TOWN OF BRECKENRIDGE

BRECKENRIDGE CHILD CARE ADVISORY COMMITTEE
Monday, March 24, 2014; 3:00 PM
Stephen C. West Ice Arena

For additional information, contact Laurie Best, Long Range Planner III, at 970-547-3112.

CALL TO ORDER

ROLL CALL

MINUTES

DISCUSSION/ACTION

NEXT MEETING

ADJORN

Breckenridge Child Care Advisory Committee (workplan) updated March 2014	Date Completed

Guiding Principles

- Families of all incomes can live, work, and raise a family in Breck to support a year round economy
- The program supports and insures an engaged and available workforce and a real Town
- Quality child care is accesible and affordable to local workforce
- There is sustainable funding for the program
- There is efficient delivery of child care
- There is oversite and accountability
- There are measures of success

Review Other Communities Models (Boulder, Denver, Aspen, Seattle)

Review Funding Options

Recommendation to the Council -model and funding

Measure of success and acountability

Define Quality-Need a definition

Define Affordability-What is affordable in Breck?

- Need to update family profiles-what can locals afford?
- AMI accurate measure?
- Self sustainability standards
- What is the gap?

Short term funding-2015

- Review fund balance-Council conversation in April/May (before June)

Issues with 2B-voter survey

- 3 tax questions
- scholarship program
- Town fund balance
- sales vs property
- no public support for childcare

CCCAP Issues and Impact on Town Funds

- Reimbursement Rates (Steamboat and Aspen much higher)
- General Administration Expenses/challenges
- Payment Policies

Cost of Care in Summit County/Breck

- Why is Colorado the 5th most expensive relative to income?
- Is there a cap for Breck rates?
- Parents and the High Cost of Care Report (Childcare Aware 2013)
- Efficiencies at the Centers

Implementation

Outreach/Education/Marketing

- Messages include workforce, early education benefits, community-wide benefits-RO
- Empirical Evidence
  - Economic Impact
  - ROI
  - Crisis prior to program

Long Term Oversite of Program

What is the Gap? Families monthly out-of-pocket expenses based on 1 child in care (2013)

The families' out-of-pocket expenses must be paid first before tuition assistance is awarded. This chart is based on one infant/toddler 4 days per week care.

Family Size	60% AMI	80% AMI	100% AMI	120% AMI	150% AMI
2	$3,685 monthly income 12% of income spent $1,161 full tuition $442 family share **$650 tuition assistance*** **$69 additional parent**	$4,913 monthly income 12% of income spent $1,161 full tuition $590 family share **$571 tuition assistance**	$6,142 monthly income 12% of income spent $1,161 full tuition $737 family share **$424 tuition assistance**	$7,370 monthly income 13% of income spent $1,161 full tuition $958 family share **$203 tuition assistance**	$9,213 monthly income 14% of income spent $1,161 full tuition $1,198 family share $0 tuition assistance
3	$4,145 monthly income 12% of income spent $1,162 full tuition $497 family share **$650 tuition assistance*** **$14 additional parent paid**	$5,526 monthly income 12% of income spent $1,162 full tuition $663 family share **$498 tuition assistance**	$6,908 monthly income 12% of income spent $1,162 full tuition $829 family share **$332 tuition assistance**	$8,290 monthly income 13% of income spent $1,162 full tuition $1,078 family share **$83 tuition assistance**	$10,362 monthly income 14% of income spent $1,162 full tuition $1,451 monthly out-of-pocket $0 tuition assistance
4	$4,605 monthly income 12% of income spent $1,161 full tuition $553 family share **$608 tuition assistance**	$6,140 monthly income 12% of income spent $1,161 full tuition $737 family share **$424 tuition assistance**	$7,675 monthly income 12% of income spent $1,161 full tuition $921 family share **$240 tuition assistance**	$9,210 monthly income 13% of income spent $1,161 full tuition $1, 161 family share $0 tuition assistance	$11,513 monthly income 14% of income spent $1,162 full tuition $1,162 family share $0 tuition assistance
5	$4,975 monthly income 12% of income spent $1,161 full tuition $597 family share **$564 tuition assistance**	$6,634 monthly income 12% of income spent $1,161 full tuition $796 family share **$365 tuition assistance**	$8,292 monthly income 12% of income spent $1,161 full tuition $995 family share **$166 tuition assistance**	$9,950 monthly income 13% of income spent $1,161 full tuition $1,161 family share $0 tuition assistance	$12,438 monthly income 14% of income spent $1,161 full tuition $1,161 family share $0 tuition assistance

*$650 is the maximum scholarship award per child under the current program guidelines. The parent will pay the difference not covered by the tuition assistance as part of their co-pay. **Note: Families served by the Breck program 24%>60%AMI, 28%>80%AMI, 23%>100%AMI, 18%>120%AMI, 7%>150%AMI**

What is the gap? Families monthly out-of-pocket expenses based on 2 children in care (2013)

The families' out-of-pocket expenses must be paid first before tuition assistance is awarded. This chart is based on 1 infant/toddler and 1 preschool child each attending 4 days per week of care.

Family Size	60% AMI	80% AMI	100% AMI	120% AMI	150% AMI
3	$4,145 monthly income 13% of income spent $2,103 full tuition $539 family share **$650 tuition assistance per child*** **$362 additional parent paid**	$5,526 monthly income 13% of income spent $2,103 full tuition $718 family share **$650 tuition assistance per child*** **$183 additional parent paid**	$6,908 monthly income 13% of income spent $2,103 full tuition $898 family share **$650 tuition assistance per child*** **$3 additional parent paid**	$8,290 monthly income 14% of income spent $2,103 full tuition $1,161 family share **$520 tuition assistance per child**	$10,362 monthly income 15% of income spent $2,103 full tuition $1,554 family share **$324 tuition assistance per child**
4	$4,605 monthly income 13% of income spent $2,103 full tuition $599 family share **$650 tuition assistance per child*** **$302 additional parent paid**	$6,140 monthly income 13% of income spent $2,103 full tuition $798 family share **$650 tuition assistance per child*** **$103 additional parent paid**	$7,675 monthly income 13% of income spent $2,103 full tuition $998 family share **$602 tuition assistance per child**	$9,210 monthly income 14% of income spent $2,103 full tuition $1289 family share **$456 tuition assistance per child**	$11,513 monthly income 15% of income spent $2,103 full tuition $1,726 family share **$238 tuition assistance per child**
5	$4,975 monthly income 13% of income spent $2,103 full tuition $647 family share $650 **tuition assistance per child*** **$254 additional parent paid**	$6,634 monthly income 13% of income spent $2,103 full tuition $862 family share **$650 tuition assistance per child*** **$39 additional parent paid**	$8,292 monthly income 13% of income spent $2,103 full tuition $1,078 family share **$562 tuition assistance per child**	$9,950 monthly income 14% of income spent $2,103 full tuition $1,393 family share **$404 tuition assistance per child**	$12,438 monthly income 15% of income spent $2,103 full tuition $1,866 family share **$168 tuition assistance per child**
6	$5,345 monthly income 13% of income spent $2,103 full tuition $695 family share **$650 tuition assistance per child*** **$206 additional parent paid**	$7,127 monthly income 13% of income spent $2,103 full tuition $927 family share **$637 tuition assistance per child**	$8,909 monthly income 13% of income spent $2,103 full tuition $1158 family share **$521 tuition assistance per child**	$10,690 monthly income 14% of income spent $2,103 full tuition $1,497 family share **$352 tuition assistance per child**	$13,363 monthly income 15% of income spent $2,103 full tuition $2,004 family share **$99 tuition assistance per child**

*$650 is the maximum tuition assistance per child under current program guidelines. The parent will pay the difference not covered by the tuition assistance as part of their co-pay.

Child Care Subsidy Models/Options (updated March 6, 2014)

Programs Options:	Program Elements/Focus	Pro/Cons/Notes (accountability, efficiency, quality, affordability, feasibility, cost containment, sustainability)
Breckenridge (current)	Funding for tuition assistance directly to Center based on individual family gap (=25% of Center revenue) Needs based tuition assistance Administered by non-profit (ECO-5% fee) $600,000/year 153 families (48-66% of families in care) Focus on workforce	Pro: high level of scrutiny, everyone benefits, true cost is quantified, tax payer dollars go to cost burdened familie at all incomes-similiar model to our housing programs, benefits all workforce even those that don't get a scholarship, not medley in the Center operations Cons: it is a benefit to all taxpayers, but the message is that only certain families get help easy to perceive that there are abuses, time consuming, stratifies community, only available to some families, encourages families to use free days, is there sufficient oversite of the programs/Centers themselves, no incentive for the Centers to control costs or seeks efficiencies thru Central Admin
Breckenridge Option 1	Direct funding to Centers to be administered by the Centers. Centers decide how to distribute-similar to other non-profit support-what conditions? Aspen tried this initially-left much of the choice to the Centers	Pro: everyone gets the benefit, cost of care more affordable to everyone, less administration , Town is not in the business of childcare, Centers have independence, sends the message that childcare benefits everyone Con: cost of admin gets shifted to Centers, hides the true cost, subsidies for wealthy, accountability issues, focus is not on family or workforce
Breckenridge Hybrid	Funding to a new non-profit established for Early Education Oversite/Admin Some of the funds to be allocated to Center for general operation (teacher salaries, capital, prof development, quality initiatives, etc. and some funds to be used for tuition assistance for lower income families)	Pro: needs based support to lower income households with direct support that benefits all users, may provide some opportunity to reduce costs w Central Admin, accountability is solid Cons: sliding scales allow people to fall thru the holes, public money going to capital/boilers rather than families might not be as easy a sale, does it meet the goal of insuring affordable access to middle class families, administrative burden if there is no sustainable funding, hides true cost, is their a limit to how high the rates go and how do you avoid diminish quality-NEED COST BENEFIT ANALYSIS OF CENTRAL ADMIN
Countywide Tuition Assistance	Housing Authority Model	Pro: community equity based on individual community contribution and benefit, real bang for our buck as the kids all come together at middle school
No Public Support For-profit Centers	Check with other resort communities to evaluate the impact on workforce-also check condition of Breck workforce prior to implementation of the program in 2008 (empirical evidence)	Check with other communities- ie: Telluride vs Aspen (note: middle class doesn't live in either of these communities)
Other models?		

Child Care Subsidy Models/Options (updated March 6, 2014)

Pro/Cons/Notes (accountability, efficiency, quality, affordability, feasibility, cost containment, sustainability)

Other Communities

Boulder Cliff/GAP	Tuition assistance directly to Center Based on indivdual family gap Oversite by an Advisory Committee Human Resource Department Boulder Town Council City Budget Human Services Fund low income focus	
Aspen-Financial Aid	Tuition assistance directly to Center Based on indivdual family gap Advisory Board and Town Council Town Sales Tax- .45% expires in 2038 (split w/ housing) $1.6m annually to Childcare $375 annually for financial aid for 400% poverty level 50 families on aid which is 10% of families Focus on workforce Local rates up to $150 day City of Aspen Dept-7 FTEs on childcare support including professional development, infant/toddler support, quali-star Centers paid quartely Some Centers share space-Yellow Building and pay the Town rent	
Denver Preschool Model	Pre-school only-vouchers/credits $34-$1000 monthly per child depending on family circumstances and provider credentials $10m annually (80% for tuition credits, 5% adminstration, 15% program operation and evealutaion) includes evaluation to quantify impacts approved by denver voters in 2006 (.12 cent sales tax) program focus is low income (58% recepients with income less than $30,000 and 8% income of $70,000+)	Rewards quality programs-Star Rated based on learning environment, staff training /education, ratios, family participation, accreditation

Funding Models

Countywide	Summit Housing Authority/Right Start
Town of Breckenridge	Non-profit ie Breckenridge Heritage Alliance/Cultural Arts
Town Department	Recreation Center
Public School Model	Property Tax/State/Fees/Fundrasing
Non profit Higher Ed	Public subsidy/Tuition
Social Impact Bonds	

CITY OF BOULDER
HUMAN SERVICES DEPARTMENT

IS THE COST OF CHILD CARE A PROBLEM FOR YOU?

If you're having trouble affording the child care you want for your children, the *Child Care Subsidy and Referrals Program (CCSR)* might be able to help. The Program is designed to give families with low income greater options for choosing child care that meets their family's needs.

WHO IS ELIGIBLE FOR THE CHILD CARE SUBSIDY AND REFERRALS PROGRAM?

- You must live in the City of Boulder or Longmont for Gap and City of Boulder for Cliff
- You must need child care because you are working or enrolled in an eligible training or educational activity
- You must be a participant in the Colorado Child Care Assistance Program (CCCAP) to Receive Gap benefits **or** have a household income within the following limits for Cliff benefits :

For family size of :	2	3	4	5	6	7
Monthly gross income must be less than to qualify for Cliff benefits	**\$3,782**	**\$4,772**	**\$5,762**	**\$6,752**	**\$7,742**	**\$8,732**

HOW DOES THE CHILD CARE SUBSIDY AND REFERRALS (CCSR) PROGRAM WORK?

- ***If your family is enrolled in CCCAP,*** the *CCSR Program* will make sure that your child care provider is reimbursed the Gap between the CCCAP rate and the average market rate. While you won't see any direct financial benefit, the extra money paid to your provider will help to improve the availability of care for your children. You may find that more providers are willing to accept the CCCAP payment when they know they will receive the Gap payment.

- **If your family income fits the chart above but you are not eligible for the CCCAP program**, the CCSR Program may pay a portion of your monthly child care costs. The payment is made directly to your child care provider and you pay the rest of the fee.

HOW DO I APPLY FOR Gap or Cliff?

Call the City of Boulder Children, Youth and Families Division, CCSR Program at (303) 441-3564

Child Care Subsidies - CLIFF

The Child Care Subsidy and Referral Program (CCSR) provides financial assistance to qualifying low-income families in Boulder, who are not eligible for CCCAP/Gap. Cliff subsidies are contingent on available funds.

Who is eligible?

- You must be either working or in an eligible school/training activity to be eligible for the Cliff subsidy.
- You must live in the City of Boulder.
- Redetermination of eligility is completed every six months. You may be eligible for a total of 72 months of Cliff benefits from the CCSR Program.
- You must meet income requirements.

What do you need to apply for Cliff?

- Proof of residency in the City of Boulder: a copy of recent telephone bill, lease or other public service
- Completed application form
- Mail the information to:

  Child Care Subsidy and Referral Program
  2160 Spruce St.
  Boulder, CO 80302

When we have received these materials , we will contact you for an appointment. You will need to bring with you to the meeting the following items:

- For each member of the household who is employed: copies of all paychecks or stubs from the last three months OR a letter from your employer listing your gross income per pay period, the number of hours you work per week, how often you are paid and your rate of pay per pay period.
- For each member of the household who is in school/training: A letter from the school indicating that you are currently enrolled, when you are expected to finish your training, the program you are enrolled in, the skill/diploma/certificate you will obtain.
- Self employed adults will need to provide a copy of your most recent IRS statement.

Once you are enrolled...

- Based upon your income and family size, we calculate the amount that you will pay to your child care provider. This is called the family fee. The CCSR will pay all costs beyond your family fee.
- Your provider is going to start receiving a monthly check from the CCSR program. The Cliff payment is made directly to your child care provider.
- You are responsible for paying the family fee directly to the provider.
- Your authorization for the Cliff program will begin the first day of the month in which you are enrolled on the program only if you have not already paid the child care fees for that month. If you have paid the fees for the month, payment will begin the next month.
- Each time you enroll or re-certify with the Cliff program, you will receive a new Payment Certificate that lists your child's name, the child care provider, the amount we will pay to the child care provider, and the dates you are eligible for the program. Please keep this Payment Certificate for your records.
- You are responsible for notifying the CCSR program within 30 days of any changes to your circumstances such as new address, new telephone number, new child care provider, or different child care schedule. Failure to inform the program of these changes can result in disenrollment from the program and payment of any fees accrued once disenrolled.

For more information call 303-441-3564 or email CCSR@bouldercolorado.gov.

Child Care Financial Assistance Resources

- CCCAP - Boulder County
- CCCAP - Colorado
- Cliff
- Cliff or Gap Application (Bilingual)
- Cliff or Gap Eligibility Requirements (Bilingual)
- Gap

Location:

2160 Spruce St.
Boulder, CO 80302

Contact:

Augenblick, Palaich and Associates, Inc.

An Evaluation of the Denver Preschool Program: 2009-10

Prepared by

Augenblick, Palaich and Associates, Inc.

Denver, Colorado

October, 2010

Table of Contents

Executive Summary

The Denver Preschool Program (DPP) was created to encourage the families of children in the year before kindergarten to voluntarily participate in quality preschool programs and thus increase the likelihood that children will be successful in kindergarten and beyond. Denver voters approved the Preschool Matters initiative in November 2006. Under this ballot initiative, the city collects a .12 cent sales tax which is earmarked for DPP. Beginning in January 2007, Denver expected to collect about $11 million annually. Actual collections totaled $10.2 million in 2009 and are expected to reach $10.7 million in 2010. The vast majority of this revenue, 80%, is used to provide tuition credits to the parents of children in the last year of preschool and to provide grants to preschools to improve the quality of the programs they offer. Five percent is used to administer the program and the remaining 15% is paid to contractors to undertake program operations and to evaluate the program.

This report summarizes the results of the third-year evaluation of DPP which was performed by Augenblick, Palaich and Associates Inc. (APA) in partnership with the Clayton Early Learning Institute. The goal of this annual evaluation is to provide DPP with information about how well the program is achieving its objectives. During the 2009-2010 school year, APA worked with DPP's staff, board and partners to collect data. Throughout the year this data was used to identify ways to make mid-course adjustments and ensure that the program's systems were as effective and efficient as possible.

In less than four years, DPP has grown from a highly contested but successful ballot initiative into an important presence in preschool education in the city of Denver. During this time, DPP staff, board members and operating partners have worked hard to create an environment favorable to the development of the program. The success of their efforts is shown by the increasing number of families and providers participating in the program. Through June 2010, the following milestones had been achieved:

- A total of 164 providers, operating at 273 sites with 566 classrooms serving DPP enrolled students, were on track to be approved as DPP providers;[1]
- A total of 5,921 children in 2009-10 received approval for DPP tuition credits;
- Of the 273 sites on track to become DPP approved, 257 had received their approval. Of these, 54 had received a Qualistar rating of 4 Stars, and 138 sites had received a Qualistar rating of 3 Stars, the two highest ratings; and
- A total of 127 classrooms at 74 sites completed the re-rating process.

The number of families that received approval for DPP tuition credits varied across income tiers, by primary language spoken at home and by geographic region of the city. On surveys, in focus groups, and

[1] A provider is a label used by DPP to describe the organizations that run preschool programs in either a single building or multiple buildings. Individual building locations are called sites. For example, Denver Public Schools is considered one provider that in 2009-2010 operated over 80 ECE (preschool) sites.

in interviews with DPP participants, parents and providers repeatedly described the early learning environment for four year olds as exciting and positive.

Another important indicator of DPP's success in 2009-2010 is the number of sites that engaged in the Qualistar process for the first time. A significant number of preschool sites, 27, joined this process to improve the quality of services they offer to families and children. This is similar to the number that entered the process in 2008-2009, 39.

The 2009-2010 year also saw the first classrooms that had been Qualistar rated go through the re-rating process. DPP requires that sites go through the re-rating process with Qualistar every two years. This year 127 classrooms at 74 sites completed the re-rating process. Forty percent of the sites increased their star rating, while 56% stayed the same and four percent decreased their rating. At the classroom level, only nine percent of classrooms that went through the re-rating process saw a decrease in their Qualistar rating.

In this third year of the program, staff, board members and operating partners continued to conduct business in an effective manner in an economic environment that was extraordinarily challenging. The Program was focused and responsive while operating within difficult fiscal constraints. Based on data collected from numerous points of contact between the program and the Denver community, the evaluator concluded that DPP has a very solid base of public support among the program's core constituents. This good will among core constituents opens channels of communication, encourages families from all income tiers to participate in the program, and encourages providers to improve the quality of the services they offer.

The program faces several challenges in the coming years that are critical to the continued success of the program:

- ***Managing DPP's finances and tuition credits offered in difficult financial times.*** DPP is a unique program in Denver. It has a dedicated income stream, a limited fiscal reserve, with a demand for its services that changes from year to year. Staff and board members interviewed this year expressed a belief that the organization's business management practices were up to the task of managing the program's explosive growth and changing financial circumstances. Whether these beliefs are validated over time will be examined in future evaluations. The management systems and forecasting tools in place today are working and are viewed as functioning much more smoothly than in any past year of the program's operation.

- ***Strengthening DPP's partnership with Denver Public Schools (DPS).*** DPP's partnership with DPS is a unique and strong relationship that is becoming more efficient. DPS has expanded the operating hours of its preschool (ECE) services and enhanced the quality of it program. DPP's focus on quality and the tuition credit program have been instrumental in encouraging DPS to make these changes. This partnership has brought high quality preschool programming to significant numbers of lower-income and language-minority families.

  The DPP-DPS joint registration process in 2009-2010 ran significantly more smoothly than in the previous year. The interaction between DPS and ACS, DPP's registration contractor, was characterized as very good from both sides. The only remaining concern is the handling of birth certificates. The practice of allowing a parent to register a child using a nick name rather than the child's official name, for example, enrolling a child as "Johnny" rather than Jonathan, can result in future record keeping problems. Both sides are working to address this concern.

Parental understanding of the role that DPP plays in supporting the school district's effort is a continuing area of concern. In addition, other providers are particularly interested in how DPS' participation in DPP affects the Denver market for preschool services. Sound evaluation data and good communication are needed to keep this relationship mutually beneficial.

- ***Identifying methods for attracting additional home providers into DPP.*** DPP has made exceptional progress in finding a way to encourage DPS and the vast majority of community providers to participate in the program. Though they enroll fewer students, licensed home providers are the "last frontier" for DPP. Home providers offer a number of reasons for not participating in DPP including not having a steady supply of children in the year before kindergarten and not being able to spend the time away from their business needed for staff development and training. If DPP is serious about recruiting home providers, different approaches that accommodate the needs of these providers will be needed.

- ***Continuing to recruit providers that serve culturally and linguistically diverse families.*** This was also an area of recommended concentration in last year's evaluation report. Again this past year, due in large part to the slots available through DPS, DPP was successful in recruiting large numbers of language-minority families into the program. This is excellent news and much appreciated. Based on the evaluator's conversations with home providers in primarily Spanish language neighborhoods and with Spanish language parents in the focus group, the evaluator concluded that parents and providers not involved with the Program through DPS have less information about DPP and do not understand the program as well as those who have a connection with DPS. In the coming year, the recruiting emphasis should again focus on smaller community and home providers that effectively serve culturally and linguistically diverse families.

In short, DPP is realizing its goals and its board members and staff report that DPP is managing its financial resources well. In 2009-2010, the following conclusions can be drawn.

- More high-quality preschool programs, providers and sites operated in Denver than ever before.
- More children are participating in those high-quality preschool programs.
- Finally, there is even more diversity among participating children than in previous years of the program.

DPP is now within a few hundred students of serving 6,500 children that were projected to participate in the program when the ballot initiative was proposed in 2006.

Description of the Denver Preschool Program (DPP)

The Denver Preschool Program (DPP) was created to encourage the families with children in the year before kindergarten to voluntarily participate in quality preschool programs so that children can be successful in kindergarten and beyond. Denver voters approved the Preschool Matters initiative in November 2006. Under this ballot initiative, the city collects a .12 cent sales tax, the revenue from which is set aside for DPP. Beginning in January 2007, the city has collected between $10 and $11 million annually for the program, 80%, is used to provide tuition credits to the parents of children in the last year of preschool and to provide grants to preschools to improve the quality of the programs they offer. Five percent is used to administer the program and the remaining 15% is paid to contractors to undertake program operations and to evaluate the program. Although DPP began operating midway through the 2007-2008 school year, it did not become fully operational until the 2008-2009 school year. Thus the 2009-2010 school year is DPP's second year as a fully operational program.[2]

Program Design

DPP operates on the premise that preschool plays an important role in the behavioral and academic development of children and that participating in a high-quality preschool experience, even for only one year on a part-time basis, can have a long-term positive impact on a child.[3] To promote the twin goals of encouraging families to enroll their eligible children in preschool and encouraging preschool providers to improve the quality of the services they offer, DPP provides several different types of assistance. Assistance is distributed both directly and indirectly in the following ways: (1) a DPP tuition credit to preschool providers on behalf of families, which reduces the tuition costs families must pay to enroll their children in preschools; (2) a mini-grant to preschool providers, which pays for approved supplies and materials that improve the quality of their classrooms; (3) professional development and education scholarships for preschool staff that are designed to improve their knowledge and skills; (4) financial support in the form of paying for the quality rating assessment that would have previously been charged to the preschool provider; and (5) financial support to an organization that provides hands-on assistance and coaching to preschool providers to guide them through the quality improvement process.

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[2] For the purpose of this report, the 2007-08 school year will be referred to as 2008; the 2008-09 school year will be referred to as 2009; and the 2009-10 school year will be referred to as 2010.

[3] Research exists to support this premise. For example, studies of the impacts of a controlled experiment in providing preschool in Ypsilanti, Michigan, between 1962 and 1967, with follow-up examinations of participants as recently as 2005, have shown that a quality preschool program can have long-term impacts on academic achievement in school as well as economic success later in life. Research suggests that the best results are associated with programs that emphasize language; emergent literacy; early mathematical skills; motor, social, and emotional development; health and nutrition; and parental involvement. A study of the North Carolina Abecedarian Project, a randomized trial of child care with a longitudinal follow-up to adulthood, showed that, as compared to children who did not participate in the program, 94% more participants never repeated a grade; 31% more participants graduated from high school by age 19; and 177% more participants attended college (see References).

The DPP tuition credit is an amount of money available for children of Denver residents enrolled in qualified preschool programs the year before kindergarten. The size of the credit, which ranges from $34 to $1,000 per month, is determined by the following four factors:

1. The typical cost to run a preschool program at each of four different **quality levels.** This cost is set by DPP;

2. A family's **income level and size;**

3. The amount of time a child attends preschool which takes into consideration **attendance** rates and **extended-time** versus **full-time** versus **part-time status;** and

4. **Other support** available to the family to pay for preschool.

A unique tuition credit for each child is calculated based on the above factors. In order to obtain a tuition credit, the child's family first applies to DPP. Applications are then reviewed by a DPP contractor, ACS, to verify income, determine whether the child will attend full-time or part-time, and ascertain whether or not there are other sources of revenue available to the family to assist with paying for preschool. If funds to help pay for preschool tuition are also available from other sources such as Head Start, the Colorado Child Care Assistance Program (CCCAP) and the Colorado Preschool Program (CPP), the size of the DPP tuition credit is reduced by the amount provided by the other source. Once it is determined that the family and child are eligible to participate and the tuition credit has been calculated, DPP pays the money directly to the preschool provider. A provider cannot receive more than the amount of tuition charged for any particular child.

Provider Eligibility

To be eligible to receive tuition credits on behalf of children, a preschool provider must be licensed by the state of Colorado, be involved in DPP's quality improvement program, and serve children who live in Denver, although the provider can be located outside the borders of the city and county of Denver. Licensure requires a criminal background check on all persons who work at the site, health and fire inspections, and 15 hours of training every year for staff in first aid, CPR, medication administration, and universal precautions.

Program Improvement and Quality

DPP preschool s must participate in a three-part quality improvement process including attendance at an introductory orientation, receipt of a quality rating, and development of a quality improvement plan. All participating preschools are assessed by and consult with DPP's quality improvement partner, Qualistar Early Learning. After initial consultation and assessment, the DPP preschool coach either awards the program a Qualistar rating or determines that that the preschool already meets the DPP quality standard because it has previously been approved by the National Association for the Education of Young Children (NAEYC), or the National Association of Family Child Care (NAFCC) or has been previously rated by Qualistar Early Learning. If a preschool does not appear to be able to earn a Qualistar rating with its existing program, it can choose to defer the rating process for a period of time and receive DPP supported coaching to increase the likelihood that the preschool will be successful when it is eventually rated.

Qualistar rates preschool classrooms using a four-star system designed to promote quality in the following five areas: (1) learning environment, (2) family partnership, (3) staff training and education, (4) adult-to-child ratios, and (5) accreditation through a national accrediting agency. DPP recognizes that higher quality care costs more, and thus raises the tuition credit available as classrooms move from 1-Star to 4-Star ratings.

DPP also allocates funds to support quality improvement efforts for each of the DPP participating providers. These funds may be used to purchase classroom equipment, materials and other resources that improve the quality of both the indoor and the outdoor learning environments or to increase the level of education and training of the provider's classroom staff and administration. Tuition assistance and scholarships may be provided to enable staff to attend college level early childhood education classes, college level courses leading to an education related degree and for approved seminars, workshops, and conferences.

Coaching services are also provided by DPP to support those classrooms that have completed the Qualistar Rating process and have received a Provisional, 1-Star or 2-Star rating. In preparation for being rated for the first time, providers may access up to a year of coaching services.

The amount of quality improvement funds allocated to a participating DPP provider is dependent on their current rating. "Introduction to quality" sites, those accessing coaching services prior to being rated, as well as providers that have completed the Qualistar rating process and have received a Provisional , 1-Star or 2-Star rating, receive $35 per DPP approved child. Providers with a 3-Star or 4-Star Qualistar rating receive $70 per DPP approved child. This year for new providers that joined the program after May 15, 2009, DPP offered an incentive of between $750 and $1,000 per site.

Sites that participate in DPP are required to go through a re-rating process with Qualistar every two years. The re-rating process allows for changes in quality to be monitored and maintains DPP's emphasis on quality improvement.

DPP Organization and Staffing

DPP is required to provide status reports to the Mayor's Office for Education and Children (MOEC), a Denver city agency. A seven member board of directors and a 25 member board of advisors oversee the program. DPP has three administrative staff: a Chief Executive Officer; a Director of Policy and Program Administration; and a Program Manager. During the past year there were personnel changes in two of these positions.

To attain a number of objectives, DPP subcontracts with the following organizations: (1) ACS provides outreach to parents, processes all tuition credit applications and time/attendance data for students, and makes the appropriate tuition credit payments directly to approved preschool providers; (2) Qualistar Early Learning educates preschool providers on the DPP quality improvement process, monitors quality agreements between providers and DPP, and rates providers on a four-star scale; (3) the Institute of Management Accountants (IMA) provides insurance consultation to preschool providers; (4) the Denver Early Childhood Council through a subcontract with Qualistar provides coaching and technical assistance to providers and monitors quality improvement grants; and (5) Augenblick, Palaich and Associates (APA) completes an annual evaluation of DPP, subcontracting with the Clayton Early Learning Institute to assess student progress. DPP also has contracted with public relations consultants for advertising, program outreach, and other services.

Status of DPP in 2009-10[4]

Number of Children

The Denver Preschool Program grew by over 16% in the 2010 school year. The total number of children approved by DPP and receiving tuition credits grew to 5,921, up 838 from the 2009 school year. The total number of preschool providers grew from 111 to 164 with services being provided at 273 sites. Of the 5,921 DPP children, 3,659 received services at 84 DPS sites, while 2,210 received services from 155 center-based sites and 16 home-based sites. Fifty-two students were enrolled in both DPS and community sites during different times of the day. Table 1 shows the distribution of approved children enrolled in DPP-approved sites. Of the 255 DPP preschool sites, nearly half enrolled fewer than 10 students. Not surprisingly, center-based and home-based sites both were likely to enroll fewer students than DPS sites.[5]

Table 1

Number of DPP Sites by Enrolled Children By Provider Type in 2010				
	# of Sites			
# of Children Enrolled	DPS	Community Center-Based	Community Home-Based	Total
1-9	1	77	16	94
10-24	12	59	0	71
25-49	47	14	0	61
50-99	25	4	0	29
100 or more	0	1	0	1
Total	85	155	16	256*

*Total as of April, 2010 does not include the students enrolled in BOTH DPS and community sites to prevent double counting these students.

Number and Quality of Sites

[4] The information on participating students and their families were taken from the ACS database at the Beginning of May, 2010. The information on providers was taken from the Qualistar Early Learning database at the beginning of June, 2010.

[5] DPS sites are likely to have multiple ECE classrooms running at an individual school. Some community providers have multiple sites and several have multiple classrooms, but the number of classrooms is typically fewer than the DPS sites. Home sites typically do not have "classrooms" and most often have 10 or fewer children.

While more than 74% of DPP preschool sites were 3 or 4-Star rated Qualistar programs in 2010, quality ratings varied substantially by the type of preschool. The vast majority of DPS preschools, 94%, were rated as 3 or 4-Stars, while 63.2% of community-based preschools and 31.3% of home-based preschools were rated at 3 or 4-Stars. Because many of the home providers were new to DPP and the quality rating process, fewer achieved 3 or 4-Stars. Of the home-based preschool providers, 37.5% currently participate in the "Intro to Quality" phase, which enables the provider to prepare for a quality rating assessment by working with a coach for a year. The distribution of preschools by quality rating and provider type is shown below in Table 2.

Table 2

Number of DPP Approved Preschool Sites by Quality Rating; Percent Within Each Provider Type as of April, 2010

	DPS		Community Center-Based		Community Home-Based		Total	
Star Rating	#	%	#	%	#	%	#	%
1-Star	0	0.0%	3	1.9%	0	0.0%	3	1.2%
2-Star	4	4.8%	24	15.5%	2	12.5%	30	11.8%
3-Star	61	72.6%	65	41.9%	4	25.0%	130	51.0%
4-Star	18	21.4%	33	21.3%	1	6.3%	52	20.4%
In Process	0	0.0%	9	5.8%	2	12.5%	11	4.3%
Intro to Quality	0	0.0%	12	7.7%	6	37.5%	18	7.1%
Provisional	0	0.0%	1	0.6%	1	6.3%	2	0.8%
Missing	1	1.2%	8	5.2%	0	0.0%	9	3.5%
Total	**84**	**100.0%**	**155**	**100.0%**	**16**	**100.0%**	**255**	**100.0%**

The vast majority of students in both community and DPS preschools were enrolled in 3 or 4-star Star rated programs. Seventy-five percent of students who attend center-based preschools and 93% who attend DPS preschools were in 3 or 4-Star rated preschools. Only 41% of the students enrolled in home-based preschools were enrolled in 3 or 4-Star rated preschools. The distribution of students by quality rating and provider type is shown below in Table 3.

Table 3

Number of DPP Students by Provider Type and Qualistar Rating in 2010 (Student Count & Percent in Specified Rating)										
	DPS		Community Center-Based		Community-Home-Based		Both*		Total*	
Star Rating	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**
1-Star	0	0.0%	43	2.0%	0	0.0%	0	0.0%	43	0.7%
2-Star	219	6.0%	272	12.6%	3	6.5%	10	19.2%	504	8.5%
3-Star	2,606	71.2%	1,000	46.2%	12	26.1%	36	69.2%	3,654	61.7%
4-Star	811	22.2%	627	29.0%	7	15.2%	6	11.5%	1,451	24.5%
In Process	0	0.0%	70	3.2%	6	13.0%	0	0.0%	76	1.3%
Intro to Quality	0	0.0%	81	3.7%	16	34.8%	0	0.0%	97	1.6%
Provisional	0	0.0%	4	0.2%	2	4.3%	0	0.0%	6	0.1%
Missing	24	0.7%	66	3.1%	0	0.0%	0	0.0%	90	1.5%
Total	**3,660**	**100.0%**	**2,163**	**100.0%**	**46**	**100.0%**	**52**	**100.0%**	**5,921**	**100.0%**

*It is possible for a student to be enrolled in a community program for before- and/or after-school care in addition to being enrolled in a DPS provider for the majority of the school day. The totals in the table include the 52 students who were enrolled in both DPS and community sites.

An important indicator of the success of the DPP program is the growing number of students enrolled in high quality preschool programs. In 2008, 575 DPP students were enrolled in a 3 or 4-Star rated program; by 2010, 5,105 students were enrolled in 3 or 4-Star rated programs. As the number of students participating in DPP has expanded, the percentage of students enrolled in 3 and 4-Star programs has remained above 85%. Table 4 shows the comparisons of DPP students by star rating across all school years.

Table 4

Number of DPP Students by Star Rating and by School Year						
	2007-2008		2008-2009		2009-2010	
Star Rating	**#**	**%**	**#**	**%**	**#**	**%**
1-Star	4	0.6%	62	1.2%	43	0.7%
2-Star	10	1.6%	209	4.1%	504	8.5%
3-Star	335	53.3%	3,253	64.0%	3,654	61.7%
4-Star	240	38.2%	1,092	21.5%	1,451	24.5%
Intro to Quality	0	0.0%	190	3.7%	97	1.6%
Provisional	1	0.2%	3	0.1%	6	0.1%
In Process/Missing	38	5.7%	274	3.2%	166	2.8%
Total	**628**	**100.0%**	**5,083**	**100.0%**	**5,921***	**100.0%**

*The totals in the table include the 52 students who were enrolled in both DPS and community sites.

The First Amendment
Congress shall make no law respecting an establishment of religion, or prohibiting the free exercise thereof; or abridging the freedom of speech, or of the press; or the right of the people peaceably to assemble, and to petition the Government for a redress of grievances.

OPINION

EDITORIAL

'THE LOST BOYS'

It's becoming clear through our county's affordable housing review and planning that "not being Vail and Aspen" is a priority.

It's also clear what Aspen and Vail have lost in the last 15 years — a haven for young men, once the primary demographic in all mountain towns. Those young men traditionally fill the majority of the service industry jobs around our ski resorts and, as their numbers go down, the numbers of commuters go up (thus taxing the infrastructure, and so on). This trend was noted by former demographics specialist at the Northwest Colorado Council of Governments, Linda Venturoni, who coined the relative phrase, "Lost boys."

Here are the raw numbers: From 1990-2000, Aspen lost 5 percent of its 20-24 year olds, 4 percent of its 25-29 year olds and 23 percent of its 35-39 year olds. Since 2000, it has seen its workers move downvalley, its retail shops close and the resort dominate the town infrastructure with million-dollar condos inhabited by second homeowners. For these reasons, it's easy to suspect Vail and Aspen worker numbers are continuing to decrease dramatically, but we won't be able to truly prove it until the 2010 census.

No worries. Aspen and Vail have already shown us what happens when affordable housing is a development incentive and not a community priority. Big houses bring money to the town, but youthful energy is what provides an energetic character and workers.

As it turns out, the boys weren't lost — they just moved. This is why the town of Breckenridge is excited. From 1990-2000, 20 to 24 year olds in Breckenridge increased by 205 percent, and 25 to 29 year olds almost doubled. And since 2000, the town has added nearly 500 affordable units.

Town planners are not shy to admit this is what they want, and need, to complete their goal of keeping workers in town. They are committed to helping the town council — one of the most socially conscious to date — focus the town's financial priorities toward local housing, and not Vail- and Aspen-sized prices, which ultimately forced out "The Lost Boys" and left shells of a town.

Yet, Summit County is on the brink, seeing a delayed real estate boom similar to Vail and Aspen and, for the most part, a decade-too-late response to the housing crunch. We know more of our workers are moving to neighboring counties, so towns like Breck are doing whatever they can to learn from Vail and Aspen.

Our existence as a community, and not just a resort, depends on it.

Childcare facility nears construction

BRECKENRIDGE — Staff of a new childcare facility told the Breckenridge Town Council last week that construction on a new facility could begin in the fall.

The town is already receiving waiting list requests to get into the new facility, which is planning to open Aug. 1, 2008. It will be about 6,500 square-feet, located immediately west of the police station on Valley Brook Street.

It is designed to accommodate 64 children a day, or about 100 families, to address needs of local residents and employees for affordable, quality care.

In April, the Town completed a needs assessment and found an additional 56 to 69 spaces are essential by the time build out is reached in 2014. However, as spaces are lost with next year's closure of Kinderhut, the licensed childcare and ski school facility at Peak 9, that number will climb to about 127 spaces.

"The Town envisions the Valley Brook facility as the first childcare facility to address approximately half of our need, with a second facility that would come online later," Kim DiLallo, director of communications, explained in an e-mail.

The Town's Block 11 Master Plan, which includes the childcare building and hundreds of units of affordable housing, is expected to be complete in late August, said Laurie Best, town planner. At the end of June, she reported to the council that five sites for the childcare center were analyzed on Valley Brook Street, and a corner site design set back from the street stood out for the location.

On the operation side, the Town is recruiting a nonprofit provider to run the facility, and contractor interviews were recently conducted. Also, the Town is providing financial assistance to recruit and retain quality teachers for the facility and the existing facilities in Breckenridge, as well as creating a scholarship program to help families who can't afford care.

"It's huge," Councilmember Jennifer McAtamney said at a June worksession about the progress being made.

After the impending closure of Kinderhut left families worried about finding a place for their children, childcare became one of the highest priorities for the town council. And while the Town fast-tracked plans for the new facility, the ski area allowed Kinderhut to stay open another year.

Now, with Kinderhut expected to close in the spring, the focus is to come up with a plan for the children who attend that school after it closes and before the summer opening of the new building.

"We've always known there would be a bit of a gap," McAtamney said.

Summer programs and alternative options are being explored to ease that transition, she added. They will be working with the Kinderhut families to communicate what to do during that time.

The issue of available/affordable childcare is one many Summit County families struggle with. According to Early Childhood Options, one in 10 people working ski industry related jobs quit because they can't find affordable childcare and one in four in the public sector quit for the same reason.

More than 100 children are on waiting lists throughout the county, according to Early Childhood Options.

— *Lory Pounder*

Childcare squeeze tightens

Kinderhut closure to create ripple effect

By BOB BERWYN
SUMMIT DAILY NEWS

BRECKENRIDGE — The impending closure of Kinderhut, the licensed childcare and ski school facility at Peak 9 in Breckenridge, will leave scores of local families — as well as the town — scrambling to find places in other existing childcare centers around the town and county.

Kinderhut is slated to shut down at the end of the season, as Vail Resorts takes over the space in the Beaver Run complex at the ski area base.

"There's definitely a shortage of options," said Mary Jo Sokolowski, a 28-year-old single mom, whose daughter, Camille, has been a three-day-per-week Kinderhut regular. "I think it's going to be a challenge. I don't have much hope of getting a spot in another center right now," Sokolowski said, describing how she juggles her jobs as a massage therapist and property manager, along with trying to make sure her daughter is well cared for.

Sokolowski said she might consider a home childcare option, perhaps looking for a part-time nanny. She's not alone in her dilemma.

"I think it's going to impact the whole community. There are going to be a lot of people looking for spaces," said Mike Christy, a custom homebuilder who lives in Placer Valley, just over Hoosier Pass. "We've had (our daughter) Kaileen in there for the season, and we're trying to get her into other facilities. But if you don't get in at the ground level, it's really hard to find a spot."

For Christy, the lack of childcare options will trigger a shift to another position with his company so that he can spend more time with his daughter.

But not everyone has that luxury.

"Right now, as it stands, we don't have any other options," said Breckenridge resident Lisa Miller, whose two-year-old, Evan, has been in Kinderhut for about a year. "We both work full-time just to be able to live in Summit County," Miller said, describing her position with a local real estate company and her husband's construction job.

Before Miller found a spot for Evan at

SEE **CHILDCARE**, PAGE A4

Number of Summit County kids:

Ages birth - 5 yrs: **3,000**

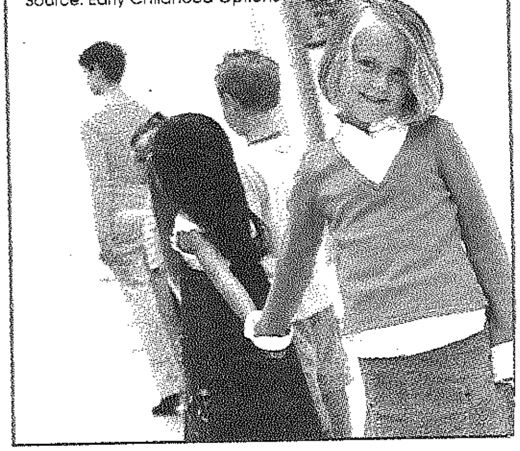
In childcare programs: **750**

On waiting list for care: **120**

One in 10 people working ski industry related jobs quit because they can't find affordable childcare.

One in four people working in the public sector quit their jobs because they can't find affordable childcare.

Source: Early Childhood Options



Feb 13 2007 SDN

Feb 13 2007
SDN

CHILDCARE:

From A1

Kinderhut, she was taking him to daycare at Copper Mountain, then driving back to Breckenridge to go to work.

That was less than ideal, given concerns about road closures, for example. Along with the added commute, Miller said she was constantly thinking about how she might not be able to get back to Copper to pick up her son.

"I've been talking to other parents a lot about this. Some of them are frantic," she said. "They're trying to find a day here, a day there ... We've been calling other centers every month to ask about available spots," Miller said.

Stop-gap solutions

Local officials and childcare providers are well aware of the impending crunch and are working together to fill the gap in childcare slots until Breckenridge decides on the best location and size for a new facility.

In a best-case scenario, a new center could be up and running in a little more than a year, said Breckenridge Town Councilmember Jennifer McAtamney, emphasizing that the discussions encompass not only childcare, but other factors like future placement of affordable housing and other residential developments.

The town is considering a piece of land near the new police station as a potential location for a new center. But until then, existing programs and centers will likely have to boost their offerings, putting the squeeze on an already tight supply of childcare spots in the town and wider region.

"We need to understand what our needs are between now and building. The reality is, we're going to have to ramp up other programs," McAtamney said.

Some relief will come from Vail Resorts, which has committed to help address the need for infant and toddler care, where there is a particular shortage. McAtamney said those talks are still in very early stages, with no details on how many places might be available and what the cost would be.

spots, and another 74 spots in Kinderhut's popular summer program. A number of drop-in users will also be affected.

"That (drop-in) number is a little harder to get your arms around," said McAtamney, who also serves on the town's affordable housing and childcare task force. The group is scheduled to meet with local child care operators this week to get a better grasp of what the short-term need will be.

History

Beaver Run last year announced that it would lease several thousand square feet of commercial space to Vail Resorts instead of several local businesses, including Kinderhut. The childcare center was originally slated to close at the end of last season. But the announcement triggered a community outcry and Vail Resorts subsequently gave Kinderhut a one-year extension.

What's your take?

Does the childcare crunch have a serious impact on the local economy? What can and should local governments do to deal with the issue? Find this story online at www.summitdaily.com and leave a comment.

The long-simmering issue of childcare suddenly was high-profile. After the April town council election, it became one of the highest priorities for elected officials with more than $1 million in the town's budget potentially earmarked for construction of a new center, according to town manager Tim Gagen.

Breckenridge's willingness to put its money where its mouth is on the childcare front was applauded by Summit County Early Childhood Options director Lucinda Burns.

"I hope that what Breckenridge is doing becomes a model for the rest of the county and the state," Burns said, referring to the town's commitment to addressing the issue in a meaningful way. "They've made an important policy decision to be a resort town where people can afford to live," Burns said.

To watch a video on how the employees of Kinderhut are reacting to the pending closure, go to www.summitdaily.com/kinderhut.

SDHD
"Presenting Summit County in High Definition"

Breckenridge is preparing to step up on that front as well, said Town Councilmember John Warner.

"We feel very strongly that childcare providers should be paid a living wage," he said, referring to a block of council members who favor committing public funds to subsidize those wages. "We're waiting to hear from the childcare community what an appropriate level would be. The Town is behind it," he said.

Warner said that by juggling some of the town's existing tax revenues, the council is in a position to free up some $300,000 per year specifically to help subsidize childcare provider wages, at least for the next six years when a voter-approved mill levy expires.

The childcare crunch is not a new problem, Burns explained. A spiral of factors, including low wages for childcare providers and expensive land, have long conspired to keep quality childcare in short supply. And tougher state-mandated requirements for licensing and training will make it even more difficult in the next few years, she said.

One of the biggest issues is hiring and retaining qualified staff, Burns said, explaining that simply building a new facility isn't enough. Across Summit County, there's a 45 percent annual turnover rate in childcare staff, which is not only frustrating and time-consuming for operators, but also affects the well-being of the kids — especially the infants and toddlers who benefit the most from consistent care, Burns said.

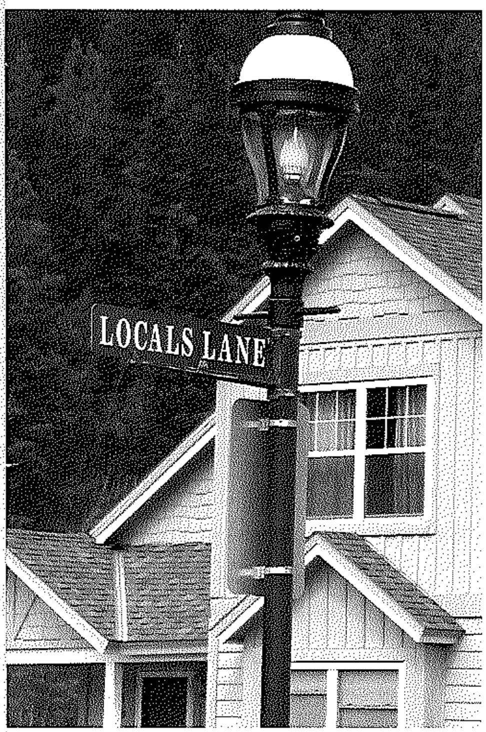
It takes political and social will to tackle these issues, as demonstrated by Breckenridge's childcare action plan, and by Summit County voters, when they approved $600,000 annually in Right Start spending recently via a .5 mill levy increase. That funding helps pay for financial assistance for families, recruitment of staff and even can go toward facility

BRECKENRIDGE bulletin

THE NEWSLETTER OF THE TOWN OF BRECKENRIDGE

SUMMER 2007

Live where you work



Approximately 50% of the people who work in Breckenridge commute from outside the town to their jobs. This is bad news for the environment, for the employees, and for the community that is increasingly dependent on commuters to provide necessary services and support our local economy. As real estate continues to appreciate at a rate that exceeds wages, employees are being forced further from town.

The Breckenridge Town Council is committed to protecting the character of the community by insuring a variety of affordable housing options for local employees who want to live in Breckenridge. In addition to working with local housing developers, the Town has committed funds to supplement the funds to be generated through the recently adopted county sales tax and impact fee, and move forward with new affordable housing developments on Town-owned land. The Council has set a goal to gradually add nearly 500 units for local employees and anticipates that construction will begin early next year.

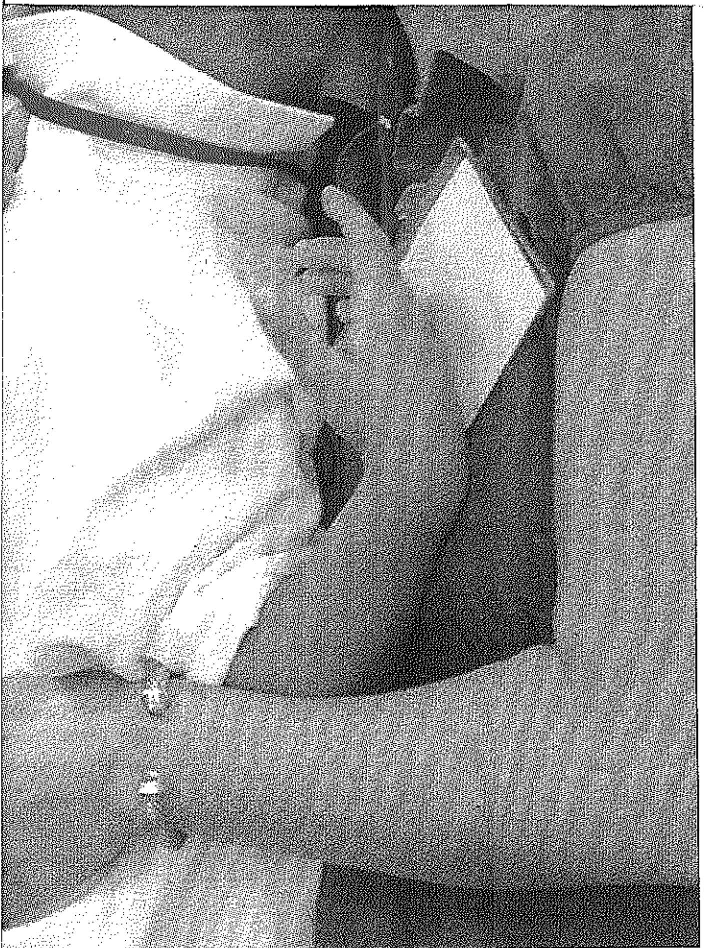
For additional information on the Town's plans for affordable housing or to find out more about programs and available housing, contact Laurie Best at laurieb@townofbreckenridge.com, or contact the Summit Combined Housing Authority at (970) 453-3555.

childcare in Breckenridge

When childcare providers struggle to retain qualified staff and makes ends meet, the entire community suffers. Childcare becomes increasing unaffordable and unavailable to local working families. Some families simply choose to leave or make other difficult choices. Unfortunately, in resort communities, it is not uncommon to find that the cost of providing childcare exceeds the ability of local families to pay. When affordable rates don't cover expenses there is an economic failure in childcare system.

The Breckenridge Town Council is committed to improving the quality and availability of affordable childcare for Breckenridge residents and employees. To this end, the Council is working with local providers and is also planning a new childcare facility on town-owned land. Construction could begin as early as this summer.

For additional information, contact Laurie Best at laurieb@townofbreckenridge.com.



Summit Daily/Mark Fox

arten teacher Cara Ciampa provides some comfort to Brandon about the first day of school thing Tuesday morning. But, after hugs, young Brandon jumped right into the swing of things.

The county's year-old program aims to reduce wildfire danger in the county by awarding matching grants to neighborhoods for projects such as thinning trees, creating defensible space around homes and clearing out dead and dying trees.

In this latest funding cycle, the largest award went to the Summit County Fire Council, which is the reviewing body for grant applications, for an educational sign program to let nearby homes in Summerwood if a blaze ever breaks out on the preserve.

Other grants went to the homeowners associations of Bekkedal, Bill's Ranch, Eagles Nest, Highland Meadows, Keystone West Ranch, Pebble Creek Ranch, Summit Estates and Lewis Ranch and the Willow Brook Metro District.

The next round of money will be even larger, thanks to

SEE **FUNDED**, PAGE A3

Breck taking progressive steps in quality childcare

Grants were awarded to Little Red Schoolhouse and Carriage House for debt relief, salary supplements

8-30-07

By **LORY POUNDER**
SUMMIT DAILY NEWS

BRECKENRIDGE — The ability to offer quality, affordable childcare just took a giant leap forward in Breckenridge.

This week, Breckenridge Town Council passed two resolutions that authorize grant agreements for debt relief, salary supplements and tuition assistance to Little Red Schoolhouse and The Carriage House, and a similar resolution will come before the council at the next meeting for Breckenridge Montessori.

SEE **CHILDCARE**, PAGE A2

INSIDE TODAY

Searchin' for Snottites

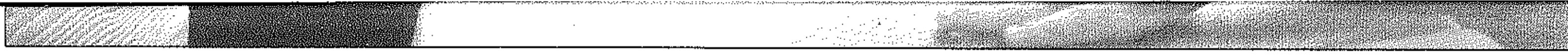
Check out 'Around the Mountains' and read about cavers who have assembled in Steamboat to spelunk for these bacteria that are similar to stalactites.
PAGE A4

Mark the date

The Summit School District's list of weekly sporting events and activities is listed on
PAGE A7

Conservation angels

See what issue Ms. Eartha Steward is tackling this week. It could make you think twice about plastic and the danger it presents to the environment.
PAGE A8



Summit Daily/Eric Drummond

Cathrine Puc, 4, blows bubbles during a recess at the Little Red Schoolhouse Wednesday in Breckenridge, as Charlie Pedigo, 3, center, and Wylder Bureta, 4, reach out to pop them as they fly away. The Town of Breckenridge announced grants and debt relief to the school this week, protecting the level of care with teacher salary supplements as well.

CHILDCARE:

From A1

Lucinda Burns, executive director of Early Childhood Options, described what the Town has done as a "sign of leadership in our county." They've looked at the issue in the same light they have affordable housing, knowing that it is "critical to the success of the community," she said.

The Town's three goals with childcare have been to create capacity to meet the need, which is what will happen following the construction of the Valley Brook facility, to make sure there is high quality care through salary supplements and to keep care affordable with tuition assistance, said Kim DiLallo, director of communications for the Town.

What the Town is planning to spend on these initiatives this year is about $956,992. Starting in 2008, about $400,000 annually will be used for scholarships for local families and to maintain wages for childcare professionals. This is being funded through a 1 mill increase that was voted on as part of the 2007 budget process last fall, said DiLallo, adding that Breckenridge still has one of the lower mill rates in the state.

The debt relief for the care facilities, "stabilizes the market," Burns said. "What parents can afford to pay is not what it costs to deliver quality care, so they're really bridging that gap."

Also, currently in the county there is a 48 percent turnover rate in early childcare staff, Burns said. Retaining well trained teachers is the most important aspect of quality care because young children need consistency of care, she added.

And in the end, the return on investment is high. Depending on which study is looked at, for every $1 spent, the return is between $3 and $18, Burns said. The brain matures during the first three years of life, so investing early means "less intervention and prevention you have to do later" and it even reduces crimes children will be involved in later, she said.

So, to make this investment in children and the community happen, childcare providers have been working with the Town for about a year and a half.

The Town has "been working on it from day one and they should be commended for making this a top priority," said Jill Dixon, executive director of Little Red. "I would like to thank them for everything they did, for taking such a strong stand for our children. ... they should be looked at as a model for other towns and counties."

Martha Meier, executive director for Carriage House, has seen families forced to leave the area because they can't afford care. According to information from Early Childhood Options, one in 10 people working ski industry related jobs and one in four in the public sector quit because they can't find affordable childcare.

There are people caught in the middle who can't afford care, but who don't qualify for state assistance, Meier said.

"We're just so appreciative that the Town is aware of these issues (the struggle for affordable housing and childcare). ... They're ahead of their time," she added.

The affects of this will trickle down into the community and businesses, Meier said. "Hopefully between this and affordable housing we'll have a community that can stay here and have that quality of life."

Valley Brook continuing to move forward

By LORY POUNDER
SUMMIT DAILY NEWS

BRECKENRIDGE — Breckenridge Town Council approved the construction of the Valley Brook Childcare Center after reviewing plans during this week's worksession and meeting.

The facility, which will accommodate about 100 families, will address the need for additional care capacity in the Town. It will be located on about 1.5 acres of the Block 11 property, near the intersection of Valley Brook and Airport roads and next to Breckenridge Police Department.

The design incorporates green building and is planned to be an inviting center for children with the possibility of blue, orange and green colors on the three sections of the facility. The estimated cost is about $3.6 million.

Groundbreaking for the construction is anticipated to begin Oct. 1 and it is expected to be open Aug. 1, 2008. Currently, the Town is working to recruit an operator for the facility.

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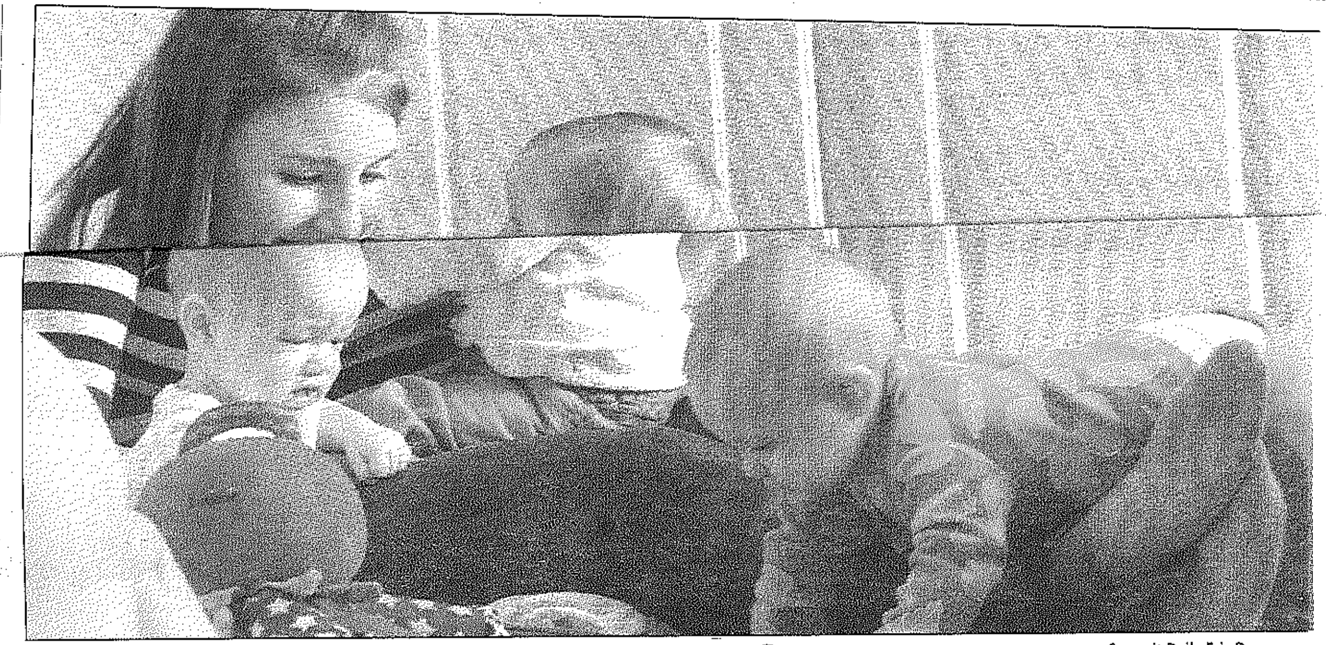


Summit Daily Eric Drummond

Little Red Schoolhouse teacher Megan Matza, 21, plays with a lap full of children Monday afternoon. The children, ranging in age from 6 months to a year old, are from left, Blake Postles, Vivianne Taylor and Kirea Stablie.

Breck invests in childcare

From building a new facility to financial assistance, the town tackles a top issue for families

By ANDY BRUNER
SUMMIT DAILY NEWS

Breckenridge childcare initiatives

- **Construction of Valley Brook Childcare Center, which will serve 64 children;**
- **More than $300,000 in scholarships for families and staff salary supplements to local providers; and**
- **Forgiveness of $620,000 in collective debt to the Town for Little Red Schoolhouse, The Carriage House and Breckenridge Montessori school.**

BRECKENRIDGE — Breckenridge resident Corrie Burr got her first child placed on Little Red Schoolhouse's waiting list when he was less than a month old.

Two years later, her family finally got a spot at the childcare facility. They "found other means" for their son in the meantime, Burr said, but once Little Red had an opening, they faced a new problem: the cost of daycare in Breckenridge.

Paying for childcare was such an issue for the Burrs that it affected one of the most important decisions a family can make. "We actually had to weigh daycare before we had a second child," Burr said.

They did decide to have a second child, but affording daycare continues to be an issue for the Burrs. "Paying for two kids' daycare is the same as our mortgage per month."

Stories like the Burrs' are common throughout Summit County, and statistics back up each anecdote of months on a daycare waiting list or young families leaving the area for a more affordable locale.

Eighty-four percent of Summit County women work — the highest rate in the country, said Lucinda Burns, executive director of Early Childhood Options. And the 2000 census showed that in every Breckenridge married-couple household with children under age six, both parents worked.

The same was true for single-parent households with children under age 6.

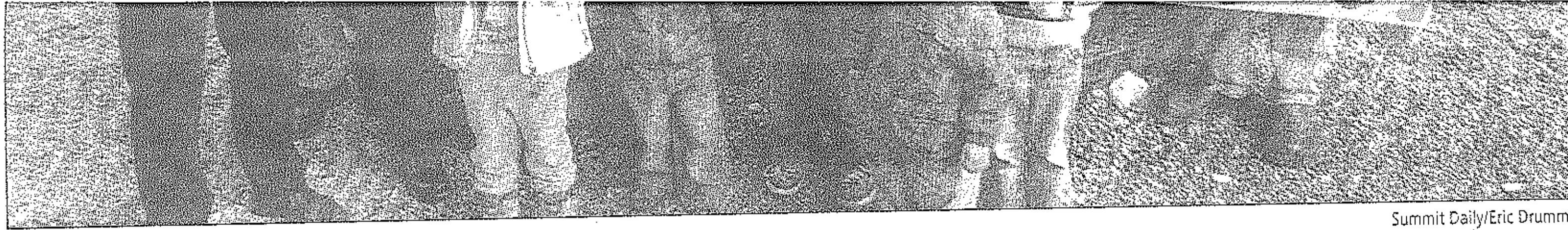
With such an incredibly strained demand, it's no surprise childcare has shown up on the Breckenridge town government's radar. But the major initiatives the Town has committed to, Burns says, are putting the town ahead of the curve on the issue of affordable childcare. The most visible sign of Breckenridge's commitment was last week's groundbreaking of the Valley Brook Childcare Center, a facility the town is building but will contract to an independent operator.

In addition to constructing Valley Brook, the Breckenridge Town Council has tackled the issue with efforts like family scholarships, staff salary supplements and debt forgiveness for local providers.

"They're really taking a comprehensive look at the issue," Burns said. "They're not only thinking about what their need is now, but what their need is 10, 15 years from now."

Burr said she's been watching the Town's childcare initiatives closely. "I see them focused on it more than any of the other issues," she said. "It's the first program I've seen that actually tries to help the families afford daycare."

SEE CHILDCARE, PAGE A2



Summit Daily/Eric Drumm

Childcare is a countywide issue, as proven Monday evening when local officials and Summit County Preschool students celebrated a $60,000 playground renovation funded by the Right Start program and the Town of Frisco. Part of the money came from a countywide daycare measur passed by voters in 2006. The officials are from left, Summit County youth family manager Jann Engleman, interim county manager Steve Hill, Summit County preschool director Pam Garvin, Frisco Mayor Bernie Zurbriggen and County Commissioner Thomas Davidson.

CHILDCARE: Daycare factors into town affordability pla

From A1

Affordability for the town's residents — in childcare especially — is a top priority for the Town Council, says Councilmember Rob Millisor. "This council is all about sustainability: creating communities where locals can live," he said.

While childcare has been an important issue in Breckenridge for years as part of building a sustainable community, the Town's focus goes back to early 2006 when it was announced that Kinderhut Ski School and daycare center would close to make way for a lease agreement between Beaver Run Resort and Vail Resorts.

Kim DiLallo, Breckenridge director of communications, said that announcement bought childcare "to the forefront" of the local officials' concerns, as it stood to eliminate 73 daycare spots in a town with a collective waiting list of more than 100.

"A lot of concerned parents came to our Town Council and said, 'Do you know what this is going to do to our community?'" DiLallo said.

The council's response required redirecting funds from what was one of the Town's biggest projects at the time — renovating Main Street.

"They actually took the money and said, 'OK, we're going to put the Main Street revitalization on hold, take that money and put it toward childcare and affordable housing," DiLallo said.

Councilmember Jennifer McAtamney said the council took a three-pronged approach to the childcare issue, operating with the philosophy that "daycare is as much a part of your infrastructure as your roads are."

Running out of space

Early in the effort to manage the Kinderhut change, Breckenridge got a break when Vail Resorts gave a one-year sublease to Kinderhut, followed by a second a year later, which will keep the facility open until February 2008.

As that time approaches, the Town has sought to add childcare capacity, increase affordability and improve its daycare providers' pay in hopes of lowering the turnover rate. Local providers lose more than 50 percent of their staffs each year.

Despite Kinderhut's reprieve, Breckenridge still needed another childcare provider. After completing a needs assessment in April, plans developed to construct the Valley Brook Childcare Center on the town-owned Block 11 property.

Slated to open in August 2008, the center will serve 64 children. A provider has yet to be named.

Increasing capacity may have been the most straight-forward solution to Breckenridge's childcare needs, but the accompanying scholarships, salary supplements and debt forgiveness are just as important, officials said.

Burns pointed to salary supplements in particular as key. Staff turnover reduces the quality of care and affects children negatively, she said.

McAtamney said staff salaries were squeezed to maintain the tenuous affordability situation for families, making working in childcare unattractive. "If you're trying to keep care affordable, and your main expense is salary, the people really getting hit are teachers," she said.

Solving that problem also brought debt forgiveness initiative as well. The plan, McAtamney said, is to help local providers get on better financial footing now, then gradually switch town funding more toward scholarships for families. In six years, the salary supplements will end, as providers' financial prospects hopefully improve, and all town aid will go toward scholarships, she said.

Goal: Keep residents in town

Town officials said many of Brecke ridge's childcare efforts are relatively cutti edge, especially the salary supplements. other mountain communities dealing w similar cost of living issues, like Aspen, ha served as something of a blueprint.

Yet with all that's been accomplished, Town is by no means finished tackling chi care. In the next five to 10 years, the To expects to build another new facility in ad tion to Valley Brook to meet grow demand. And McAtamney said the cou is considering a childcare voucher progr to help attract families, killing two bi with one stone: long waits to get into d care and the lack of full-time employees local businesses.

While such a program is very much in rough form, McAtamney said it wo likely involve selling daycare voucher employers, who would then offer then incentives to employees.

Burns applauded these local efforts providing a model for other areas dea with affordable childcare issues.

"We are so far ahead in Summit Cou on this. ... We're really looking forward to results," she said. "When we start to thir childcare in the same way we think al health care and attainable housing, ther start to improve the ability of working f ilies to live here."

And that, Councilman Rob Millisor s is the goal of Breckenridge's efforts.

"If we don't do something, we're g to lose our middle class," he said. "I don't have childcare for people — aff able childcare — people aren't going t able to live here, no matter how afford the housing is."

Andy Bruner can be contacted at (970) 4620, or at abruner@summitdaily.com. Com on this story at www.summitdaily.com.

The First Amendment
Congress shall make no law respecting an establishment of religion, or prohibiting the free exercise thereof; or abridging the freedom of speech, or of the press; or the right of the people peaceably to assemble, and to petition the Government for a redress of grievances.

OPINION

BRECK'S NEW HOPE

EDITORIAL

The Town of Breckenridge's investment in daycare is a progressive experiment worth following. Not only is the Town's multi-million dollar program unprecedented locally, it rarely has been done across the country. There are good reasons for this, the most obvious being that daycare is expensive.

This year, the Town estimates it will spend $620,000 relieving providers' debt, $337,481 for salary and tuition assistance, and $3.5 million to build the new Valley Brook Childcare Center. Between 2008 and 2013, the Town also plans to spend about $400,000 annually on daycare.

Only the wealthiest resort towns like Breck are able to budget significant resources for these types of issues. Aspen, for example, has dealt with daycare and affordable housing in similar ways to Breckenridge, but Aspen's commuter towns like Basalt and Carbondale will not even dare. An example in our area is Dillon, which rightfully chose to spend $400,000 next year to improve its marina area, one of the primary economic engines in town, and is cash-strapped enough to rely on the county-wide Early Childhood Options program for its daycare assistance.

The other reason most towns avoid such investments is the considerable risk. Nobody on the Town Council can promise scholarships and brick-and-mortar will accomplish the ultimate goal: Retain a local community of families who can work and live in the same, albeit expensive, town.

At the very least, this daycare initiative will make Breckenridge a more attractive place to work for parents — and almost every Breckenridge parent of young children works, according to the last census. It doesn't take too long of talking with young families to understand the financial pinch they feel, and the helplessness of having to wait to find a good provider. Ultimately, it's a large reason why so many new parents move out of the county, only to be replaced by second homeowners or those less rooted to the community.

In summary, Breckenridge is wisely using its wealth in hopes of making life a little more affordable for its residents and workers. Years from now, most likely with a new council, a new mayor and the same old affordability concerns, we will see how big a dent it actually made.

Summit Daily/Mark Fox

Aris Stroeve entertains herself with a good book in her preschool class at the Carriage House Learning Center in Breckenridge Monday afternoon. Childcare scholarships are available for local families to help them deal with the high costs of living in the county.

Childcare scholarships help families stay in Breckenridge

The Town's first couple rounds were recently awarded; three more rounds of applications anticipated

By LORY POUNDER
SUMMIT DAILY NEWS

BRECKENRIDGE — Before being awarded a childcare scholarship from the Town of Breckenridge, Karen and Kevin Esposito considered rearranging their schedules to reduce the days their daughter spent at Little Red School House.

"It's hard when you're here and you're trying to work and raise a family," said Karen Esposito, sharing a sentiment felt by many young families in the area.

In fact, for a couple — like the Espositos who just moved into a house and want to settle into raising a family in Breckenridge — childcare is something that could force them to look elsewhere, officials said. So, throughout the past year, the Town of Breckenridge staff and council have been working on childcare initiatives, and recently the first couple rounds of scholarships were awarded.

For the Espositos' daughter, Isabelle, who is 21 months old, it means she gets to go to Little Red a couple days a week.

"She learns so much there," said Karen Esposito.

The scholarship program kicked off a couple months ago. In the first round, 21 families applied and eight were granted scholarships. The second round that came through in January is still being reviewed, and three more rounds of applications will be accepted in March, June and September, officials said.

Some of the families who applied for scholarships did not qualify because they did not live and work in Breckenridge, which is one of the elements of the program the Town plans to monitor, said Laurie Best, town planner.

In 2006, Breckenridge Town Council began investigating the availability and affordability of quality childcare in the community. What they found was that there was insufficient capacity, staff retention and recruiting was difficult and facilities relied heavily on fundraising to meet daily expenses, explained Best.

How to apply

- **Applications and guidelines for the childcare scholarships can be viewed or downloaded from the Early Childhood Options website, www.earlychildhoodoptions.org. Applications must be submitted at the Early Childhood Options office in Dillon, 330 Fiedler Ave., Suite 209 or mailed to P.O. Box 3355, Dillon, CO 80435.**
- **For more information, families should contact Elizabeth Lowe, (970) 513-1170, ext. 305.**

So, Town officials and local childcare professionals formed a group to look at what could be done. The initiatives they came up with include increasing capacity by constructing the new center that is planned to open in August, relieving the debt of

SEE **CHILDCARE**, PAGE A3

CHILDCARE:

From A1

the existing facilities, providing salary supplements to providers and tuition assistance, Best added.

As the facilities move into the future, the plan is that they will become more self-sustaining, meaning their rates will increase to cover their costs, officials said. The increases will likely occur annually throughout the next five years and will likely start in spring with increases of about $10 a day.

The new rates are consistent with rates across the country, and as the rates increase, more families will become eligible for scholarships, Best said. The Town budgeted about $200,000 in 2008 for scholarships and that number will increase annually up to $480,000 in 2013 to help local families afford the cost of care, she said.

Marcy and Jason Neerhof have a 14-month-old daughter, Merrick, who attends Carriage House. They were one of the first few families to receive a childcare scholarship, which is going to help them save for their daughter's future.

"It made sense for me and my husband to keep working. ... It's so expensive to live here, but we live in such an amazing place," Marcy Neerhof said.

She believes the childcare initiatives the Town has taken will help people stay. "We need a local community," she continued.

"I think the Town did an amazing thing," Marcy Neerhof said, adding that she feels they're setting an example for other towns.

Final Report

Impacts of Childcare in Summit County

Final Report

January 16, 2002

Impacts of Childcare in Summit County

Prepared for

Summit County Leadership Forum and
Summit County Government
c/o Human Services Division
County Commons Building
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BBC
RESEARCH &
CONSULTING

Table of Contents

Section I. Introduction

In June 2001, the Summit County Leadership Forum and the Summit County government retained BBC Research & Consulting (BBC) to analyze the impacts of childcare in Summit County. The County-sponsored strategic planning task force on childcare had determined that additional information regarding the economic impacts of the childcare industry would be useful in analyzing potential strategies to improve childcare in the county. In addition, leaders in the public and private sector wished to better understand local employees' and employers' attitudes regarding childcare.

To complete this analysis, BBC conducted a mail survey of 18 local employers and over 450 employees regarding the impacts of current childcare arrangements and attitudes toward potential improvements. BBC also gathered and analyzed information from the Summit County Early Childhood Resource and Referral Agency and the Summit County Childcare Licensing Specialist. The Summit County Human Services Division supplied information regarding the finances of local childcare centers and licensed childcare homes.

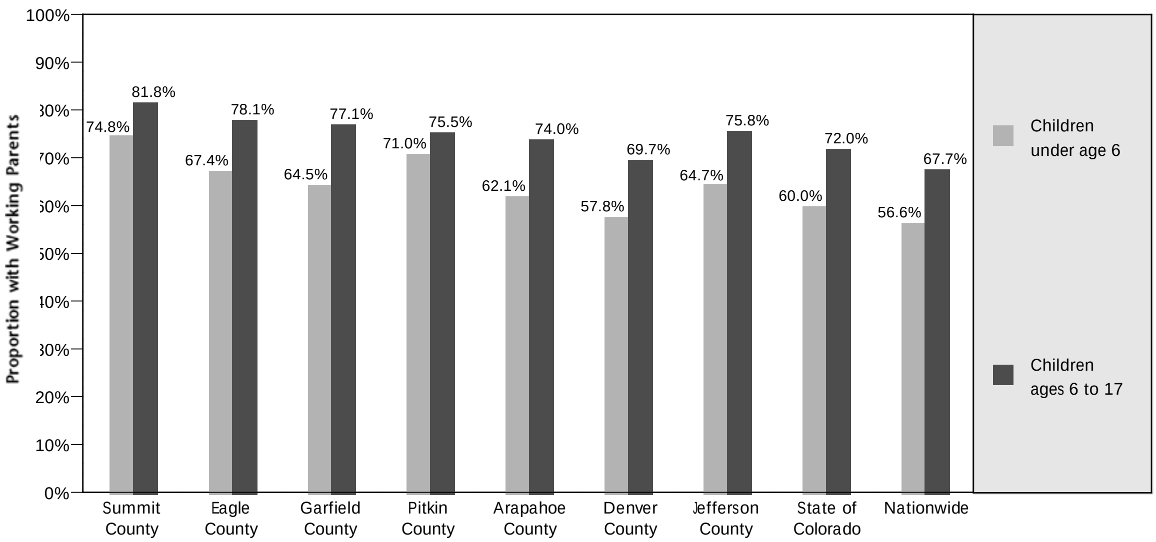
Context of Childcare Discussions

Over the past decade, the Summit County economy has grown rapidly. Many Summit County employers have concerns about recruiting and retaining high-quality employees. Childcare centers face the same issues in the labor market as other local employers. In addition, childcare options impact individual employees' choices about where and when to work and thus impact employers' recruitment and retention efforts.

A few facts will illustrate the labor market context of childcare discussions in Summit County. The local job base increased 66 percent over the past decade from 14,900 jobs in 1990 to 24,800 jobs in 1999. In 1999, earnings per job averaged $24,810. Many Summit County jobs are part-time or seasonal so many Summit County employees hold more than one job. (Respondents to the employee survey, which will be described in more detail in Section II, averaged 1.25 jobs per person.) Most households in Summit County have more than one wage earner. According to estimates from PCensus, the median household income in Summit County was $48,540 in 2000. (This estimate reflects all households including families, unrelated people living together and one-person households.) Families had a median income of $57,400.

Most families in Summit County have two wage earners. Detailed information from the 2000 Census regarding the employment status of parents has not yet been released. However, the 1990 Census showed that the proportion of working parents in Summit County was higher than that of surrounding mountain counties, Front Range counties and the state as a whole. Exhibit I-1 on the following page compares the proportion of working parents in Summit County to that of other jurisdictions. Given the large number of working parents, it is not surprising that childcare is an issue of interest in Summit County.

Exhibit I-1.
Proportion of Children by Age who have Working Parents, Summit County and Comparison Locations, 1990



Note: "Working parents" defined as both parents working outside the home in two-parent families or single-parents working outside the home in one-parent families.

Source: BBC Research & Consulting from 1990 U.S. Census data.

Contents of Report

The results of this childcare survey and the other analyses will be presented in the following sections of this report:

- Section II, Childcare in Summit County Today.
- Section III, Future Needs for Childcare in Summit County.
- Section IV, Policy Options for Childcare in Summit County.

Section II.
Childcare in Summit County Today

This section summarizes the information provided by survey respondents regarding their current childcare arrangements and the impacts those arrangements have on their work. It also presents information about the size and impact of the childcare industry in Summit County.

Survey Responses

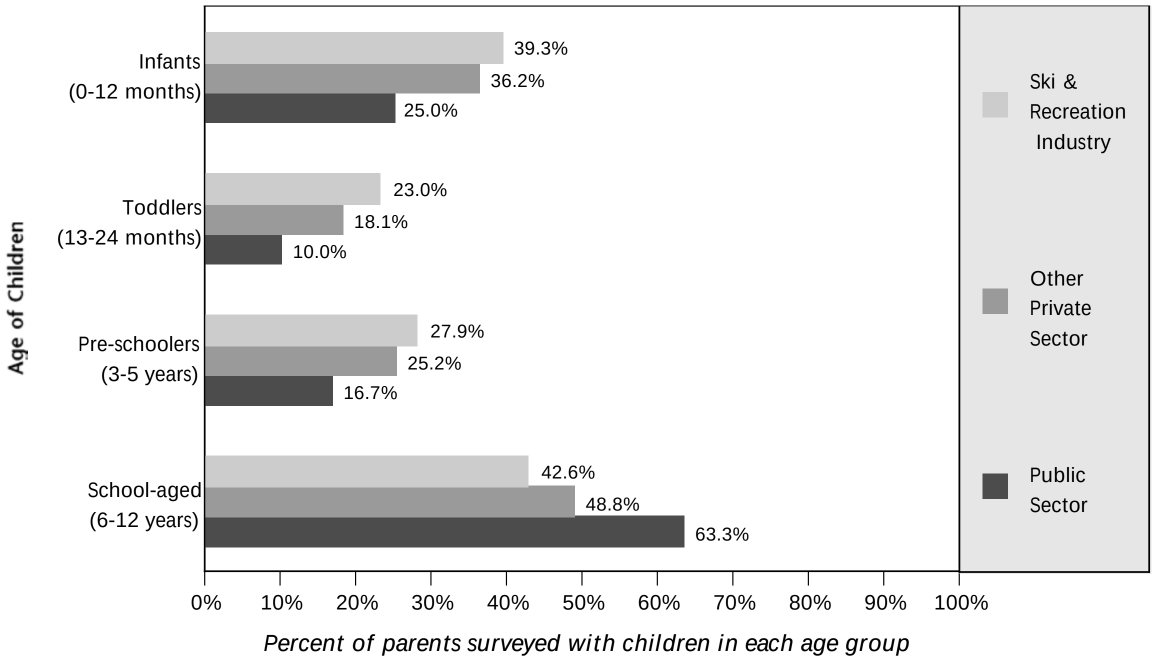
In order to learn more about the use of childcare in Summit County, BBC distributed survey packets to a cross-section of 75 employers in different parts of the county and different industries. The packets included an employer survey to be completed by the business owner, manager or human resources director, and employee surveys. An employee survey translated into Spanish was also included in all packets. Lucinda Burns, the Director of Early Childhood Resource and Referral for Summit and Lake counties, contacted each employer prior to survey distribution to encourage their participation. She also made follow-up calls to encourage employers and their employees to complete their surveys.

A total of 452 employee surveys were completed, and 18 employer surveys were returned. Because of the relatively small number of employer surveys completed, we cannot assume that the responses of the responding employers mirror the opinions of all Summit County employers.

The large number of employee surveys included a concentration of employees in the ski and recreation industry and in local government. Of the 452 employee surveys received, 125 (28 percent) were from ski/recreation industry employees and 212 (47 percent) were from government employees. The actual proportions of these industries in the Summit County employment base are approximately 10 percent and 7 percent respectively. Workers in different industries have different age and income distributions and these factors impact the need for, and choice of, childcare. Therefore, most of the survey results reported below are broken down by industry. In other instances, employees from different industries with the same characteristics (such as children of the same age) are grouped together. The complete survey questionnaire and results for employees in the ski/recreation industry, other private sector businesses and the public sector are provided in Appendix A.

Age of children. Exhibit II-1 on the following page, shows the age distribution for the children of the working parents surveyed. Ski industry employees tended to have younger children and public sector employees tended to have older children.

Exhibit II-1.
Age Distribution of Children Under 13, Working Parents Surveyed

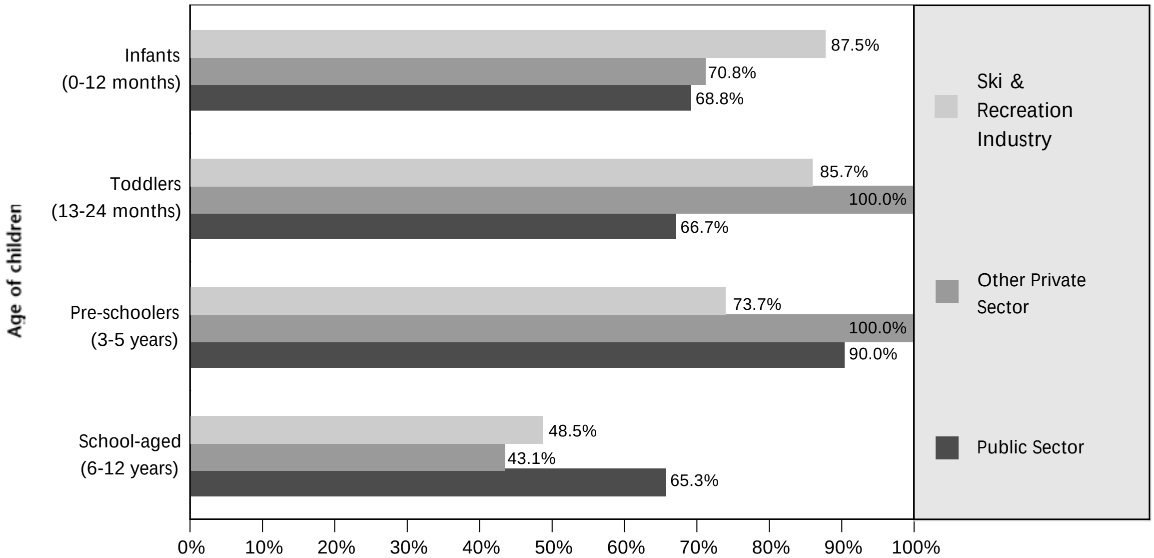


Source: Summit County Employee Childcare Survey conducted by BBC Research & Consulting.

Use of childcare. Parents who do not use childcare have two options: one spouse can stay at home full-time or both parents can work and arrange their schedules so that one parent is always home. Of the working families surveyed, 13 percent of ski industry employees, 15 percent of other private sector employees and 3 percent of government employees have one parent home full-time. A larger number of families have two working parents who stagger their schedules so that one parent can always be home: 16 percent of ski industry employees, 21 percent of private sector employees and 17 percent of public sector employees. Many Summit County parents are able to stagger their work hours because so many local jobs are outside the nine-to-five workday.

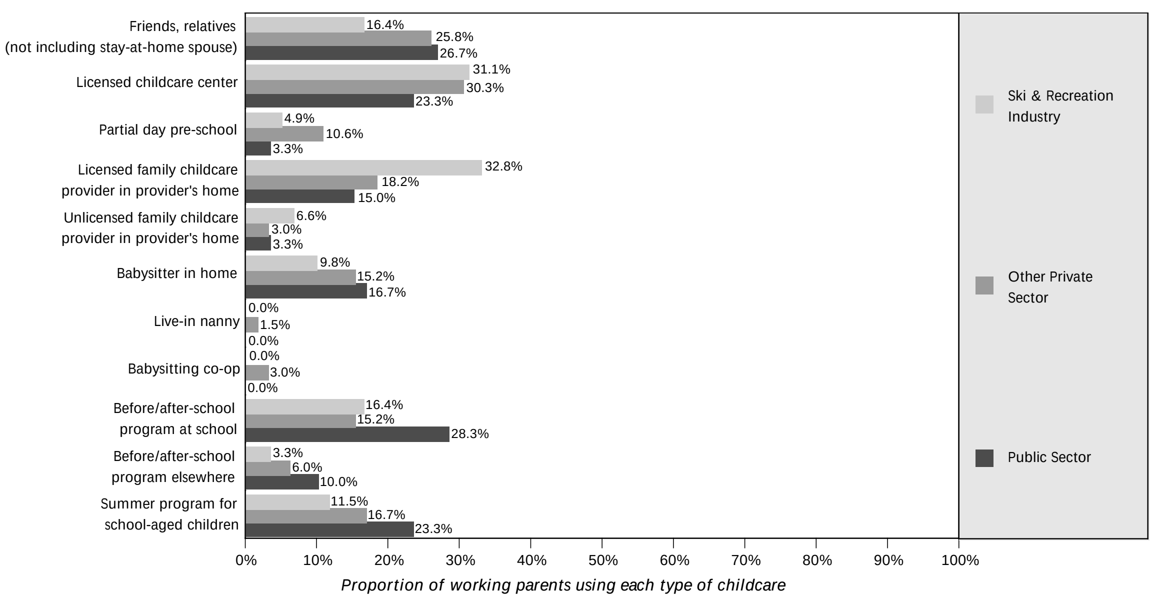
The survey asked parents whether they used paid or unpaid childcare once a week or more. While the majority of parents of infants and toddlers used childcare, less than half of the parents employed in the public sector used childcare for their school-aged children. Use of childcare (including unpaid care by friends and family members other than the parents) is summarized in Exhibit II-2 on the following page. Use of paid childcare is also detailed in Exhibit II-3 on the following page.

Exhibit II-2.
Use of Childcare by Age of Children, Working Parents Surveyed



Source: Summit County Employee Childcare Survey conducted by BBC Research & Consulting.

Exhibit II-3.
Type of Childcare Used

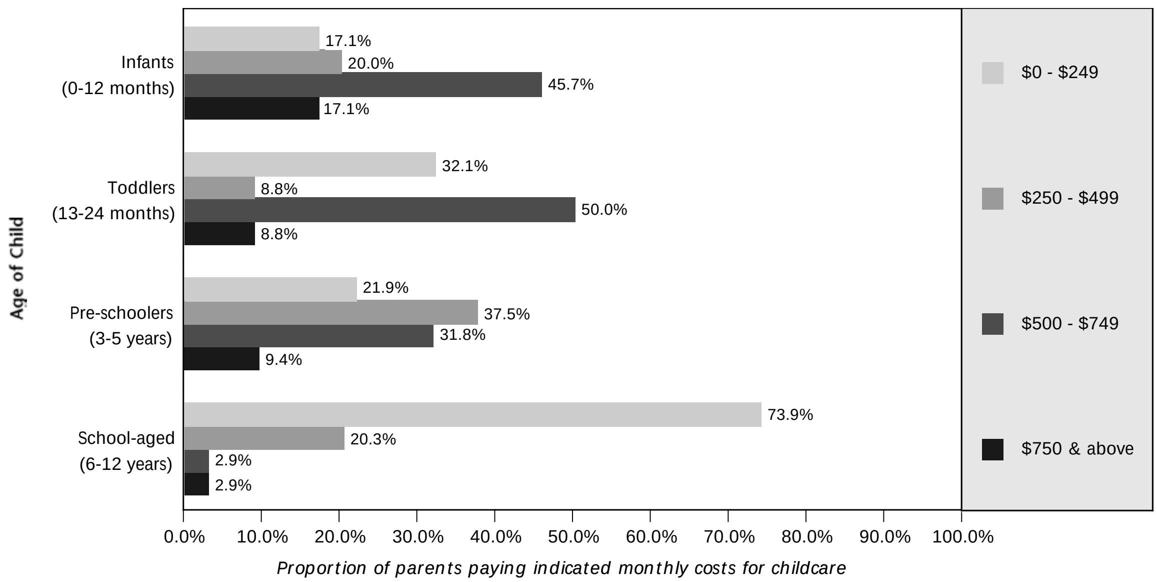


Note: Share of employees in each sector using each type of childcare sums to more than 100 percent because many families use more than one type of care.

Source: Summit County Employee Childcare Survey conducted by BBC Research & Consulting.

Cost of childcare. The survey also asked how much employees pay for childcare. Childcare costs are generally highest for the youngest children. This is primarily due to higher labor costs for infants since the ratio of caregivers to children is lower for younger kids. (For example, one caregiver is required for every five infants, verses every 12 five year olds.) Therefore, Exhibit II-4 groups survey responses regarding the cost of childcare by age of child.

Exhibit II-4.
Monthly Childcare Expenditures by Age of Child, Working Parents Surveyed

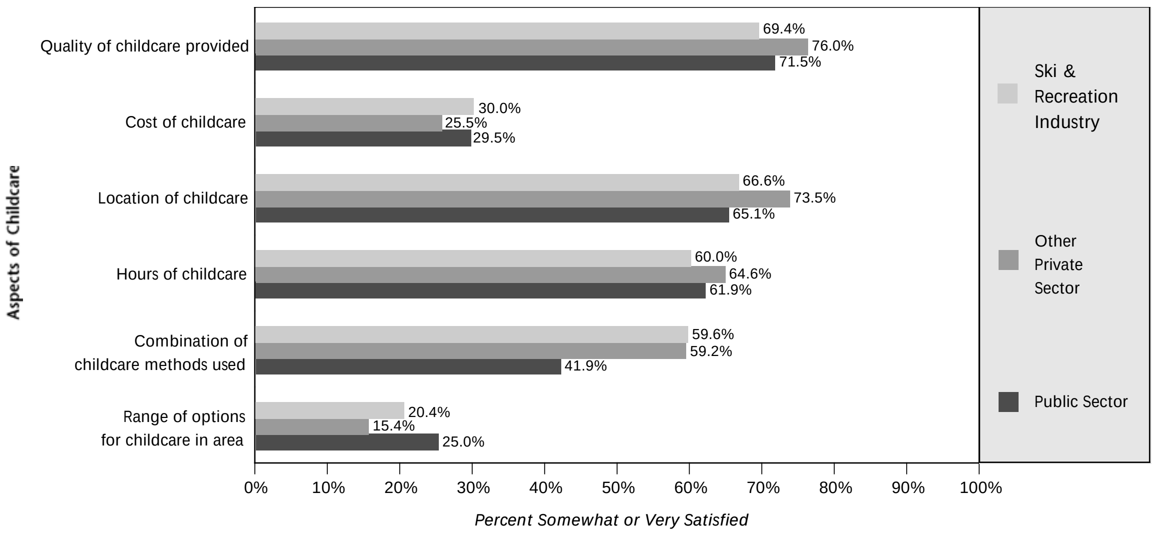


Source: Summit County Employee Survey conducted by BBC Research & Consulting.

Satisfaction with childcare. Most of the parents surveyed are pleased with the quality, location and hours of their childcare providers. Throughout the county, surveys show that parents are generally satisfied with the quality of their children's care, although about a quarter of parents are not satisfied with the quality of their childcare.

The majority of working parents surveyed in Summit County are dissatisfied with the cost of childcare and the range of childcare options available. Although they are generally satisfied with their children's own caregivers, they have concerns about the overall availability of childcare in the county. Exhibit II-5 on the following page shows parents' satisfaction with different aspects of childcare.

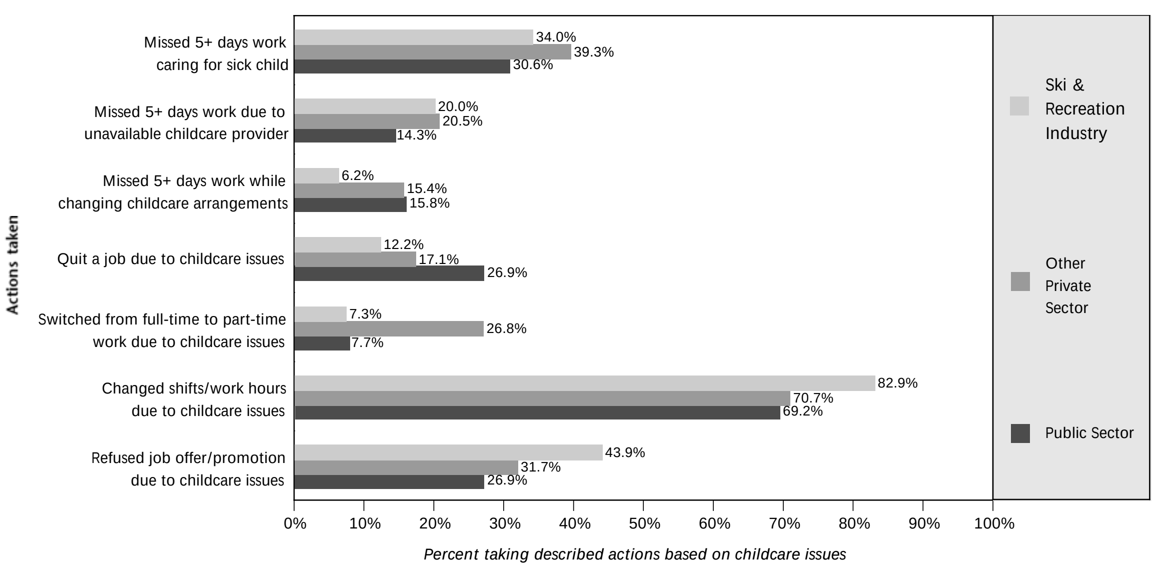
Exhibit II-5.
Satisfaction with Aspects of Childcare, Working Parents Surveyed



Source: Summit County Employee Childcare Survey conducted by BBC Research & Consulting.

Impact of childcare. The availability of quality childcare has a clear impact on the working lives of the parents surveyed. Across all industries, more than 30 percent of parents missed five or more days of work caring for a sick child. More than one in 10 working parents in the ski/recreation industry has quit a job because of childcare issues; more than one quarter of public sector employees have made the same choice. The majority of respondents in all industries have changed their work hours because of childcare issues. Exhibit II-6 shows the impacts of childcare issues on the working lives of parents surveyed.

Exhibit II-6.
Impact of Childcare Issues, Working Parents Surveyed



Source: Summit County Employee Childcare Survey conducted by BBC Research & Consulting.

Employees who leave their jobs because of childcare issues cause their employers to spend money recruiting and training replacements. One third of the employers surveyed who said that that they had lost employees because of childcare problems spent more than $250 recruiting each replacement worker. Forty-four percent of those employers spent more than $250 in training costs for each replacement employee hired.

The actual cost to employers of employee turnover is much higher than direct costs of recruitment and formal training. There is the cost of other employees' time used in informal training of new staff and the decline in productivity until a new worker attains the skills of the experienced employees. Many human resources departments use a 25 percent rule of thumb, based on a study by the Saratoga Institute that indicated that the total costs of employee turnover averaged 25 percent of that employee's annual salary plus benefits.

Using information from the 1990 and 2000 Census and the Colorado Department of Labor and Employment, BBC estimated that 17 percent of Summit County's workforce are working parents with children under age 13.[1] BBC then estimated that 2.4 percent of these working parents leave their jobs each year because of childcare issues, based upon survey responses.[2] Given this rate of turnover, the average earnings by local residents and the 25 percent rule of thumb, BBC estimated the cost of childcare related turnover at $594,000 annually.

Retention of skilled workers is particularly important in Summit County because of the tight local labor market. The average unemployment rate in 2000 was 2.0 percent. Although unemployment has increased locally during the nationwide recession, it is still quite low: 2.6 percent in September 2001 compared to 2.2 percent in September 2000.

With the high proportion of working parents in Summit County and the impacts that childcare issues have on their choice of jobs, it is clear that childcare affects hiring and retention for many Summit County employers. The childcare industry is itself an employer competing for quality workers in the Summit County labor market.

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[1] The percentage of employees with children under 13 who responded to the survey was higher than the countywide 17 percent average. Working parents constituted 28 percent of the public sector respondents, 48 percent of the ski industry respondents and 63 percent of the other private sectors respondents. Because working parents were over-represented in the survey responses, all survey data presented differentiates between parents and other employees.

[2] BBC weighted the survey responses of working parents by industry. For example, the working parents from the public sector were assumed to represent the 10 percent of local employees who work in the public sector. The percentage of workers who said they had left a job because of childcare issues was divided by the average length of employment in Summit County, 7 years, to derive an annual turnover percentage.

Economic Impact of the Childcare Industry

The Summit County childcare industry consists of four segments: childcare centers that serve local residents, childcare centers that primarily serve skiers and other visitors, childcare homes, and after-school programs at elementary schools and recreation centers. The following analysis focuses on childcare for local residents.

There are six licensed childcare centers and 31 daycare homes in Summit County that serve local residents.[3] Together these facilities employ 82 full and part-time workers. School-aged childcare and partial day preschool programs at public school and recreation center sites employ an additional 64 full and part-time workers. These childcare workers provide 577 licensed childcare slots for infants, toddlers and preschoolers and 414 slots for school-aged children.

Dollars spent on childcare circulate in the local economy as providers purchase supplies and employees spend their wages. In order to estimate the direct and indirect impacts of the local childcare industry, BBC used budget data previously collected by the Summit County Human Services Division, collected additional data from local childcare providers and utilized region-specific multipliers from the Colorado Department of Local Affairs. Multipliers reflect the spending patterns in specific geographic areas; that is the way in which money is re-spent in a local economy. Generally, expenditures in a large, metropolitan area have a larger multiplier effect (are re-spent more times) than expenditures in a small, rural place. That is because a metropolitan area offers a wide range of goods and services so it is likely that the re-spent dollars will stay within the local economy. In a very small place, most re-spent dollars immediately leave the local area. Summit County is part of the ten-county Ski and Resort region. Counties in this region have medium-sized economies with a range of goods and services available locally. Therefore, money spent in Summit County is less likely to be re-spent locally than money spent in Denver County but more likely to be re-spent locally than money spent, for example, in Kiowa County.

For each type of childcare provider (childcare center, childcare home, pre-school and school-aged care), BBC calculated total direct expenditures. Multipliers were then applied to these figures to estimate the total economic impact of the industry. Exhibit II-7 on the following page shows that Summit County's childcare industry has a total economic impact of over $6.4 million.

[3] Two other licensed childcare centers, Kinderhut and Peak 8 Children's Center, primarily serve visitors. However, the Peak 8 Center does provide care for 15 employee children. Therefore, this portion of the center's operations are reflected in the analysis in Exhibit II-7.

Exhibit II-7. Economic Impact of Childcare for Local Residents in Summit County.

Notes:

(1) Includes six centers serving local residents and the portion of Peak 8 Children's Center operations that serves local residents.

(2) Includes partial day pre-schools in Summit County Public Schools. Other preschool programs included in figures for Childcare Centers.

(3) Includes programs held at Summit County Schools and at Breckenridge Recreation Center.

Source:

BBC Research & Consulting.

	Expenditures	*Wages*	*Jobs*
Childcare Centers (1)	$2,054,000	$1,578,000	86
Childcare Homes	$1,119,000	$406,000	34
Preschools (2)	$222,000	$179,000	6
Before & After-school Care (3)	$580,000	$297,000	64
Total Direct Impact	$3,975,000	$2,460,000	190
Total Indirect Impact	$2,437,000	$1,236,000	42
Total Impact	$6,412,000	$3,696,000	232

Section III.
Future Needs for Childcare in Summit County

There are approximately 2,780 children under the age of 13 in Summit County. Of those children, about 2,245 have working parents and are potentially in need of childcare. The current need for licensed childcare in Summit County is estimated to be 1,141 slots:

- 577 currently licensed childcare slots available for infants, toddlers, and pre-schoolers at Summit County's childcare homes, childcare centers and pre-schools;
- 414 currently licensed slots for school-aged children at childcare homes and after-school programs at schools and recreation centers.
- 150 additional slots to meet needs of children currently on waiting lists for licensed care.

How can there be more than 2,000 children of working parents yet an identified need for only 1,141 licensed slots? Unlicensed childcare accounts for a small part of the difference. Almost 6 percent of survey respondents who use paid childcare said that they used unlicensed providers. Other factors such as staggered parental work-schedules, care by friends and relatives, use of babysitters and nannies and part-time enrollment in childcare are much more important in explaining this difference.

Based on survey results, BBC estimates that about 14 percent of Summit County families arrange their work schedules so that one parent is always home. More than 25 percent of families have friends or relatives care for their children.

Other forms of childcare that are not reflected in the count of childcare slots include babysitters in the child's home and live-in nannies. About 12 percent of survey respondents said they use these forms of childcare.

The use of part-time childcare is also an important factor. BBC contacted six childcare centers regarding their enrollment. About 45 percent of their children attend less than five days a week, and many of these children attend only two days a week. Therefore, one childcare slot can serve more than one child.

Additional Childcare Slots Needed

The number of children in Summit County is expected to increase as birth rates rise. From 1990 to 2000, the number of births per year in Summit County increased from 207 to 333.

In order to project future childcare needs, BBC obtained projections of children by age from the State Demographer's office. The 1990 ratio of working parents was then applied to these counts to estimate the number of children potentially in need of childcare.[1] Not all of these children will need licensed childcare: some will be cared for by friends, relatives, nannies or babysitters. Others will have parents who stagger their work hours. Future need for licensed childcare slots was projected based on current ratios: the ratio of slots currently licensed and the ratio of additional slots needed to address the waiting list. Exhibit III-1 includes the number of slots needed to maintain current service levels (which does not meet the needs of all families wanting to use licensed childcare) and the number of slots required to address anticipated future waiting lists.

Exhibit III-1. Projected Children Needing Paid Childcare

Source:

BBC Research & Consulting from Colorado State Demographer's population projections.

	2000	*2005*	*2010*
Children under Age 13			
Infants	279	331	321
Toddlers	486	706	688
Pre-schoolers	763	1,098	1,160
School-aged	1,530	2,143	2,912
Total	2,779	3,947	4,760
Proportion of Children with Working Parents			
Infants	209	248	241
Toddlers	365	530	516
Pre-schoolers	626	900	951
School-aged	1,255	1,757	2,388
Total	2,245	3,187	3,855
Licensed Childcare Slots Needed to maintain Current Ratio			
Age 5 and under	577	807	822
Ages 6 to 12	414	580	788
Total	991	1,387	1,610
Additional Slots Needed to Meet Waiting List Need	150	216	269
Total Slots Needed	1,141	1,603	1,879

By 2010, Summit County is expected to need a total of 888 additional slots: 619 more childcare slots to maintain its current ratio of licensed providers to children of working parents, and 269 to address current and projected waiting lists.

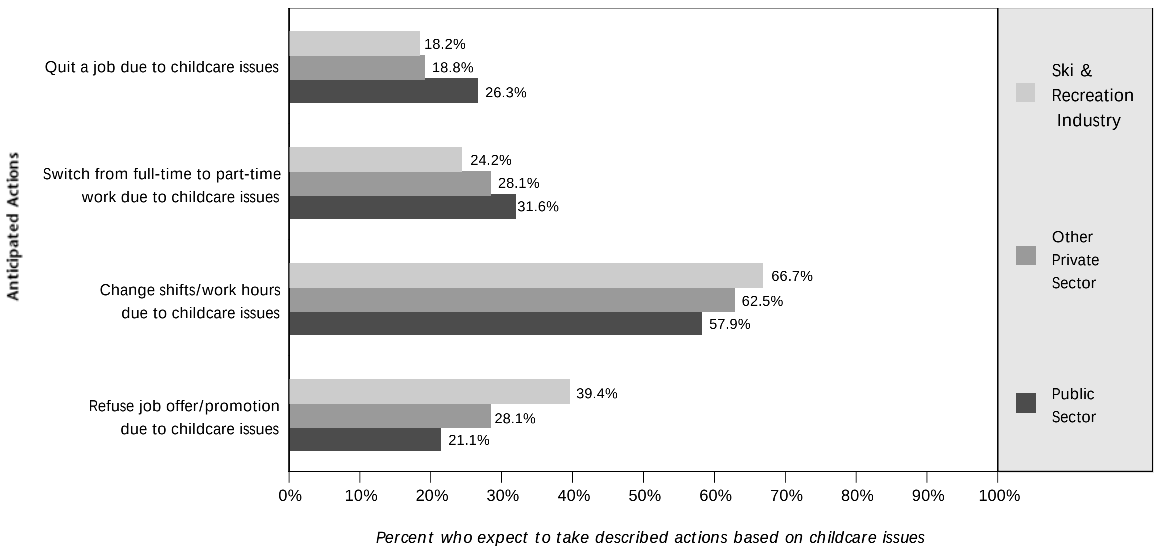
[1] 2000 Census data regarding the number of children with working parents has not yet been released.

Future Impacts of Childcare Issues

Working parents are familiar with the current range of childcare options available in Summit County. When they look to the future of their work lives, they anticipate numerous changes because of childcare issues.

The survey asked working parents about future changes in their working lives that they anticipate because of childcare issues. Almost one quarter of parents who work in the ski/recreation industry and almost one third of parents who work for government expect that they will leave their current jobs because of childcare issues. A majority of working parents in all industries expect that they will need to change their working hours to accommodate their childcare responsibilities. Expected impacts of childcare issues are summarized in Exhibit III-2 below.

Exhibit III-2.
Anticipated Impact of Childcare Issues, Working Parents Surveyed



Source: Summit County Employee Childcare Survey conducted by BBC Research & Consulting.

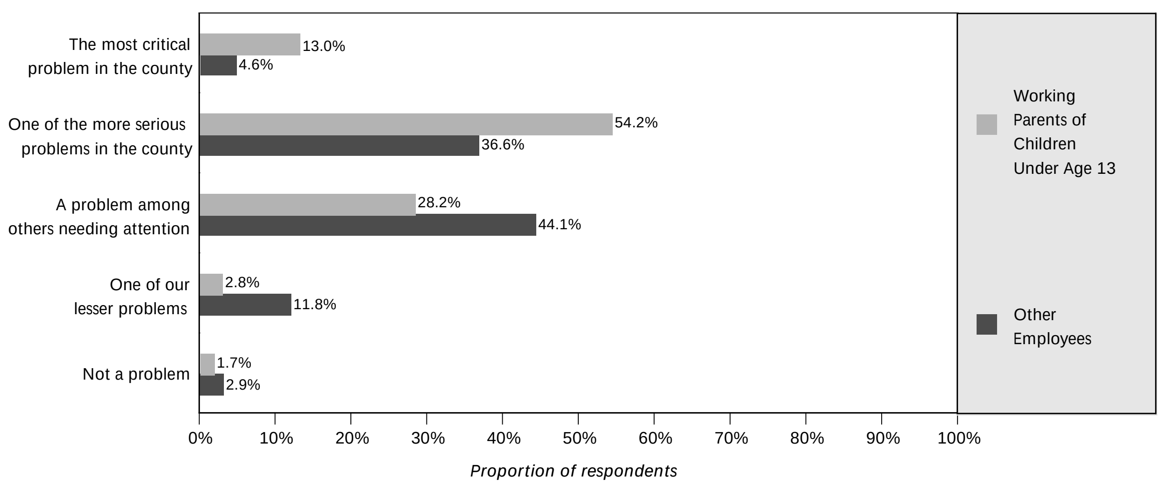
Section IV. Policy Options Regarding Childcare in Summit County

Given the large number of working parents in Summit County, the impact of childcare on their working lives and the need for additional childcare over the next decade, community leaders have discussed the need for changes to the County's childcare system. In order to gauge public opinion regarding potential changes, the employee and employer surveys included a number of questions about possible childcare improvements and the means of achieving them.

Importance of Childcare Issues

More than half the working parents and a third of the other employees surveyed said that childcare issues are "one of the more serious problems in the county." Exhibit IV-1 shows how all the employees surveyed rate the importance of childcare. It should be noted that the employees who voluntarily filled out this survey may be more concerned about childcare than those who chose not to respond.

Exhibit IV-1.
Importance of Childcare Issues



Source: Summit County Employee Childcare Survey conducted by BBC Research & Consulting.

The employers surveyed see childcare as a less important issue: none said that it was the most important problem facing the county and less than 40 percent said that it was one of the more serious problems in the county. When asked about the problems they face in attracting and retaining employees, employers ranked childcare issues well below housing and a tight labor market. Exhibit IV-2 on the following page summarizes the employers' rankings of local issues that affect their ability to hire and retain employees.

Exhibit IV-2
Issues that Impact Employers' Ability to Attract and Retain Workers

Source:

Summit County Employer Survey conducted by BBC Research & Consulting.

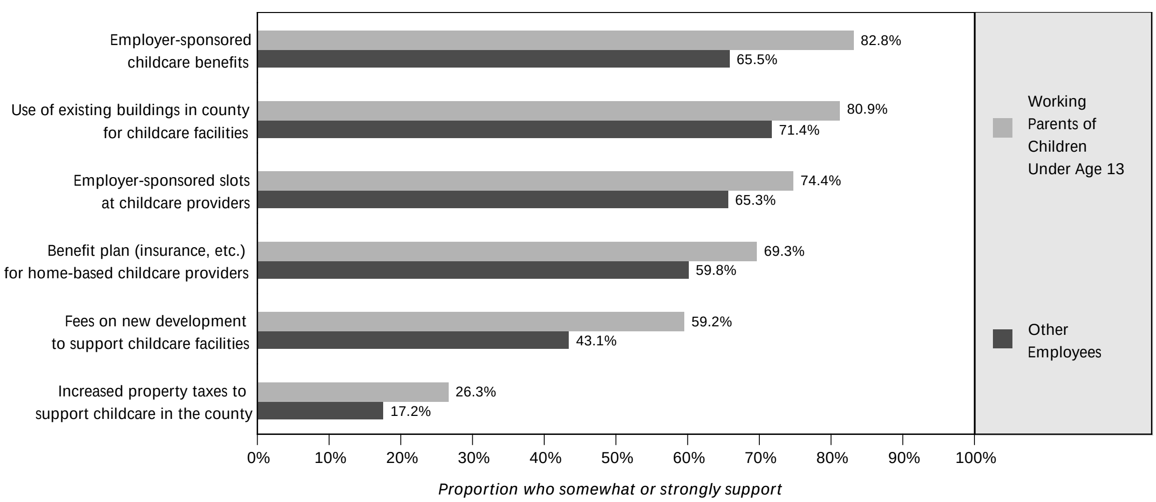
	Proportion of Employers Rating This Issue as a Somewhat or Very Important Problem
Shortage of affordable housing	83%
Low statewide unemployment rates	50%
Shortage of affordable childcare	*39%*
Shortage of quality childcare	*33%*
Transportation problems	33%
Shortage of childcare for evenings and weekends	*22%*
Restrictive immigration policies	22%

While the relative importance of the issues in Exhibit IV-2 is interesting, we cannot assume that it reflects the beliefs of all Summit County employers. Given the low number of employers responding (18 of 75), there is a danger of non-response bias; that is, the possibility that the opinions of employers who did not complete their surveys are substantially different from those who did.

Methods of Improving Childcare

The survey asked employees and employers their opinions regarding methods of improving childcare in the county. The most popular methods among employees were employer-sponsored childcare benefits, use of existing buildings as childcare facilities and employer-sponsored slots at childcare providers. Employee ratings are summarized in Exhibit IV-3.

Exhibit IV-3.
Employee Support for Different Methods of Improving Childcare in Summit County



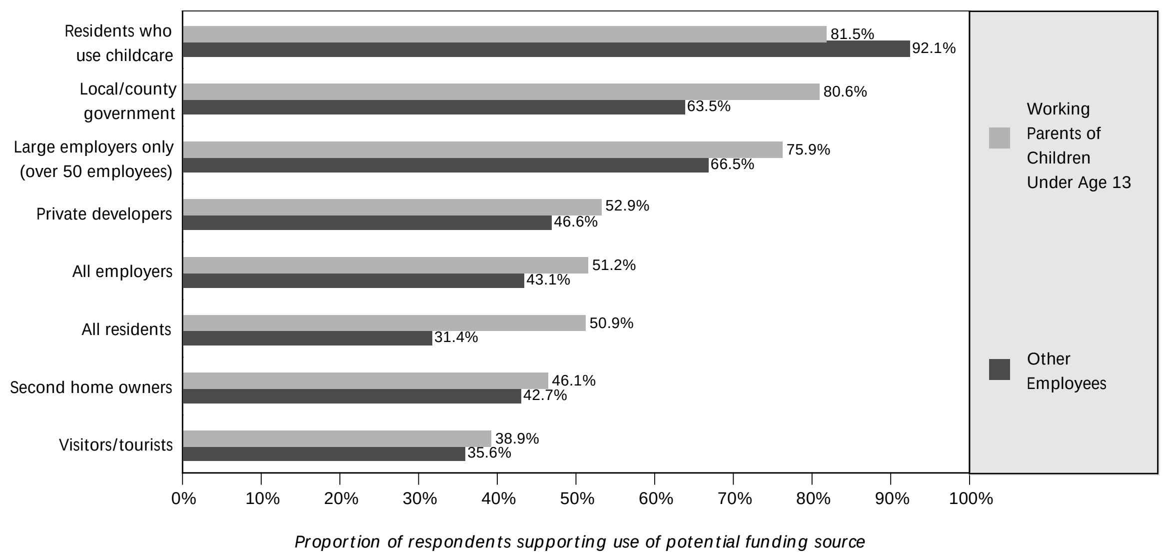
Source: Summit County Employee Survey conducted by BBC Research & Consulting.

Employer-sponsored childcare benefits and childcare slots were less popular with the employers surveyed, gaining support from 22 percent and 44 percent of respondents respectively.

Funding Sources

Both parents and non-parents stated that childcare improvements should primarily be funded by the people who use childcare. As Exhibit IV-4 shows, other funding sources supported by a majority of employees surveyed include large employers, and local/county government. However, as shown in the previous exhibit, less than one quarter of employees surveyed support property tax increases to fund childcare improvements.

Exhibit IV-4.
Employee Support for Different Funding Sources for Childcare Improvements



Source: Summit County Employee Survey conducted by BBC Research & Consulting.

Seven of the employers responding to the survey said that all employers should be responsible for funding childcare improvements, and 12 were in favor of large employers paying for these improvements.

Potential Policy Options

Childcare professionals, employers, policy makers and other Summit County residents have begun to discuss options for increasing the capacity, quality and affordability of the local childcare system. The Summit County Human Services division requested that financial information be provided regarding three policy options: subsidized construction of childcare facilities, employer-sponsored childcare slots and benefits to childcare workers.

Subsidized construction of childcare facilities. As explained in Section III, Summit County will need 888 additional childcare slots by 2010 to meet all anticipated demand. About one third of the county's currently licensed slots are in childcare centers. If the county is to maintain that ratio, centers with a total capacity of 290 children will need to be built by 2010.

High land and construction costs make building a childcare center a very expensive proposition in Summit County. When potential childcare operators compare potential revenues with the cost of debt service plus other operating expenses, they usually determine that they cannot make a profit. Therefore, recent local construction of childcare facilities has been subsidized. For example, the new Carriage House Center, Zoomers and Summit County Pre-school all received contributions from government agencies and Summit Foundation.

If enough new centers are to be built to meet the demand anticipated over the next decade, subsidies are likely to be required. In order to provide a sense of the total subsidy that may be required, BBC assumed that four centers would be constructed, each with a capacity of 72 children. Total construction costs for each 3,150 square foot center (including contingency, design and permit fees) were estimated at $567,000. Furniture, fixtures and equipment costs were estimated at $140,400. Each center was assumed to require a 12,600 square foot parcel to accommodate the building, outdoor play areas, parking, access and landscaping. Land costs for each center were estimated at $113,400. A range of possible subsidy shares and the impacts on center debt service of each subsidy level are presented in Exhibit IV-5.

Exhibit IV-5.
Estimated Costs for Each 72-Slot Childcare Center

	Estimated Cost	*25% Subsidy*	*50% Subsidy*	*75% Subsidy*
Building (1)	$567,000	$141,750	$283,500	$425,250
Furniture, Fixtures and Equipment (2)	$140,400	$35,100	$70,200	$105,300
Land (3)	$113,400	$28,350	$56,700	$85,050
Total	$820,800	$205,200	$410,400	$615,600
Estimated Annual Debt Service for Center Operator (4)	$66,150	$49,600	$33,100	$16,500

Note: (1) Includes $150 per square foot estimated construction cost, plus contingency, design and permit fees for 3,150 square foot building.
(2) Based on a $1,950 per child cost BBC has calculated for similar facilities in past studies.
(3) Assumes $9 per square foot cost for 12,600 square foot lot
(4) Assumes 30 year loan at 7 % interest rate.

Source: BBC Research & Consulting

In order to reduce all four centers' operating costs by $33,000 per year, a total subsidy of $1.6 million would be required. Construction costs have been rising 5 percent per year in Summit County. If these increases continue, today's $820,000 childcare center will cost $997,000 by 2005. This suggests that it would be more economical to build these facilities sooner rather than later. This may be a particularly good time to build in Summit County because the nationwide recession has impacted the local construction industry. Several local construction and trade firms have announced lay-offs. Construction bids in the near future may be considerably lower than those that will be submitted during the next resort/second-home building boom.

Employer-sponsored childcare slots. Among other reasons, potential childcare operators are reluctant to initiate or expand operations in Summit County because of the seasonal variations in demand for childcare. Employer-sponsored childcare slots are one way of guaranteeing year-round cash flow and encouraging increases in capacity.

The Eagle County Childcare Association has recently opened a 40-slot childcare center in Vail with 12 employer-sponsored slots.[1] The Association, a 501(c)3 non-profit, was founded by the Town of Vail and Eagle County to facilitate government-business cooperation in addressing childcare issues.

Founding corporate members of the Vail childcare center, that signed up before the center opened in December, were able to purchase annual slots for $10,000. New annual members will pay $11,000 per slot. Each slot guarantees childcare for one child for one year. Each employer sets its own subsidy policy. The employer can choose to subsidize some, all or none of the actual cost of care ($47 per child per day for infants and toddlers). Any fees paid by the employee for care are rebated to the employer.

For example, one employer has decided that its employees will pay $20 per day. The center receives $10,000 for the child's care for the year from the employer and rebates the $5,000 collected from the parents in fees. This employer is able to provide a desirable employee benefit (guaranteed care at a high-quality center) for $5,000. In fact the actual cost to this employer is only $2,500 because of Colorado's child care contribution income tax credit. The tax credit, which is currently scheduled to sunset at the end of 2004, allows taxpayers to receive a 50 percent tax credit for contributions made to childcare facilities to promote childcare.

Kathleen Fornash, head of Eagle County Human Services, emphasizes that the focus of their efforts was to find the most effective way for government and business to work together to address childcare issues. They first formed the Association, which has board members from the Town, the County and participating businesses. They later determined that employer-sponsored slots could benefit the center and the participating employers.

Benefits for childcare workers. Wages and benefits for childcare workers in Summit County are relatively low compared with other jobs that require comparable training or skills. Summit County's tight labor market makes it difficult for childcare centers to attract and retain employees. All of the local childcare center directors contacted by the Early Childhood Resource and Referral Center in a 2000 survey stated that higher salaries would increase the quality of care provided. Ninety percent of the childcare workers surveyed said that higher pay would keep them in the childcare field; 30 percent said that benefits would. Forty-six percent of family childcare providers said that lack of benefits was the worst aspect of their job.

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[1] The center is located in a building owned by the Town of Vail, which was previously operated by a for-profit company. That operator closed after failing to make a profit and the building sat empty for a year while the Town tried to attract another provider.

Other jurisdictions have addressed the benefits issue by providing insurance benefits directly to childcare workers. For example, the State of Rhode Island provides fully paid health care coverage to home and center-based childcare providers that serve children receiving state childcare subsidies.

In Summit County, additional salary is more important or as important to most childcare workers as benefits. Because of the varying benefit levels currently provided by different local centers and the difficulty of combining center-based and home-based workers into a qualified group under Colorado insurance law, the best approach to the benefits issue may be direct payments. Individual childcare workers could then purchase health insurance or use the money for other purposes.

The state of North Carolina has a program that supports up to one-third of the cost of individual health care coverage for workers at centers that achieve certain training, education and compensation levels. This may be a better model for Summit County than the Rhode Island program. The benefits improve quality by improving retention. Tying the payments to certain training or education levels increases quality even more.

In order to gauge the costs of a benefit subsidy program, BBC compiled information about current health insurance costs for groups of one (insurance that could be purchased by individual family childcare providers or center employees) in Summit County.

BBC also examined payments that could be used for retirement savings. We assumed a $1,000 benefit per worker that individuals could deposit in their own tax-free IRAs.[2] Exhibit IV-6 summarizes the cost of different benefits subsidies for Summit County childcare workers.

Exhibit IV-6.
Cost of Benefit Subsidy Payments to Summit County Childcare Workers

Provider Type (1)	*Number of Employees* (2)	*Cost of Health Care Insurance*(3)	*Cost of Retirement Benefit*	*Cost of 30 Percent Subsidy Payment*	*Cost of 50 Percent Subsidy Payment*	*Cost of 100 Percent Subsidy Payment*
Childcare Center	86	$201,240	$86,000	$86,200	$143,600	$287,200
Childcare Home	34	$79,560	$34,000	$34,100	$56,800	$113,600
Total	120	$280,800	$120,000	$120,300	$200,400	$400,800

Note: (1) The workers in the Summit County Schools pre-schools and the Summit County and Breckenridge Recreation Center programs were not included in this analysis because the full-time workers in these programs generally have good benefits plans. Many of the part-time workers work so few hours (e.g. 15 hours per week) that they do not expect health or retirement benefits.

(2) All employees providing care to Summit County residents children were included in this analysis, including the share of the Peak 8 Children's Center staff who serve local residents. If a benefit subsidy plan were implemented, a decision would have to be made regarding workers at centers that provide care to both visitors and residents.

(3) Costs are based on current prices in Summit County for Blue Cross's Standard PPO plan for individuals aged 30-34. This age group was selected because 31 is the median age in Summit County.

Source: BBC Research & Consulting.

[2] We chose not to use an amount equal to 3 percent of salary, a typical employer match amount in a 401K plan, because home providers average salaries are so low that the average benefit per person would be only be $360 per year, an amount that would probably not be decisive in seeking more training or staying in the childcare profession. Home providers' salaries are low because they are able to recoup some of their housing costs as business expenses.

APPENDIX A.
Survey Responses

APPENDIX A.
Survey Responses

Complete survey results for employees working for the ski/recreation industry, other private sector employers and the public sector are presented on the following pages.

Survey Results for Employees in the Ski Industry

Employment

1. Which of the following best describes your employment in Summit County? (Please check all that apply.) *(N=125)*

92.0%	Full-time year-round	*3.2%*	Part-time year-round
7.2%	Seasonal winter	*1.6%*	Seasonal summer

2. How many jobs do you have in Summit County? *(N=124)*

75.8%	One
20.2%	Two
4.0%	Three or more

3. What type(s) of business(es) do you work for? (Please check all that apply.) *(N=126)*

5.6%	Construction	*8.7%*	Hotel/motel/other lodging
0.0%	Manufacturing	*100%*	Ski area/other recreation
1.6%	Transportation and warehousing	*1.6%*	Education
0.0%	Banking/finance/insurance	*0.8%*	Health care
4.8%	Real estate/property management	*3.2%*	Professional services (legal, accounting, etc.)
4.8%	Retail	*5.6%*	Other
6.3%	Eating/drinking places	*0.0%*	Local/state/federal government

4. Where do you work? (Please check all that apply.) *(N=125)*

16.0%	Breckenridge	*26.4%*	Keystone
47.2%	Copper Mountain	*3.2%*	Silverthorne
2.4%	Dillon	*12.8%*	Elsewhere in Summit County
3.2%	Frisco		(Please specify) ______________________

5. What hours do you work? (Check all categories that include your work hours.) *(N=124)*

96.8%	Weekdays (7 am–5 pm)	*46.0%*	Weekend days (7 am–5 pm)
21.8%	Weeknight evenings (5 pm–9 pm)	*8.1%*	Weekend evenings (5 pm–9 pm)
6.5%	Weeknight late nights (9 pm-midnight)	*3.2%*	Weekend late nights (9 pm-midnight)
0.8%	Weeknight overnight (Midnight-7am)	*0.8%*	Weekend overnight (Midnight-7am)

6. Does your work schedule vary? *(N=126)*

50.8%	Yes
49.2%	No

6a. If you answered yes to Question 6, which best describes your schedule? *(N=65)*

30.8%	My hours/days of work vary but I work the same schedule each week
13.8%	My hours/days of work vary but I work the same schedule each month
43.1%	My hours/days of work vary and my schedule changes from week to week
12.3%	My hours/days of work vary and my schedule changes from month to month

7. How many hours do you work during an average week? *(N=125)*

1.8%	Less than 20 hours
11.2	20-39 hours
64.8%	40-49 hours
15.2%	50-59 hours
8.0%	60 or more hours

Children and Childcare

8. Do you have children under the age of 13? *(N=124)*

49.2% Yes | *50.8%* No

(If you answered *"yes,"* to Question 8, please answer questions 8a through 18.
If you answered *"no,"* please skip to Question 19.)

8a. Do your children live with you? *(N=62)*

93.5% Yes, all the time | *4.8%* Yes, part of the year
0.0% Yes, year-round, part of the time | *1.6%* No

8b. Please note how many children you have in each age group who live with you all or part of the time. *(N=61)*

(Percent distribution of parents responding with children in the following age groups)

Infants (0-12 months) *39.3%* | Pre-schoolers (3-5 years old) *27.9%*
Toddlers (13-24 months) *23.0%* | School-aged (6-12 years old) *42.6%*

8c. How many of your children attend paid or unpaid childcare (Including care by relatives/friends) at least once a week?

(Percent of each age group who attend child care)

Infants (0-12 months) *87.5% (N=24)* | Pre-schoolers (3-5 years old) *73.7% (N=19)*
Toddlers (13-24 months) *85.7% (N=14)* | School-aged (6-12 years old) *48.5% (N=33)*

9. Does your employer provide on-site childcare for workers? *(N=58)*

34.5% Yes | *65.5%* No

9a. If your employer does provide on-site childcare, do you use it? *(N=21)*

Yes, always *33.3%* | Yes, sometimes *23.8%* | No *42.9%*

10. Do relatives or friends take care of your children while you are at work? *(N=60)*

Yes, always *15.0%* | Yes, sometimes *31.7%* | No *53.3%*

10a. If you answered yes to Question 10, please note who provides childcare. (Check all categories that apply.) *(N=28)*

22.9% Spouse/significant other is at home full-time
35.7% Spouse/significant other and I arrange work hours so that one of us is with children
10.7% Grandparent(s) care for children
7.1% My children's older brother/sisters take care of them
14.3% Other relatives care for children
28.6% Friends care for children

11. Which of the following types of childcare do you use? (Check all that apply.) *(N=50)*

38.0% Licensed childcare center
6.0% Partial day pre-school
40.0% Licensed family childcare in providers' home
8.0% Unlicensed family childcare in providers' home
12.0% Babysitter in your home
0.0% Live-in nanny in your home
0.0% Babysitting co-op
20.0% Before/after-school program at school
4.0% Before/after-school program elsewhere
14.0% Summer program for school-aged children
4.0% Other (Please specify) ____________________
____
2.0% Do not use any type of childcare

12. Do you take your child/children with you to work? *(N=61)*

0.0% Always | *6.6%* Often | *18.0%* Sometimes | *44.3%* Rarely | *31.1%* Never

13a. How far from your home is your childcare provider located? *(N=53)*

30.2% 0-2 miles | *28.3%* 3-5 miles | *22.6%* 6-9 miles | *17.0%* 10-24 miles | *1.9%* 25 miles or more

13b. How far from your workplace is your childcare provider located? *(N=53)*

22.6% 0-2 miles *17.0%* 3-5 miles *24.5%* 6-9 miles *30.2%* 10-24 miles *5.7%* 25 miles or more

14. How much do you pay for childcare each month? *(N=46)*

47.8% $0-$249
23.9% $249-$499
60.9% $249-$499
6.5% $750 or more

15. How satisfied are you with…

	Very Unsatisfied				Very Satisfied	
the quality of your child care provider(s)/facility(ies)	*1=6.1%*	*2=4.1%*	*3=20.4%*	*4=18.4%*	*5=51.0%*	*(N=49)*
the cost of childcare	*1=16.0 %*	*2=18.0%*	*3=36.0%*	*4=22.0%*	*5=8.0%*	*(N=50)*
the location of your childcare provider(s)	*1=4.2%*	*2=0.0%*	*3=29.2%*	*4=20.8%*	*5=45.8%*	*(N=48)*
the hours of your childcare provider(s)	*1=4.0%*	*2=6.0%*	*3=30.0%*	*4=30.0%*	*5=30.0%*	*(N=50)*
the combination of childcare methods you use	*1=4.3%*	*2=10.6%*	*3=25.5%*	*4=31.9%*	*5=27.7%*	*(N=47)*
the range of options for childcare in your area	*1=49.0%*	*2=18.4%*	*3=12.2%*	*4=14.3%*	*5=6.1%*	*(N=49)*

Impact of Childcare Issues

16. How many days during 2001 have you missed work because…

you were caring for a sick child?	*0 days=9.4%*	*1 to 4 days=56.6%*	*5+ days=34.0%*	*(N=53)*
your childcare provider was unavailable?	*0 days=40.0%*	*1 to 4 days=40.0%*	*5+ days=20.0%*	*(N=40)*
you were changing childcare arrangements?	*0 days=75.0%*	*1 to 4 days=18.8 %*	*5+ days=6.2%*	*(N=32)*

17. Since you began working in Summit County, have you had to do any of the following because of lack of childcare or problems with your childcare arrangements? (Check all that apply.) *(N=41)*

12.2% Quit a job
7.3% Switch from full-time to part-time work
82.9% Change shifts/work hours
43.9% Refuse a job offer or a promotion

18. Do you anticipate doing any of the following in the future because of inadequate or unaffordable child care? *(N=33)*

18.2% Quit a job
24.2% Switch from full-time to part-time work
66.7% Change shifts/work hours
39.4% Refuse a job offer or a promotion

Future Childcare Improvements

19. There are a number of ways to improve the childcare system in Summit County. Please indicate whether you would support or oppose the ideas listed below.

	Strongly Oppose				*Strongly Support*
Increased property taxes to support childcare in the county *(N=119)*	*1=27.7%*	*2=19.3%*	*3=30.3%*	*4=12.6%*	*5=10.1%*
Fees on new development to support childcare facilities, if allowed by state law *(N=118)*	*1=16.9%*	*2=15.3%*	*3=21.2%*	*4=19.5%*	*5=27.1%*
Employer-sponsored childcare benefits *(N=119)*	*1=2.5%*	*2=3.4%*	*3=14.3%*	*4=21.8%*	*5=58.0%*
Employer-sponsored slots at childcare providers *(N=118)*	*1=1.7%*	*2=3.4%*	*3=18.6%*	*4=25.4%*	*5=50.8%*
Use of existing buildings in the county for childcare facilities *(N=118)*	*1=1.7%*	*2=5.1%*	*3=14.4%*	*4=25.4%*	*5=53.4%*
Benefit plan (insurance, etc.) for home-based childcare providers to encourage more individuals to provide this service *(N=121)*	*1=5.0%*	*2=4.1%*	*3=24.8%*	*4=24.0%*	*5=42.1%*

20. Which of the following groups should be responsible for providing funds to improve childcare in Summit County?

	Yes	*No*	*Don't Know*	
All employers	*1=51.8%*	*2=39.5%*	*3=8.8%*	*(N=114)*
Large employers only (over 50 employees)	*1=76.1%*	*2=19.5%*	*3=4.4%*	*(N=113)*
Local/county government	*1=82.3%*	*2=11.5%*	*3=6.2%*	*(N=113)*
Private developers	*1=52.7%*	*2=29.1%*	*3=18.2%*	*(N=110)*
Visitors/tourists	*1=40.5%*	*2=44.1%*	*3=15.39%*	*(N=111)*
Second home owners	*1=46.3%*	*2=39.8%*	*3=13.9%*	*(N=108)*
All residents	*1=45.1%*	*2=43.4%*	*3=11.5%*	*(N=113)*
Residents who use childcare	*1=83.3%*	*2=11.4%*	*3=5.3%*	*(N=114)*

21. How do you feel about the problem of effective and affordable childcare in Summit County? *(N=118)*

It is…	the most critical problem in the county	*8.5%*
	one of the more serious problems in the county	*44.9%*
	a problem among others needing attention	*37.3%*
	one of our lesser problems	*5.9%*
	not a problem	*3.4%*

You and Your Household

For statistical purposes, we'd like to know a little more about you and your household. This information is confidential and will only be reported in aggregate with other survey results.

22. Where do you live? *(N=126)*

13.5%	Breckenridge	*21.4%*	Silverthorne	*7.9%*	Lake County
9.5%	Copper Mountain	*10.3%*	Elsewhere in Summit County	*4.0%*	Park County
17.5%	Dillon	*0.0%*	Clear Creek County	*0.0%*	Elsewhere
12.7%	Frisco	*0.0%*	Eagle County		
1.6%	Keystone	*1.6%*	Grand County		

23. How long have you worked in Summit County? *(N=126)*

9.5%	Less than a year	*19.8%*	3-4 years	*31.7%*	10 years or more
15.9%	1-2 years	*23.0%*	5-9 years		

24. How much longer do you plan to work in Summit County? *(N=125)*

2.4%	Less than a year	*10.4%*	3-4 years	*36.0%*	10 years or more
10.4%	1-2 years	*12.0%*	5-9 years	*28.8%*	Don't know

25. What is your marital status? (Check category that best applies.) *(N=126)*

28.6%	Single	*1.6%*	Widowed
51.6%	Married	*7.9%*	Unmarried, living with significant other
10.3%	Divorced/Separated		

26. Which category describes your annual household income? *(N=122)*

2.5%	Under $15,000	*19.7%*	$25,000-$34,999	*23.8%*	$50,000-$74,999	*6.6%*	$100,000 or more
12.3%	$15,000-$24,999	*19.7%*	$35,000-$49,999	*15.6%*	$75,000-$99,999		

27. Which category (or categories) below describes your household? (Please check all that apply.) *(N=124)*

93.5%	White, non-Hispanic	*2.4%*	Asian
8.9%	Hispanic	*0.8%*	Native American
0.8%	African American	*0.8%*	Other ___________________

Thank you for completing this survey.

Survey Results for Other Private Sector Employees

Employment

1. Which of the following best describes your employment in Summit County? (Please check all that apply.) *(N=106)*

88.7%	Full-time year-round	*8.5%*	Part-time year-round
2.8%	Seasonal winter	*1.9%*	Seasonal summer

2. How many jobs do you have in Summit County? *(N=104)*

74.0% One
24.0% Two
1.9% Three or more

3. What type(s) of business(es) do you work for? (Please check all that apply.) *(N=105)*

7.6%	Construction	*31.4%*	Hotel/motel/other lodging
0.0%	Manufacturing	*0.0%*	Ski area/other recreation
2.9%	Transportation and warehousing	*5.7%*	Education
4.8%	Banking/finance/insurance	*3.8%*	Health care
22.9%	Real estate/property management	*2.9%*	Professional services (legal, accounting, etc.)
20.0%	Retail	*4.8%*	Other
13.3%	Eating/drinking places	*0.0%*	Local/state/federal government

4. Where do you work? (Please check all that apply.) *(N=106)*

45.3%	Breckenridge	*33.0%*	Keystone
6.6%	Copper Mountain	*4.7%*	Silverthorne
6.6%	Dillon	*0.0%*	Elsewhere in Summit County
11.3%	Frisco		(Please specify) ______________________________

5. What hours do you work? (Check all categories that include your work hours.) *(N=104)*

94.2%	Weekdays (7 am–5 pm)	*38.5%*	Weekend days (7 am–5 pm)
30.8%	Weeknight evenings (5 pm–9 pm)	*18.3%*	Weekend evenings (5 pm–9 pm)
7.7%	Weeknight late nights (9 pm-midnight)	*1.9%*	Weekend late nights (9 pm-midnight)
1.0%	Weeknight overnight (Midnight-7am)	*0.0%*	Weekend overnight (Midnight-7am)

6. Does your work schedule vary? *(N=104)*

67.3% Yes
32.7% No

6a. If you answered yes to Question 6, which best describes your schedule? *(N=69)*

33.3% My hours/days of work vary but I work the same schedule each week
10.1% My hours/days of work vary but I work the same schedule each month
47.8% My hours/days of work vary and my schedule changes from week to week
8.7% My hours/days of work vary and my schedule changes from month to month

7. How many hours do you work during an average week? *(N=103)*

2.9% Less than 20 hours
24.3% 20-39 hours
37.9% 40-49 hours
23.3% 50-59 hours
11.7% 60 or more hours

Children and Childcare

8. Do you have children under the age of 13? *(N=103)*

68.0% Yes | *32.0%* No

(If you answered *"yes,"* to Question 8, please answer questions 8a through 18. If you answered *"no,"* please skip to Question 19.)

8a. Do your children live with you? *(N=68)*

86.8%	Yes, all the time	*2.9%*	Yes, part of the year
7.4%	Yes, year-round, part of the time	*2.9%*	No

8b. Please note how many children you have in each age group who live with you all or part of the time. *(N=127)*

(Percent distribution of parents responding with children in the following age groups)

Infants (0-12 months)	*36.2%*	Pre-schoolers (3-5 years old)	*25.2%*
Toddlers (13-24 months)	*18.1%*	School-aged (6-12 years old)	*48.8%*

8c. How many of your children attend paid or unpaid childcare (Including care by relatives/friends) at least once a week?

(Percent of each age group who attend child care)

Infants (0-12 months)	*70.8% (N=24)*	Pre-schoolers (3-5 years old)	*100.0% (N=17)*
Toddlers (13-24 months)	*100.0% (N=9)*	School-aged (6-12 years old)	*43.1% (N=51)*

9. Does your employer provide on-site childcare for workers? *(N=64)*

Yes *3.1%* No *96.9%*

9a. If your employer does provide on-site childcare, do you use it? *(N=2)*

Yes, always *0.0%* Yes, sometimes *50.0%* No *50.0%*

10. Do relatives or friends take care of your children while you are at work? *(N=66)*

Yes, always *19.7%* Yes, sometimes *36.4%* No *43.9%*

10a. If you answered yes to Question 10, please note who provides childcare. (Check all categories that apply.) *(N=41)*

24.4%	Spouse/significant other is at home full-time	*14.6%*	My children's older brother/sisters take care of them
34.1%	Spouse/significant other and I arrange work hours so that one of us is with children	*14.6%*	Other relatives care for children
22.0%	Grandparent(s) care for children	*36.6%*	Friends care for children

11. Which of the following types of childcare do you use? (Check all that apply.) *(N=52)*

38.5%	Licensed childcare center	*19.2%*	Before/after-school program at school
13.5%	Partial day pre-school	*7.7%*	Before/after-school program elsewhere
23.1%	Licensed family childcare in providers' home	*21.2%*	Summer program for school-aged children
3.8%	Unlicensed family childcare in providers' home	*5.8%*	Other (Please specify) ____________________
19.2%	Babysitter in your home		____________________________________
1.9%	Live-in nanny in your home		
3.8%	Babysitting co-op	*1.0%*	Do not use any type of childcare

12. Do you take your child/children with you to work? *(N=65)*

0.0% Always *0.0%* Often *29.2%* Sometimes *24.6 %* Rarely *46.2%* Never

13a. How far from your home is your childcare provider located? *(N=54)*

37.0% 0-2 miles *29.6%* 3-5 miles *18.5%* 6-9 miles *11.1%* 10-24 miles *3.7%* 25 miles or more

13b. How far from your workplace is your childcare provider located? *(N=52)*

36.5% 0-2 miles *21.2%* 3-5 miles *28.8%* 6-9 miles *9.6%* 10-24 miles *3.8%* 25 miles or more

14. How much do you pay for childcare each month? *(N=39)*

61.5% $0-$249
46.2% $249-$499
23.1% $249-$499
15.4% $750 or more

15. How satisfied are you with…

	Very Unsatisfied				*Very Satisfied*	
the quality of your child care provider(s)/facility(ies)	*1=8.0%*	*2=2.0%*	*3=14.0%*	*4=26.0 %*	*5=50.0%*	*(N=50)*
the cost of childcare	*1=25.5%*	*2=13.7%*	*3=35.3%*	*4=9.8%*	*5=15.7%*	*(N=51)*
the location of your childcare provider(s)	*1=10.2%*	*2=2.0%*	*3=14.3%*	*4=28.6%*	*5=44.9%*	*(N=49)*
the hours of your childcare provider(s)	*1=4.2%*	*2=8.3%*	*3=22.9%*	*4=27.1%*	*5=37.5%*	*(N=48)*
the combination of childcare methods you use	*1=8.2%*	*2=14.3%*	*3=18.4%*	*4=28.6%*	*5=30.6%*	*(N=49)*
the range of options for childcare in your area	*1=46.2%*	*2=25.0%*	*3=13.5%*	*4=7.7%*	*5=7.7%*	*(N=52)*

Impact of Childcare Issues

16. How many days during 2001 have you missed work because…

you were caring for a sick child?	*0 days=12.5%*	*1 to 4 days=48.2%*	*5+ days=39.3%*	*(N=56)*
your childcare provider was unavailable?	*0 days=53.8%*	*1 to 4 days=25.6%*	*5+ days=20.5%*	*(N=39)*
you were changing childcare arrangements?	*0 days=69.2%*	*1 to 4 days=15.4%*	*5+ days=15.4%*	*(N=39)*

17. Since you began working in Summit County, have you had to do any of the following because of lack of childcare or problems with your childcare arrangements? (Check all that apply.) *(N=41)*

17.1% Quit a job
26.8% Switch from full-time to part-time work
70.7% Change shifts/work hours
31.7% Refuse a job offer or a promotion

18. Do you anticipate doing any of the following in the future because of inadequate or unaffordable child care? *(N=32)*

18.8% Quit a job
28.1% Switch from full-time to part-time work
62.5% Change shifts/work hours
28.1% Refuse a job offer or a promotion

Future Childcare Improvements

19. There are a number of ways to improve the childcare system in Summit County. Please indicate whether you would support or oppose the ideas listed below.

	Strongly Oppose				*Strongly Support*
Increased property taxes to support childcare in the county *(N=94)*	*1=24.5%*	*2=19.1%*	*3=31.9%*	*4=13.8%*	*5=10.6%*
Fees on new development to support childcare facilities, if allowed by state law *(N=93)*	*1=11.8%*	*2=9.7%*	*3=17.2%*	*4=32.3%*	*5=29.0%*
Employer-sponsored childcare benefits *(N=93)*	*1=3.2%*	*2=4.3%*	*3=15.1%*	*4=30.1%*	*5=47.3%*
Employer-sponsored slots at childcare providers *(N=92)*	*1=5.4%*	*2=4.3%*	*3=23.9%*	*4=26.1%*	*5=40.2%*
Use of existing buildings in the county for childcare facilities *(N=93)*	*1=2.2%*	*2=1.1%*	*3=14.0%*	*4=28.0%*	*5=54.8%*
Benefit plan (insurance, etc.) for home-based childcare providers to encourage more individuals to provide this service *(N=94)*	*1=5.3%*	*2=3.2%*	*3=19.1%*	*4=31.9%*	*5=40.4%*

20. Which of the following groups should be responsible for providing funds to improve childcare in Summit County?

	Yes	*No*	*Don't Know*	
All employers	*1=47.8%*	*2=39.1%*	*3=13.0%*	*(N=92)*
Large employers only (over 50 employees)	*1=77.2%*	*2=16.3%*	*3=6.5%*	*(N=92)*
Local/county government	*1=85.1%*	*2=11.7%*	*3=3.2%*	*(N=94)*
Private developers	*1=49.4%*	*2=36.8%*	*3=13.8%*	*(N=87)*
Visitors/tourists	*1=40.7%*	*2=45.1%*	*3=14.3%*	*(N=91)*
Second home owners	*1=52.8%*	*2=28.1%*	*3=19.1%*	*(N=89)*
All residents	*1=42.9%*	*2=40.7%*	*3=16.5%*	*(N=91)*
Residents who use childcare	*1=84.8%*	*2=7.6%*	*3=7.6%*	*(N=92)*

21. How do you feel about the problem of effective and affordable childcare in Summit County? *(N=98)*

It is…	the most critical problem in the county	*12.2%*
	one of the more serious problems in the county	*45.9%*
	a problem among others needing attention	*34.7%*
	one of our lesser problems	*7.1%*
	not a problem	*0.0%*

You and Your Household

For statistical purposes, we'd like to know a little more about you and your household. This information is confidential and will only be reported in aggregate with other survey results.

22. Where do you live? *(N=105)*

31.4%	Breckenridge	*21.0%*	Silverthorne	*1.0%*	Lake County
2.9%	Copper Mountain	*11.4%*	Elsewhere in Summit County	*3.8%*	Park County
16.2%	Dillon	*0.0%*	Clear Creek County	*1.0%*	Elsewhere
6.7%	Frisco	*0.0%*	Eagle County		
1.9%	Keystone	*2.9%*	Grand County		

23. How long have you worked in Summit County? *(N=105)*

6.7%	Less than a year	*19.0%*	3-4 years	*30.5%*	10 years or more
17.1%	1-2 years	*26.7%*	5-9 years		

24. How much longer do you plan to work in Summit County? *(N=104)*

5.8%	Less than a year	*8.7%*	3-4 years	*41.3%*	10 years or more
6.7%	1-2 years	*6.7%*	5-9 years	*30.8%*	Don't know

25. What is your marital status? (Check category that best applies.) *(N=105)*

21.0%	Single	*1.0%*	Widowed
61.0%	Married	*8.6%*	Unmarried, living with significant other
8.6%	Divorced/Separated		

26. Which category describes your annual household income? *(N=102)*

5.9%	Under $15,000	*13.7 %*	$25,000-$34,999	*17.6%*	$50,000-$74,999	*13.7%*	$100,000 or more
12.7%	$15,000-$24,999	*21.6%*	$35,000-$49,999	*14.7%*	$75,000-$99,999		

27. Which category (or categories) below describes your household? (Please check all that apply.) *(N=103)*

89.3%	White, non-Hispanic	*0.0%*	Asian
11.7%	Hispanic	*1.0%*	Native American
1.0%	African American	*0.0%*	Other ___________________

Thank you for completing this survey.

Survey Results for Public Sector Employees

Employment

1. Which of the following best describes your employment in Summit County? (Please check all that apply.) (*N=212)*

92.0%	Full-time year-round	*7.1%*	Part-time year-round
0.9%	Seasonal winter	*0.9%*	Seasonal summer

2. How many jobs do you have in Summit County? (*N=212)*

80.7%	One
17.5%	Two
1.9%	Three or more

3. What type(s) of business(es) do you work for? (Please check all that apply.) N=209

6.7%	Construction	*0.0%*	Hotel/motel/other lodging
0.0%	Manufacturing	*1.0%*	Ski area/other recreation
1.0%	Transportation and warehousing	*3.3%*	Education
0.0%	Banking/finance/insurance	*4.8%*	Health care
1.0%	Real estate/property management	*1.9%*	Professional services (legal, accounting, etc.)
2.4%	Retail	*6.7%*	Other
1.0%	Eating/drinking places	*88.0%*	Local/state/federal government

4. Where do you work? (Please check all that apply.) (*N=211)*

38.4%	Breckenridge	*1.9%*	Keystone
3.3 %	Copper Mountain	*6.2%*	Silverthorne
8.5%	Dillon	*5.2%*	Elsewhere in Summit County
60.2%	Frisco		(Please specify) ______________________________

5. What hours do you work? (Check all categories that include your work hours.) N=207

98.1%	Weekdays (7 am–5 pm)	*15.0%*	Weekend days (7 am–5 pm)
24.6%	Weeknight evenings (5 pm–9 pm)	*6.3%*	Weekend evenings (5 pm–9 pm)
9.7%	Weeknight late nights (9 pm-midnight)	*1.0%*	Weekend late nights (9 pm-midnight)
11.1%	Weeknight overnight (Midnight-7am)	*1.0%*	Weekend overnight (Midnight-7am)

6. Does your work schedule vary? *(N=212)*

48.1%	Yes
51.9%	No

6a. If you answered yes to Question 6, which best describes your schedule? *(N=101)*

32.7%	My hours/days of work vary but I work the same schedule each week
13.9%	My hours/days of work vary but I work the same schedule each month
34.7%	My hours/days of work vary and my schedule changes from week to week
18.8%	My hours/days of work vary and my schedule changes from month to month

7. How many hours do you work during an average week? *(N=211)*

0.5%	Less than 20 hours
10.0%	20-39 hours
80.1%	40-49 hours
5.7%	50-59 hours
3.8%	60 or more hours

Children and Childcare

8. Do you have children under the age of 13? *(N=201)*

Yes *30.3%* No *69.7%*

(If you answered *"yes,"* to Question 8, please answer questions 8a through 18.
If you answered *"no,"* please skip to Question 19.)

8a. Do your children live with you? *(N=61)*

88.5% Yes, all the time
4.9% Yes, year-round, part of the time
4.9% Yes, part of the year
1.6% No

8b. Please note how many children you have in each age group who live with you all or part of the time. *(N=60)*

(Percent distribution of parents responding wit children in the following age groups)

Infants (0-12 months) *25.0%*
Toddlers (13-24 months) *10.0%*
Pre-schoolers (3-5 years old) *16.7%*
School-aged (6-12 years old) *63.3%*

8c. How many of your children attend paid or unpaid childcare (Including care by relatives/friends) at least once a week?

(Percent of each age group who attend childcare)

Infants (0-12 months) *68.8% (N=16)*
Toddlers (13-24 months) *66.7% (N=6)*
Pre-schoolers (3-5 years old) *90.0% (N=10)*
School-aged (6-12 years old) *65.3% (N=49)*

9. Does your employer provide on-site childcare for workers? *(N=58)*

Yes *100.0%* No *0.0%*

9a. If your employer does provide on-site childcare, do you use it? *(N=1)*

Yes, always *0.0%* Yes, sometimes *100.0%* No *0.0%*

10. Do relatives or friends take care of your children while you are at work? *(N=58)*

Yes, always *8.6%* Yes, sometimes *39.7%* No *51.7%*

10a. If you answered yes to Question 10, please note who provides childcare. (Check all categories that apply.) *(N=28)*

7.1% Spouse/significant other is at home full-time
35.7% Spouse/significant other and I arrange work hours so that one of us is with children
28.6% Grandparent(s) care for children
21.4% My children's older brother/sisters take care of them
21.4% Other relatives care for children
46.4% Friends care for children

11. Which of the following types of childcare do you use? (Check all that apply.) *(N=46)*

30.4% Licensed childcare center
4.3% Partial day pre-school
19.6% Licensed family childcare in providers' home
4.3% Unlicensed family childcare in providers' home
21.7% Babysitter in your home
0.0% Live-in nanny in your home
0.0% Babysitting co-op
37.0% Before/after-school program at school
13.0% Before/after-school program elsewhere
30.4% Summer program for school-aged children
13.0% Other (Please specify) ____________________
0.0% Do not use any type of childcare

12. Do you take your child/children with you to work? *(N=56)*

0.0% Always *0.0%* Often *8.9%* Sometimes *32.1%* Rarely *58.9%* Never

13a. How far from your home is your childcare provider located? *(N=44)*

52.3% 0-2 miles *18.2%* 3-5 miles *18.2%* 6-9 miles *6.8%* 10-24 miles *4.5%* 25 miles or more

13b. How far from your workplace is your childcare provider located? *(N=45)*

33.3% 0-2 miles *15.6%* 3-5 miles *15.6%* 6-9 miles *22.2%* 10-24 miles *13.3%* 25 miles or more

14. How much do you pay for childcare each month? *(N=35)*

82.9% $0-$249
20.0% $249-$499
25.7% $249-$499
14.3% $750 or more

15. How satisfied are you with…

	Very Unsatisfied				Very Satisfied	
the quality of your child care provider(s)/facility(ies)	*1=7.1%*	*2=4.8%*	*3=16.7%*	*4=31.0%*	*5=40.5%*	*(N=42)*
the cost of childcare	*1=25.0%*	*2=25.0%*	*3=20.5%*	*4=15.9%*	*5=13.6%*	*(N=44)*
the location of your childcare provider(s)	*1=9.3%*	*2=4.7%*	*3=20.9%*	*4=18.6%*	*5=46.5%*	*(N=43)*
the hours of your childcare provider(s)	*1=14.3%*	*2=4.8%*	*3=19.0%*	*4=33.3%*	*5=28.6%*	*(N=42)*
the combination of childcare methods you use	*1=11.6%*	*2=11.6%*	*3=34.9%*	*4=23.3%*	*5=18.6%*	*(N=43)*
the range of options for childcare in your area	*1=36.4%*	*2=29.5%*	*3=9.1%*	*4=9.1%*	*5=15.9%*	*(N=44)*

Impact of Childcare Issues

16. How many days during 2001 have you missed work because…

you were caring for a sick child?	*0 days=4.1%*	*1 to 4 days=65.3%*	*5+ days=30.6%*	*(N=49)*
your childcare provider was unavailable?	*0 days=32.1%*	*1 to 4 days=53.6%*	*5+ days=14.3%*	*(N=28)*
you were changing childcare arrangements?	*0 days=57.9%*	*1 to 4 days=26.3%*	*5+ days=15.8%*	*(N=19)*

17. Since you began working in Summit County, have you had to do any of the following because of lack of childcare or problems with your childcare arrangements? (Check all that apply.) *(N=26)*

26.9% Quit a job
7.7% Switch from full-time to part-time work
69.2% Change shifts/work hours
26.9% Refuse a job offer or a promotion

18. Do you anticipate doing any of the following in the future because of inadequate or unaffordable child care? *(N=19)*

26.3% Quit a job
31.6% Switch from full-time to part-time work
57.9% Change shifts/work hours
21.1% Refuse a job offer or a promotion

Future Childcare Improvements

19. There are a number of ways to improve the childcare system in Summit County. Please indicate whether you would support or oppose the ideas listed below.

	Strongly Oppose				*Strongly Support*
Increased property taxes to support childcare in the county *(N=195)*	1=44.1%	2=14.9%	3=22.6%	4=7.2%	5=11.3%
Fees on new development to support childcare facilities, if allowed by state law *(N=190)*	1=18.9%	2=8.9%	3=25.8%	4=20.0%	5=26.3%
Employer-sponsored childcare benefits *(N=195)*	1=10.3%	2=3.6%	3=20.0%	4=26.7%	5=39.5%
Employer-sponsored slots at childcare providers *(N=194)*	1=9.8%	2=3.1%	3=21.1%	4=28.9%	5=37.1%
Use of existing buildings in the county for childcare facilities *(N=195)*	1=7.7%	2=4.6%	3=17.9%	4=25.1%	5=44.6%
Benefit plan (insurance, etc.) for home-based childcare providers to encourage more individuals to provide this service *(N=196)*	1=8.7%	2=5.1%	3=27.6%	4=27.0%	5=31.6%

20. Which of the following groups should be responsible for providing funds to improve childcare in Summit County?

	Yes	*No*	*Don't Know*	
All employers	1=42.4%	2=40.8%	3=16.8%	(N=184)
Large employers only (over 50 employees)	1=63.5%	2=21.3%	3=15.2%	(N=178)
Local/county government	1=55.8%	2=33.7%	3=10.5%	(N=181)
Private developers	1=46.9%	2=32.8%	3=20.3%	(N=177)
Visitors/tourists	1=32.7%	2=50.9%	3=16.4%	(N=171)
Second home owners	1=38.3%	2=43.4%	3=18.3%	(N=175)
All residents	1=34.3%	2=49.1%	3=16.6%	(N=175)
Residents who use childcare	1=91.8%	2=1.5%	3=6.7%	(N=195)

21. How do you feel about the problem of effective and affordable childcare in Summit County? *(N=199)*

It is…	
the most critical problem in the county	*6.0%*
one of the more serious problems in the county	*42.7%*
a problem among others needing attention	*38.7%*
one of our lesser problems	*9.5%*
not a problem	*3.0%*

You and Your Household

For statistical purposes, we'd like to know a little more about you and your household. This information is confidential and will only be reported in aggregate with other survey results.

22. Where do you live? *(N=208)*

18.8%	Breckenridge	*6.7%*	Lake County	*13.0%*	Silverthorne
0.0%	Copper Mountain	*14.4%*	Elsewhere in Summit County	*9.6%*	Park County
10.1%	Dillon	*1.0%*	Clear Creek County	*1.0%*	Elsewhere
19.2%	Frisco	*0.0%*	Eagle County		
2.4%	Keystone	*3.8%*	Grand County		

23. How long have you worked in Summit County? *(N=208)*

4.3% Less than a year *13.5%* 3-4 years *50.0%* 10 years or more
6.3% 1-2 years *26.0%* 5-9 years

24. How much longer do you plan to work in Summit County? *(N=205)*

2.9% Less than a year *9.3%* 3-4 years *39.0%* 10 years or more
4.9% 1-2 years *15.6%* 5-9 years *28.3%* Don't know

25. What is your marital status? (Check category that best applies.) *(N=207)*

16.9% Single *1.4%* Widowed
67.6% Married *6.8%* Unmarried, living with significant other
7.2% Divorced/Separated

26. Which category describes your annual household income? *(N=201)*

0.0% Under $15,000 *14.4%* $25,000-$34,999 *36.3%* $50,000-$74,999 *7.0%* $100,000 or more
3.0% $15,000-$24,999 20.4% $35,000-$49,999 *18.9%* $75,000-$99,999

27. Which category (or categories) below describes your household? (Please check all that apply.)

93.9% White, non-Hispanic *0.5%* Asian
3.4% Hispanic *0.5%* Native American
1.4% African American *0.5%* Other ____________________

Thank you for completing this survey.

Breck Centers-March 2014

	Little Red			Carriage House			TLC		
Daily Rate	$67/$62			$67/$60			$69/$63		
Ratios	Infant	2:6		Infant	1:3		Infant	1:3	
	12-20 month	2:7		12-24 month	1:3		12-24 month	1:3	
	20-30 month	2:8		24-36 month	1:4		24-36 month	1:4	
	2.5-3.5 year	2:10		3-4 years	1:6		3-4 years	1:7	
	3.5-4.5 year	2:15							
	4.5-5.5 year	2:16		4-5 years	1:8		4-5 years	1:7	
Ideal Capacity	62			52			67		
Licensed Capacity	94			138			95		
Square Feet									
# of Classrooms									
Wait List	infants	22		infants	10		infants	0	
	12-20	14		12-20	0		12-20	0	
	20-30	8		20-30	0		20-30	0	
	2.5-3.5	4		2.5-3.5	0		2.5-3.5	0	
	3.5-5.5	7		3.5-5.5	0		3.5-5.5	0	
Total Revenue/per student	$ 843,914	$ 13,611		$ 749,712	$ 14,417		$ 851,818	$ 12,713	
Fundraising	$ 50,000			$ 32,300			$ 12,000		
Breck									
Total Expense/per student	$ 843,272	$ 13,601		$ 717,360	$ 13,795		$ 851,669	$ 12,711	
Payroll/Tax	$ 662,987	78.6%		$ 516,366	72%		$ 733,191	86%	
Heath Insurance				$ 35,799			$ 10,000	$200mo per ft position	
Discounts/Bonuses	$ 56,956			$ 23,256			$ 34,843		
Budget Cycle	calendar			June					
Staff									
# fulltime	19			9			18		
# partime	2			5			2		
total	21	31,570		14	36,883		20	36,659	

Breck Center Staff/Wages (March 2014)

name	title	years	ft/pt	wage
	Teacher	1.5	ft	15.3
	Teacher	1.5	ft	13.65
	Teacher	13	ft	18.45
	Teacher	3	ft	15.56
	Teacher	2	ft	15.3
	Teacher	8.5	ft	16.48
	Teacher	9	ft	15.45
	Teacher	9	ft	17.34
	Teacher	.5	ft	13
	Teacher	4	ft	16.32
	Teacher	.5	ft	13.5
	Teacher	12	ft	16.83
	Teacher	5	ft	14.28
	Administrator	9	ft	50-54,000
	Teacher	1	ft	14.79
	Teacher	1	ft	15.75
	Administrator	1	ft	37-42,000
	Administrator	9	ft	45-50,000
	Teacher	8.5	ft	15.3
	Sub		pt	12
	Sub		pt	12
	director*	5.5	ft	52-57,000
	assistant director	3	ft	40-45,000
	admin assist	3.5	ft	13.5
	mentor	1	ft	16.5
	coteacher	1	pt	12
	coteacher	1	ft	12
	mentor	5.5	ft	17.23
	coteacher	1	ft	11
	coteacher	2.5	pt	14.35
	mentor	5.5	ft	18.12
	coteacher	2	ft	17.83
	coteacher	.5	ft	12.5
	mentor	3	ft	15.76
	coteacher	1	ft	14.5
	coteacher	1	ft	12.5
	coteacher	1	ft	12.24
	coteacher	1	ft	12
	mentor	3	ft	15.25
	coteacher	1	ft	12.5
	coteacher	1	ft	13.51
	infant supervisor	2	ft	16
	teacher	3	ft	13-15
	teacher	1month	ft	13-15
	lead	4	pt	16
	teacher	1.5	pt	13-15
	teacher	1month	ft	13-15
	assistant teacher	3 month	ft	12-Oct
	teacher	11	pt	13-15
	lead	2.5	ft	16
	teacher	1.5	ft	13-15
	teacher	6	ft	13-15
	program director	9	pt	19-25
	assistant director	7	pt	19-25
	exec director	11	ft	26-30

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EVERYONE WANTS MORE PRESCHOOL. NO ONE AGREES ON HOW TO PAY FOR IT.

By Adrienne Lu, Stateline

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4 COMMENTS

(http://www.denverpost.com/portlet/article/html/imageDisplay.jsp?contentItemRelationshipId=5765062)

Preschool students play at Seattleâ s Refugee and Immigrant Family Center. Seattle is among a number of cities and states across the country working on expanding publicly funded preschool. (AP) (Ted S. Warren/AP)

From Seattle to New York, elected officials are calling for more children to attend publicly funded preschool.

President Barack Obama, lawmakers and local officials from both sides of the aisle agree on the benefits of prekindergarten -- the catch is how to pay for it. That is especially true of the "high-quality" programs critical to achieving the long-term benefits touted by advocates, such as lower school dropout rates, reduced costs to the criminal justice system and higher wages.

Although definitions of "high quality" differ, such programs typically feature well-qualified teachers, developmentally appropriate instruction and positive relationships between teachers and children.

Some critics (http://www.brookings.edu/blogs/brown-center-chalkboard/posts/2013/11/20-evidence-raises-doubts-about-obamas-preschool-for-all-whitehurst) argue the benefits of preschool are overstated or fade over time, or that the programs are too expensive to justify the expense. But many lawmakers find the research showing that investing in early childhood education can yield large dividends compelling.

"What I learned is you can pay early or you can pay late," said Tim Burgess, a member of the Seattle City Council who is leading an effort to make preschool available to the city's 3- and 4-year-olds. "Our argument is, 'Let's invest early and reap huge dividends not only for the child and the family but to the city as a whole.'"

Burgess cited a recent multi-decade evaluation of 84 preschool programs, which found that on average, children gained about a third of a year of additional learning in language, reading and math skills. Other studies have found that large-scale public preschool programs in Tulsa (http://www.sciencedirect.com/science/article/pii/S0272775712001021) and Boston (http://onlinelibrary.wiley.com/doi/10.1111/cdev.12099/abstract) produced positive academic results.

Other studies, most famously the Perry Preschool Project (http://evidencebasedprograms.org/1366-2/65-2), have shown that positive preschool effects, such as higher graduation rates, higher incomes and lower rates of criminal activity, persist even after academic benefits may diminish.

Nationwide, enrollment in publicly funded preschool has exploded over the past decade. From the 2001-2002 school year to 2011-2012, the percentage of 4-year-olds enrolled in state-funded preschool increased from 14 percent to 28 percent, according to The National Institute for Early Education Research (http://nieer.org/) (NIEER) at Rutgers University, although enrollment stalled in 2011-2012.

While state spending on preschool has also increased, from $3.47 billion to $5.12 billion over the same decade, the dollars have not kept pace with enrollment, according to NIEER, causing per-child spending to drop by more than 23 percent, adjusting for inflation.

Many ways to pay

In most states, prekindergarten falls outside of the funding formula used to determine K-12 funding, making it more susceptible to economic downturns and fluctuating political support. Oklahoma, West Virginia and Wisconsin, all of which have high enrollment in publicly funded preschool, are among the exceptions and budget for preschool using the same formula as for their K-12 funding.

Some states, including Georgia, North Carolina and Tennessee, use lottery revenues to support preschool.

Obama wants to pay for his plan (http://www.whitehouse.gov/the-press-office/2013/02/13/fact-sheet-president-obama-s-plan-early-education-all-americans) to provide preschool to 4-year-olds by increasing the federal tax on cigarettes from $1.01 to $1.95 per pack. While the idea has made little progress since he first proposed it in his State of the Union address last year, it has helped fuel a national dialogue about expanding access to preschool and inspired legislation (http://democrats.edworkforce.house.gov/blog/strong-start-americas-children-act-bill-summary) to create federal-state partnerships to support prekindergarten for children from low- and moderate-income households.

Nationwide, cities and states are looking at a number of options for expanding publicly funded preschool:

In New York City (http://www.nytimes.com/2014/01/22/nyregion/cuomo-prekindergarten-proposal.html?_r=0), Mayor Bill de Blasio, a Democrat, is pushing a plan to offer preschool to all 4-year-olds by raising taxes for high-income residents. Democratic Gov. Andrew Cuomo says he can expand preschool with existing state revenues.
In Maine (http://www.pressherald.com/news/Business__law_enforcement_leaders_tout_benefits_of_pre-K_.html), lawmakers are considering allocating some of the casino revenues already dedicated to education to universal prekindergarten.
In Maryland, a Democratic state lawmaker running for governor wants to legalize marijuana (http://files.www.heathermizeur.com/MizeurMarijuanaFunding.pdf) and use the tax revenues to expand publicly funded prekindergarten.
In Utah (http://www.goldmansachs.com/what-we-do/investing-and-lending/urban-investments/case-studies/impact-bond-slc-multimedia/fact-sheet-pdf.pdf), Goldman Sachs and a private investor are working with United Way of Salt Lake to fund an expansion of preschool through "social impact bonds." If the preschools can cut the number of students who require special education or remediation, the investors will be repaid with interest, along with a percentage of the avoided costs.

Some efforts have failed:

Earlier this month, New Mexico (http://www.santafenewmexican.com/news/legislature/panel-blocks-early-childhood-education-initiative/article_24dc305d-bab0-5e24-ae90-a412fba7ab88.html) lawmakers tabled a proposal to use part of the state's $13 billion land-grant endowment to fund early childhood education programs.
Last November, Memphis (http://www.commercialappeal.com/news/2013/nov/21/memphis-voters-head-to-polls-to-decide-pre-k-91/) voters rejected a plan to raise the sales tax to add preschool slots and lower property taxes.

Tim Bartik, a senior economist at the Upjohn Institute for Employment Research (http://www.upjohninst.org/), a nonprofit organization based in Kalamazoo, Mich., said some cities and business groups are backing preschool as a way to boost local economies. "Tax breaks seem expensive, seem to escalate and don't necessarily have a lot of bang for the buck," Bartik said. "One alternative is to try to create jobs more indirectly by enhancing the quality of the labor supply."

Still, Bartik said that preschool can be a tough sell for lawmakers because the benefits take years to materialize.

"Most studies conclude that at some point ranging from between 10 to 40 years down the road, these programs essentially pay for themselves," Bartik said. "The fiscal challenge is they don't pay for themselves within the first five years. Certainly, it takes you longer than that to get to a break-even point."

Cities take the lead
While states have led the expansion of public preschool over the past decade, a number of cities are now jumping into the mix, in some cases because states have not moved as quickly as the cities would like.

In 1998, New York became one of the first states to set a goal of universal prekindergarten. But a lack of funding has limited progress, prompting de Blasio to forge ahead.

Another mayor taking the lead on pre-K is San Antonio's Julian Castro, who in 2012 persuaded voters to approve an eighth of a cent sales tax increase to expand preschool to more than 22,000 4-year-olds over the next eight years.

Castro has said his campaign to voters emphasized the importance of a well-educated workforce for the future economic growth of the city, which helped to get the city's business community on board. To win over frugal taxpayers, city officials calculated the tax would cost the median household only $7.81 per year. By reserving 10 percent of the preschool slots for families who earn too much to qualify for free tuition, the program earned broader political support. Finally, requiring the involvement of parents whose children attend the preschools helped counter critics who argued parents should be doing more.

In Seattle, while city officials are still working out the details, the city council may provide preschool free to 3- and 4-year-olds in households earning less than 200 percent of the federal poverty level, or about $47,000 in 2013. Higher-income households would pay fees based on a sliding scale.

Burgess said the city is looking at several options for funding, but expects it will ask voters to approve a special tax in a ballot measure.

"If we do it right, we will have kids entering kindergarten prepared to learn, more so than they are today. We will have kids doing better in their K-12 life and higher graduation rates from high school. We'll have more kids entering college and successfully completing college. We will have adults entering the workforce who will have higher earning power, lower teen pregnancy rates and lower juvenile crime and we will have prepared a stronger workforce to sustain our region's economy," Burgess said.

"That sounds almost too good to be true," he said. "That's why the rigor of implementation following the evidence is so important."

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The Impact of Affordable Workforce Housing on Community Demographics, Economies, and Housing Prices and Options

CASE STUDY: The Town of Breckenridge, Colorado

Introduction

Using the town of Breckenridge, Colorado, as an example, this report examines the impact that targeted workforce housing development can have on community demographics, the local economy and housing affordability.

Many resort communities, which are typically rich in amenities, yet poor in terms of the number of high-paying jobs, encourage development of affordable housing for its local workforce. This often includes not only very low-income residents, but also households earning middle-incomes and above. These communities are attractive for second home buyers looking to purchase their "piece of paradise," driving up local home prices well beyond what local wage earners can afford to pay. With often upwards of 60 percent of housing units being owned by second homeowners or otherwise occupied by visitors, these communities are susceptible to becoming "ghost towns" during times of low tourism activity and to losing businesses and amenities necessary to support resident households. This affects not only the quality of life for existing residents, but can also adversely affect the visitor experience and second homeowner investment in an area.

Common reasons for promoting affordable and below-market priced housing in resort communities range from:

- Boosting the resident base and increasing household diversity to build and maintain a sense of community;
- Housing essential workers – healthcare, emergency services and education – to improve the quality of such services to residents and visitors;
- Decreasing seasonal fluctuations in the local economy by providing a local resident base that can support local businesses throughout the year; and
- Improving employee satisfaction, decreasing job turnover and reducing commutes by allowing workers to reside in or near the community in which they work.

Purpose

While several studies evaluating the need for such housing are available, few show the actual impact that the provision of workforce housing has on a community. This report, using the town of Breckenridge, Colorado, as an example, provides such an overview. This community was chosen for two primary reasons:

(1) About 32% of resident households (623 of 1,946 total households) reside in what is termed “workforce housing” – housing units that carry occupancy, pricing, income and/or use restrictions to ensure their availability for and occupancy by locals. With almost one-third of resident households in affordable housing, such households have a measurable impact on the community’s demographics, economy, vibrancy – everything.

(2) Affordable housing began being constructed in the town in 1997, with the bulk of deed restricted ownership housing being built since 2001. Therefore, the effects of this housing can be consolidated over a relatively short timeframe – in fact, 46% of the growth in resident households between 2000 and 2010 can be attributed to new workforce housing development. By falling neatly between the 2000 and 2010 US Census, this data can be used to help evaluate impacts.

This report:

- Presents the rate of affordable and market-rate development in the town of Breckenridge between 2000 and 2010;
- Compares the demographics of affordable and market-rate households and their relative effects on changing resident dynamics;
- Identifies the general benefits to the economy by housing local workers and decreasing in-commuting; and
- Shows the effects that affordable workforce units have on home prices and their relative performance during the housing recession.[1]

[1] Many trends highlighted may not be solely due to the provision of workforce housing, although the extent to which workforce housing contributes to these trends is discussed. Also, several components are not included – E.g., civic participation, school enrollments, volunteerism, actual sales tax contributions, etc. More detailed research could isolate the specific impacts and broaden the reach of this analysis.

Summary of Findings

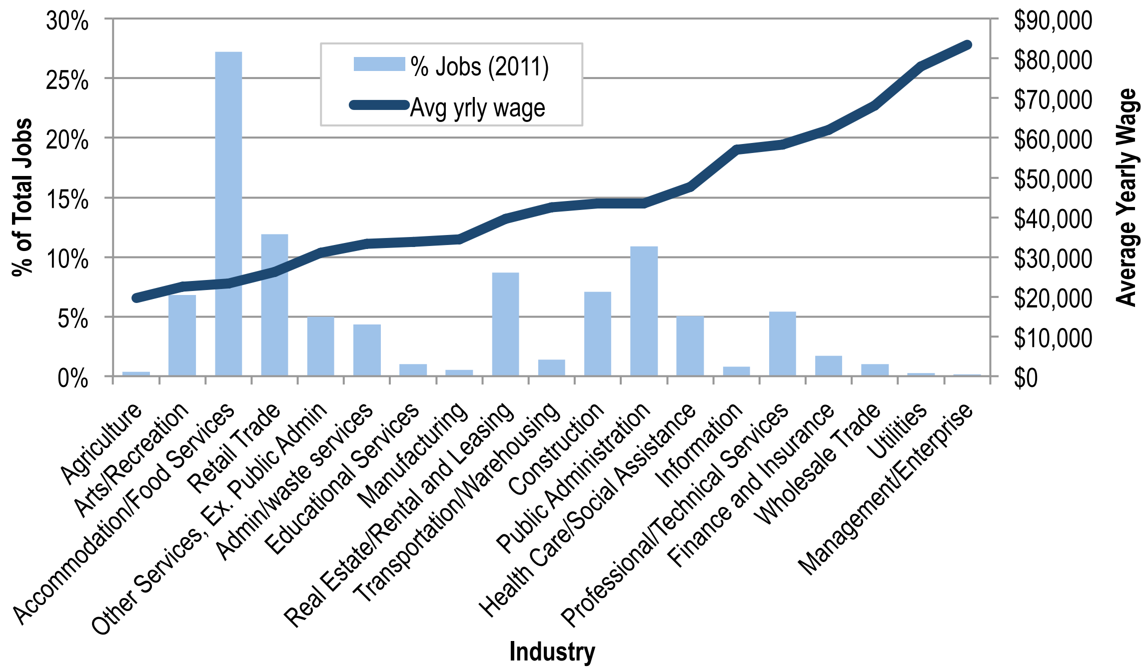
The provision of housing affordable for the workforce in Breckenridge shows that workforce housing programs can have a significant impact on the demographics, economy and housing affordability in a community. For example, in Breckenridge, households residing in workforce units are more likely to have children, be younger on average, have resided in the area less than 10 years and report that their homes are in better condition than those in market rate housing. Between 2000 and 2010, the development of workforce housing:

- Helped increase the number of families with children within town, accounting for 60% of the growth in these households;
- Helped the town combat second homeowner pressures and increase local occupancy of homes from 25% in 2000 to 28% in 2010;
- Significantly helped “essential workers” purchase homes in town (healthcare, emergency services, education and childcare);
- Decreased in-commuting by potentially 100,000 vehicle miles each week;
- Increased local area expenditures by potentially $15 million per year by increasing the number of year-round occupants in town; and
- Provided locals with a variety of housing options and price points that, overall, held their value better during the housing recession and were much less susceptible to foreclosure than market rate units.

The Town of Breckenridge, Colorado: A Brief Overview

The town of Breckenridge, located within Summit County, Colorado, is a major destination for residents and visitors to the state. Readily accessible from Denver International Airport and the downtown Denver metropolitan area via Interstate 70, Breckenridge is home to the world-class Breckenridge Ski Resort and is nestled among three other ski resorts in Summit County – Copper Mountain, Keystone Ski Resort and Arapahoe Basin. In addition, its location at the end of the scenic Blue River Valley, rich history of mining and historic downtown assures a significant amount of tourism and retail trade – the primary economic drivers and supplier of jobs in the town.

Jobs and Wages by Sector: Summit County, 2011[2]



Source: Quarterly Census of Employment and Wages (QCEW) from Colorado Department of Labor and Employment, Labor Market Information

With only 25 percent of its housing units occupied by residents in the year 2000, the town saw a need to expand housing options for persons making their living locally. This stemmed in part from concerns that further loss of local residents would eventually erode the character and spirit of the town. The economic benefits of a larger year-round resident base to support businesses and decrease reliance on the fluctuating tourism market was also recognized. Supplying housing options for the local workforce who were priced out of the market due in large part to second homeowner demand was an important component of realizing these, among other, goals.[3]

The Housing Problem

As of 2010, Breckenridge had a population of 4,540 persons. Residents resided in only 28% of the 6,911 housing units in town – meaning about 1,946 housing units were occupied by year-round residents, with the remaining 4,965 units occupied by temporary visitors and owned by second homeowners.

Average Residential Sale Price
$585,509

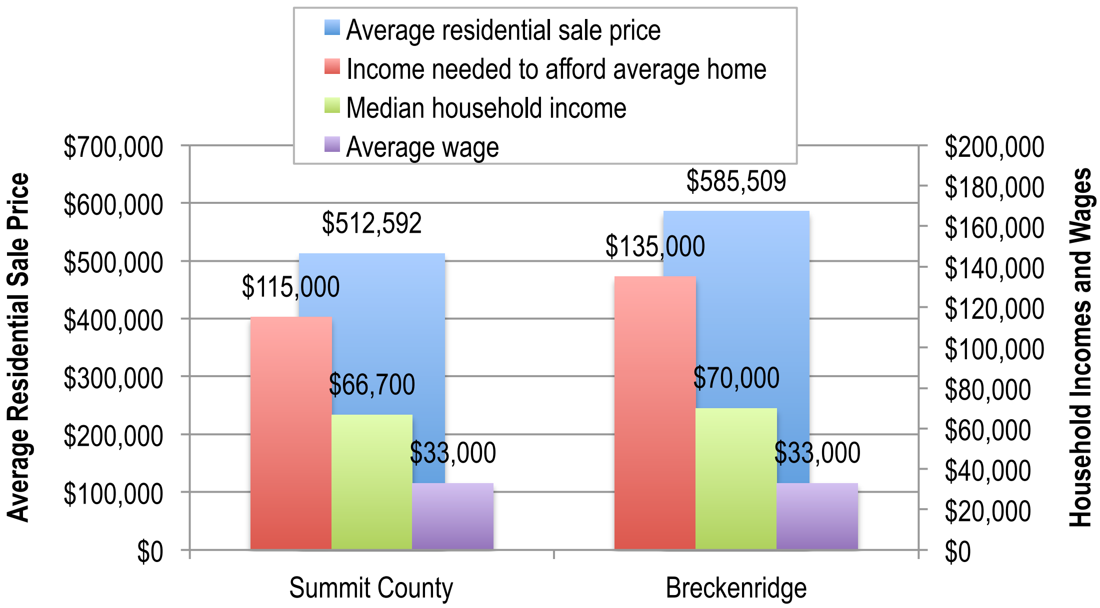
Home Price The Average Local Household Can Afford
$300,000

[2] Low wage jobs predominate in Breckenridge; indicative of resort economies. In 2012, there were about 23,000 jobs on average in Summit County, with roughly 38% located within the Breckenridge area. The average wage paid in 2011 was about $33,000; accommodation and food services employed the largest percentage of workers (27%), with an average wage of $23,400.

[3] See the Town of Breckenridge Vision Plan, August 2002, for more information. Available at: http://www.townofbreckenridge.com/index.aspx?page=215.

Home prices far exceed what locals can afford to pay for housing. The average sale price of residences in Summit County in 2012 was $512,592 ($219 per square foot) and in Breckenridge was $585,509 ($382 per square foot). These are affordable[4] for households earning a respective $115,000 and $135,000 per year. In comparison, the median household income in 2012 was $66,700 in Summit County and $70,000 in Breckenridge. The average wage paid in the County was only $33,000.

Average Price of Residential Homes Sold,
Income Needed to Afford Average Home and Actual Incomes and Wages, 2012



Sources: Land Title Guarantee; Quarterly Census of Employment and Wages (QCEW) from Colorado Department of Labor and Employment, Labor Market Information; 2013 Summit County Workforce Housing Needs Assessment.

Because of the cost of construction in the area and the premium that housing marketed to second homeowners can demand, much of the private market builds to meet visitor demands. This means that even attached condominium product that may otherwise be affordable for locals are typically high-amenity with high homeowner association fees that make them unaffordable. Locals can also face challenges in qualifying for loans on properties that are primarily rented to visitors as opposed to being owner-occupied due to restrictive lending standards; floor plans and property design may be unsuitable for year-round occupancy; and building a "sense of place" with constantly rotating visitors as neighbors can be difficult and undesirable for many households.

[4] For purposes of this report, housing is affordable when the monthly payment (rent or mortgage) is equal to no more than 30% of a household's gross income (i.e., income before taxes).

Workforce Housing in Breckenridge

In the late 1990's, the town of Breckenridge began avidly encouraging development of workforce housing within the town. Breckenridge now has 623 workforce housing units that carry occupancy, pricing, income and/or use restrictions to ensure their availability for locals. Workforce units comprise 32% of all resident-occupied housing units within the town. A total of 397 of these units, the majority of which are marketed for local ownership, have been built since 2000.[5]

Workforce Housing with Income and/or Price Restrictions: Breckenridge 2013

	Total Units	60% AMI	80% AMI	100% AMI	110% AMI	120% AMI	160% AMI	# with price/income restrictions
Breckenridge	623	19	100	137	59	66	7	388
Percent of Totals	**-**	**5%**	**26%**	**35%**	**15%**	**17%**	**2%**	**100%**

Source: Town of Breckenridge; Summit County Housing Authority

Units are primarily 1-, 2- and 3-bedroom units and consist of a mix of single-family, townhome and condominium product. Rental units include about 175 apartment units and another 105 dispersed units throughout town. The remaining 343 units are owner-occupied.

Who lives in Workforce Housing?

Who lives in workforce housing is determined in large part by whether the homes were built for owner or renter occupancy, the type and size of units and targeted incomes and price points.[6] By strategically targeting housing for households not otherwise served by the private market, there are distinct differences in the households that occupy each housing type.

Households residing in workforce units are more likely to have children, be younger overall, have resided in the area less than 10 years and report that their homes are in better condition than those in market rate housing. Specifically:

- About 76% of workforce housing residents and 58% of market rate housing residents own their homes;

[5] Of the 397 units built since 2000, 101 are apartments in Breckenridge Terrace, 6 are scattered rentals in various property types, and the rest (290 total) provide affordable ownership opportunities for locals.
[6] Both Breckenridge and Summit County have conducted several housing needs assessments over the years to understand the demographics and incomes of households priced out of the local market and in need of housing. Housing programs focus on providing housing for identified households in need.

- Workforce households are much more likely to have children in their home (7% single parent households and 33% couples with children) than are market rate households (3% single parent households and 19% couples with children);
- Workforce households also tend to be younger than those residing in market rate housing, with 70% of workforce households having persons between 26 and 45 years of age compared to 52% of market rate households;
- Workforce housing has permitted a higher percentage of newer residents in Summit County to purchase homes. About 45% of workforce households that own have lived in Summit County for between one and ten years compared to 30% of market rate households that own. Many market rate owners purchased their homes prior to the significant rise in prices that occurred in the late 1990's and 2000's – 68% of market rate owners have been in Summit County for over ten years; and
- Workforce households also generally report better housing conditions than those in market rate units – in significant part due to the age and maintenance of units. About 91% of workforce households report that their homes are in good or excellent condition compared to 72% of market rate households.

Breckenridge Households (2012)
Household Composition, Age, Housing Condition

	Workforce Housing	Market Rate Housing		Workforce Housing	Market Rate Housing
TOTAL Households	623	1,364	**Tenure**		
			Own	76%	58%
			Rent	24%	42%
Household Composition			**Age of Household Members**		
Adult living alone	18%	17%	Under 6	18%	10%
Single parent with children	7%	3%	6-17	29%	9%
Couple, no children	24%	38%	18-25	13%	24%
Couple with children	33%	19%	26-45	70%	52%
Roommates	11%	19%	46-55	19%	22%
Family and roommates	5%	2%	56-65	7%	23%
Other	2%	2%	Over 65	6%	7%
Length of Residency in Summit County (Owners only)			**Condition of Residence**		
Less than 1 year	1%	2%	Poor	0%	3%
1 up to 5 years	14%	6%	Fair	9%	26%
5 up to 10 years	31%	24%	Good	55%	44%
10 up to 20 years	37%	34%	Excellent	36%	28%
20 or more years	17%	34%			

Source: Summit County Household Survey conducted as part of the 2013 Summit County Workforce Housing Needs Assessment by Rees Consulting, Inc., Sullivan and RRC Associates, Inc

Effect on Demographic Trends

The development of workforce housing in Breckenridge helped boost families with children, improved housing occupancy rates, and increased the rate of homeownership in the town.

Between 2000 and 2010, Breckenridge had the fastest growth in households comprised of couples with children, the greatest increase in the percentage of households that own homes, the most growth in the number of new households and the most significant increase in the percentage of housing units occupied by residents of all communities within Summit County. All of this occurred despite having among the highest housing costs (both ownership and rental) in the area.[7]

The town of Breckenridge helped facilitate the development of 397 workforce housing units since 2000. As noted above, there are distinct demographic differences between occupants of workforce housing and market rate units in the town. This makes it possible to assess the extent to which workforce housing units impacted observed trends between 2000 and 2010. More specifically:

- Workforce housing units comprised about 18% of all housing units built between 2000 and 2010 in Breckenridge, yet accounted for 46% of the growth in resident households during this period;
- Workforce housing has helped the town combat second homeowner pressures and increase local occupancy of homes. The percentage of housing units occupied by residents increased from 25% in 2000 to 28% in 2010. If the 397 workforce housing units were not built during this period, only about 24% of housing units would be occupied by locals;
- Between 2000 and 2010, the number of families with children in Breckenridge increased by 216 households. Workforce housing accounted for 130 of these households, or 60% of this growth; and
- The percentage of households that own homes increased from 39% in 2000 to 52% in 2010. Workforce housing units accounted for almost 50% of this growth (290 households of 586 total). If workforce housing units for ownership had not been constructed, only about 47% of resident households in Breckenridge would own their homes.

[7] Source: 2000 and 2010 US Census; 2013 Summit County Workforce Housing Needs Assessment (Rees Consulting, Inc./Sullivan/RRC Associates, Inc.), available at: http://www.summithousing.us/Summit_Needs_Assess_2013FINAL.pdf.

Town of Breckenridge Trends: 2000 – 2010
Actual vs. Non-Construction of Workforce Housing

	Breckenridge (Actual)	Breckenridge (excluding 397 workforce units)		Breckenridge (Actual)	Breckenridge (excluding 397 workforce units)
Population			**Housing Units**		
2000	2,408	2,408	2000	4,270	4,270
2010	4,540	3,508	2010	6,911	6,514
% change	89%	46%	% change	62%	53%
Households			**Families with Children**		
2000	1,081	1,081	2000	149	149
2010	1,946	1,549	2010	365	235
% change	80%	43%	% change	145%	58%
Occupied Units			**Ownership**		
% Occupied (2000)	25%	25%	% Own (2000)	39%	39%
% Occupied (2010)	28%	24%	% Own (2010)	52%	47%
# change	865	468	# change	586	296
% change	80%	43%	% change	138%	69%

Sources: 2000 and 2010 US Census; 2013 Summit County Workforce Housing Needs Assessment; Town of Breckenridge; Sullivan

Employment, Commuting and the Local Economy

Workforce housing has helped more "essential workers" purchase homes in town, decreased commuting, and, by placing more locals in homes, increased year-round expenditures in town.

Workforce housing has allowed more health care, emergency services, education and child care workers to purchase homes locally – what are generally referred to as "essential workers" in a community. Workers in the high-turnover professions of retail, bar/restaurant and lodging have also been able to purchase homes, to the benefit of the business community. One bar/restaurant owner stated that he "loves to see his employees purchase homes." Not only does it add to worker stability, but also job satisfaction, attendance and performance.

Breckenridge Households (2012): Employment and Work Location

	Workforce Housing	Market Rate Housing
Type of Jobs Held (Owners Only)		
Retail, bar, restaurant, lodging	**45%**	**26%**
Recreation, ski area, guiding, prof'l athlete	29%	27%
Health care and emergency services	**28%**	**17%**
Management, professional, banking, computers	22%	31%
Education and child care	**20%**	**10%**
Civil servant	19%	28%
Construction, maintenance, repair	19%	27%
Real estate, property management	17%	18%
Bus driver, snowplow operator, utilities, etc.	4%	9%
Personal service	4%	6%
Other	15%	23%
Where Residents Work		
At least one worker employed in Breckenridge	89%	83%
Owners only	91%	76%

Source: Summit County Household Survey per the 2013 Summit County Workforce Housing Needs Assessment by Rees Consulting, Inc./Sullivan/RRC Associates, Inc.

About 89% of households that reside in workforce housing units have at least one worker who is employed within Breckenridge. Assuming these workers would otherwise be living outside of town and traveling an average of 27.8 miles round-trip each day for work, the 623 workforce housing units are saving 850 workers from driving a combined 100,000+ vehicle miles *each week*.[8]

The 623 workforce households in Breckenridge earn an average of about $74,000 per year. National estimates on expenditures per household show that households earning $70,000 or less spend about $34,605 dollars per year on everything from housing payments to insurance, car purchases, health care and other living expenses. Some of the more likely expenses to be captured through local businesses are included in the below table, totaling about $25,444 per household. Based on these national estimates, 623 workforce households would contribute over $15 million per year to the local area economy.[9] Significantly, such expenditures would occur in the community year-round, as opposed to tourist expenditures which fluctuate with the seasons.

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[8] The 623 workforce units house about 1.8 workers each (1,120 total); about 76% work within Breckenridge (about 850 workers). In-commuters traveled an average of 27.8 miles round-trip in 2006 and 90% used a single-occupancy vehicle. See the 2013 Summit County Workforce Housing Needs Assessment (Rees Consulting, Inc./Sullivan/RRC Associates, Inc.) and 2006 Town of Breckenridge Housing Needs Assessment (RRC Associates, Inc./ Sullivan).

[9] Resort communities have unique economies – in terms of services and amenities offered, preferences of locals (who may spend more on outdoor activities than other populations), pricing of services and goods (groceries, apparel, fuel) and, of course, housing. These figures are likely conservative given that only expenditures likely to be captured locally have been included (e.g. $25,444 of an estimated $34,605 total expenditures) and they are based on national averages rather than local pricing and preferences. Local research is recommended to more accurately target actual expenditures.

Breckenridge Household Incomes (2012)

	Workforce Housing	Market Rate Housing
Average Household Income	$74,400	$82,470

Source: Summit County Household Survey conducted for the 2013 Summit County Workforce Housing Needs Assessment (Rees Consulting, Inc./Sullivan/RRC Associates, Inc.)

Average Expenditures Per Year for Consumers With Incomes Under $70,000[a]

Food and Beverage	Housing	Apparel and Services	Entertainment	Health Care	Gas and Motor Oil	TOTAL Expenditures
$5,119	$12,666	$1,190	$1,659	$2,695	$2,115	$25,444

Source: 2011 US Consumer Expenditure data, Bureau of Labor Statistics.

Housing Market Impacts

The goal of providing workforce housing is to provide housing units affordable to residents making their living locally. Whereas an income of over 170% of the AMI was required to afford a market-rate home in Breckenridge in 2012, about 88% AMI was needed to afford the average priced deed restricted home.

Ownership housing with workforce deed-restrictions provides homes affordable for the workforce and out- performed the free market, with lower foreclosure rates and steadier prices, during the housing recession.

Deed restricted sales make local housing appear more affordable when evaluating overall sales activity in Breckenridge. For example, in 2001, the impact of selling several newly constructed workforce ownership units was apparent in the sales data. The median sale price of market rate single family homes was $789,900. A total of 20 deed restricted workforce housing units were also sold for a median price of $267,000, effectively bringing the overall median sale price of single family homes for that year to $608,000 – or 30 percent lower than market rate sales alone. Such effects are also apparent in future sale years.

Median Sale Price of Homes: Breckenridge, 2001
Sales of Market Rate Homes vs. Deed Restricted Homes

	Market Rate	Deed Restricted	ALL sales
Single family homes	$789,900	$267,000	$608,000
Townhomes	$400,000	None	$400,000
Condominiums	$267,500	$158,000	$258,700
TOTAL	$319,900	$254,900	$302,000
TOTAL #	315	29	344

Median Sale Price of Homes: Breckenridge, 2001 through June 2006

	2001	2002	2003	2004	2005	7/1/2005 to 6/30/2006	% change (2001 to 2005/06)
Market rate sales	$319,900	$350,900	$303,500	$350,000	$390,000	$405,000	27.0%
Deed restricted sales	$254,900	$185,060	$249,000	$270,700	$265,000	$267,900	NA
TOTAL	$302,000	$339,950	$296,500	$320,000	$378,000	$390,000	29.1%
TOTAL # (deed restricted)	344 (29)	600 (65)	536 (39)	409 (22)	673 (43)	637 (45)	-

Source: Summit County Assessor records; RRC Associates, Inc/Sullivan; Town of Breckenridge Housing Needs Assessment 2006, by RRC Associates, Inc/Sullivan.

Over the past five years, ownership housing with workforce deed restrictions out performed the free market, with lower foreclosure rates and steadier prices. While the *average* priced free market condominiums in Summit County declined 24% and single-family homes dropped 19%, average prices of deed restricted resales in Breckenridge depreciated no more than 3%, if at all.

Average Prices Compared, Free Market Sales: Summit County 2007 - 2012

	Free Market	
Year of Sale	Multi-Family	Single-Family
2007	$406,529	$798,889
2008	$463,633	$835,803
2009	$398,051	$905,030
2010	$425,080	$770,797
2011	$367,280	$734,262
2012	$353,339	$764,445
% decline (peak to trough)	-24%	-19%

Sources: Summit County Assessor; Land Title Guarantee – Summit County; 2013 Summit County Workforce Needs Assessment.

Change in Average Price on Deed Restricted Projects: Breckenridge, 2002 - 2012

	Gibson Heights	Vista Point	Wellington 1	Wellington 2	Vics Landing
2002			12.2%		
2003	2.0%		3.6%		
2004	2.3%		4.7%		
2005	3.1%	7.4%	5.4%		
2006	2.7%	5.5%	6.3%		
2007	1.7%	4.7%	5.2%		
2008	3.6%	3.8%	4.2%	2.6%	
2009	3.5%		2.4%	15.3%	
2010	2.7%	-0.3%	-0.3%	-1.2%	
2011	2.3%	2.2%	0.9%	-1.2%	-2.9%
2012	2.2%		0.2%	-3.3%	-2.9%

Source: Town of Breckenridge; 2013 Summit County Workforce Needs Assessment.

The number of foreclosure filings peaked in 2010 and has since been decreasing in Summit County. Overall, one foreclosure was filed for every 18 units (excluding rentals) in Summit County, which is more than 3 times the rate of foreclosure filings on deed-restricted ownership units. Of 11 total foreclosures filed on deed restricted units, 4 were withdrawn/cured. Deed restrictions are lost on these units once foreclosure occurs.

Foreclosures Compared, 2008 – 2012

	# Filings	# Owner/Vacation/ Vacant Units*	Percent	5-Yr Rate
Total (free market and restricted)	1,423	25,974	5.5%	1 in 18
Deed-restricted	11	550	2%	1 in 50

Source: SCHA and Summit County Public Trustee; 2013 Summit County Workforce Needs Assessment.
*Renter-occupied units excluded.

Conclusion

While the provision of workforce housing is not without its challenges, the experience in the town of Breckenridge shows that targeted programs can help a community shape its demographics, economic well-being and diversity and health of housing. While this analysis only touched upon those impacts for which data was readily available, more detailed analyses could be undertaken to include additional variables of importance to various communities. By understanding the extent to which workforce housing programs are (or are not) meeting the intended goals of a community, this information can help guide changes to and potentially build support for continued workforce housing programs in a community.