



PLANNING COMMISSION AGENDA REPORT

VII.4

MEETING DATE: JANUARY 22, 2007

ITEM NUMBER:

**SUBJECT: PLANNING APPLICATION PA-06-57
WAIVER OF CONDITION FOR IKEA
1475 SOUTH COAST DRIVE**

DATE: JANUARY 11, 2007

**FOR FURTHER INFORMATION CONTACT: WILLA BOUWENS-KILLEEN, AICP
PRINCIPAL PLANNER
(714) 754-5153**

DESCRIPTION

The applicant requests to delete condition of approval number 17 of Planning Application PA-99-34, requiring the provision of an employee childcare program. This item was continued from the meeting of November 13, 2006.

APPLICANT

Pat Merwin of IKEA Property, Inc. is processing the request.

RECOMMENDATION

Recommend to City Council that the condition of approval be deleted.

Handwritten signature of Willa Bouwens-Killeen in cursive script.

WILLA BOUWENS-KILLEEN, AICP
Principal Planner

Handwritten signature of R. Michael Robinson in cursive script.

R. MICHAEL ROBINSON, AICP
Asst. Development Services Director

BACKGROUND/ANALYSIS

IKEA was approved under a master plan (PA-99-34) that received both Planning Commission and City Council review. At the City Council meeting of November 19, 2001, Council added condition of approval number 17, requiring that:

Within three years of issuance of its Certificate of Occupancy, IKEA shall provide to its employees a childcare program, subject to prior City approval.

This was not included as a mitigation measure of the EIR for Home Ranch.

IKEA attempted for some time to find a satisfactory solution to this requirement. As part of their process, they discussed the matter with their employees and found that the majority prefer their existing childcare arrangements close to home. IKEA then explored the possibility of providing on-site family and child support programs as an alternative. Unfortunately, the one organization that seemed interested in participating could not provide the type of services that IKEA and Planning staff felt met the condition of approval. Based on the employees' lack of desire for on-site day care, IKEA decided to request deletion of the condition of approval.

This item was continued to allow review of the request by the City's Child Care and Youth Services Committee at their December 6, 2006 meeting.

Three questions were forwarded regarding the request. Those questions and IKEA's responses, are as follows:

1. Are any other IKEA stores in the area offering child care services to their employees?

No, none of our stores offer child care or specific child care services as a direct benefit.

2. How did the Costa Mesa IKEA store survey their employees to ensure they do not need child care services at their store?

In July of 2002, at the initiative of IKEA's new president, our corporate Human Resources Department undertook a company-wide "Comprehensive Child Care Study" to determine how IKEA could best respond to the child care needs of our coworkers.

Coworkers were surveyed and studies of child care services conducted in several markets throughout the country, including Orange County. The conclusion was that most coworkers utilized, at their own preference, other family members to care for their children and were not looking to IKEA to provide a means of child care. However, coworkers were looking for job flexibility and support for their child care solutions. Several initiatives to provide additional support to working parents were implemented as noted below.

3. If the child care service becomes unavailable to the employees will the Costa Mesa IKEA offer their employees other child care resources?

For the past four years IKEA has been named to "Working Mother" magazine's list of "100 Best Companies for Working Mothers" and in 2003 received the magazine's "Family Champion Award" in recognition of the company's family-friendly programs. These include:

- 1) Education and promotion of tax free flexible spending accounts for day care costs;
- 2) "Resources for Living" (a coworker assistance program) provides child care search assistance;
- 2) Job flexibility includes flexible hours, job sharing (two coworkers splitting one job), telecommuting, and condensed (4-day) work week options where possible;
- 3) Full medical/dental insurance to coworkers working as little as 20 hours per week with eligibility for domestic partners and children. Access to all benefits for coworkers working less than 20 hours per week;
- 4) Paid maternity/paternity leave and paid time off for child adoption;
- 5) In-store lactation rooms for nursing mothers; and
- 6) Tuition assistance.

As a result of these and other initiatives, IKEA U.S. saw a significant decline in overall staff annual turnover from 67% in 2000 to less than 35%. IKEA has also been named by "Fortune Magazine" as one of the "100 Best Companies to Work For" for the past three years.

GENERAL PLAN CONFORMITY

The deletion of the condition does not impact the use of the property so there will be no effect on the General Plan.

ALTERNATIVES

IKEA would have to provide a childcare program for their employees if their request is denied.

ENVIRONMENTAL DETERMINATION

The project has been reviewed for compliance with the California Environmental Quality Act (CEQA), the CEQA Guidelines, and the City environmental procedures, and has been found to be exempt from CEQA.

CONCLUSION

IKEA employees are not interested in an on-site childcare program and IKEA feels their alternatives provide a supportive environment for the working parent. An appropriate, alternative program cannot be found. Therefore, it seems unnecessary to require provision of a childcare program.

Attachments: Applicant's Project Description and Justification
 Memo from City's Child Care & Youth Services Committee
 Zoning and Location Maps

Distribution: Deputy City Mgr.-Dev. Svs. Director
 Deputy City Attorney
 Public Services Director
 City Engineer
 Staff (4)
 File (2)

Pat Merwin
IKEA Property, Inc.
496 W. Germantown Pike
Plymouth Meeting, PA 19462

| | | |
|--------------------|--------------|-----------------|
| File: 012207PA0657 | Date: 011007 | Time: 8:30 a.m. |
|--------------------|--------------|-----------------|

RESOLUTION NO. PC-

A RESOLUTION OF THE PLANNING COMMISSION OF THE CITY OF COSTA MESA RECOMMENDING APPROVAL TO CITY COUNCIL OF PLANNING APPLICATION PA-06-57 WHICH ALLOWS THE DELETION OF CONDITION OF APPROVAL NUMBER 17 OF PA-99-34

THE PLANNING COMMISSION OF THE CITY OF COSTA MESA HEREBY RESOLVES AS FOLLOWS:

WHEREAS, an application was filed by Pat Merwin of IKEA with respect to the real property located at 1475 South Coast Drive, requesting approval of Planning Application PA-06-57 which will allow the deletion of condition of approval number 17 of PA-99-34 in the PDC zone; and

WHEREAS, a duly noticed public hearing was held by the Planning Commission on January 22, 2007.

BE IT RESOLVED that, based on the evidence in the record and the findings contained in Exhibit "A", and subject to the conditions contained in Exhibit "B", the Planning Commission hereby **RECOMMENDS APPROVAL TO CITY COUNCIL** of Planning Application PA-06-57 with respect to the property described above.

BE IT FURTHER RESOLVED that the Costa Mesa Planning Commission does hereby find and determine that adoption of this Resolution is expressly predicated upon the activity as described in the Staff Report for Planning Application PA-06-57 and upon applicant's compliance with each and all of the conditions contained in Exhibit "B". Any approval granted by this resolution shall be subject to review, modification or revocation if there is a material change that occurs in the operation, or if the applicant fails to comply with any of the conditions of approval.

PASSED AND ADOPTED this 22nd day of January, 2007.

Bill Perkins, Chair,
Costa Mesa Planning Commission

EXHIBIT "A"**FINDINGS**

- A. The information presented substantially complies with Costa Mesa Municipal Code section 13-29(g)(2) in that the proposed deletion of condition of approval number 17 of PA-99-34 will not cause the use to become incompatible with developments in the same general area. Granting the conditional use permit will not be detrimental to the health, safety and general welfare of the public or other properties or improvements within the immediate vicinity. Specifically, deletion of the condition will not affect the existing retail use, which is compatible with both the General Plan and zoning designation for the site. Granting the conditional use permit will not allow a use, density or intensity which is not in accordance with the general plan designation and specific plan for the property.
- B. The project has been reviewed for compliance with the California Environmental Quality Act (CEQA), the CEQA Guidelines, and the City environmental procedures, and has been found to be exempt from CEQA.
- C. The project is exempt from Chapter XII, Article 3, Transportation System Management, of Title 13 of the Costa Mesa Municipal Code.



September 12, 2006

Ms. Willa Bouwens-Killeen
City of Costa Mesa
Development Services Department
77 Fair Drive
Costa Mesa, California, 92628-1200

**Re: Planning Application PA-99-34
Condition of Approval - Childcare Program
IKEA Costa Mesa**

Dear Willa,

IKEA has been attempting for some time to find a satisfactory solution to fulfill the Condition of Approval which required us within three years of issuance of our Certificate of Occupancy to provide a childcare program to our employees, subject to City approval.

I understand that the primary reason that the Condition was imposed was due to concerns by City Council that the new employees of IKEA Costa Mesa could put an additional strain on the already limited day care resources within the community.

In trying to develop a program that would satisfy both the Condition of Approval and the needs of our Coworkers it became evident that there is no employee demand for on-site child care, as most Coworkers prefer their existing child care arrangements close to home. We then sought other solutions which could provide alternative family and child support programs in hopes that this would be an acceptable alternative to the day care requirement. Unfortunately we have been unable to develop any viable options.

Having been open now for more than three years, we see no new demand by our Coworkers for an IKEA child care program. We also believe that, contrary to original concerns, local child care facilities have not been burdened by IKEA Coworkers.

For these reasons, we respectfully request that the Conditional Use Permit be amended to remove the child care program requirement.

Sincerely,

Pat Merwin
Real Estate Manger

Cc: Don Collins
Dave Imeolo



CITY OF COSTA MESA ♦ Administrative Services Department
Recreation Division

"We create community through people, parks, and programs"

MEMORANDUM

Date: December 7, 2006

TO: Mike Robinson, Assistant Development Services Director

FROM: Lisa McPherson, Recreation Supervisor

SUBJECT: **Child Care & Youth Services Committee Meeting Comments**

On Wednesday, December 6, 2006, at the Child Care and Youth Services meeting, the committee was informed of the Costa Mesa Ikea request to delete the condition of approval regarding offering child care services to their employees. The committee would like to know if the following questions have been asked:

1. Are any other Ikea stores in the area (i.e. Tustin Ikea and Carson Ikea) offering child care services to their employees?
2. How did the Costa Mesa Ikea store survey their employees to ensure they do not need child care services at their store?
3. If the child care service becomes unavailable to the employees will the Costa Mesa Ikea offer their employees with other child care resources?

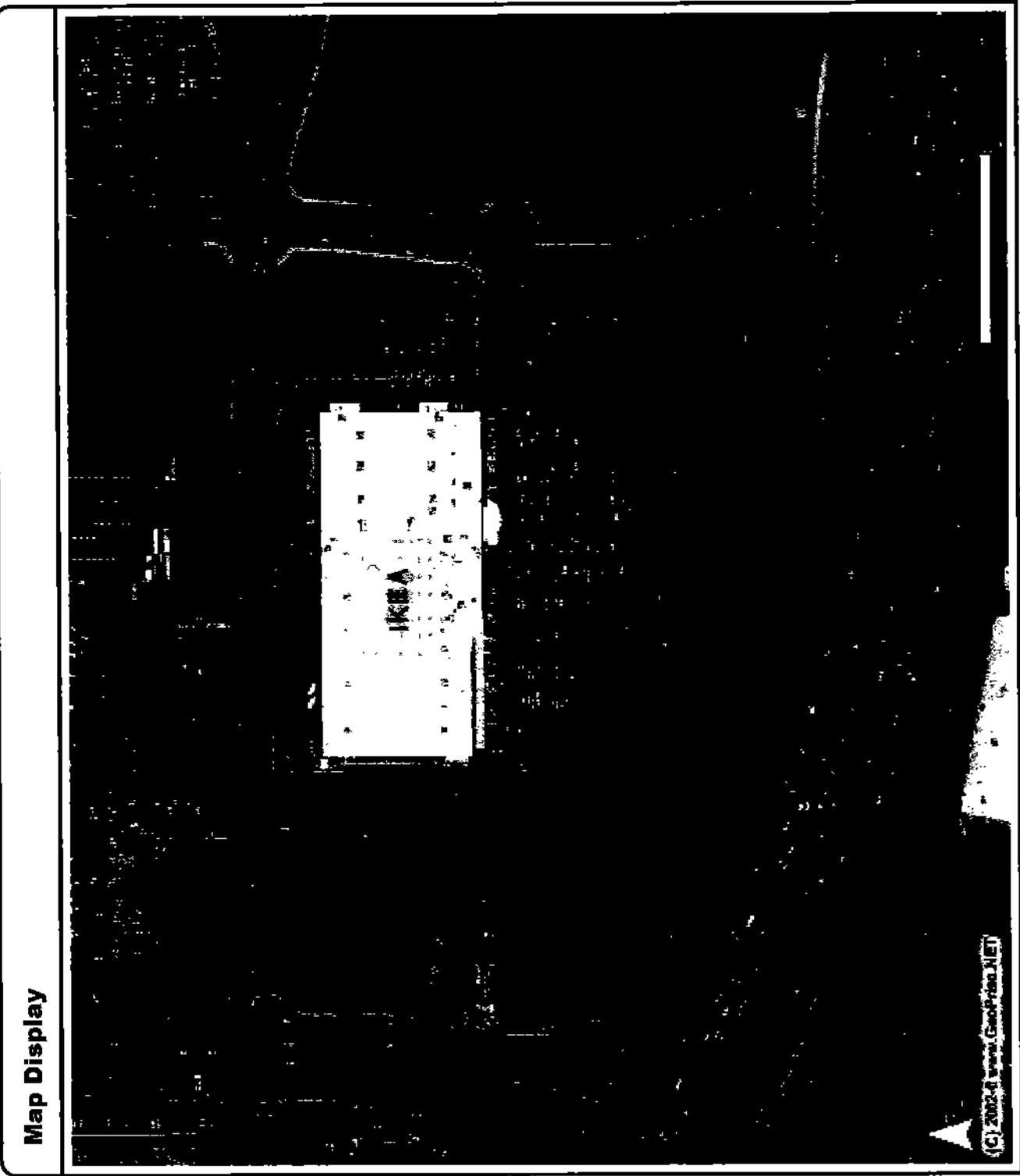
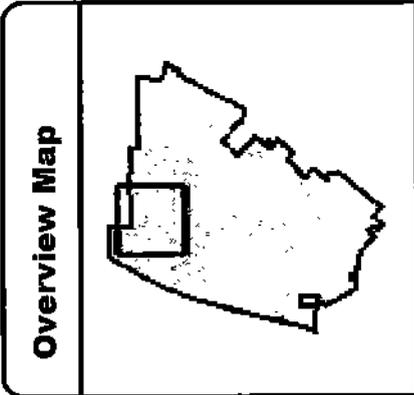
The committee was concerned about how "Childcare is a critical need for families in Costa Mesa. There are a limited number of childcare services so it would be a shame to lose this potential child care service". The committee also asked to be informed of the final discussion from the Planning Commission.

If you have any questions, please let me know.

Cc Willa Bouwens-Killeen, Principal Planner ✓
Child Care & Youth Services Committee
Steve Mandoki, Administrative Services Director
Jana Ransom, Recreation Manager
Robby Waite, Recreation Coordinator

City of Costa Mesa

IKEA -- 1475 SOUTH COAST DRIVE - [Created: 10/30/2006 9:43:49 AM] [Scale: 361.69] [Page: 8.5 x 11 / Landscape]

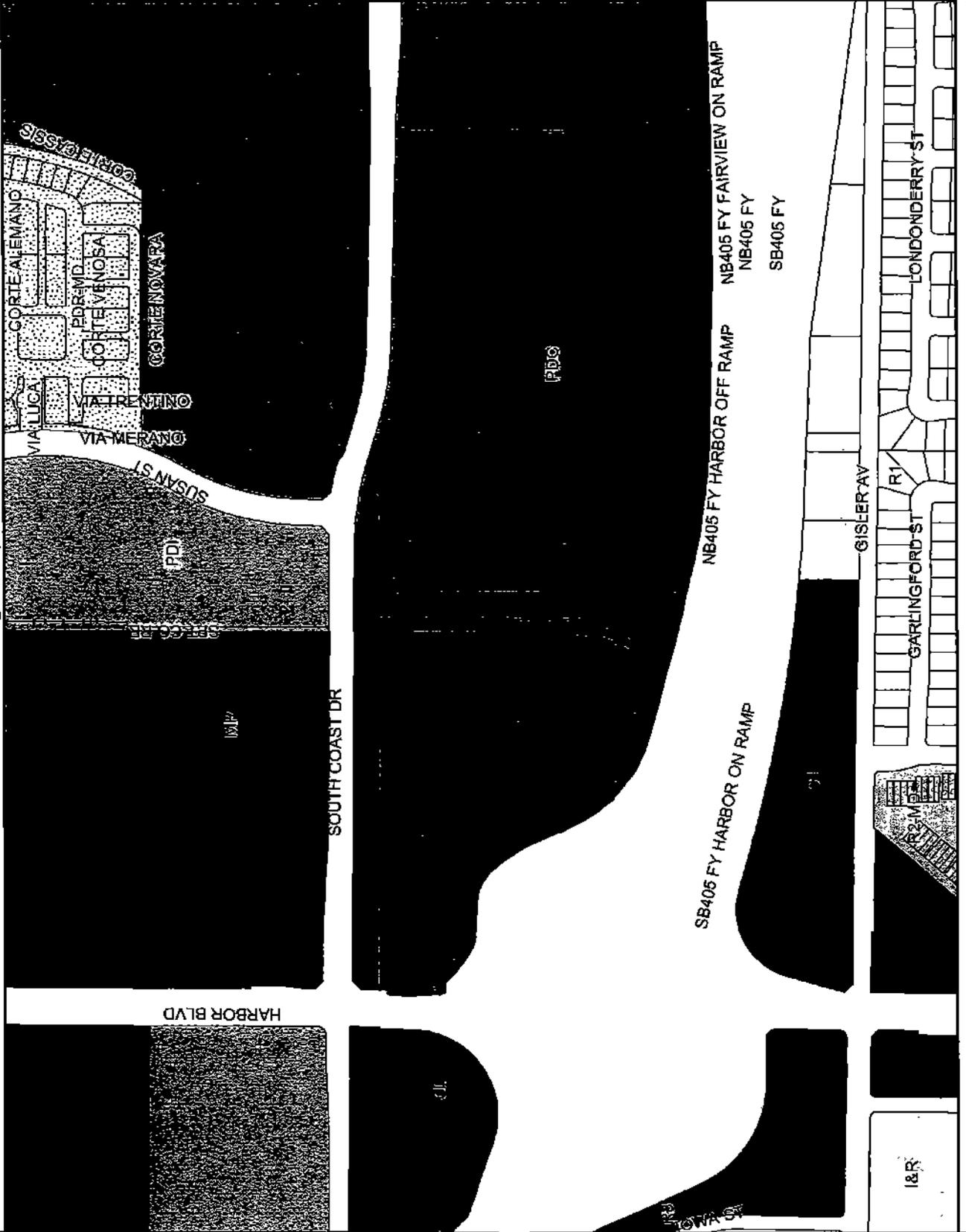


Legend

-  City Boundary
-  city
-  Dwelling General
-  General Plan Specific Land
-  Level 3 Ortho Photo

IKEA -- 1475 South Coast Drive

Zoning Map



Legend

| Street Names | Parcel Lines | Zoning |
|--------------|--------------|--------|
| AP | | |
| C1 | | |
| C1-S | | |
| C2 | | |
| CL | | |
| IAR | | |
| IMR-S | | |
| MG | | |
| MP | | |
| P | | |
| PDC | | |
| PDI | | |
| PDR-MD | | |
| PDR-LD | | |
| PDR-MD | | |
| PDR-NCM | | |
| R1 | | |
| R2-MD | | |
| R2-MD | | |
| R3 | | |
| TC | | |
| Parcels | | |

