



SPECIAL MEETING

Commission Meeting MINUTES

Wednesday October 23, 2019, 9:30 am

Pleasant Hill Community Center, Soroptomist Room

320 Civic Drive,

Pleasant Hill, CA 94523

1.0 Call to Order and Roll Call

The meeting was called to order at 9:39 AM by Chair Gareth Ashley followed by introductions from attendees.

Commissioners present: Dr. Rocio Hernandez, Lee Ross for PJ Shelton, Gareth Ashley, John Jones, Supervisor Diane Burgis, Dr. Christopher Farnitano.

Alternates present: Genoveva Calloway.

Also present were Deputy County Counsel Keiko Kobayashi, and facilitator Nicole Young.

Absent: Commissioners Marilyn Lucey, Kathy Gallagher and Alternates Matt Regan, Katharine Mason, Roslyn Gentry.

2.0 Public Comment

There were no comments from the public.

3.0 Approval of Consent Calendar

John Jones made a motion to approve the consent calendar, seconded by Diane Burgis.

AYES: Dr. Rocio Hernandez, Lee Ross for PJ Shelton, Gareth Ashley, John Jones, Supervisor Diane Burgis, Dr. Chris Farnitano

NOES: None

ABSTAIN: None

ABSENT: Marilyn Lucey, PJ Shelton, Kathy Gallagher, Matt Regan, Supervisor Candace Andersen, Katharine Mason, Roslyn Gentry.

5.0 Consider accepting the Fiscal Year 2018-2019 Financial Audit.

The Chair opened the public hearing on the First 5 Contra Costa Annual Financial Audit 2018-2019.

The report was given by James Ramsey of the accounting firm Eide Bailly. There were no findings made.

Gareth Ashley asked regarding the impact of the CCCERA discount rate on pension liability. Mr. Ramsey referred him to the table on page 30 that estimates changes in pension liability should CCCERA decrease or increase its discount rate.

PJ Shelton arrived at this time.

Gareth Ashley asked for public comment. There was none. He then closed the public hearing on the FY 2018-2019 Financial Audit.

Chris Farnitano made a motion to approve the consent calendar, seconded by PJ Shelton.

AYES: Dr. Rocio Hernandez, PJ Shelton, Gareth Ashley, John Jones, Supervisor Diane Burgis, Dr. Chris Farnitano



NOES: None

ABSTAIN: None

ABSENT: Marilyn Lucey, Kathy Gallagher, Matt Regan, Supervisor Candace Andersen, Katharine Mason, Roslyn Gentry

6.0 Consider accepting the 2020 health and dental employer-paid premium contribution rates for active employees; and accept the 2020 premium contribution rates for intermittent employees, COBRA participants, retirees and survivors at the same levels as the County.

Since its inception, the Commission has opted to provide First 5 employees the County's health benefit plans. Each year the County negotiates premiums with the health insurance carriers and provide a rate sheet to First 5 listing the employer and employee contribution. The Commission has elected an 80% employer, 20% employee split, meaning that any increase in the cost is born by both. We ask the Commission to approve these rates.

Rocio Hernandez made a motion, seconded by Chris Farnitano to accept the 2020 health and dental employer-paid premium contribution rates for active employees; and accept the 2020 premium contribution rates for intermittent employees, COBRA participants, and retirees and survivors at the same levels as the County.

AYES: Dr. Rocio Hernandez, PJ Shelton, Gareth Ashley, John Jones, Supervisor Diane Burgis, Dr. Chris Farnitano

NOES: None

ABSTAIN: None

ABSENT: Marilyn Lucey, Kathy Gallagher, Matt Regan, Supervisor Candace Andersen, Katharine Mason, Roslyn Gentry

7.0 Ad Hoc Executive Director search sub-committee report

Ad hoc subcommittee chair PJ Shelton gave the report. The ad hoc subcommittee met September 9 to discuss and refine Executive Director job description. The committee met with the search consultant October 1. The consultant will be talking to key staff, commissioners and providers. The consultant will conduct an aggressive outreach, follow up with qualified candidates and conduct initial screenings. We will meet again in November to view the candidates and select those to interview in December.

Rocio Hernandez also added that she and Marilyn Lucey represented the sub-committee in a meeting with First 5 staff to take their input. The final job description reflected much of the staff's input. She re-posted the job description in social media (e.g. Linked-in, Facebook) and encouraged others to do as well.

Sean Casey noted that there will be a regular meeting scheduled January 13th should the Commission be ready for the new Director's appointment.

8.0 Communications

Sean reported that at the request of our First 5 Association, we sent support letters on four pieces of legislation being considered by the Governor:

- AB 197 (Weber): Full-Day Kindergarten
- ACR 1 Public Charge



- SB 436 Family Resource Centers
- SB 464 California Dignity in Pregnancy & Childbirth Act

The Governor signed AB197, SB436 and SB464. In spite of the Public Charge resolution, the federal Administration's new rules were scheduled to go into effect October 15. A US District Court in junction has stopped them from going into effect.

In light of the public charge issue, Dr. Farnitano reported that our county's WIC program has seen a drop from 70% to only 50% of those eligible receiving services, a sign of fear among immigrants.

Supervisor Burgis expressed the possibility that some of the Census 2020 work could be an opportunity to talk with community members about their eligibility for services as well as the importance of participating in the census.

Rhea Laughlin, Community Engagement Program Officer reported that the community is concerned because they are receiving mixed messages. The Regional Groups plan to go door-to-door during census time and use that opportunity to educate people about the availability of these services.

9.0 2020 – 2023 Commission Strategic Plan

Executive Director Sean Casey and strategic planning consultant Nicole Young introduced the Commission to the task for the day, which was to review the draft plan section by section and provide feedback for the final plan to be adopted at the December Commission meeting.

At the Commission's previous strategic planning session in July, we reviewed the brief history of First 5 and its mission, the current landscape under the new Governor, the evolving understanding of systems change, and the rapidly changing fiscal landscape in the coming years. That discussion helped form the key concepts for the plan: the plan we are currently in is strong and should form the basis for going forward; the next three years will likely see considerable change from the State in early childhood policy and funding; hold our key investments steady as we learn what these changes will mean to First 5.

Sean reviewed the elements for the fiscal plan. Proposition 10 tax revenue will remain relatively steady over the next three years due to the projected increase in births in Contra Costa. In fact, among all Bay Counties, Contra Costa will have the highest rate of birth increase, while most are flat or even decreasing. While First 5's external funding is decreasing, it is likely that the Commission can expect external revenues of approximately \$2 million each year over the course of the plan. Sean also proposed using up to \$9 million in unassigned fund balance over the three years, gradually stepping down year to year, to get the point that the fund balance is no longer supplementing other revenues. This would require the elimination of the \$1.5 "contingency fund" the Commission created in 2011 when there was considerable concern the State would attempt to claw back First Commissions' resources.

The Commission discussed the fiscal scenario and supported the staff proposals.

Nicole then led the Commission through the main component areas of the Plan, beginning with the vision and mission, which remain unchanged from previous years. Nicole proposed four core values based on previous discussions with the Commission and staff: equity, cultural humility, community partnership, and diversity and inclusion.



In the “First 5 Today” section, we describe the many First 5 initiatives and activities that have reached maturity in recent years, including First 5 Centers, Quality Matters, Help Me Grow, developmental screening, parent support, parent leadership, advocacy, and increased funding from diverse sectors. The “Early Childhood Landscape” points out the new state Champions, Gov. Newsom and the state legislative leadership, as well as child and family-centered policies and funding at the state and federal levels.

The “Fiscal Framework” section outlines the scenario Sean presented earlier in the day, and lists necessary strategies going forward: statewide advocacy, leveraging state and local funds, partnerships with philanthropy and the private sector, and advocating for new dedicated local revenues.

The “Strategic Imperative” section describes the importance of changing systems to meet the needs of young children and their families. The Commission has previously seen version of the systems change “lens” that staff have developed, which incorporates essential strategies, guiding principles and core values.

The Plan proposes two strategic priorities. The first has as its goal strengthening the integration of early childhood systems that foster equitable opportunities and outcomes for all young children and their families. The second goal seeks to “build on, sustain, and/or grow First 5’s investments in the early childhood system.

After lunch, the Commission discussed the plan. Overall, they were supportive. PJ Shelton expressed the need to be aware of technology and the potential benefit to families and children. Lee Ross asked that language be added to confirm the need that strategies be focused and appropriate to child development. Asked their “key takeaways,” Commissioners noted the opportunity still for significant change created by First 5; the importance of systems, as opposed to creating services ourselves; the challenges that will be faced in the next three years; the impression that First 5 has reached the “performing” stage; and the appearance that the Plan is general, but flexible.

The Commission thanked staff and Nicole for their hard work.

10.0 Adjourn

The meeting was adjourned at approximately 1:30 pm.