

**MOTION**

According to a study conducted by the United States Chamber of Commerce Foundation, two out of three working parents changed their childcare arrangements due to the COVID-19 pandemic. A vast amount of these parents had to leave the workforce entirely, which may have lasting impacts on the economy even after the pandemic ends. Women disproportionately bear the burden of having to make these difficult childcare and career decisions and therefore have returned to work at a much slower rate than men. As we address yet another surge, we must ensure that parents in the City workforce are financially well-supported for the benefit of their children and the community they serve.

This need is more urgent now than ever, especially for working families. At the federal and state levels, subsidized childcare may exist but remains extremely competitive due to the high demand. Addressing this deficit at the local level may curtail future staffing shortages and increase economic development for the City.

Our City workforce has diligently continued to provide essential services to residents throughout a global pandemic while balancing the needs of their families. In an effort to mitigate one of the most basic challenges - that of childcare - we must expend resources, as we once did, to support our employees in accessing reliable, affordable, and high quality childcare services.

**I THEREFORE MOVE** that the City Council instruct the City Administrative Officer to work with the Personnel Department and General Services Department to develop a sliding scale subsidy for childcare with a suggested income cap commensurate with the cost of living in Los Angeles.

PRESENTED BY:



MONICA RODRIGUEZ  
Councilwoman, 7<sup>th</sup> District

SECONDED BY:



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