLICY AGENDA

Executive Director introduced the Policy Agenda that the First 5 Association has developed and approve for 2018. The Commission adopted the 2017 Policy Agenda the previous year, so it is being brought to the Commission to get approved for 2018. The Association will be focusing their work on four areas which are resilient families, comprehensive health and development, quality early learning and sustainability and scale.

Commissioner Flaherty commented that they did not fully address the cannabis tax under "sustainability and scale" and was wondering if it is still too early to include that in. Executive Director Ibarra confirmed that they are working on it and are involved but it has been reported that at this point, they do not see that there is not going to be much movement there for a couple of years. She is hoping to meet with them to further discuss why there is not going to be much movement.

Motion to approve the First 5 Association's 2018 Policy Agenda including a marijuana impact statement Motion/Howe, Second/Flaherty (all ayes, no nays) Motion Passed

A roll call was taken of the Commissioners present.

ITEM 8 DRAFT STRATEGIC PLAN 2017-20

Executive Director Ibarra commented that the main changes were highlighted. On page 9.5, they have a new vision and mission statements that were adopted from the First 5 Network Strategy.

Underneath "Vision" they have their current vision and the recommended change. It has been reviewed by staff and the EC as well as the "Mission". Commissioner Hamburg commented that vision is not something that is measured, it is something they have. He recommends changing it to "which is reflected in future thriving adults". Commissioner Anderson suggested changing the vision statement to "Mendocino County's children will be happy and healthy which will be reflected in its future thriving adults". Commissioner Hamburg suggested changing the mission statement to "FIRST 5 Mendocino strengthens early childhood systems and supports need to ensure that Mendocino County's young children are safe, healthy and ready to succeed in school and in life". The Commission decided to change "succeed" to "thrive".

On page 9.8, Commissioner Flaherty commented to make the change on the third objective to "Parents receive public education on the impacts of cannabis on the developing child during pregnancy and during the first 5 years of life".

Executive Director asked the Commission if they would like to continue to receive data for adoption rates; Commissioner Applegate commented that she would like to see it because there are many children in who are in and out of foster homes. Underneath objective 1.2, Commissioner Anderson does not feel like they are doing anything actively to ensure quicker permanency placement; "Support efforts to increase the availability". Objective 1.3, the suggested change was "Parents/guardians are provided ..." Objective 1.4 was changed to "Early childhood educations will participate in professional development and engage the parent in their child's learning".

Commissioner Flaherty commented that they would need to have another indicator and data source for Objective 2.2. Executive Director Ibarra mentioned she will follow up with Family & Children Services (FCS). Objective 2.3, it was changed to "Parents receive public education on the impacts of cannabis on their developing child during pregnancy and first 5 years of life". Commissioner Applegate asked why they are only focusing on cannabis but not on alcohol and methamphetamines. Executive Director Ibarra said they can change the objective to "cannabis, alcohol and other drugs". Commissioner Hamburg changed the goal to for Focus Area 2 to "Thriving children in substance free homes".

The goal for Focus Area 3 was changed to “Collaborate with partner agencies to decrease incidents of Adverse Childhood Experiences in the County”. Commissioner Anderson and Commissioner Hamburg also suggested changing the goal for 3.1.1 to “Provide professional development trainings that encourage resilient families for professionals and community members who work with the children in the foster care system or at risk of being in the foster care system”. The goal for 3.3 was changed to “Thriving children in resilient families”.

Executive Director Ibarra asked the Commission if they want to continue in that way or not. Commissioner Flaherty asked if they can receive a report on how many calls are received regarding Mendocino County; total calls and for what service will allow them to review/determine if they should continue with it or not.

Motion to approve the Strategic Plan 2017-20 with the additions discussed
Motion/Anderson, Second/Hamburg (all ayes, no nays) Motion Passed

A roll call was taken of the Commissioners present.

ITEM 9 EXECUTIVE DIRECTOR’S REPORT

Increase Family Resilience

- ❖ Children’s Action Committee (CAC)/Childhood Trauma Team is finalizing their action plan. Their coast group has started meeting
- ❖ Community Resiliency Model Skills Training: Feb 1-2nd from 9 am-3 pm in Redwood Valley and on April 19-20 from 9 am-3 pm in Fort Bragg
- ❖ **Title IV-E**
 - February 6-7 – Level 3 Teen Discussion Group at the Ukiah Conference Center
 - February 13-15 – Level 5 Enhanced & Pathways at the Ukiah Conference Center
- ❖ **Family Resource Centers**
 - Midyear reports were received on January 15th; consists of the work they have done from July 2017-December 2017 and how much they have spent
- ❖ **ARC Family Resource**
 - Launching “Tiny Tumblers”; has been requested by families
 - Ukiah Vecinos en Accion (UVA); it is a grassroots Latino-based group that is coming together, and their focus is on building up the Latino community, having a positive presence in the community and being engaged. They are in the process of developing their bylaws and are identifying their officers.
- ❖ Coastal Coordinator position is no longer being shared with MCCF. The staff member is strictly FSM staffer as a 20 hour for FSM for the coast.
- ❖ Data Requested from Partners: Differential Response (July 1, 2017-Jan. 19, 2018) Total Path 1 Referrals was at 87 with only 57 consented; Path 2 Referrals was at 16.

Improve Parenting

- ❖ **Triple P**
 - Transitions Parenting Group at The Sandbox in Ukiah (Jan. 17-Feb. 14)
 - Triple P Lifestyles Series at the ARC FRC in Ukiah (Jan. 19-April 6)
 - January 23rd – The Proclamation for Positive Parenting Awareness Month was presented to the Board of Supervisors
 - Triple P America Helping Families Change Conference in Santa Rosa (Feb. 28-March 2)
- ❖ **Imagination Library**
 - As of Dec. 2017, 3,392 children were enrolled; 63% of eligible children

❖ **Pediatric Dental Initiative**

- As of Nov. 2017, they served 18,264 children; 3,380 children from Mendocino County

Advocacy

- ❖ Future Generations Fund – meeting with county CEO and exploring other funding sources
- ❖ Behavioral Health Board – They have no 0-5 perspective on the board and no MHSA prevention dollars are going to young children
- ❖ Healthy Mendocino (HM) Proposal to HHSA Advisory Board – HHSA heard from Blue Zones and requested a proposal from HM (Feb. 7)

Maximum Effectiveness

- ❖ F5AC Meeting
 - Election of Executive Committee, Janice LeRoux, Chair
 - May/Aug/Nov – Leadership Cohort for new ED's with a focus on our role in systems building per the F5 Network Strategy
 - April 10th from 2-4 pm – Commissioner Pre-Conference to unveil F5 Network Strategy
 - May 1st-2nd – Advocacy Day and 20th Anniversary Kick Off in Sacramento
 - Sept/Oct. – Prep for 20th Anniversary Celebration
 - Silicone Valley Community Foundation grant – Choose Children 2018
- ❖ F5CA Meeting
 - Fiscal Projections modified as backfill from e-cigarettes is much lower than anticipated
 - Approved \$60 million media contract for another 3 years for Talk, Read, Sing
 - Commissioner Joyce Iseri is retiring
 - Tuesday-Thursday, April 10th-12th – 2018 Child Health, Education and Care Summit in Glendale (registration is open)

Raise & Shine Nonprofit

- ❖ The ARC FRC received a \$10,000 grant from Redwood Credit Union
- ❖ The Sandbox
 - January 24th – MOU with Mendocino College for child care at Coyote Valley and Grace Hudson
 - January 27th – Winter Workshop
 - February 5th – The Ukiah United Methodist Church Request for Qualifications is due

Announcements

- ❖ Friday, February 9th at 5 p.m. – Pediatric Dental Initiative's 11th Annual Make Kids Smile Awards Dinner in Santa Rosa
- ❖ Tuesday, February 13th at 1 p.m. – Executive Committee Meeting
- ❖ Monday, February 26th at 1 p.m. – Commission Meeting
- ❖ Thursday, March 8th at 10 a.m. – Healthy Mendocino Summit in Willits

ITEM 10 COMMISSIONER REPORTS, ANNOUNCEMENTS & ADDITIONAL MATERIALS

Commissioner Tichinin commented that three reappointments for Commissioners were done on January 23rd, 2017.

Commissioner Rentería was appointed to the HHSA Advisory Board.

Commissioner Tichinin adjourned the meeting at 3:50 p.m.