



Measure I

Sonoma County Child Care & Children's Health Ordinance

Community Advisory Council

April 23, 2026

Ancestral Land Acknowledgement

Today, the First 5 Sonoma County Commission and the Measure I Advisory Council is humbled to bring us together on the ancestral lands of the Southern Pomo People. We celebrate the active work of their descendants to preserve & nourish their indigenous culture and identity.

We acknowledge the Southern Pomo People as the traditional stewards and custodians of this area and honor with gratitude the land itself, all of its ancestors - past, present and future.

Welcome! ¡Bienvenidos!

Zoom Interpretation/Interpretación de Zoom



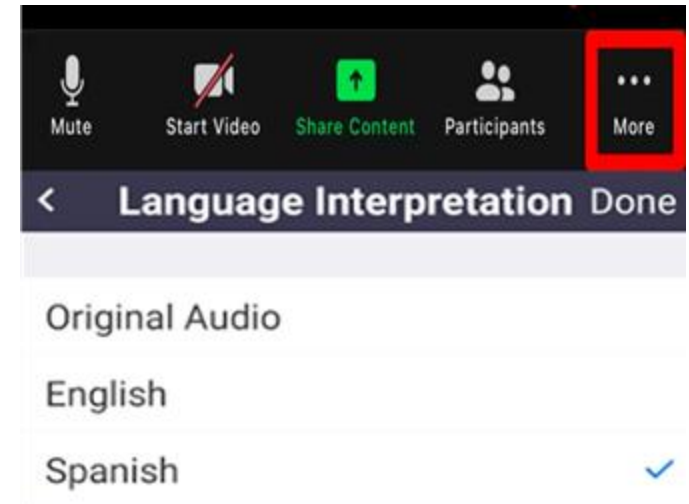
Computer / Computadora

1. Click on the "Interpretation" icon
2. Select your preferred language



1. Haga clic en el icono "Interpretación"
2. Elige su idioma preferido

Phone / Por Telefono



Agenda Review & Minutes Approval

We appreciate your comments!

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Community Agreements



**Public comment
on non-agendized items**

**Comentarios públicos sobre
temas no incluidos en la
agenda**

We appreciate your comments!



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None



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Guidelines for Public Comment

Directrices para los comentarios públicos



- Public comments are brief statements intended to inform the CAC and First 5 about the topic/Action Item
- Comments from the public at public meetings do not include questions and is not intended to be a dialogue
- Appointed Council members and First 5 staff and consultants are discouraged from responding or discussing topics with the public (can potentially constitute a Brown Act violation)
- Time limits can (and typically will) be imposed per comment and/or for total time allotted
- Los comentarios públicos son declaraciones breves destinadas a informar al CAC y a First 5 sobre el tema o punto de acción.
- Los comentarios del público en reuniones públicas no incluyen preguntas y no están destinados a ser un diálogo.
- Se desalienta a los miembros designados del Consejo, al personal de First 5 y a los asesores de responder o discutir temas con el público (ya que podría constituir una violación de la Ley Brown).
- Se pueden imponer límites de tiempo por comentario y/o para el tiempo total asignado (y típicamente se impondrán).

First 5 Sonoma County Staff Report

Candidates for Commission Recommendation to Board of Supervisors for Appointment to Measure I Community Advisory Council



Renee Whitlock Hemsouvanh, *Fulton Community School & Farm*

- *Local child care provider representative: center-based ECE*

Tara Good-Young, *Pediatric Dental Initiative*

- *Pediatric, perinatal and/or mental health care program and/or systems representative*

Measure I Revenue Update



	Total Sales Tax Collected	Treasury Interest earned	County Admin	CDTFA Admin	City of Sebastopol	Transferred to First 5 Sonoma
FY 24-25						
Q4 - April-June	\$7,692,925.85	\$1,428.32	\$252.56	\$7,261.51	\$154,641.31	\$7,532,198.79
				TOTAL FY 24-25		\$7,532,198.79
FY 25-26						
Q1 - July-Sept	\$7,973,771.38	\$28,481.11	\$1,022.93	\$0.00	\$186,501.95	\$7,814,727.61
Q2 – Oct-Dec	\$8,249,075.82	\$39,645.77	\$6,042.62	\$0.00	\$5,128.06	\$8,277,550.91
				TOTAL FY 25-26		\$16,092,278.52

Commission Allocation Increases to be Recommended 4/27/26: ECE



Priority Outcomes	Strategies
Outcome 1: Families can find and afford ECE that meets their needs	1a. Sustain non-traditional & 2-gen EL models
Outcome 2: ECE workforce is diverse, stable and has access to education, PD and career advancement.	1b. Outreach, guidance and scholarships for families
Outcome 3: EL environments are equitable, inclusive and trauma-informed.	2a & b. Improve workforce compensation & benefits & promote equitable ECE career pathways
	2c. Resources for FFN caregivers
Outcome 4: ECE infrastructure has adequate high-quality facilities.	3a. Mini-grants
	3b. Coaching to support inclusive, trauma-informed & culturally responsive practice
Outcome 5: EL system is informed by data, family voice, provider experience & community awareness.	4a. Expand high-quality facilities
	4b. Emergency response grants & loans

Add \$600k annually/Total 5-year increase = \$3,000,000

Add \$1m annually/Total 5-year increase = \$5,000,000

Add \$2.8m annually/Total 5-year increase = \$14,000,000

Add \$700k annually/Total 5-year increase = \$3,500,000

Commission Allocation Increases to be Recommended 4/27/26: ECE



Priority Outcomes	Strategies	FY 26-27		FY 27-28		FY 28-29		FY 29-30		FY 30-31		
		PROP 10+	MEASURE I	PROP 10+	MEASURE I	PROP 10+	MEASURE I	PROP 10+	MEASURE I	PROP 10+	MEASURE I	
Outcome 1: Families can find and afford ECE that meets their needs	1a. Sustain non-traditional & 2-gen EL models		\$1,500,000		\$1,500,000		\$1,500,000		\$1,500,000		\$1,500,000	
Outcome 2: ECE workforce is diverse, stable and has access to education, PD and career advancement.	1b. Outreach, guidance and scholarships for families		\$1,700,000		\$3,500,000		\$3,500,000		\$3,500,000		\$3,500,000	
Outcome 3: EL environments are equitable, inclusive and trauma-informed.	2a & b. Improve workforce compensation & benefits & promote equitable ECE career pathways		\$5,892,000		\$8,777,000		\$9,570,000		\$10,172,600		\$10,988,400	
	2c. Resources for FFN caregivers		\$0		\$400,000		\$560,000		\$615,000		\$675,000	
	3a. Mini-grants		\$0		\$506,250		\$506,250		\$506,250		\$506,250	
Outcome 4: ECE infrastructure has adequate high-quality facilities.	3b. Coaching to support inclusive, trauma-informed & culturally responsive practice	\$129,302	\$680,000	\$130,000	\$840,000		\$1,065,000		\$1,170,000		\$1,285,000	
Outcome 5: EL system is informed by data, family voice, provider experience & community awareness.	4a. Expand high-quality facilities		\$4,500,000		\$4,500,000		\$4,500,000		\$4,500,000		\$4,500,000	
	4b. Emergency response grants & loans		\$1,000,000		\$1,000,000		\$1,000,000		\$1,000,000		\$1,000,000	
		\$129,302	\$15,272,000	\$130,000	\$21,023,250	\$0	\$22,201,250	\$0	\$22,963,850	\$0	\$23,954,650	\$105,674,302

Annual External Audit



Prop. 10 audit requirement since 1998

- *Annual independent external audit of all First 5 Sonoma County revenue, expenditures, liabilities*
- *Perfect audit record, no findings*
- *Currently engaged with Hudson Henderson & Co, LLP*

Measure I audit requirement:

- *Annual independent external audit of all Measure I revenue, expenditures, liabilities*
- *Working with Sonoma County Treasurer to determine most cost-effective and prudent path to including expenditures prior to transfer to First 5*

Procurement Update – Healthy Children



Early Identification & Intervention

- *Early Learning Institute*
- *Contract recommendation to Commission 4/27/26 - Start date 7/1/26*
- *Early Identification and Intervention RFP to be released May*
- *Contract recommendation to Commission 8/24/26 - Start date 9/1/26*

Mental Health Bilingual Bicultural Clinician Scholarships & Bilingual Perinatal Specialty

- *Healthcare Foundation of Northern Sonoma County*
- *Humanidad Therapy & Training Services*
- *Contract recommendation to Commission 4/27/26 - Start date 7/1/26*

Lactation Training, Peer Support, Consultation, & Workplace Support

- *Santa Rosa Metro Chamber*
- *Sonoma County WIC & Alliance WIC & Sonoma County Indian Health WIC*
- *Sonoma County Department of Health, Maternal Child & Adolescent Health*
- *Contract recommendation to Commission 4/27/26 - Start date 7/1/26*

Mobile Clinics

- *Botanical Bus, Contract recommendation to Commission 4/27/26 - Start date 7/1/26*
- *RFQ & Participatory Grantmaking Process May-June, contracts approval August*

Community Early Relational Health Hubs

- *Collaborative Meet & Greet & RFP to be released June 2026, contracts start January 1, 2027*

Procurement Update - ECE



Early Learning & Development Playgroups - RFP

- *Deadline for proposals 4/13/26*
- *Contracts to be recommended to Commission on 5/18/26*
- *Start date 7/1/26*

Sonoma County Childcare Facilities Fund

- *Accepting applications for urgent facility needs (critical health and safety repairs, expanding capacity)*
- *Year 1 (FY 25-26) allocation fully expended*
- *Facilities needs assessment will inform next round, open fall/winter 2026-27*

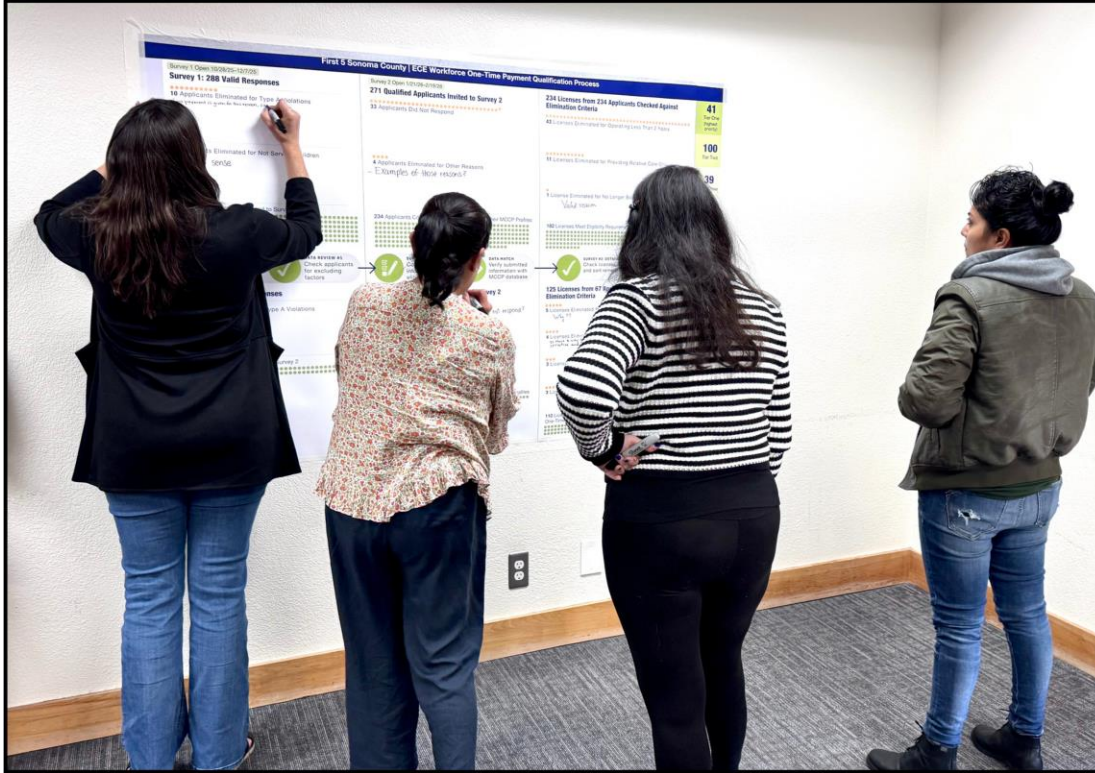
Coaching & Professional Development: Consensus Building Process

- *Consensus workshops 4/9-10*
- *Contracts to be recommended to Commission on 5/18/26*
- *Start date 7/1/26*

One-Time Retention Payments to ECE Providers

- *June & July*
- *Total of \$5m*

ECE Workforce Compensation: One Time Payments



ECE Stakeholders: A group of 15 ECE Representatives met three times over seven months to advise the One-Time Payment process for the ECE Workforce

On 4/10/26 they provided feedback on the results of the process used for ECE sites to apply for One-Time ECE Workforce Payments.

Approximately **\$5M** will be issued to the ECE Workforce in July 2026.

Early Care and Education Family Scholarships: Landscape Presentation & Discussion

Designing a Family ECE Scholarship Model for Sonoma County Landscape Assessment Findings

April 23rd, 2026

Scholarship Model Project Overview



Purpose: Design a sustainable, locally driven scholarship model to expand access to affordable child care for Sonoma County families.

Outcomes:

- A Family ECE Scholarship Model that complements existing subsidies
- Expanded access for families on waitlists or just above income limits
- More equitable distribution of resources

Scholarship Model Project Overview



Process:

Phase 1: December 2025 - June 2026

- a. Landscape Assessment
- b. Family Engagement Activities
- c. Family Scholarship Scenario (financial modeling)

Phase 2: July - December 2026

- a. Design the Family Scholarship Model (includes public feedback)
- b. Implementation Recommendations and Timeline

Next CAC Touchpoint: Likely June 2026

1. *Findings from Family Engagement*
 - In-person interviews with 59 parents
 - Survey of 199 families on the current subsidy care waitlist
2. *Initial Financial Modeling*

How We Will Use Our Time

- I. The Opportunity
- II. Overview of ECE Subsidy Landscape
- III. Demand & Unmet Need
- IV. Learning from Local and National Scholarship Models
- V. Scholarship Model Design Questions & Discussion

The Opportunity

The Opportunity



State Subsidies

- Provide vouchers or contracted slots for eligible families
- Governed by state rules on eligibility, copayments, and provider qualifications
- Capacity to serve families is tied to contracts held by Sonoma County agencies and organizations

Local Scholarship Model

- ✓ Sonoma County can make decisions based on local needs:
 - ◆ Who qualifies to receive the scholarship
 - ◆ What type of care is covered
 - ◆ What standards providers must meet to provide care to families using scholarships
 - ◆ How much providers are compensated

Overview of ECE Subsidy Landscape

At Glance: California's Child Care Subsidy System



CA Department of Social Services (CDSS)

Voucher-based programs
(CalWORKs, Alt. Payment Program, Family Child Care Home Education Networks)

Income ceiling: 85% SMI
≈ \$9,020/mon or \$108K/yr for
family of 4

Families choose their own
provider

Serves infants, toddlers, preschoolers,
and school age children

CA Department of Education (CDE)

Preschool-focused programs
(CSPP, ELO-P, Title I Part A Preschool Programs)

Income ceiling: 100% SMI
≈ \$10,612/mon or \$127K/yr
for family of 4

Distributed across many
local education agencies

Primarily serves preschoolers

Office of Head Start (OHS)

Direct service for highest-need children
0–5 (Head Start, Early Head Start)

Must have income at or below the
federal poverty line ≈ \$33,000/yr for a
family of 4

Administered by Sonoma CAN

Serves infants, toddlers, and
preschoolers

Who Qualifies for Subsidized Care



For most programs, families must meet two requirements to receive subsidized child care.

1) Demonstrated Need for Care

- Parent is working, in school, seeking housing, child has protective services involvement or the child is deemed at risk of abuse, neglect, or exploitation.

2) Income Eligibility

- CDE (California State Preschool Program / CSPP): Up to 100% of State Median Income; exceptions up to 115% SMI.
- CDSS (CalWORKs, CAPP, CCTR, and others): Up to 85% SMI to enter the program; exceptions up to 100% SMI.

CCCTR is California Center-Based Child Care and Development Program; California Alternative Payment Program (CAPP)

How Families Are Ranked & What They Pay



Income rankings indicate who gets served first when subsidized child care slots are limited.

1. **CDE:** Families ranked 1 - 115 using an Income Ranking Table; lower income = higher priority (rank 1 = highest)
2. **CDSS:** Children in protective services are served first; then income-eligible families ranked by lowest income

Family fees are capped at 1% of monthly income for both systems.

- **Below 75% SMI:** No fee
- **75% - 85% SMI:** \$60 - \$68/mo; full time care (CDE & CDSS)
- **86% - 115 SMI:** \$69 - \$92/mo; full time care (CDE)

“Living Wage” and Eligibility

In Sonoma County, the income required to cover basic family needs often exceeds the thresholds for subsidized child care.

Household Type	Living Wage* (Monthly)	Closest Income Rank	Eligibility Status
1 adult, 3 children	~ \$14,874	Rank 115 (\$12,203)	INELIGIBLE Monthly income exceeds CDE & CDSS ceilings
2 adults (1 working), 2 children	~ \$8,989	Rank 84	ELIGIBLE Monthly income is within CDE & CDSS ceilings
2 adults (both working), 2 children	~ \$11,651	Rank 110	PARTIAL Monthly income is at the top of the CDE ceiling

*MIT Living Wage Calculator for Sonoma County

Minimum Wage Earners



Families earning minimum wage of \$16.90/hour fall within CDE, CDSS, and Head Start income ceilings.

Household Type	Minimum Wage (Monthly)	Closest Income Rank	Eligibility Status
1 adult, 3 children 2 adults (1 working), 2 children	~ \$2,704 (\$16.90/hr)	Rank 26 (\$2,759)	ELIGIBLE Monthly income is within CDE & CDSS, & Head Start ceilings
2 adults (both working), 2 children	~ \$5,408 (\$16.90/hr)	Rank 50 (\$5,412)	ELIGIBLE Monthly income is within CDE & CDSS ceilings

How Child Care Subsidies Flow



Two resource & referral agencies hold child care subsidy contracts in Sonoma County, each serving a distinct geographic area.

4Cs of Sonoma County (4Cs)

- Serves most of the county including the major population center of Santa Rosa.
- Holds the majority of subsidy contracts however, subsidy contract amounts are not enough to meet the demand.
- As of March 2026, there are 1,109 children ages 0-4 are on the 4Cs child care eligibility waitlist (CEL).

River to Coast Children's Services (RCCS)

- Serves West Sonoma County, including coastal and Russian River communities.
- RCCS' subsidy contract amounts are proportionate to local demand.
- As of March 2026, there are no children ages 0-4 on the waitlist.

Structural Constraints on Growth



The child care subsidy system is controlled at the state level, leaving local agencies with limited ability to expand capacity in response to need.

- **State-controlled capacity:** Expansion happens through infrequent, competitive grant processes, rather than in response to local demand.
- **Voluntary and Temporary Transfer (VTT):** The main in-fiscal year tool requires agencies to “over-enroll” at their own financial risk before requesting more funding.
- **Upcoming in FY 2026-27:** Continued and Expansion Funding Application (CEFA) through CDSS. A process that will allow existing contractors to both renew funding and express interest in expansion funding through a single application.

Demand & Unmet Need

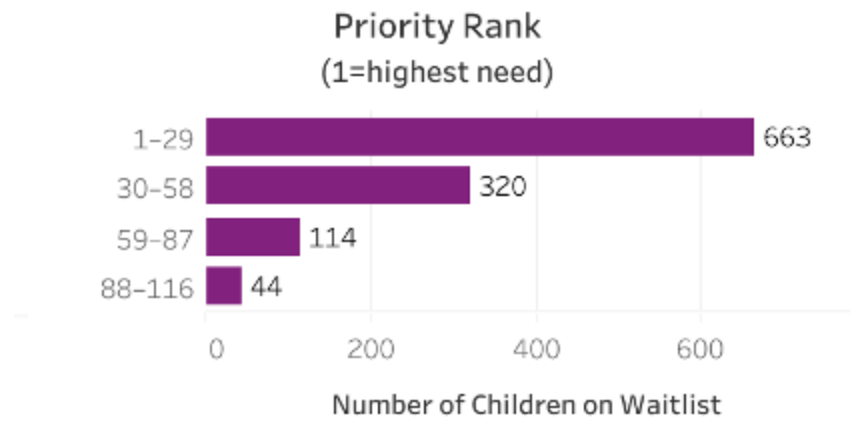
Families Who Are Waiting for Care

As of March 2026, 1,141 children ages 0-4 are waiting for Subsidized child care.

- 4Cs of Sonoma County: 1109 children
- Children and Families Circle: 32 children

Approximately 60% fall within the highest-priority need bands (Ranks 1-29)

The median monthly household income of those waiting for care is ~\$2,464.



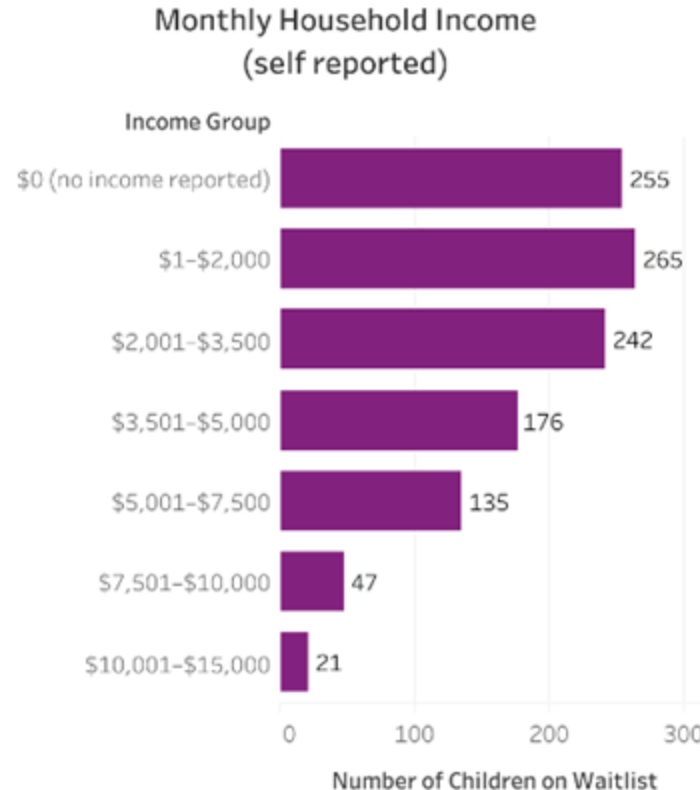
Children and Families Circle is a state-funded, non-profit agency offering subsidized child care through a network of licensed family child care homes throughout Sonoma County.

Families Who Are Waiting for Care

Families on the local waitlists face significant financial constraints.

The median monthly household income of those waiting for care is \$2,464.

45% of waitlisted families report monthly household income below \$2,000



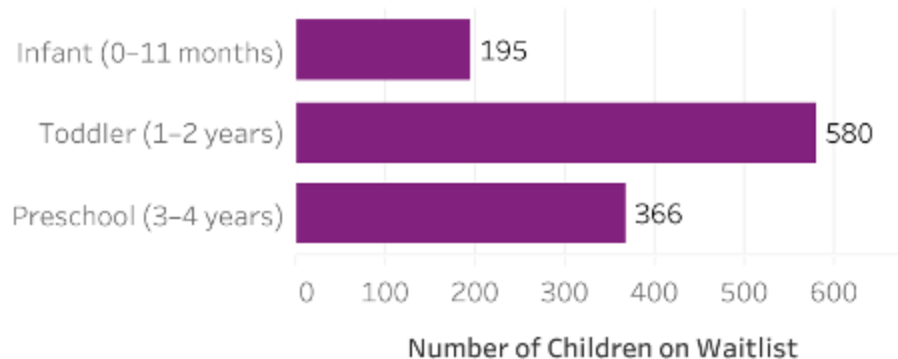
Note: N=1141 children

Infant & Toddler Needs

Infants and toddlers represent the largest share of unmet need.

Of the 1,141 children on eligibility lists, 67% are under the age of three

Age of Children on Waitlist

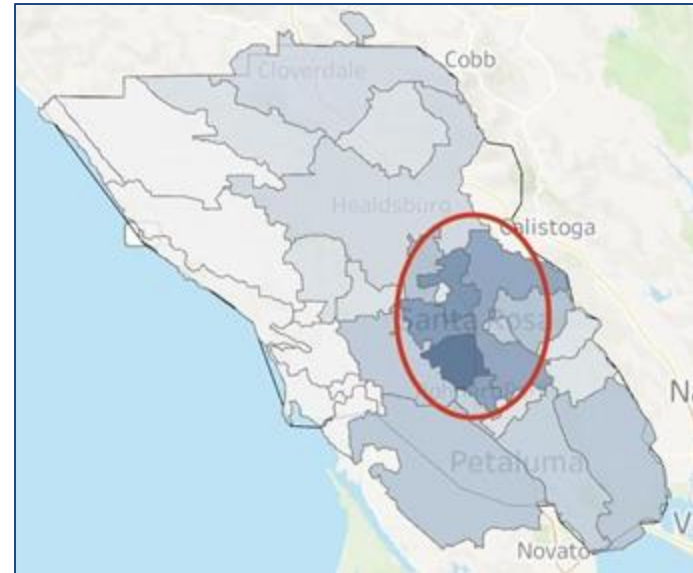


Note: N= 1,141 children

Geographic Distribution of Unmet Need

The highest concentrations of families waiting for subsidized child care are clustered in Santa Rosa and Rohnert Park, pointing to where investment is most urgently needed.

95407	South Santa Rosa	HIGHEST
95403	North Santa Rosa	
95401	Northwestern Santa Rosa	
94928	Rohnert Park	
95404	Eastern Santa Rosa	

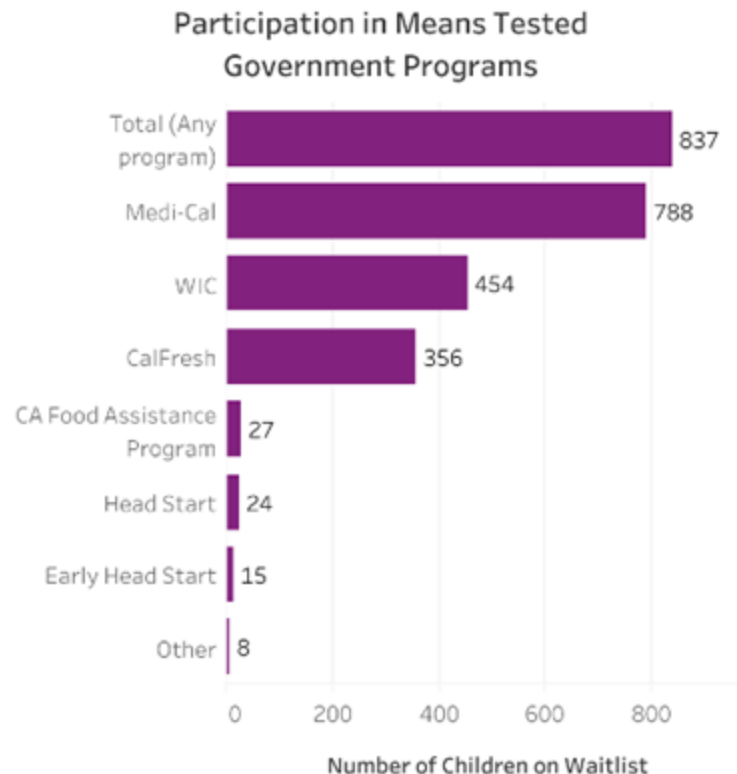


Child Care Is a Workforce Issue



Most families on the waitlist need care in order to work.

- 765 families reported needing care to remain employed
- 385 families reported needing care to seek employment
- 73% of families are enrolled in at least one means-tested government program



Note: n = 837 children

Learning from Local and National Scholarship Models

Sonoma County's Prior Early Learning Scholarship Program



The Value in Preschool (VIP) Family Scholarship, later renamed the Early Learning Scholarship (ELS) Program (2011–2019)

- **Who it served:** Preschool aged children. Eligibility was based on CSPP income thresholds and program enrollment occurred only after Head Start and CSPP programs had completed their enrollment cycles. In some cases, families up to 15% above income limits could be enrolled if no other eligible families were available.
- **Scholarship amount:** Up to \$6K/yr (part-day); Up to \$12K/yr (full-day)
- **Quality Requirement:** NAEYC/NAFCC accreditation or QRIS Tiers 4-5 required
- **Scale:** ~40-45 children per year; 368 total children served over 8 years
- **Cost:** \$264,000–\$400,000/year funded by First 5 Sonoma County

How Other Communities Have Done It

There are two primary models that other jurisdictions leverage:



Contracted model: A lead agency, like a county, state, or organization, contracts directly with an approved set of child care providers. Families choose to enroll from within that pre-approved network. Examples: San Francisco (blended with broker), New Orleans, Multnomah County (Portland)



Broker model: Families choose their preferred child care provider and an intermediary manages eligibility, coordinates funding and pays provider on the family's behalf. This is how CA's child care voucher system works. Broker models can also have a set of approved sites/homes. (New Mexico)

A Challenge to Consider: Preparing the Provider Pipeline



There are two distinct approaches to building a provider pipeline to support increased access to subsidized child care.



Quality Screened Entry model: Meet quality requirements before entry. This assures quality, but depending on requirements, the pipeline may grow slowly (examples: San Francisco, New Orleans)



Quality Building pathway: Lower bar at entry and structured coaching and other support that helps grow the pipeline faster and builds capacity over time (example: Multnomah County, New Mexico)

Linking Scholarships to Workforce Compensation Strategies



When a scholarship model sets reimbursement rates that reflect the true cost of quality care, and labor is the largest cost, it is, by definition, a workforce investment.

- **San Francisco:** Sets scholarship reimbursement rates to cover the true cost of quality care, including educator wages, and supplements this with direct wage stipends to educators in participating programs. Lead Teacher with a B.A. wage floor \$36.88/hr.
- **Multnomah County:** Writes minimum salary floors directly into provider contracts. Lead teachers must earn at least \$29.42/hour, making workforce compensation a condition of program participation.
- **New Mexico:** Licensed FCC is paid to care for one infant full time at varying rates based on quality level: \$1,500 at 2-Star, up to \$2,175 at 5-Star. There are also enhancements if the provider meets wage floor requirements and is open 5 days a week for 10 hours a day.

Local Scholarships Expands What's Possible



	State Alternative Payment Program (AP)	Local Family Scholarship Model
<i>Who sets eligibility?</i>	State of California	Sonoma County
<i>Income ceiling</i>	Up to 85% SMI (~\$108K/yr for a family of 4)	Locally determined, can serve families above state ceilings
<i>Who can provide care?</i>	Any licensed provider, no quality requirement beyond licensing	Providers who meet locally defined quality standards
<i>What does the program pay?</i>	State-set rate, often below the true cost of care	Locally set rate, can reflect the true cost of quality care
<i>Can it support educator wages?</i>	No	Yes, through rate-setting and contract requirements
<i>Can it prioritize infants and toddlers?</i>	No	Yes
<i>Can it target specific geographies?</i>	No	Yes

Questions Sonoma's Scholarship Model Must Answer (any many others ...)



1. **Who qualifies & how should eligibility be defined?** Targeted to families with the greatest need, a sliding scale across a broader income range, or universal? What about prioritization of the children of the ECE workforce or other populations?
2. **Who manages enrollment?** A contracted model with sites/homes/networks, broker model, or a hybrid model?
3. **How do providers qualify to serve children on scholarships?** Is there a quality requirement?
4. **(How) Does the scholarship connect to workforce investment?** Embedded in scholarship rates? A separate compensation program alongside the scholarship? Or, is some of the money separate, and some is layered? Should accepting workforce compensation funds require accepting scholarship or other subsidy families?

Discussion: CAC Insights



1. **Priorities:** Who should the scholarship reach first, and which communities or age groups should be prioritized?
2. **Trade-offs:** What balance feels right between deeper support for fewer families and broader reach for more families?

Discussion: Closed Loop Referral System Technology

What is a “Closed Loop Referral”?

Two-way communication from one service provider to another to support a **seamless experience** for clients/patients, **successful coordination and connection** to services and **better outcomes** for families & children.

- **TRACKING** ensures communication and follow-up is, follow up can be offered where needed (e.g., referrals in the process, waitlists, etc.)
- **COMMUNICATION LOOPS** are "closed" with those who initiated the referral by confirming the results (e.g., child was seen and a tx plan in place; family declined service, etc.
- **IMPLEMENTATION** can be *analog* (phone calls, faxes, paper records) or in a bi-directional data system.
- **GOVERNANCE** is required in the form of data-sharing practices and policies, compliance w/confidentiality, releases, interoperability of systems

Closed Loop Referrals: Measure I

Measure I states that the goals for expenditures from the proceeds of the Tax shall be:

1. *To strengthen collaboration and partnership among Sonoma County's public agencies, community-based organizations, and the private sector around shared positive outcomes for children and their families*
2. *To improve program accessibility and administrative efficiency for parents and providers, **including, where appropriate, through the use of technology***

Measure I defines that one of **CAC's duties** (Section 12-62 e.3) is to provide:

*"Recommendations to the Administering Agency about initiatives to evaluate and improve access to programs, **particularly through the use of technology** to streamline referral, navigation and linkage and better integration of services."*

Closed Loop Referrals: CAC Recommendations (August 2025)

CAC Allocation Summary for the Health Recommendations:

"At this time, a recommendation for a continued investment in the technology of a closed-loop referral system has not been included in the proposed allocations..."

...Once service capacity is strengthened and strategies are in place to allay the fear amongst families regarding data sharing, First 5 Sonoma County is committed to revisiting funding for an early intervention closed-loop referral data solution."

Current efforts with allocated funding related to closed-loop referrals focus on..."*supporting warm, human-centered closed-loop referral processes."*

Language Describing Referrals & Resource Connection

CAC-Approved Recommendations

First 5 Sonoma County Strategic Plan Goal Area I: Healthy Children

Place-based hubs: "Provide community healthcare in trusted, place-based locations for comprehensive and wraparound pediatric and perinatal screening, referral, and community-based..." (1a)



"Ensure pediatric and perinatal screening, referral and resource connection..."

Perinatal hub: "Create a centralized hub to receive referrals...for perinatal mental health. The hub would triage inbound referrals..." (2b)



"Centralized hub to triage referrals for perinatal mental health and promote resource connection to perinatal support..."

Provider collaboratives: "Support engagements that allow health and social service providers to build relationships and develop strategies for a coordinated continuum of care..." (3d)



"Bring health and social service providers together to develop and implement strategies for a coordinated continuum of care..."

Closed Loop Referrals: Recent Community Discussions



Early Relational Health Consortium

- Helping to define how community care hubs could look and strategizing to create a coordinated continuum of care
- Technology is one component of how warm referrals and closed loop connections are made
- Subgroup of ERHC discussed possible technology features of *existing platforms* to support closed loop referrals that do not yet exist but are being explored

Early Identification and Intervention Visioning Session (3/2/26)

- Need for local warmline for early intervention referrals discussed

Questions for Discussion



Should referral systems focusing on early childhood be separate from other referral and linkage systems – why or why not?

What are the current opportunities to build on?

What are the barriers that need to be addressed and additional resources that are needed to move forward?

Compensation of Parent Representatives and Parent Stakeholders

First 5 Sonoma County Commission: Parent Compensation

Parents as Community Stakeholders	Parents as Ongoing Representatives
Varying engagement roles (e.g., interviews, surveys, focus groups, workgroup)	Defined formal role, typically governance and appointed by elected officials such BOS (Commissioner, CAC member)
Varying levels of time commitment, content knowledge, responsibilities, etc., typically one-time or limited commitment of time.	A consistent and significant level of time commitment, expectations and responsibilities (ongoing).
Compensation varies and is dependent on the intensity of responsibilities, time commitment needed to participate and resources available. Compensation may be determined by a contracted <i>vendor leading an engagement process</i> .	Compensation is fixed and formalized in a policy due to the ongoing and defined role, has budget implications for First 5 Sonoma.
	Reviewed and updated (if needed) annually

First 5 Sonoma County Commission Stipend Policy Elements



- **DEBAR Framework: F5 Commission Established Community Engagement Allocation (January 2022)**
Codified and strengthened commitment to authentic parent engagement and critical need to compensate parents for value brought to program design, evaluation, ongoing governance.
- **Updates to First 5 RFP/RFQ Rubric (November 2025)**
Scores grant applicants on practices for parent engagement to ensure consistency. Provides guidance for reviewers about what to look for when evaluating equitable practices and stakeholder engagement.
- **First 5 Parent Compensation survey (Spring 2026)**
Currently conducting survey with community partners about practices for parent compensation/incentives. Questions about providing child care, language access, and other parent engagement supports. Findings will inform changes in practice for both parent representatives and stakeholder engagement.
- **Annual Review of Commissioner/CAC Stipend Methodology**
Operational budget approved by Commission in June 2026 for FY 26-27, changes effective July 1, 2026



Next Community Advisory Council Meeting:
June 25, 2026
3:00-5:00 pm

LOCATION:
120 Stony Point Rd., Suite 155, Santa Rosa