



AGENDA
Social Services Committee
Thursday, June 9, 2022
Lorraine H. Morton Civic Center Room 2402 7:00 PM

Pursuant to 5 ILCS 120/7(2), SSC members and City staff will be participating in this meeting remotely. It has been determined that in-person meeting of the City's Boards, Commissions, and Committees are not practical or prudent due to the ongoing coronavirus pandemic. Accordingly, the Social Services Committee may be convened, and members may attend by means other than physical presence consistent with 5 ILCS 120/7. Residents will not be able to provide public comment in-person at the meeting. Those wishing to make public comments at the Social Services Committee may submit written comments in advance or sign up to provide public comment by phone or video during the meeting by completing the Social Services Committee online comment form available by [clicking here](#) or visiting the [Social Services Committee webpage](#): and clicking on Public Comment Form.

Community members may watch the SSC meeting online through the Zoom platform.
Please click this link:

<https://us06web.zoom.us/j/83961283626?pwd=STdURINmaGxsY0Rld3FhVmJNYVVPZz09>

Passcode: 741501

Or join by phone:

Dial US: +1 312 626 6799

Webinar ID: 839 6128 3626 Passcode: 741501

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- 1. CALL TO ORDER/DECLARATION OF A QUORUM**
- 2. SUSPENSION OF THE RULES: MEMBERS PARTICIPATING ELECTRONICALLY OR BY TELEPHONE**
- 3. APPROVAL OF MEETING MINUTES**

- A. **Meeting minutes of the May 12th Social Services Committee** 3 - 4
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4. PUBLIC COMMENT

5. NEW BUSINESS/OLD BUSINESS

- A. **2022 Emergency Solutions Grant Recommendations** 5 - 7
For Action
[2022 Emergency Solutions Grant Recommendations - Attachment - Pdf](#)

- B. **Proposal for ARPA Childcare Provider Retention Pay Program** 8 - 11
For Action
[Proposal for ARPA Childcare Provider Retention Pay Program - Attachment - Pdf](#)

6. ADJOURNMENT



Draft

MEETING MINUTES
SOCIAL SERVICES COMMITTEE
Thursday, May 12, 2022 7:00 PM

Social Services Committee

Members Present: S. Olds Frey, D. Ohanian, A. Ngola, D. Cravens, A. Sood, S. Lackey, K. Hayes

Members Absent: Councilmember Reid, Councilmember Burns

Staff: S. Flax, J. Wingader

Call to Order / Declaration of Quorum

Chair Olds Frey called the meeting to order at 7:00 pm.

Suspension of the Rules

Ms. Hayes moved approval, seconded by Vice Chair Ohanian; a roll call vote was taken and the rules to suspend to allow for virtual participation were approved 7-0.

Approval of Meeting Minutes for April 14, 2022

Vice Chair Ohanian moved approval of the meeting minutes for April 14, 2022, seconded by Ms. Hayes; a roll call vote was taken and the motion passed 7-0.

Public Comment

No public comment

Evanston Project for Local Assessment of Needs (EPLAN) Presentation

Community Health Specialist Kristin Meyer provided information about research gathered during the EPLAN process with a focus on mental health, demographic information and data by ward. She also provided information about community feedback and the City's priorities as a result of the data.

Youth & Young Adult Division

Outreach Supervisor Jerney McCray discussed initiatives to engage middle school and high school aged youth at Robert Crown, Fleetwood Jourdain, and Gibbs Morrison community centers and throughout the community including the Mayor's Summer Youth Employment Program, virtual programming, block parties, and the My City, Your City, Our City summer events. All initiatives provide educational and recreational activities for youth in an effort to reduce violence and help empower youth; staff recognized that youth were instrumental in planning events. Mr. McCray introduced his staff and announced that Damita Cravens recently accepted a position with the Outreach team. Mr. McCray closed by mentioning past numbers served. Chair Olds Frey acknowledged that the program received national recognition for outreach and engagement efforts.

Draft

FY2022 First Quarter Report Updates

Staff provided staffing updates for PEER Services, Youth & Opportunity United, and Connections for the Homeless and offered to address any questions about first quarter reports.

Community Needs Assessments and Mental Health Measures

Staff and Committee members discussed options for providing counseling services including individual, family and group counseling. Staff is working to gather feedback about fee-for-service agreements and RFPs from local providers and report back to the Committee at the June meeting.

Public Comment

No public comment

Adjournment

The meeting was adjourned at 8:20 pm.

Respectfully submitted,
Jessica Wingader
Senior Grants and Compliance Specialist



Memorandum

To: Members of the Social Services Committee
From: Jessica Wingader, Social Services Grants & Compliance Specialist
CC: Johanna Nyden, Community Development Director, Sarah Flax,
Housing & Grants Manager
Subject: 2022 Emergency Solutions Grant Recommendations
Date: June 9, 2022

Recommended Action:

Staff recommends approval by the Social Services Committee of 2022 Emergency Solutions Grant (ESG) allocations totaling \$154,945: \$143,325 to two social services agencies (Connections for the Homeless and the YWCA Evanston/North Shore) that provide housing and services for individuals and families who are homeless or at risk of homelessness, and \$11,620 to the City of Evanston for grant administration. The SSC's recommendation will go to the Human Services Committee at its July 5, 2022 meeting and to City Council on July 25, 2022.

Funding Source:

Funding source is the City's 2022 Emergency Solutions Grant entitlement allocation in the amount of \$154,945 from the U.S. Department of Housing & Urban Development (HUD); account 100.21.2128.67111 for the YWCA Evanston/North Shore and account 100.21.2128.67110 for Connections for the Homeless as funded and City administrative costs.

CARP:

Vulnerable Populations

Commission Action:

For Action

Summary:

ESG funding will be used for the following eligible activities: essential services/street outreach, operating expenses of homeless shelters, rapid re-housing for homeless households, homeless prevention for households at high risk of homelessness, and program administration as outlined in the draft 2022 Action Plan, which was reviewed by the Housing and Community Development Committee on November 16, 2021. The Plan will be updated with finalized grant amounts, submitted to City Council and provided to HUD following City policies and procedures

for federal grant management. This recommendation allocates specific dollar amounts to subrecipients for all direct services supported through ESG funds.

The City of Evanston's 2022 ESG grant is \$154,945; the 2022 recommendation maintains 10% of funding for Street Outreach and 32.5% of funding for Emergency Shelter operations as allowed under ESG regulations. In keeping with HUD's goal of prioritizing Rapid Re-Housing to implement the Housing First strategy of the Federal Homeless Emergency Assistance and Rapid Transition to Housing (HEARTH) Act of 2009 that reauthorized the McKinney-Vento Homeless Assistance Act, 35% of funding is allocated to that activity and 15% is allocated to Homeless Prevention. The table below shows the 2021 ESG allocation of funds to eligible activities and the recommendation for 2022. Funding may be shifted between Prevention and Rapid Re-housing during program implementation to assist households that are eligible for each activity, if needed.

Eligible Activities	2021 Allocation		2022 Recommendation	
Street Outreach	\$ 15,846	10.0%	\$ 15,495	10.0%
Emergency Shelter	\$ 51,500	32.5%	\$ 50,357	32.5%
Homeless Prevention	\$ 15,846	10.0%	\$ 23,242	15.0%
Rapid Re-housing	\$ 63,385	40.0%	\$ 54,231	35.0%
Administration	\$ 11,885	7.5%	\$ 11,621	7.5%
Totals:	\$ 158,463	100.0%	\$ 154,945	100.0%

Staff recommends funding Connections for the Homeless and the YWCA Evanston/North Shore through subrecipient agreements to provide direct services consistent with the 2021 ESG allocation. Both agencies are members of the Suburban Cook County Continuum of Care, have the programmatic capacity to implement ESG activities and the administrative capacity to comply with federal regulations. The City will retain ESG Administration funds for program management and compliance.

Connections for the Homeless – \$15,495 for its Street Outreach program; \$35,357 for operating support of its Emergency Shelters; \$23,242 for Homeless Prevention rent and utility assistance and case management; and \$54,231 for Rapid Re-housing rental assistance; total funding of \$128,324.

Connection's shelters provide housing for single adults and families who may be chronically homeless or have lost housing because of unemployment, eviction, foreclosure, etc. ESG funds are used for operating expenses including rent, repairs, maintenance, and supplies. In 2021, the Shelter program supported 168 participants including 32 children. Connections also provides services including case management and meals to shelter residents and to clients of its street outreach program which served 104 participants. Case workers help clients find employment and receive benefits such as Supplemental Social Security and Social Security Disability Insurance. Medical services are provided through a weekly in-house clinic and clients are referred to Erie Family Health Center, mental health providers and support programs for health services, including mental health and substance abuse. ESG funds are used for case workers and other program staff salaries and benefits.

Connections for the Homeless also provides Re-housing and Prevention services. Funds are used for direct assistance in the form of rent and utilities payments, as well as case management, housing location and stabilization services. Both programs served a total of seven participants; when combined with CARES Act funds, the programs served a total of 134 participants.

YWCA Evanston-North Shore - \$15,000 for operating support of its shelter facility that provides safe housing for up to 90 days for adults and children who are victims of domestic violence. The YWCA provides case management, legal advocacy, crisis intervention, financial literacy and other services to help households develop independence and self-sufficiency. The YWCA provided housing, meals and supportive services to 565 women and children in its DV shelter in 2021 and anticipates serving an increased number of participants in 2022. ESG funds will be used for essential supplies such as food for people staying in the shelter, and other operating costs.

Evanston's 2022 ESG funds will be matched on a one-to-one basis with State of Illinois funding and private resources, including in-kind contributions, to meet the 100% match requirement for ESG.



Memorandum

To: Members of the Social Services Committee
From: Jessica Wingader, Social Services Grants & Compliance Specialist
Subject: Proposal for ARPA Childcare Provider Retention Pay Program
Date: June 9, 2022

Recommended Action:

Staff requests that the Social Services Committee consider approval of up to \$500,000 in American Rescue Plan Act (ARPA) funding to provide premium pay to staff working in-person at Evanston child care providers beginning on or after March 3, 2021 and who continue to provide in-person care for children ages 0 - 5 years. If approved, the Committee's recommendation will go to the Human Services Committee at its July 5 meeting and to City Council on July 25, 2022.

Funding Source:

American Rescue Plan Act (ARPA) funds, account 170.99.1700.55251

CARP:

Vulnerable Populations

Committee Action:

For Action

Summary:

Child Care Workforce Retention Program:

This memo outlines a program that staff would administer to provide premium pay to child care providers using ARPA funding that is based on market research and provider input. The financial challenges faced by child care workers and the challenges agencies providing these services face in retaining employees has been well documented. COVID-19 has taken an enormous toll on the child care industry whose employees are identified as essential workers and whose in-person work with very young children who are not eligible for vaccines puts them at high risk of COVID-19 infection. Additionally, many child care workers identify as women and of color, a population that has also experienced a disproportionately negative financial impact. To support retention of child care workers, staff recommends funding a premium pay program for Evanston-based child care centers and home-based providers licensed by the Illinois Department of Children and Family Services (DCFS) who were providing child care services as of March 2021 and are currently providing these services. Executive Directors or owners

would be able to apply to receive a single award based on the number of currently employed staff members registered with Illinois Gateways, an early care and education workforce registry for individuals who work with or on behalf of children and families in Illinois. In addition, providers may have staff who are “front” facing, and fit the definition of eligible worker but are not registered in Gateways. Examples include employees who prepare and serve food, or do in-person work with family members on a regular basis. Providers will document the number of women and BIPOC staff employed and the number of low/moderate income households served.

City staff will quantify award amounts and provide applicants with a lump sum award. Premium pay amounts ranging from \$600 to \$1,200 per staff member would be made to eligible providers to distribute to eligible staff. Providers would then report the number of staff who received the premium pay and the amount provided to each employee. Awards may include an amount to cover the providers’ cost of administration and reporting based on availability of funds once applications are received.

The ARPA State and Local Fiscal Recovery Funds (SLFRF) Final Rule uses the following criteria to define eligibility for premium pay:

- Must perform essential work defined as “work that (1) is not performed while teleworking from a residence and (2) involves either (i) regular, in-person interactions with patients, the public, or coworkers of the individual that is performing the work or (ii) regular physical handling of items that were handled by, or are to be handled by, patients, the public, or coworkers of the individual performing the work.”
- Eligible workers are further defined as those “needed to maintain continuity of operations of essential critical infrastructure sectors...critical to protect the health and wellbeing of residents.” Under this definition, child care providers who were working with children in person between the period of March 2021 to present, meet the criteria to be categorized as essential workers performing essential work.
- There are two ways of determining that an employee meets the low- and moderate-income persons definition in the Final Rule: 1. their total annual compensation, including the premium pay, cannot exceed 1.5 times the average wage for all occupations as defined by the Bureau of Labor Statistics Occupational Employment and Wage statistics for Cook County, which is \$90,510 annually, or 2. the employee is not exempt from the Fair Labor Standards Act overtime provisions.

The Final Rule encourages the provision of assistance to communities and individuals in greatest need, particularly communities that have been historically underserved and have experienced disproportionate impacts of the COVID-19 crisis. The Final Rule further encourages use of funds to “restore...local workforces, where women and people of color are disproportionately represented.” This program would support workers at center- and home-based child care providers, the latter of which are often owned by women of color and serve primarily low/moderate income families. When considering how to structure the program, staff was intentional about gathering information about the number of child care employees at DCFS-licensed facilities and the demographics of the populations served. Because child care providers serving primarily low/mod income households who are disproportionately impacted by COVID are unable to increase fees to cover incentives for staff or increase salaries, their employees will be eligible for higher premium pay. This program will provide a return on

investment as it will incentivize child care staff to remain employed in their current roles and providers serving low and moderate income households would be prioritized for funding.

Budget Development Process and Rationale:

To establish a budget for this program, staff surveyed licensed home and center based providers to document the number of staff employed and the number of staff registered with Illinois Gateways; staff also captured information about the number of households served including the number of low and moderate income households enrolled in care. Staff received responses for twenty facilities, seven home-based and 13 center-based, that identified 262 staff members registered with Gateways and which comprise 86% of total staff. Of Gateways registered staff, 92% are women and 58% identify as BIPOC. Responses were not received from all Evanston child care providers and staff anticipates that, if the program is launched, other eligible providers may apply. Based on the DCFS list of child care providers and the number of child care slots totals 2,620, staff estimated that approximately 610 staff could be eligible for premium pay. Based on responses from the 20 providers, 46% of children served are in low/mod income families. Therefore, an estimated 300 staff members could be eligible to receive premium pay of \$1,200; the remaining staff would be eligible for a premium pay award of \$600. Actual numbers of staff eligible for each level of premium pay may be different when applications are received, so funding amounts may be adjusted accordingly.

This estimate is further supported by the Evanston Early Childhood Council (EECC). The EECC is composed of 25 early childhood providers and early education centers; members have presented information to City Council at multiple meetings. One request, detailed in the Priorities for the Utilization of 2021 Recovery Act Funding to Support Early Childhood Education in The City of Evanston requested staff equity stipends/bonuses to support staff providing direct, hands-on care to children; staff is confident this program will have overwhelming community support. Staff recommends an “up to” amount of \$500,000, based on market research and agency input. This amount would further provide for eligible staff who are identified through the application process.

There is a precedent for establishing a premium pay program for child care providers. On Monday, September 13, 2021, Governor Pritzker announced a similarly structured child care Workforce Bonus program to recognize the efforts of child care staff who served and continue to serve children and families in person during the pandemic. That program was funded by federal pandemic relief funds and administered through the Illinois Department of Human Services and Illinois Network of Child Care Resources and Referral Agencies (INCCRRA).

Attachments:

[ARPA Evaluation - Premium Pay for Childcare Workers - Template](#)

ARPA Premium Pay to Impacted/Disparately Impacted Workers Evaluation - Childcare Workers				
CRITERIA	DESCRIPTION	GENERAL EXAMPLE GUIDELINES	PROGRAM SPECIFIC EXAMPLES	POSSIBLE SCORE 0- 5
Program Feasibility	Proposal is detailed and clear; persons eligible for assistance are identified following guidelines in the Final Rule. Implementation plan includes a realistic timeline to develop and launch the program before 12/31/2024 and expend all funds by 12/31/2026.	Program defines individuals or a class of individuals who experienced economic harms or health risks due to COVID-19 and qualify as impacted or disparately impacted. There is a clear process for reaching potentially eligible individuals and for determining eligibility.	This program would provide premium pay to childcare workers employed as of 3/3/2021 or after and currently working at full- and part-day providers in Evanston. Workers are disproportionately women and people of color, providing direct services to children 0 to 5. This program further incentivizes childcare providers that serve 51% or more low/moderate income households, including CCAP recipients, who lack the cashflow to increase wages for their staff.	
Team/Organization Capacity	Program team demonstrates the capacity to secure financing, and design and implement the program.	Past performance on similar programs. Team/organizations(s) are able to provide assistance to eligible individuals by following clear guidelines, report on who has been helped, and provide required source documents that document this.	Eligible workers are registered with and credentialled by Illinois Gateways, managed by the IL Dept. of Human Services. Child care providers will provide the number of currently employed and registered childcare workers in their application. City staff will review the requests and calculate a lump sum for each eligible childcare provider based on the verified number of staff. Child care providers are experienced with documenting staffing and information on the populations they serve, so have the capacity to provide source documents as proof of premium pay to eligible staff.	
Budget	Budget estimate is realistic based on the anticipated number of eligible individuals; amount of assistance is proportional to the harms experienced from COVID-19.	Levels of assistance are proportional to the health risks and /or financial harms from COVID-19. COVID-19 impact on the industry sector makes it infeasible for employers to increase the wages of their workers from their operating budgets.	Staff estimated the number of eligible child care workers based on the number of DCFS-licensed childcare slots in Evanston. The amount of premium pay is similar to the State of Illinois' program, and consistent with similar ARPA-funded programs in MN, KS, and other states.	
Return on Investment	Premium pay will help to maintain and essential service by assisting impacted and disparately impacted workers. Program supports the wellbeing of individual workers and their employers.	The negative impact/disparate impact of COVID-19 on individual workers or a class of workers and their eligibility for premium pay has been documented following the guidelines in the Final Rule.	Retention of child care workers will improve through provision of premium pay which will help maintain current capacity to serve Evanston households.	
Addresses Inequities and Inequality	Program design takes diverse perspectives and needs into account. Considerate of impacted communities including BIPOC. Amount of assistance is differentiated for impacted and disparately impacted persons if appropriate.	Project helps achieve goals of integrating affordable housing throughout Evanston, contributes to goal of providing a broad range of housing types and tenures, unit sizes, and affordability levels by creating new or preserving existing affordable units.	The majority of home-based childcare providers are women of color, a population that has experienced disproportionately negative financial impacts due to COVID-19 and that may experience housing insecurity due to financial hardship. In addition, lower-income residents are more likely to be unable to secure childcare, affecting parents', particularly mothers', ability to return to the workforce.	
Community Support	Demonstrated support from community members, built through authentic community outreach.	Emails and letters of support from residents or stakeholders. Need and/or project/program has been identified through community input for ARPA, in a neighborhood/community plan, etc. Acknowledgement of community concerns.	City held town hall meetings and childcare was identified as a need. Child care was also discussed as a need at 8 out of the 10 meetings held by the Evanston Community Foundation	
			Average	#DIV/0!
			Total	0
			Percentage	#DIV/0!