

Memorandum



CITY OF DALLAS

DATE April 23, 2020
TO Honorable Members of Ad Hoc Committee on COVID-19 Human and Social Recovery and Assistance
SUBJECT **Dependent Care Support for Essential City Staff**

In response to the current declared state of disaster related to COVID-19, the City is providing a voluntary service related to dependent care for City staff deemed essential whose duties and responsibilities prevent them from working from home or remotely and must report to a work location. The services will be available Monday through Friday, from 7:30 am – 5:30 pm. For dependent infants to 12 years old, licensed childcare facilities will be utilized. For dependents between the ages of 13-17 years old, Dallas Park and Recreation has activated three recreation centers.

Licensed Childcare Facilities

Current Providers	Address	Capacity
American Care Academy	530 S.R.L Thornton, 75203	60
Good Street Learning Center	3126 Elsie Faye Higgins Street, 75215	22
Kaleidoscope Child Development Center	19310 Midway Road, 75287	21
Metropolitan Christian Academy	3430 S. Polk St., 75224	30
Union Christian Academy	3312 Polk St., 75224	84
Golden Eagles Program	3721 W. Camp Wisdom Rd, 75237	35

Recreation Centers

Facility	Address	Capacity
Samuel Grand Recreation Center	620 E. Grand Ave, 75223	32
Eloise Lundy Recreation Center	1228 Reverend CBT Smith St.	32
Anita Martinez Recreation Center	3212 Winnetka, 75212	32

Background

To better understand the need regarding dependent care, City staff in essential departments were asked to participate in a survey and provide the following information:

- Name
- Department
- Number of Dependents
- School Grade/Age of Dependents
- Preferred Care Type

Survey Summary

Total Respondents: 352

Total Dependents Reported: 609

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- Majority of school-age dependents are between Pre-K – 6th Grade = 71% (433)
- Majority of respondents with dependents younger than 12 selected a qualified child-care facility as preferred type of care
- Majority of respondents with dependents in middle and high school students selected City-managed recreation center as preferred type of care

Based on the initial survey results, the Office of Resilience worked closely with the Office of Community Care (OCC) and Dallas Park and Recreation (PKR) to identify licensed childcare providers and recreation center facilities to support the service. Staff also worked to ensure the facilities and locations have the ability to provide modified services that adheres to Dallas County Orders and Centers for Disease Control (CDC) guidance, and all other applicable state, local, and federal law requirements on class grouping, social/physical distancing, hand washing, and regular sanitation of surfaces throughout the day.

Parents can expect that for dependents enrolled in either care option, instructional and educational time will be set aside during the day to allow them to complete their assigned schoolwork. The facility will ensure the internet is accessible and available. Due to limited availability and for public health precautions, families are asked to provide the children with tablets or laptops to complete their schoolwork. While in care, children will also receive meals and snack throughout the day.

If essential employees opt not to enroll their children in the childcare service offered above, and cannot report for work, they may be eligible to request emergency paid sick leave and expanded family and medical leave. Please note that employees in Dallas Police Department, Dallas Fire-Rescue, Office of Emergency Management, and the Marshal's Office are currently excluded from the emergency paid sick leave and expanded family and medical leave.

Fiscal Impact

There is no cost to City staff to utilize the voluntary service. The City will fund the service through emergency funding designated for disaster-related expenses.

For your convenience, we have provided the COVID-19 Essential Employee Childcare Frequently Added Questions document (updated 4/22/2020) that has been provided to staff.

Should you have any questions or concerns, please feel free to contact me.



Liz Cedillo-Pereira
Chief of Equity and Inclusion

c: Dallas City Council
Chris Caso, City Attorney
Mark Swann, City Auditor
Billerae Johnson, City Secretary
Preston Robinson, Administrative Judge
Kimberly Bizer Tolbert, Chief of Staff to the City Manager
Majed A. Al-Ghafry, Assistant City Manager
Jon Fortune, Assistant City Manager

Joey Zapata, Assistant City Manager
Nadia Chandler Hardy, Assistant City Manager
Dr. Eric A. Johnson, Chief of Economic Development and Neighborhood Services
M. Elizabeth Reich, Chief Financial Officer
Laila Alequresh, Chief Innovation Officer
Directors and Assistant Directors

COVID-19 Essential Employee Childcare FAQs



1. Is the City providing access to childcare services for essential employees during the COVID-19 declaration of disaster?

The City of Dallas is providing a voluntary option for dependent care/childcare to support essential City employees during the COVID-19 declaration of disaster who cannot work from home or telework and must report to a work location. The services will be available Monday through Friday, from 7:30 a.m. – 5:30 p.m.

2. What type of dependent care is available to me?

Contracted licensed childcare facilities are available for dependent infants – 12 years old.

Select Dallas Park and Recreation locations are available for dependents between the ages of 13 – 17 years old.

These services may not be able to accommodate the complete need for care during the COVID-19 disaster declaration. Employees are asked to complete the appropriate application based on dependent age and submit the application to the designated staff listed on the application. Links are provided below for those who wish to pursue other care options.

3. Which facilities have been selected and where are they located?

Licensed Childcare locations:

Current Providers	Address	Capacity
American Care Academy	530 S. R.L Thornton, 75203	60
Good Street Learning Center	3126 Elsie Faye Higgins Street, 75215	22
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Dallas Park and Recreation Locations:

Facility	Address	Capacity
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4. How much will this cost me?

There is no out of pocket cost to essential employees described above for the providers listed here. However, the value of the benefit provided could be considered taxable income. You are encouraged to consult a tax professional if you have any questions about the taxable nature of this service.

5. Do I need to apply to participate in the service?

Yes, see attached applications specific to the care type with specific instructions for submission and consideration.

COVID-19 Essential Employee Childcare FAQs



6. How long will this service be made available to essential employees?

The service will be available for the duration of the COVID-19 declaration of disaster, so long as funding is available.

7. What instructional support is available to my dependent while in care?

For school-age dependents enrolled in either care option, instructional and educational time will be set aside during the day to allow them to complete their assigned schoolwork. The facility will ensure the internet is accessible and available. Due to limited availability and for public health precautions, families are asked to provide the children with tablets or laptops to complete their schoolwork.

8. Will meals be provided to my dependents?

For Dallas Park and Recreation facilities, breakfast and lunch will be provided. Participants are encouraged to pack their own snacks if they have specific needs.

For licensed childcare facilities, breakfast, lunch, and a snack will be provided.

9. What public health protocols are in place to ensure the safety and health of my dependents?

Licensed childcare facilities and Dallas Park and Recreation will follow the Dallas County Orders and Centers for Disease Control (CDC) guidance, and all other applicable state, local, and federal law requirements, on class grouping, social/physical distancing, hand washing, and regular sanitation of surfaces throughout the day. Staff will be wearing personal protective equipment, such as gloves and face masks. Prior to entering the facilities and regularly throughout the day, staff will conduct temperature checks of all dependents in their care.

Any dependent with a temperature above 99.6 degrees in the middle of the day will be separated from other dependents and their parent/guardian will be asked to pick them up immediately.

10. What if I am not comfortable enrolling my dependents in a childcare facility during the COVID-19 declaration of disaster?

If essential employees opt not to enroll their children in the childcare service offered above, and cannot report for work, they may be eligible to request emergency paid sick leave and expanded family and medical leave. Please note that employees in Dallas Police Department, Dallas Fire-Rescue, Office of Emergency Management, and the Marshal's Office are currently excluded from the emergency paid sick leave and expanded family and medical leave.

External partner alternatives:

<http://northtexasfamilies.org/> - Managed by ChildCare Group

<https://frontlinechildcare.texas.gov/> - Managed by the State of Texas