

A RESOLUTION ADOPTING A STATEMENT EXPLAINING THE BOARD OF
ALDERMEN'S REASONS FOR ADOPTING
AN AMENDMENT TO THE TEXT OF THE CARRBORO LAND USE ORDINANCE
Resolution No. 106/2006-07

WHEREAS, an amendment to the text of the Carrboro Land Use ordinance has been proposed, which amendment is described or identified as follows: An Ordinance Amending the Carrboro Land Use Ordinance to change the definitions and restrictions regarding child day care uses.

NOW THEREFORE, the Board of Aldermen of the Town of Carrboro Resolves:

Section 1. The Board concludes that the above described amendment is consistent with Carrboro Vision 2020: Policies through the year 2020, the Carrboro Land Use Ordinance, and the Facilitated Small Area Plan for Carrboro's Northern Study Area.

Section 2. The Board concludes that its adoption of the above-described amendment is reasonable and in the public interest because the Town of Carrboro seeks to expand opportunities for small business establishment within the town while protecting existing neighborhoods from negative impacts such as excessive traffic, parking, and noise.

Section 3. This resolution becomes effective upon adoption.

**A RESOLUTION ADOPTING A STATEMENT EXPLAINING THE BOARD OF
ALDERMEN'S REASONS FOR REJECTING
AN AMENDMENT TO THE TEXT OF THE CARRBORO LAND USE ORDINANCE
Resolution No. 107/2006-07**

WHEREAS, an amendment to the text of the Carrboro Land Use ordinance has been proposed, which amendment is described or identified as follows: An Ordinance Amending the Carrboro Land Use Ordinance to change the definitions and restrictions regarding child day care regulations.

NOW THEREFORE, the Board of Aldermen of the Town of Carrboro Resolves:

Section 1. The Board concludes that the above-described amendment is not consistent with Carrboro Vision 2020: Policies through the year 2020, the Land Use Ordinance, and/or the Facilitated Small Area Plan for Carrboro's Northern Study Area.

Section 2. The Board concludes that its rejection of the above described amendment is reasonable and in the public interest because existing practices, policies, and procedures are sufficient.

Section 3. This resolution becomes effective upon adoption.

AN ORDINANCE AMENDING THE CARRBORO LAND USE ORDINANCE
AS IT PERTAINS TO CHILD CARE HOMES AND CHILD CARE FACILITIES

THE BOARD OF ALDERMEN OF THE TOWN OF CARRBORO ORDAINS:

Section 1. Carrboro Land Use Ordinance subsections 15-15(21) and (22) are hereby amended as follows:

(21) **CHILD DAY CARE FACILITY, STATE REGULATED.** ~~Any child day care arrangement that is subject to regulation by the North Carolina Department of Human Resources, Division of Child Development, or a successor agency, other than a Child Day Care Home. [Child care arrangements for one or two children as well as other specific types of arrangements are excluded from regulation by the State under G.S. 110-86(2). A program or arrangement where more than eight children less than 13 years old, who do not reside where the care is provided, receive care on a regular basis of at least once per week for more than two hours but less than 24 hours per day from persons other than their guardians or full-time custodians, or from persons not related to them by birth, marriage, or adoption.~~

(22) **CHILD DAY CARE HOME.** ~~Any child day care arrangement wherein any person not excluded in G.S. 110-86(2) provides day care on a regular basis of at least once per week for more than four hours but less than 24 hours per day for more than two children under 13 years of age, but not to exceed a maximum of eight children at any one time. Of the children present at any one time, no more than five children shall be pre-school aged as defined by the NC Child Day Care Commission. Cooperative arrangements among parents to provide care for their own children as a convenience rather than for employment are not included. To determine whether a child care arrangement is a day care home, all children shall be counted except the operator's own school-aged children and school-aged children who reside at the location of the day care home. A program or arrangement where three to eight children less than 13 years old, who do not reside where the care is provided, receive care on a regular basis of at least once per week for more than two hours but less than 24 hours per day from persons other than their guardians or full-time custodians, or from persons not related to them by birth, marriage, or adoption.~~

Section 2. Carrboro Land Use Ordinance subsection 15-146, the Table of Permissible Uses, is amended by adding the letter "S" opposite use classification 22.100 under the B-1-C district column to indicate that this use is permissible with a Special Use Permit in that district. The Table of Permissible Uses is further amended by adding the letter "Z" opposite use classification 22.200 under the B-1-C district column to indicate that this use is permissible in this district with a Zoning Permit.

Section 3. Carrboro Land Use ordinance subsection 15-146, the Table of Permissible Uses, is amended by changing the letter "S" to letter "Z" opposite the

classification 22.200 under the B-2, B-4, and CT district column to indicate that this use is now permissible with a Zoning Permit in these districts.

Section 4. Carrboro Land Use Ordinance subsection 15-150(c)(6) is hereby amended as follows:

- (6) Child day care arrangements for one or two children who do not reside with the provider. ~~as well as other child day care arrangements excluded from regulation by the State under G.S. 110-86(2).~~

Section 5. Carrboro Land Use Ordinance, new subsection 15-179, titled "Child Day Care Homes and Child Day Care Facilities" is hereby added to Article XI, Supplementary Use Regulations, to read as follows:

- (a) Where outdoor play areas associated with a child day care home or child day care facility are within 25 feet of a neighboring residential structure, outdoor play shall not commence until 8:30 a.m.
- (b) Adequate vehicular turnaround area must be provided on-site or within nearby public-right-of-way, so that use of nearby private property may be avoided.
- (c) A neighborhood meeting is recommended, but not required, inviting neighbors and property owners living or owning property within 500 feet of the boundaries of the subject property, with the purpose of the daycare owner explaining the daycare proposal and receiving suggestions from neighbors as to ways to limit negative impact on the neighborhood.

Section 6. Carrboro Land Use Ordinance, subsection 15-308, the Table of Screening Requirements, is amended by replacing the letter "A" or "B" with the letter "C" opposite the use classification 22.100 (child day care home) in use categories in which Type A or Type B screening is currently required, to indicate a Type C screen is required when a child day care home is the servient (proposed) use abutting properties in these other use categories.

The Table of Screening Requirements is further amended by replacing the letter "A" or "C" with the letter "B" opposite use classification 22.200 (child day care facility) in use categories which Type A or Type C screening is currently required, to indicate a Type B screen is required when child day care facility is the servient (proposed) use abutting properties in these other use categories.

Section 7. All provisions of any town ordinance in conflict with this ordinance are repealed.

Section 8. This ordinance shall become effective upon adoption.

Report of the Carrboro Childcare Committee

Membership of the Committee

The Carrboro Childcare Committee was composed of 12 members who met over the course of 2004-05. The Committee met with Carrboro Town staff and considered numerous issues involving the Town's zoning and development ordinances. The committee also relied on expertise from within the committee, having both childcare providers and subsidy program administrators on the committee.

As a Committee, we are proud to present this report and set of recommendations to the Carrboro Board of Alderman and the people of the Town of Carrboro. With this report, the Committee concludes its work as originally charged by the Board of Aldermen, however, the greater challenge of implementing these recommendations lies ahead. The Committee firmly believes that the principles laid out in this report should be implemented in communities throughout North Carolina, and we in particular recommend that the other municipal governments in Orange County look at how similar initiatives might be implemented in other jurisdictions.

Scope of the Child Care Challenge

Each day in Carrboro 579 families with preschool children (children under the age of six) need child care to enable parents to work¹. One-hundred and six of these families have children under the age of 5 and are living below the poverty line. The reality is that there are only 277 licensed child care spaces available in the community in which these children live². A family could expect to pay over \$11,500 for child care in a four-star center for their two-year old. This far exceeds the instate tuition rate at the University of North Carolina. Child Care Services Association was able to provide scholarships to 77 children living in Carrboro last fiscal year. The median income of their families was less than \$20,000 a year. Fifty-one percent of these children were of Hispanic origin. Almost three-quarters of the children receiving scholarships lived in single parent households.

In addition, the Orange County Department of Social Services provided subsidy to 76 children living in Carrboro last year. Without help families like these cannot afford at high quality child care setting, often use unreliable care, frequently cannot work, and sometimes leave their children in unsafe settings. The needs are great, with 73 children living in Carrboro whose families are currently on the Child Care Services Association scholarship waiting list and 21 Carrboro children waiting for assistance through the Department of Social Services.

¹US Census Bearu Families with children under the age of 6 with all parents employed. The median family size is 3.01. <http://factfinder.census.gov>

² North Carolina Division of Child Development. Total of 10 facilities in the city of Carrboro. Three facilities have a maximum capacity of 16 but are restricted to enrolling 10 preschool age children. One facility has a maximum capacity of 8 but is restricted to enrolling 5 preschool age children. Seven facilities did not have any identified restrictions. <http://ncchildcare.dhhs.state.nc.us/general/home.asp>

Value of Early Childhood Education

Child care is a big issue for most families with young children. With almost 2/3 of children living in households where all their parents work, the selection of child care setting is one of the most important decisions a family can make for their child. Children from birth to the time they are in kindergarten, if they are in full time child care, may spend almost as many hours in that setting as they will spend in school from K-12th grade.

Whether a child is enrolled in child care because their parents works or because their parent wants a preschool experience for their child, the key to a child's developmental success is that the program must be of high quality – that is a program with low teacher:child ratios, educated teachers, and appropriate curriculum and classroom environments. Orange County is fortunate in having one of the best early childhood education system in the state.

Neuroscience and education literature is clear about the value of a high quality early childhood education and the economic benefits for children, families and society.

- **Educational Benefits:** National research of early childhood education programs and evaluation studies of the Smart Start program in North Carolina repeatedly show that children enrolled in high quality child care are better prepared to succeed in school and have improved math and language skills, enhanced cognitive skills, and better social skills. These findings are true for low-income children, and children of all incomes, race and ethnicity.
- **Workforce Support:** Child care scholarships indirectly support local employers and the workforce. In a study last year, over 800 low-income working families either received or were on a waiting list for child care scholarships and these families were employed in 226 different businesses and organizations throughout Orange County. Without child care financial assistance, families are often unable to work and local businesses are unable to recruit and maintain an effective workforce.
- **Economic Benefits:** Several national research longitudinal studies have documented the economic benefits of quality early childhood education citing a \$17 return on every \$1 in reduced costs for school remediation, juvenile crime and welfare dependency. A statewide study conducted in 2004 revealed that the child care industry in Orange County annually generates \$131 million in gross revenues by supporting working families who in turn pay state and local taxes. The child care industry itself employs 660 people in mostly small businesses and contributes nearly \$3 million to the Orange County economy.

Recommendations of the Committee

1. Zoning Issues

There are a number of zoning issues that significantly restrict the establishment of new childcare facilities in Carrboro. The Committee recommends:

- The Table of Permissible uses be expanded to allow childcare facilities in all non-industrial zoning districts (notably B1-C currently prohibits childcare),
- Define small childcare centers to have 15 or fewer children and large childcare centers to have 16 or more (currently 8 or fewer is small),
- Modify screening requirements for small childcare facilities to Type C screening, for example four foot fence with trees every 30 feet (currently requires six foot opaque privacy fence),
- Require a Zoning Permit for small childcare centers in commercial zones (currently requires a Special Use Permit).

The recommended changes generally address the level of regulation of small childcare facilities. Small childcare centers have a difficult time covering the cost of lengthy permitting processes or unnecessarily burdensome requirements. The state defines 15 as the maximum for "Childcare Center within a Home" and this seems to be a logical breakpoint for establishing what sort of center is no longer merely incidental to a residential zone.

The sight and sound of children playing in the neighborhood is a natural part of urban life and requiring Type A screening (a six foot high privacy fence) is not desirable for either neighbors or childcare centers. Type A screening makes it a basic assumption that childcare is an undesirable use that should not be seen. Type C screening presents many better opportunities for attractive landscaping.

The SUP requirement for small centers in commercial zones seems curious because a lower level of oversight is required when childcare centers are established in residential zones where such centers would be more likely to have some impact on neighbors.

2. Working Conditions

The committee discussed numerous challenges that face childcare workers. These challenges include modest pay, sometimes stressful working conditions and few fringe benefits. It is also often difficult for childcare workers to get on-going training and education (although some programs exist to foster further education).

The committee also took note of the fact that childcare workers often face an unusual set of health-related work place hazards such as back strain, exposure to communicable diseases and stress. Such health hazards are particularly ironic because the economics of childcare are such that it is often difficult for childcare centers to offer health insurance benefits to their employees. A further health insurance challenge is the fact that childcare facilities seldom have enough employees to qualify as a large group for health insurance purposes. This causes their health insurance costs to be considerably higher.

In light of these challenges, the committee recommends that the Town explore the feasibility of allowing some childcare facilities to buy into the Town's health insurance group. Under this proposal the Town would bear none of the cost of the additional insured persons, but would merely grant access to large group health insurance rates.

The committee also feels that the opportunity to participate in this sort of program should only be extended to high quality childcare programs. The state has a five tier system of certification of licensed childcare facilities which could be used to determine eligibility for this program. We believe that such a rule would help create an incentive for lower rated childcare facilities to improve the quality of the program being offered in order to qualify for this benefit.

The committee recognizes that while similar programs have been successfully implemented in other states, there may be differences in state law that could make this type of program more challenging to implement in North Carolina. However, we urge the Town to explore this possibility with the Town's insurance carrier.

3. Model Employer

The committee believes that employers in our community have a significant obligation to support the families whose parents they employ. While the cost of childcare is a challenge that our society faces as a whole, we believe that individual employers can be role models in our community.

At present Orange County as a whole receives a significant but limited amount of childcare subsidy from the state through the More at Four program and Smart Start. These subsidies are used in a variety of ways, but primarily the funds go to assist low-income families by paying some or all of the cost of the families' childcare. This allows the families to afford a higher quality of childcare and also makes it possible for parents to work and be less dependent on society in other ways. Every year a significant portion of the childcare subsidies available to Orange County families are taken by the children of public employees. The University of North Carolina, the public schools, the county, OWASA and area municipalities all play a role in creating this situation. Naturally many private sector employers contribute to the problem as well.

However, the committee recommends that the Town of Carrboro acknowledge the role that it plays as an employer in using up the limited state subsidy money available to Orange County families. We believe that the Town should contribute to the county childcare subsidy pool an amount equal to that being used by families employed by the Town. Reviewing recent data, it appears that the usually 2-5 children of Carrboro employees are receiving state subsidies for childcare. We believe that the Town could annually contribute to the subsidy pool an amount equal to the value of the subsidies that were taken up by children of Town employees in the preceding year. We believe that this would represent an annual allocation of \$10,000 to \$25,000, varying from year to year based on the number of children being served by the subsidy program.

4) Inclusionary Development

The high cost of construction and the limited availability of land for development in our community make it difficult for childcare programs to find locations from which to operate. The committee views this problem as being analogous in many ways to the affordable housing problem in our community. Childcare as a business generally does not generate the revenues necessary to support the construction or lease of buildings for

childcare. And this problem is especially significant for childcare programs that are more accessible to lower income families in our community.

Current plans of the Town of Carrboro call for doubling the commercial tax base in Carrboro. Orange County plans call for the creation of 5,000 new private sector jobs and \$125,000,000 in new commercial development in Orange County over the next five years. While many of the new jobs that would be created by all of these plans will be higher income jobs that would presumably not add to the number of low-income families in the community, all of the new jobs will undoubtedly add to the level of competition among families for spaces in existing childcare facilities and programs. In other words, 5,000 new jobs will probably mean that the existing network of childcare programs will need to absorb many, many additional children. In addition there is likely to be continued growth in public sector jobs as well.

The committee therefore foresees that there is not only a present shortage of childcare spaces in Carrboro and in the County as a whole, but that this problem will get considerably worse over the next five years unless a significant amount of additional space is being created for preschools, daycares and other childcare programs.

The committee believes that part of the solution to this problem needs to be met by the commercial real estate development community, just as part of the solution to the affordable housing problem is being met by residential real estate developers. We believe that the Town of Carrboro should begin a process of considering how commercial real estate developers might be required to include childcare within large new commercial developments and/or help to finance the cost of creating childcare facilities in other locations within our community. We recognize that the legal and regulatory issues involved in a policy of this kind are complex. However, we also recognize that we must begin to explore requiring childcare space as a condition for commercial development or else face a serious shortage of childcare space in the near future.

Conclusion

The Carrboro Childcare Study Committee is grateful to the Board of Aldermen and the Carrboro Town staff for undertaking this study. We believe that Carrboro is a visionary community that deserves credit for recognizing that early childhood education is critical to the academic success of succeeding generations and that the economic vitality of our town is greatly affected by the availability of childcare in our community.

We recognize that increasing childcare opportunities and improving working conditions for childcare workers are not easy goals to meet, but we believe that they are worthy goals that require our community to apply creativity and energy. We hope that Carrboro will continue to consider the impact of Town policies on childcare and that the Board of Aldermen will work hard to implement the recommendation of this committee.



TOWN OF CARRBORO

NORTH CAROLINA

TRANSMITTAL**PLANNING DEPARTMENT**DELIVERED VIA: ☒ HAND ☐ MAIL ☐ FAX ☐ EMAIL

To: Steve Stewart, Town Manager
Mayor and Board of Aldermen

From: Patricia McGuire, Planning Administrator

Date: January 23, 2006

Subject: Supplemental Information – Child Daycare Regulations

On May 4, 2004, the Board of Aldermen appointed the Carrboro Childcare Study Committee to make recommendations as to appropriate regulations of childcare facilities in Carrboro, cost-free ways the Town could expand childcare options, and ways to improve working conditions for childcare workers. In March, 2006, the Committee submitted its report (*Attachment D*) to the Board noting the need for more daycares in Carrboro both now and in the future. As part of its charge, the committee considered Carrboro's current land use regulations in looking at barriers to establishment of small child daycare homes. The committee report proposed the following specific changes to the Land Use Ordinance:

- Define small childcare centers to have 15 or fewer children and large childcare centers to have 16 or more
- Allow childcare facilities in all non-industrial zoning districts, including B1-C
- Require a Zoning Permit (rather than a Special Use Permit) for small childcare centers in commercial zones
- Modify screening requirements for small childcare facilities from Type A screening to Type C screening
- Consider requiring provision of childcare space as a condition of approval for commercial development.

Apart from the requests for changes to the Land Use Ordinance, the committee raised two additional issues: childcare workers' access to the Town's health insurance plan, and Town subsidy of daycare.

Following are staff responses to the issues raised in the committee report. Two of the issues, Request #2, allowing childcare in non-industrial zoning districts, and Request #3, level of permits required, have some overlap, so there is some duplication in this report's discussion of these requests.

A draft ordinance has been prepared (*Attachment C*) reflecting the staff recommendations on the above-listed issues related to Land Use Ordinance amendments.

1. Defining Small Daycares as Those Providing Care for 15 or Fewer Children.

A. Background: State definitions of daycare uses have changed since the Town last revised its LUO provisions in 1997. We believe it prudent and appropriate to mirror State regulations as regards the distinction between small daycares in a home, providing care for 3-8 children, and larger daycares.

The committee noted that State regulations permitted up to 15 children in home daycares. This is accurate, however the State makes a distinction between small and larger daycares in the home.

Current State regulations provide that "Family Child Care Homes" can serve up to 8 children. A summary of state childcare regulations concerning family child care homes (from the Division of Child Development, North Carolina DHHS) states the following:

"A family child care home is licensed to care for five or fewer preschool age children, and an additional three school age children. This includes preschoolers living in the home but the provider's own school-age children are not counted."

This child care arrangement requires a state license and is subject to some minimal state requirements for basic child health and safety.

A larger daycare can also be operated from a home for up to 15 children if licensed by the state as a "Child Care Center Licensed in a Home." Such a daycare is subject to a number of additional requirements including provision of a variety of minimum services. Fenced outdoor play areas must be provided, and the home daycare staff must meet additional standards regarding health, safety, training, and staff/child ratios.

Child care facilities which are not operated from a home are called "Child Care Centers" by the state and have additional requirements.

Several daycare arrangements are excluded in the State definition for child care facility, and therefore are exempt from state regulation, such as family members caring for children who are their relatives; babysitting cooperatives (no paid staff); and individuals caring on a less than a regular basis (less than weekly), for less than 4 hours/day, for one or two children under the age of 13 who do not live with, and who are unrelated to, the provider. An additional exemption is any child care program conducted in one or two segments of less than 4 hours apiece per day, with different children attending each segment.

B. Committee request: The committee is requesting creation of a Town definition that combines the two State categories of "Family Child Care Home" and "Child Care Center Licensed in a Home" into one, so that home-based daycares with up to 15 children may be treated with the same Town permitting standards.

The following table presents terminology equivalents for the various childcare arrangements regulated by the State and the Town and the terminology suggested by the committee.

Terminology Equivalents with New Definitions

| | State Statutes | Town of Carrboro | Committee |
|--|--------------------------------------|-------------------------|---------------|
| 3-8 children in a home | Family Child Care Home | Child Day Care Home | Small Daycare |
| 9-15 children in a home | Child Care Center Licensed in a Home | Child Day Care Facility | Small Daycare |
| 16+ children in a daycare not in a home | Child Care Center | Child Day Care Facility | Large Daycare |

C. Staff Analysis and Recommendation: After consideration of the scale of various daycare arrangements in residential areas, we continue to believe that Carrboro's regulations should align with State statutes regarding the threshold between a daycare home and daycare center at 8 children or fewer, rather than 15 children or fewer as requested by the committee. We believe that child day care homes (3-8 children) are by and large of a scale and pattern that is consistent with general residential use. We believe that the zoning permit review and approval process could adequately address neighborhood impacts such as noise, traffic, and parking at this scale of a childcare business. However, for larger daycare facilities operated from a home (9-15 children), we believe that neighborhood impacts are greater and that enterprises of this scale should undergo approval via a conditional use permit or special use permit. Neighborhood impacts of daycares are discussed at length under Request # 3, discussion section D, pages 7-9).

We note that the staff-recommended definitional framework would allow the Town to regulate some of the child daycare arrangements that the State does not. For example, one State exemption that would be regulated by Carrboro under the proposed definitions is any child care program conducted in segments of less than 4 hours apiece per day, with different children attending each segment. The State places no limit on the number of children attending such programs. From a zoning standpoint, we believe that, given the potential for neighborhood impacts (e.g. traffic, parking, noise), regulation of this kind of land use by the Town is appropriate.

Staff Recommendation: We recommend the definition of Child Daycare Home include a maximum of 8 children under 13 years of age; and that the definition of Child Daycare Facility apply to childcare arrangements of 9 or more children under the age of 13. Please see the full text definitions in the draft ordinance, *Attachment C*.

2. Allowing Childcare in Non-Industrial Zoning Districts, including B1-C.

A. Background: The LUO Table of Permissible Uses lists child daycare homes as permitted with a zoning permit in the B-2, CT, W-R and all other residential zoning districts. In addition, they are allowed in B-1G, B-3, B-3-T, O, and O/A zoning districts with a special use permit. They are currently prohibited in the B-1(C) (Town Center), B-4 (outlying concentrated business), B-5 (watershed commercial), M-1 and M-2 (manufacturing districts), and WM-3 (light industrial) zoning districts. (See the zoning map, *Attachment F*, and see the table on page 5.)

Currently the Table of Permissible Uses lists child daycare facilities as permitted in W-R and B-5 zoning districts with a conditional use permit; the B-2, B-4, CT, and all residential zoning districts with a special use permit; and B-1(G), B-3, B-3-T, M-1, O, and O/A with a zoning permit. (See the table on page 5.)

B. Committee Recommendation: The committee report recommended that child daycare homes be permitted in non-industrial zoning districts, including B1-C. Since the request does not include industrial districts, staff has analyzed the appropriateness of daycare facilities in the remaining three non-industrial zoning districts where they are not currently allowed, those being B-4, B-5, and B1-C.

C. Staff Analysis and Recommendation: The B-4 zoning district encompasses wholesale and retail businesses as well as office uses in the following locations: the west side of Old Fayetteville Road (Harris Distributing); the shopping center at the intersection of Old Fayetteville Road and Highway 54 Bypass; the U.S Post Office at James Street and Highway 54/Main Street. This zoning district also includes several acres adjacent to and west of the post office, currently in agricultural use. The B-5 zoning district currently consists of 6 lots fronting directly on Highway 54 West, currently used for commercial purposes. Residential uses are not allowed in either of these zoning districts. Thus, neither a child daycare home, nor a child care facility (9-15 children; “child care center licensed in a home”) could be proposed in these zoning districts. Under current provisions, a child daycare facility not in a home could be approved via special use permit in the B-4 zoning district or by conditional use permit in the B-5 zoning district. We recommend that the current regulations remain as is for daycares in these zoning districts.

The B1-C zoning district, which includes on its northern edge Southern States, is bounded on the east by Broad Street, Lloyd Street, and Hosier Street; on the south by Roberson Street, and on the west by Framer’s Market and Club Nova. This district includes retail businesses, restaurants, offices, the Century Center, and Carr Mill Mall. Residential use is permitted in this district, and there are a few dwelling units within this district now (for example, two on Cobb Street and a few apartments on Main Street). A child daycare home or a child daycare center licensed in a home could conceivably be established in this district if the ordinance were amended to allow it. (Establishment of these daycare arrangements would also depend on whether the operator could provide adequate outdoor play area if the State required it.)

The downtown area continues to evolve through infill and redevelopment. Mixed use projects which include residential uses are likely to be proposed, which, if approved, would add residential units to this zoning district. We believe condominiums would be the most common form of dwelling unit; the appropriateness of child day care homes in these situations is questionable. We believe that for the downtown area, the review process for child daycare homes should be subject to the greater scrutiny associated with the special use permit and conditional use permit review process.

Staff Recommendation: Based on the foregoing evaluation, staff recommends that the Table of Permissible Uses be amended to allow child daycare homes in the B1-C zoning district with a special use permit, and a child daycare facility in the B1-C zoning district with a zoning permit, consistent with this use in most other commercial districts. Please see *Attachment C*, the draft ordinance with the proposed text amendment that would effect this change.

3. Level of Regulation.

A. Background: As described in the earlier section of this report, current regulations say that in the B-1G, B-3, BT-3, O, and O/A, a special use permit is required for a child day care home; and in the B-2, CT, W-R, and all residential zoning districts a zoning permit is required. Under the current provisions in the LUO, child day care facilities (the State’s term is Child Care Centers licensed in a home), are permitted in the WR and B-5 zoning districts with a conditional use permit; in the B-2, B-4, CT, and all residential zoning districts with a special use permit; and the B-1(G), B-3, B-3-T, M-1, O, and O/A zoning districts with a zoning permit.

Current Use Provisions

| | Zoning Permit | Special Use Permit | Conditional Use |
|-------------------------|--|---|-----------------|
| Child Day Care Home | B-2, CT; W-R and other residential districts | B-1G, B-3, B-3-T, O, O/A | |
| Child Day Care Facility | B-1(G), B-3, B-3-T, M-1, O, O/A | B-2, B-4, CT, All residential except W-R | W-R, B-5 |

The purpose of local regulation of land uses is to, based on a community's value system, balance individual rights and protections with fulfilling the needs of the larger community. Carrboro's adopted policies clearly encourage provision of a variety of services for, and accessible to, families and individuals of all ages while simultaneously "protecting neighborhoods." It is in this context that staff has analyzed the current regulatory structure for daycare facilities along with the committee's request to ease the procedures for establishing of new daycares in the home. Staff supports increasing the number of affordable daycares. However, absent any development standards, the establishment of several daycares could potentially significantly alter the environs, both business and residential, in which the daycare facilities are to be located.

B. Committee Recommendation: The committee recommended that small childcare centers (its suggested definition was 1-15 children) proposed in commercial zones be approved via a zoning permit (staff approval only, versus review by Advisory Boards and then the Board of Adjustment which would issue a special use permit). The committee cited time and financial constraints as barriers that the more intensive permit requirements present to prospective operators of small child daycares. We have considered the Town's review and approval process for child day care facilities and offer the following information, evaluation, and recommendations.

C. Staff Analysis and Recommendation Regarding of Level of Regulation in Non-residential, Non-industrial Districts: Pertinent to any situation in which a daycare facility is located in the nonresidential districts, we note that State regulations for child daycare in a home or center (arrangements for 9 or more children) are more rigorous than for child daycare homes (3-8 children), which would hold these facilities to higher standards regarding staff ratios, location of outdoor play areas, fencing, and other safety measures.

As noted above sections of this report, child daycares are allowed in most non-residential, non-industrial zoning districts. Currently the LUO Table of Permissible Uses lists child daycare homes as permitted with a zoning permit in the B-2, and CT zoning districts. In addition, they are allowed in B-1G, B-3 BT-3, O, and O/A zoning districts with a special use permit. They are currently prohibited in the B-1(C) (Town Center), B-4 (outlying concentrated business), and B-5 (watershed commercial) zoning districts.

Currently the Table of Permissible Uses lists child day care facilities (9-15 children) as permitted in W-R and B-5 zoning districts with a conditional use permit; the B-2, B-4, and CT zoning districts with a special use permit; and B-1(G), B-3, B-3-T, M-1, O, and O/A with a zoning permit.

Current Use Provisions – Business Districts

| | Zoning Permit | Special Use Permit | Conditional Use |
|-------------------------|---|--------------------------|-----------------|
| Child Day Care Home | B-2, CT, B-1(G), B-3, B-3-T, M-1, O, O/A | B-1G, B-3, B-3-T, O, O/A | |
| Child Day Care Facility | | B-2, B-4, CT | B-5 |

A number of policy issues arise in considering daycare facilities in Carrboro's business districts. Carrboro's Vision 2020 calls for a diverse mix of businesses in the downtown, accessibility to a number of services, and support keeping industry local. We believe that local childcare is a necessary ingredient to encourage parents to work in Carrboro and to serve the needs of the community. Having childcare businesses in downtown would harmonize with these policies. On the other hand, Vision 2020 also calls for maximizing commercial space and for protecting existing neighborhoods from deleterious impacts of new development. In addition, some segments of nonresidential districts are, from a safety standpoint, not ideal locations for child daycares. We have conducted the analysis below with these policies in mind.

Regarding practical considerations, we believe that the traffic, parking, and noise impacts of a daycare are less noticeable in non-residential districts where more intense uses are likely to occur. We believe that more stringent review/approval processes in these districts would likely be designed more for the safeguarding and buffering of the daycares *from* the surrounding more intensive uses, and for ensuring safe ingress/egress along the busier roads in these nonresidential areas.

Regarding the establishment of child daycare homes (3-8 children) in non-residential districts, as Carrboro's non-residential districts are further developed for non-residential use, we believe that there will be few homes, with or without daycares. This may change in some zoning districts with the approval of mixed use developments which include a residential component. But for this limited number of situations, we believe that the requirement for special use permit approval for a daycare of 3-8 children in a home is excessive, especially in considering that the larger daycares are already permitted in the B-1(G), B-3, B-3-T, M-1, O, and O/A with a zoning permit.

For daycares of over 8 children, whether in a home (maximum of 15 children) or other daycare centers, there is the potential for traffic impact of over 60 additional daily trips and additional parking needs. In addition, these districts generally have busier roads and involve land uses which may warrant safeguards for the children in the daycare. Therefore, we believe the special use permit and conditional use permit review and approval process is appropriate.

As a matter of practicality, we note that most new developments in the downtown area would need conditional use permit and special use permit approval, regardless of whether child daycare is one of several possible uses proposed by the applicant. If a party wished to add daycares as a new use, subsequent to approval of the original permit, the new use would be subject to approval of a modification to the original conditional use permit or special use permit (not a new zoning permit, conditional use permit, or special use permit).

Staff Recommendations on Regulation of Child Daycare Homes and Facilities in Non-residential Districts: (1) We recommend that child daycare homes (3-8 children) continue to be permitted with a zoning permit in the B-2 and CT zoning districts, which are business districts of residential

character. (2) We further recommend that child daycare homes continue to be subject to the special use permit process in the B-1(G), B-3, B-3-T, O, O/A zoning districts. In these cases, residential lots would be near larger commercial developments with heavier traffic. We believe the special use permit process would help ensure traffic and safety measures are adequately addressed in home settings within these higher-traffic areas. Of note, we do not believe there are any properties within these zoning districts currently under residential use, other than one or two lots on Boyd Street which are currently being considered as part of a mixed use development application.

(3) We recommend that child daycare facilities (9 or more children) continue to be permitted with a zoning permit in the B-1(G), B-3, B-3-T, M-1, O, O/A zoning district. We note that these areas contain larger-scale developments, usually with existing parking lots and commercial standard driveways. (4) We recommend that child daycare facilities continue to be permitted with a conditional use permit in the B-5 zoning district. Again, we are not aware of any lots within these zoning districts being used for residential purposes at this time except for one or two lots on Boyd Street.

(5) In addition, we propose that child daycare facilities be permitted with a zoning permit in the B1-C, B-2, B-4, and CT zoning districts, consistent with many other medium-volume traffic uses in these districts. As noted earlier in this report, we recommend child daycare homes be permitted in the B1-C zoning district with a special use permit

Staff - Proposed Use Provisions – Business Districts

| | Zoning Permit | Special Use Permit | Conditional Use |
|-------------------------|--|--|-----------------|
| Child Day Care Home | B-2, CT, | B-1G, B-3, B-3-T, O, O/A ~> add B1-C | |
| Child Day Care Facility | B-1(G), B-3, B-3-T, M-1, O, O/A ~> add B1-C, B-2, B-4, and CT | B-2, B-4, CT | B-5 |

These recommendations are included in the draft ordinance, *Attachment C*.

Pertinent to any situation in which a daycare facility is located in the nonresidential districts, we note that State regulations for child daycare in a home or center (arrangements for 9 or more children) are more rigorous than for child daycare homes (3-8 children), which would hold these facilities to higher standards regarding staff ratios, location of outdoor play areas, fencing, and other safety measures.

D. Staff Analysis and Recommendation Regarding Level of Regulation in Residential Neighborhoods: Because the committee recommended small (3-8 children) and medium-scale (9-15 children) daycare programs be allowed to operate from homes, we conducted an analysis of residential impacts in order to formulate recommendations on level of permitting. Regarding policy, Carrboro's Vision 2020 calls for encouraging "small, low-impact home businesses." We believe that small-scale daycares operated from the home could qualify as "small ... home businesses." However, "low-impact" is hard to define. Other municipalities polled report that the chief complaints received about daycares located in residential neighborhoods are related to increased noise, traffic, and on-street parking. Carrboro has received similar complaints about existing day care arrangements in residential areas. On a historical note, a 1990's application for a child day care facility proposed in a Carrboro residential neighborhood was rejected on the grounds that the traffic

impacts on Pine Street would be too great. A less common concern among other towns was adequate turnaround space for cars on the subject property or within the public right-of-way on the street. We believe that it would be wise to consider regulations designed to prevent or reduce these neighborhood impacts as much as possible without unduly discouraging prospective small daycare operators.

Traffic Patterns and Volume: Regarding traffic impact, we note that for 8 children in a child daycare home (Family Child Care Home, using the State's term), at least 32 additional daily trips may be expected to/from and in the vicinity of the subject home. (This is compared to the average of 10 trips/day per single-family residence.) In some neighborhoods, this may be barely noticeable, but in others, the added traffic may be a nuisance or hazard. We believe that this level of impact could be regulated via certain conditions and standards attached to issuance of a zoning permit by staff (for example, demonstration that adequate parking will be provided on the site and adequate turnaround space can be provided on site or within the public right-of-way, so as to discourage use of nearby private property).

However, for a child daycare under the committee's proposed definition of up to 15 children, the expected number of trips could jump to 60 additional daily trips. We believe that such an impact should be considered on a case-by-case basis through the conditional use permit or special use permit process, and so recommend that a daycare proposal for 9 or more children (daycare center, whether in a home or not) should continue to be subject to more intensive requirements, as is already required for daycare facilities in residential and other zoning districts.

Also mentioned in discussions with other municipalities was the need for turnaround space in the neighborhood for the additional traffic. We believe that adequate traffic turnaround space should be demonstrated either on the subject property or nearby within public-right-of-way, so as to minimize use of neighbors' driveways. We have included this as a standard in a new section of Supplementary Use Regulations, reflected in the attached draft ordinance.

Parking: Current regulations require one on-site parking space for every daycare employee, "plus 1 space per 250 square feet of floor area used for day care, in addition to spaces required for any residential use as determined in accordance with the parking requirements set forth above for residential uses." For example, for a child day care home in a single-family residence with 7 children, 5 of whom do not live on the site, with the resident operator having one additional staff member, and using the state minimum requirement of 175 square feet of the house floor area, 2 parking spaces are required for the 2 staff, 1 space is required for floor area devoted to daycare use, and 2 spaces are required for the residential dwelling unit, for a total of 5 on-site spaces.

For a child day care facility, operating from a home under a special use permit for 15 children with 3 staff and using the state minimum of 375 square feet of floor area, the on-site parking requirement would be at least 7 on-site spaces.

We believe the existing presumptive parking requirements would adequately accommodate daycare use in most instances. Flexibility provisions allow the number of spaces required to be increased or decreased, based on site-specific conditions. We do not recommend any changes to the parking requirements.

Noise: Outdoor play space is sometimes, but not always, required by the state for a child daycare home (3-8 children). Outdoor play space is routinely required for a daycare licensed in a home (9-15 children); at least 75 square feet of outdoor play area is required per child. This means that for 9-15 children, outdoor play areas would be, at a minimum, in the range of 675 - 1,125 square feet. Noise

is a common complaint in urban residential areas having child daycares. Limiting the number of children in a child daycare home and provision of solid fencing or walls are two ways noise impacts can be limited. One municipality, in its staff approval of small child daycare homes (5-8 children), limits outdoor play time to after 9:30 a.m.

We believe that by limiting child daycare homes to 3-8 children (currently allowed with a zoning permit in residential areas), noise can be kept to a level close to that which could be expected with routine residential use of residential property. On some properties, it may be possible to locate playgrounds away from neighbors' homes, which could be considered in the staff review process. For daycare centers licensed in a home (9-15 children), we believe that the location of the playground relative to neighbors' homes, and a requirement for a solid wall or fence could also be considered as part of the special use permit or conditional use permit review/approval process.

Staff Recommendations on Regulation of Child Daycare Homes in Residential Zoning Districts.

(1) Based on consideration of Carrboro's neighborhood protection policies, we believe that for residential zoning districts the Town should continue to require a zoning permit for child daycare homes (under the definition of 3-8 children). Conditions to be considered would include provision of on-site parking, adequate vehicular turnaround area either on-site or within the public right-of-way, location and screening of outdoor play areas.) (2) For larger scale child daycare facilities in residential zoning districts, we recommend continuing the requirement for additional scrutiny, with an opportunity for site specific conditions being placed on the approvals (as with special use permit and conditional use permit process).

Proposed Permitting Requirements – Residential Districts

| | Zoning Permit | Special Use Permit | Conditional Use |
|-------------------------|--------------------------------------|-----------------------|-----------------|
| Child Day Care Home | W-R, all other residential districts | N/A | N/A |
| Child Day Care Facility | N/A | Residential districts | W-R |

(3) We recommend that where outdoor play areas are located within 25 feet of a neighboring residential structure, outdoor play should be restricted to 8:30 a.m. or after. This standard has been included as part of a new Supplementary Use Regulation in the draft ordinance in *Attachment C*

(4) Currently, prior to issuance of a Zoning Permit, the staff is directed by Section 15-52(c) to notify owners of property within 150 of the subject property if a proposal may have a "substantial impact on surrounding properties," for example if the development "constitutes a departure from the development pattern of surrounding properties in terms of the type, density, intensity, or scale of use." We believe that child daycare facilities and child daycare homes of 3-8 children have the potential for significantly affecting existing neighborhoods. We recommend that the daycare owner notify people owning or living on properties within 500 feet of the subject lot for the purpose of explaining the daycare proposal and receiving input from neighbors who may be affected. In the attached draft ordinance, we have included this as a voluntary option in the proposed new supplementary use regulations for child daycares.

4. Screening

A. Background: Current regulations require a Type A screen (opacity achieved by continuous fencing and/or vegetation to a minimum height of 6 feet, with intermittent visual obstructions to a

height of at least 20 feet) between daycares and single-family residences and some two-family dwellings. Type B screens (which call for continuous opacity to a height of 3 feet, with intermittent screening at least 20 feet high, such as a low fence or wall along plantings of small trees) are required between daycares and group homes, shelters, hotels, or multifamily residential uses. No screening is required for daycares abutting most nonresidential uses, with the exception of silvicultural/agricultural uses and roadways, which trigger a Type C screen requirement (intermittent screening with a height of at least 20 feet).

Current Screening Regulations

| | Single Family Residential | MultiFamily and other residential | Commercial | Office | Institutional |
|-------------------------|---------------------------|-----------------------------------|------------|--------|---------------|
| Child Day Care Home | A | B | A | C | A |
| Child Day Care Facility | A | A | A | B | A |

B. Committee Recommendation: The committee recommended that for small child daycares (3-15 children), the screening requirement of a Type A screen be changed to a less intense Type C screen ("for example four foot fence every 30 feet").

C. Staff Analysis and Recommendation: State daycare regulations require 75 square feet of active outdoor play area for each child in a daycare center (whether licensed in a home or elsewhere), but not always for daycare homes. If a daycare home or facility chooses, or is required, to provide a playground, fencing at least 4 feet in height is usually required. State regulations do not require a solid or opaque fence.

We note that some playground equipment is brightly colored and exceeds 4 feet in height. We note that some neighbors may find it visually offensive. However, child's play, and play equipment is an incidental and expected use of residential yards throughout town. Others posit that the sight and sound of children playing is an asset to a neighborhood. Certainly the desirability of seeing and hearing active use of a playground is highly subjective.

We offer other aspects to consider regarding screening. Solid fences and other kinds of impermeable screening can offer protection of playgrounds from outside influences such as aggressive animals or people, can provide shade and block cold winds. Solid walls, berms, and fences can muffle undesirable sounds on both sides. On the other hand, they can block summer breezes or create a feeling of isolation from neighbors.

We believe that cyclone fences or perforated walls used to separate children from the street or neighboring yards would not address noise and visual impact. On the other hand, the current requirement for a Type A screen (continuous, opaque vegetation, wall, or fence at least 6 feet in height) may be excessive for a small playground for a daycare of 3-8 children.

Staff Recommendation: (1) We recommend that for child day care homes (3-8 children) abutting residential uses (including multifamily, group homes, and shelters), and having outdoor play areas, the Type A screening requirement be amended to a Type C screen. (2) For larger daycares (9-15 children) with outdoor play areas in residential areas, we believe that a Type B screen is appropriate.

Current Screening Regulations ~> **Staff- Proposed Screening Regulations**
(~>Committee - Proposed Screening)

| | Single Family Residential | Multi-Family and other residential | Commercial | Office | Institutional |
|-------------------------|---------------------------|------------------------------------|---------------|---------------|---------------|
| Child Day Care Home | A ~> C (C) | B ~> C (C) | A ~> C (*) | C ~> C (*) | A ~> C (*) |
| Child Day Care Facility | A ~> B (C) | A ~> B (C) | A ~> B (*) | B ~> B (*) | A ~> B (*) |

(*) = not addressed by the committee

We note that the screening requirements in the LUO include presumptive standards. If site conditions warrant, the permit-issuing authority can require more or less screening than is called for in the Table of Screening Requirements. Thus, whatever level of screening is approved for child daycare homes and child daycare facilities in the LUO's Table of Screening Requirements, based on site-specific conditions, the approval board or staff member can require minor adjustments to the basic screening level to help ensure the appropriate level of screening is installed.

5. Requirement for Daycare Space Set-Asides for New Commercial Development.

A. Background: The committee noted a current scarcity of available locations for childcare programs. It further noted that with the projected addition of 5,000 new private sector jobs in the county in the next 5 years, the shortage of childcare spaces in the area will likely worsen.

B. Committee Recommendation: The committee recommended that commercial developers be required to include childcare space within large new commercial developments.

C. Staff Analysis and Recommendation: We believe that the Town currently has no legal authority to make such a requirement in its approval of new commercial development. Enabling legislation would be required from the state to create such authority for the Town. Therefore we explored options for voluntary efforts.

In conducting research on this question, staff learned that some large employers in the Triangle *voluntarily* provide daycare for their employees' children. For example, SAS Institute manages 4 on-site daycares providing for 700 children. UNC-Chapel Hill provides 120 on-site daycare spaces.

The Town has no large-scale employers. There are five registered child day care homes in Carrboro (40 daytime slots; 24 second shift slots). There are 342 daytime slots among 6 child daycare centers, whose enrollment ranges from 11 to 105. Only one center has fewer than 37 children.

Economy of scale may play a part in why there are not more medium-scale daycare centers in Carrboro. State regulations require that daycare centers provide at least 25 square feet of indoor space, and 75 square feet of outdoor play area, per child. Larger day care centers also must have food preparation areas and certain staff:child ratios. These requirements result in a need for

substantial space that could otherwise be used for more profitable ventures. We believe these circumstances would make it unlikely that commercial developers would voluntarily locate a daycare in Carrboro's limited remaining commercially zoned property without some sort of incentive program. The Town could offer incentives. We are not aware of any such program existing in other jurisdictions, but could research this at the Board's direction.

Staff Recommendation: Absent legal authority, we recommend that in the appropriate zoning districts and proposed commercial or mixed use developments, developers be encouraged, rather than required, to provide such space. The Town could consider providing incentives to developers who provided daycare space within such proposed commercial developments.

Regarding daycares in residential areas, daycares proposed in a home in an established residential area may face opposition from neighbors. The land use permit hierarchy and notification provisions in the Land Use Ordinance seek to ensure that there is a public forum for considering daycare uses in residential areas so that neighbor concerns can be heard and addressed. Proactively, the Town could offer incentives such as density bonuses for establishment of daycare space within *new* residential developments or mixed use developments which include residences.

In addition to the requests for changes to the Land Use Ordinance, the committee raised two issues for the Town to consider: daycare workers' access to the Town's health insurance plan, and child daycare subsidy. These two issues were addressed at previous Board of Aldermen meetings. We summarize the requests and responses below.

6. Daycare Workers' Access to Town's Health Insurance Plan

The committee asked the Town to explore the feasibility of allowing daycare workers to buy into the Town's health insurance group. The Town's health insurance broker responded in a memorandum (*Attachment G*) that this would not be possible.

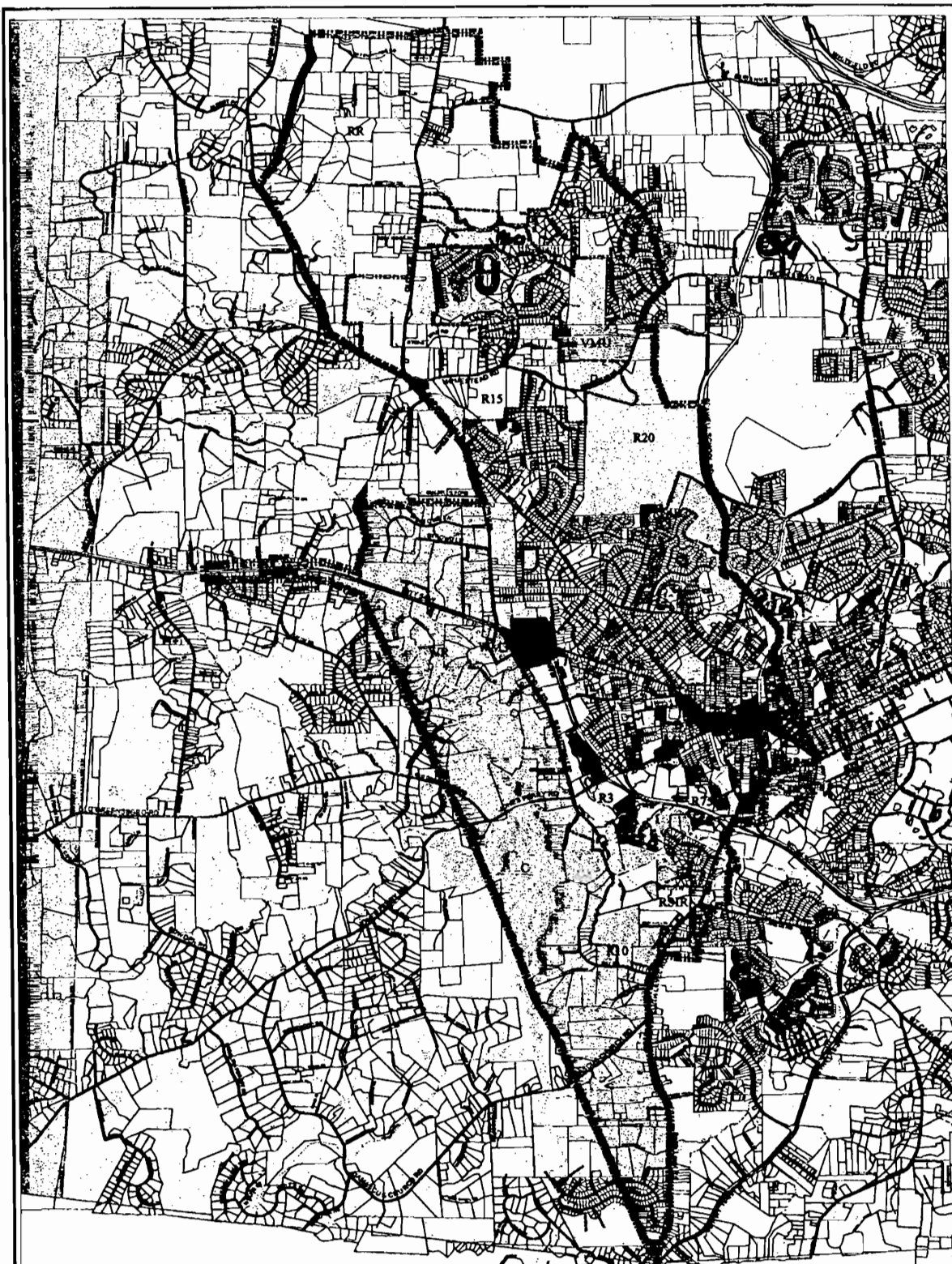
7. Model Employer

A. Background: The committee noted that there is a community wide need for subsidizing childcare for working low-income families.

B. Committee Recommendation: The committee pointed out that the Town was a local employer, some of whose employees use the county childcare subsidy pool. The committee asked the Town to contribute to this fund.

C. Staff Analysis and Recommendation: In an earlier response to this request, staff reviewed the Town's human service funding and reported to the Board of Aldermen that the Town of Carrboro provides more than \$9,000 per year toward local youth programs, including daycare subsidy. Please see *Attachment H*, the Town Manager's memorandum to the Board.

Staff Recommendation: We recommend that the Town continue to provide funding for this area of local human services as the annual budget allows.



TOWN OF CARRBORO
301 W. Main St.
Carrboro, NC 27510

Printed July 21, 2006

0 1,450 2,900 5,800
Feet

NC State Plane Coordinate System (NAD83)

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Town of Carrboro Zoning: Land Use Ordinance Section 15-142

| | | | | | |
|--------------------------------|---------------|-------------|----------|-----------|-------|
| Streets | Overlay Zones | Residential | Business | Mixed Use | Other |
| 20446 Transition Area Boundary | 20446 | R10 | RS-R | OR-U | Other |
| Planning Jurisdiction | 20446 | R15 | RS-R2 | OR-U | Other |
| City Limits | 20446 | R20 | RS-R3 | OR-U | Other |
| Water Bodies | 20446 | R25 | RS-R4 | OR-U | Other |
| Properties | 20446 | R30 | RS-R5 | OR-U | Other |
| | 20446 | R35 | RS-R6 | OR-U | Other |
| | 20446 | R40 | RS-R7 | OR-U | Other |
| | 20446 | R45 | RS-R8 | OR-U | Other |
| | 20446 | R50 | RS-R9 | OR-U | Other |
| | 20446 | R55 | RS-R10 | OR-U | Other |
| | 20446 | R60 | RS-R11 | OR-U | Other |
| | 20446 | R65 | RS-R12 | OR-U | Other |
| | 20446 | R70 | RS-R13 | OR-U | Other |
| | 20446 | R75 | RS-R14 | OR-U | Other |
| | 20446 | R80 | RS-R15 | OR-U | Other |
| | 20446 | R85 | RS-R16 | OR-U | Other |
| | 20446 | R90 | RS-R17 | OR-U | Other |
| | 20446 | R95 | RS-R18 | OR-U | Other |
| | 20446 | R100 | RS-R19 | OR-U | Other |
| | 20446 | R105 | RS-R20 | OR-U | Other |
| | 20446 | R110 | RS-R21 | OR-U | Other |
| | 20446 | R115 | RS-R22 | OR-U | Other |
| | 20446 | R120 | RS-R23 | OR-U | Other |
| | 20446 | R125 | RS-R24 | OR-U | Other |
| | 20446 | R130 | RS-R25 | OR-U | Other |
| | 20446 | R135 | RS-R26 | OR-U | Other |
| | 20446 | R140 | RS-R27 | OR-U | Other |
| | 20446 | R145 | RS-R28 | OR-U | Other |
| | 20446 | R150 | RS-R29 | OR-U | Other |
| | 20446 | R155 | RS-R30 | OR-U | Other |
| | 20446 | R160 | RS-R31 | OR-U | Other |
| | 20446 | R165 | RS-R32 | OR-U | Other |
| | 20446 | R170 | RS-R33 | OR-U | Other |
| | 20446 | R175 | RS-R34 | OR-U | Other |
| | 20446 | R180 | RS-R35 | OR-U | Other |
| | 20446 | R185 | RS-R36 | OR-U | Other |
| | 20446 | R190 | RS-R37 | OR-U | Other |
| | 20446 | R195 | RS-R38 | OR-U | Other |
| | 20446 | R200 | RS-R39 | OR-U | Other |
| | 20446 | R205 | RS-R40 | OR-U | Other |
| | 20446 | R210 | RS-R41 | OR-U | Other |
| | 20446 | R215 | RS-R42 | OR-U | Other |
| | 20446 | R220 | RS-R43 | OR-U | Other |
| | 20446 | R225 | RS-R44 | OR-U | Other |
| | 20446 | R230 | RS-R45 | OR-U | Other |
| | 20446 | R235 | RS-R46 | OR-U | Other |
| | 20446 | R240 | RS-R47 | OR-U | Other |
| | 20446 | R245 | RS-R48 | OR-U | Other |
| | 20446 | R250 | RS-R49 | OR-U | Other |
| | 20446 | R255 | RS-R50 | OR-U | Other |
| | 20446 | R260 | RS-R51 | OR-U | Other |
| | 20446 | R265 | RS-R52 | OR-U | Other |
| | 20446 | R270 | RS-R53 | OR-U | Other |
| | 20446 | R275 | RS-R54 | OR-U | Other |
| | 20446 | R280 | RS-R55 | OR-U | Other |
| | 20446 | R285 | RS-R56 | OR-U | Other |
| | 20446 | R290 | RS-R57 | OR-U | Other |
| | 20446 | R295 | RS-R58 | OR-U | Other |
| | 20446 | R300 | RS-R59 | OR-U | Other |
| | 20446 | R305 | RS-R60 | OR-U | Other |
| | 20446 | R310 | RS-R61 | OR-U | Other |
| | 20446 | R315 | RS-R62 | OR-U | Other |
| | 20446 | R320 | RS-R63 | OR-U | Other |
| | 20446 | R325 | RS-R64 | OR-U | Other |
| | 20446 | R330 | RS-R65 | OR-U | Other |
| | 20446 | R335 | RS-R66 | OR-U | Other |
| | 20446 | R340 | RS-R67 | OR-U | Other |
| | 20446 | R345 | RS-R68 | OR-U | Other |
| | 20446 | R350 | RS-R69 | OR-U | Other |
| | 20446 | R355 | RS-R70 | OR-U | Other |
| | 20446 | R360 | RS-R71 | OR-U | Other |
| | 20446 | R365 | RS-R72 | OR-U | Other |
| | 20446 | R370 | RS-R73 | OR-U | Other |
| | 20446 | R375 | RS-R74 | OR-U | Other |
| | 20446 | R380 | RS-R75 | OR-U | Other |
| | 20446 | R385 | RS-R76 | OR-U | Other |
| | 20446 | R390 | RS-R77 | OR-U | Other |
| | 20446 | R395 | RS-R78 | OR-U | Other |
| | 20446 | R400 | RS-R79 | OR-U | Other |
| | 20446 | R405 | RS-R80 | OR-U | Other |
| | 20446 | R410 | RS-R81 | OR-U | Other |
| | 20446 | R415 | RS-R82 | OR-U | Other |
| | 20446 | R420 | RS-R83 | OR-U | Other |
| | 20446 | R425 | RS-R84 | OR-U | Other |
| | 20446 | R430 | RS-R85 | OR-U | Other |
| | 20446 | R435 | RS-R86 | OR-U | Other |
| | 20446 | R440 | RS-R87 | OR-U | Other |
| | 20446 | R445 | RS-R88 | OR-U | Other |
| | 20446 | R450 | RS-R89 | OR-U | Other |
| | 20446 | R455 | RS-R90 | OR-U | Other |
| | 20446 | R460 | RS-R91 | OR-U | Other |
| | 20446 | R465 | RS-R92 | OR-U | Other |
| | 20446 | R470 | RS-R93 | OR-U | Other |
| | 20446 | R475 | RS-R94 | OR-U | Other |
| | 20446 | R480 | RS-R95 | OR-U | Other |
| | 20446 | R485 | RS-R96 | OR-U | Other |
| | 20446 | R490 | RS-R97 | OR-U | Other |
| | 20446 | R495 | RS-R98 | OR-U | Other |
| | 20446 | R500 | RS-R99 | OR-U | Other |
| | 20446 | R505 | RS-R100 | OR-U | Other |





HILL, CHESSEON & WOODY

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Todd Yates
Hill Chesson & Woody
919-403-1986
919-913-0237

MEMO

To: Steve Stewart From: Todd Yates
Date: 3/16/2006
Re: Addition of childcare facilities to Town of Carrboro health plan

NOTES/COMMENTS

Steve, it is not possible to add the childcare workers to the Town of Carrboro's medical plan with United healthcare or any other medical carrier.

The perception that small employers are paying more for health insurance is a myth. I would reference you to two surveys that demonstrate that this is a myth.

The Kaiser Foundation's national survey reports the following data on health care premiums.

| Group Size | Ave. Monthly Single Premium | Ave. Monthly Family Premium |
|--------------------|-----------------------------|-----------------------------|
| 3 to 199 employees | \$336 | \$882 |
| 200+ employees | \$335 | \$919 |

The Capital Associated Industries survey (local survey of 450 NC employers) reports the following data on health care premiums.


| Group Size | Ave. Monthly Single Premium | Ave. Monthly Family Premium |
|---------------------|-----------------------------|-----------------------------|
| 3 to 49 employees | \$320 | \$915 |
| 50 to 199 employees | \$317 | \$904 |
| 200+ employees | \$330 | \$914 |

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Important Notice: Hill, Chesson & Woody does not engage in the practice of law, accounting, or medicine. Therefore, the contents of this communication should not be regarded as a substitute for legal, tax, or medical advice.

194 Finley Golf Course Road, Suite 200
Chapel Hill, North Carolina 27517
Email: tyates@hcwbenefits.com
www.hcwbenefits.com

March 21, 2006

To: Mayor and Board of Aldermen
From: Steve Stewart, Town Manager 
Re: Childcare Study Committee

The Board asked that Town staff provide comments on the first three recommendations made in the Childcare Study Committee Report that was presented on March 14, 2006.

ZONING

The report recommends a number of zoning changes be considered. The Planning Department is working on a response that will come at a later time.

Working Conditions

The report recommends that the Town explore the feasibility of allowing some childcare facilities to buy into the Town's health insurance group. We have consulted with Hill, Chesson and Woody, our insurance broker, on the possibility of adding childcare workers to our health insurance plan. Attached is a memo from the firm that states it is not possible to add other workers to the Town's plan.

Model Employer

The report recommends that the Town contribute to the county childcare subsidy pool in an amount (\$10,000-\$25,000) each year equal to that being used by families employed by the Town for the preceding year. It is strongly suggested that this request be referred to the human services allocation process. It seems appropriate that this request be part of the well-established process for allocating resources for human services expenditures based on standard guidelines, rather than considering the request outside of that process. Last year, according to James Harris, the Town contributed \$9,000 to scholarships via the human services allocation process through the Community School for People Under Six, the Orange County Partnership for Young People and Child Care Services. An allocation outside of the usual process will encourage other agencies to bypass the process and will place additional pressures on the Town budget.

If you have any questions, please let me know.

c: Department Heads



TOWN OF CARRBORO

PLANNING BOARD

301 West Main Street, Carrboro, North Carolina 27510

R E C O M M E N D A T I O N

JANUARY 18, 2007

An Ordinance Amending the Carrboro Land Use Ordinance to Change the Provisions Pertaining to Child Day Care Uses

Motion was made by Poulton and seconded by Rabinowitz that the Planning Board supports the Ordinance Amending the Carrboro Land Use Ordinance to change the provisions pertaining to child day care uses.

VOTE: AYES: (8) Matthew Barton, James Carnahan, David Clinton, Debra Fritz, Lydia Lavelle, Heidi Paulsen, Susan Poulton, Mary Rabinowitz, ABSENT/EXCUSED: (1) Seth Chadbourn; NOES (1); West; ABSTENTIONS (0).

Associated Findings

By a unanimous show of hands, the Planning Board membership also indicated that no members have any financial interests that would pose a conflict of interest by not supporting the adoption of this ordinance.

The above described amendment is consistent with the noted sections of Carrboro Vision 2020 (Policy 2.11, 3.1, and 3.6) and the Facilitated Small Area Plan for Carrboro's Northern Study Area (Goal 7).

Motion in support of this finding was made by Paulsen and seconded by Rabinowitz.

VOTE: AYES: (8) Matthew Barton, James Carnahan, David Clinton, Debra Fritz, Lydia Lavelle, Heidi Paulsen, Susan Poulton, Mary Rabinowitz, ABSENT/EXCUSED: (1) Seth Chadbourn; NOES (1); West; ABSTENTIONS (0).

 January 18, 2007
James Carnahan, Chair (date)

I-2



TOWN OF CARRBORO

NORTH CAROLINA

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Memo

To: Mayor and Board of Aldermen
From: Nathan Milian, Chair of the ESC *NEWS/ICH*
CC: James R. Harris
Date: January 19, 2007
Re:

The Esc received a presentation from Kendal Brown, Planning Development Specialist on the proposed LUO text amendment regarding Child Care Regulations. The ESC reviewed the proposed regulations one by one and decided by consensus to support the recommendations of the staff on all of the issues presented. The ESC members also recommended that if the Board would like to have developers provide day care space in new buildings some type of incentive should be provided to the developers. The ESC did not provide any suggestions at this time for incentives but suggested that it be put on a future agenda if the Board would like the discussion to take place.

This item was approved by consensus.