

COUNCIL POLICY

SUBJECT: CHILD CARE
POLICY NO.: 300-12
EFFECTIVE DATE: June 15, 1998

BACKGROUND

During the past generation the number of women with dependent children who have entered the labor force on a full or part-time basis has increased dramatically, from 12 percent in 1950 to more than 65 percent in 1998. This has created a spiraling demand for quality child care services, and has created an interdependent relationship between employers and working parents. By developing policies and strategies to meet the child care needs of their employees, employers have found that they can enhance morale, increase employee productivity, decrease absenteeism, and decrease turnover.

PURPOSE

The purpose of this policy is to ensure quality, affordable child care services are provided to those who live and work in the City of San Diego. The City will continue to build and maintain collaborations with agencies, organizations, and individuals in the public and private sectors who are endeavoring to meet the need for child care services in the City of San Diego; and to support the efforts of State legislators to facilitate the provision of affordable child care services to the citizens of California.

POLICY

The City Council will support the following goals for child care:

1. **AVAILABILITY**- Increase the availability of child care facilities and programs by providing technical assistance to local providers, access to City property and facilities as available and encouraging private/public sector collaborations.
2. **AFFORDABILITY**- Increase the affordability of child care by encouraging private/public partnerships with State and Federally subsidized child care programs.
3. **QUALITY**- Promote child care of the highest quality by advocating for child care providers and agencies, and supporting legislation that increases funding for quality child care.
4. **EMPLOYER SUPPORTED CHILD CARE**- They City will act as a “model employer” by offering family sensitive employee benefits which assist employees in balancing work, family and child care needs for our 10,000 employees and will encourage other local companies to do the same.

HISTORY

Adopted by Resolution R-268348 05/18/1987
Amended by Resolution R-290240 06/15/1998