



5. CONSIDER recommending to the Board of Supervisors the appointment of Bryan Harris to the City of Richmond’s local seat with a term expiring September 30, 2026, on the Advisory Council on Aging, as recommended by the Council. (Tracy Murray, Aging and Adult Services Director) [26-2437](#)
- Attachments:** [ACOA Roster for FHS - Master Harris, Bryan \(ACOA\) 10-27-25 Redacted](#)  
[Harris, Bryan Resume Redacted](#)
6. CONSIDER accepting the Contra Costa County 2026 Child Care Needs Assessment from the Local Planning and Advisory Council for Early Care and Education and directing staff to forward to the Board of Supervisors for their information and approval of the County Local Child Care Planning Council Needs Assessment. (Monica Joseph, LPC Staff) [26-2438](#)
- Attachments:** [CCCOE Needs Assessment 2026 3-Pager FINAL\\_050826](#)  
[Contra Costa County 2026 LPC Needs Assessment\\_FINAL\\_050526](#)  
[Contra Costa LPC Needs Assessment Template V2\\_FINAL\\_042826](#)
7. CONSIDER accepting the Employment and Human Services Department's 2026 Annual Report on Anti-Human Trafficking efforts in Contra Costa County, and FORWARD to the Board of Supervisors for their information. (Kimberly Baker, CSEC Services Program Manager and Human Services Manager; Corinna Espino, CSEC Services Program Coordinator; Mélody Saint-Saëns, Alliance to End Abuse Division Manager; Katrina Natale, Director of Contra Costa Human Trafficking Taskforce, Contra Costa District Attorney’s Office) [26-2439](#)
- Attachments:** [26.06.08\\_FHS Anti-HT Pres v.2 as of 26.05.18 PDF](#)
8. CONSIDER accepting the Employment and Human Services Department's Annual Report on the THRIVES Guaranteed Basic Income Pilot Program, and directing staff to forward to the Board of Supervisors for their information. (Ann Barrett, EHSD Director of Workforce Services Bureau) [26-2440](#)
- Attachments:** [Contra Costa Thrives FHS Presentation Final](#)

The next meeting is currently scheduled for July 13, 2026

Adjourn

General Information

This meeting provides reasonable accommodations for persons with disabilities planning to attend a the meetings. Contact the staff person listed below at least 72 hours before the meeting. Any disclosable public records related to an open session item on a regular meeting agenda and distributed by the County to a majority of members of the Committee less than 96 hours prior to that meeting are available for public inspection at 1025 Escobar St., 4th Floor, Martinez, during normal business hours. Staff reports related to items on the agenda are also accessible on line at [www.co.contra-costa.ca.us](http://www.co.contra-costa.ca.us).

**HOW TO PROVIDE PUBLIC COMMENT:**

Persons who wish to address the Committee during public comment on matters within the jurisdiction of the Committee that are not on the agenda, or who wish to comment with respect to an item on the agenda, may comment in person, via Zoom, or via call-in. Those participating in person should offer comments when invited by the Committee Chair. Those participating via Zoom should indicate they wish to speak by using the “raise your hand” feature in the Zoom app. Those calling in should indicate they wish to speak by pushing \*9 on their phones.

Public comments generally will be limited to two (2) minutes per speaker. In the interest of facilitating the business of the Board Committee, the total amount of time that a member of the public may use in addressing the Board Committee on all agenda items is 10 minutes. Your patience is appreciated.

Public comments may also be submitted to Committee staff before the meeting by email or by voicemail. Comments submitted by email or voicemail will be included in the record of the meeting but will not be read or played aloud during the meeting.

For Additional Information Contact: Jason Chan, (925) 655-2050



# CONTRA COSTA COUNTY

1025 ESCOBAR STREET  
MARTINEZ, CA 94553

## Staff Report

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**File #:** 26-2435

**Agenda Date:** 6/8/2026

**Agenda #:** 3.

---

### FAMILY & HUMAN SERVICES COMMITTEE

Meeting Date: June 8, 2026  
Subject: Record of Action for May 11, 2026  
Submitted For: Family and Human Services Committee  
Department: County Administrator  
Referral No: N/A  
Referral Name: N/A  
Presenter: Jason Chan, Sr. Deputy County Administrator  
Contact: Jason Chan, (925) 655-2050

### **Referral History:**

County Ordinance requires that each County body keep a record of its meetings. Though the record need not be verbatim, it must accurately reflect the agenda, and the decisions made in the meeting.

### **Referral Update:**

Attached is the record of action for the May 11, 2026, Family and Human Services Committee meeting.

### **Recommendation(s)/Next Step(s):**

RECEIVE and APPROVE the Record of Action for the May 11, 2026, Family and Human Services Committee meeting.

### **Fiscal Impact (if any):**

There is no fiscal impact.



Commission for Women and Girls with a term expiring February 28, 2029, as recommended by the Commission. (Chrystine Robbins, Deputy County Administrator)

**Attachments:** [Mahoney Kimberly CCCWG 04-01-26 D3 Redacted CCCWG Roster Seats Terms 5.4.26](#)

The Committee approved the recommended appointment and referred the recommendation to the full Board of Supervisors for action.

6. CONSIDER accepting the Council on Homelessness (COH) 2026 Quarter 1 report and directing staff to forward the report to the Board of Supervisors for their information; and approving the recommended term extensions for the Lived Experience Advisor #2 and Public Housing Authority Representative seats on the Council on Homelessness. (Jaime Jenett, Community Engagement Specialist) [26-2021](#)

**Attachments:** [FHS Report 5.11.26 Q1 2026 Report Proposed new Expiration Dates COH 2026](#)

The Committee accepted the report and recommended as a consent item for a future Board of Supervisors meeting, and also approved the recommended term extensions and referred the recommendations to the full Board of Supervisors for action.

7. CONSIDER accepting the report from the Behavioral Health Division of the Health Services Department on the Opioid Crisis in Contra Costa County, and FORWARD to the Board of Supervisors for discussion. (Dr. Suzanne Tavano, Director of Behavioral Health Services; Fatima Matal Sol, Alcohol and Other Drugs Services (AODS) Program Chief; Elissa Kim, MPH, Opioid Response County Coordinator) [26-2022](#)

**Attachments:** [BOS FHS OSF Program Report 5.4.2026 FHS Opioid Response Presentation May 11 2026](#)

The Committee accepted the report and recommended a condensed version as a discussion item for a future Board of Supervisors meeting. Item will return to this Committee in 3-months to discuss program timelines and delays. Department received direction to not expand programs or procure for new services until further discussion.

8. CONSIDER approving the funding recommendations for Measure X affordable housing and homelessness prevention projects and directing staff to forward the recommendations to the Board of Supervisors for their information. (Gabriel Lemus, Deputy Director, Department of Conservation and Development, and Jamie Schecter, Homeless Services Chief, Contra Costa Health – Health, Housing, and Homeless Services) [26-2023](#)

**Attachments:** [H3\\_DCD\\_Memo\\_FHS\\_MX Hsg Fund 5-11-2026 meeting Attachment A - FHS Recommendations RFP Descriptions FY 26-27](#)

The Committee approved the funding recommendations and referred the recommendations to the full Board of Supervisors.

9. CONSIDER approving the funding recommendations for FY 2026/27 Community Development Block Grant - Public Service category and [26-2024](#)

Emergency Solutions Grant projects, and directing staff to prepare a report inclusive of the FHS recommendations for Board of Supervisors approval. (Gabriel Lemus, Department of Conservation and Development Deputy Director)

**Attachments:**                    [FHS Committee Memo re FY 2026-27 Funding Recommendations PS and ESG Categories](#)  
[Attachment A-1 - FY 2026.27 PS Project Recommendations - ADA](#)  
[Attachment A-2 FY2026\\_27 PS Projects](#)  
[Attachment B-1 - FY 2026-27 ESG Project Recommendations - AI](#)  
[Attachment B-2 FY2026\\_27 ED Projects](#)

The Committee approved the funding recommendations and referred the recommendations to the full Board of Supervisors for approval.

The next meeting is currently scheduled for June 8, 2026

Adjourn

The meeting was adjourned at 12:05p.m. by Supervisor Gioia.

General Information

This meeting provides reasonable accommodations for persons with disabilities planning to attend a the meetings. Contact the staff person listed below at least 72 hours before the meeting. Any disclosable public records related to an open session item on a regular meeting agenda and distributed by the County to a majority of members of the Committee less than 96 hours prior to that meeting are available for public inspection at 1025 Escobar St., 4th Floor, Martinez, during normal business hours. Staff reports related to items on the agenda are also accessible on line at [www.co.contra-costa.ca.us](http://www.co.contra-costa.ca.us).

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Public comments may also be submitted to Committee staff before the meeting by email or by voicemail. Comments submitted by email or voicemail will be included in the record of the meeting but will not be read or played aloud during the meeting.

For Additional Information Contact: Jason Chan, (925) 655-2050



# CONTRA COSTA COUNTY

1025 ESCOBAR STREET  
MARTINEZ, CA 94553

## Staff Report

**File #:** 26-2436

**Agenda Date:** 6/8/2026

**Agenda #:** 4.

### FAMILY & HUMAN SERVICES COMMITTEE

Meeting Date: June 8, 2026

Subject: Appointments to the Local Planning and Advisory Council for Early Care and Education (LPC)

Submitted For: Monica Nino, County Administrator

Department: County Administration

Referral No: N/A

Referral Name: N/A

Presenter: Monica Joseph, LPC staff

Contact: Jason Chan, (925) 655-2050

### **Referral History:**

The review of applications for appointments to the Contra Costa Local Planning Council for Child Care and Development was originally referred to the Family and Human Services Committee by the Board of Supervisors on April 22, 1997.

The Local Planning and Advisory Council for Early Care and Education (LPC) coordinates programs and services affecting early childcare and education, including recommendations for the allocation of federal funds to local early childcare and education programs.

The LPC consists of 20 members: 4 consumer representatives - a parent or person who receives or has received child care services in the past 36 months; 4 child care providers - a person who provides child care services or represents persons who provide child care services; 4 public agency representatives - a person who represents a city, county, city and county, or local education agency; 4 community representatives - a person who represents an agency or business that provides private funding for child care services or who advocates for child care services through participation in civic or community based organizations; and 4 discretionary appointees - a person appointed from any of the above four categories or outside of those categories at the discretion of the appointing agencies.

### **Referral Update:**

The Local Planning and Advisory Council for Early Care and Education requests that the Family and Human Services Committee recommend the following individual for reassignment.

| SEAT                       | NAME           | TERM EXPIRATION |
|----------------------------|----------------|-----------------|
| Consumer #1 - West County  | Latonya Saucer | April 30, 2028  |
| Community #4 - East County | Maya Hernandez | April 30, 2028  |

**Recommendation(s)/Next Step(s):**

RECOMMEND to the Board of Supervisors the appointments of Latonya Saucer to the Consumer #1 - West County seat, and Maya Hernandez to the Community #4 - East County Seat, with terms ending April 30, 2028 on the Local Planning and Advisory Council for Early Care and Education, as recommended by the Contra Costa County Office of Education.

**Fiscal Impact (if any):**

There is no fiscal impact for this action.



CONTRA COSTA LOCAL PLANNING AND ADVISORY COUNCIL FOR EARLY CARE AND EDUCATION



| Seat Title                                    | Term Expires | Name                                      | Business/Affiliation Address   | Home Address            | Email  | Work #       | Home # | Fax #        | Cell or Alternate # | Committee   |
|---|--------------|---|--|-------------------------|--|--------------|--------|--------------|---------------------|-------------|
| Child Care Consumer 1<br>West County          | 4/30/2028    | Latonya Saucer                            | Contra Costa County Community Services Bureau (CSB)<br>1001 South 57th Street<br>Richmond Ca 94804       | Richmond, CA 94806      |  |              |        |              |                     |             |
| Child Care Consumer 2<br>Central/South County | 4/30/2028    | Pamm Shaw                                 | The YMCA of the East Bay<br>2330 Broadway,<br>Oakland, CA 94612  | Walnut Creek, CA 94596  |  |              |        |              |                     | WD&FP       |
| Child Care Consumer 3<br>Central/South County | 4/30/2028    | Sara Guillermo                            | IGNITE, Oakland CA   | Martinez, CA 94553      |  |              |        |              |                     | ADV         |
| Child Care Consumer 4<br>East County          | 4/30/2028    | Okeena Dickson                            | CEMCO, Technical Drafter   | Antioch, CA 94531       |  |              |        |              |                     | WD&FP       |
| Child Care Provider 1<br>West County          |              | Vacant                                    |  |                         |  |              |        |              |                     |             |
| Child Care Provider 2<br>Central/South County |              | Vacant                                    |  |                         |  |              |        |              |                     |             |
| Child Care Provider 3<br>Central/South County | 4/30/2028    | Jacqueline Smith                          | Unity Council<br>1187 Meadow Lane<br>Concord, CA 94520   | Brentwood, CA 94513     |  |              |        |              |                     | WD&FP       |
| Child Care Provider 4<br>East County          | 4/30/2027    | Stacie Cooper-Roundtree                   | Training Children Childcare<br>and Learning Center<br>4716 Parkland Court<br>Antioch, CA 94531           | Antioch, CA 94531       |  |              |        |              |                     | WD&FP       |
| Community 1<br>West County                    | 4/30/2028    | Dr. Crystal McClendon-Gourdine<br>(Chair) | Baby Love Child Development Services<br>845 Meadow View Drive<br>Richmond, CA 94806                      | Richmond, CA 94806      |  |              |        |              |                     | E&B (Chair) |
| Community 2<br>Central/South County           | 4/30/2028    | Elianna Campos                            | NCal Family Child Care Association   | Concord, CA 94521       |  |              |        |              |                     | ADV         |
| Community 3<br>Central/South County           | 4/30/2027    | Hannah Michaelsen (Second Chair)          | CARE Parent Network<br>1340 Arnold Dr. #15<br>Martinez, CA 94553   | Martinez, CA 94553      |  |              |        |              |                     | WD&FP       |
| Community 4<br>East County                    | 4/30/2028    | Maya Hernandez                            | Tandem Partners in Learning, Bay Area<br>1275 Fairfax Ave #201<br>San Francisco, CA 94124                | Pleasant Hill, CA 94523 |  |              |        |              |                     |             |
| Discretionary 1<br>East County                | 4/30/2027    | Rachel Bymun                              | Luv Muffins Preschool<br>98 Water St<br>Bay Point, CA 94565  | Bay Point, CA 94565     |  |              |        |              |                     | ADV         |
| Discretionary 2<br>Central/South County       | 4/30/2027    | Amy Mockoski                              | Contra Costa County Library Librarian III  | Martinez, CA 94553      |  |              |        |              |                     | WD&FP       |
| Discretionary 3<br>Central/South County       | 4/30/2028    | Stephanie Shieh                           | First 5 Contra Costa<br>4005 Port Chicago Hwy<br>Suite 120<br>Concord, CA 94520                          | Pleasant Hill, CA 94523 |  |              |        |              |                     | ADV         |
| Discretionary 4<br>West County                |              | Vacant                                    |  |                         |  |              |        |              |                     |             |
| Public Agency 1<br>West County                | 4/30/2027    | Monica De Vera                            | Contra Costa County Employment & Human Services<br>Department - Community Services Bureau<br>Concord, CA | Stockton, CA 95206      |  |              |        |              |                     | ADV         |
| Public Agency 2<br>Central/South County       | 4/30/2027    | Corrie Littlejohn-Pope                    | Mount Diablo Unified School District<br>1936 Carlotta Dr,<br>Concord, CA 94519                           | Walnut Creek, CA 94598  |  |              |        |              |                     | WD&FP       |
| Public Agency 3<br>Central/South County       | 4/30/2028    | Megan Miccio                              | CocoKids<br>5095 Lone Tree Way, Antioch, CA 94531  | Concord, CA 94518       |  |              |        |              |                     | WD&FP       |
| Public Agency 4<br>East County                |              | Vacant                                    |  |                         |  |              |        |              |                     |             |
| LPC Coordinator                               |              | Monica Joseph                             | Contra Costa County Office of Education<br>77 Santa Barbara Rd<br>Pleasant Hill, CA 94523                |                         | <a href="mailto:mjoseph@cccoc.k12.ca.us">mjoseph@cccoc.k12.ca.us</a>                 | 925-942-3437 |        |              |                     |             |
| Administrative Assistant                      |              | Alexia Lamarque Peraza                    | Contra Costa County Office of Education<br>77 Santa Barbara Rd<br>Pleasant Hill, CA 94523                |                         | <a href="mailto:alamarqueperaza@cccoc.k12.ca.us">alamarqueperaza@cccoc.k12.ca.us</a> | 925-942-5313 |        |              |                     |             |
| CCCOE Deputy<br>Superintendent of Schools     |              | Lynn Mackey                               | Contra Costa County Office of Education<br>77 Santa Barbara Rd<br>Pleasant Hill, CA 94523                |                         | <a href="mailto:lmackey@cccoc.k12.ca.us">lmackey@cccoc.k12.ca.us</a>                 | 925-942-3358 |        | 925-942-5319 |                     |             |

# Application Form

## Profile

Maya \_\_\_\_\_ Gutierrez \_\_\_\_\_  
First Name Middle Initial Last Name

\_\_\_\_\_ Suite or Apt \_\_\_\_\_  
Home Address

Pleasant Hill \_\_\_\_\_ CA \_\_\_\_\_ 94523 \_\_\_\_\_  
City State Postal Code

\_\_\_\_\_  
Primary Phone

\_\_\_\_\_  
Email Address

## [District Locator Tool](#)

### Resident of Supervisorial District:

District 4

Tandem, Partners in Early Learning \_\_\_\_\_ Director of Programs \_\_\_\_\_  
Employer Job Title

### Length of Employment

3 years

### Do you work in Contra Costa County?

Yes  No

### If Yes, in which District do you work?

all

### How long have you lived or worked in Contra Costa County?

30+ years

### Are you a veteran of the U.S. Armed Forces?

Yes  No

## Board and Interest

### Which Boards would you like to apply for?

Local Planning and Advisory Council for Early Care and Education (LPC): Submitted

**Seat Name**

---

Community Representative - East County

**Have you ever attended a meeting of the advisory board for which you are applying?**

---

Yes  No

**If Yes, how many meetings have you attended?**

---

---

**Education**

**Select the option that applies to your high school education \***

---

High School Diploma

**College/ University A**

**Name of College Attended**

---

UC Santa Barbara

**Degree Type / Course of Study / Major**

---

BA - Psychology and Education

**Degree Awarded?**

---

Yes  No

**College/ University B**

**Name of College Attended**

---

Columbia University

**Degree Type / Course of Study / Major**

---

Master of Arts - Human Development

**Degree Awarded?**

---

Yes  No

---

**College/ University C**

**Name of College Attended**

---

**Degree Type / Course of Study / Major**

---

**Degree Awarded?**

Yes  No

---

**Other Trainings & Occupational Licenses**

**Other Training A**

---

**Certificate Awarded for Training?**

Yes  No

---

**Other Training B**

---

**Certificate Awarded for Training?**

Yes  No

---

**Occupational Licenses Completed:**

---

**Qualifications and Volunteer Experience**

**Please explain why you would like to serve on this particular board, committee, or commission.**

---

I have been an early childhood professional for 20 years, with the majority of my career being in Contra Costa. I believe in the importance of early childhood programs as being an important foundation in setting our children up for their future.

**Describe your qualifications for this appointment. (NOTE: you may also include a copy of your resume with this application)**

---

Masters in Developmental Psychology - Human Development. 20 years of work experience in community based programs in all 3 areas of Contra Contra. I understand the unique demographics of the county and the needs of families, as well as how they have changed over time. I am a mother to neurodivergent children and an advocate for belonging and inclusion. I am also passionate about REDI work, and feel it is particularly important in this political climate in which it is being attacked.

---

Upload a Resume

**Would you like to be considered for appointment to other advisory bodies for which you may be qualified?**

Yes  No

**Do you have any obligations that might affect your attendance at scheduled meetings?**

Yes  No

**If Yes, please explain:**

---

**Are you currently or have you ever been appointed to a Contra Costa County advisory board?**

---

Yes  No

**If Yes, please list the Contra Costa County advisory board(s) on which you are currently serving:**

---

**If Yes, please also list the Contra Costa County advisory board(s) on which you have previously served:**

---

**List any volunteer or community experience, including any advisory boards on which you have served.**

---

---

### **Conflict of Interest and Certification**

**Do you have a familial or financial relationship with a member of the Board of Supervisors? (Please refer to the relationships listed under the "Important Information" section below or Resolution No. 2021/234)**

---

Yes  No

**If Yes, please identify the nature of the relationship:**

---

**Do you have any financial relationships with the County such as grants, contracts, or other economic relationships?**

---

Yes  No

**If Yes, please identify the nature of the relationship:**

---

### **Please Agree with the Following Statement**

---

**I CERTIFY that the statements made by me in this application are true, complete, and correct to the best of my knowledge and belief, and are made in good faith. I acknowledge and understand that all information in this application is publicly accessible. I understand that misstatements and/or omissions of material fact may cause forfeiture of my rights to serve on a board, committee, or commission in Contra Costa County.**

---

I Agree

---

## Important Information

1. This application and any attachments you provide to it is a public document and is subject to the California Public Records Act (CA Government Code §6250-6270).
2. All members of appointed bodies are required to take the advisory body training provided by Contra Costa County.
3. Members of certain boards, commissions, and committees may be required to: (1) file a Statement of Economic Interest Form also known as a Form 700, and (2) complete the State Ethics Training Course as required by AB 1234.
4. Meetings may be held in various locations and some locations may not be accessible by public transportation.
5. Meeting dates and times are subject to change and may occur up to two (2) days per month.
6. Some boards, committees, or commissions may assign members to subcommittees or work groups which may require an additional commitment of time.
7. As indicated in Board Resolution 2021/234, a person will not be eligible for appointment if he/she is related to a Board of Supervisors' member in any of the following relationships:
  - (1) Mother, father, son, and daughter;
  - (2) Brother, sister, grandmother, grandfather, grandson, and granddaughter;
  - (3) Husband, wife, father-in-law, mother-in-law, son-in-law, daughter-in-law, stepson, and stepdaughter;
  - (4) Registered domestic partner, pursuant to California Family Code section 297;
  - (5) The relatives, as defined in 1 and 2 above, for a registered domestic partner;
  - (6) Any person with whom a Board Member shares a financial interest as defined in the Political Reform Act (Gov't Code §87103, Financial Interest), such as a business partner or business associate.

# MAYA GUTIERREZ

EARLY CHILDHOOD LEADERSHIP PROFESSIONAL

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## EXPERIENCE

### **Director of Programs**

Tandem, Partners in Early Learning, June 2023 - present

- Provide regular weekly reflective supervision to four program supervisors as well as oversight for programming and services across Alameda, Contra Costa and San Francisco.
- Build relationships and partnerships to deepen and expand services in Alameda, Contra Costa and San Francisco
- Responsible for building cross-team systems, as well as providing ongoing professional development of to improve quality and efficiency of services

### **Consultant**

Maya Gutierrez Consulting, January 2022 - January 2024

- Provided anti-bias education training to increase awareness of implicit bias to enhance work with diverse children and families
- Contributed to grant proposal application for funding through writing, editing and proofreading
- Supported Center Directors in analyzing data from community needs assessment to negotiate contract with funders
- Facilitated focus groups with East County families to support program staff with quality improvement assessment and planning utilizing the Standards of Quality for Family Strengthening and Support as a framework

### **Director, Contra Costa Early Childhood Programs**

Aspiranet, March 2020 – January 2022

- Oversight of three First 5 Family Resource Centers, Welcome Home Baby home visiting program and African American Fatherhood program.
- Established collaborative relationships and partnerships with multiple funders including First 5 Contra Costa, Community Services Bureau, Contra Costa Health Services and CalWORKs
- Successfully supported all program teams in transitioning to virtual delivery of services as well as leading teams to reimagine return to in-person/hybrid services.

### **Program Manager**

Aspiranet, Welcome Home Baby, August 2019 – March 2020

- Responsible for the countywide home visiting program comprising three funding sources
- Tasked with training direct service staff in various topics including attachment/attunement, reflective practice, ACES and ASQ administration.
- Creatively engaged team to take an active role in their professional development using Community Café Conversations approach.

### **Center Director**

Aspiranet, Monument First 5 Center, April 2015 – August 2019

- Led a diverse team of family support professionals to consistently meet and exceed program goals.
- Mentored and developed team members that have grown to other positions, including the current Center Director.
- Worked in collaboration with other managers and directors on numerous projects and often took the lead in providing training.

## EDUCATION

### **Teachers College, Columbia University**

Master of Arts in Human Development, May 2012

### **University of California, Santa Barbara**

Bachelor of Arts in Psychology, Minor in Education, June 2007

# MAYA GUTIERREZ

EARLY CHILDHOOD LEADERSHIP PROFESSIONAL



---

## ADDITIONAL SKILLS

- Fluent in Spanish
- Highly efficient and detail oriented
- Strong written and oral communication skills,
- Completed Facilitative Leadership training with the Interaction Institute for Social Change in Spring 2022
- Use of time management strategies and prioritization to balance work
- Proficient at Google Workspace, MS Office Suite, OneDrive, Zoom

# Application Form

## Profile

LaTonya Saucer \_\_\_\_\_ LaTonya Saucer \_\_\_\_\_  
 First Name Middle Initial Last Name

\_\_\_\_\_ Suite or Apt \_\_\_\_\_  
 Home Address  
 Richmond CA 94806  
 City State Postal Code

\_\_\_\_\_ Primary Phone

\_\_\_\_\_ Email Address

## [District Locator Tool](#)

### Resident of Supervisorial District:

District 1

Contra Costa County Comprehensive Services  
 Community Services Bureau Manager-Education  
 Employer Job Title

### Length of Employment

31

### Do you work in Contra Costa County?

Yes  No

### If Yes, in which District do you work?

1

### How long have you lived or worked in Contra Costa County?

53 years

### Are you a veteran of the U.S. Armed Forces?

Yes  No

## Board and Interest

### Which Boards would you like to apply for?

Local Planning and Advisory Council for Early Care and Education (LPC): Submitted

**Seat Name**

Child Care Consumer 1

**Have you ever attended a meeting of the advisory board for which you are applying?**

Yes  No

**If Yes, how many meetings have you attended?**

1

---

**Education**

**Select the option that applies to your high school education \***

High School Diploma

**College/ University A**

**Name of College Attended**

Brandman University

**Degree Type / Course of Study / Major**

BA/ Early Education

**Degree Awarded?**

Yes  No

**College/ University B**

**Name of College Attended**

**Degree Type / Course of Study / Major**

**Degree Awarded?**

Yes  No

---

**College/ University C**

**Name of College Attended**

**Degree Type / Course of Study / Major**

**Degree Awarded?**

Yes  No

---

**Other Trainings & Occupational Licenses****Other Training A**

---

2nd Edition CLASS observer

**Certificate Awarded for Training?**

---

Yes  No

**Other Training B****Certificate Awarded for Training?**

---

Yes  No

**Occupational Licenses Completed:**

---

N/A

---

**Qualifications and Volunteer Experience****Please explain why you would like to serve on this particular board, committee, or commission.**

---

I would to be involved in the important work this committee is doing to support Early Childhood Education and the educators who make such a lasting impact on young learners.

**Describe your qualifications for this appointment. (NOTE: you may also include a copy of your resume with this application)**

---

In my role as an Education Manager, I have the privilege of overseeing program implementation, supporting instructional quality, and mentoring early childhood educators to ensure high standards of care and learning. Through this experience, I have developed a strong commitment to advancing equitable, high-quality early learning environments and to strengthening the professional support systems that empower educators to thrive.

---

[Upload a Resume](#)

**Would you like to be considered for appointment to other advisory bodies for which you may be qualified?**

---

Yes  No

**Do you have any obligations that might affect your attendance at scheduled meetings?**

---

Yes  No

**If Yes, please explain:**

**Are you currently or have you ever been appointed to a Contra Costa County advisory board?**

Yes  No

**If Yes, please list the Contra Costa County advisory board(s) on which you are currently serving:**

**If Yes, please also list the Contra Costa County advisory board(s) on which you have previously served:**

**List any volunteer or community experience, including any advisory boards on which you have served.**

I previously worked with young girls ages 5-14 Coaching Pop Warner Cheerleading for many years

---

### **Conflict of Interest and Certification**

**Do you have a familial or financial relationship with a member of the Board of Supervisors? (Please refer to the relationships listed under the "Important Information" section below or Resolution No. 2021/234)**

Yes  No

**If Yes, please identify the nature of the relationship:**

**Do you have any financial relationships with the County such as grants, contracts, or other economic relationships?**

Yes  No

**If Yes, please identify the nature of the relationship:**

---

### **Please Agree with the Following Statement**

**I CERTIFY that the statements made by me in this application are true, complete, and correct to the best of my knowledge and belief, and are made in good faith. I acknowledge and understand that all information in this application is publicly accessible. I understand that misstatements and/or omissions of material fact may cause forfeiture of my rights to serve on a board, committee, or commission in Contra Costa County.**

I Agree

---

Important Information

1. This application and any attachments you provide to it is a public document and is subject to the California Public Records Act (CA Government Code §6250-6270).
2. All members of appointed bodies are required to take the advisory body training provided by Contra Costa County.
3. Members of certain boards, commissions, and committees may be required to: (1) file a Statement of Economic Interest Form also known as a Form 700, and (2) complete the State Ethics Training Course as required by AB 1234.
4. Meetings may be held in various locations and some locations may not be accessible by public transportation.
5. Meeting dates and times are subject to change and may occur up to two (2) days per month.
6. Some boards, committees, or commissions may assign members to subcommittees or work groups which may require an additional commitment of time.
7. As indicated in Board Resolution 2021/234, a person will not be eligible for appointment if he/she is related to a Board of Supervisors' member in any of the following relationships:
  - (1) Mother, father, son, and daughter;
  - (2) Brother, sister, grandmother, grandfather, grandson, and granddaughter;
  - (3) Husband, wife, father-in-law, mother-in-law, son-in-law, daughter-in-law, stepson, and stepdaughter;
  - (4) Registered domestic partner, pursuant to California Family Code section 297;
  - (5) The relatives, as defined in 1 and 2 above, for a registered domestic partner;
  - (6) Any person with whom a Board Member shares a financial interest as defined in the Political Reform Act (Gov't Code §87103, Financial Interest), such as a business partner or business associate.



# CONTRA COSTA COUNTY

1025 ESCOBAR STREET  
MARTINEZ, CA 94553

## Staff Report

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**File #:** 26-2437

**Agenda Date:** 6/8/2026

**Agenda #:** 5.

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### FAMILY & HUMAN SERVICES COMMITTEE

Meeting Date: June 8, 2026

Subject: Appointments to the Advisory Council on Aging

Submitted For: Marla Stuart, Director

Department: Employment and Human Services

Referral No: N/A

Referral Name: N/A

Presenter: Tracy Murray, Aging and Adult Services Director

Contact: Jason Chan, (925) 655-2050

### **Referral History:**

On January 7, 2020, the Board of Supervisors adopted Resolution No. 2020/1 adopting policy amendments governing appointments to boards, committees, and commissions that are advisory to the Board of Supervisors. Included in this resolution was a requirement that applications for at-large/countywide seats be reviewed by a Board of Supervisors committee.

The Advisory Council on Aging (ACOA) provides a means for county-wide planning, cooperation and coordination for individuals and groups interested in improving and developing services and opportunities for the older residents of this County. The Council provides leadership and advocacy on behalf of older persons and serves as a channel of communication and information on aging.

The Advisory Council on Aging consists of 40 members serving 2-year staggered terms, each ending on September 30. The Council consists of representatives of the target population and the general public, including older low-income and military persons; at least one-half of the membership must be made up of actual consumers of services under the Area Plan. The Council includes: 19 representatives recommended from each Local Committee on Aging, 1 representative from the Nutrition Project Council, 1 Retired Senior Volunteer Program, and 19 Members at-Large.

Pursuant to the ACOA Bylaws, the ACOA may recommend for appointment up to four (4) alternate Member-at-Large (MAL) members, who shall serve and vote in place of members (City or MAL) who are absent from, or who are disqualifying themselves from participating in a meeting of the ACOA.

The Area Agency on Aging, the ACOA and the Clerk of the Board, using Contra Costa TV (CCTV), assisted with recruitment. Area Agency on Aging staff has encouraged interested individuals including minorities to apply through announcements provided at the Senior Coalition meetings and at the regular monthly meetings of the ACOA. The Contra Costa County Employment and Human Services Department (EHSD) website contains dedicated web content where interested members of the public are encouraged to apply. The website provides access to the Board of Supervisors' official application with instructions on whom to contact for ACOA related

inquiries, including application procedures.

**Referral Update:**

Bryan Harris submitted an application for ACOA membership on October 28, 2025. The City of Richmond recommended Bryan Harris to serve as the ACOA's City of Richmond's representative on April 28, 2026 with a term expiring September 30, 2026.

**Recommendation(s)/Next Step(s):**

RECOMMEND to the Board of Supervisors the appointment of Bryan Harris to the City of Richmond's local seat with a term expiring September 30, 2026, on the Advisory Council on Aging, as recommended by the Council.

**Fiscal Impact (if any):**



There is no fiscal impact for this action.

Contra Costa Advisory Council on Aging Roster (as of 10/2023)

| Seat Title                | Term Expiration | Current Incumbent      | District | City of Residence | BOS Appointment Date |
|---------------------------|-----------------|------------------------|----------|-------------------|----------------------|
| At-Large 1                | 9/30/2026       | Lang, Thomas           | I        | El Sobrante       | 3/21/2023            |
| At-Large 2                | 9/30/2026       | Krohn, Shirley         | IV       | Walnut Creek      | 10/11/2022           |
| At-Large 3                | 9/30/2027       | Hayes, Michelle        | I        | Richmond          | 6/13/2023            |
| At-Large 4                | 9/30/2026       | Alan Goldhammer        | II       | Orinda            | 1/21/2025            |
| At-Large 5                | 9/30/2026       | Card, Deborah          | V        | Pittsburg         | 10/11/2022           |
| At-Large 6                | 9/30/2026       | Lipson, Steve          | I        | El Cerrito        | 10/11/2022           |
| At-Large 7                | 9/30/2027       | Lopez, Nicola          | III      | Antioch           | 10/8/2024            |
| At-Large 8                | 9/30/2026       | Maxwell, Sharon        | II       | Danville          | 4/28/2025            |
| At-Large 9                | 9/30/2027       | Frates, Holly          | IV       | Pleasant Hill     | 10/13/2025           |
| At-Large 10               | 9/30/2026       | Tobey, Terri           | II       | Walnut Creek      | 10/11/2022           |
| At-Large 11               | 9/30/2027       | Shaefer, Carol         | II       | Walnut Creek      | 3/5/2024             |
| At-Large 12               | 9/30/2027       | Sekhon, Inderpit       | V        | Crockett          | 3/31/2026            |
| At-Large 13               | 9/30/2027       | Boaz, Roger            | II       | Byron             | 3/5/2024             |
| At-Large 14               | 9/30/2027       | Yee, Dennis            | IV       | Pleasant Hill     | 10/19/2021           |
| At-Large 15               | 9/30/2027       | Robertson, Logan       | IV       | Concord           | 3/5/2024             |
| At-Large 16               | 9/30/2027       | O'Toole, Brian         | IV       | Walnut Creek      | 10/19/2021           |
| At-Large 17               | 9/30/2026       | Donovan, Kevin D.      | II       | Danville          | 10/11/2022           |
| At-Large 18               | 9/30/2026       | Wener, Michael         | II       | Walnut Creek      | 11/2/2021            |
| At-Large 19               | 9/30/2027       | Kleiner, Jill          | II       | Moraga            | 10/19/2021           |
| At-Large 20               | 9/30/2026       | Sakai-Miller, Sharon   | II       | San Ramon         | 3/22/2022            |
| Local Seat: Antioch       | 9/30/2028       | Gaither-Davis, Faith   | III      | Antioch           | 4/27/2028            |
| Local Seat: Brentwood     | 9/30/2027       | Court, Cesar           | III      | Brentwood         | 8/5/2025             |
| Local Seat: Clayton       | 9/30/2027       | Vacant                 | IV       | Clayton           |                      |
| Local Seat: Concord       | 9/30/2027       | Fowler, Marilyn        | IV       | Concord           | 5/23/2023            |
| Local Seat: Danville      | 9/30/2027       | Freshman, Steven       | II       | Danville          | 8/5/2025             |
| Local Seat: El Cerrito    | 9/30/2026       | Kehoe, Carol           | I        | El Cerrito        | 7/12/2022            |
| Local Seat: Hercules      | 9/30/2026       | Green, Sarah           | V        | Hercules          | 2/25/2025            |
| Local Seat: Lafayette     | 9/30/2027       | Morisky, Richard       | II       | Lafayette         | 3/5/2024             |
| Local Seat: Martinez      | 9/30/2025       | Monroy-Dexter, Kathryn | V        | Martinez          | 11/12/2024           |
| Local Seat: Moraga        | 9/30/2027       | Wright, Susan          | II       | Moraga            | 1/20/2026            |
| Local Seat: Oakley        | 9/30/2027       | Buckman, Chalo         | III      | Oakley            | 2/25/2025            |
| Local Seat: Orinda        | 9/30/2027       | Evans, Candace         | II       | Orinda            | 10/19/2021           |
| Local Seat: Pinole        | 9/30/2027       | Vacant                 | I        | Pinole            |                      |
| Local Seat: Pittsburg     | 9/30/2027       | Shepard, Sonja         | V        | Pittsburg         | 10/13/2025           |
| Local Seat: Pleasant Hill | 9/30/2027       | Van Ackeren, Lorna     | IV       | Pleasant Hill     | 10/19/2021           |
| Local Seat: Richmond      | 9/30/2026       | Harris, Bryan          | I        | Richmond          | Pending FHS & BOS    |
| Local Seat: San Pablo     | 9/30/2027       | Vacant                 | I        |                   |                      |
| Local Seat: San Ramon     | 9/30/2027       | Vacant                 | II       |                   |                      |
| Local Seat: Walnut Creek  | 9/30/2027       | Vacant                 | IV       | Walnut Creek      |                      |
| Alternate Member 1        | 9/30/2027       | Barry, Sean            | V        | Walnut Creek      | 4/14/2026            |

Contra Costa Advisory Council on Aging Roster (as of 10/2023)

| Seat Title         | Term Expiration | Current Incumbent    | District | City of Residence | BOS Appointment Date |
|--------------------|-----------------|----------------------|----------|-------------------|----------------------|
| Alternate Member 2 | 9/30/2027       | Wiener, Deborah      | II       | Alamo             | 8/5/2025             |
| Alternate Member 3 | 9/30/2027       | La Londe-Berg, Gerry | I        | Richmond          | 10/21/2025           |
| Alternate Member 4 | 9/30/2027       | Wright, Teresa       | V        | Walnut Creek      | 10/13/2025           |

 Pending Approval  
 Vacant



Contra  
Costa  
County

Please return completed applications to:

Clerk of the Board of Supervisors

1025 Escobar Street, 1st Floor

Martinez, CA 94553

or email to: ClerkofTheBoard@cob.cccounty.us

**BOARDS, COMMITTEES, AND COMMISSIONS APPLICATION**

First Name

Last Name

Home Address - Street

City

Zip Code

Phone (best number to reach you)

Email

Resident of Supervisorial District:

**EDUCATION**

*Check appropriate box if you possess one of the following:*

High School Diploma

CA High School Proficiency Certificate

G.E.D. Certificate

| Colleges or Universities Attended | Course of Study/Major | Degree Awarded               |                             |
|-----------------------------------|-----------------------|------------------------------|-----------------------------|
|                                   |                       | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
|                                   |                       | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
|                                   |                       | <input type="checkbox"/> Yes | <input type="checkbox"/> No |

Other Training Completed:

Board, Committee or Commission Name

Seat Name

Have you ever attended a meeting of the advisory board for which you are applying?

No

Yes

If yes, how many?

Please explain why you would like to serve on this particular board, committee, or commission.

Describe your qualifications for this appointment. (NOTE: you may also include a copy of your resume with this application)

I am including my resume with this application:

Please check one:

Yes

No

I would like to be considered for appointment to other advisory bodies for which I may be qualified.

Please check one:

Yes

No

**Are you currently or have you ever been appointed to a Contra Costa County advisory board?**

Please check one:  Yes  No

**List any volunteer and community experience, including any boards on which you have served.**

**Do you have a familial relationship with a member of the Board of Supervisors?** (Please refer to the relationships listed below or Resolution no. 2011/55)

Please check one:  Yes  No

If Yes, please identify the nature of the relationship:

**Do you have any financial relationships with the county, such as grants, contracts, or other economic relationships?**

Please check one:  Yes  No

If Yes, please identify the nature of the relationship:

I CERTIFY that the statements made by me in this application are true, complete, and correct to the best of my knowledge and belief, and are made in good faith. I acknowledge and understand that all information in this application is publicly accessible. I understand and agree that misstatements and/or omissions of material fact may cause forfeiture of my rights to serve on a board, committee, or commission in Contra Costa County.

**Signed:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Submit this application to:** ClerkofTheBoard@cob.cccounty.us **OR** Clerk of the Board of Supervisors  
1025 Escobar Street, 1st Floor  
Martinez, CA 94553

*Questions about this application? Contact the Clerk of the Board at (925) 655-2000 or by email at ClerkofTheBoard@cob.cccounty.us*

**Important Information**

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6. Some boards, committees, or commissions may assign members to subcommittees or work groups which may require an additional commitment of time.
7. As indicated in Board Resolution 2011/55, a person will not be eligible for appointment if he/she is related to a Board of Supervisors member in any of the following relationships: mother, father, son, daughter, brother, sister, grandmother, grandfather, grandson, granddaughter, great-grandfather, great-grandmother, aunt, uncle, nephew, niece, great-grandson, great-granddaughter, first-cousin, husband, wife, father-in-law, mother-in-law, daughter-in-law, stepson, stepdaughter, sister-in-law, brother-in-law, spouse's grandmother, spouse's grandfather, spouse's granddaughter, and spouses' grandson, registered domestic partner, relatives of a registered domestic partner as listed above.
8. A person will not be eligible to serve if the person shares a financial interest as defined in Government Code §87103 with a Board of Supervisors Member.

# BRYAN M HARRIS

Richmond, CA

## Professional Summary

Compassionate and highly skilled caregiver, nurse, and community advocate with decades of experience in public health, senior services, and adult education. I specialized in Alzheimer's/dementia care, restorative nursing, and client advocacy, including fiduciary and power of attorney roles. Proven leader in senior policy, program development, and event coordination, with a lifelong commitment to improving quality of life for older adults, people with disabilities, and long-term HIV survivors. Adept at working independently or collaboratively, with exceptional communication skills and physical endurance.

## Core Competencies

- Alzheimer's/Dementia & Restorative Nursing Care
- Respite & In-Home Non-Medical Care
- Client Advocacy & Fiduciary Management
- Senior Policy & Program Development
- Event Planning & Community Engagement
- Adult Education & Literacy Instruction
- Strong Oral/Written Communication
- Physical Stamina & Safety Compliance

## Professional Experiences

### Secretary & Transportation Chair

*Richmond Commission on Aging – City of Richmond, CA*

April 2023 – Present

- Appointed by mayor and city council; serve on Executive Board.
- Lead transportation initiatives and senior mobility advocacy as Transportation Chair.
- Coordinate programs, senior services, and events including Senior Safety Summit, Senior Winter Ball, and Wellness & Nutrition Health Clinics and annual Health Fairs.
- Foster partnerships to address housing, health, and transportation needs for seniors.

### Vice-Chair & Committee Chair

*Oakland Transitional Grant Area (OTGA) Planning Council – Alameda County Dept Public Health*

January 2023 – Present

- Oversee allocation of federal Ryan White funds for HIV/AIDS services in Alameda and Contra Costa Counties. Served as Chair from 2023-2025, now serving as Co-chair.
- Chair multiple committees including Persons Living with HIV and Planning, Priorities & Allocations, Planning Council, and Membership Committee.
- Represent Contra Costa County in regional HIV care planning in partnership with Contra Costa Health Services (CCHS).

### GED Tutor & ESL Classroom Assistant

*Literacy for Every Adult Program (LEAP) – City of Richmond, CA*

July 2019 – December 2022

- Tutored adult learners to achieve GED certification; supported ESL students in reading, writing, and speaking English.
- Helped over 20 students earn their GEDs: several advanced to higher education.

### **Nurse & In-Home Support Services Provider**

*Contra Costa County Employment & Human Services Dept.*

June 2015 – December 2022

- Delivered specialized care for Alzheimer’s patients, COPD clients, and disabled veterans.
- Provided personal care, medication reminders, and mobility assistance.

### **Program Leader & On-site LVN**

*City of Richmond, Recreation Department*

May 2007 – April 2014

- Managed senior center programs, supervised staff, and coordinated community events.
- First hired for the Business Office as Office Aide until July 2009, promoted to community services. Assigned to the Richmond Senior Center, I worked as program leader and nutrition lunch program manager.

### **Triage Nurse & Instructor**

*American Red Cross, San Francisco, CA*

2007 – 2012

- Provided crisis nursing in disaster and international relief settings.
- Specialized in infectious disease and HIV/AIDS protocols.

*(Additional roles in education, food security, and community outreach available upon request.)*

## **Education**

- **Certificates** – Nursing Assistant & Home Health Aide, West Contra Costa Adult Ed, 2007
- **M.S.** – Gerontology, College of Continuing Education, CSU Sacramento, 2004
- **B.A.** – Communication Studies (International/Intercultural), CSU Sacramento, 2000
- **A.A.** – Marketing (Graphic Design & Grant Writing), Sierra College, 1995
- **A.A.** – Hospitality Management, Keystone College, 1986

## **Licenses & Certifications**

- California Nursing Assistant & Home Health Aide (CDPH)
- First Aid/CPR/AED – American Heart Association
- CBEST Teaching Credential, State of California
- IHSS Provider – Contra Costa County

## **Community & Memberships**

- SEIU Local 2015 – Caregiver Union Member, lifetime membership
- Senior Mobility Action Council (SMAC), serving as Co-chair
- U.S. Navy Veteran – Culinary Management Specialist (Submarine Service)



# CONTRA COSTA COUNTY

1025 ESCOBAR STREET  
MARTINEZ, CA 94553

## Staff Report

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**File #:** 26-2438

**Agenda Date:** 6/8/2026

**Agenda #:** 6.

---

### FAMILY & HUMAN SERVICES COMMITTEE

Meeting Date: June 8, 2026

Subject: County Child Care Needs Assessment

Submitted For: Family and Human Services Committee

Department: County Administrator

Referral No: N/A

Referral Name: N/A

Presenter: Monica Joseph, LPC staff

Contact: Jason Chan, (925) 655-2050

### **Referral History:**

The California Department of Education, Early Education and Support Division, requires every county to develop a child care needs assessment of early education and before-and after-school programs for their jurisdictions at least every five (5) years (ref. CA Education Code section 8499.5). The Child Care Planning Council of Contra Costa County has prepared the attached report not only to satisfy this requirement, but also to help inform child care policies and priorities based on the current status of child care in the County. The needs assessment requires Board of Supervisors approval.

### **Referral Update:**

See attached reports.

### **Recommendation(s)/Next Step(s):**

Accept the Contra Costa County 2026 Child Care Needs Assessment from the Local Planning and Advisory Council for Early Care and Education and direct staff to forward to the Board of Supervisors for their information and approval of the County Local Child Care Planning Council Needs Assessment.

### **Fiscal Impact (if any):**

The County will not be in compliance

# CONTRA COSTA COUNTY 2026 Child Care Needs Assessment



## Summary Brief



**69,137**  
children ages 0–5  
in Contra Costa (2025).



**73%**  
of children under age  
5 have a working parent.



**22%**  
of licensed seats  
are currently vacant.



**28,538**  
licensed child care slots  
were reported as of  
February 2026.



**10%**  
expected increase in  
0-1 year old population  
by 2035.



**7%**  
expected decrease in  
5-year old population  
by 2035.

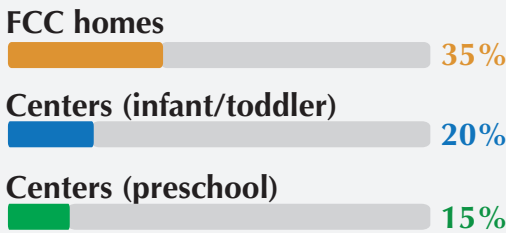


**\$43,000**  
is the approximate  
annual child care cost  
for a typical family.



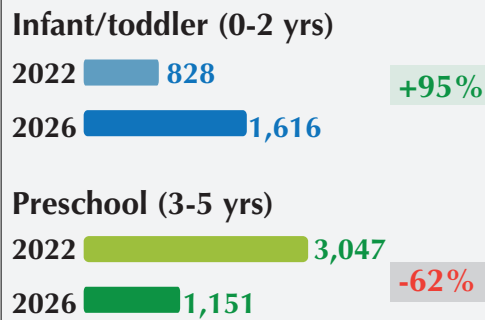
## Supply, Demand & Unmet Need

### Estimated Vacancy Rate by Provider Type



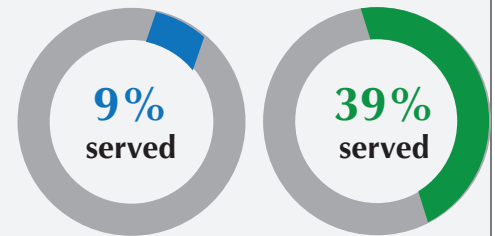
FCC homes are a key activation opportunity for infants and after hour care.

### Waitlist Shift 2022-2026



Unmet demand has moved sharply toward the youngest children.

### Eligible Children in Subsidized Care



Infant/toddler  
91% unmet

Preschool  
61% unmet



## EARLY LEARNING WORKFORCE: SKILLED BUT UNDERVALUED

### The Challenge

- 4,000 educators - predominantly women of color, many bilingual.
- Center teachers on average earn \$6,300 less/yr than TK-12 teachers and FCC providers \$16,500 less/yr.
- 95% of centers reported staff turnover (2021–23).

\* Many educators rely on CalFresh and Medi-Cal to meet basic needs.

### The Progress Made

- 159 certified Quality Matters sites serving 4,722 children.
- \$29.7 Million Head Start/Early Head Start award for Contra Costa.
- The First 5 wage-enhancement pilot drew applications far beyond available slots.
- Licensed facilities grew from 1,118 in 2023 to 1,182 in 2026, and FCC homes increased 7.4%.

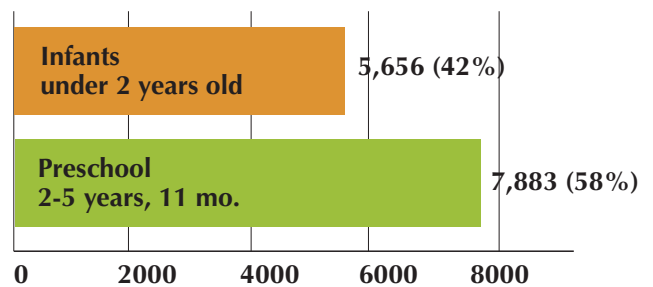
## FAMILY VOICE: MIXED DELIVERY 2025 PARENT SURVEY (N=263)

“It is a patchwork of family, friends, and paid child care that can crumble in a thousand tiny ways at any time.”

- **84%** name cost as the #1 barrier.
- **61%** want non-traditional hours.
- **30%** cited limited availability, especially for infants and toddlers.
- **17%** wanted bilingual or multicultural care.



### Care Requests by Age Jan 2025-Jan 2026



## Who Needs Care


- Hispanic/Latino children make up 36% of all children ages 0–5.
- East County is projected to see continued population growth.
- 6,136 children ages 0–5 have an IFSP or IEP, and inclusive preschool spaces remain scarce.
- About 40% of residents speak a language other than English at home. Spanish, Farsi, and Mandarin are the top three languages spoken by kindergarteners.





## Economic Need

- 11.6% of young children live in poverty.
- 34% are on Medi-Cal, 24% receive CalFresh, and 7% are in CalWORKs households.
- Self-sufficiency requires \$182,895 per year for a family of four, and child care alone accounts for \$43,396.

# PRIORITY RECOMMENDATIONS FOR POLICYMAKERS

**1**  **EXPAND AND ACTIVATE INFANT/TODDLER CAPACITY**  
Reactivate idle family child care slots and rebuild infant/toddler classrooms in high-poverty, high-waitlist communities. Increase and stabilize subsidy reimbursement rates. Add business and administrative supports for home-based providers.

**2**  **STABILIZE AND FAIRLY COMPENSATE THE WORKFORCE**  
Raise wages toward a living wage and ensure access to health benefits. Expand bilingual and inclusive educator supports. Sustain wage-enhancement pilots beyond time-limited funding cycles to reduce chronic turnover.

**3**  **IMPROVE AFFORDABILITY, ACCESS, AND EQUITY**  
Raise subsidy income thresholds to reflect Bay Area costs. Coordinate enrollment across programs and strengthen navigation hubs such as CocoKids, First 5, and school-linked systems. Expand non-traditional-hour, multilingual, and inclusive care, especially in East and West County.

Sources: Contra Costa County 2026 Child Care Needs Assessment | CocoKids (Feb 2026) | First 5 Contra Costa Early Childhood Systems Map (July 2025) | CA Dept. of Finance Vintage 2025 | U.S. Census ACS 2024 | MIT Living Wage Calculator (Feb 2026) | CSCCE at UC Berkeley (2024)





# CONTRA COSTA COUNTY 2026 CHILD CARE NEEDS ASSESSMENT



Contra Costa County  
Local Planning & Advisory Council  
for Early Care & Education



CONTRA COSTA COUNTY  
Office of Education  
learn • lead • achieve



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# Executive Summary

Contra Costa County's 2026 Child Care Needs Assessment finds that the early learning and care system remains under significant strain, with the deepest gaps affecting infants and toddlers, low-income families, and children with disabilities. Child population trends are relatively stable overall, but growth is projected to concentrate among babies by 2035, while recent declines have been greatest for 2- to 4-year-olds.

- 73% of children under 5 have at least one working parent, nearly a quarter of young children live in families receiving CalFresh, a third rely on Medi-Cal, and 11.6% are in poverty, underscoring that many families who would benefit from early learning support are juggling high costs and economic insecurity.
- Only a small percentage of subsidy-eligible infants and preschoolers are served in subsidized programs, and publicly funded early childhood slots reach just 15.5% of children 0–5 under 200% of the federal poverty level.
- This leaves a large pool of eligible children without subsidized care even after accounting for some families' preference for parental or relative care.
- Supply, demand, and family experience data together indicate that unmet need is most acute at the youngest ages.
- Contra Costa has 28,538 licensed slots for children 0–5, but many seats are vacant.
- Licensed center-based infant/toddler and preschool classrooms operate closer to full, while family child care homes, an essential option for infants, toddlers, and non-traditional hours, have as much as one-third of their licensed capacity unused.
- Since 2022, infant/toddler waitlists nearly doubled while preschool waitlists dropped by 62%, likely reflecting the expansion of Transitional Kindergarten and the California State Preschool Program.
- More than half of recent requests for care are for children under age 3.





- Parent surveying reveals that families across the county, particularly in East County and among communities of color, report that cost, limited availability, non-traditional schedules, and language or cultural mismatches make it difficult to secure stable arrangements, even when they receive subsidies.
- A highly skilled but underpaid workforce, predominantly Latino and Black women, faces low wages, high turnover, and limited benefits.
- Facilities investments, Quality Matters participation, and new Head Start/Early Head Start slots show important progress but have not yet closed gaps in infant/toddler classrooms and inclusive preschool spaces.

Overall, the assessment points to a dual charge: expand infant/toddler capacity and utilization and strengthen affordability, workforce stability, inclusion, and geographic equity so that all Contra Costa children 0–5 can access high-quality early learning that matches their families’ needs.



# Introduction

## Purpose of the Report

The California Department of Social Services (CDSS) requires county Local Child Care and Development Planning Councils (LPCs) to conduct a comprehensive assessment of local child care needs at least once every five years. This report fulfills that requirement for Contra Costa County and summarizes the most current available data on children ages 0–5, their families, and the early learning and care system that serves them. The findings are intended to guide long-term planning, policy decisions, and investments across public and private programs so that young children, particularly those who are eligible for subsidized services, have access to high-quality, affordable early care and education.

## Data Sources

This assessment draws on a wide range of county, state, and national data sources. Primary sources include:

- California Department of Finance, Demographic Research Unit
- California Department of Social Services (CDSS)
- California Department of Education (CDE)
- California Department of Housing & Community Development (HCD)
- U.S. Census Bureau (American Community Survey)
- California Child Care Resource & Referral Network
- CocoKids
- First 5 Contra Costa
- Contra Costa County Special Education Local Plan Areas (SELPA)
- Contra Costa County Employment and Human Services Department (EHSD)
- U.S. Department of Housing and Urban Development (HUD), Office of Policy Development and Research

This assessment employs a hybrid approach, using multiple authoritative data sources to provide the most accurate and comprehensive analysis possible. Where current-year figures were unavailable, the report uses the most recent and reliable proxy data, with each source and data year clearly cited.

## Report Structure

The organization of this report follows the California County Local Child Care Planning Council (LPC) Needs Assessment Template issued by the CDSS. Data and narrative findings are provided to address 20 mandated response topics, including demographics, economics, family and child characteristics, and components of the childcare system in Contra Costa County. The report also includes the results of a survey of 263 parents conducted in July 2025. For ease of reference, each section header notes the corresponding template item number(s), and required state and local data are integrated throughout.



## Acknowledgements

The Contra Costa County 2026 Child Care Needs Assessment was prepared by the Contra Costa County Office of Education in partnership with local service agencies, educational and research institutions, public agencies, and Early Care and Education (ECE) experts. We especially acknowledge the individuals and organizations who contributed data, reviewed findings, and shared their on-the-ground experience to shape this assessment. A list of these contributors can be found at the end of the report, in Appendix A.

# 1. Child Demographics, Market Rate Ceilings, and Unmet Need

Note: Because the California Early Learning Needs Assessments Reports (CELNAR) database that is typically used for reporting does not provide data beyond 2022, substitute data has been used for sections 1a through 1e.

## 1a. Number of Children by Age

The California Department of Finance’s Demographic Research Unit (DRU) lists 69,137 children ages 0-5 in Contra Costa County for 2025, with this age group (on average) projected to remain relatively flat through 2035, as listed in the table below. The U.S. Census Bureau American Community Survey (ACS) 2024 estimates the population of children under age 6 at 70,319<sup>1</sup> which is 1.7% higher than the DRU projection. This assessment uses DRU statistics as the baseline demographic source in most cases because it provides the forward projections essential to capacity planning.

**Table 1: Contra Costa County — Projected Child Population Change (Ages 0-5) (2025-2035)**

| Age                     | Population 2025 | Population 2035 | Numeric Change | Percent Change |
|-------------------------|-----------------|-----------------|----------------|----------------|
| 0 yrs (0-11 months)     | 10,897          | 12,016          | +1,119         | <b>+10.3%</b>  |
| 1 yrs (12-23 months)    | 10,946          | 11,660          | +714           | <b>+6.5%</b>   |
| 2 yrs (24-35 months)    | 11,480          | 11,478          | -2             | <b>0.0%</b>    |
| 3 yrs (36-47 months)    | 11,746          | 11,394          | -352           | <b>-3.0%</b>   |
| 4 yrs (48-59 months)    | 11,871          | 11,298          | -573           | <b>-4.8%</b>   |
| 5 yrs (60-71 months)    | 12,197          | 11,310          | -887           | <b>-7.3%</b>   |
| <b>Total (Ages 0-5)</b> | <b>69,137</b>   | <b>69,156</b>   | <b>+19</b>     | <b>+0.03%</b>  |

Source: State of California, Department of Finance, Demographic Research Unit (DRU), P-2B County Population by Age, Vintage 2025 (released September 30, 2025). <https://dof.ca.gov/forecasting/demographics/projections/>

<sup>1</sup> U.S. Census Bureau. (2024). ACS 1-Year Estimates Detailed Table B23008: Presence of Children Under 18 Years by Household Type by Labor Force Status of Parents, Contra Costa County, California. <https://data.census.gov/table/ACS1Y2024.B23008?g=050XX00US06013>



The projections for 2025 to 2035 indicate eventual positive growth at the youngest end of the age spectrum, with babies (ages 0-11 months in 2025) projected to increase by 10% over the decade. However, this growth turns negative for children aged 3-5 years. This suggests a potential rebound in births after recent declines, but also implies that while infant-toddler capacity may need to expand, the overall cohort of young children remains relatively stable. It is also worth noting that significant East Contra Costa County in-migration is expected to continue to drive population gains, suggesting a need for geographic targeting for new subsidies and facilities.<sup>2</sup>

## 1b. Percent of Children by Race/Ethnicity and Age

The following California Department of Finance and American Community Survey synthesized data shows race and ethnicity estimates for 2025, offering a snapshot of the demographic composition of young children in Contra Costa County.

**Table 2: Contra Costa County — Estimated Children Ages 0–5 by Race/Ethnicity (2025)**

| Race / Ethnicity                          | Percent | Estimated Children |
|---|---------|--------------------|
| <b>Hispanic / Latino (any race)</b>       | 36.0%   | 24,889             |
| <b>White (Non-Hispanic)</b>               | 28.5%   | 19,703             |
| <b>Asian</b>                              | 16.0%   | 11,062             |
| <b>Black / African American</b>           | 8.5%    | 5,876              |
| <b>Multiracial</b>                        | 9.0%    | 6,222              |
| <b>American Indian / Alaska Native</b>    | 0.5%    | 346                |
| <b>Native Hawaiian / Pacific Islander</b> | 0.5%    | 346                |

Sources: California Department of Finance, Demographic Research Unit (DRU), P-2B County Population by Age, Vintage 2025 (released September 30, 2025). <https://dof.ca.gov/forecasting/demographics/projections/>. U.S. Census Bureau, American Community Survey 2024 1-Year Estimates (Tables B01001A-I: Sex by Age by Race/Ethnicity) for children under age 5 in Contra Costa County, California. Because ACS reports under 5 while DOF reports ages 0–5, the race/ethnicity counts shown here are reconciled estimates.

The 2025 estimates indicate a diverse young population in Contra Costa County, with Hispanic children representing the largest group (36%). White (Non-Hispanic) children also constitute a large segment of the 0-5 population. The data highlights the presence of substantial Asian, Black, and Multiracial populations, along with smaller American Indian/Alaska Native, Native Hawaiian/Pacific Islander groups. This race and ethnicity breakdown is crucial for understanding culturally responsive program development.

<sup>2</sup> East Contra Costa Regional Fee Program Update: Draft Final Report (Fehr & Peers for ECCRFFA, May 2024), p. 9–12 (Table 3–6: Projected growth 2023–2040). [https://eccrffa.org/wp-content/uploads/2024/05/ECCRFFA\\_Nexus\\_Update\\_2024\\_DraftFinal\\_May2024.pdf](https://eccrffa.org/wp-content/uploads/2024/05/ECCRFFA_Nexus_Update_2024_DraftFinal_May2024.pdf)



## 1c. Regional Market Rates for State-Subsidized Care by Age/Setting

The Regional Market Rate (RMR) methodology sets maximum reimbursement ceilings for state-subsidized child care, varying by setting type, child’s age, and hours of care. These ceilings are intended to allow parents access to a significant percentage of providers in their market. As of January 1, 2022, the RMR ceilings were updated to be the greater of two values: either the 75th percentile of the 2018 regional market rate survey for that region, or the RMR ceiling that was in effect for that region on December 31, 2021.<sup>3</sup> Contra Costa County is part of the “Bay Area” region for these calculations.

It is important to note that while the state is transitioning to a new cost-based single rate structure, the specific rates under this new methodology are not yet fully finalized or publicly available in a comprehensive table. Therefore, the current RMR ceilings, based on the 2018 regional market rate survey, remain the official reference for existing reimbursement rates. In the interim, temporary ‘Cost of Care Plus’ monthly payments are being provided to state-subsidized child care providers from January 1, 2024, through June 30, 2025, to help bridge the gap between standard reimbursement/regional market rates and actual costs. In Bay Area counties, these payments fall within the state’s \$140–\$211 per-child monthly range for licensed providers, with lower amounts for license-exempt providers.<sup>4</sup>

The table below provides the current Regional Market Rate Ceilings for Contra Costa County, effective January 1, 2022.



<sup>3</sup> California Department of Social Services. Child Care and Development Bulletin 21-21: Regional Market Rate (RMR) Ceiling Changes. November 30, 2021. [https://earlyedgecalifornia.org/wp-content/uploads/2021/12/CDSS-Child-Care-and-Development-Bulletin-21-21\\_-Regional-Market-Rate-Ceiling-Changes.pdf](https://earlyedgecalifornia.org/wp-content/uploads/2021/12/CDSS-Child-Care-and-Development-Bulletin-21-21_-Regional-Market-Rate-Ceiling-Changes.pdf)

<sup>4</sup> Legislative Analyst’s Office. The 2025-26 Budget: Child Care and State Preschool. March 28, 2025. <https://lao.ca.gov/Publications/Report/5024>



**Table 3: Contra Costa County — Maximum Reimbursement for State-Subsidized Care by Age**

| Age Group                                    | Full-time Daily | Full-time Weekly | Full-time Monthly | Part-time Hourly | Part-time Weekly | Part-time Monthly |
|--|-----------------|------------------|-------------------|------------------|------------------|-------------------|
| <b>Child Care Centers</b>                    |                 |                  |                   |                  |                  |                   |
| <b>0-24 Months</b>                           | \$1111.93       | \$448.93         | \$1889.8          | \$21.14          | \$309.58         | \$1208.60         |
| <b>2-5 Years</b>                             | \$87.13         | \$364.82         | \$1499.5          | \$16.09          | \$261.08         | \$920.58          |
| <b>School Age</b>                            | \$61.08         | \$293.97         | \$1067.5          | \$11.88          | \$149.90         | \$527.61          |
| <b>Family Child Care Homes</b>               |                 |                  |                   |                  |                  |                   |
| <b>0-24 Months</b>                           | \$75.26         | \$323.94         | \$1326.1          | \$15.83          | \$225.86         | \$896.98          |
| <b>2-5 Years</b>                             | \$71.91         | \$303.64         | \$1257.6          | \$15.20          | \$230.01         | \$893.91          |
| <b>School Age</b>                            | \$50.85         | \$223.18         | \$924.44          | \$11.50          | \$153.31         | \$592.86          |
| <b>TrustLined/Relative (Licensed-Exempt)</b> |                 |                  |                   |                  |                  |                   |
| <b>0- 24 Months</b>                          | \$52.69         | \$226.76         | \$928.27          | \$11.08          | \$158.10         | \$627.88          |
| <b>2-5 Years</b>                             | \$50.33         | \$212.55         | \$880.33          | \$10.64          | \$161.01         | \$625.73          |
| <b>School Age</b>                            | \$35.59         | \$156.23         | \$647.11          | \$8.05           | \$107.31         | \$415.01          |

Source: California Department of Social Services (CDSS). <https://rcscc.adm.dss.ca.gov/index.aspx>

The continued reliance on 2018 market rate survey data for current RMR ceilings, despite being updated in 2022, indicates a significant lag between reimbursement rates and the actual, rising costs of providing childcare. This disparity is partially addressed by temporary supplemental payments, but the long-term financial stability of providers in Contra Costa County hinges on the successful and timely implementation of the new cost-based single rate structure. The higher cost of infant/toddler care compared to preschool, and center-based care compared to family child care homes, remains a consistent trend.

### **1d. and 1e. Unmet Need for State/Federally Subsidized Infant/Toddler Programs and Preschool Programs**

Current data on unmet need for state and federally subsidized infant/toddler and preschool programs by specific age groups and program types for Contra Costa County is not available through the recommended CELNAR database. However, other indicators highlight a potential overall unmet need for subsidized support, and far too many of the county's low-income families who are eligible for subsidized care likely cannot access spaces due to the county's low supply.



**Table 4: Estimated Child Care Needs for Infant/Toddler Programs (0-35 months) in Contra Costa County (2023)**

| Category                         | Number of Children | Share of Eligible |
|----------------------------------|--------------------|-------------------|
| <b>Subsidy-eligible children</b> | 19,660             | 100%              |
| <b>Subsidy-served</b>            | 1,780              | 9%                |
| <b>Unmet need</b>                | 17,880             | 91%               |

Sources: California Child Care Resource & Referral Network, 2023 Child Care Portfolio: Contra Costa County sheet (April 2025); First 5 Contra Costa, “Early Childhood Education Crisis in Contra Costa County”(2023), p. 4; California Department of Finance Population Projections (2023) and 2022 Contra Costa Child Care Needs Assessment ratios.

**Table 5: Estimated Child Care Needs for Preschool Programs (36-59 months) in Contra Costa County (2023)**

| Category                         | Number of Children | Share of Eligible |
|----------------------------------|--------------------|-------------------|
| <b>Subsidy-eligible children</b> | 17,450             | 100%              |
| <b>Subsidy-served</b>            | 6,750              | 39%               |
| <b>Unmet need</b>                | 10,700             | 61%               |

Sources: California Child Care Resource & Referral Network, 2023 Child Care Portfolio: Contra Costa County sheet (May 2025); First 5 Contra Costa, “Early Childhood Education Crisis in Contra Costa County”(2023), p. 4; California Department of Finance Population Projections (2023) and 2022 Contra Costa Child Care Needs Assessment ratios.

The First 5 Contra Costa Early Childhood Systems Map (July 2025) provides a detailed breakdown of publicly funded slots versus eligible children (at less than 200% of the federal poverty level), also revealing acute shortages for infants/toddlers. Known slots cover only 15.5% of the eligible 0–5 population (~2,574 slots vs. 16,588 eligible).<sup>5</sup>

These estimates indicate that only a small share of subsidy-eligible infants/toddlers and a minority of subsidy-eligible preschoolers are currently served in subsidized programs; the remaining eligible children are not in subsidized care and therefore represent the potential pool of unmet need. Some of these children may be in informal or unsubsidized arrangements by family choice, but waitlist, request-for-care, and parent survey data suggest that a substantial portion reflects families who want but cannot obtain affordable, regulated care.

<sup>5</sup> First 5 Contra Costa Early Childhood Systems Map 2025, p. 39. Note: Excludes partial TK/CSPP overlap; gaps widest for infants. <https://www.first5coco.org/our-impact/early-childhood-systems-map/>



## 2. Local Population Data

Additional population County and State data is provided by the California Childcare Resource and Referral Network’s 2023 Portfolio Report (released in April, 2025). According to the report, in Contra Costa County, there were 72,731 0-5 year olds in 2023 vs a total of 77,746 0-5 year olds in 2021 (-6.5%).

**Table 6: Contra Costa County and California — Young Child Population in 2021 and 2023**

| Population           | CC County |        |             | California |         |             |
|----------------------|-----------|--------|-------------|------------|---------|-------------|
|                      | 2021      | 2023   | Change      | 2021       | 2023    | Change      |
| <b>Under 2 years</b> | 23,909    | 23,259 | <b>-3%</b>  | 861,008    | 830,631 | <b>-4%</b>  |
| <b>2 years</b>       | 12,567    | 11,636 | <b>-7%</b>  | 460,224    | 407,630 | <b>-11%</b> |
| <b>3 years</b>       | 13,292    | 12,067 | <b>-9%</b>  | 469,378    | 443,300 | <b>-6%</b>  |
| <b>4 years</b>       | 13,916    | 12,540 | <b>-10%</b> | 484,018    | 455,053 | <b>-6%</b>  |
| <b>5 years</b>       | 14,062    | 13,229 | <b>-6%</b>  | 493,582    | 464,560 | <b>-6%</b>  |

Source: California Child Care Resource & Referral Network, 2023 Child Care Portfolio – Contra Costa County sheet, Population table (April 2025). [https://rrnetwork.org/assets/general-files/Contra-Costa\\_2025-04-28-172348\\_iqgo.pdf](https://rrnetwork.org/assets/general-files/Contra-Costa_2025-04-28-172348_iqgo.pdf)

Overall, both Contra Costa County and California have experienced a slight decrease in their total resident populations, with the county seeing a ~1% decline and the state a ~0.4% decline as of 2023. This general trend of population contraction between 2021 and 2023 is also reflected in the child population. When examining the 0-5 age group, the most significant percentage decreases in Contra Costa County are observed among 4-year-olds (-10%), 3-year-olds (-9%), and 2-year-olds (-7%). Even the “Under 2 years” category saw a 3% decrease.

The trends in Contra Costa County generally mirror those of California, where all child age groups (ages 0-12) also experienced declines during this period, with 2-year-olds showing the largest statewide decrease at 11%. This consistent pattern across both the county and the state may suggest broader demographic shifts, such as declining birth rates or out-migration of families with young children. Despite an expected continuing decrease in the preschool population in Contra Costa County, longer-term analysis, as provided in Section 1, suggests positive growth at the youngest end of the age spectrum, with babies (age 0 in 2025) projected to increase by 10% by 2035.

Contra Costa County faces a dual challenge in childcare planning: a recent decline in ages 2-4, contrasting with a projected significant increase in infants (age 0) by 2035. This necessitates a strategic shift in childcare resources, moving from current preschool-focused services towards expanding infant and toddler care capacity over the next decade. Flexible funding models are crucial to support providers through these demographic fluctuations, ensuring financial stability while preparing for future demand. Ultimately, understanding these evolving population trends is vital for effective resource allocation and program development to meet the county’s diverse childcare needs.



### 3. Enrollment

February 2026 CocoKids snapshot data indicates that Contra Costa County has 28,538 licensed child-care slots for children 0–5, with an estimated 22,266 filled slots and 6,272 vacancies, meaning about 22.0% of licensed seats are not in use at present. Centers account for 2,310 infant–toddler (0–35 months) slots, with an estimated 20.0% vacancy rate, and 16,924 preschool (36–59 months) slots with a 15.1% vacancy rate, suggesting that preschool classrooms are somewhat more fully utilized than infant/toddler rooms. Family child-care homes (FCCs), which serve mixed ages 0–59 months, contribute 9,304 licensed slots but show an estimated 34.9% vacancy rate, highlighting that a large share of licensed home-based capacity is currently underused despite these settings being an important option for infants, toddlers, and families needing non-traditional hours.

**Table 7: Contra Costa County — Licensed Child-Care Capacity, Enrollment, and Vacancies**

| Provider Type                  | Age Band                 | Licensed Capacity | Estimated Filled Slots | Vacant Slots | % Vacant     |
|--------------------------------|--------------------------|-------------------|------------------------|--------------|--------------|
| Centers                        | Infant–Toddler (0–35 mo) | 2,310             | 1,849                  | 461          | 20.0%        |
| Centers                        | Preschool (36–59 mo)     | 16,924            | 14,362                 | 2,562        | 15.1%        |
| Family Child-Care Homes (FCCs) | 0–59 months              | 9,304             | 6,055                  | 3,249        | 34.9%        |
| <b>Totals</b>                  |                          | <b>28,538</b>     | <b>22,266</b>          | <b>6,272</b> | <b>22.0%</b> |

Source: CocoKids, My Child Care Plan extract. Data pulled on February 3rd, 2026. Estimated Filled Slots are calculated as Licensed Capacity minus Vacant Slots.

Because “Estimated Filled Slots” are calculated as licensed capacity minus provider-reported vacancies, and providers may be reporting openings relative to their desired operating capacity rather than their full license, these numbers should be interpreted as a proxy for system utilization rather than precise child enrollment counts. Even with that caveat, the pattern is informative: FCCs represent a large pool of unused licensed capacity, while center-based preschool operates closer to full. This implies that near-term strategies to expand access, particularly for babies and toddlers, should focus on reactivating idle FCC capacity through workforce stabilization, higher and more predictable subsidy reimbursement, and business supports, alongside maintaining incremental growth in center-based preschool to keep pace with demand among 3- to 5-year-olds. When paired with county-wide findings from the California Resource & Referral 2023 Portfolio Report and First 5 Contra Costa Early Childhood Systems Map, the total licensed capacity still covers only a portion of infants and toddlers, especially in low-income, subsidy-eligible families. The data point to a dual challenge: Contra Costa must both expand the overall supply of infant/toddler care and make available more of its existing licensed FCC and center slots, rather than relying solely on building new preschool classrooms.



The First 5 Systems Map (p. 40) shows 9,767 known children ages 3–5 served by public early childhood education programs, including California State Preschool Program (1,916), child care subsidy (1,739), and Transitional Kindergarten (5,317); the report notes potential duplication/undercounting due to blended funding and incomplete data. Yet waitlists persist, especially for low-income infants (e.g., long Head Start/Early Head Start delays).<sup>6</sup>

Even though Contra Costa has a sizable licensed child-care infrastructure, especially in family child-care homes, a portion of those slots sit unused while total licensed capacity still falls far short of meeting the care needs of low-income infants and toddlers. Based on recent estimates, licensed capacity covers only 72% of children ages 5 and under in households with all parents working, even before accounting for providers operating below their licensed maximum or the role of family/friend/neighbor care in filling gaps.<sup>7</sup>

## 4. Waiting Lists

CocoKids, as the local resource and referral agency in Contra Costa County, maintains a waitlist for parents seeking child care in Contra Costa County. Below is a comparison of the March 2022 waitlist snapshot and the February 2026 waitlist snapshot.

**Table 8: Contra Costa County — Child Waitlist Trends by Age Group (2022 vs. 2026)**

| Age Group                | 2022 Waitlist | 2026 Waitlist | Numeric Change | % Change    |
|--------------------------|---------------|---------------|----------------|-------------|
| Infant/Toddler (0-2 yrs) | 828           | 1,616         | +788           | 95%         |
| Preschool (3-5 yrs)      | 3,047         | 1,151         | -1,896         | -62%        |
| <b>Totals</b>            | <b>3,875</b>  | <b>2,767</b>  | <b>-1,108</b>  | <b>-29%</b> |

Source: CocoKids CareControl 4 (CC4) “Wait-List Age Report.” Data pulled in February 2026. The January-March 2022 baseline (3,875 children) is taken from the 2022 Contra Costa County Childcare Needs Assessment. <https://d16k74nzx9emoe.cloudfront.net/78469974-b46a-42d4-9f42-a8f6eef78ff7.pdf>

The number of young Contra Costa children waiting for a child care slot shrank from 3,875 in March 2022 to 2,767 in February 2026, a nearly 30% percent decrease. Requests for infant–toddler care nearly doubled, from 828 to 1,616 (95%), so babies and toddlers now account for over a third more than preschoolers on the waitlist. The preschool wait-list fell by 62% percent, likely reflecting the further roll-out of Transitional Kindergarten and recent expansions in state preschool (CSPP) capacity. The data signal that Contra Costa’s unmet demand has pivoted from preschool to the earliest ages, even as licensed infant capacity shows vacancies that could potentially be activated with targeted supports.

<sup>6</sup> First 5 Contra Costa. (July, 2025). Early Childhood Systems Map. p. 40

<sup>7</sup> First 5 Contra Costa. (July, 2025). Early Childhood Systems Map, p. 38 (Licensed Capacity and Potential Gaps in Child Care section)



## 5. Language

Spanish is the majority language among kindergarten English learners in Contra Costa County, comprising 67.5% of all EL kindergarteners. A diverse set of languages forms a long trail, with Farsi, Mandarin, Arabic, Portuguese, Russian, Pashto, Punjabi, Telugu, Tamil, Vietnamese, Cantonese, and Filipino each representing smaller but meaningful shares. This pattern indicates that while Spanish-language services must remain central, districts and providers should anticipate and plan for multilingual outreach and supports across several Asian and Middle Eastern language communities.

**Table 9: Contra Costa County — Kindergarten English Learner Students by Language for the 2024-2025 Academic Year (≥ 1% of learner population)**

| Language   | Kindergarten EL Count | % of EL Kindergarten |
|--|-----------------------|----------------------|
| <b>Spanish; Castilian</b>                              | 1,760                 | 67.53%               |
| <b>Persian (Farsi)</b>                                 | 120                   | 4.6%                 |
| <b>Mandarin (Putonghua, Guoyu)</b>                     | 86                    | 3.3%                 |
| <b>Arabic</b>  | 42                    | 1.61%                |
| <b>Cantonese</b>                                       | 42                    | 1.61%                |
| <b>Russian</b>   | 48                    | 1.84%                |
| <b>Portuguese</b>                                      | 44                    | 1.69%                |
| <b>Telugu</b>  | 35                    | 1.34%                |
| <b>Uncoded languages (Other non-English languages)</b> | 35                    | 1.34%                |
| <b>Pashto</b>  | 36                    | 1.38%                |
| <b>Punjabi</b>   | 34                    | 1.3%                 |
| <b>Vietnamese</b>                                      | 28                    | 1.07%                |
| <b>Tamil</b>   | 28                    | 1.07%                |
| <b>Filipino; Pilipino</b>                              | 26                    | 1%                   |

California Department of Education. DataQuest: English Learners by Grade and Language, 2024-2025. Accessed at <https://dq.cde.ca.gov/dataquest/>

The significant percentage of dual-language homes and English Language Learners among Kindergarten students underscores the linguistic diversity of Contra Costa County’s young population. This highlights an ongoing need for culturally responsive and age-appropriate early learning environments and resources to support language acquisition and school readiness for children from diverse linguistic and cultural backgrounds.



## 6. Local Language Data

Almost 40% of the Contra Costa County population speaks a language other than English at home, with a growing proportion speaking Spanish, and 6.4% of the population has limited English skills. Additional data from childcare providers reporting on what languages are spoken to children ages 0-5 while in care provides additional insights into languages spoken by this population. English accounts for the majority of languages spoken by providers on site, at approximately 55%, followed by Spanish at 21%. The diversity in languages spoken, as seen below, once again suggests the need for multilingual support and highlights the varied linguistic needs of families in the community.

**Table 10: Contra Costa County — Languages Spoken by Childcare Providers While Caring for Children (1% or greater)**

| Language           | Center | Family Child Care | Total | Percentage |
|--------------------|--------|-------------------|-------|------------|
| English            | 328    | 783               | 1,111 | 54.89%     |
| Spanish            | 127    | 300               | 427   | 21.10%     |
| Other              | 31     | 121               | 152   | 7.51%      |
| Farsi              | 16     | 68                | 84    | 4.15%      |
| Tagalog            | 18     | 18                | 36    | 1.78%      |
| Hindi              | 8      | 26                | 34    | 1.68%      |
| Russian            | 6      | 26                | 32    | 1.58%      |
| Sign Language      | 12     | 20                | 32    | 1.58%      |
| Chinese (Mandarin) | 10     | 11                | 21    | 1%         |

Source: CoCo Kids: My Child Care Plan (MCCP) dataset. Data pulled on February 3rd, 2026





## 7. Children with Special Needs

The Individuals with Disabilities Education Act (IDEA) mandates free appropriate public education for eligible individuals with disabilities, including special education and related services for those aged 0-22 years. Children under 3 years old are eligible for an Individual Family Services Plan (IFSP), and individuals aged 3-22 are eligible for an Individualized Education Plan (IEP). The most recent data available for IFSP and IEP numbers for the 0-5 age population in Contra Costa shows the following counts from the Special Education Local Plan Areas (SELPA).

**Table 11: Contra Costa County — Number of Children with an IFSP or IEP by Age Group (2024-2025)**

| Category        | Mt. Diablo | Contra Costa | West Contra Costa | San Ramon Valley | TOTAL        |
|-----------------|------------|--------------|-------------------|------------------|--------------|
| IFSPs (0–3 yrs) | 10         | 35           | 50                | 19               | 114          |
| IEPs (3–5 yrs)  | 504        | 645          | 478               | 68               | 1,695        |
| <b>TOTAL</b>    | <b>514</b> | <b>680</b>   | <b>528</b>        | <b>87</b>        | <b>1,809</b> |

Source: Contra Costa County Special Education Local Plan Areas (SELPA), Special Education Information System (SEIS) database. 2024-2025 data from October 2025. (Note: This data only divides ages by 0-3 and 3-5. Data specifically for 3-4 year olds is not fully available.)

Beyond primarily school-reported SELPA data is a broader capture of young children with special needs, such as through many private childcare providers, as shown in the next table.





**Table 12: Contra Costa County — Number of Children with an IFSP or IEP by Age Group**

| Age Group             | Plan Type                 | Broader Service Count  |
|-----------------------|---------------------------|------------------------|
| Birth–36 months (0–3) | IFSP (Part C/Early Start) | 3,363 (May 2025, RCEB) |
| Ages 3–5              | IEP (Part B/ECSE)         | 2,773 (FY 2024–25)     |
| <b>Total 0–5</b>      | <b>IFSP + IEP</b>         | <b>6,136</b>           |

Source: First 5 Contra Costa. Early Childhood Systems Map (July 2025), pp. 107-113 (Early Childhood Special Education section), 35-37 (Early Intervention), 75 (ECSE outcomes); data from Regional Center of the East Bay (RCEB), May 2025. Ages 0-5 <https://www.first5coco.org/our-impact/early-childhood-systems-map/>

The Early Childhood Systems Map data for Contra Costa County identifies significant gaps in serving children with developmental delays/disabilities. Contra Costa excels at delivering Early Start services in everyday home settings at 95% (above state average) but lags in inclusive preschool settings, highlighting the need for better child find, screening, and workforce expansion.

## 8. Children in Child Protective Services

The California Child Welfare Indicators Project (CCWIP), a collaboration between the University of California at Berkeley and the California Department of Social Services (CDSS), provides data on children receiving Child Protective Services (CPS). One representative data point is the number of children in foster care, based on recent point-in-time counts.

**Table 13: Contra Costa County — Number of Children in Foster Care by Age (0-5 Years)**

| Age          | Oct 1, 2023 | Oct 1, 2024 | Oct 1, 2025 |
|--------------|-------------|-------------|-------------|
| <b>0</b>     | 39          | 32          | 38          |
| <b>1-2</b>   | 63          | 59          | 62          |
| <b>3-5</b>   | 40          | 52          | 54          |
| <b>Total</b> | <b>142</b>  | <b>143</b>  | <b>154</b>  |

Source: California Child Welfare Indicators Project (CCWIP), University of California, Berkeley and California Department of Social Services, In Care—Point in Time Count (AB 636), Contra Costa County, age group table (0; 1–2; 3–5), accessed January 22, 2026, at <https://ccwip.berkeley.edu/childwelfare/reports/PIT/MTMG/r/ab636/>

The number of children aged 0-5 in foster care in Contra Costa County shows fluctuations between 2023 and 2025, revealing small increases over time. This indicates a consistent, albeit variable, need for specialized childcare services for this vulnerable population. The varying numbers within specific age groups (infants, 1-2 year olds, and 3-5 year olds) highlight the need for adaptable childcare resources and strong collaboration between providers, foster families, and child welfare agencies to meet the unique and changing demands of children in foster care.



## 9. Children in Working Families

The typically used Early Learning Needs Assessment Tool (ELNAT) does not provide up-to-date information on children in working families in Contra Costa County. However, the U.S. Census Bureau American Community Survey 2024 1-year estimate shows that approximately 73% of children under age 6 in Contra Costa County live in families where all available parents are in the civilian labor force. This represents a significant proportion of families who may potentially need childcare services to support their employment.

To provide the age-specific breakdown, the table below estimates children in working families by single year of age. Since ACS Table B23008 reports the 73.1% aggregate for children under 6 (not broken out by individual age years), this rate was applied to the California Department of Finance's P-2B 2025 population projections of children ages 0-5 by year to estimate potential childcare demand.

**Table 14: Contra Costa County — Estimated Number of Children in Working Families by Age Group (2025)**

| Age                              | Number of Children in Working Families |
|----------------------------------|--|
| Infants (less than one year old) | 7,966                                  |
| 1                                | 8,002                                  |
| 2                                | 8,392                                  |
| 3                                | 8,586                                  |
| 4                                | 8,678                                  |
| 5                                | 8,916                                  |
| <b>Total (Ages 0-5)</b>          | <b>50,540</b>                          |

Sources: 1) California Department of Finance. Demographic Research Unit. Report P-2B: Total Population Projections, California Counties, 2020-2070 (Baseline 2024 Population Projections; Vintage 2025 Release). <https://dof.ca.gov/forecasting/demographics/projections>. 2) Working family rate (73%): U.S. Census Bureau, ACS 2024 1-Year Estimate, Table B23008. <https://data.census.gov/table/ACSDT1Y2024.B23008?g=050XX00US06013>

These estimates total 50,540 children ages 0-5 in working families, representing significant potential demand for early care and education across all ages. This figure represents the maximum potential demand for childcare, as not all families with working parents necessarily use paid childcare services. Some families may rely on family members for care, have flexible work arrangements, utilize school-based programs like Transitional Kindergarten, or arrange care through other informal means.



## 10. Families Receiving Public Assistance

Contra Costa County serves a substantial number of families with young children through several key public assistance programs, addressing health, nutrition, cash aid, and specialized support needs for children ages 0 to 5.

- CalFresh (federal SNAP) supplies monthly food-purchasing benefits.
- CalWORKs provides temporary cash aid, employment services, and a pathway to childcare subsidies for very-low-income families.
- Medi-Cal offers no- or low-cost health and dental coverage to income-eligible children and adults.

According to the County’s Employment and Human Services Department (Youth Services Annual Report, July 2025), approximately 16,425 children ages 0-5 benefit from CalFresh, 4,895 live in CalWORKs households, and 23,774 depend on Medi-Cal for health coverage. Based on the California Department of Finance P-2B projected population of 69,137 children ages 0-5 in Contra Costa County (2025), these figures represent approximately 24% (CalFresh), 7% (CalWORKs), and 34% (Medi-Cal) of young children in the county. While the current total number of young children in families receiving housing support in Contra Costa County is not readily available, the estimated number of these children living in the U.S. Department of Housing and Urban Development (HUD)-supported rental units or public housing (see below) provides some indication of housing assistance in the County.

**Table 15: Contra Costa County — Social Safety Net Programs for Children Ages 0-5 (2025)**

| Program             | Children receiving benefits (Ages 0-5) |
|---------------------|--|
| CalFresh            | 16,425                                 |
| CalWORKs            | 4,895                                  |
| Medi-Cal            | 23,774                                 |
| HUD Housing Support | ~3,000 (2023)                          |

Sources: Contra Costa County, Department of Employment and Human Services, Community Services Bureau, Children and Family Services Committee Meeting presentation, July 14, 2025. <https://contra-costa.legistar.com/View.ashx?M=F&ID=14497454&GUID=7D9EF7DF-95E6-45FE-A5B9-A1F9C6E8337C>. HUD Office of Policy Development and Research, Picture of Subsidized Households (2023, County-level data for Contra Costa County). Accessed on January 29, 2026, at <https://www.huduser.gov/portal/datasets/assthsg.html#:~:text=>

These figures underscore the scale of low-income families facing cost and access barriers to early learning support, which is an essential consideration when prioritizing subsidized slots, outreach, and supportive services.



## 11. Median Family Income

The US Census Bureau American Community Survey 2024 1-Year estimates report the median family income for a four-person family in Contra Costa County is \$191,534.<sup>8</sup> For context, the California Department of Housing & Community Development (HCD) uses a 2025 Area Median Family Income (AMI) of \$159,800, with the 80% AMI threshold for a 4-person household at \$125,050.<sup>9</sup>

The median household income figure in Contra Costa County, while higher than the state average, masks significant racial and economic disparities within the county, and many families still require public assistance and struggle to meet basic needs, highlighting the ongoing importance of childcare subsidies and support programs. As of 2023, 11.6% of children ages 5 and under were in poverty in Contra Costa, and over a quarter more were in families with low income.<sup>10</sup>

## 12. Children in Migrant Families

As of January 2026, the California Department of Education, Migrant Education Program, identified the following number of children as being Migrant Education Program-eligible in Contra Costa County.

**Table 16: Contra Costa County — Migrant Education Program Eligible Children Ages 0-5**

| Ages | Number of Children |
|------|--------------------|
| 0-2  | 3                  |
| 3-5  | 5                  |

Source: California Department of Education, Migrant Education Program (MEP), Region 23, San Joaquin County Office of Education. Accessed on January 21, 2026.

The Migrant Education Program (MEP) identifies only a very small number of young children in Contra Costa County because eligibility is narrowly defined and focused on families who have recently moved due to qualifying agricultural work, and most of Region 23’s migrant population is concentrated outside Contra Costa. These figures likely reflect both the county’s relatively small agricultural migrant base and under-identification of very young children, rather than an absence of migrant families with young children.

<sup>8</sup> U.S. Census Bureau, American Community Survey , 2024 1-Year Estimates, Table B19119 (“Median Family Income in the Past 12 Months (in 2024 Inflation-Adjusted Dollars) by Family Size”), Contra Costa County, California. Table B19119. Accessed on January 30, 2026 at <https://data.census.gov/table/ACSDT1Y2024.B19119?g=050XX00US06013>

<sup>9</sup> CA Dept. of Housing & Community Development (HCD), “2025 State Income Limits” (Apr 22, 2025), based on HUD FY2025 data from ACS 2023 adjusted for regional costs; Contra Costa County official Excel: <https://www.contracosta.ca.gov/DocumentCenter/View/87003/2025-State-Income-Limits>

<sup>10</sup> First 5 Contra Costa County Early Childhood Systems Map, December 2025, P.11



### 13. Meeting Early Learning Facility Needs

Table 17 below compares 2023 licensed child care facility counts from KidsData/California Child Care Portfolio with CocoKids’ active licensed provider counts from February 2026. Because the two sources use slightly different snapshots and counting conventions, the change figures should be read as directional rather than exact year-over-year comparisons.

**Table 17: Contra Costa County — Active Child Care Facilities (2023 and 2026)**

| Facility Type                 | Number of Facilities (2023) | Number of Facilities (2026) | Change       |
|-------------------------------|-----------------------------|-----------------------------|--------------|
| Licensed Childcare Centers    | 339                         | 345                         | +1.8%        |
| Family Childcare Homes (FCCs) | 779                         | 837                         | +7.4%        |
| <b>Total</b>                  | <b>1,118</b>                | <b>1,182</b>                | <b>+5.7%</b> |

Source: KidsData.org, Licensed Child Care Facilities, by Type (California Child Care Resource & Referral Network, California Child Care Portfolio, April 2025); CocoKids Child Care Provider Counts, accessed February 3, 2026.

The County secured a 2024-2025 multi-year Head Start/Early Head Start award (\$29.7M) supporting 1,634 slots and site upgrades, with Mexican American Opportunity Foundation (MAOF) and The Unity Council adding/renovating classrooms across Richmond, San Pablo, Hercules, Martinez, Pittsburg, Antioch, Concord, Oakley, Pinole, and Rodeo.<sup>11</sup> The Contra Costa College Early Learning Center received \$2.8M (including \$752k for classroom/playground upgrades) to operate at full licensed capacity and extend hours.<sup>12</sup>

State expansions are advancing through California’s General Child Care and Development (CCTR) FY 2024–25 RFAs statewide (\$306M total), CSPP 2024–25 contract awards, and ongoing UPK Mixed-Delivery planning, alongside county contracts like CocoKids’ \$1.4M+ Emergency Child Care Bridge program.<sup>13</sup>

These investments are bringing additional rooms online, though activation is paced by construction and workforce. Overall, momentum is real, but federal funding cuts threaten further facility development, and additional capital plus workforce supports are still needed to rebuild infant–toddler classrooms and activate FCC capacity in high-need neighborhoods.

<sup>11</sup> Contra Costa News. (September 5, 2024). Contra Costa County agencies awarded \$29.7 million in grants for Head Start early child care programs. <https://contracosta.news/2024/09/05/contracosta-county-agencies-awarded-29-7-million-in-grants-for-head-start-early-child-care-programs/>

<sup>12</sup> Contra Costa Pulse. (September 24, 2024). Contra Costa College to offer free childcare & Pre-K education. <https://ccpulse.org/2024/09/24/contracosta-college-to-offer-free-childcare-pre-k-education/>

<sup>13</sup> Contra Costa County Board of Supervisors. File #25-4829, “Contract #20-170-16 (CFS) CocoKids, Inc., Contract Amendment – Emergency Child Care Bridge Program for Foster Children.” November 18, 2025. <https://contra-costa.legistar.com/LegislationDetail.aspx?ID=7744368&GUID=E5044810-32A9-41F4-AE2B-F93D110D6712>



## 14. Requests for Care During Non-Traditional Hours

According to February 2026 CocoKids-provided snapshot data, there were 1,292 recent requests for care during nontraditional hours, including 757 before and/or after child care requests; 9 for summer-only, and 526 for other child care (e.g., drop in, evening, overnight, weekends). The 2023 Resource & Referral Childcare Portfolio report for Contra Costa County revealed that requests for child care during nontraditional hours (evening, weekend, or overnight care) accounted for 2% of all child care requests. The same data revealed that only 22% of FCC homes and 1% of licensed child care sites in Contra Costa County offered non-traditional hour care. Overall, extended hours for evening or weekend care are an important need for parents. In a survey of Contra Costa parents cited below who utilize childcare, 61.4% of those surveyed desired nontraditional hours.





## 15. Meeting Early Learning Workforce and Quality

Contra Costa County's early care and education workforce includes nearly 4,000 educators across center-based and home-based settings (teachers, assistants, directors/administrators, and FCC providers/assistants).<sup>14</sup> A 2024 Center for the Study of Child Care Employment (CSCCE) at U.C. Berkeley study on Contra Costa County finds that this workforce is predominantly women of color and that almost half of center teachers and assistants are Latina. Accordingly, equity for a largely bilingual and culturally diverse workforce is a central concern. Despite high levels of experience (many educators report more than 10 years in the field) CSCCE concludes that Contra Costa's ECE workforce is "highly skilled yet undervalued," reflecting low pay and limited benefits relative to K–12 peers.

Compensation and economic insecurity are the most critical workforce needs. The CSCCE 2024 report documents wages that lag far behind local living costs and shows that many educators report difficulty paying for housing, food, and health expenses, with material hardship indicators higher than for California workers overall. First 5 Contra Costa's Early Childhood and Education Crisis in Contra Costa County brief reinforces these findings, noting that center-based teachers earn on average \$6,300 less per year than comparable TK–12 teachers and FCC providers about \$16,500 less, pushing many to take second jobs, incur debt, or rely on programs such as CalFresh and Medi-Cal.<sup>15</sup> In focus groups convened for wage-enhancement planning, educators repeatedly described being unable to afford local rents or health care on their current wages, and participants identified higher base pay and access to health benefits as the top priorities for sustaining the workforce.

Workforce stability and retention are closely linked needs. CSCCE's Contra Costa County survey shows that most centers experienced staff turnover in the prior year and many directors reported persistent vacancies that were difficult to fill, especially in infant–toddler and inclusion classrooms. According to the survey, between January 2021 and Spring 2023, 95% of centers had one or more positions turn over, with an average of 5.6 positions per site, significantly exceeding the statewide rate of 84% (avg. 4.2 positions). A substantial share of teachers and assistants indicated they did not expect to remain in their current center three years into the future, particularly in lower-resourced, non–Head Start programs, signaling ongoing risk of churn and loss of experienced educators. In First 5's 2024 wage-enhancement focus groups and stakeholder sessions, providers described chronic understaffing, difficulty finding qualified substitutes, and burnout from covering multiple roles; Local Education Agency (LEA) and community-based leaders echoed that teacher instability undermines continuity of care and quality in preschool and Transitional Kindergarten (TK) partnerships.<sup>16</sup>

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<sup>14</sup> Center for the Study of Child Care Employment & First 5 Contra Costa. The Early Care and Education Workforce of Contra Costa County: Executive Summary. Berkeley, CA: University of California, Berkeley, 2024. <https://www.first5coco.org/wp-content/uploads/2024/02/ECE-Workforce-Exec-Summary.pdf>

<sup>15</sup> First 5 Contra Costa. Early Childhood and Education Crisis in Contra Costa County. Martinez, CA: First 5 Contra Costa, 2023. <https://www.first5coco.org/wp-content/uploads/2024/02/Contra-Costa-Early-Childhood-Education-Crisis-2023.pdf>

<sup>16</sup> First 5 Contra Costa. Wage Enhancement Pilot Program Stakeholder Input Session Report. Martinez, CA: First 5 Contra Costa, 2024. <https://www.first5coco.org/wp-content/uploads/2024/08/F5-Contra-Costa-Stakeholder-Input-Session-Report-FINAL-6.26.2024-1.pdf>



Participation in Quality Counts California (QCC), implemented locally as Quality Matters, is both a strength and an area of unmet need. According to the First 5 Early Childhood Systems Map for Contra Costa County, in 2024, 159 sites were participating in Quality Matters, employing 664 educators and involving 4,722 children.<sup>17</sup> This is a notable strength representing structured quality improvement across diverse settings. However, these stats also reflect unmet need, as licensed capacity covers only ~72% of working families' children ages 0-5, and high turnover disrupts program quality and continuity despite participation efforts.

CSCCE reports that publicly funded centers (Head Start, Early Head Start, and state preschool) are more likely to participate in intensive quality-improvement efforts such as coaching, college coursework, and structured quality assessments than private centers and FCC homes, which often have fewer administrative supports. The Contra Costa Workforce Development Board's Wage Enhancement Stipends Program supports early childhood education retention and quality improvement through financial incentives for inclusive practices and training to support children with disabilities in high-quality learning environments.<sup>18</sup> However, many FCC providers and smaller centers in First 5's 2024–2025 provider input sessions cited the time required for documentation, lack of paid release time, and the cost of arranging substitutes as major barriers to joining or deepening their engagement in QCC, indicating a need for simplified processes and stronger financial supports tied to quality participation.

Since 2020, Contra Costa has made measurable progress toward meeting these workforce and QCC needs, though gaps remain. CSCCE's 2024 county report and the 2025 State of the Early Care and Education Workforce – Contra Costa<sup>19</sup> snapshot highlight increased access to higher education and professional development, including substantial numbers of educators completing college ECE coursework and participating in coaching and Communities of Practice supported by Quality Matters. First 5 Contra Costa's wage-enhancement pilot (funded in part by Measure X) provides time-limited monthly stipends to selected FCC and center educators; the pilot summary notes that applications far exceeded available slots, confirming both strong participation interest and the depth of unmet need around compensation.<sup>20</sup> Taken together, these studies, surveys, and focus-group findings indicate that Contra Costa is moving in the right direction by expanding QCC-linked supports, investing in educational advancement, and testing wage strategies. However, sustained action is still required to raise compensation to livable levels, stabilize staffing, expand infant/toddler capacity, and reduce administrative barriers so that more FCCs and small centers can fully participate in Quality Counts California.

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<sup>17</sup> First 5 Contra Costa Early Childhood Systems Map (2024), p. 45.  
Accessed at: <https://www.first5coco.org/our-impact/early-childhood-systems-map/>

<sup>18</sup> Workforce Development Board of Contra Costa County. "Wage Enhancement Stipends Program."  
Accessed January 23, 2026. <https://www.wdbccc.com/wage-enhancement-stipends-program/>

<sup>19</sup> Center for the Study of Child Care Employment. State of the Early Care and Education Workforce – Contra Costa County 2025. Berkeley, CA: University of California, Berkeley, 2025.  
<https://cscce.berkeley.edu/wp-content/uploads/2025/10/state-of-ece-contra-costa-2025.pdf>

<sup>20</sup> First 5 Contra Costa. Wage Enhancement for Early Educators: Pilot Project Summary. First 5 Contra Costa, 2024.  
<https://www.first5coco.org/wp-content/uploads/2024/10/First-5-CoCo-Wage-Enhancement-Pilot-Project-Summary-FINAL.pdf>



## 16. Addressing Parent Needs and Concerns

In July 2025, the Contra Costa County Office of Education's Early Care and Education Department, with outreach support from CocoKids, conducted a comprehensive parent survey to inform the county's childcare needs assessment. The survey was distributed through a newsletter targeting a cross-section of families who access, seek, or have recently applied for childcare in the county. A total of 263 parents and caregivers completed the survey, providing a robust dataset for understanding family experiences and concerns locally.

Parents from every region of Contra Costa County responded. The largest group came from East County, where just over half (53.3%) of surveyed parents reside. Central County was home to about a quarter (24.5%) of respondents, with the remainder (22.2%) living in West County. This slightly overrepresents East County compared to the county's total population but aligns well with the region's higher rates of families with young children and greater childcare needs. Respondents self-identified with a broad spectrum of racial and ethnic backgrounds, a distribution that both reflects and at times amplifies Contra Costa's demographic diversity. 30.9% identified as Black/African American, 26.3% as Hispanic, 20.2% as White/Caucasian, 14.5% as Mixed race, 6.9% as Asian/Pacific Islander, and the remaining 1% as American Indian/Alaska Native. While Black/African American families are overrepresented (relative to their share among all county households with young children) in the survey, and Hispanic/Latino families are somewhat underrepresented, the sample nonetheless provides strong voice to those managing the greatest systemic child care barriers in Contra Costa.

Across the county, parents expressed a common and urgent theme: quality early learning and care is both essential and difficult to afford and access. The cost of care stood as the primary and overwhelming barrier, with 84.3% of parents naming it as a current challenge. As one parent wrote, "Prices are out of control. Assistance thresholds need to be raised to accurately represent the costs of those living in the Bay Area... I can't afford to work AND pay child care." More than half of all families surveyed spend less than \$500 per month on care, but a combined 38.8% pay \$500 to \$2,000, and 9.2% pay over \$2,000 monthly, indicating a sharp affordability cliff for those not qualifying for subsidies or for those with multiple children in care. As noted below, over 80% of those in the survey currently receive a childcare subsidy.

Parents also pointed frequently to limited availability, especially for infants and toddlers. 30.1% cited a lack of available spots, while concerns about inconvenient hours, program quality, lack of special needs support, and language/cultural alignment surfaced throughout both statistical and narrative responses. Many described piecing together "patchworks" of care across friends, relatives, providers, and their own variable work schedules, often with anxiety about stability. As one parent summarized, "It is a patchwork of family, friends, and paid childcare that can crumble in a thousand tiny ways at any time."

Among those surveyed, over half (each 52.7%) used a licensed childcare center or a family childcare home, and more than a third (34.7%) relied on family, friend, or neighbor care. Smaller numbers accessed a nanny or babysitter (17.6%), a school-based program (16%), or had one parent able to remain home (3.1%).

Families across backgrounds were clear about the improvements that would best address their challenges: extended hours for evening or weekend care (desired by 61.4%), more affordable options (54.5%), more preschool/early education programs, and more employer-supported childcare (36.2%). Smaller but substantial numbers of parents also named more childcare options for infants (17.9%)



and bilingual or multicultural options (17.1%). Most parents in the survey (80.2%) currently receive a childcare subsidy, and describe programs like CocoKids as “a lifesaver.” Satisfaction levels were mixed: while 16.9% of families report being “very satisfied” with their current arrangement, 64.8% rate themselves only “somewhat satisfied,” and the remainder are neutral or unsatisfied.

The engagement between families and providers is valued, but could be stronger. There are family calls for increased communication, more transparent information about available care and subsidies, and opportunities for deeper involvement in programs.

Experiences with school transitions were mixed. Only a small percentage of respondents had a child currently enrolled in Transitional Kindergarten (TK). Among these, 57% were satisfied with their experience, while comments suggest that rigid age cutoffs and the limited hours of many TK programs left gaps in both coverage and readiness for many young children, especially for working families and those with children who narrowly miss the TK cutoff.

The 2025 parent survey clearly demonstrates deep parental concern, and at times, distress, about the cost, availability, and suitability of early learning and childcare in Contra Costa County. For most families surveyed, affordable, high-quality, and flexible child care remains out of reach without significant support. Barriers are even more pronounced for care covering non-traditional hours, infants/toddlers, those who need culturally or linguistically responsive programming, and support for children with disabilities. Even families able to access some forms of support still find that care arrangements are fragile. Most parents want more affordable care, greater supply (especially for very young children and outside “standard hours”), and integration with special needs, language access, and family support services. They also call for smoother, more inclusive transitions to TK and kindergarten, and for more robust family engagement from providers and public agencies. In the words of one parent, “Childcare is what helps me keep my family afloat... I can work the hours I need and make sure both my kids are fine.” These findings reinforce that addressing cost, access, flexibility, and quality for all families is not just a social priority but an economic imperative for the region.





## 17. Increasing Access

Contra Costa County is working to ensure that families in every corner, including the river-delta communities of East County and the hill towns and unincorporated pockets of West County, have pathways into sufficient and high-quality early learning and care. The Local Planning Council (LPC), First 5 Contra Costa, CocoKids, and the County Office of Education are working together to expand the number of subsidized slots in high-need neighborhoods, make available mobile and regionally distributed outreach and support services, and make it easier to locate child care facilities in more parts of the county.

New and expanded publicly funded programs are being directed to areas that have historically lacked sufficient early learning options. As outlined above, 2024 federal Head Start/Early Head Start grant provides \$29.7 million in the first year and similar amounts over five years to Contra Costa County,<sup>21</sup> the Mexican American Opportunity Foundation (MAOF), and The Unity Council,<sup>22</sup> supporting 1,634 total Head Start and Early Head Start slots (949 preschool, 685 infant–toddler) across multiple communities including Richmond, San Pablo, Pinole, Rodeo, Hercules, Martinez, Pittsburg, Antioch, Bay Point, Oakley, and Concord. These expansions explicitly prioritize underserved parts of West, Central, and East County, where low-income and immigrant families have faced the longest commutes to access quality early learning. In parallel, the Local Planning Council is using California’s Universal PreKindergarten Mixed Delivery Planning Grant to strengthen partnerships between school districts, private centers, family child-care (FCC), and others in the early learning and care ecosystem.

The county and its partners are addressing geographic barriers by moving services closer to where families live and work. CocoKids’ Child Care Eligibility Office in Concord serves as a central hub and also covers East County communities such as Antioch, Bay Point, Pittsburg, Brentwood, Byron, Discovery Bay, and Oakley, allowing families in these areas to access subsidy eligibility, referrals, and navigation through one regional office and multilingual phone support. First 5’s Quality Matters initiative offers free coaching and training to early learning providers across Contra Costa County and now serves more than 200 participating programs, including many family child care homes (FCCs). Through Quality Matters and related initiatives, providers receive individualized site-level coaching, rating support, and professional development delivered through a mix of on-site visits, in-person trainings, and virtual learning formats, which has made it easier for FCCs and centers in outlying areas to engage consistently in quality-improvement activities.

Third, Contra Costa is using its zoning authority to embed child-care access into land-use decisions so that new development in more remote or previously underserved areas includes space for licensed programs. The County Ordinance Code’s Chapter 82-22 (Child Care Facilities) clarifies that child care facilities are an allowed or conditionally allowed use in a broad range of zoning districts and, through recent amendments, authorizes child care centers (beyond small family day care homes) in residential, recreation, office, and agricultural zones with a land-use permit, expanding the number of places where

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<sup>21</sup> Contra Costa County Employment & Human Services Department. “Contra Costa County Agencies Awarded \$29.7 Million in Grants for Head Start Early Child Care Programs.” Headlines Newsletter, September, 2024. <https://ehsd.org/wp-content/uploads/2024/09/EHSD09-06-24.pdf>

<sup>22</sup> The Unity Council. “The Unity Council Announces Munderservedajor Grant Award and Expansion of Head Start Services.” September 26, 2024. <https://unitycouncil.org/the-unity-council-announces-major-grant-award-and-expansion-of-head-start-services/>



centers can be established.<sup>23</sup> These land-use changes, combined with affordable-housing and mixed-use projects that reserve ground-floor space for community-serving facilities near transit nodes like Bay Point Bay Area Rapid Transit (BART), are intended to ensure that as new housing is built (even in canyon corridors and delta communities) so families will have access to regulated early learning options within their own neighborhoods or along their daily commute.

Collectively, strategies of targeted slot growth, mobile and regionally distributed supports, and child-care-friendly zoning have begun to narrow geography-based gaps, though transportation limitations and workforce shortages remain key challenges cited by providers and families and will require ongoing investment in wage supports and mobile outreach to achieve truly universal geographic access.

## 18. Requests for Care

CocoKids data shows a total of 9,312 requests for care for infants, toddlers, and preschoolers between January 30th, 2025 and January 30th, 2026. Data is not available for part-day or full-day requests, but below is a breakdown by age range.

**Table 18: Contra Costa County — Requests for Child Care by Age**

| Type of Care                                      | Number of Requests | Percentage |
|---|--------------------|------------|
| Infants (under 2 years old)                       | 5,656              | 42%        |
| Preschoolers (2 years through 5 years, 11 months) | 7,883              | 58%        |

Source: CocoKids, R&R Department Requests, January 30th, 2025 through January 30th, 2026.

Children under 2 years drive 42% of demand (5,656 requests), while preschoolers 2–5+ years represent 58% (7,883). Requests for care during nontraditional hours during this same time period totaled 2,557 (1,584 = before/after school; 46 = summer only; 927 = evening, overnight, weekends). CocoKids request data show a directional shift toward greater demand for infant/toddler care and nontraditional hours since the 2022 Child Care Needs Assessment.

This picture, combined with population and waitlist information, underscores the need for capacity to support the needs of working families for a range of childcare support.

<sup>23</sup> Contra Costa County. Ordinance Code, Title 8 Zoning, Division 82 General Regulations, Chapter 82-22 “Child Care Facilities.” Available via Municode at: [https://library.municode.com/ca/contra\\_costa\\_county/codes/ordinance\\_code?nodId=TIT8ZO\\_DIV82GERE\\_CH82-22CHCAFA](https://library.municode.com/ca/contra_costa_county/codes/ordinance_code?nodId=TIT8ZO_DIV82GERE_CH82-22CHCAFA)



## 19. Self-Sufficiency Standard Income

The previously used Insight Center for Community Economic Development does not provide current self-sufficiency income levels for a family of four in Contra Costa County, but the MIT Living Wage Calculator estimates that a family of two adults (both working) and two children in Contra Costa County requires an annual income of \$182,895 before taxes to meet basic needs, equaling a monthly total of \$11,863. This equates to an hourly wage of \$34.22 per adult, assuming full-time employment (2,080 hours/year).

**Table 19: Contra Costa County — 2026 Self-Sufficiency Standard Costs for a Two-Adult, Two-Children Household (both parents working)**

| Expenditure Category                       | Monthly Cost    | Annual Cost      | % of Annual Costs |
|--|-----------------|------------------|-------------------|
| Food                                       | \$1,228         | \$14,738         | 8.1%              |
| Child Care                                 | <b>\$3,616</b>  | <b>\$43,396</b>  | <b>23.7%</b>      |
| Medical                                    | \$1,134         | \$13,604         | 7.4%              |
| Housing                                    | \$2,930         | \$35,159         | 19.2%             |
| Transportation                             | \$1,380         | \$16,555         | 9.1%              |
| Civic                                      | \$819           | \$9,827          | 5.4%              |
| Internet & Mobile                          | \$218           | \$2,618          | 1.4%              |
| Other                                      | \$900           | \$10,804         | 5.9%              |
| Annual Taxes                               | \$3,016         | \$36,193         | 19.8%             |
| <b>Required Annual Income Before Taxes</b> | <b>\$15,241</b> | <b>\$182,895</b> | <b>100.0%</b>     |

Source: MIT Living Wage Calculator for Contra Costa County, California (updated February 15, 2026). Available at <https://livingwage.mit.edu/counties/06013>

The annual living wage required for a Contra Costa County family with two working adults and two children has risen substantially in recent years, driven primarily by escalating child care and housing costs amid persistent inflation. Without substantial wage growth or expanded child care subsidies, many dual-income households will continue struggling to achieve self-sufficiency despite full-time employment.

## 20. Emergency Preparedness

Contra Costa County continues to strengthen a multi-agency system to support children and families during public health emergencies, wildfires, and other disruptions, with a focus on technology access, emergency childcare, health guidance, and multilingual outreach. These coordinated efforts aim to maintain continuity of early learning, protect health and safety in schools and child care, and reduce disparities for families most affected by health emergencies and other crises.



The Contra Costa County Office of Education (CCCOE) provides laptops and Internet hotspots to support the ongoing use of devices and online platforms for instruction, allowing schools to pivot between in-person and remote learning when classrooms must close due to smoke, flooding, or disease outbreaks.

CocoKids administers the California Emergency Child Care Bridge Program for Foster Children, offering time-limited childcare vouchers and navigator services to foster, kinship, and guardianship families who need care during placement changes or crises. On June 24, 2025, the Board of Supervisors expanded a contract with CocoKids to operate Bridge services from July 1, 2025, through June 30, 2026.<sup>24</sup> This contract ensures that foster and other vulnerable children can remain in stable, licensed care when emergencies disrupt family routines, reducing the likelihood that caregivers must leave work or that children experience unsafe arrangements.

Contra Costa County Public Health works with school districts and child-care providers to apply the California Department of Public Health (CDPH) TK–12 Guidance, which recommends layered prevention strategies including improved ventilation, staying home when sick, hand hygiene, respiratory etiquette, cleaning and disinfection, and keeping vaccinations up to date. CDPH explicitly notes that this guidance is intended for schools and child care and is to be implemented in collaboration with local health departments. In addition, Contra Costa Health publishes a “Communicable Disease Guide for Schools & Child Care Settings” that provides disease-specific fact sheets, exclusion criteria, and reporting procedures for outbreaks such as COVID-19, influenza, and gastrointestinal illnesses, giving child-care programs clear protocols to follow during health emergencies.

Contra Costa’s Employment and Human Services Department’s child care and community partners resources connect families to subsidies, emergency assistance, and developmental supports through coordinated referral systems. The Help Me Grow/Contra Costa Community Services Bureau resource directory lists centralized contacts for child-care subsidies, developmental screening, and home visiting, indicating that families can reach services through a single access point. Through the Emergency Child Care Bridge contract with CocoKids, the county also funds navigation and support for caregivers seeking licensed care that can meet children’s behavioral and medical needs in times of crisis.

The Contra Costa County Office of Education’s Early Learning Programs (ECE & CPIN) provides county-wide training, technical assistance, and resource materials for early educators and families, and highlights partnerships with the California Child Care Health Program to promote health and safety in child-care settings. The Early Learning resources page includes multilingual materials and links on topics such as COVID-19, immunizations, and emergency preparedness, enabling providers to share information with families in languages commonly spoken in the county. These efforts complement the county’s emergency alert system, which sends notifications about wildfires, power shutoffs, floods, and other hazards and offers preparedness materials in multiple languages to reach diverse communities.

Together, these actions demonstrate how Contra Costa County is working to ensure that children and families can continue learning, access safe care, and protect their health during and after health and other emergencies.

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<sup>24</sup> Contra Costa County Board of Supervisors. File #25-4829, “Contract #20-170-16 (CFS) CocoKids, Inc., Contract Amendment – Emergency Child Care Bridge Program for Foster Children.” November 18, 2025. <https://contra-costa.legistar.com/LegislationDetail.aspx?ID=7744368&GUID=E5044810-32A9-41F4-AE2B-F93D110D6712>



# Conclusion

The 2026 Contra Costa County Childcare Needs Assessment confirms that while Contra Costa County has made progress in expanding preschool access and supporting provider quality, the early learning and care system remains under significant strain. Gaps are most severe for infants and toddlers, with only a small share of subsidy-eligible children served in public programs, rising waitlists, and persistent barriers for families seeking full-day, affordable care. Family child-care homes and centers together offer a sizable licensed infrastructure (although still insufficient), but providers report that staffing shortages, reimbursement levels, and operating costs limit their ability to use all of their licensed slots, especially for infant/toddler care. Preschool access is comparatively stronger, likely reflecting Transitional Kindergarten and CSPP growth, yet still falls short for working families that need full-day and wraparound options, and for children who require inclusive and culturally and linguistically responsive environments.

The early learning and education workforce, predominantly women of color and often bilingual, is skilled and dedicated but underpaid. Many educators experience economic insecurity, contributing to high turnover and chronic vacancies that undermine stability and quality. Quality improvement efforts through Quality Matters, increased professional development opportunities, and targeted wage-enhancement pilots have moved the county in a positive direction, but participation is uneven, and smaller centers and FCCs still face administrative and financial barriers to full engagement. Facilities investments are bringing additional rooms online in high-need communities, yet infant-toddler classrooms and inclusive preschool spaces remain insufficient in number and unevenly distributed. Taken together, these findings point to the need for bold, targeted strategies that address the underlying drivers of the challenge: Affordability, availability, compensation, infrastructure, and inclusion.

Going forward, the county's priorities should focus on:

- Expanding and activating infant/toddler capacity, especially in communities with the highest child poverty and waitlists;
- Stabilizing and valuing the early childhood workforce through sustained wage and benefit enhancements, streamlined access to professional development and credentials, and targeted support for bilingual and inclusive practice; and
- Improving affordability and navigability for families by enhancing subsidy access, coordinating enrollment across programs, and strengthening navigation through trusted hubs such as CocoKids, First 5 Centers, and school-linked services.

In parallel, the county should continue to invest in inclusive and multilingual environments and enhance shared data tools so partners can monitor capacity, utilization, equity gaps, and progress over time.

These efforts will require sustained collaboration among the Local Planning Council, First 5 Contra Costa, CocoKids, school districts, county departments, Head Start grantees, and community providers, as well as robust advocacy at the state and federal levels for cost-based reimbursement and flexible, long-term funding. If implemented together and at scale, the recommended strategies can move Contra Costa toward an early learning system in which infants and toddlers, preschoolers, children with disabilities, and linguistically and culturally diverse families all have genuine access to affordable, high-quality care in the neighborhoods where they live and work.



# Appendix A: List of Contributors

1. Juli Auld — Administrator, Migrant Education Office (MEO), Multilingual Support Division, California Department of Education
2. Kathryn Beauchamp — Director, CIRCLE Team, Stanford Center on Early Childhood
3. Nina Buthee — Executive Director, EveryChild California
4. Cristi Carman — Director, RAPID Survey Project, Stanford Center on Early Childhood
5. Lillian Dubon — Bilingual Case Management Supervisor, Early Start Program, Regional Center of the East Bay
6. Tricia Facticeau — Assistant Director, Contra Costa SELPA
7. Dr. Guthrie Fleischman — SELPA Director, Special Education, West Contra Costa Unified School District
8. Regan Foust — Executive Director, Children’s Data Network
9. Valeria Garcia — Project Lead, RAPID Survey Project, Stanford Center on Early Childhood
10. Margaret Wiegert Jacobs — Director, Learning Institute and Resource & Referral Department, CocoKids (Ret.)
11. Austin Land — Policy & Evaluation Lead – Universal Preschool, UC Berkeley EXCEL /Equity & Excellence in Early Childhood
12. Megan Miccio — Resource & Referral Manager, CocoKids
13. Manuel Nuñez — Director, Migrant Education, San Joaquin County Office of Education
14. Jenny Olden — Special Education Administrative Assistant, San Ramon Valley Unified School District
15. Erick Orteza Untal — Research and Evaluation Manager, Policy and Planning Division, Contra Costa County Employment & Human Services Department (EHSD)
16. Sarah Reich — Deputy Director, Community Services Bureau, Contra Costa County Employment & Human Services Department
17. Natalie Rivera — Research and Policy Associate, California Child Care Resource & Referral Network
18. Marne Silk — Research Manager, California Child Care Resource & Referral Network
19. Amy A. Sudrla. — Director of Special Education, Special Education Department, Mt. Diablo Unified School District
20. Dr. Mackenzie Whipps — Data and Policy Manager, First 5 Contra Costa
21. Victoria Wang — Research and Policy Associate, Learning Policy Institute



This report was prepared by:  
Paul Lamb, Man on a Mission Consulting, [www.ManOnAMission.biz](http://www.ManOnAMission.biz).

## CALIFORNIA COUNTY LOCAL CHILD CARE PLANNING COUNCIL NEEDS ASSESSMENT – TEMPLATE

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1. **Please include the following reports from the California Early Learning Needs Assessments Reports (CELNAR). Attach reports in Microsoft Excel or PDF directly from the CELNAR (<http://reports.elneedsassessment.org/LPCReports.aspx>).**
  - a. **Table 1:** Number of Children by Age
  - b. **Table 2:** Percent of Children by Race/Ethnicity and Age
  - c. **Table 3:** Regional Market Rate Ceilings Allowed for State Subsidy by Age and Type of Care
  - d. **Table 4:** Unmet Need for State and Federally Subsidized Programs for Infants and Toddlers
  - e. **Table 5:** Unmet Need for State and Federally Subsidized Programs for Preschool
2. **Local population data.** Please provide below any additional information or explanation related to the population figures from the CELNAR. Please cite the specific source of data. *This could include any information related to recent population increases or decreases in your county, or local data sources that you believe provide more accurate estimates about the child population in your county (please cite specific source) than 1a-e above.*

Contra Costa County's recent child population data show a decline from 2021 to 2023, especially among children ages 2 to 4, according to the California Child Care R&R Network's 2023 Portfolio Report. CA Department of Finance projections point to growth among infants by 2035, so the county will need to shift planning toward infant and toddler care while maintaining preschool capacity.

3. **Local enrollment data.** Please provide any additional information about enrollment in early learning and care (ELC) programs not accounted for in 1a-e above (for example, locally funded preschool programs). Please cite the specific source of data.

A February 2026 CoCoKids snapshot shows 28,538 licensed slots for 0–5 with an 22% vacancy rate overall. The First 5 Child Care Systems Map reports ~9,767 children 3–5 served via Head Start, CSPP, child care subsidies, and TK, noting blending/duplication. Waitlists persist for low-income infants; capacity covers only 72% of working families' needs for licensed care.

4. **Waiting Lists.** Please provide any information you have related to the estimated number of children on ELC program waiting lists, by age cohort. Please cite the specific source of data.

CoCoKids CC4 waitlist reports show total children on waitlists dropping from 3,875 in 2022 to 2,767 in 2026, a nearly 30% decrease. However, infant–toddler requests almost doubled while preschool waitlists fell 62%, a shift likely due to TK and CSPP expansion. Unmet demand has pivoted to the youngest ages, even with some unused licensed infant capacity

5. **Language.** Please provide the number of children in kindergarten in your county speaking each language. This is a proxy for the languages of children zero to five years old. Please pull this information from California Department of Education (CDE) Dataquest.

| Language                        | Number of Children |
|---------------------------------|--------------------|
| Spanish                         | 1760               |
| Tagalog                         | 26                 |
| Mandarin                        | 86                 |
| Cantonese                       | 42                 |
| Vietnamese                      | 28                 |
| Russian                         | 48                 |
| Armenian                        | 0                  |
| Arabic                          | 42                 |
| Other: Persian                  | 120                |
| Other: Portuguese               | 44                 |
| Other: Pashto                   | 36                 |
| All other non-English languages | 374                |

6. **Local Language Data.** Please provide any additional local information you have related to the estimated number of children zero to five speaking different home languages. Please cite the specific source of data.

Nearly 40% of Contra Costa residents speak non-English at home (with Spanish growing); Based on CocoKids 2026 data, childcare providers report the following percentages of languages spoken on site by providers to children ages 0-5: English 55%, Spanish 21%, Farsi 4%; Tagalog/Hindi/Russian/Sign/Mandarin ~1–2% each.

**7. Children Receiving Special Education Services.**

- a. How many children under three years of age (up to 36 months) in your county had an Individualized Family Service Plan (IFSP) as of October of the most recent year? Please cite the specific source of data.

**Infants and toddlers with IFSPs: 114**

Source:

Contra Costa County Special Education Local Plan Areas (Contra Costa, West Contra Costa, San Ramon, and Mount Diablo), Special Education Information System (SEIS) database. 2024-2025 data from October 2025.

- b. How many children ages three to four (from 37 to 60 months) in your county had an Individualized Education Program (IEP) as of October of the most recent year? Please cite the specific source of data.

**Preschoolers with IEPs: 1695**

Source:

Contra Costa County Special Education Local Plan Areas (Contra Costa, West Contra Costa, San Ramon, and Mount Diablo), Special Education Information System (SEIS) database. 2024-2025 data from October 2025. (Note: This data only divides ages by 0-3 and 3-5. Data specifically for 3-4 year olds is not fully available).

**8. Children under protective services (e.g., foster children).**

- a. How many children under three years of age (up to 36 months) in your county are under protective services supervision as of October of the most recent year? Please cite the specific source of data. (Recommended data source: [http://cssr.berkeley.edu/ucb\\_childwelfare/](http://cssr.berkeley.edu/ucb_childwelfare/))

**Infants and toddlers under protective services: 100**

Source:

California Child Welfare Indicators Project (CCWIP), University of California, Berkeley and California Department of Social Services, In Care—Point in Time Count (AB 636), Contra Costa County, age group table (0; 1–2; 3–5), accessed January 22, 2026, at <https://ccwip.berkeley.edu/childwelfare/reports/PIT/MTMG/r/ab636/>

- b. How many children ages three and four in your county are under protective services supervision as of October of the most recent year? Please cite the specific source of data. (Recommended data source: [http://cssr.berkeley.edu/ucb\\_childwelfare/](http://cssr.berkeley.edu/ucb_childwelfare/))

**Preschoolers under protective services: 54**

Source:

California Child Welfare Indicators Project (CCWIP), University of California, Berkeley and California Department of Social Services, In Care—Point in Time Count (AB 636), Contra Costa County, age group table (0; 1–2; 3–5), accessed January 22, 2026, at <https://ccwip.berkeley.edu/childwelfare/reports/PIT/MTMG/r/ab636/>

- 9. Number of children in working families.** Please pull these numbers from the Early Learning Needs Assessment Tool subscription site ([www.elneedsassessment.org](http://www.elneedsassessment.org)).

| Age Group                        | Number of Children in Working Families |
|----------------------------------|--|
| Infants (less than one year old) | 7,966                                  |
| One-Year-Olds                    | 8002                                   |
| Two-Year-Olds                    | 8392                                   |
| Three-Year-Olds                  | 9586                                   |
| Four-Year-Olds                   | 8678                                   |

**10. Families receiving public assistance.** Please indicate the number of children zero to five in families receiving public assistance (including CalFresh benefits, housing support, and Medi-Cal, and assistance from the Healthy Families Program and the Temporary Assistance for Needy Families [TANF] program). Please cite the specific source of data.

**Number of children:** ~24K

Source:

Total count is 23,744 for Medi-Cal recipients; 16,425 for CalFresh; 4,895 for CalWORKS; and ~3,000 for HUD housing support. Medi-Cal data used as largest category, as duplication exists.

Source: Contra Costa County Department of Employment and Human Services, Community Services Bureau. Children and Family Services Committee Meeting presentation, July 14, 2025.

**11. Median family income.** Please indicate the median family income for a family of four. Please retrieve this data from [data.census.gov](https://data.census.gov) (search for your county name to find its profile).

**Median income:** \$ 191,534

**12. Migrant Children.** Please indicate the number of children zero to five in migrant families. Please cite the specific source of data. (Census data, American Community Survey, ELNET, CELNAR, Resource and Referral)

**Number of migrant children:** 8

Source:

California Department of Education, Migrant Education Program (MEP), Region 23, San Joaquin County Office of Education. Accessed on January 21, 2026.

**13. Facilities.** Please describe ELC facilities needs in your county and any progress made in the past five years towards meeting those needs (for example, has the county conducted a facility needs assessment in the last two years? Are there any new facilities being built or that have been built in the last two years? Are there any sites that have expanded capacity due to facilities expansion?).

Facility needs remain for infant-toddler/inclusive spaces despite growth from 339 to 345 centers and 779 to 837 FCCs from 2023 to 2026 (CocoKids, Feb 2026). A 2024-25 \$29.7M Head Start award funds 1,634 slots/upgrades, and a \$2.8M grant is helping to modernize the Contra Costa College EL Center. State CCTR/CSPP has added capacity, but more capital is needed for high-need areas.

**14. Requests for care during nontraditional hours.** Please give an estimate of the number of requests for care during nontraditional hours during the past six months. Clearly specify your source of data. (Suggested resource: Local child care resource & referral agency, Alternative Payment agencies)

A CocoKids February 2026 snapshot shows 1,292 requests for nontraditional hours care in the past 6 months: 757 before/after school, 9 summer-only, 526 other (drop-in, evenings, overnight, weekends). The 2023 R&R Portfolio Report reveals: nontraditional requests = 2% of total; only 22% FCCs and 1% centers offer it. In a parent survey, 61.4% of respondents desire nontraditional hours.

**15. ELC Workforce and Quality Counts California (QCC).** Please describe needs in your county related to the workforce and site participation in QCC, and any progress towards meeting those needs. Be sure to include a summary of any findings from any local educational agency (LEA) or provider focus groups or surveys conducted for this Needs Assessment here.

CSCCE's 2024 Contra Costa study finds ECE educators are skilled but undervalued, with low wages causing hardship/turnover (95% centers lost staff 2021-23). 159 Quality Matters sites serve 4,722 kids. Progress: First 5 wage pilot, Measure X stipends, college coursework. Stated needs include livable pay, benefits, QCC simplification. Provider focus groups prioritize compensation and stability.

**16. Parent needs and concerns regarding access to quality early learning and care, needs for supports, family engagement, transition to kindergarten.** Please provide a description of findings from any focus groups or parent surveys conducted as a part of the Needs Assessment. Indicate how many parents participated and how parents were recruited for participation. Please provide some demographic information about the parents who participated and how well this reflects the demographics of your county. Please do not include any identifying information about parents.

A July 2025 CCCOE/CocoKids survey of 263 Contra Costa County parents shows 84.3% cite cost as a major barrier, and many spend \$500 to \$2,000 dollars monthly on care. Parents report limited infant slots, inconvenient hours, and fragile “patchwork” arrangements despite subsidies. They call for more affordable, flexible, culturally responsive care and smoother TK transitions.

**17. Access.** What is your county doing to ensure access to all geographic areas in your county, including remote areas? Please describe.

Contra Costa agencies and the Office of Education target high-need areas (East/West County), leveraging \$29.7M in Head Start funding (1,634 slots in Antioch, Pittsburg, Richmond, etc.), UPK Mixed Delivery grants, and CocoKids' East County's area office. Zoning amendments enable centers in residential/agricultural zones. First 5 coaches 200+ County FCCs/centers, in person and remotely.

**If you are a pilot county, please answer the following additional questions:**

**18. Requests for care.** Approximately how many requests in the past year have agencies in your county received for the following types of care? (Suggested resource: Local child care resource & referral agency, Alternative Payment agencies)

| Type of Care                       | Number of Requests |
|------------------------------------|--------------------|
| Infants: part-day                  | No Data            |
| Infants: full-day                  | ND                 |
| Infants: nontraditional hours      | ND                 |
| Toddlers: part-day                 | ND                 |
| Toddlers: full-day                 | ND                 |
| Toddlers: nontraditional hours     | ND                 |
| Preschoolers: part-day             | ND                 |
| Preschoolers: full-day             | ND                 |
| Preschoolers: nontraditional hours | ND                 |

**19. Self-sufficiency.** What is the self-sufficiency income level for a family of two adults and two children in your county? Please find this figure at <https://insightccd.org/tools-metrics/self-sufficiency-standard-tool-for-california/>

\$ 182,895

**20. Emergency Preparedness.** In the wake of the current pandemic, and other current emergencies, what is your county doing to ensure that children and families have access to resources that support distance learning, health and safety. Please describe .

Contra Costa ensures emergency access through resources such as equipment provision for distance learning, CoCoKids Emergency Child Care Bridge program for foster families, Public Health guidance (ventilation, vaccines), and multilingual resources (CCOE ECE/CPIN, Help Me Grow). County agencies also fully prioritize low-income/remote areas during wildfires/pandemics.



# CONTRA COSTA COUNTY

1025 ESCOBAR STREET  
MARTINEZ, CA 94553

## Staff Report

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**File #:** 26-2439

**Agenda Date:** 6/8/2026

**Agenda #:** 7.

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### FAMILY & HUMAN SERVICES COMMITTEE

**Meeting Date:** June 8, 2026  
**Subject:** Anti-Human Trafficking Update  
**Submitted For:** Marla Stuart, Director  
**Department:** Employment and Human Services  
**Referral No:** #111  
**Referral Name:** Anti-Human Trafficking  
**Presenter:** Kimberly Baker, CSEC Services Program Manager and Human Services Manager; Corinna Espino, CSEC Services Program Coordinator; Mélody Saint-Saëns, Alliance to End Abuse Division Manager; Katrina Natale, Director of Contra Costa Human Trafficking Taskforce, Contra Costa District Attorney's Office  
**Contact:** Jason Chan, (925) 655-2050

### **Referral History:**

On January 6, 2015, the Board of Supervisors approved referring oversight to the Family and Human Services Committee (FHS) on the Family Justice Centers and Commercially Sexually Exploited Children initiatives. This became FHS Referral No. 111.

On June 8, 2015, November 14, 2016, February 20, 2018, February 25, 2019, July 27, 2020, and June 28, 2021, FHS received and approved annual reports from the Employment and Human Services Department on the Zero Tolerance for Domestic Violence Initiative, Human Trafficking, Commercially Sexually Exploited Children, and the Family Justice Centers.

FHS received an annual update on June 27, 2022 and it was later accepted by the Board at their September 20, 2022 meeting.

FHS received an annual update on June 26, 2023 and it was later discussed and accepted by the Board at their September 12, 2023 meeting.

FHS received an annual update on June 24, 2024 and it was later discussed and accepted by the Board at their November 5, 2024 meeting.

FHS received the last annual update on June 9, 2025 and it was later discussed and accepted by the Board at their December 9, 2025 meeting.

### **Referral Update:**

Please see the attached 2026 Report on Anti-Human Trafficking efforts in Contra Costa County.

**Recommendation(s)/Next Step(s):**

ACCEPT the 2026 Annual Report on Anti-Human Trafficking efforts in Contra Costa County, and FORWARD to the Board of Supervisors for their information.

**Fiscal Impact (if any):**

There is no fiscal impact for this action.



# Anti-Human Trafficking Update

June 8, 2026



Kimberly Baker, CSEC Services Program Manager, Children and Family Services, EHSD  
Corinna Espino, CSEC Services Program Coordinator, Children and Family Services, EHSD  
Mélody Saint-Saëns, Alliance to End Abuse Division Manager, EHSD  
Katrina Natale, Director of Contra Costa Human Trafficking Taskforce & CCCDA



# Agenda

- Response to Need
- Sustainability
- Recommendation
- Lives Impacted
- Awareness and Resources



# Response to Need

- Client Stories
- Child Labor Trafficking & Exploitation: Definition & Symposium
- CFS Service Enhancements & Missing from Care Protocol
- Alliance to End Abuse Collaboratives
- Regional Collaborations
- CCHTTF: Strategic Planning FY 26-29 & Working Group Updates
- DA Advances in Human Trafficking



# Client Stories



## Identification & Initial Response

- Mandated Reporters
- Screening Tools
- 24/7 Crisis Lines
- Immediate Safety



## Assessment & Stabilization

- Comprehensive Evaluations
- Safety Planning
- Basic Needs
- Legal Support



## Recovery & Restoration

- Therapeutic Services
- Case Management
- Educational Support
- Life Skills



## Empowerment & Long-term Support

- Permanent Housing
- Economic Independence
- Civil Legal Services
- Survivor Leadership



# EHSD Direct Services

## Children and Family Services Bureau (CFS)

*Commercially Sexually Exploited Children (CSEC) Services Program*

In 2025:

**121 children**

## Workforce Services Bureau (WFS)

*Trafficking and Crime Victim Assistance Program (TCVAP)*

In 2025:

**20** TCVAP cash aid recipients  
**296** TCVAP CalFresh recipients  
**\$1,009,783** issued



# Child Labor Trafficking & Exploitation

Child Labor Trafficking: **Force, Fraud, or Coercion** used to lead a child or youth to perform labor or services, from formal employment to informal services and illegal activities.

## FORCE

Physically restraining or harming a victim

## FRAUD

Deceiving victims about job duties, work conditions, or payment

## COERCION

Threats to loved ones, reputation, immigration status, finances & basic needs; use of substances & criminal history to maintain control

## Spectrum of Child Labor



## Key Difference from Commercial Sexual Exploitation of Children

Any youth under 18 who exchanges sex for anything of value is automatically trafficked, no force, fraud, or coercion required. Child labor trafficking and exploitation identification is more complex because it requires assessing all three elements.



# Symposium

70+

Professionals  
Convened

## Expert Presentations

Identification protocols & warning signs



WESTCOAST CHILDREN'S CLINIC

## Centered in Survivor Leadership

Forced criminality & peer "recruitment"



## Research

Intersectional vulnerabilities & trauma-informed intervention



LOVE NEVER FAILS

## Interagency Workshop

Mapping barriers & action steps



## Resource Panel



JUSTICE AT LAST

COMMUNITY VIOLENCE SOLUTIONS  
ENDING SEXUAL ASSAULT AND FAMILY VIOLENCE



LOVE NEVER FAILS



CWS  
Church World Service



FAMILY JUSTICE CENTER  
SAFETY | HEALING | COMMUNITY

"But the real work begins now. The knowledge you've gained today, the connections you've made, and the protocols we've discussed, these only create impact when we put them into practice." Kimberly Baker, Employment and Human Services Department



# CFS Service Enhancements

## CSEC Mini Trainings with Community Violence Solutions

11

Trainings per year



- Working with LGBTQ & CSEC Survivors
- CSEC & Internet Safety
- Working with Boys At-Risk or Victims of CSEC
- Intersection of CSEC & Anti-Racism
- Best Practices When Working w/ Immigrant CSEC Survivors

✓ Provides regular training for CFS Social Workers on nuances topics

## Contracted Partner Services

### Community Violence Solutions (CVS)

5

Case Specialists

### Love Never Fails Us (LNF)

3 + 2

Case Specialists + Investigator

### Search and Recovery Program

20+

Youth recovered



# CFS Missing From Care Protocol

*Updated Fall 2025 | Approved by CDSS December 2025*

## Reporting Requirements

Updated procedures for reporting youth missing/absent from placement at risk of exploitation or labor trafficking

## Documentation

Clear standards for documenting search efforts, contacts made, and status updates throughout recovery

## Ongoing Search Efforts

Structured protocols for search activities across child welfare, law enforcement, and community partners

## Harm Reduction Approaches

Trauma-informed strategies to support a foster youth's safe and successful return to care



# Alliance to End Abuse's Collaboratives

## Contra Costa Human Trafficking Coalition



- Held 4 meetings in 2025.
- ≈ 25 partners per meeting.
- Shared learning and resources.

## Contra Costa Human Trafficking Multidisciplinary Team



- Reviewed 8 cases.
- 119 Partners participated.
- 43 connections made.



# CFS Regional Collaborations

## Preventing and Addressing Child Trafficking (PACT) Network

### Bay Area Cohort

Quarterly convening with 11 Bay Area counties; Enhanced cross-county collaboration, especially for missing youth.

### Statewide Convening

Connects Child Welfare commercial sexual exploitation of children (CSEC) programs across California to share innovations and advance coordinated responses to child trafficking

### CDSS Work Group

Advising statewide policy, prevention & response to child labor trafficking



## Commercial Sexual Exploitation of Children (CSEC) Interagency Steering Committee

### 4 Quarterly Meetings

System of Care Partners and Community-Based Organizations

### Key Topics

Human Trafficking Prevention Month, Child Labor Trafficking and Exploitation (CLTE) Symposium, victims assistance, local resources & protocol updates

### Protocol Milestone

Revised to incorporate CLTE, forced criminality & peer recruitment per California Department of Social Services requirements





# Other Regional Collaborations

## No Traffick Ahead

- Focuses on long-term, sustainable approach to human trafficking.
- Uses a collective impact model.
- Presented at the April 2026 Contra Costa Mayor's Association meeting.
- Includes the Alliance to End Abuse as a partner.



## TRX Operational Coordination

- Enhances coordination and information sharing among law enforcement agencies.
- Creates system and protocols for secure, real-time intelligence sharing.
- Recovered missing child sexual abuse survivor trafficked across Bay Area.





# Strategic Planning: FY 26-29

## Services

1. Victim Services Directory
2. Common Standards of Care

## Accountability

1. HT Case Support & Outcome Tracking
2. Expanded Law Enforcement Training

## Education & Training

1. Training & Outreach Plan
2. Continuing Education Standards



## Data

1. Labor Trafficking Report
2. HT Data Factsheet(s)





CONTRA COSTA HUMAN TRAFFICKING  
**TASK FORCE**

# Working Group Initiatives

## Interpreters Bureau

**Update:** Language Access Protocol nearing completion. HT-specific interpreters training planned for July 2026.

## Survivor Leadership

**Update:** Survivor leadership working group formed and protocol under development. Survivor Advisory Committee anticipated for September 2026.

## Data

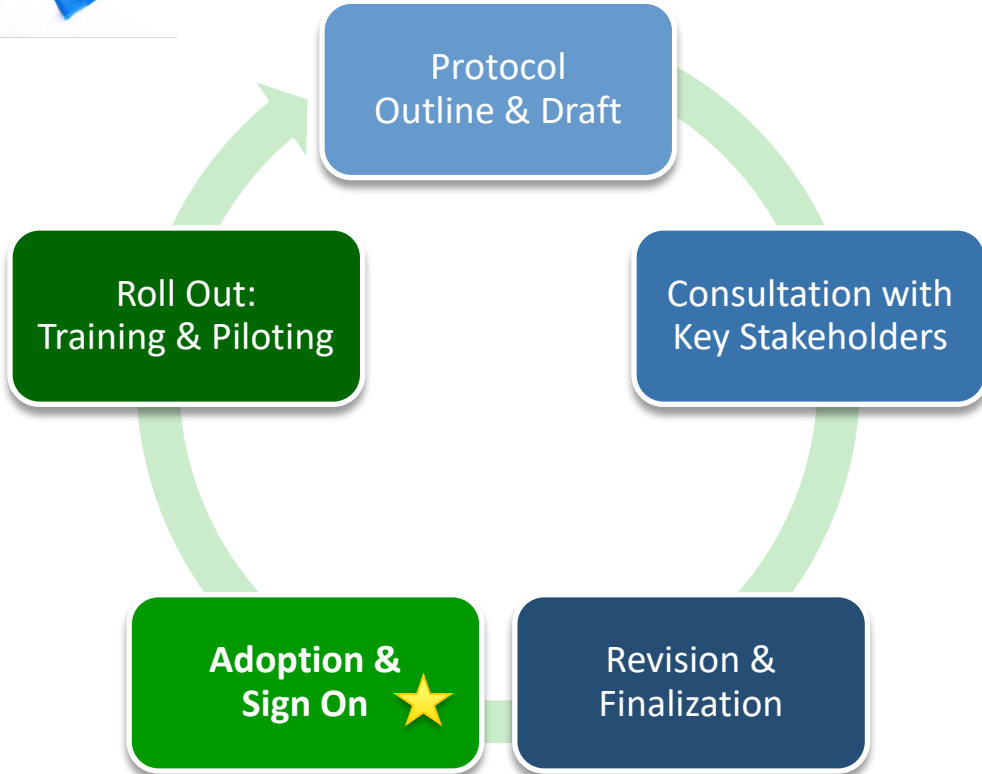
**Update:** WG beginning operations with initial focus on HT data mapping, data plan and revision of data collection protocol and eventual goal of creating HT data dashboard.

## Vacatur

**Update:** Vacatur protocol slated for final approval in May 2026. Training, implementation, and piloting of protocol beginning June 2026.



# Vacatur Working Group



## Components

- Protocol
- Tools
  - A. Directory of Pro Bono Service Providers
  - B. Vacatur Information Sheet
  - C. Records Request Form
  - D. Key POCs for Vacatur
  - E. Petition Template
  - F. Compliance Verification Form
  - G. Petition Checklist & Resources
  - H. CAST-LA Vacatur Guide
  - I. CA DOJ Records Correction Form



# DA Advances in Human Trafficking



## Identification & Referral



- Renewed Roll Call Training
- New Case Referral Process: CA Labor Comm.
- LT/LE Complaint Form & Webpage

## Investigations



- HT Ops & Advanced HT Investigations Courses
- 2 New LT/LE Investigators
- Redoubled proactive operations

## Prosecutions



- Nearly tripled # of ST prosecutions in Q.1/2026
- Doubling of cases involved trafficked minors
- Quickest case progression of all prosecution units



# Sustainability

- Federal & California Context
- CCHTTF Sustainability Update



# Federal & California Context

- Support H.R. 909, Crime Victims Fund Stabilization Act of 2025.
- CA Governor's January 2026 Proposed Budget – no supplemental VOCA funding.
- Advocacy in CA for \$100M supplemental VOCA funding.
- CA Governor's May 2026 Revise:
  - Only \$25M in GF supplemental VOCA funding.
  - One-time \$10M in GF for Vertical Prosecution Grant Program to Combat Human Trafficking.



# Sustainability Update



## Instrumental Role of Federal Funding

- Supports basic infrastructure & core operations
- Co-lead Agencies in rely upon federal funds
- ECM grant subawards: 5 local LEAs & 3 CBOs



## Potential Impacts of Funding Reductions

- Reductions in programming & services
- Less able to maintain infrastructure
- Reduction in staffing



## Sustainability Planning Underway

- Seeking new funding sources
- Maximizing existing opportunities
- Strategic sustainability planning with key partners



# Recommendation



# Recommendation

ACCEPT and FORWARD report/presentation to the Board of Supervisors.



# Anti-Human Trafficking Update

June 8, 2026



Kimberly Baker, CSEC Services Program Manager, Children and Family Services, EHSD  
Corinna Espino, CSEC Services Program Coordinator, Children and Family Services, EHSD  
Mélody Saint-Saëns, Alliance to End Abuse Division Manager, EHSD  
Katrina Natale, Director of Contra Costa Human Trafficking Taskforce & CCCDA

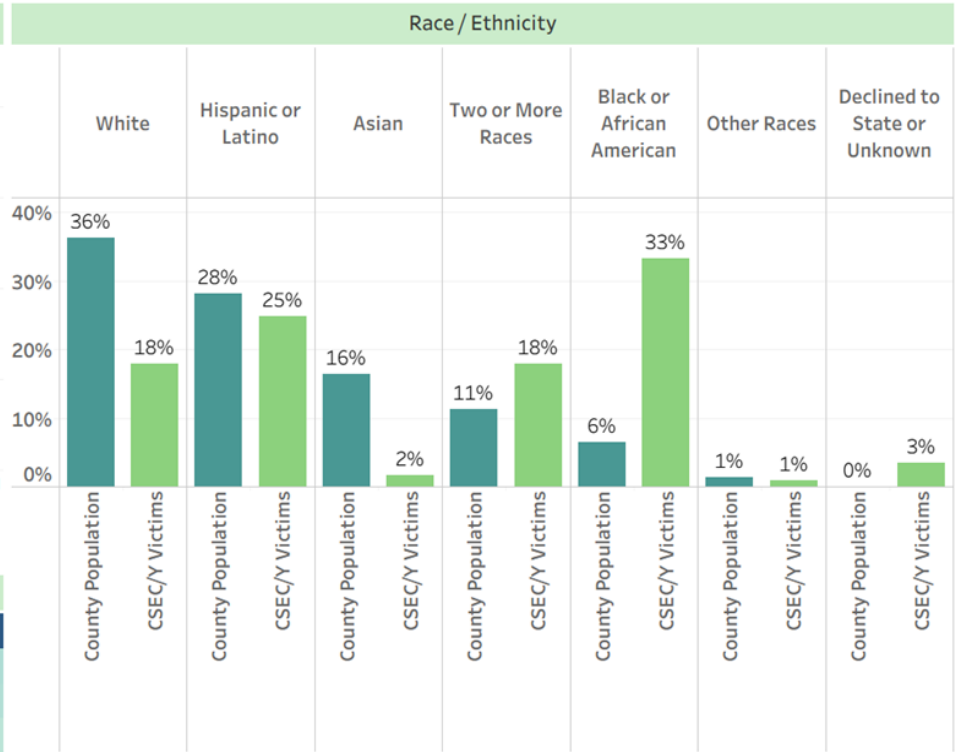
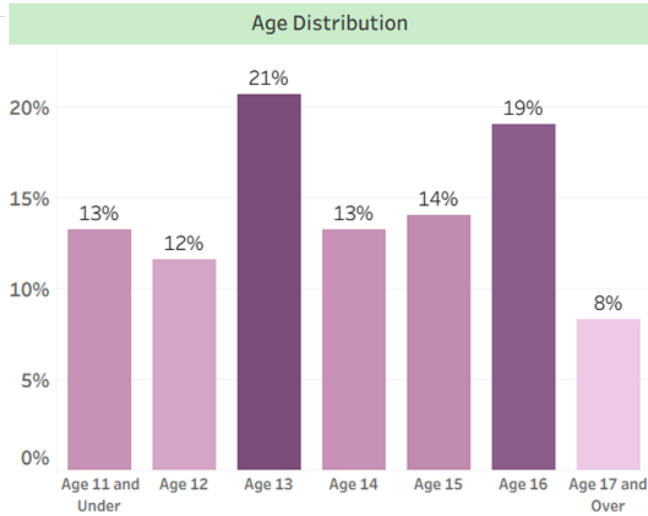


# Lives Impacted

- Commercial Sexual Exploitation of Children/Youth 2025 Data
- Contra Costa Human Trafficking Task Force 2025 Data



# Commercial Sexual Exploitation of Children/Youth 2025

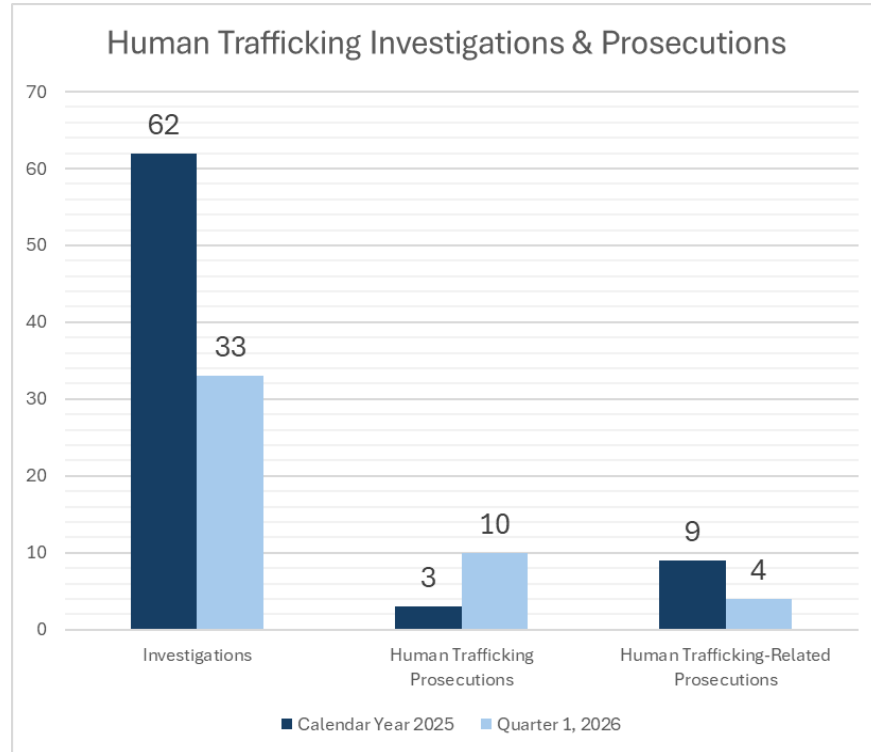


### Types Addressed

|  |     |
|--|-----|
| At Risk                                | 108 |
| Victim Before Foster Care              | 7   |
| Victim During Foster Care              | <10 |
| Victim in Open Case not in Foster Care | <10 |



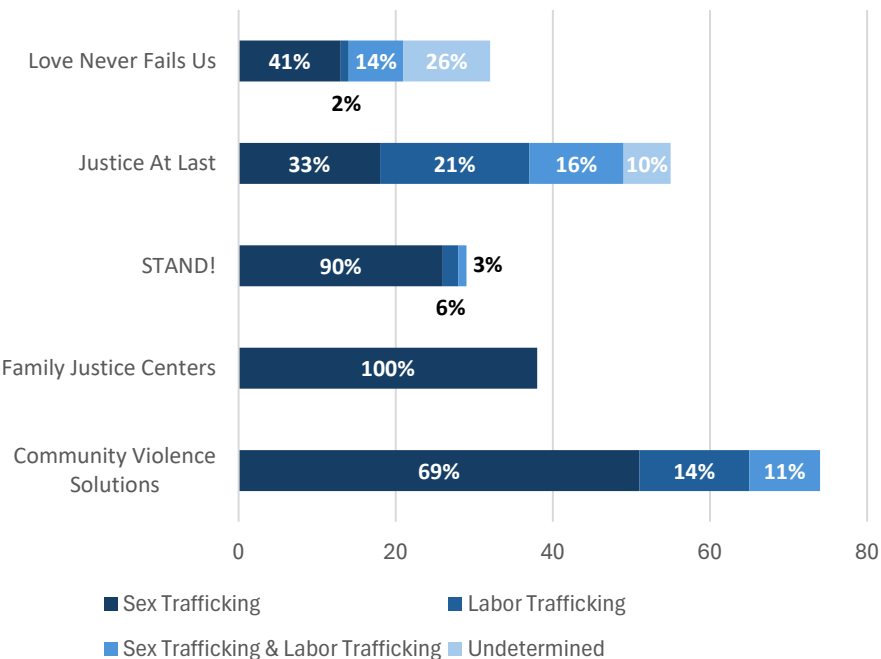
# Law Enforcement



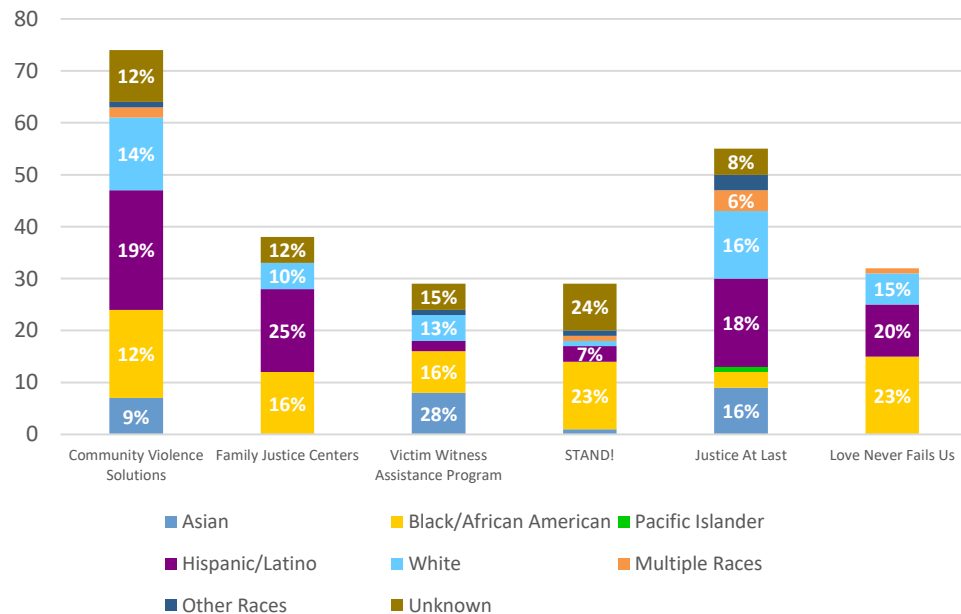


# Victim Services 2025

### Human Trafficking Victims Served by Trafficking Type



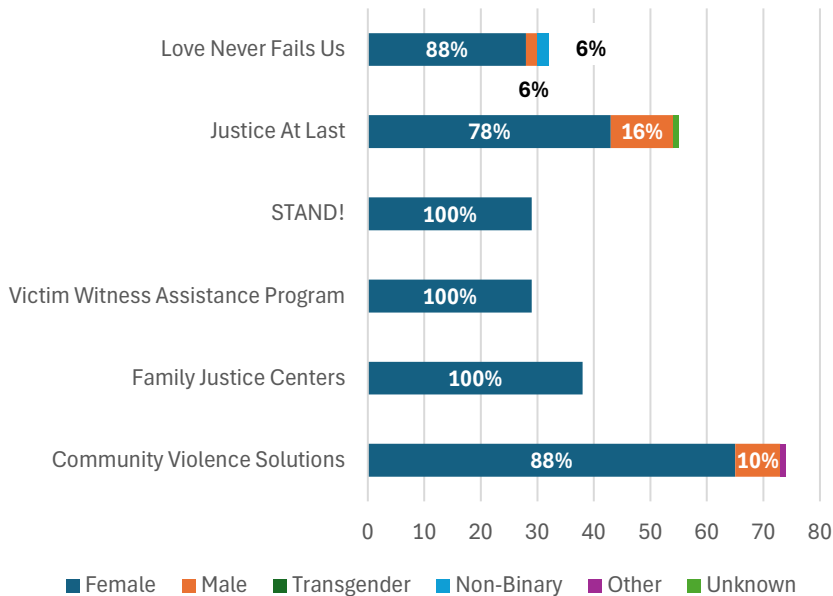
### Human Trafficking Victims Served by Race/Ethnicity



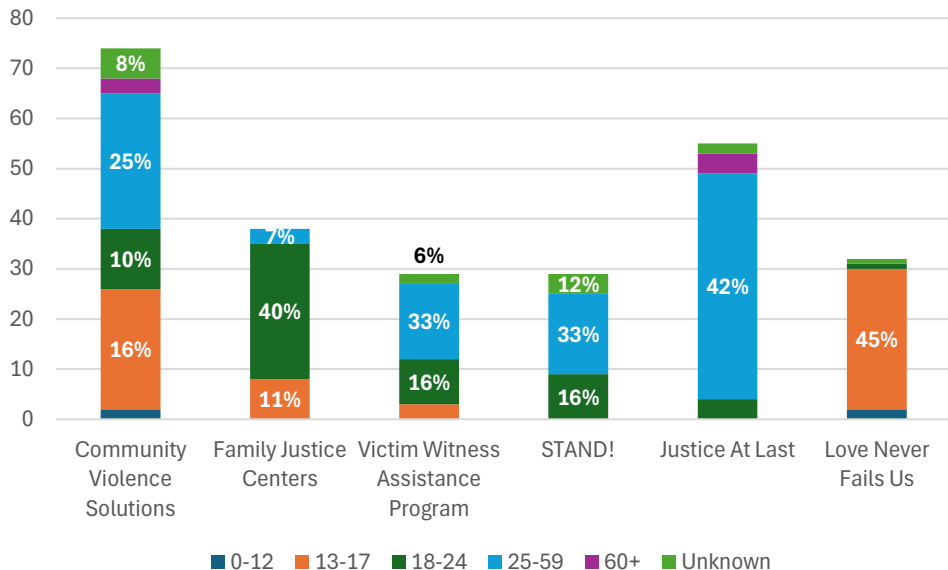


# Victim Services 2025

## Human Trafficking Victims Served by Gender



## Human Trafficking Victims Served by Age



\*Source: Data based on CCHTF data gathered from individual partners in May 2026. Not all members represented.



# Awareness and Resources

- “Click with Caution” Campaign
- CCHTTF Outreach Campaign
- Safety4theBay.Org Campaign
- Contra Costa Human Trafficking Response Agencies & Tip Line



# Click with Caution Campaign

Launched Human Trafficking Prevention Month 2025

200+

Professionals Trained

4x per year

Sessions for Professionals & Families

5

Online Grooming Tactics Covered

## False Job Ads

Fake job advertisements targeting teens online- verify employers, never share private info

## Online Gaming

Chat & private rooms on Roblox, Minecraft & Fortnite used to contact and groom youth

## Fake Tutoring Links

Free study offers with unverified links used to harvest personal information

## Fake Giveaways

Too-good-to-be-true offers that require excessive personal information to enter

## Social Media Ads

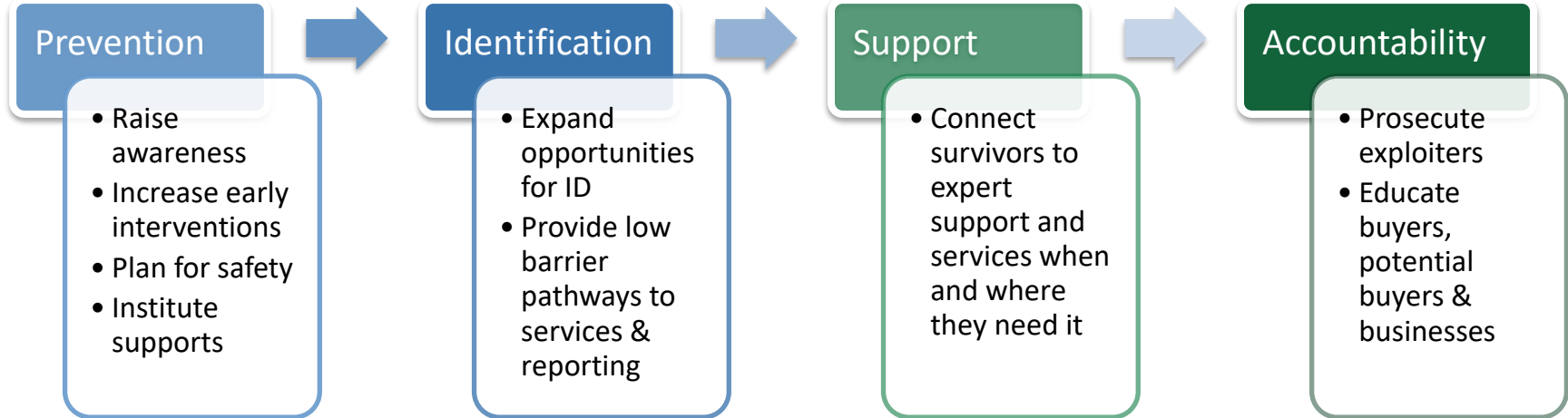
False ads with peer endorsements on popular platforms to appear legitimate





# Outreach Campaign

Initiate county-wide HT outreach efforts targeting key objectives, sectors and populations using updated materials that reflect current anti-HT protocols and resources.





# Safety4theBay.org Campaign

**Safety4theBay.org**

Home Get Help About Us Contact Us Report Map My Location

## Are You or Someone You Know Unsafe?

We're here to help. Find confidential support, know your rights, and report abuse. This is a safe site for the greater Bay Area region.

Get Help Report Contact

### What Is Making You Unsafe?

These are some of the most common situations that may threaten your safety. Click each one to learn your rights and where to find support.

- Centralized online resources.
- Proactive response to international sporting events.
- Local first approach.

<https://safety4thebay.org/>



# Contra Costa HT Response Agencies & Tip Line



## Community Violence Solutions

24/7 Crisis Line: 1 (800) 670-7273



## Children & Family Services

Child Abuse Hotline: 1 (877) 881-1116

CSEC Email: CFSCEC@ehsd.cccounty.us



## Contra Costa Human Trafficking Tip Line

Non-Emergency Voicemail: (925) 957-8658



## Contra Costa County Family Justice Alliance

West County (Richmond): (510) 974-7200

Central County (Concord): (925) 521-6366

East County (Antioch): (925) 281-0970

South County (Danville): (925) 486-0100



# CONTRA COSTA COUNTY

1025 ESCOBAR STREET  
MARTINEZ, CA 94553

## Staff Report

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**File #:** 26-2440

**Agenda Date:** 6/8/2026

**Agenda #:** 8.

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### FAMILY & HUMAN SERVICES COMMITTEE

Meeting Date: June 8, 2026

Subject: THRIVES Guaranteed Basic Income Program Annual Report

Submitted For: Marla Stuart, Director

Department: Employment and Human Services

Referral No: #124

Referral Name: THRIVES Guaranteed Basic Income Program Annual Report

Presenter: Ann Barrett, EHSD Director of Workforce Services Bureau

Contact: Jason Chan, (925) 655-2050

### **Referral History:**

This referral is pursuant to action taken by the Board of Supervisors on July 8, 2025 (Discussion Item D1) for the THRIVES Guaranteed Income Pilot Program. Program evaluation is inclusive of annual reports presented to the Family and Human Services Committee and Community Corrections Partnership.

### **Referral Update:**

See attached report.

### **Recommendation(s)/Next Step(s):**

Accept the Employment and Human Services Department's Annual Report on the THRIVES Guaranteed Basic Income Pilot Program, and direct staff to forward to the Board of Supervisors for their information.

### **Fiscal Impact (if any):**

N/A



# Contra Costa Thrives

## Guaranteed Basic Income Program Update

Ann Barrett  
Director of Workforce Services Bureau

June 8, 2026  
EHSDInfo@ehsd.cccounty.us | (925) 608-4800

# Presentation Order



1. Abbreviations
2. Prior Board Actions
3. Program Overview
4. Referral & Enrollment

5. Payments
6. Preliminary Baseline Survey
7. Recommendation
8. Contributors

# Abbreviations

**APS**-Adult Protective Services

**CFAP**-California Food Assistance Program

**EHSD**- Employment and Human Services

**EITC**- Earned Income Tax Credit

**FERA**- Family Electric Rate Assistance

**GI**- Guaranteed Income

**HDAP**- Housing and Disability Advocacy Program

**ILSP**- Independent Living Skills Program

**LIHEAP**- Low Income Home Energy Assistance Program

**MDT**-Multi-Disciplinary Team

**MX**-Measure X funding

**SDI**- State Disability Insurance

**SSI**-Supplemental Security Income

**THP+**-Transitional Housing Program Plus

**UI**- Unemployment Insurance

**WIC**- Women Infant Children

**WTW**- Welfare to Work

CONTRA COSTA COUNTY

EMPLOYMENT & HUMAN SERVICES

# Prior Board Actions

# Prior Board Actions

August 22, 2023

- Board workshop on Guaranteed Income (GI) pilots
- Directed EHSD to seek income waivers for public assistance

April 22, 2024

- During budget hearing, Measure X CAB recommended a GI pilot
- Board directed EHSD to provide a plan for a \$5M GI pilot

October 22, 2024

- Board allocated \$1M in AB109 funds and \$3.25M in MX funds for a GI program for 1) Youth transitioning out of foster care, 2) Unhoused and unstably housed, 3) Families with young children experiencing financial hardship, 4) Low-income seniors, 5) Re-entry population

July 8, 2025

- EHSD presented the program design, which was subsequently approved by the Board.

CONTRA COSTA COUNTY

EMPLOYMENT & HUMAN SERVICES

# Program Overview

# Program Overview

## Purpose

- Provide unconditional cash payments to reduce financial volatility and support basic needs.
- Support individuals through major life transitions with financial stability
- Strengthen housing stability for older adults
- Leverage existing County case management programs to improve engagement and reduce barriers for enrolled participants

## Target Populations

- Foster youth ages 18–21 receiving Independent Living Skills Program support
- CalWORKs families with children under six whose parent is in Welfare-to-Work or Cal-Learn
- Individuals returning to the community after incarceration and on probation
- Low-income, housing-insecure older adults receiving Adult Protective Services

# Program Design

## Program Enrollment Targets

- 308 participants funded by Measure X
  - 44 individuals/population for payments
  - Treatment group: 132
  - Control group: 176
- 138 participants funded by AB 109
  - Treatment group: 46
  - Control group: 92

## Payment Design

- Each participant receives \$18,000 with choice of 3 plans:
  - 18-month steady payments + taper
  - Lump sum + monthly payments + taper
  - 12-month schedule, structured to protect housing subsidies
- Payments issued on 15<sup>th</sup> of each month via prepaid debit card

# General Eligibility Criteria

1. Active participant in one of the following County-sponsored programs:
  - Independent Living Skills
  - Welfare-to-Work or Cal-Learn
  - Probation
  - Adult Protective Services
2. Cannot be enrolled in another Guaranteed Income pilot
3. Must not have participated in a prior Guaranteed Income pilot
4. Has legal control of their finances

# Eligibility Criteria by Population

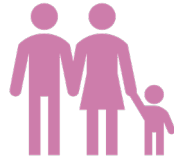


## Youth Transitioning from Foster Care

Engaged Non-minor dependents with CCC

Ages 18-21

Actively participating in Independent Living Skills Program



## Families with Young Children

Engaged Welfare-to-Work and Cal-Learn families

Ages 18-26

At least one child ages 0-6

At least 18 months remaining on CalWORKs



## Probation Clients

Engaged Probation clients  
Released within last 6-12 months

Ages 18+

Ohio Risk Assessment System results

In good standing with probation



## Older Adults

Engaged Adult Protective Services (APS) clients

60+ years of age

Identified housing instability

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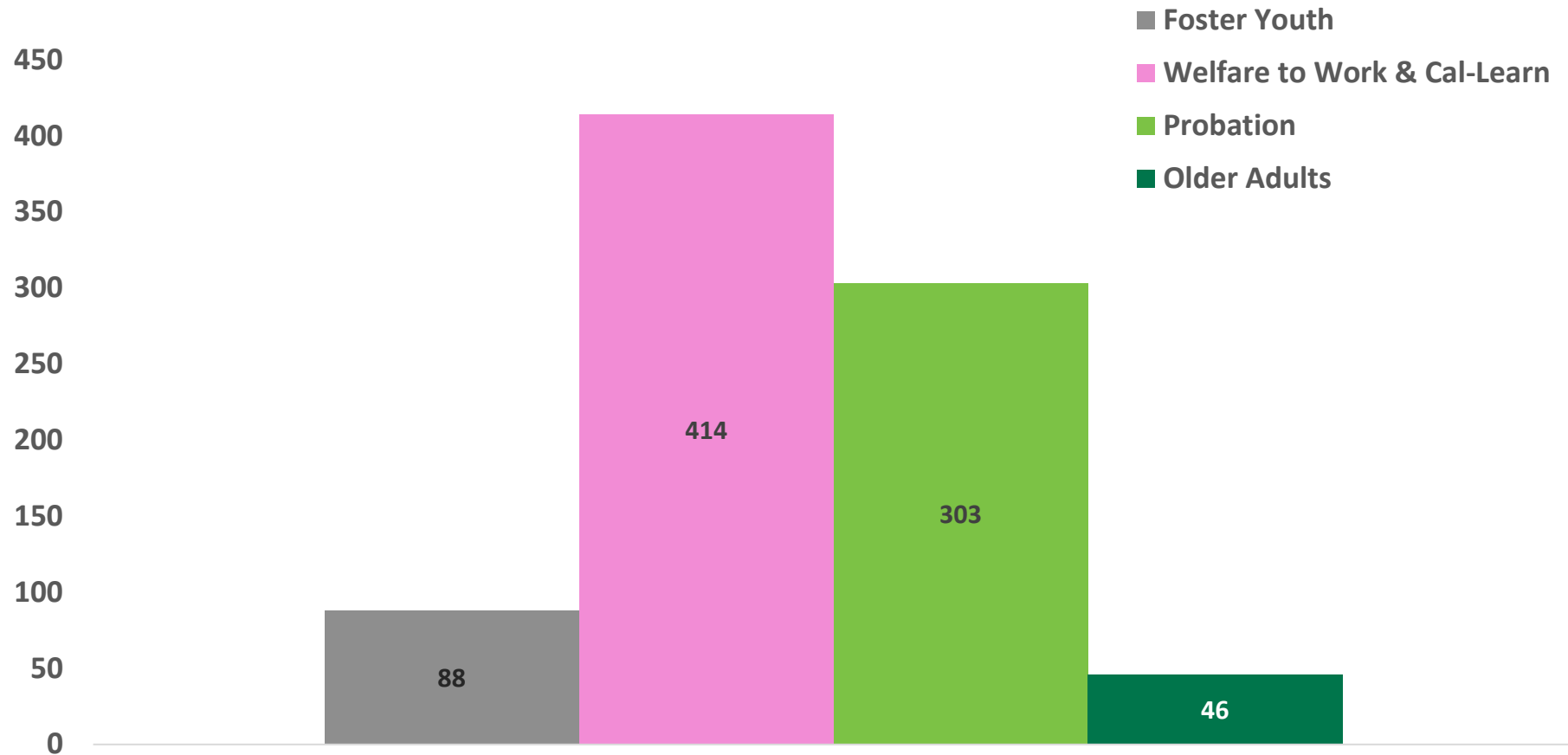
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# Referral & Enrollment

# Referral Process

1. **County caseworkers** identified all eligible candidates
2. **County caseworkers** submitted all eligible candidates to **Manager or designated staff** for review and approval
3. **Manager or designated staff** referred all eligible candidates to **EHSD GI Program Manager and program support staff**
4. **EHSD GI Manager and program support staff** provided program details and available orientation options to all eligible candidates

# Referrals



# Extended Enrollment Period

- Recruitment challenges in some populations resulted in fewer referrals than anticipated.
- Attendance at orientation sessions was lower than expected.
- Without additional recruitment, we risked having smaller sample sizes for certain populations.
- Smaller cohorts reduce statistical power and make it harder to detect program effects in the evaluation.
- A second enrollment period ensured we could meet target numbers for treatment and control groups across all populations.

# Mandatory Orientation

## Orientation Session Details to Date

- 13 total orientation sessions completed countywide
- 6 sessions in-person, 6 sessions virtual
- Locations included: Antioch, Pleasant Hill, Richmond, Bay Point
- 1 in-person Spanish-Language orientation
- Provided a link for self-guided orientation
- Multiple individual orientations provided for:
  - Older adults
  - Participants who speak languages other than English and Spanish

## Orientation Components

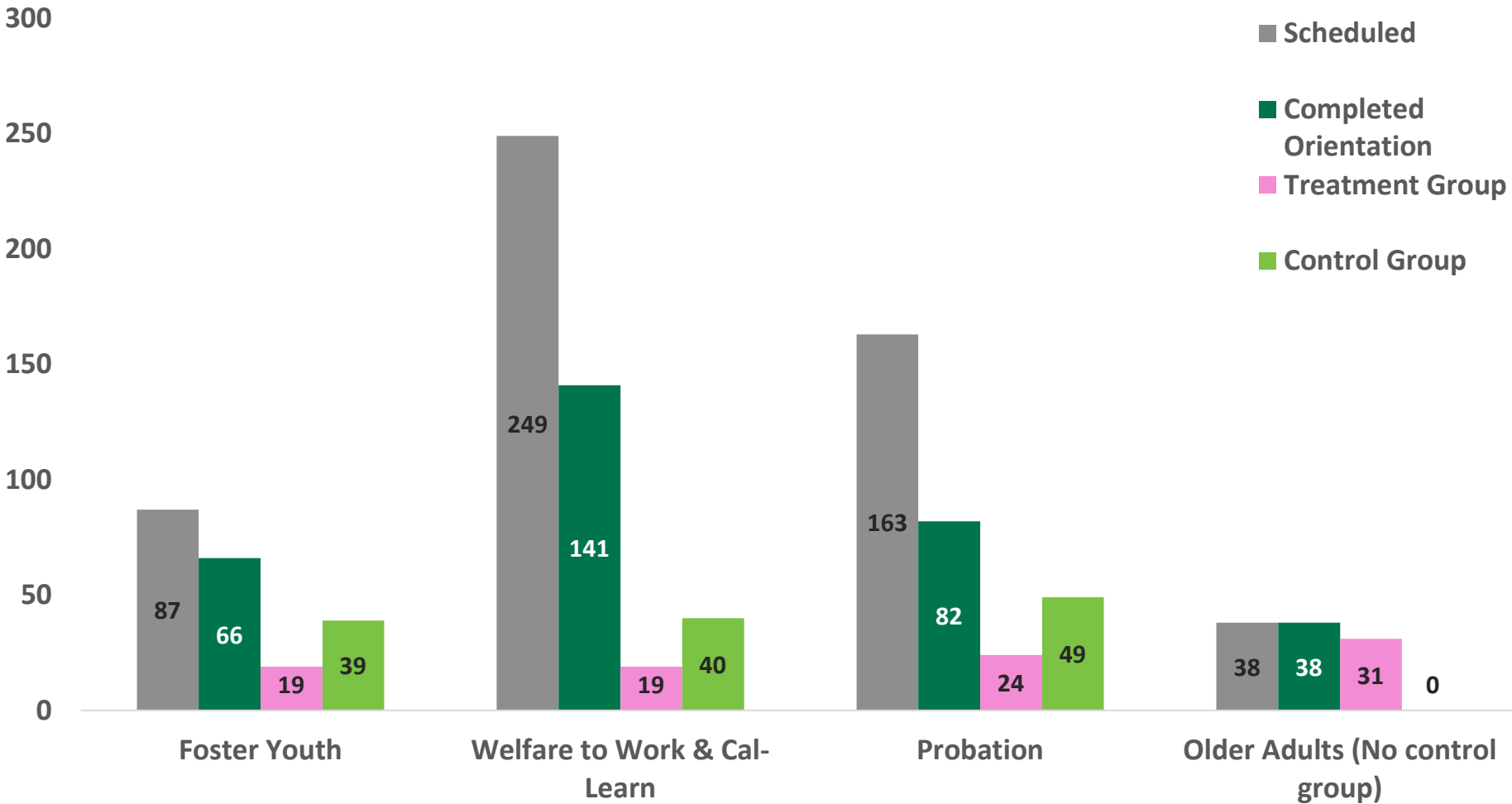
- **Benefits Counseling** – explains potential GBI impacts to benefits programs including but not limited to: CalFresh, EITC, LIHEAP, SSI, WIC, CFAP, FERA, HDAP, SDI, UI, THP+\*, transportation discounts, housing subsidies
- **Financial Education** – provides tools to manage income and supports goal-aligned financial decisions
- **UC Davis Research Team** – provides information on the purpose and importance of the research
- **Program Staff** – provides instructions on how to participate and available supports

*\*Refer to abbreviations slide.*

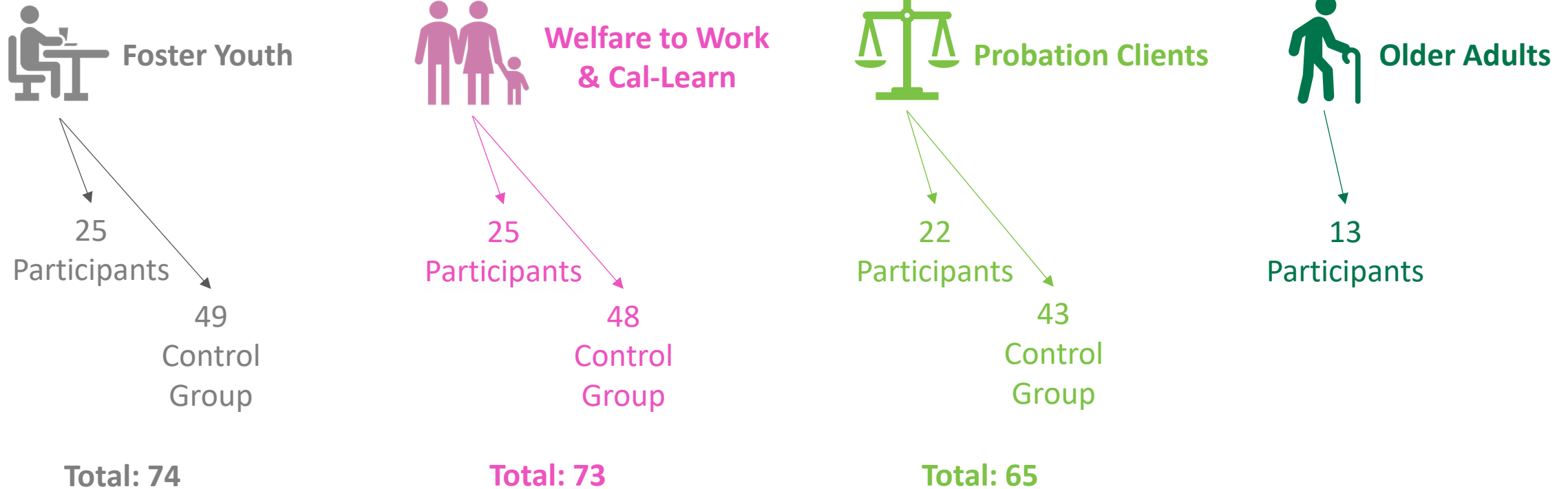
# Implementation

1. Participants attend orientation
  - Complete baseline survey for evaluation
  - Sign program consent form
  - Select payment plan
2. Older adults are selected via MDT - once orientation complete, payments begin
3. UC Davis conducts random selection for Probation clients, foster youth, and Welfare-to-Work families
4. Treatment and control group participants notified
5. Payments began February 2026
5. Treatment group receive by mail:
  - MasterCard debit card & card activation instructions
  - Payment Schedule
  - Payment Options Handout
  - Benefits Verification Notice
6. Incentive mailed once UC Davis confirms completion of survey
7. Receive regular (~monthly) support from case worker and optional financial support
8. Participants have direct access to EHSD Program Manager & staff for questions and support

# Enrollment to Date



# Outstanding Enrollment Needs



The numbers shown represent how many participants are needed to fill the remaining treatment & control group slots for each population (control group not applicable for older adults).

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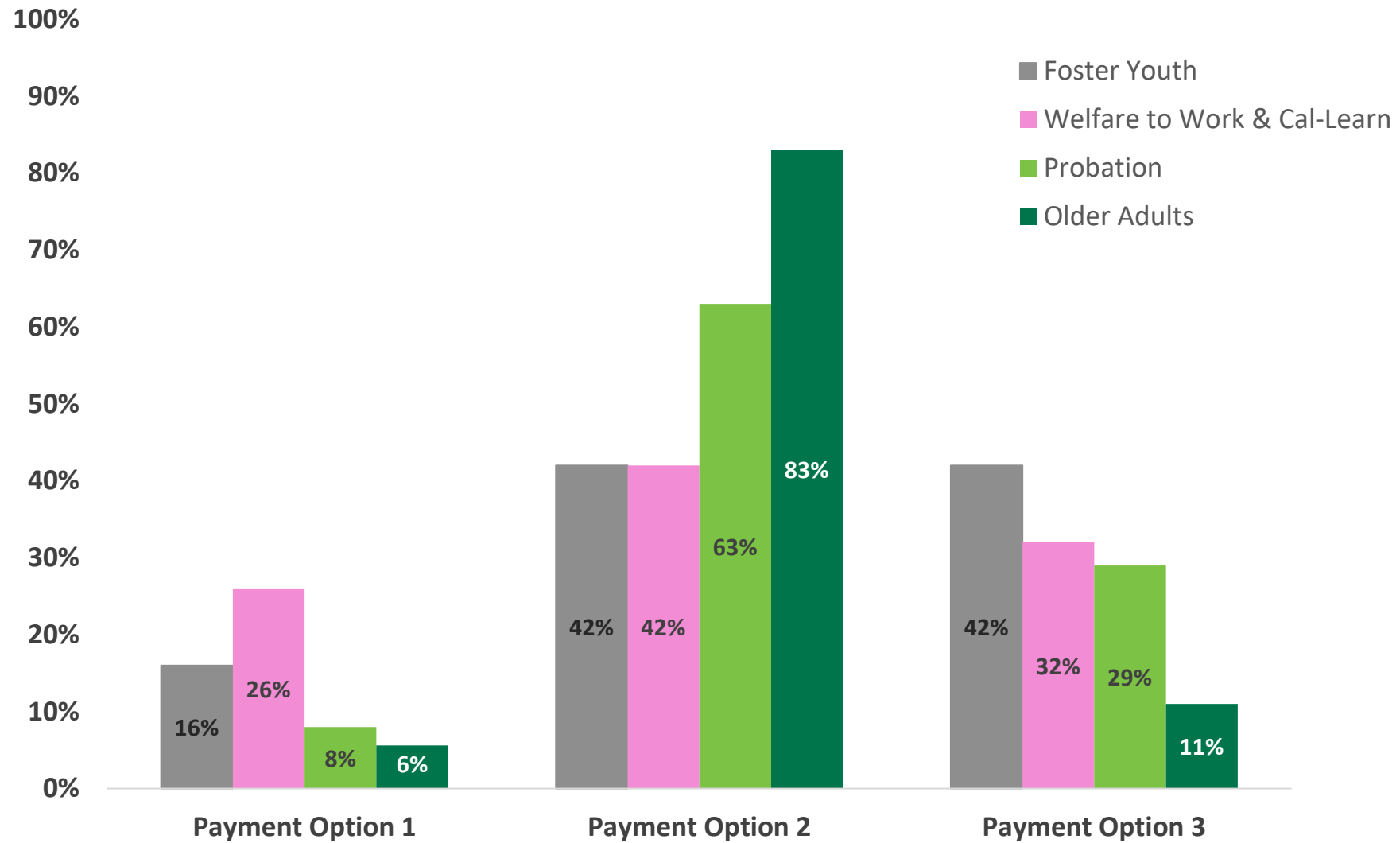
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# Payments

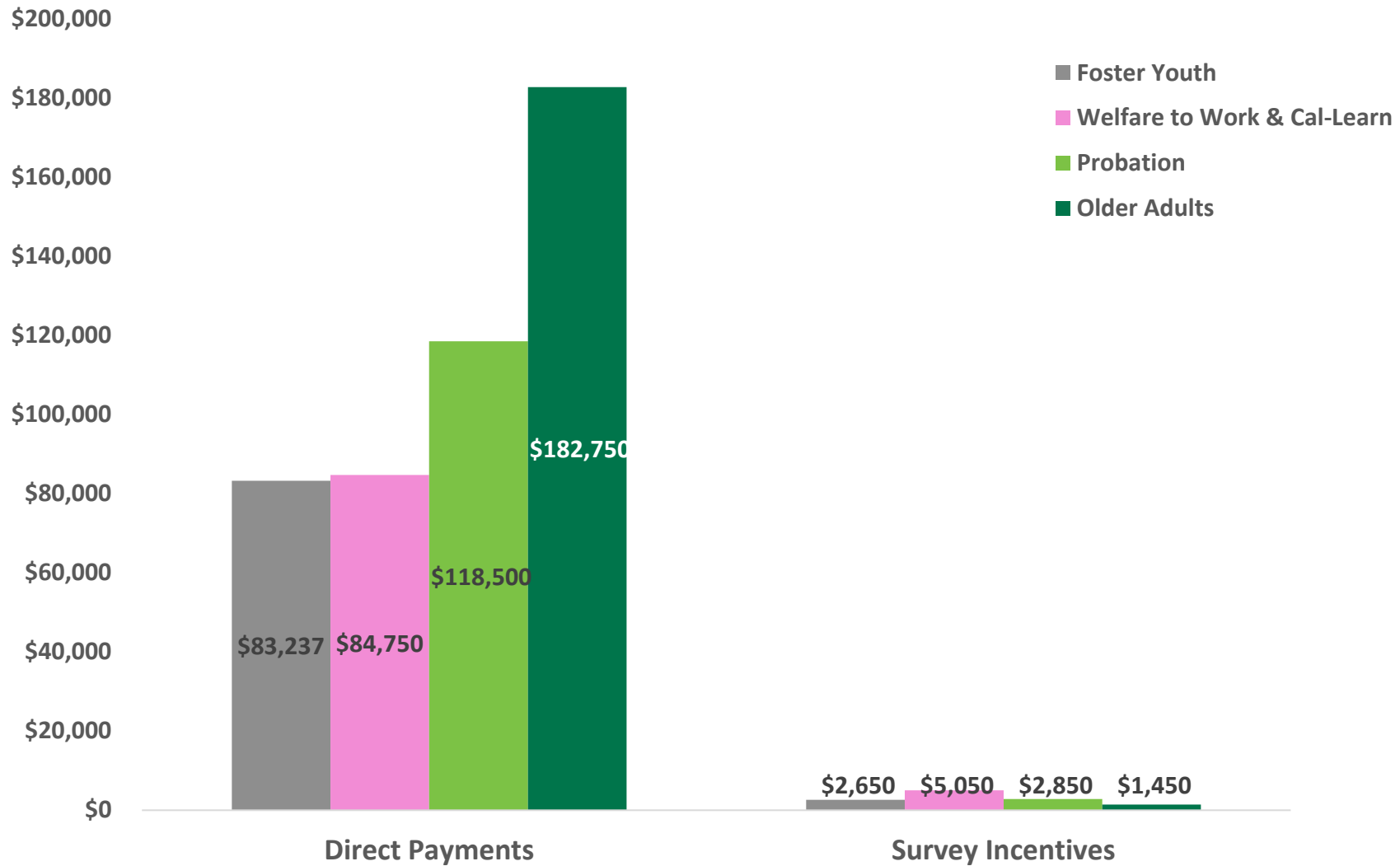
# Payment Options

|                 | Months  |         |         |         |         |         |         |         |         |
|-----------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|                 | 1       | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       |
|                 | 10      | 11      | 12      | 13      | 14      | 15      | 16      | 17      | 18      |
| <b>Option 1</b> | \$1,250 | \$1,250 | \$1,250 | \$1,250 | \$1,250 | \$1,250 | \$1,250 | \$1,250 | \$1,250 |
|                 | \$1,250 | \$1,250 | \$1,250 | \$950   | \$750   | \$550   | \$350   | \$250   | \$150   |
| <b>Option 2</b> | \$4,000 | \$1,000 | \$1,000 | \$1,000 | \$1,000 | \$1,000 | \$1,000 | \$1,000 | \$1,000 |
|                 | \$1,000 | \$1,000 | \$1,000 | \$750   | \$750   | \$500   | \$500   | \$250   | \$250   |
| <b>Option 3</b> | \$750   | \$750   | \$1,500 | \$1,500 | \$2,500 | \$2,500 | \$2,500 | \$1,500 | \$1,500 |
|                 | \$1,250 | \$1,000 | \$750   | \$0     | \$0     | \$0     | \$0     | \$0     | \$0     |

# Payment Option Selection



# Payment Issuance

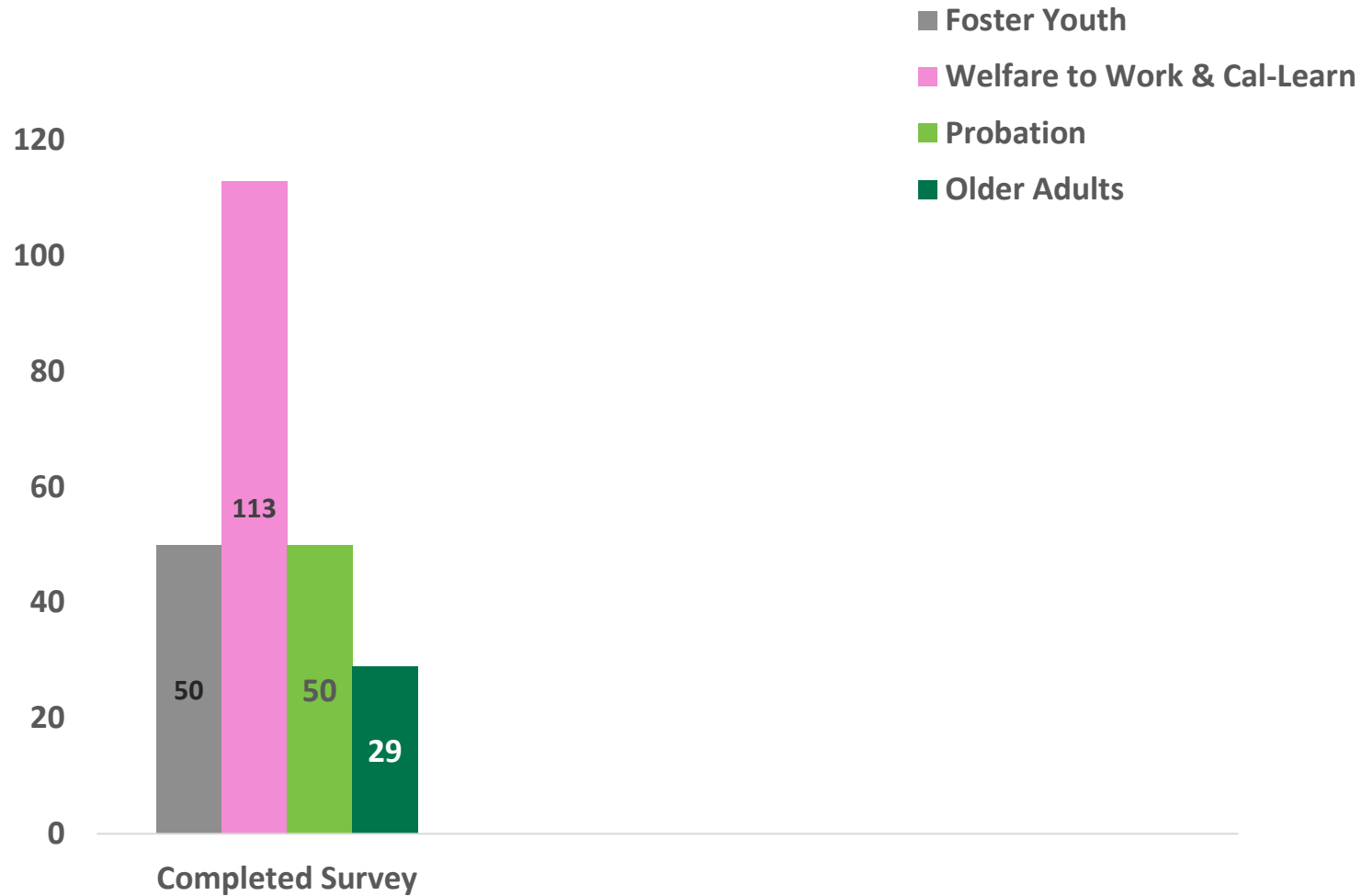


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EMPLOYMENT & HUMAN SERVICES

# Preliminary Baseline Survey

# Participant Completion Overview



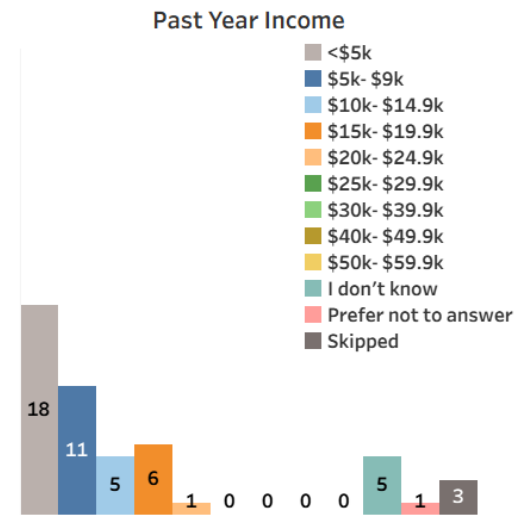
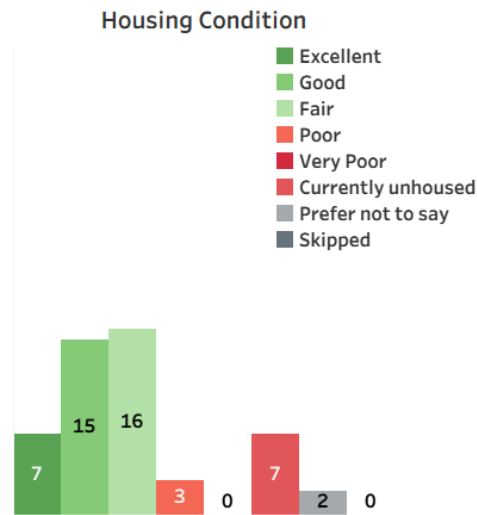
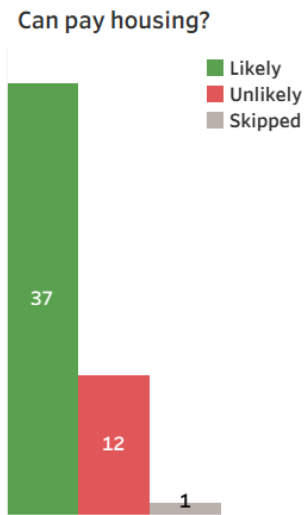
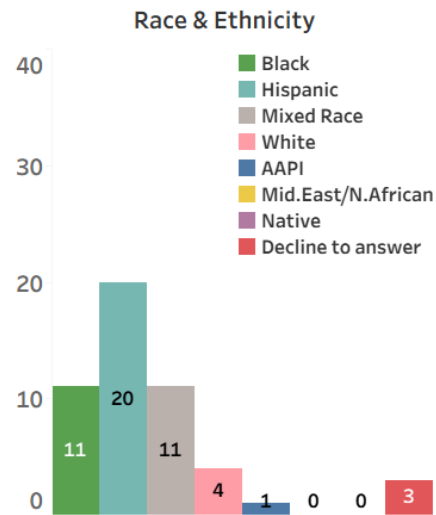
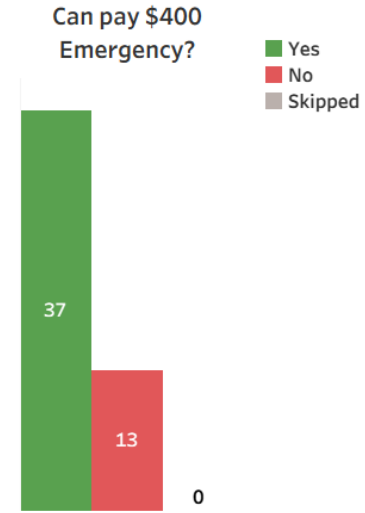
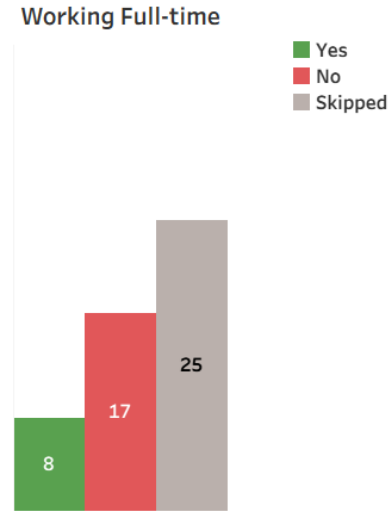
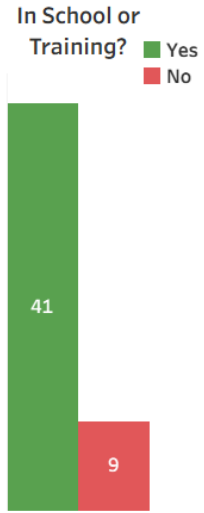
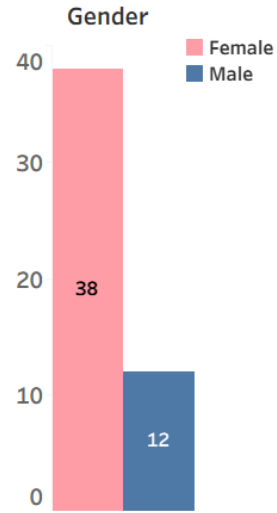
# Age of Participants

| Age     | Foster Youth | Welfare-to-Work | Probation | Older Adult |
|---------|--------------|-----------------|-----------|-------------|
| Mean    | 20           | 25              | 35        | 72          |
| Median  | 20           | 25              | 34        | 72          |
| Maximum | 22           | 27              | 59        | 86          |

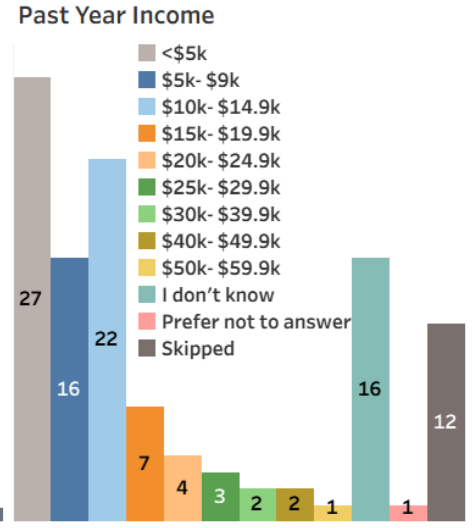
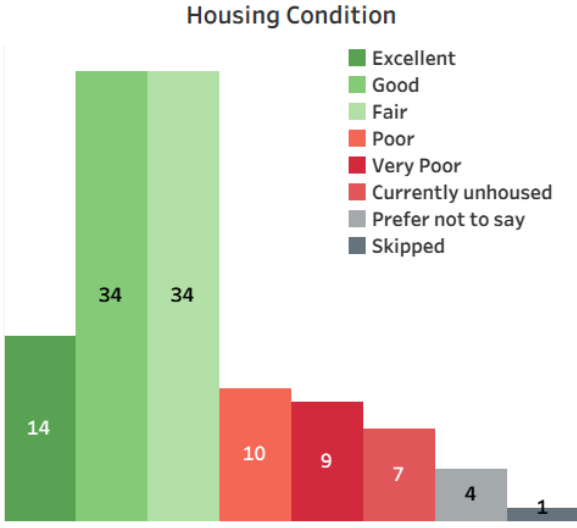
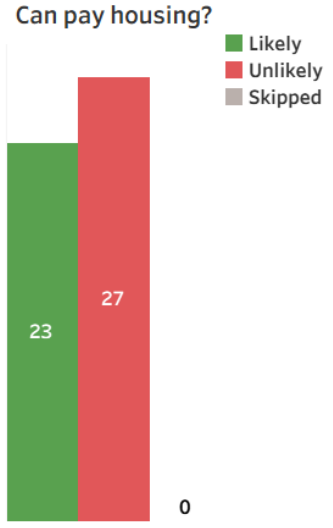
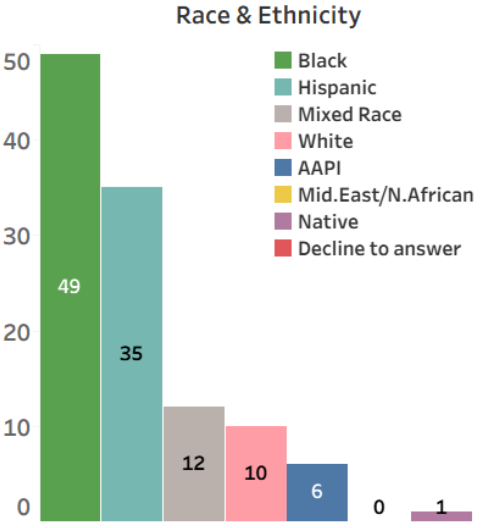
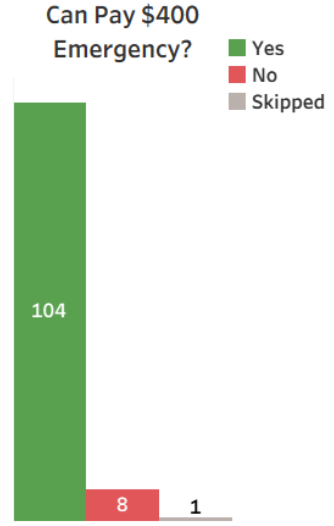
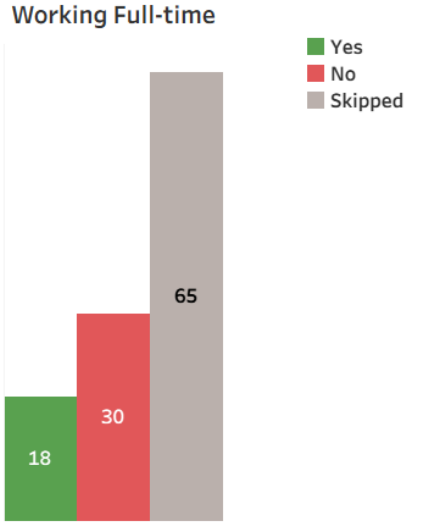
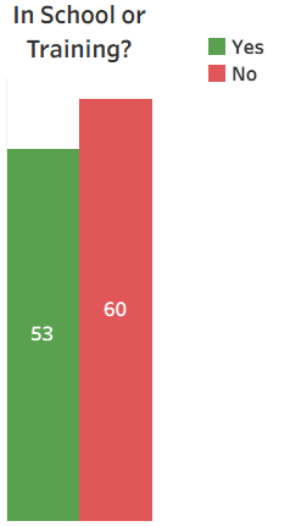
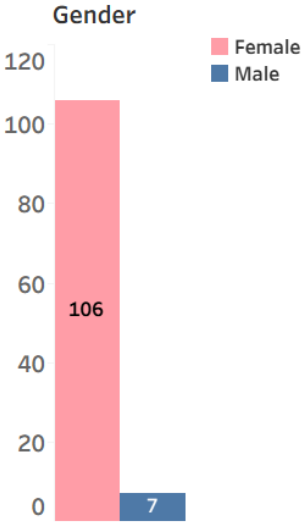
# What We Asked

- **Demographics & household composition** (language, education, who lives with them)
- **Employment & barriers to work** (work hours, childcare, health, job search challenges)
- **Financial stability** (ability to cover a \$400 emergency, bill payment, income range)
- **Housing stability & conditions** (moves, homelessness, housing payments, living conditions)

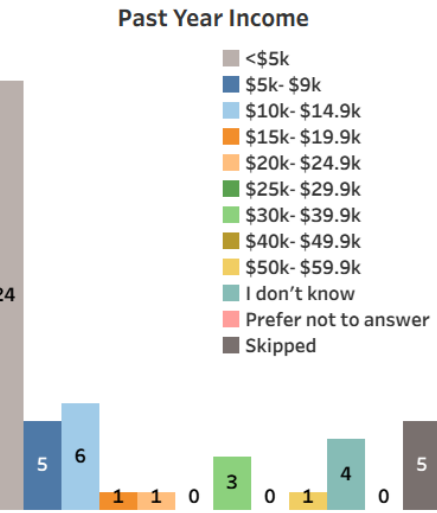
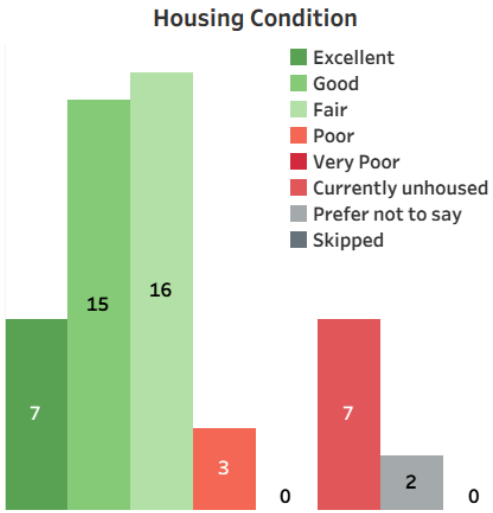
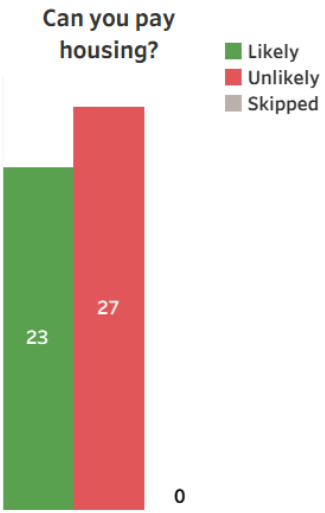
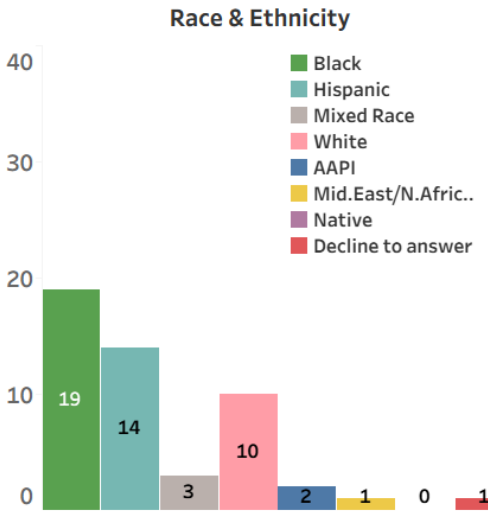
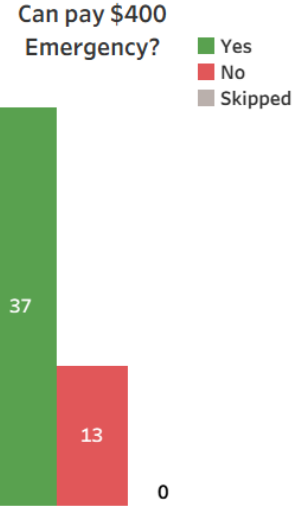
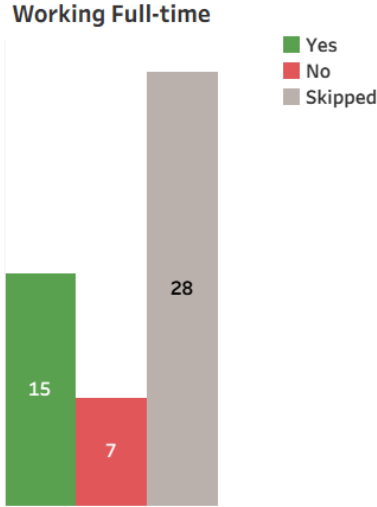
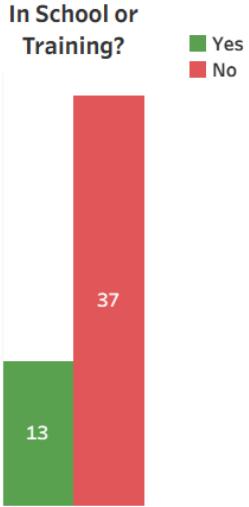
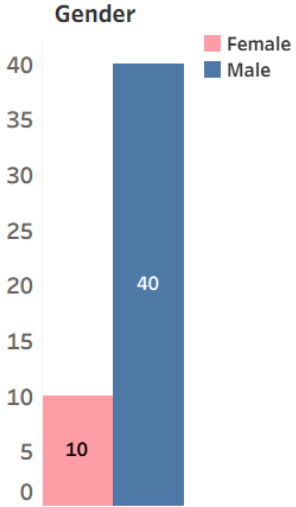
# Foster Youth



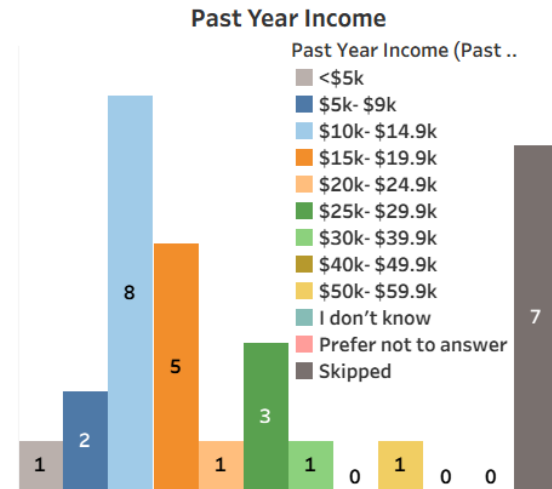
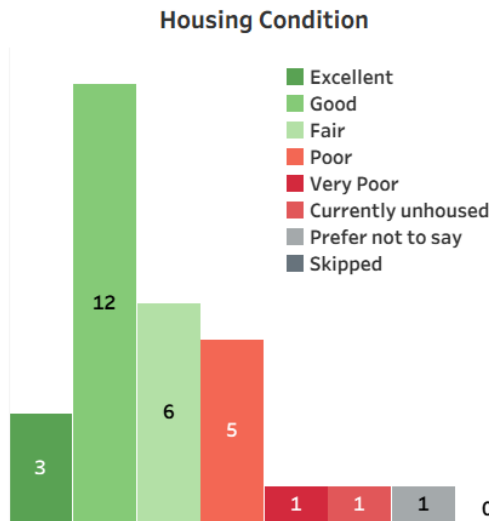
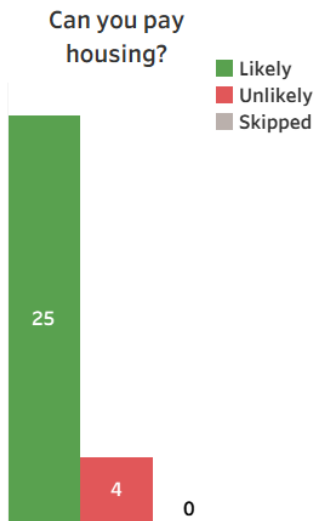
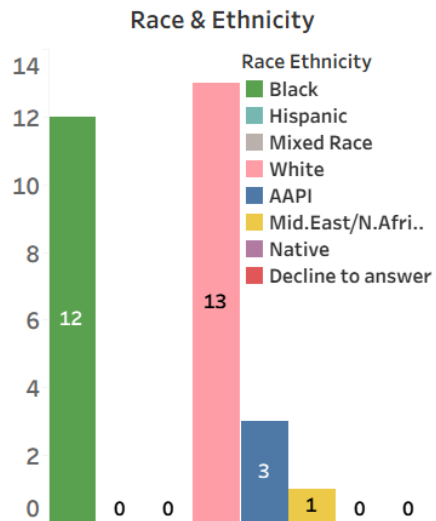
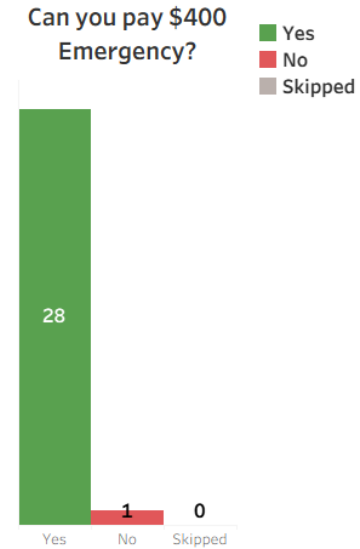
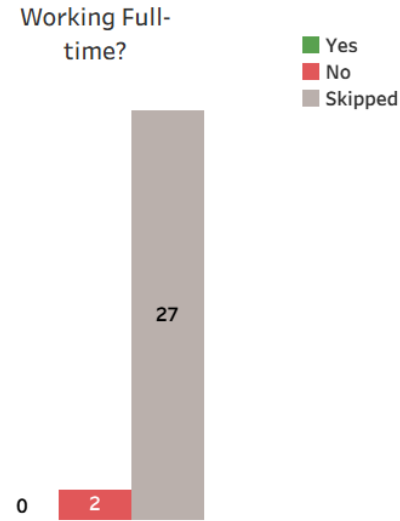
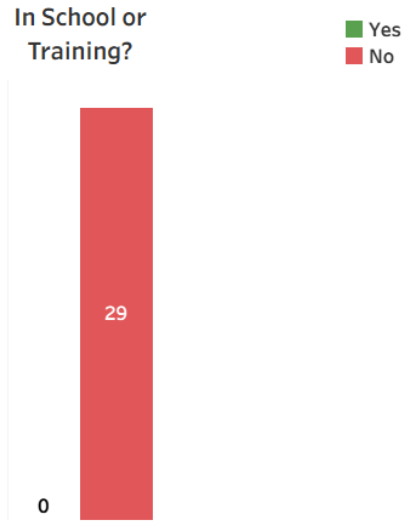
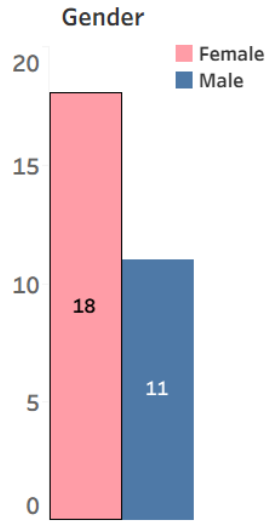
# Welfare-to-Work



# Probation



# Older Adults



# Survey Observations

- Women were the predominant participants in every population but Probation
- Most populations skipped the question about working full-time
- The majority in the populations felt they could pay a \$400 Emergency
- Housing insecurity was most prevalent in Welfare-to-Work and Probation populations
- The majority in the populations made less than \$15,000 annually except older adults.

# Recommendation

- FHS committee to receive report and provide further guidance

CONTRA COSTA COUNTY

EMPLOYMENT & HUMAN SERVICES

# Contributors

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## **County Team** *for program implementation*

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- Transitioning Youth: Don Graves, Priya Moorkoth-Phelps, Beth Bottorff
- Young Families: Cassandra Amador, Robyn Currie
- Re-Entry: Michael Venegas, Patrice Guillory
- Older Adults: Marcy Hara, Erica Hsia, Debbie Toth
- GI: Maura Connell
- Finance: Anita Luu, Adrian Araza, Mark Guadagnini

- Coordination: Jennie Ann Mendoza, Belinda Jackson-Thomas, Dawn Lightfoot
- Staff Development: Antonio Vasquez, Jay David, Lorena Martinez Castillo

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- Hannah Laqueur, MA PhD
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CONTRA COSTA COUNTY

EMPLOYMENT & HUMAN SERVICES



# Contra Costa Thrives

## Guaranteed Basic Income Program Update

Thank you to those that assisted with the development and implementation of the program!

June 8, 2026

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