

City of Phoenix

*Meeting Location:
City Council Chambers
200 W. Jefferson St.
Phoenix, Arizona 85003*



City of Phoenix

Agenda

Wednesday, October 9, 2024

10:00 AM

City Council Chambers

Economic Development and Housing Subcommittee

*Councilwoman Ann O'Brien, Chair
Councilwoman Kesha Hodge Washington
Councilman Kevin Robinson
Vice Mayor Debra Stark*

OPTIONS TO ACCESS THIS MEETING

Virtual Request to speak at a meeting:

- Register online by visiting the City Council Meetings page on phoenix.gov at least 2 hours prior to the start of this meeting. Then, click on this link at the time of the meeting and join the Webex to speak:

<https://phoenixcitycouncil.webex.com/phoenixcitycouncil/onstage/g.php?MTID=e9dbe363dc7ec0f01ee683e0f686fbf06>

- Register via telephone at 602-262-6001 at least 2 hours prior to the start of this meeting, noting the item number. Then, use the Call-in phone number and Meeting ID listed below at the time of the meeting to call-in and speak.

In-Person Requests to speak at a meeting:

- Register in person at a kiosk located at the City Council Chambers, 200 W. Jefferson St., Phoenix, Arizona, 85003. Arrive 1 hour prior to the start of this meeting. Depending on seating availability, residents will attend and speak from the Upper Chambers, Lower Chambers or City Hall location.

- Individuals should arrive early, 1 hour prior to the start of the meeting to submit an in-person request to speak before the item is called. After the item is called, requests to speak for that item will not be accepted.

At the time of the meeting:

- Watch the meeting live streamed on phoenix.gov or Phoenix Channel 11 on Cox Cable, or using the Webex link provided above.

- Call-in to listen to the meeting. Dial 602-666-0783 and Enter Meeting ID 2552 453 8129# (for English) or 2559 709 3585# (for Spanish). Press # again when prompted for attendee ID.

- Watch the meeting in-person from the Upper Chambers, Lower Chambers or City Hall depending on seating availability.

Para nuestros residentes de habla hispana:

- Para registrarse para hablar en español, llame al 602-262-6001 al menos 2 horas antes del inicio de esta reunión e indique el número del tema. El día de la reunión, llame al 602-666-0783 e ingrese el número de identificación de la reunión 2559 709 3585#. El intérprete le indicará cuando sea su turno de hablar.

- Para solamente escuchar la reunión en español, llame a este mismo número el día de la reunión 602-666-0783; ingrese el número de identificación de la reunión 2559 709 3585#. Se proporciona interpretación simultánea para nuestros residentes durante todas las reuniones.

- Para asistir a la reunión en persona, vaya a las Cámaras del Concejo Municipal de Phoenix ubicadas en 200 W. Jefferson Street, Phoenix, AZ 85003. Llegue 1 hora antes del comienzo de la reunión. Si desea hablar, regístrese electrónicamente en uno de los quioscos, antes de que comience el tema. Una vez que se comience a discutir el tema, no se aceptarán nuevas solicitudes para hablar. Dependiendo de cuantos asientos haya disponibles, usted podría ser sentado en la parte superior de las cámaras, en el piso de abajo de las cámaras, o en el edificio municipal.

000 CALL TO ORDER

CALL TO THE PUBLIC

MINUTES OF MEETINGS

1 Minutes of the Economic Development and Housing Subcommittee Meeting

Attachments

[Attachment A - September 11, 2024 EDH Minutes.pdf](#)

INFORMATION ONLY (ITEMS 2-3)

- 2 **Head Start Birth to Five Monthly Report - August 2024** District 1
District 3
District 4
District 5
District 7
District 8

Attachments

[Attachment A - Fiscal Expenditures August 2024.pdf](#)

[Attachment B - August Attendance.pdf](#)

[Attachment C - August Medical and Dental Exams.pdf](#)

[Attachment D- August Program Information Summaries.pdf](#)

[Attachment E - Office of Head Start New Final Rule.pdf](#)

- 3 **Youth and Education Office Quarterly Update**

INFORMATION AND DISCUSSION (ITEM 4)

- 4 **City of Phoenix Naloxone Program Annual Report** Citywide

DISCUSSION AND POSSIBLE ACTION (ITEMS 5-6)

- 5 **Consideration of a Possible Shopping Cart Restrictive
Device Ordinance** Citywide

- 6 **2024-28 Local Workforce Development Area Plan** Citywide

000 CALL TO THE PUBLIC

FUTURE AGENDA ITEMS

ADJOURN

For further information or reasonable accommodations, please call the City Council Meeting Request line at 602-262-6001. 7-1-1 Friendly.

Persons paid to lobby on behalf of persons or organizations other than themselves must register with the City Clerk prior to lobbying or within five business days thereafter, and must register annually to continue lobbying. If you have any questions about registration or whether or not you must register, please contact the City Clerk's Office at 602-534-0490.

Members:

Councilwoman Ann O'Brien, Chair
Councilwoman Kesha Hodge Washington
Councilman Kevin Robinson
Vice Mayor Debra Stark



Report

Agenda Date: 10/9/2024, Item No. 1

Minutes of the Economic Development and Housing Subcommittee Meeting

This item transmits the minutes of the Economic Development and Housing Subcommittee Meeting on September 11, 2024 for review, correction or approval by the Economic Development and Housing Subcommittee.

THIS ITEM IS FOR POSSIBLE ACTION.

The minutes are included for review as **Attachment A**.

Responsible Department

This item is submitted by Deputy City Manager John Chan and the City Manager's Office.

Attachment A

Phoenix City Council Economic Development and Housing Subcommittee Summary Minutes Wednesday, September 11, 2024

City Council Chambers
200 W. Jefferson Street
Phoenix, AZ

Subcommittee Members Present

Councilwoman Ann O'Brien, Chair
Vice Mayor Debra Stark
Councilwoman Kesha Hodge Washington

Subcommittee Members Absent

Councilwoman Kevin Robinson

CALL TO ORDER

Chairwoman O'Brien called the Economic Development and Housing Subcommittee to order at 10:02 a.m. with Vice Mayor Stark and Councilwoman Kesha Hodge Washington present.

CALL TO THE PUBLIC

Chairwoman O'Brien opened the floor to public comment.

Mr. Eric Neilsen voiced concern regarding limitation of economic activity in downtown area due to street vendors only being active on Wednesday nights and proposed the City to issue monthly parking passes for public parking in downtown area to generate more revenue. Mr. Neilsen also thanked 9/11 first responders for their service.

MINUTES OF MEETINGS

1. Minutes of the Economic Development and Housing Subcommittee Meeting

Vice Mayor Stark made a motion to approve the minutes of the June 12, 2024, Economic Development and Housing Subcommittee meeting. Councilwoman Hodge Washington seconded the motion which passed unanimously, 3-0.

CONSENT ACTION (ITEMS 2-8)

Items 2-8 were for consent action. No presentations were planned, and staff was available to answer questions.

2. Head Start Birth to Five Program Request to Purchase Equipment Over \$5,000

Consent only. No Councilmember requested additional information.

3. Head Start Birth to Five Governance and Leadership Capacity Report

Consent only. No Councilmember requested additional information.

4. Cortez Park Well Site Public Art Project Fabrication and Installation Contract

Consent only. No Councilmember requested additional information.

5. Laveen Heritage Park Artist Selection

Consent only. No Councilmember requested additional information.

6. Significant Amendment to the Housing Department's 2024-2025 Annual Agency Plan

Consent only. No Councilmember requested additional information.

7. Resolution to Participate in and Support Bid to Host the National League of Cities' 2030 Congress of Cities Conference

Consent only. No Councilmember requested additional information.

8. 2025 Downtown Enhanced Municipal Services District Work Plan and Budget

Consent only. No Councilmember requested additional information.

INFORMATION ONLY (ITEM 9)

9. Head Start Birth to Five Monthly Report – July

Information only. No councilmember requested additional information.

INFORMATION AND DISCUSSION (ITEMS 10-11)

10. Head Start Governing Board Orientation

Human Services Director Jacqueline Edwards and Deputy Human Services Director Patricia Kirkland presented on the item.

Vice Mayor Stark commended the work being conducted by the Education Division in the Human Services Department. Councilwoman Hodge Washington thanked the Education Division for ensuring the program continues to serve the most vulnerable population in the city.

Chairwoman O'Brien asked if there is any waitlist to enter the Head Start Program and its size.

Ms. Edwards replied it is a requirement of the Head Start program to have a waitlist for the program and she will get back to the Chairwoman with its size.

Chairwoman O'Brien commended the work of the Education Division and stressed the importance of the program to Phoenix families.

11. Mobile Career Unit Update

Community and Economic Development Director Christine Mackay and Business and Workforce Program Manager Deb Furlong presented on the item.

Vice Mayor Stark asked for follow-up regarding events involving the Mobile Career Unit so that she can promote the events via social media.

Ms. Mackay replied, upcoming events will be included in the department reports to plan for the events in advance.

Councilwoman Hodge Washington asked which industries placed the most hires as part of the initiative.

Ms. Furlong answered many positions have been entry level positions in retail and staff stays in contact with the individuals to continue to advance their career. She stated her team is working to place individuals into careers in sectors with high wage and high demand jobs to align with the five in-demand industries identified by the City of Phoenix Workforce Development Board.

Ms. Mackay added while the service sector has been the early adopters of the Mobile Career Unit due to a requirement to offer contingent job offers onsite, she expects to see other industries making greater number of hires in the future.

Chairwoman O'Brien asked about tracking of participants and feedback mechanisms of the program.

Ms. Furlong answered there is a required post-employer survey, and the participants are tracked as if they are enrolled in Arizona@Work.

Chairwoman O'Brien asked if there is a survey for participants that have been employed through the program.

Ms. Furlong stated program feedback will be incorporated into a later report.

DISCUSSION AND POSSIBLE ACTION (ITEMS 12-14)

Items 13 and 14 were presented out of chronological sequence.

12. Fiscal Year 2023-24 Phoenix–Hermosillo Trade Office Results and Funding Authorization

Community and Economic Development Director Christine Mackay and Community and Economic Development Program Manager Juan Batres presented on the item.

Vice Mayor Stark made a motion to approve the item. Councilwoman Hodge Washington seconded the motion which passed unanimously, 3-0.

14. Maricopa Community Colleges Foundation Venture Cafe Events Programming Sponsorship

Community and Economic Development Director Christine Mackay and Community and Economic Development Program Manager Claudia Whitehead presented on the item.

Vice Mayor Stark made a motion to approve the item. Councilwoman Hodge Washington seconded the motion which passed unanimously, 3-0.

13. Fiscal Year 2024-25 Bioscience Healthcare Strategic Initiative

Community and Economic Development Director Christine Mackay and Community and Economic Development Program Manager Claudia Whitehead presented on the item.

Chairwoman O'Brien commended the Mayor for having the foresight to diversify the industry and job market in Phoenix and thanked Councilwoman Hodge Washington for her work during the Bio 2024 International Convention.

Vice Mayor Stark made a motion to approve the item. Councilwoman Hodge Washington seconded the motion which passed unanimously, 3-0.

CALL TO THE PUBLIC

Chairwoman O'Brien opened the floor to public comment.

Ms. Missy Pruitt stated she founded Arizona Advocats to bring awareness of stray cats that are roaming the streets in Phoenix.

FUTURE AGENDA ITEMS

None.

ADJOURNMENT

Chairwoman O'Brien adjourned the meeting at 11:33 a.m.

Respectfully submitted,

Brian Seo
Management Fellow



Report

Agenda Date: 10/9/2024, Item No. 2

Head Start Birth to Five Monthly Report - August 2024

This report provides the Economic Development and Housing Subcommittee, which serves as the City of Phoenix Head Start Birth to Five Governing Board, with an updated summary of the Head Start Birth to Five Program's financial and programmatic status.

THIS ITEM IS FOR INFORMATION ONLY.

Summary

The Improving Head Start for School Readiness Act of 2007 requires each Head Start Grantee to share monthly information with the Governing Board and Policy Council on program planning, policies and operations. In compliance with the Act, the Head Start program provides a monthly report on the following areas:

- Fiscal expenditures.
- Enrollment reports.
- School attendance.
- Medical/dental exams.
- Program information summaries.
- Nutrition.
- Child Incident Reports.
- Program Instructions or Information Memorandums.

Fiscal Expenditures

Attachment A shows year-to-date expenditures for the Fiscal Year 2024-25. The report includes a breakdown of each Education Service Provider, Child Care Partnership, Policy Council and the administrative support budget.

Enrollment Reports

The Office of Head Start requires programs to report the total number of children enrolled on the last day of each month. At the end of August, the total program enrollment was 2,070 out of 3,451 available slots.

Enrollment at the end of August for the Preschool Education Service Providers was 1,866 slots filled out of 2,963.

Early Head Start, which includes home-based and center-based year-round programming, ended the month with 204 slots filled out of 488. The home-based program filled 90 out of 300 slots, and the center-based program filled 114 out of 188 slots.

Staff continue interviewing potentially eligible families to achieve full enrollment, which is 97 percent or higher of the funded enrollment. Information on the interviews and enrollment will be provided in the September 2024 Report.

Enrollment Reduction Request

On April 1, 2024, the Head Start Birth to Five Program submitted a request to reduce its enrollment by 1,242 slots. Specifically, 1,957 Head Start preschool slots and 252 Early Head Start slots (64 home-based and 188 center-based), for a total of 2,209 slots, were requested. This request aims to maintain current funding levels while enhancing service delivery by offering full-day preschool classes, which was requested by families, and by increasing salaries for teachers and staff. However, the current enrollment must not exceed 2,209 slots. As of the date of this report, no response has been received regarding the request from the Office of Head Start.

Full Enrollment Initiative

The Head Start Birth to Five's 12 months of the Full Enrollment Initiative ended on April 4, 2024, and is waiting for the Office of Head Start to render a final letter to either close out the Full Enrollment Initiative or to start a six month monitoring period. Due to the large number of grantees in the Initiative, the Office of Head Start is experiencing a backlog of files to review.

Risk Assessment Notification Review

The Head Start Birth to Five program received a Risk Assessment Notification in April 2024 due to a Child Care Partner violating the Head Start Program Performance Standards, specifically the Standards of Conduct. Training and technical assistance to enhance the Birth to Five's current policies and procedures for ensuring the safety of children has been provided through Region 9 Head Start. To date, the Birth to Five staff are on track to complete the items on the Quality Improvement Plan as scheduled. Standards of Conduct training was completed with Education Service Provider staff in September. Additional information about the training will be provided in the September 2024 Report.

School Attendance

The annual target for attendance set by the Office of Head Start is 85 percent. **Attachment B** indicates the year-to-date average attendance through the end of August. Head Start Preschool was 44 percent. The Early Head Start Center-Based program was also 44 percent. Under-enrollment impacts attendance, as it is calculated on funded enrollment, not actual enrollment. Under-enrollment will be addressed with the approval of the proposed slot conversion by the Office of Head Start.

Medical/Dental Exams

Head Start regulations require all children to have medical and dental exams annually. At the end of August, 1,419 medical and 1,165 dental exams were completed, totaling 2,584 exams, as illustrated in **Attachment C**.

Program Information Summaries

Please see **Attachment D**.

Nutrition

Each program must design and carry out nutrition services that are culturally and developmentally appropriate and provide children with up to two-thirds of their daily nutritional requirements. Nutrition services must meet the nutritional needs and feeding requirements of each child, including children with identified food allergies, children with disabilities, and children who have special diets due to religion and family preference. In addition, a program must serve meals and snacks that meet U.S. Department of Agriculture dietary patterns and are high in nutrients and low in fat, sugar, and salt. Children in the Early Head Start Center-Based classrooms receive protein, fruits, vegetables, and low carbohydrates during breakfast and lunch with milk or water. Snacks include protein and low carbohydrates with milk or water.

Child Incident Reports

The Head Start Program Performance Standards require programs to submit reports, as appropriate, to the responsible Office of Head Start official immediately, or as soon as practicable, related to any significant incidents affecting the health and safety of the program participations. This includes injuries requiring hospitalization, emergency room treatment, or doctor's visit, as well as inappropriate discipline, potential child abuse or maltreatment, lack of supervision, or unauthorized release of a child. During the month of August, two Child Incident Reports were submitted to the Office of Head Start.

Department of Child Safety Reports

All Head Start and Early Head Start staff are required to report suspected child abuse and neglect to protect children and help children and families connect to services. During the month of August, there were two reports made to the Department of Child

Safety.

Program Instructions or Information Memorandums

Periodically, the Office of Head Start needs to provide information or programmatic updates to all Head Start Grantees. This is done through Program Instructions (PIs) and Information Memorandums (IMs). PIs provide information or recommendations from the U.S. Department of Health and Human Services Administration for Children and Families to States, Tribes, grantees, and others on various issues of child welfare that usually result in guidance or policy changes. IMs provide up-to-date information but do not establish requirements or supersede existing laws of official guidance.

On August 21, 2024, the Office of Head Start released the Final Rule on Supporting the Head Start Workforce and Consistent Quality Programming, ACF-OHS-PI-24-05. This Program Information report covers updates to the Head Start Program Performance Standards. The updates include wages and benefits to support the Head Start workforce, better integration of mental health across all aspects of Head Start programming, and quality improvement and clarity of requirements in child safety, caseloads, preventing and addressing lead exposure in water, updates to the community assessment process, enhanced services for expectant families, and requirements for programs to identify barriers to program enrollment and attendance. Please see **Attachment E** for more details.

Locations

Alhambra Elementary School District, 4510 N. 37th Avenue
Cartwright Elementary School District, 5220 W. Indian School Road
Deer Valley Unified School District, 20402 N. 15th Avenue
Fowler Elementary School District, 1617 S. 67th Avenue
Isaac School District, 3348 W. McDowell Road
Laveen Elementary School District, 5601 W. Dobbins Road
Murphy Elementary School District, 3140 W. Buckeye Road
Pendergast Elementary School District, 3802 N. 91st Avenue
Phoenix Elementary School District, 1817 N. 7th Street
Riverside Elementary School District, 1414 S. 51st Avenue
Roosevelt Elementary School District, 6000 S. 7th Street
Washington Elementary School District, 4650 W. Sweetwater Avenue
Wilson Elementary School District, 3025 E. Fillmore Street
Council Districts: 1, 3, 4, 5, 7 and 8

Responsible Department

This item is submitted by Deputy City Manager Gina Montes and the Human Services Department.

ATTACHMENT A

Fiscal Expenditures August 2024
Yr 1 FY 24 Head Start Financial Summary Grant 890215
Planned level of Expenditures

Fund Center	Program	FTE	Revised Budget 2023-2024	FY24 YEAR-TO- DATE Expenditures Federal Fund	FY24 Remaining Balance	FY24 YEAR-TO-DATE % Spent
8940050001	HS Administration	12	\$ 3,421,915.00	\$ 613,907.16	\$ 2,808,007.84	18%
8940050004	HS T&TA	-	\$ 325,611.00	\$ 29,913.41	\$ 295,697.59	9%
8940050012	HS Policy Council	-	\$ 42,262.00	5,535	\$ 36,727.05	13%
8940050015	HS Mental Health	4	\$ 549,830.00	90,318	\$ 459,512.39	16%
8940050016	HS Casework Support	67	\$ 6,637,147.00	1,005,012	\$ 5,632,135.41	15%
8940050017	HS Classroom Support	16	\$ 1,897,078.00	\$ 330,223.35	\$ 1,566,854.65	17%
	Total City of Phoenix	99	\$ 12,873,843	\$ 2,074,908	\$ 10,798,935	16%
8940051001	Alhambra	-	\$ 4,717,709	\$ 6,816	\$ 4,710,893	0.1%
8940051003	Booker T Washington	-	\$ 4,331,452	\$ 361,195	\$ 3,970,257	8%
8940051005	Washington	-	\$ 3,719,399	\$ 57,166	\$ 3,662,233	2%
8940051006	Deer Valley	-	\$ 1,913,945	\$ 1,314	\$ 1,912,631	0%
	Greater Phoenix Urban					
8940051010	League	-	\$ 7,415,258	\$ 737,534	\$ 6,677,724	10%
8940051116	Fowler	-	\$ 1,340,478		\$ 1,340,478	0%
	Total Education Service Providers	-	\$ 23,438,240	\$ 1,164,024	\$ 22,274,216	5%
	Early Head Start					
8940505021	Operations Support	54	\$ 6,703,424	\$ 1,708,719	\$ 4,994,705	25%
8940505024	Early Head Start T&TA	-	\$ 161,858	\$ 5,279	\$ 156,579	3%
8940505025	EHS Deer Valley		1,048,064	1,028		
8940505026	EHS Fowler		685,540	12,316		
	Total Early Head Start	54	\$ 8,598,886	\$ 1,713,998	\$ 5,151,284	20%
	Subtotal		\$ 44,910,969	\$ 4,952,930	\$ 38,224,435	11%
	Grand Total	153	44,910,969	4,952,930	38,224,435	11%

ATTACHMENT B

Percentage of Preschool Attendance		
Target: 85%	YTD Percent:	44%

Goal:

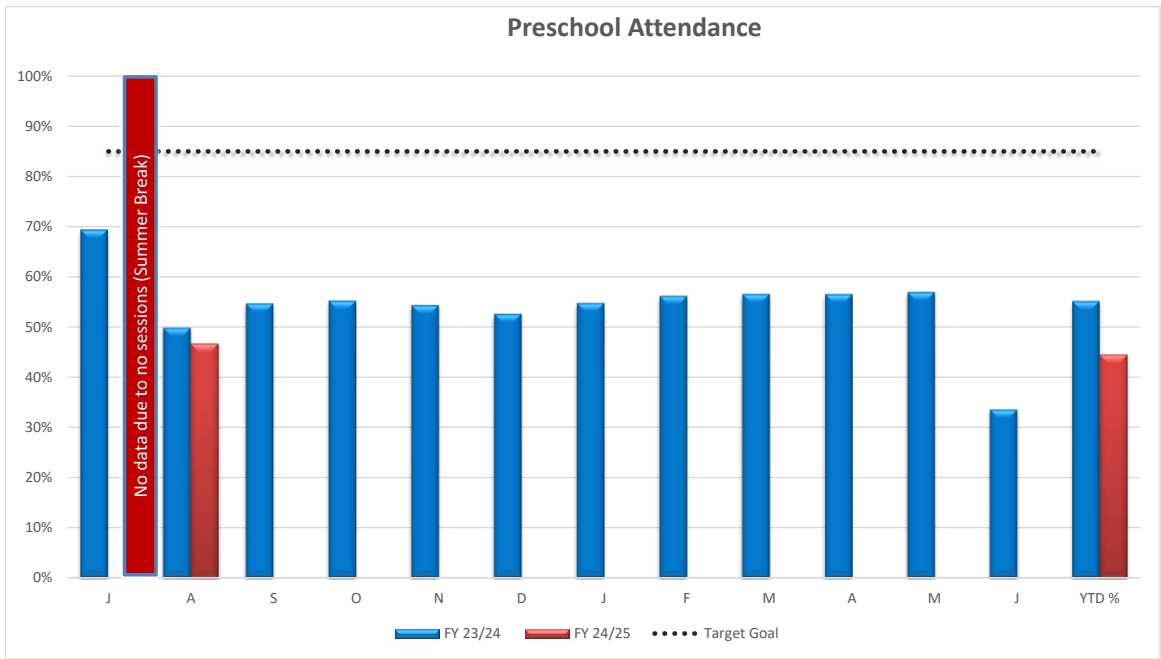
Increase attendance of Head Start Birth to Five children.

Target:

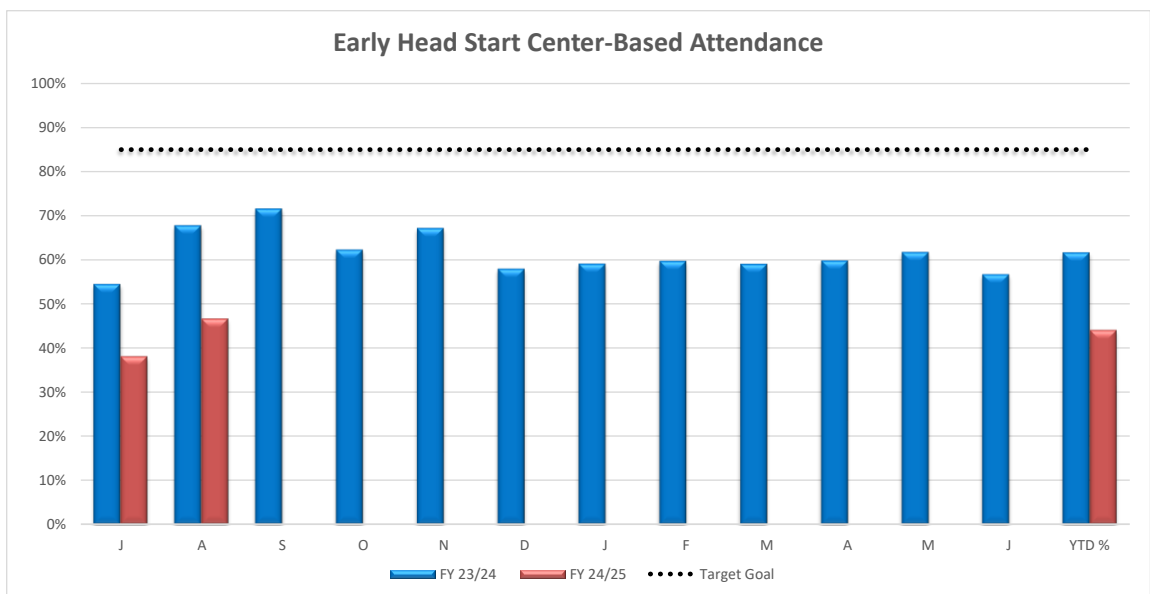
85% of children will attend each day.

Significance:

Attendance is a key factor in being able to get children ready to attend kindergarten.



Percentage of Child Care Partnership Attendance		
Target: 85%	YTD Percent:	44%



ATTACHMENT C

Head Start Birth to Five Medical Exams Completed

Target: 3,451 exams

FY 24-25 Medical Exams:

1,419

Goal:

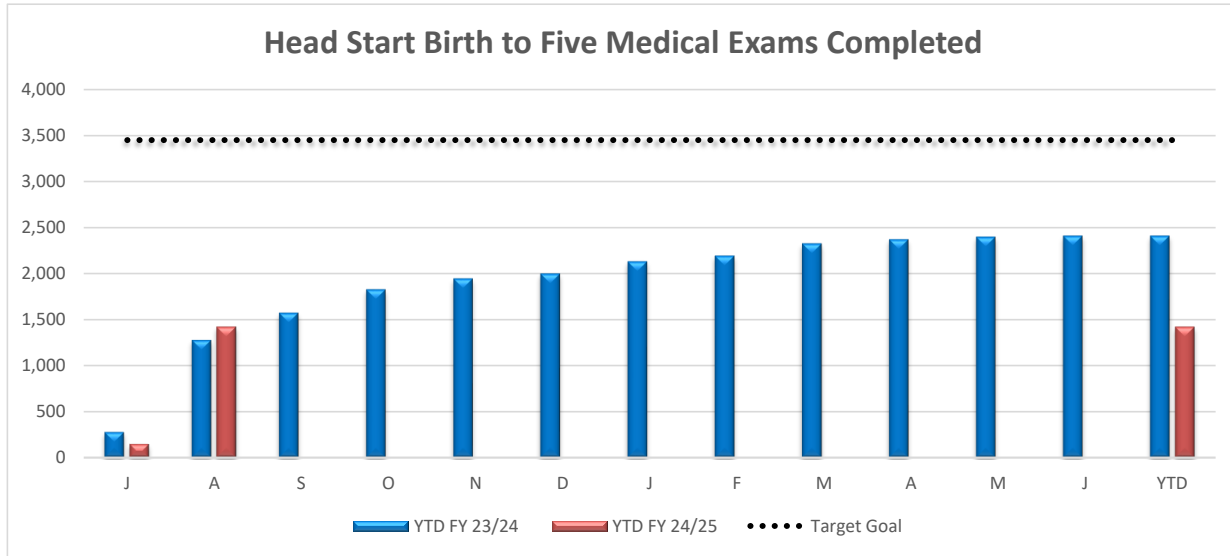
Ensure Head Start Birth to Five children receive necessary medical and dental exams.

Target:

3,451 Medical Exams and 3,451 Dental Exams

Significance:

Head Start Birth to Five children are required to have medical and dental exams as part of the Head Start regulations.

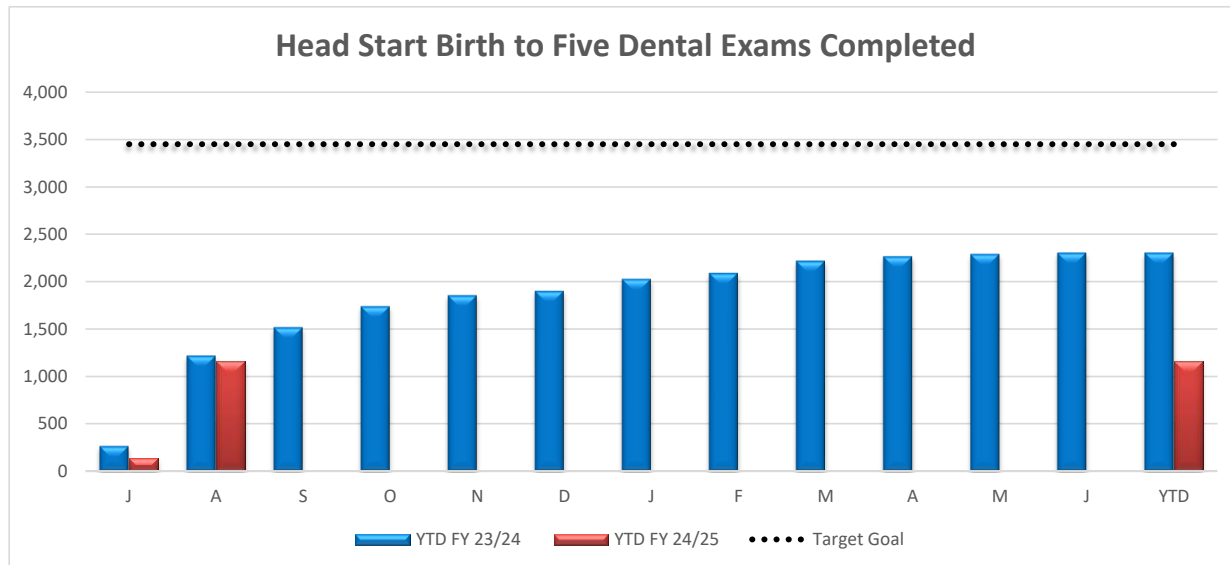


Head Start Birth to Five Dental Exams Completed

Target: 3,451 exams

FY 24-25 Dental Exams:

1,165



ATTACHMENT D

Program Information Summaries

Early Head Start Ribbon Cutting

On August 9, the Head Start Birth to Five Early Service Provider, Deer Valley Unified School District, hosted a ribbon-cutting ceremony at Sunrise Elementary to mark the introduction of eight Early Head Start classrooms in the district. Over 50 district staff and community members attended the event, where Janet Zeek, the Early Childhood Manager, had the honor of cutting the construction paper chain ribbon. The Early Head Start program has been met with great enthusiasm, with 40 out of 64 slots already filled, indicating a strong start for the new initiative. (See picture below).

2024 Annual In-Service

On August 21, over 500 Head Start teachers, instructional assistants, and support staff attended the annual in-service of the Head Start Birth to Five Program at the Desert Willow Conference. The event's theme was "Ready, Set, Go," it included a keynote speaker who discussed ways to support children's development. In the afternoon, participants attended learning tracks designed specifically for their positions. The staff will apply the knowledge they gained to their daily work.



Early Head Start Ribbon Cutting



Final Rule on Supporting the Head Start Workforce and Consistent Quality Programming

eclkc.ohs.acf.hhs.gov/policy/pi/acf-ohs-pi-24-05

Final Rule on Supporting the Head Start Workforce and Consistent Quality Programming ACF-OHS-PI-24-05

U.S. Department
of Health and Human Services

ACF
Administration for Children and Families

1. **Log Number:** ACF-OHS-PI-24-05
2. **Issuance Date:** 08/21/2024
3. **Originating Office:** Office of Head Start
4. **Key Words:** Head Start Workforce; Wages; Benefits; Mental Health; Quality Improvement

Program Instruction

To: All Head Start Preschool and Early Head Start Grant Recipients

Subject: Final Rule on Supporting the Head Start Workforce and Consistent Quality Programming

Instruction:

On August 21, 2024, the Administration for Children and Families (ACF) published a final rule in the Federal Register, [Supporting the Head Start Workforce and Consistent Quality Programming](#). The rule updates the Head Start Program Performance Standards (the Performance Standards) to increase support and stability for the Head Start workforce. The changes also improve the quality of services Head Start programs provide to children and families.

The Office of Head Start (OHS) first proposed these changes in a notice of proposed rulemaking (NPRM), published on November 20, 2023. During the NPRM comment period, OHS received approximately 1,300 public comments, including from Head Start programs; national, regional, and state Head Start associations, labor unions; research organizations; individual Head Start staff and families; and members of the U.S. Congress. The final rule takes into consideration and is responsive to the public comments.

The updated Performance Standards respond to structural concerns affecting the sustainability of Head Start programs. They provide clear federal requirements for:

- Wages and benefits to support the Head Start workforce
- Better integration of mental health across all aspects of Head Start programming
- Quality improvement and clarity of requirements in other topic areas

The final rule is effective immediately. Programs are expected to comply with some of the updated requirements 60 days after the rule is published (October 21, 2024). Programs are granted more time to comply with several requirements, including new wage and benefit requirements, as noted in the Effective and Compliance Dates section of the rule.

Workforce

This rule supports Head Start programs in maintaining a diverse and well-qualified workforce by ensuring staff are more fairly compensated, which in turn promotes more stable, higher-quality services for enrolled children and families. Previously, the Performance Standards did not include any specific requirements for staff wages or benefits, which has generally led to low compensation for staff and high staff turnover rates for programs.

Staff Wages

The updated Performance Standards require programs to provide competitive wages for staff by August 1, 2031. Specifically, the rule will require programs to establish or update a pay scale for all positions. It will also require programs to pay Head Start educators annual salaries that are comparable to public school preschool teachers or 90% of public kindergarten teachers, accounting for responsibilities, qualifications, experience, and work schedule. The updated Performance Standards will also require programs to pay all staff a wage sufficient to cover basic costs of living and to ensure wages are comparable across Head Start Preschool and Early Head Start programs.

The final rule includes a small agency exemption for Head Start agencies with fewer than 200 funded slots. These small agencies must develop a pay scale for all employees and make measurable improvements in wages for staff over time. However, small agencies are not required to pay wages that are comparable to public school preschool teachers (or 90% of public kindergarten teachers), nor are they required to comply with the pay floor policy described above.

The final rule includes flexibility for the Secretary of the Department of Health and Human Services to establish in 2028 a waiver process for most of the rule's wage requirements, if needed, due to low appropriations over the prior four years. The waiver would be for programs that are already meeting quality benchmarks and would otherwise have to reduce enrolled Head Start slots to implement these requirements.

Staff Benefits

By August 1, 2028, the updated Performance Standards will require programs to provide or facilitate access to high-quality affordable health care coverage; offer paid leave; and offer access to short-term, free or minimal-cost behavioral health services for fulltime staff. For part-time staff, programs will be required to facilitate access to high-quality, affordable health care coverage. Programs will also be required to facilitate access to affordable child care and to the Public Service Loan Forgiveness program or other applicable student loan debt relief programs for any eligible staff members.

The final rule also includes flexibility for small agencies with 200 or fewer funded slots. As with wages, these small agencies must still make measurable improvements in benefits for Head Start staff over time.

Staff Wellness

The updated Performance Standards require programs to cultivate a culture of wellness that empowers staff as professionals and supports them to effectively accomplish daily job responsibilities in a high-quality manner. As part of this larger effort to promote the wellness of Head Start staff, by August 1, 2027, programs must provide each staff member with regular breaks during their work shifts that are of adequate length based on hours worked.

Mental Health

In the updated Performance Standards, mental health is integrated more intentionally and consistently across program systems to better support children, families, and staff. Programs are required to take a multidisciplinary approach to foster a program-wide culture of wellness. The Performance Standards also clarify the role and responsibilities of mental health consultants, and allow for behavioral health support specialists to be used in coordination with a mental health consultant. These changes address workforce shortages while maintaining a focus on high-quality, integrated mental health supports.

Other Quality Improvements

The updated Performance Standards enhance and clarify requirements in other topic areas to promote consistent high-quality services and support child well-being. These changes include:

- More reasonable caseloads for family service workers
- Promoting child safety in Head Start programs
- Preventing and addressing lead exposure in the water and paint of Head Start facilities
- Updates to the community assessment process
- Enhanced services for expectant families
- Requirements for programs to identify barriers to program enrollment and attendance, such as lack of transportation

Finally, the changes include some clarifications to promote better transparency and clarity of understanding for recipients.

Members of the Head Start community are urged to take the time to read the final rule in its entirety, including the section-by-section discussion of public comments. OHS will continue to provide [direction, guidance, and resources](#) that support our shared mission to prepare Head Start children and families for school and beyond.

Thank you for the work you do on behalf of children and families.

Sincerely,

/ Khari M. Garvin /

Khari M. Garvin
Director
Office of Head Start

See PDF Version of Program Instruction:

[Final Rule on Supporting the Head Start Workforce and Consistent Quality Programming](#) (41.24 KB)

Historical Document



Report

Agenda Date: 10/9/2024, Item No. 3

Youth and Education Office Quarterly Update

This report provides the Economic Development and Housing Subcommittee with an update on the Youth and Education Office outcomes and upcoming events.

THIS ITEM IS FOR INFORMATION ONLY

Summary

The Youth and Education Office builds connections between City services, community resources and public schools to ensure K-12 students receive the support needed to thrive. The office is dedicated to shaping the future of Phoenix youth by managing programs and events that help students develop personal, social and intellectual skills essential for success in school, life and work.

The COVID-19 pandemic caused unprecedented disruption to education in Phoenix, highlighting the need for additional support for students and families. According to 2023 assessment data, only 32 percent of Phoenix third graders are reading at grade level, compared to the statewide average of 41 percent proficiency on the Arizona third Grade English Language Arts assessment. This means approximately 14,000 Phoenix third graders are not reading at grade level.

The Read On Phoenix initiative refocused the community's efforts to reduce learning loss among young children and accelerate progress in school readiness and K-3 literacy outcomes. The initiative centers on four core areas: Kindergarten Readiness, Reading Proficiency by Third Grade, Family Engagement and Chronic Absenteeism.

Kindergarten Readiness and Family Engagement

Phoenix Families First Resource Centers (FRCs) provide safe community hubs for families with children from birth to age five, including pregnant mothers. These centers aim to strengthen families by offering information and referral services, free parent-child activities and parenting education. The four FRCs are in City facilities managed by the Library, Housing and Parks departments. In 2023-24, the centers served 2,402 unduplicated families and provided 1,760 referrals to community resources.

The Phoenix Great Start Program offers free admission to various educational and

cultural institutions for children in Title I schools before they enter kindergarten. The program emphasizes strong family engagement to ensure children are ready for kindergarten and reading at grade level by third grade. Parental involvement is crucial as it fosters early literacy development within the community. In 2023-24, the program served 2,220 children and their families across nine cultural and educational organizations, including the Phoenix Zoo, Arizona Science Center, Children's Museum of Phoenix, Desert Botanical Gardens, Musical Instrument Museum, Japanese Friendship Garden, Phoenix Art Museum and S'edav Va'aki Museum.

Reading Proficiency by Third Grade

The Experience Corps program helps improve third grade reading proficiency by providing structured, one-on-one tutoring sessions with adult volunteers aged 50 and older. The primary goal is to boost academic achievement through consistent, individualized tutoring. In 2023-24, the program operated in 11 school districts and 14 elementary schools, with 81 volunteers tutoring 326 students, leading to an average literacy growth of 86 percent from the beginning to the end of the school year. Given the high demand for reading support in Phoenix elementary schools, the program will expand to 14 districts and 18 schools in 2024-25, requiring additional volunteers to tutor outside their neighborhoods.

Literacy Hubs were also established in the Murphy and Cartwright School Districts to combat learning loss and enhance summer/out-of-school learning. Programs like Experience Corps tutoring and Kindergarten Bootcamp were implemented at Peralta and Sullivan Elementary Schools, alongside programs from community partners such as Southwest Human Development and Stand for Children. In 2023-24, these hubs served 1,923 students and their families.

Chronic Absenteeism

Chronic absenteeism by third grade can prevent students from reaching grade-level reading proficiency, a critical milestone that predicts future academic success. The Youth and Education Office partnered with the Governor's Office, school districts, state agencies, community partners and education stakeholders to form the Arizona Chronic Absence Task Force. This task force developed the Arizona Chronic Absence Resource Guide, which outlines evidence-based strategies for preventing absenteeism and re-engaging students and families. In collaboration with Valley of the Sun United Way, the office also helped create online toolkits to connect families with resources and improve communication, ultimately increasing student attendance.

Upcoming Activities. In October 2024, business and community leaders will return to school for the annual Partner with a Principal program. Corporate executives and community leaders will work with public, charter, and private school principals to

discuss forming lasting partnerships that improve education quality, workplace readiness, and leadership development. Sixty-five businesses have been paired with 65 Phoenix schools, and the program will conclude with a celebration luncheon on November 8, 2024, hosted by Grand Canyon University.

On October 24, 2024, all four FRCs will participate in Jumpstart's Read for the Record, the world's largest shared reading event. This event promotes early literacy and supports children's language and social-emotional development. Participating families will receive a copy of the book Piper Chen Sings to encourage further a love of reading and learning within the community.

On November 13, 2024, the 2nd Annual Meet the Mighty Machines event at the Burton Barr Family Resource Center will offer young children and their families an interactive educational experience. Children will engage in hands-on activities with various trucks and machinery and interact with law enforcement officers, helping them better understand their community and its roles. These early learning experiences are critical for building foundational skills, supporting school readiness, and fostering social-emotional growth.

Responsible Department

This item is submitted by Deputy City Manager Inger Erickson and the Youth and Education Office.



Report

Agenda Date: 10/9/2024, Item No. 4

City of Phoenix Naloxone Program Annual Report

This report serves as an update for the Economic Development and Housing Subcommittee on the progress of the City's Naloxone Program from the first year of the program implementation.

THIS ITEM IS FOR INFORMATION AND DISCUSSION.

Summary

In August of 2021, the City of Phoenix joined cities, towns, and counties across Arizona in signing on to the One Arizona Opioid Settlement Memorandum of Understanding (“One Arizona agreement”). The One Arizona Agreement outlines the distribution of the estimated \$542 million dollars that Arizona will receive over 18 years. As part of the spending framework, 56 percent of the total settlement will be disbursed to local governments and 44 percent of the total settlement will remain with the State to fund future opioid programs and response efforts. The City of Phoenix receives 21.28 percent of the funding received by Maricopa County, which is dispersed annually. Phoenix accounts for majority of fatal overdoses within Maricopa County, most of which involved opioids. Under the One Arizona Agreement, funds must be used for nationally recognized, evidence-based and evidence-informed strategies that address:

- Prevention of co-occurring substance misuse.
- Support for people in treatment and recovery.
- Prevention of overdose deaths and other harms.
- Support for people who have or are at risk of developing a Substance Use Disorder.

The City of Phoenix Naloxone Program

Naloxone, commonly known as the brand Narcan®, is a type of medication that can reverse an opioid overdose. Naloxone is an evidence-based, nationally recognized tool to prevent opioid overdose deaths.

The goals of the Naloxone Program include:

- Increasing knowledge of the signs and symptoms of opioid overdose.
- Increasing awareness of the use of Naloxone for opioid overdose.

- Increasing accessibility of Naloxone.
- Increasing efficacy for responding to overdose.
- Decreasing stigma associated with overdose.
- Decreasing overdose fatalities in Phoenix.

Naloxone Program Outcomes

As of August 2024, the City of Phoenix Naloxone Program has distributed over 10,500 Naloxone kits.

Distribution

The City of Phoenix Naloxone Program provides overdose reversal kits and training on opioid overdose. The training covers how to administer Naloxone along with increasing the accessibility and availability of Naloxone through the following distribution methods:

1. Administration: Employees and non-employee volunteers elect to carry Naloxone or have quick access to Naloxone for overdose response.
2. Take-Home: Free Naloxone kits are made available through participating City of Phoenix departments at physical City locations.

The following City departments were on boarded to the Naloxone Program in the fourth quarter of Fiscal Year 2023-24:

- Administration: Parks and Recreation.

In addition, the following City departments, offices and functions continue to support and participate in the Naloxone Program.

Administration only

- Aviation
- Municipal Court
- Homeless Solutions

Take-Home and Administration

- Community Assistance Program
- Family Services Center
- Head Start
- Housing
- Human Resources
- Library

- Neighborhood Services
- Heat Response and Mitigation
- Senior Services

Opioid Overdose and Naloxone Training

Public Health staff developed the opioid overdose and Naloxone training in collaboration with Phoenix Fire, Human Resources, Phoenix TV, Communications and PHXYou. All City employees and non-employee volunteers are encouraged to complete the training. In the program's first year, over 2,900 employees and non-employee volunteers completed the Opioid Overdose and Naloxone Training.

Collaboration with VolunteerPHX

All Naloxone is distributed via kits packed through our partnership with VolunteerPHX. Each Naloxone kit includes two does (4 mg) of Narcan® nasal spray, one pair of nitrile gloves, one breathing shield for CPR rescue breaths, and instructional pamphlet in English and Spanish. Volunteers continue to play a crucial role in the program's success, in the programs first year in collaborating with VolunteerPHX, corporate groups engaged in Naloxone kits assembly include the National Forum for Black Public Administrators, Bank of American, Epiq, Brilliant Bridal, Interwell Health, Amazon, Dominion, and Door Dash. This collaboration resulted in:

- Over 200 volunteers.
- Over 200 hours of dedicated service.
- Assembly of over 7,500 naloxone kits.

Financial Impact

The Naloxone Program is funded through the City of Phoenix allocation of the One Arizona Opioid Settlement dollars. Naloxone is an approved abatement strategy to prevent overdose deaths and associated harms. In the first year of the program, \$90,023.29 was spent on the Naloxone Program. There is no impact to the General Fund.

Responsible Department

This item is submitted by Assistant City Manager Lori Bays and the Office of Public Health.



Report

Agenda Date: 10/9/2024, Item No. 5

Consideration of a Possible Shopping Cart Restrictive Device Ordinance

This report provides the Economic Development and Housing Subcommittee information on what cities are doing to reduce abandoned shopping carts and seeks direction on a possible new ordinance to require restrictive devices to prevent the removal of shopping carts from retail premises.

THIS ITEM IS FOR DISCUSSION AND POSSIBLE ACTION.

Summary

Abandoned shopping carts continue to be a point of frustration and blight across the City. While most retailers have shopping cart collection contracts, they fail to prevent the removal and discarding of shopping carts beyond the property bounds. In Fiscal Year (FY) 2023-24, Neighborhood Services Department (NSD) staff retrieved 7,851 abandoned shopping carts; 75 percent, or 5,923, were carts collected from retailers with an established cart retrieval contract and 25 percent, or 1,928, were retailers without a contract.

Staff researched the five largest U.S. cities (New York City, Los Angeles, Chicago, Houston, and Philadelphia) and eleven Arizona cities/towns (Avondale, Chandler, Gilbert, Glendale, Maricopa, Mesa, Peoria, Scottsdale, Surprise, Tempe and Tucson) to determine if they have an abandoned shopping cart ordinance and if locking mechanism devices are required. In summary:

- Seven cities did not have an ordinance in place (Houston, Chandler, Gilbert, Mesa, Scottsdale, Surprise and Tempe)
- Of the nine cities with an ordinance, four cities have locking mechanism requirements and require identification/signage on the carts (Avondale, Glendale, Maricopa, and Peoria); four cities impose fines and/or imprisonment to anyone convicted of removing a shopping cart from the business premises (New York City, Los Angeles, Chicago, and Philadelphia); one city imposes a \$30/cart charge to the retailer (Tucson)

Since 2005, the City of Phoenix has charged for abandoned shopping carts returned to retailers by the City's contractor. Currently, the fee is \$50 for retailers without their own shopping cart retrieval contract, and \$25 for retailers with their own shopping cart

retrieval contract. Should the City Council desire to enact a new ordinance requiring restrictive devices to prevent the removal of shopping carts from retail premises, staff recommends the new ordinance require retailers to register with NSD.

Registration would include:

- Certification that retailers have complied and a description of the restrictive device used;
- The number of carts provided or utilized by the retailer, per location;
- Any current cart retrieval contracts (if in place);
- Annual renewal.

Enforcement action could result if:

- The retailer is not registered;
- No restrictive device is installed on carts or if an installed mechanism differs from the registry description;
- The restrictive device is not working (not effective or preventing abandoned carts);
- The retailer has more carts than identified in registry.

Responsible Department

This item is submitted by Deputy City Manager Alan Stephenson and the Neighborhood Services Department.



Report

Agenda Date: 10/9/2024, Item No. 6

2024-28 Local Workforce Development Area Plan

Request the Economic Development and Housing Subcommittee recommend approval of the Local Workforce Development Area Plan (Local Plan) for Program Years 2024-2028 and authorization for the City Manager, or his designee, to submit the approved Local Plan to the Workforce Arizona Council, the statewide workforce board, by November 2, 2024.

THIS ITEM IS FOR DISCUSSION AND POSSIBLE ACTION.

Summary

The Workforce Innovation and Opportunity Act (WIOA) is the federal law that governs the ARIZONA@WORK system and it is designed to integrate services to support businesses and job seekers through strategic cross-sector partnerships. It envisions connecting workforce, education, and economic development entities to ensure strategic leveraging of resources and optimum results. The law addresses the needs of customers through a comprehensive system that provides access to employment, education, training and support services. Section 102 of WIOA and 20 Code of Federal Regulations (CFR) Section 679.500-560 requires the Phoenix Business and Workforce Development Board (Board) to develop and submit to the State, in partnership with the City of Phoenix Mayor and Council (Chief Elected Officials), a comprehensive four-year Local Plan on the current and projected needs of the ARIZONA@WORK City of Phoenix system. The law emphasizes the importance of collaboration and transparency in the development and submission of the Local Plan.

The Local Plan is a four-year action plan to develop, align, and integrate service delivery strategies and resources across the ARIZONA@WORK City of Phoenix system. The Local Plan must support achievement of Arizona's vision, goals, and strategies as outlined in the State Plan and is implemented as a business-led, results-oriented, and integrated system. It includes an in-depth analysis of current economic conditions in Phoenix and considers the economic and employment trends over the Local Plan's life. The economic conditions analysis includes an evaluation of in-demand industries and occupations in Phoenix, as well as strategies to meet the needs of job seekers and employers. This is described in WIOA Section 108 (a) and the contents of the Local Plan are described in WIOA Section 108 (b) and 20 CFR

679.560.

The Local Workforce Plan for 2024-28 incorporates the current economic landscape and short term economic and employment projections to outline strategies for workforce programs serving adults, youth, and dislocated workers. The plan focuses on enhancing employment opportunities, supporting local businesses, and fostering economic growth in alignment with nation and state workforce goals. The Plans has been available for public comment on the Arizona at Work City of Phoenix website September 23 through October 3, 2024.

The Local Plan was developed in collaboration with stakeholders and includes input from the Board, workforce partners, education providers, and residents of Phoenix. The Local Plan supports the workforce goals of the Workforce Arizona Council as well as the City's Community and Economic Development strategic plan.

If approved, the Local Plan will be effective on January 1, 2025.

Financial Impact

There is no impact to the General Fund as a result of this action.

Concurrence/Previous Council Action

The 2024-28 Local Workforce Development Area Plan was approved by the Phoenix Business and Workforce Development Board on September 25, 2024.

Public Outreach

The Local Workforce Development Area Plan was made available to the public electronically (<https://arizonaatwork.com/locations/city-phoenix/plans>), through social media platforms, and by other means such as open meetings and news media from September 23 to October 3.

Responsible Department

This item is submitted by Deputy City Manager John Chan and the Community and Economic Development Department.