

Location of Meeting: First 5 Shasta, 393 Park Marina Circle, Redding, CA 96001

Topic: First 5 Shasta Commission Meeting

Time: February 26, 2024, 2:30 PM Pacific Time

1. Call to Order

Welcome and Introductions by Joe Ayer, Chair.

Commission

Joe Ayer

Kathy Barry

Elisabeth Cooper (2:38p)

Tim Garman

James Mu

Kevin O'Rorke

Miguel Rodriguez (2:36p)

Cindy Vogt

Staff

Wendy Dickens

Elizabeth Poole

Nicole Brainerd

Tristen Grantham

Public

2. Public Comment Period

Members of the public are entitled under the Brown Act (Government Code Section 54950 et seq) to address the Commission on any matter within the Commission's subject matter jurisdiction. Members of the public may speak for up to three minutes on any matter concerning the Commission, with the exception of items related to pending judicial, administrative litigation, or personnel matters. The Act prohibits the Commission from taking action or discussing the item unless it is already on the agenda.

Commissioner Recusal Reminder

All Commissioners are reminded to recuse themselves from voting on any agenda item that has a real or perceived conflict of interest.

3. Consent Agenda

Action Item

Items are expected to be routine and non-controversial. They will be acted upon at one time without discussion. Any commission member or interested person may request removal of an item from the Consent Agenda for discussion later on the agenda. Consider the approval of the following items:

- a. Minutes from December 11, 2023 Commission Meeting
- b. First 5 Shasta Financial Report FY 2023-24 (July-January) Budget to Actual

Motion to approve the consent agenda:

Motion/Seconded: Garman/Mu

Ayes: Ayer, Barry, Garman, O'Rorke, Mu, Vogt

Nays: None

Motion: Approved

4. Staff Benefit Package Update

Action Item

Joe Ayer recused himself from the room due to a conflict of interest. Dickens updated the group that there is an Option A and Option B, the difference is between the two is how much F5S will contribute. After much research regarding the different benefits, Humana is the recommendation for dental insurance. Humana uses a state average rather than a local average so the providers in town get a better reimbursement rate. Humana also provides an orthodontist benefit. VSP was



better than Humana vision plan, most optometrists in town use VSP. Brainerd noted that the packages were very comparable in price in all the dental and vision companies. Brainerd wanted to make sure these benefits would be something that staff could use in this area.

Barry asked if the Admin Ad Hoc committee had any recommendations on which one benefits package to choose. Dickens replied that they weren't necessarily partial to any but the Ad Hoc wanted to make sure the commission knew what was researched and that the benefits were supportive to staff. Vogt asked how much the total cost to First 5 prop 10. Brainerd explained that Option A would cover the employee 100% and any additional family members were at a rate of 90% at a cost to F5S of \$4,298 a year because we leverage funding of the total cost through other grants. Option B would cover the employee at 95% and additional family at 85% the yearly cost would be \$928. Mu said that for employees if there are cost savings with Option B, he would recommend adding the cost savings to salaries. Barry asked if there is a desire from staff for these benefits. Brainerd explained that most of staff have families and would be beneficial. Mu asked how many employees have double coverage. Brainerd replied that there are no employees that have double coverage if they use spousal benefits. There was an exchange between Mu and Brainerd about double coverage or opting out. Brainerd clarified that an employee could be double covered if they wanted to benefit. Rodriguez noted that the option between A and B is not significant in cost difference to not choose the option that is more beneficial to the employee. O'Rorke agreed to Option A.

Motion to approve Option A employee benefit package:

Motion/Seconded: Vogt/Barry

Ayes: Barry, Cooper, Garman, O'Rorke, Rodriguez, Mu, Vogt

Nays: None

Abstention: Ayer

Motion: Approved

5. Commission Calendar

Action Item

The commission calendar was updated to reflect changes in the Evaluation & Advisory Committee dates. The group noted that the March 19th date did not work for the Commission Planning Day and agreed to move the date to Monday, April 8th.

Motion to approve the amended calendar:

Motion/Seconded: Vogt/Garman

Ayes: Ayer, Barry, Cooper, Garman, O'Rorke, Rodriguez, Mu, Vogt

Nays: None

Motion: Approved

6. Commission Planning Day Reminder

Dickens asked for input from the commissioners around topics or questions they have for staff, what they would like to know and clarity they would like to receive during the Commission Planning Day. On the Planning Day, staff will give presentations in smaller groups. Ayer mentioned revisiting individual First 5's vs. First 5 Association vs. state and where the money comes from and how it fluctuates. Ayer added that he would like an update on strategic plan and if are we being affective. Vogt asked Wendy to update the group on outside organizations within the community and the work that is being done through partnerships. Garman also asked for information on ACEs in the community. Vogt wants to know about literacy and updates in the community. Barry asked for a map of Shasta County about where we have invested within our county, so we are able to see the gaps. Cooper is interested in outcome measures related to the strategic plan and how information is getting out to the community into the people that need assistance. Vogt would like to hear about

other meetings and organizations in the community where F5S is involved. Rodriguez asked about F5S involved fentanyl and substance abuse disorders, father of parenting and kids with disabilities. Ayer asked about getting a grid of what our partners have focused on now and in the future and where F5S can fit into the initiatives. Dickens noted that staff will have a retreat this week and we will take a walking tour of downtown with Blake Fisher. The commission is invited on the tour and breakfast will be provided by Kevin O'Rorke.

7. Reports

A report on topics and important information related to the committee or position.

a. Admin Ad Hoc

At the meeting they discussed the fence and the lack of communication from the fence company to finish the remaining portion. One of the HVAC units was replaced, and staff will come up with a contingency plan so that we don't have to replace the remaining units all at once. The cameras and outside electrical work were fixed from previous vandalization.

b. Evaluation & Advisory Committee

Amy Pendergast with maternal health utilized the evaluation meeting to gather input for support from families about substance abuse, specifically neonatal abstinence substance exposure and where assistance is needed.

c. Executive Director

Dickens gave a handout with her upcoming important dates when Wendy is out of the office or when the office is closed for holiday. Dickens is the rotary president elect and will be doing some training for that position. Dickens and Jackie Scott will be presenting at two conferences, one being the First 5 California Child Health, Education and Care summit to talk about advocacy. Paper dolls from WOYC are being submitted so out so let us know if you want to hang them in your agency to support the event. F5S has been on the news and radio recently. Dickens updated the group about the recent advocacy day in Sacramento and being about to meet with the Dahles at the capitol to advocate for children and families.

d. Commission

Vogt mentioned that CHYBA was selected as an alt ed campus to host Rocky Herron for a presentation. Vogt to pass along the info to Dickens to send out. The presentation is about substance use disorders, and education around prevention. Rodriguez mentioned that Katie Cassidy is the interim Director of Public Health. Rodriguez is working with the state to get a mobile crisis unit up and running by May in partnership with Hill Country. Social work proclamation is going to the board of supervisors, there will be a flag raising to remember those who have died by child abuse in the last year during the month of May. Barry talked about Pathways to Hope and their new Executive Director, Jenna Berry and appreciated Dickens for her mentorship. The teen centers are getting cleaned up with appropriate staffing levels. Catalyst Mentoring is merging under Pathways to Hope for Children. Barry also noted that Judy Flores is retiring, and Mike Freeman was appointed to the position. There is a lot of work happening around the American Indian Advisory population and one of the literacy initiatives is hoping to provide small supplemental libraries that have been fully vetted by all four tribes in Shasta County. Judy Flores, whose work around the advisory group has helped frame some state legislation. Dickens looks forward to working with Mike Freeman and his commitment to the community.

8. Adjournment to Closed Session

Adjournment to Closed Session during this meeting to consider and/or take action upon the following items:

- a. Public Employee Performance Evaluation (G.C. 54957)
 - Title: Executive Director

Adjourned to closed session 3:42 p.m., the meeting adjourned at 3:46 p.m.