

RESOLUTION R-5598

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF KIRKLAND AUTHORIZING THE CITY MANAGER TO NEGOTIATE AN INTERLOCAL AGREEMENT WITH LAKE WASHINGTON INTSTITUTE OF TECHNOLOGY FOR CHILDCARE SERVICES FOR CITY OF KIRKLAND EMPLOYEES.

1           WHEREAS, in March 2023, the City Council adopted its 2023-  
2 2024 City Work Program, which includes the following priority, "Review  
3 and update Kirkland's personnel codes, policies, programs, and  
4 practices to ensure that Kirkland is a preferred employer that attracts  
5 and retains talented and diverse employees"; and  
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7           WHEREAS, City employees have identified that access to  
8 consistent, quality, and affordable childcare could improve recruitment  
9 and retention efforts; and  
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11           WHEREAS, creating access to quality, accessible, affordable  
12 childcare solutions may include new benefits that must be bargained  
13 with Kirkland's represented employees; and  
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15           WHEREAS, research confirms lack of accessible and affordable  
16 childcare has impacts on the workforce: A recent survey of nearly  
17 10,000 American mothers conducted by *Motherly* found that 18% of  
18 mothers changed jobs or left the workforce in the past year, with 15% of  
19 those moms staying home due to a lack of childcare; and  
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21           WHEREAS, according to Tootris, a company that connects  
22 families to childcare providers, parents in Washington state spend an  
23 average of \$14,000 to \$18,000 per year in childcare; and  
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25           WHEREAS, Lake Washington Institute of Technology (LWTech)  
26 has successfully operated an Early Learning Center (ELC) on their  
27 campus for nearly 30 years and has expressed interest in partnering  
28 with City of Kirkland to expand affordable and quality childcare in the  
29 community; and  
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31           WHEREAS, LWTech's ELC currently has three vacant  
32 classrooms and vacant teacher positions that could be filled with enough  
33 guaranteed enrollment from Kirkland to ensure the center can operate  
34 three more classrooms sustainably; and  
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36           WHEREAS, fifteen staff registered to attend two recent  
37 information sessions held by Kirkland Human Resources Department  
38 and LWTech's ELC to learn more about the childcare program and  
39 philosophy; and  
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41           WHEREAS, LWTech is already planning to relocate and expand  
42 the ELC on their campus by 60% over the next several years, made  
43 possible through grants and other public funding sources; and

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WHEREAS, both parties see mutual benefit and interest in guaranteed access and guaranteed enrollment in the ELC with opportunity for enhanced partnership throughout the ELC's future expansion.

NOW, THEREFORE, be it resolved by the City Council of the City of Kirkland as follows:

Section 1. The City Manager is hereby authorized and directed to negotiate an agreement with LWTech to create a partnership that expands access to quality and affordable childcare for Kirkland employees that meets the following goals:

- a. Advances the 2023-2024 City Work Program goal to ensure Kirkland is a preferred employer that attracts and retains talented and diverse employees
- b. Reserves slots in LWTech's childcare center for Kirkland employees at the center's not for profit rates
- c. Creates a flexible partnership that can scale and adjust over time to meet changing employee childcare needs and adapt to LWTech's planned relocation and expansion

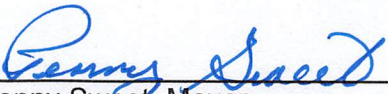
Section 2. The City Manager is further authorized to negotiate specific terms of the interlocal agreement that meet the following key operational interests:

- a. The scope of the partnership is for Kirkland employees to access the ELC's existing childcare curriculum, program, and policies, with LWTech remaining as the sole administrator of the ELC.
- b. Kirkland provides a one-time contribution to LWTech's Child Care Careers fees to recruit and hire childcare teachers to enable LWTech to provide childcare to Kirkland employees
- c. Kirkland pays LWTech directly for a pre-determined number of spaces at LWTech's discounted community member rate.
- d. If LWTech has a waitlist, Kirkland has the option to release spaces resulting in a corresponding decrease in its annual billing.
- e. Kirkland employees would pay tuition through Kirkland's payroll deduction
- f. Kirkland employees could access the center from 6am-6pm M-F for 11 months and for a separate daily rate access the center during LWTech's planned 4 weeks of annual closures
- g. The agreement commits to exploring expanded partnerships such as:
  - (a) Increased hours of coverage to accommodate swing and/or night shift care
  - (b) Reserving additional space in LWTech's planned expansion through a capital contribution from Kirkland
  - (c) Offering infant care services

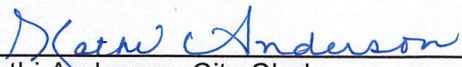
Passed by majority vote of the Kirkland City Council in open meeting this 5<sup>th</sup> day of September, 2023.

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Signed in authentication thereof this 5<sup>th</sup> day of September, 2023.

  
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Penny Sweet, Mayor

Attest:

  
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Kathi Anderson, City Clerk