DEPARTMENT OF PUBLIC SOCIAL SERVICES

COUNTY OF SAN BERNARDINO
SOCIAL SERVICES GROUP

JOHN F. MICHAELSON
Assistant County Administrator
Reply to:
Administrative Office,
150 South Lena Road
San Bernardino CA 92415

DECEMBER 17, 1997

Gordon Scott
Welfare-to-Work Division
California Department of Social Services
744 P Street, MS 9-701
Sacramento, CA 95814

Dear Gordon:

San Bernardino County understands that under the Yslas V. Anderson court case, students receiving financial aid do not have to spend it on supportive services. On page 3, paragraph 2 of the county plan, we state "In addition to job development and placement services, San Bernardino County will provide for child care and other training related expenses not covered by financial aid." The county does not intend to force students to use their financial aid to cover supportive services. We do, however, want to ensure that payment for such expenses are not duplicated by the county, should students use their financial aid to pay for these services.

I understand that is the final clarification needed prior to CDSS certifying our plan. The clarifications for the balance of the issues, which were addressed in my letter to you dated December 16, 1997, were accepted by CDSS yesterday.

Thank-you in advance to your expeditious response in certifying our plan.

Sincerely,

Linda M. Foisel

Linda M. Foisel, Welfare Reform Project Manager

cc: Curtis Howard

A. SAN BERNARDINO COUNTY FORMAL GRIEVANCE PROCEDURE

MPP Section 42-787 provides the right for GAIN participants to file a formal grievance when he or she believes that any program requirement or assignment is in violation of his or her contract or is inconsistent with the program. However, the formal grievance process shall not be used if a participant is dissatisfied with the results of the third party assessment; to appeal the outcome of a state hearing; or the requirement to sign a basic contract. A Notice of Action will be sent to GAIN participants informing them of their failure to comply with program requirements. These notices will detail their rights to appeal the decision and allow them to file a formal grievance when dissatisfied with the county's action.

B. GAIN PARTICIPANTS HAVE THE RIGHT TO:

1. A prompt hearing before an impartial hearing officer.
2. Be represented by an attorney or representative.
3. Have access to all relevant documents and information in advance of the hearing.
4. Present evidence and question witnesses.
5. A written decision within 10 working days from the hearing date making findings of facts and conclusions of law and informing the participant of his/her right to appeal the decision through the State hearing process. The decision on the formal grievance action will be binding on the county and the participant unless overturned by a State hearing decision.

C. REQUEST FOR FORMAL GRIEVANCE

1. A request for a formal grievance must be made to the CWD either orally or in writing within 10 days after the mailing of the Notice of Action which the participant is dissatisfied with.
2. Participants shall be subject to sanctions pending the outcome of the formal grievance procedure or any subsequent appeal, only if they fail to participate during the period the grievance procedure is being processed.
3. The request shall:
   a. Be signed by the participant or his authorized representative.
   b. Have the participant's address and telephone number.
   c. Address the action being appealed and the reason the participant feels it is incorrect or unfair.
   d. Be made by contacting the appeals unit supervisor when verbally requesting a grievance hearing.

D. THE HEARING OFFICER CONDUCTING THE HEARING SHALL:

1. Be a person independent of CWD, hired on a contract basis, as approved by the CWD director.
2. Have not been involved in the original action which is being appealed.
3. Hear all evidence presented.
4. Make a determination in writing within 10 working days of the hearing date as to the correctness of the GAIN action.

E. UPON RECEIPT OF A HEARING REQUEST, THE APPEALS UNIT SHALL:

1. Within 10 days, send a notice of the scheduled hearing to the participant. The notice shall indicate the date, time, and place of the hearing, the issues to be considered, and the hearing procedures that will be followed.

2. Schedule the hearing no earlier than 10 days, nor later than 20 days, following the mailing of the hearing notice.

3. Send a second notice advising the participant that they failed to attend the hearing.

4. Reschedule a hearing only once upon request of the participant or any other party, if they have a good cause reason for not attending the scheduled hearing.

F. CONDUCT OF THE HEARING

1. The testimony at the hearing shall be tape recorded.

2. The case record shall be available for inspection, and duplication of pertinent contracts and or notices by the affected party at, prior to, or subsequent to the hearing upon request.

3. The hearing officer shall, if feasible, resolve the dispute by conciliation at any time prior to the conclusion of the hearing.

DEPARTMENT OF PUBLIC SOCIAL SERVICES
COUNTY OF SAN BERNARDINO
SOCIAL SERVICES GROUP

JOHN F. MICHAELSON
Assistant County Administrator
Reply to:
Administrative Office,
150 South Lena Road
San Bernardino CA 92415

December 16, 1997

Gordon Scott
Welfare-to-Work Division
California Department of Social Services
744 P Street, MS 9-701
Sacramento, CA 95814

Dear Gordon:

Listed below are the clarifications you requested regarding San Bernardino County's CalWORKs plan:

Page 3, paragraph 2 ... What does the county mean by "expenses not covered by financial aid"?

College students may get child care or training related expenses paid through student financial aid such as school grants or loans. When these expenses are not covered, San Bernardino County will cover them.

Page 4... How does San Bernardino County partnership with the faith community and the central labor board councils to identify jobs?

The Welfare Reform Coalition which has many active members from the faith community as well as representatives from community based organizations and the private sector, was formed in collaboration with DPSS in anticipation of the passage of welfare reform. They have been instrumental in formulating concerns regarding the availability of resources, supportive services and jobs for program recipients. We are and will continue to use their feedback and suggestions as we further develop our CalWORKs program. Catholic Charities which is a member of the Welfare Reform Coalition, hosted our Welfare Reform Summit meeting on November 13, 1997 which is described in Section K of our plan.

Members of the central labor councils sit on the Private Industry Council which includes representation from DPSS and the Jobs and Employment Services Department (JESD). Identifying jobs for recipients is one of the major goals of this group.

Page 6... Will San Bernardino County allow subsidized public sector employment as a welfare-to-work activity?

Yes. This box was inadvertently omitted from the list.

Page 10... Which Alternative Payment (AP) providers will provide Stage 1 and Stage 2 child care?

DPSS will provide Stage 1 and Stage 2 child care. DPSS, the County Department of Education and Preschool Services will provide Stage 3 child care. The California Department of Education and DPSS will be meeting with Pomona Schools who has been an AP in our county. If they continue to be an AP in our county, they will provide Stage 2 and Stage 3 child care.

Page 10, paragraph 4... Clarify how San Bernardino County will exempt subsequent children.

The county will on a case-by-case basis, allow subsequent children to be exempt for six months. We will give parents the opportunity to volunteer for welfare-to-work services earlier if they wish. The criteria for exempting subsequent children is the same as for the first child.

Page 19... This section states that a Job Retention Follow-Up Specialist meets with the participant and employer/supervisor at the work-site within the first two weeks of employment. How will San Bernardino County ensure that the participant's confidentiality is not breached?

The participant signs a waiver allowing the Specialist to contact the employer. If the participant refuses to sign the waiver, the county will not contact the employer.

Page 22... Will San Bernardino County require all single parent adults to participate 26 hours in welfare-to-work activities prior to July 1, 1998?

San Bernardino County will require all applicant single parent adults to participate 26 hours per week beginning 1/1/98. Adult recipients who currently have signed welfare to work agreements for 20 hours per week will be converted to 26 hours per week between 1/1/98 and 7/1/98.

Page 23... The California Indian Manpower Consortium does not speak for the involved tribes. Please clarify the discussions that took place between DPSS and the tribes located in San Bernardino County regarding welfare-to-work activities.

Representatives from the Indian Tribes located in San Bernardino County participated in our out-reach and Public Input sessions. No tribe expressed an interest in administering their own approved TANF program. The representative from the Fort Mojave Tribe indicated that as a member of the California Indian Manpower Consortium, welfare-to-work activities will be provided to their tribe by the Consortium's Native Employment Works (NEW) program.

ıcerely,

ıda M. Foisel, Welfare Reform Project Manager

Curtis Howard

DEPARTMENT OF PUBLIC SOCIAL SERVICES

COUNTY OF SAN BERNARDINO
SOCIAL SERVICES GROUP

JOHN F. MICHAELSON
Assistant County Administrator
Reply to:
Administrative Office,
150 South Lena Road
San Bernardino CA 92415

December 2, 1997

Curtis Howard
Welfare to Work Division
California Department of Social Services
744 P Street, MS 9-701
Sacramento, CA 95814

Dear Curtis:

Attached is San Bernardino County's CalWORKs Plan and the Board of Supervisors Record of Action.

If you have any questions concerning the plan you can contact me at 909-388-0201.

Sincerely,

Linda M. Foisel

Linda M. Foisel, Welfare Reform Project Manager

REPORT/RECOMMENDATION TO THE BOARD OF SUPERVISORS OF SAN BERNARDINO COUNTY, CALIFORNIA AND RECORD OF ACTION

December 2, 1997

FROM: John Michaelson, Assistant County Administrator
Social Services Group

SUBJECT: **San Bernardino County California Work Opportunity and Responsibility to Kids (CalWORKs) Plan**

RECOMMENDATION: Approve San Bernardino County's CalWORKs plan for submission to the California Department of Social Services (CDSS). (Attachment A)

BACKGROUND INFORMATION: The CalWORKs program created by the Welfare-to-Work Act of 1997, replaces both the Greater Avenues for Independence (GAIN) and Aid to Families with Dependent Children (AFDC) programs. The statute requires that each county submit a CalWORKs plan approved by the Board of Supervisors to CDSS within four months of the issuance of the planning allocation and guidelines. The CDSS guidelines were released to counties September 10, 1997.

The county plan responds to each of the required plan elements delineated in the CalWORKs statute. It is an overall conceptual plan following the state's plan guidelines and is not intended as a detailed implementation plan.

San Bernardino County has been preparing for welfare reform for the past two years. In 1995, the Welfare Reform Coalition was formed in collaboration with the Department of Public Social Services (DPSS) in anticipation of the passage of federal welfare reform. The Coalition, which is a public-private partnership of community based organizations, members of the faith community and public agencies performed advocacy and informational functions in support of certain welfare reform legislation. Since the passage of both federal and state welfare reform law, the Coalition has been instrumental in disseminating information to educate the community and creating focus groups to formulate concerns regarding the availability of resources and supportive services.

After the passage of CalWORKs, several task forces, with representatives from the various Divisions of DPSS and the Jobs and Employment Services Division (JESD) were formed to analyze the legislation and determine the impacts on current county welfare procedures. Because state law allows for county flexibility in certain areas, the task forces identified where options were allowed. An Executive Review Board, including five directors from different divisions was created to review the analysis and make policy recommendations in areas of flexibility. The policy recommendations impacting the county plan are outlined in Attachment B.

cc: SSG-Michaelson
DPSS Admin.-McDonald
State Dept. of Social Services
c/o DPSS
Auditor
Co. Counsel-Stringer
File

MW

Rev 07/97

Record of Action of the Board of Supervisors

APPROVED BOARD OF SUPERVISORS
COUNTY OF SAN BERNARDINO

MOTION	MOVE	AYE	SECOND	AYE
	1	3	4	5

EARLENE SPROAT, CLERK OF THE BOARD

BY _____ Deputy

DATED: DECEMBER 2, 1997

ITEM 42

As the county plan was being designed, DPSS and JESD collaborated with other departments and agencies. These included the Behavioral Health Department, Public Health, The Children's Network, the local Child Care Planning Council and County Superintendent of Schools.

The Inland Empire Welfare Reform Coalition sponsored a forum on November 13, 1997 to obtain input on the County Plan and develop local performance outcomes. This event was widely publicized through the media, newsletters and flyers to coalition members. Over 300 persons were in attendance representing various community based organizations, such as the educational community (community colleges, adult education, ROP), health care providers, the faith community, client advocates, public agencies, service providers, representatives of tribal organizations, affected community members, field representatives from state and county elected officials and research organizations. Several changes were made to the plan as a result of the input obtained from this meeting. The community performance outcomes are described on pages 15 and 16 of the county plan (Attachment A).

As a result of the collaboration described above, San Bernardino County's CalWORKs plan describes a balanced approach to moving welfare recipients from dependency to unsubsidized employment, while preserving a safety net for children. It promotes personal responsibility for welfare recipients in securing employment and supports the goals of assisting families in attaining self-sufficiency, improving the quality of life for families and children, and decreasing the cost of public assistance through higher levels of employment.

The following principles have guided the creation of the San Bernardino County CalWORKs Plan.

1. What is most needed to help those in or at risk of dependency is direct, not delayed, system responses to their actions. The tighter, more clearly stated and unambiguous the system response is the more likely it will result in positive personal change.

2. While the "tough love" approach is applied to adults, the system must remain ever vigilant to protect against harm to the children it also serves and readily provide supportive services such as childcare and transportation.

3. Required changes are so significant and rigorous that their accomplishment must be assured prior to taking full advantage of the flexibility allowed to experiment with what would otherwise appear to be meritorious pilot concepts.

4. The San Bernardino County GAIN program has been so successful that it must be considered a primary contributor to a successful Welfare Reform Plan in San Bernardino County.

5. A successful Welfare Reform Plan will be an evolving process. Therefore, the new system must have clearly defined measurable outcomes that are frequently reviewed and contribute to a continuous feedback loop.

6. Alignment of previously fragmented efforts must continue, not only of government services, but also private and non-profit agencies. Government can implement Welfare Reform, but to do it well will require the commitment of all the communities of our County and particularly the local Community Based Organizations. The local Welfare Reform Coalition should be encouraged and strengthened.

7. Client responsibility to self-sufficiency is a key ingredient to Welfare Reform. The client and government must commit to what each will do to ensure success. Each must deliver their respective contribution to ensure success.

8. Decrease the cost of public assistance through higher levels of employment.

9. Finally, San Bernardino County, Social Services Group line employees are professionals and provide a vast resource in skills and knowledge of our client base. Design and implementation of a successful plan should capitalize on this resource.

Board of Supervisor approval of this plan will allow DPSS to submit this plan to CDSS.

REVIEW BY OTHERS: San Bernardino County's CalWORKs plan was reviewed and approved by County Counsel, Ruth Stringer and Regina Coleman on November 17, 1997.

FINANCIAL IMPACT: San Bernardino County will receive an allocation of $80,418,050 from the state General Fund to administer CalWORKs. San Bernardino County is mandated to provide a $10,900,000 Maintenance of Effort (MOE). An additional $800,000 is required beyond the local cost that was adopted in the Final Budget. An Agenda item will be submitted shortly to fund this additional requirement from the Social Services Trust Fund.

PRESENTER: JOHN F. MICHAELSON, Assistant County Administrator
SOCIAL SERVICES GROUP (11/24/97)

SAN BERNARDINO COUNTY

CALWORKS PLAN

Submitted: December 2, 1997

Prepared by: Linda M. Foisel

San Bernardino County Department of Public Social Services
John Michaelson, Assistant County Administrator

This plan is submitted pursuant to Section 10531 of the Welfare and Institutions Code required by The Welfare to Work Act of 1997, AB 1542.

EXECUTIVE SUMMARY

Briefly describe the CalWORKs program of San Bernardino County. Include:

1. *A listing of the major program goals and objectives; and*
2. *A brief description of the major program elements which will contribute to those goals and objectives.*

The vision for implementation of CalWORKs in San Bernardino County is to promote personal responsibility in securing employment and to move families to self-sufficiency through partnerships, training and supportive services while providing a safety net for children. These services will be developed through community collaboration and goal setting.

San Bernardino County's CalWORKs goals are to:

1. Assist families in attaining self-sufficiency,
2. Improve the quality of life for families and children,
3. Decrease the cost of public assistance through higher levels of employment.

We will help families attain self-sufficiency by:

1. Improving the assessment process of families applying for TANF to identify and prioritize barriers to employability.
2. Providing case management services to families who have identified barriers to employment.
3. Enhancing the existing system of welfare-to-work activities through collaboration with other county services, the private sector and the community to provide support for families and employment opportunities.

We will improve the quality of life for families and children by:

1. Assisting families to become self-sufficient.
2. Utilizing community partnerships to assist with CalWORKs implementation.
3. Using local businesses to provide employment and child care to CalWORKs participants.
4. Helping victims of domestic violence or drug and alcohol abuse through case management.

We will decrease the cost of public assistance by:

1. Appropriately diverting participants from public assistance to employment.
2. Reducing assistance payments through increased earnings.
3. Decreasing the amount of time participants receive aid thus reducing caseloads.
4. Facilitating job retention.

(a) COLLABORATION WITH PUBLIC AND PRIVATE AGENCIES TO PROVIDE TRAINING AND SUPPORTIVE SERVICES

Briefly describe how the county will work with other public and private agencies to provide necessary training and support services. This section should include, at a minimum, a list of the necessary training and support services and the public and/or private agencies which will provide those services. [References: Education Code Section 10200 and WIC Section 10531 (a)]

Does your county have a Refugee Employment Services Plan?

☐ *YES* ☒ *NO*

☐ ***If so, certify that welfare-to-work activities will be coordinated with the County Refugee Services Plan.***

Beginning with the formation of the Inland Empire Welfare Reform Coalition in 1996 and the Community Linkage Group, San Bernardino County has actively pursued collaboration with other public and private agencies to ensure the provision of necessary training and support services to CalWORKs recipients. This collaborative effort on the part of Community College districts, adult education providers, community based organizations, Regional Occupation Programs, JTPA funded training providers and San Bernardino County's Jobs and Employment Services Department continues to provide a forum to share information, encourage community input and develop procedures for implementation and compliance with state law. Representatives from these agencies have attended presentations hosted by community college districts, the San Bernardino County Jobs and Employment Services Department and the Inland Empire Welfare Reform Coalition.

Support Services

San Bernardino County is working closely with these and other agencies to develop procedures to refer CalWORKs recipients to vocational training and adult education programs. This coordination will provide recipients with the support services necessary to ensure success in their training programs, including:

- Assessment
- Guidance Counseling
- Financial Aid
- Child Care
- Tutoring
- Job development and placement
- Work-study
- Transportation
- Ancillary Services

These services will be provided by the community colleges, adult basic education providers, JTPA funded training providers, community based organizations, and/or Regional Occupation Program providers.

In addition to job development and placement services, San Bernardino County will provide for child care and other training related expenses not covered by financial aid.

Training Services

Based upon an initial assessment conducted by San Bernardino County, CalWORKs recipients may be referred by their case manager to:

- Vocational education and training,
- Basic skills training, including reading, writing and arithmetic,
- GED preparation, or
- English-as-a-second-language.

This education and training will be provided by community colleges, JTPA funded providers, community based organizations, adult education providers, and/or Regional Occupation Programs, of which San Bernardino County currently has:

- Sixteen secondary school districts and community colleges which provide general equivalency or high school diploma programs, basic education, and English-as-a-second - language.
- Three Regional Occupation Programs, offering 134 vocational training courses.
- Six community colleges, many of which have onsite child care and child development centers,
- Thirty-eight private occupational training schools offering a variety of programs in technical, industrial, trade and business occupations.

Additional Collaboration

In addition to providing for the training and support needs of CalWORKs recipients, San Bernardino County is collaborating with other public and private agencies in the following areas:

- Community college curriculum development and redesign.
- Instructional and job training services plan.
- Tracking of student progress and employment.
- Developing list of community college programs that lead to employment in local labor markets.
- Child Care through the Children's Network Child Care Planning Council.
- Children's Policy Council which is networking through public and private partnerships to improve child well-being. (See County Plan Attachments 2 & 3 for Planning Council and Policy Council Resolutions.)

(b) PARTNERSHIPS WITH THE PRIVATE SECTOR TO IDENTIFY JOBS

Describe the county's partnerships with the private sector, including employers, employer associations, the faith community, and central labor unions, and how those partnerships will identify jobs for CalWORKs recipients. [Reference WIC Section 10531(b)]

All staff are focused on identifying job opportunities for participants. In addition, the San Bernardino County Jobs and Employment Services Department (JESD) employs full time job developers, all of whom work for both the welfare-to-work and JTPA programs, marketing various services to employers. We call this our "sales force". Each team member works with a region of employers. Job developers customize a package using welfare-to-work and JTPA services to meet the employer's specific needs. The services we offer to employers include: pre-screening of participants, testing, use of office facilities for interviewing, completion of the Work Opportunity Tax Credit (WOTC) paperwork, and on-going employer support services.

Job orders received are distributed to all JESD district offices to increase participant access to job opportunities. Our job development efforts focus on providing the employer with excellent customer service and a qualified employee.

Job developers are being cross-trained in the welfare-to-work and JTPA programs so employers need contact only one person to meet their hiring needs. Job developers make contact with employers through chambers of commerce and various local networking groups such as; Inland Empire Employment Services Network, High Desert Employment Services Network, Career Vision, Agua Mansa Industrial Growth Association, and the Colton Business Advisory Council.

(c) LOCAL LABOR MARKET NEEDS

Briefly describe other means the county will use to identify local labor market needs. [Reference WIC Section 10531(c)]

JESD LABOR MARKET INFORMATION

The San Bernardino County Jobs and Employment Services Department (JESD) has recognized the need for local labor market information to help ensure the provision of training to clients for demand and emerging occupations, and to provide local employers with qualified employees.

The JESD Labor Market Information unit has been actively collecting and analyzing trends on anticipated growth or decline in occupations, replacement needs for workers leaving occupations, turnover rates by occupation and industry, and projected number of new job openings for the Inland Empire. Data on the local economy is collected from all sources. Staff works closely with the Private Industry Council, local employers, local and state governments, community colleges and other agencies to collect information on occupations that are in demand and occupational skills information to determine local employer needs. This information has been published in the "Five Year Job Outlook, 1995-2000" and its 1997 Revision.

In addition, JESD has received grants annually since 1995 from the State Employment Development Department, Labor Market Information Division to conduct in-depth occupational research. Local employers are surveyed for twenty-five different occupations each year and the results are published as annual Occupational Outlook Reports for the County of San Bernardino. This research has been supplemented with a Training Directory of providers in the Inland Empire area.

All of this information is distributed locally and statewide and is available on the Internet (www.co.san-bernardino.ca.us/jesd)to all customers who have a need for labor market information on the County of San Bernardino.

(d) WELFARE -TO -WORK ACTIVITIES

Each county is expected to offer a range of services adequate to ensure that each participant has access to needed activities and services to assist him or her in seeking unsubsidized employment [Reference WIC Section 11322.7(a)] Pursuant to WIC Section 11322.7(b) "No plan shall require job search and work experience to the exclusion of a range of activities to be offered to recipients." Activities allowed by state law include, but are not limited to those listed below. Please indicate which of the following activities will be provided and identify any allowable activities that will not be provided. [Reference WIC Section 10531(d) and WIC Section 11322.6]

☒	Unsubsidized employment	☒	Work study
☒	Subsidized private sector employment	☒	Self-employment
☒	Work experience	☒	Community service
☒	On-the-job training	☒	Job search and job readiness
☐	Grant –based on-the-job training	☒	Job skills directly related to employment
☒	Vocational education and training	☐	Supported work
☒	Education directly related to employment	☐	Transitional employment
☒	Adult based education (includes basic Education, GED, and ESL	☐	Other (list)

San Bernardino County will offer a full range of welfare-to-work services to CalWORKs applicants and recipients as indicated in the boxes checked above. These services have proven effective in assisting public assistance recipients obtain employment and reach the goal of self-sufficiency.

San Bernardino County will not offer any grant-based welfare-to-work activities at this time (on-the-job training; supported work and transitional employment). Experience in the GAIN Program has shown that grant-based activities are difficult to administer, expensive to implement and that diverting funds from the county to an employer is complex.

(e) SUBSTANCE ABUSE AND MENTAL HEALTH TREATMENT SERVICES

Plan for Substance Abuse Services

Briefly describe how the welfare department and the county alcohol and drug program will collaborate and utilize new funds available to ensure the effective delivery of substance abuse services. These funds should be used to maximize federal financial participation through Title XIX of the federal Social Security Act. If the county has determined who will provide substance abuse treatment services, please indicate the providers in the plan. If that decision has not been made, please provide CDSS an addendum to the county CalWORKs plan indicating the provider when determined. [Reference WIC 11325.8

☒ ***Certify that the county's substance abuse treatment services will include at least the following evaluation, case management, substance abuse treatment and employment counseling and the provision of community service jobs.***

Describe any additional services the county will provide. [Reference WIC Section 11325.8]

San Bernardino County's Office of Drug and Alcohol Program (OADP), a division of the Behavioral Health Department, has met with the Transitional Assistance Division (TAD) and with the Jobs & Employment Services Department (JESD) to begin establishing procedures for referral of welfare recipients for substance abuse evaluation and treatment as needed. Both TAD Case Workers and JESD Case Managers will make referrals when the need is identified. OADP which includes its county run clinics and a network of contract providers has expressed interest in providing the evaluation for treatment needs, case management, and substance abuse treatment for the county's CalWORKs participants. If a decision is made to pursue contracting for services with agencies other than Behavioral Health an addendum will be supplied identifying the provider(s). Contracting for services may be necessary due to the county's size and distribution of population.

The County's Social Services Group, as a whole, will work with Behavioral Health to establish a uniform means of providing referrals from both TAD and JESD. A signed MOU will outline the services provided by Behavioral Health and how the new funding will be used.

Plan for Mental Health Services

Briefly describe how the welfare department and the county department of mental health will collaborate and utilize new funds available to provide effective mental health services. Counties should maximize federal financial participation to the extent possible in the provision of mental health services. [Reference WIC Section 11325.7]

☒ ***Certify that the county will provide at least the following services: assessment, case management, treatment, and rehabilitation services, identification of substance abuse problems, and a process for identifying individuals with severe mental disabilities.***

Describe any additional services the county will provide.

San Bernardino County's mental health services, a division of the Behavioral Health Department has met with the Transitional Assistance Division (TAD) and with the Jobs & Employment Services Department (JESD) to begin establishing procedures for referral of welfare recipients to mental health services. We will develop a process to screen recipients for possible referral for SSI disability benefits or disability-based exemptions. JESD may provide job development and other job services for welfare recipients in mental health programs.

Both TAD Case Workers and JESD Case Managers will make referrals as needed. Since Behavioral Health has both substance abuse and mental health services together in one department, they have appropriately trained staff to determine the services each individual will require. JESD will identify appropriate work activities and job referrals based on Behavioral Health's recommendation.

San Bernardino County has contracted with the RAND Corporation to research the prevalence of mental health problems and drug abuse in our current recipient population. We will use this data to plan for resources for this population.

(f) MENTAL HEALTH SERVICES AVAILABLE AFTER TIME LIMITS

Briefly describe the extent to which and the manner in which the county will make mental health services available to recipients who have exceeded the 18 or 24 month time limit. [References: WIC Section 10531 (f) and WIC Section 11454]

The Department of Public Social Services does not at this time intend to offer CalWORKs funded mental health services to recipients who have exceeded the 18 or 24 month time limit. Recipients who have not resolved their mental health issues within the first 18 to 24 months in CalWORKs will be referred to community resources that accept MediCal for payment.

The county anticipates using the allocations received for mental health and drug and alcohol services for recipients during the 18 to 24 month period covered by the welfare-to-work plan. It is during this time period that these services are considered welfare-to-work activities and supportive services can be paid to enable the recipient to schedule and keep medical appointments.

(g) CHILD CARE AND TRANSPORTATION SERVICES

Child Care

Briefly describe how child care services will be provided to CalWORKs participants. Include a description of how the county will provide child care for families transitioning from county funded providers to non-county funded providers of child care services. Indicate what criteria the county will use to determine, on a case by case basis, when parents who have primary responsibility for providing care to a child six months of age or younger, may be exempt from Welfare to Work participation. The exemption period must be at least 12 weeks and at county discretion, can be increased to one year for the first child. The exemption period for subsequent children is twelve weeks, but may be increased to six month. Briefly describe the criteria the county will use to determine the period of time a parent or other relative will be exempt considering the availability of infant child care, local labor market conditions, and any other factors used by the county. Briefly describe how the county will ensure parents needing child care services can access the Resource and Referral Agency..

The various alternative payment providers located in San Bernardino County met and agreed to work cooperatively together to provide child care services to CalWORKs participants through the use of Stage 1, Stage 2 and Stage 3 funds.

Stage 1 funds will be used to provide participants child care during tasks required by Welfare to Work Services. The use of short term contracts and direct provider payments will ensure that child care is available to participants when needed.

Participants currently working or in other stable activities will be transitioned into Stage 2 Child Care, including direct provider payments and 6-12 month contracts. As participants transition off of aid, they will be moved into Stage 3 child care. In the event that San Bernardino County cannot provide funding for care or referrals to providers for a participant, the participant will be referred to the local Resource and Referral agency for assistance.

Parents who have primary responsibility for providing care to a child six months of age or younger, will be exempt from Welfare to Work participation. On a case- by-case basis the county will allow participants to be exempt for 12 months for the first child, and six months for subsequent children. We will inform participants about their time limits and allow them to volunteer for Welfare to Work earlier if they wish.

Parents or other relatives of a child under 12 months may be exempt from welfare-to-work participation based on the following criteria:

- When there is insufficient infant care available within the locality of the participant.
- When the child requires special need care, and it is unavailable or cost prohibitive.
- When the parent has good cause for not accepting available child care.

To ensure swift communication with the Resource and Referral Agency (R&R) from the CalWORKs offices, San Bernardino County will work with the local Department of Education to devise a plan which will include designated areas to obtain information, dedicated phone lines to the R&R, and the use of electronic equipment such as FAX, Email etc. to access and communicate with the R & R.

Currently in San Bernardino's welfare-to-work sites there is an area designed for communication with the local R&R agency, including literature and telephone access. This process will continue.

The Child Care Planning Council will continue to perform needs assessments and surveys of child care providers. They are also working with County Schools in developing a single child care payment system to be used by all three Alternative Payment Providers.

Transportation

Briefly describe how transportation services will be provided.

The Jobs and Employment Services Department (JESD) case manager, in conjunction with the participant, will review the need for transportation services and determine the most appropriate means of transportation. Among the transit choices are bus passes, bus tickets, gas scrip and reimbursement for private mileage.

San Bernardino County is working with local transit agencies and governments to expand the services available to Cal WORKS participants. JESD has a representative on the Public and Specialized Transportation Advisory Committee (PASTAC) to SanBAG (San Bernardino Associated Governments). This committee works on transit issues affecting elderly, disabled and low-income residents of the county.

Through the Internet, JESD offices have access to Transtar. Transtar is a computer program that provides the CalWORK's participant with an individual travel plan using public transit to his/her activity.

The Welfare Reform Coalition has a Transportation Subcommittee which is working with the transit providers. community based organizations and client advocate groups to do GEIS mapping of low income population centers, bus routes and locales of employers to determine existing resources and unmet needs.

(h) COMMUNITY SERVICE PLAN

Briefly describe the county's plan for providing community service activities. This should include a description of the process the county will follow to determine where community services assignments will be located, and the agencies/entities that will be responsible for project development, fiscal administration, and case management services. If it is not known at this time, the county may provide specific details of the Community Service Plan as an addendum. [References: WIC Section 11322.6 and WIC Section 11322.9]

San Bernardino County will use the existing community service sites that were developed for the Work Experience component of the GAIN program. In addition, JESD (Jobs and Employment Services Department) may release a Request for Proposal (RFP) to seek a service provider that could develop additional sites.

The target population:

- Individuals who have completed the 18/24 month period and have not obtained unsubsidized employment.
- Individuals who have not completed the 18/24 month period, have not obtained unsubsidized employment, and the case manager makes the determination that this is the most appropriate Welfare-to-Work activity.

JESD and Service Provider responsibilities:

- Project development.
- Identify the unmet community needs that could be met through Community Service.
- Develop work site locations in the public and nonprofit sector to coincide with the unmet community needs.
- Insure participants receive reasonable and proper supervision and instruction regarding duties and work activities.
- Monitor and report participant compliance to DPSS.

DPSS responsibilities:

- Perform the functions necessary to determine a participant's continued eligibility for cash aid.
- Inform participants of the CalWORKS work requirements and eligibility.

JESD responsibilities:

- Refer participants to community service sites
- Refer participants to the service provider for community services placement.
- Provide case management services, with the goal of transitioning participants to unsubsidized employment.
- Monitor hours of participation and take appropriate action for non-compliance.
- Provide supportive services, including job search assistance.
- Provide program fiscal administration.

(i) WORKING WITH VICTIMS OF DOMESTIC VIOLENCE

Briefly describe how the county will provide training for those county workers who will be responsible for working with CalWORKS recipients who are victims of domestic violence. [Reference: WIC Section 10531(i)]

Until regulations are adopted by California Department of Social Services in consultation with the Task Force on Domestic Violence established by the Welfare-to-Work Act of 1997, the county may utilize other standards, procedures, and protocols for determining good cause to waive program requirements for victims of domestic violence, for example, those now used in the GAIN Program. [Reference; WIC Section 11495.15] Please describe the criteria that will be used by your county for this purpose and what approach the county would take to deal with recipients who are identified this way.

Training

San Bernardino County is developing curriculum in consultation with the Domestic Violence Shelter service providers. The training will be two-tiered.

1. Tier One

This training will be given to TAD and GAIN staff. It will include information about safety and confidentiality issues; an explanation of what domestic violence is and what services are available.

2. Tier Two

There will be specialists available in every office to assess the level of risk for CalWORKs participants who are identified as victims of domestic violence and to determine the applicant's ability to participate in welfare-to-work activities. These specialists will receive more intensive training on Domestic Violence to conduct risk assessments, determine appropriate interventions and develop counseling programs on a case-by-case basis.

Developing Criteria

The goal of the county is to assist families in achieving self-sufficiency within the context of personal safety. In order to do this the county will individually assess all applicants required to participate in CalWORKS and welfare-to-work activities who identify themselves or a child as a victim of domestic violence. For identified child victims, referrals and coordinated services will be made and developed with child protective services.

San Bernardino County has contracted with the RAND Corporation to research the prevalence of domestic violence in our current recipient population. We will use this data to plan for resources for this population.

The plan will initially have two components:

1. Component One

Until the local infrastructure is in place, the CalWORKS case manager will continue to use the existing deferral process to waive program and/or work activity requirements as deemed appropriate for the case. These cases will be evaluated every three months for CalWORKS participation.

2. Component Two

Once the local structure is in place to employ case management, the department will individually assess all applicants required to participate in CalWORKS and welfare-to-work activities who identify themselves or a child as a victim of domestic violence. The assessor will make a risk assessment and may develop a plan to help the individual enter the CalWORKS program based on the needs and safety of the individual.

(j) PERFORMANCE OUTCOMES TO MEET LOCALLY ESTABLISHED OBJECTIVES

Indicate whether there were any local program outcome objectives identified during the CalWORKS plan development process and how the county proposes to track those outcomes. If the county develops alternative outcomes for the CalWORKS program during future collaborative efforts, please submit information on those measures as an addendum to the CalWORKS plan. [Reference: WIC Section 10542]

The Inland Empire Welfare Reform Coalition sponsored a summit meeting on November 13, 1997 to obtain input on the County Plan and develop local performance outcomes. This event was widely publicized through the media, newsletters and flyers to coalition members. Over 300 persons were in attendance representing various community based organizations, such as the educational community (community colleges, adult education, ROP), health care providers, the faith community, client advocates, public agencies, service providers, representatives of tribal organizations, affected community members, field representatives from state and county elected officials and research organizations.

Through a facilitated, consensus building process, community members identified a variety of local outcome objectives and agreed upon the top three priority outcomes that they will track and measure through the Coalition. The three outcomes are:

1. **Encouragement of Lifelong Learning to Facilitate Career Advancement:** While San Bernardino County is a "work first" county encouraging CalWORKs recipients to move quickly into work activities, the community recognizes that the goal of self-sufficiency requires CalWORKs recipients to advance up the career ladder toward better paying jobs. Therefore working parents need multiple opportunities and supportive services to engage in continued educational activities that enhance job skills and retention. The Coalition wants to enhance collaboration between educational institutions and local employers toward the goal of increasing lifelong learning opportunities.

   Measurements: The Coalition will establish a mechanism to survey adult education providers and community colleges for tracking enrollment of former CalWORKs recipients in a variety of certificate and degree programs. The Coalition will also communicate with local employers and the Private Industry Councils to periodically survey on-the-job training efforts and career advancement opportunities.

2. **Increase After School Activities for School Age Children:** The community identified a concern that working parents who have children over 10 years of age may not be able to locate subsidized child care, putting these children at risk of negative outcomes resulting from lack of supervision. Therefore the Coalition wants to encourage development of a variety of supervised recreational and enrichment programs including more licensed day care and wraparound programs targeted at children ages 10 through 16 years to meet before and after school and off track needs. Meeting this need will encourage job retention of working

parents, showing them alternatives other than welfare dependency. Children will also benefit by developing skills and attitudes to prepare them to become productive and successful citizens.

Measurements: The Coalition will monitor this performance outcome by surveying communities for the development of new recreational and after school programs and their participation rates. The Coalition will encourage the development and expansion of increased after school care through enhanced collaboration with providers and the local child care councils.

3. **Increased Communication Between the Government and the Community:** The community has recognized the benefit of community forums held by the Coalition to date and wants to see this exchange of information continued. Through these forums and other exchanges with the community, the community members will be able to provide input to the government process and keep informed as to changes in policies and procedures.

   Measurements: The Coalition will continue scheduling of community forums and increase the publication and distribution of the Reform Informer newsletter to all interested parties. The local child care planning council is being redesigned to be more inclusive of community members according to State guidelines. Information and issues developed by specific Coalition task forces (on transportation, child care, and others as formed) will be shared with appropriate public agencies and the community. Furthermore, the Coalition will continue to hold periodic focus groups of impacted clients to receive input on their experiences and reactions to welfare reform.

(k) PUBLIC INPUT TO THE COUNTY PLAN

Briefly describe the means the county used to obtain broad public input in the development of the CalWORKS plan. [Reference: WIC Section 10531(k)]

The Department of Public Social Services mass-mailed approximately 350 letters to County Based Organizations, Non-profit agencies, County Departments, Schools, colleges and private industries requesting input to the plan.

A Program Specialist was assigned half-time to give Welfare Reform presentations and has provided numerous informational seminars throughout the county to service organizations and public and private service providers. The department publishes a newsletter called the "Reform Informer" which is distributed to members of the Welfare Reform Coalition and other county public and private agencies (Attachment 4). In addition, a newsletter specifically targeted to welfare recipients was developed and is available to this population in all of our district offices.

The Inland Empire Welfare Reform Coalition sponsored a summit meeting on November 13, 1997 to obtain input on the County Plan and develop local performance outcomes. This event was widely publicized through the media, newsletters and flyers to coalition members. Over 300 persons were in attendance representing various community based organizations, such as the educational community (community colleges, adult education, ROP), health care providers, the faith community, client advocates, public agencies, service providers, representatives of tribal organizations, affected community members, field representatives from state and county elected officials and research organizations.

In addition to the above, special presentations and requests for input were made to the following community-based groups regarding the plan:

- The Children's Network Policy Council
- The Law and Justice Group
- American Society of Training and Development
- Community Colleges
- Extended Opportunity Programs and Services
- Superintendent of Schools
- Adult Education Providers
- Regional Occupational Programs
- GAIN/JTPA Education/Training Providers
- The Community Linkage Group
- Private Industry Council
- The Homeless Coalition
- Community Care License Providers
- Perinatal Coalition on Drugs and Alcohol

(l) SOURCE AND EXPENDITURES OF FUNDS

Provide a budget specifying your county's estimated expenditures and source of funds for the CalWORKS program on the forms provided (Attachment 2). Your budget should meet the requirement of WIC Section 15204.4 which specifies that each county shall expend an amount for these programs (administration and services) that, when combined with funds expended for the administration of food stamps, equals or exceeds the amount spent by that county for corresponding activities during the 1996/97 fiscal year. [Reference: WIC Section 10531(l)]

See Attachment 1

(m) ASSISTING FAMILIES TRANSITIONING OFF AID

Describe how the county will work with families transitioning off aid. The description should include (1) assistance for those individuals who transition off aid due to time limits, and (2) those who leave aid due to employment. [Reference: WIC Section 10531 (m)]

San Bernardino County will not continue to offer community service assignments to those who leave aid due to federal time limits. Payments will continue for the children in the family as a safety net for these children. The county must ensure that funds are available for those individuals who have not reached the time limit. The county will prepare an information pamphlet listing available community resources, job search suggestions, money management and budgeting information for those adults who reach the 60-month time limit.

Recipients who move from public assistance to work and who are no longer eligible for aid will be provided with job retention services for 12 months. An Employment Services Specialist in each office will be chosen as the Job Retention Follow-Up Specialist. Once the individual reports employment they will meet with the Employment Services Specialist and sign a Job Retention and Job Advancement Agreement. The agreement will cover life skills, employment evaluations, and a plan of action for career advancement goals for one year and five years. The Employment Services Specialist will meet with the participant and employer/supervisor at the work-site within the first two weeks of employment. This meeting addresses both positive and negative issues that arise in the early weeks of employment. The Employment Services Specialist will discuss any personal issues affecting the participant's ability to continue employment. Monthly meetings or phone conversations will be held with the participant to address any employment problems that may arise.

The Retention Specialist will evaluate each participant who leaves aid due to employment during the first weeks or month of employment for ongoing transportation needs. If a bus pass enables the individual to keep the job until permanent transportation is arranged it will be provided to facilitate job retention. Child care needs will be addressed through the three stages of child care.

(n) JOB CREATION

Describe the efforts that have been undertaken, or that the county plans to pursue, relating to the job creation plan described in Chapter I 12 (commencing with Section 15365.50) of Part 6.7 of Division 3 of Title 2 of the Government Code.

San Bernardino County will apply for Job Creation funds from the Trade and Commerce Agency. The county will use these funds in conjunction with other efforts currently underway in the county to encourage employers to locate in San Bernardino County and to create jobs for public assistance recipients. The Economic and Community Development Department and JESD have entered into preliminary discussion regarding application for and use of these funds.

San Bernardino County currently works with a group of local agencies and companies that were established by the Trade and Commerce Agency. This team works with employers by offering whatever incentives are available to encourage prospective employers to locate in the county. For example, the Edison Company can help with energy conservation and reduced rates as incentives for locating locally. The city (whichever city is involved) can help by speeding up the permit processes. JESD (the county's GAIN and JTPA agencies) offers human resources. The purpose is to address problems employers may encounter and to present solutions and incentives as motivation for locating in the county.

With additional funds for job creation San Bernardino County can offer specialized training through JESD, further our commitment to offering human resources solutions and become a single source contact for all of a prospective employer's training and staff needs. The County will adopt a Job Creation Plan targeted for CalWORKs recipients and implement job creation strategies upon approval of funds by the Trade and Commerce Agency.

(o) OTHER ELEMENTS

Pilot projects: Include a description of any pilot projects that the county may wish to pursue and submit a separate proposal for, as part of its CalWORKs Program. Should the county later determine an interest in a pilot proposal, this information could be submitted as an addendum to the County Plan.

At this time, San Bernardino County will not pursue any pilot projects as part of its CalWORKs Program. We will submit an addendum to the County Plan, if we determine an interest in the future.

(p) COMPLIANCE WITH REQUIREMENTS OF CalWORKs

Under CalWORKs counties are required to enroll single parent families in welfare-to-work activities for a minimum of 20 hours per week beginning January 1, 1998; 26 hours per week beginning July 1, 1998; and 32 hours per week beginning July 1, 1999. [Reference: WIC Section 11322.8 (a)]

Prior to July 1, 1999, counties have the option to require adults in single-parent assistance units to participate up to 32 hours per week. Does your county intend to exercise that option? [Reference: WIC Section 11322.8 (a)]

San Bernardino County does not intend to exercise the option to require adults in single-parent assistance units to participate up to 32 hours per week, prior to July 1, 1999. We do however, reserve the option to require adults in single-parent assistance units to participate up to 26 hours prior to July 1, 1998.

(q) INTERACTION WITH AMERICAN INDIAN TRIBES

Describe the discussions that have occurred with respect to administration for the federally recognized American Indian Tribes located within your county. This should include whether the county will administer the program, whether the tribes will administer their own approved tribal TANF program, or whether there will be joint county/tribal administration. [Reference: WIC Section 10553.2]

San Bernardino County will administer the TANF (CalWORKs) program for all federally recognized American Indian Tribes located within the county. San Bernardino County's administration will include Welfare-to-Work services for all American Indian Tribes with the exception of the Fort Mojave Tribe. The Fort Mojave Tribe is a member of the California Indian Manpower Consortium, Inc. Under an existing Memorandum of Understanding between the California Indian Manpower Consortium, Inc. San Bernardino County, Welfare-to-Work services will be provided to the Fort Mojave Tribe by the Consortium's Native Employment Works (NEW) program.

CERTIFICATION

THIS PLAN HAS BEEN DEVELOPED IN ACCORDANCE WITH THE APPROPRIATE FEDERAL, STATE AND COUNTY LAWS AND REGULATIONS. THE TERMS OF THIS PLAN, INCLUDING ALL CERTIFICATIONS WITHIN THIS PLAN, AND ALL APPLICABLE LAWS AND REGULATIONS WILL BE FOLLOWED DURING THE IMPLEMENTATION AND EXECUTION OF THIS PLAN.

County Welfare Department Director's Signature

DEC 0 2 1997

Chairperson of the Board of Supervisors Signature

COUNTY PLAN BUDGET-Draft
1997/98 State Fiscal Year

SECTION 1

Program Titles	Total	TANF/State GF	County Funds	Other**
TOTAL CalWORK's Assistance	$ 341,293,196	$ 332,760,976	$ 8,532,220	
Benefit Payments AFDC FG/U (AAB-FGR & AAB-UPP)	340,293,196	331,785,866	8,507,330	
Diversion Services	1,000,000	975,000	25,000	

	Total	FCS	State GF	County funds*	Other**
Food Stamp Administration (includes PA to NA shift)* (for County MOE Purposes)	28,762,509	14,381,255	10,066,878	4,314,376	

*When combined with food stamp administration, the total level of estimated county funds for CalWORK's administration should meet the requirement of Section 15204.4 of the W&I Code which specifies that counties expend an amount for these programs that, when combined with the amount expended for the administration of the food stamp program, equals or exceeds the amount expended for corresponding activities in 1996/97.

**If other sources of funding are being made available for an activity, please identify on a seperate page.

COUNTY PLAN BUDGET-Draft
1997/98 State Fiscal Year

SECTION 2

Note: The following categories are for information purposes only and are not an indicator of specific claiming categories

	Total	TANF/State General Fund	CCDBG	Title X1X	County Fund	Other
CalWORK's Benefit Administration	35,156,627	32,061,384			3,095,243	
CalWORK's Program Integrity (Fraud)	2,682,409	2,445,327			237,082	
Staff Development - retraining	1,282,248	1,170,292			111,956	
Welfare to Work Activities	30,844,085	28,124,223			2,719,862	
CalWORK's - Cal Learn activities	2,153,289	1,968,897			184,392	
Child Care Activities (First part of year)**	2,416,504	2,179,415			237,089	
Other Activities						
Child Care - 2nd half of 1997/98***	10,574,317	10,574,317				
Mental Health Treatment	701,554	701,554				
Substance Abuse Treatment	1,192,641	1,192,641				
	$ 87,003,674	$ 80,418,050			$ 6,585,624	
Food Stamp Program MOE*					4,314,376	
Total CalWORK's MOE					$ 10,900,000	

*Although the Food Stamp Program has a separate allocation from CalWORKS, the County's 15% share of cost is part of the County Maintenance of Effort (MOE) required under CalWORK's

**The first six month allocation for child care includes GAIN, Cal Learn, NET and Transitional child care. (TCC payments budgeted in ETP).

*** An additional $10 million of child care funding available for the second half of the year includes the above programs and additional funding for changes in child care disregard. The child care disregard program, previously adjusted for in the client grant payment is to be discontinued on December 31, 1997. Payments will now be made directly to the provide Benefit payments budgets in FGR and UPP can be reduced by an estimated $10 million and the child care budget unit ETP can be increased as a result of this change.

MINUTES OF THE BOARD OF SUPERVISORS
OF SAN BERNARDINO COUNTY, CALIFORNIA

June 3, 1991

Children's Network

FROM: SUPERVISOR ROBERT HAMMOCK
FIFTH DISTRICT

SUBJECT: CHILD CARE POLICY RESOLUTION

RECOMMENDATION:

Adopt Board Resolution setting forth the County's Child Care Policy.

BACKGROUND:

The Child Care Subcommittee of the Children's Network Children's Services Team is comprised of child care professionals from the public and private sector concerned about the availability and quality of child care in San Bernardino County. The Child Care Subcommittee began work on a policy statement to encourage the provision of child care services throughout the County in the Fall of 1990. More than one half of the County's 430,000 children need some form of child care on any given day. This resolution highlights the importance of the child care issue in San Bernardino County, and designates the Children's Network Policy Council to provide guidance and to report on the effectiveness of the expansion of the supply of high quality, affordable child care services.

REVIEW BY OTHER DEPARTMENTS:

This Resolution has been reviewed by Chief Deputy County Counsel Ruth Stringer.

FINANCIAL DATA:

There is no financial impact.

PRESENTER: Robert Hammock, Supervisor, Fifth District

RES to:

Resolution No. 91-183

cc: Supervisor Hammock
Children's Network
Children's Services Team
Child Care Subcommittee
County Counsel-Stringer
CAO
File

lw

Action of the Board of Supervisors

APPROVED BOARD OF SUPERVISORS
COUNTY OF SAN BERNARDINO

MOTION	Aye	Aye	Second	Aye	Motion
	1	2	3	4	5

EARLENE SPROAT, CLERK OF THE BOARD

BY [signature]

DATED: JUN 03 1991

DATED: June 3, 1991

MINUTES OF THE BOARD OF SUPERVISORS OF SAN BERNARDINO, CALIFORNIA

RE: SAN BERNARDINO COUNTY CHILDREN'S NETWORK CHILD CARE POLICY

On motion by Supervisor Hammock and seconded by Supervisor Riordan and carried, the following Resolution is adopted:

RESOLUTION NO. 91-183

RESOLVED, by the Board of Supervisors of the County of San Bernardino, State of California:

WHEREAS, this Board has affirmed that the healthy, safe and positive development of all children must be a high priority for County government and its program; and

WHEREAS, quality child care services foster the safe, healthy and secure development of young children; and

WHEREAS, it is recognized that some children are especially vulnerable, quality child care must address their individual needs. Examples are children at risk due to poverty, low birth weight, teenage parents, and children with developmental disabilities; and

WHEREAS, quality child care services have been demonstrated to enhance the skills and behaviors which are essential for successful school and consequently employment experiences; and

WHEREAS, the availability of affordable, quality child care services is imperative to parents, allowing their participation in the labor force, educational system and/or social services; and

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WHEREAS, parents have the right and responsibility to select the appropriate child care setting for their individual child(ren); and

WHEREAS, affordable, quality child care is an essential component to the social and economic well-being of children and families, particularly single-parent families; and

WHEREAS, San Bernardino County is home to over 380,000 children, representing one-third of this County's population; and

WHEREAS, the inadequate child care supply and variations in quality and cost of care have produced a serious "child care crisis" in this County.

THEREFORE, the Board of Supervisors resolves that:

1. San Bernardino County shall work to increase the supply of affordable, quality, licensed child care providers and services for all families who work and/or reside in this County.

2. San Bernardino County shall strive to remove existing obstacles which burden or deter the expansion of licensed, quality child care services. Further, this County shall actively facilitate the cost effective expansion of such services.

3. All County departments, commissions, committees and boards are hereby directed to foster, support and, where appropriate, implement this policy.

4. San Bernardino County considers child care an important resource for the prevention of abuse and treatment for children who have special needs or who are at risk of abuse and/or neglect.

5. In implementing this policy, San Bernardino County's actions shall include, but not be limited to the following:

a. San Bernardino County will continue in its role as a proactive employer in terms of the delivery of child care services to its employees.

b. San Bernardino County, through its officers, departments, commissions, committees and boards will coordinate the development and promotion of cooperative relationships, including public-private partnerships, which may encompass churches and/or synagogues, for the purpose of increasing the

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availability of affordable and accessible quality child care services.

c. San Bernardino County will actively participate in the state legislative process on child care related issues utilizing the Children's Network Lobby.

d. San Bernardino County will promote the awareness of the importance of child care services to businesses, employers, and other citizens and residents of the County.

e. San Bernardino County will support and encourage the establishment of specialized child care services such as, but not limited to mildly ill, developmentally delayed children and children potentially at risk.

6. The Board of Supervisors designates the Children's Network Policy Council to provide guidance on and to report on the effectiveness of the expansion of the supply of high quality, affordable child care services.

PASSED AND ADOPTED by the Board of Supervisors of the County of San Bernardino, State of California, by the following vote:

AYES: SUPERVISORS: Turoci, Mikels, Riordan, Hammock, Walker

NOES: SUPERVISORS: None

ABSENT: SUPERVISORS: None

STATE OF CALIFORNIA)
COUNTY OF SAN BERNARDINO) ss.

I, EARLENE SPROAT, Clerk of the Board of Supervisors of San Bernardino County, California, hereby certify the foregoing to be a full, true and correct copy of the record of the action taken by said Board of Supervisors by vote of the members present as the same appears in the Official Minutes of said Board at its meeting of June 3, 1991.

EARLENE SPROAT, Clerk of the Board of Supervisors of San Bernardino County

By_____
Deputy

6/3/91 lw #101

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NOVEMBER 30, 1992

RESOLUTION NO. 92-270

A RESOLUTION OF THE BOARD OF SUPERVISORS OF THE COUNTY OF SAN BERNARDINO, STATE OF CALIFORNIA, SUPERSEDING RESOLUTION NO. 92-85, RESTRUCTURING COUNTY OF SAN BERNARDINO CHILDREN'S POLICY COUNCIL

On Monday, November 30, 1992, on motion of Supervisor Hammock, duly seconded by Supervisor Riordan, and carried, the follow resolution is adopted:

WHEREAS, the County of San Bernardino Board of Supervisors, on December 9, 1985, approved the concept of a County's Children's Network to coordinate and enhance services to children in San Bernardino County, and

WHEREAS, the County of San Bernardino Board of Supervisors, on October 3, 1988, adopted Resolution No. 88-352 formally establishing the County of San Bernardino Children's Network and specifying the powers and duties of the Children's Network Policy Council, and

WHEREAS, the County of San Bernardino Board of Supervisors, on 4/23/90 and 4/13/92, adopted Resolutions No. 90-178 and 92-85, respectively, modifying the structure of the County of San Bernardino Children's Network to meet the requirements of Welfare and Institutions Code Section 18986 et seq, and

WHEREAS, the Children's Policy Council has recommended organizational changes to the County of San Bernardino Children's Network to reflect current operations and to continue to improve communication between public and private agencies offering services to children in this County.

NOW THEREFORE, BE IT RESOLVED, that the Board of Supervisors hereby approves the following Resolution making the organizational changes to the County of San Bernardino Children's Network as recommended by its Policy Council to continue to improve communications and services with respect to children in this County, and this Resolution supersedes Resolution No. 92-85.

SECTION 1: Purpose - The purpose of the Children's Network is to provide comprehensive community services to children and youth by improving coordination, planning, communications and cooperation among youth-service agencies; identifying gaps and

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overlaps in services; providing a forum for clarifying perceptions and expectations among and between County agencies and community; setting priorities for interagency projects; implementing collaborative programs, public and private, to better serve children and youth and attracting resources from both the public and private sectors to meet children's needs.

SECTION 2: Organization - The Children's Network shall be comprised of the following organizational components:

(a) Children's Policy Council
(b) Children's Services Team
(c) Children's Lobby
(d) Children's Advocate Council
(e) Children's Fund, Inc.
(f) Child Care Planning Council

With the exception of the Children's Fund, Inc., the Children's Policy Council shall determine the purpose and goals for each component, as well as the meeting and membership requirements for each.

SECTION 3: Directing Board - The Children's Network Policy Council shall serve as the Directing Board of the Children's Network.

A. Membership - The Children's Network Policy Council will be composed of the department heads of the following County agencies either providing services to children or administering such programs as well as representatives from outside the County government structure as follows:

(1) A member of the Board of Supervisors
(2) Community Services Department
(3) County Administrative Officer
(4) County Counsel
(5) District Attorney
(6) Department of Public Social Services
(7) Library
(8) Mental Health Department
(9) Preschool Services Department
(10) Probation Department
(11) Public Defender

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(12) Public Health Department
(13) Sheriff
(14) Superintendent of County Schools
(15) Presiding Judge, Juvenile Court
(16) One Superintendent of a Unified School District within the County selected by the Executive Committee of the Children's Network Policy Council
(17) Children's Fund, Inc.
(18) Economic and Community Development
(19) Designee from the Local Planning Agency for the California Early Intervention Program
(20) Director, County Medical Center
(21) Commission on the Status of Women
(22) Inland Counties Regional Center, Inc

B. Powers and Duties - The Children's Network Policy Council is authorized the following powers and duties:

1. Meet monthly and be convened by the Chairperson or First Vice-Chairperson who shall be appointed by the Board of Supervisors for annual terms beginning January 1 of each year.

2. Plan and direct activities of the Children's Network and communicate plans and activities to the Network's organizational components, the Board of Supervisors and the general public.

3. Provide administrative direction to the Children's Network Officer regarding goals and objectives of the Network and specific tasks to be accomplished.

4. Establish meeting requirements and rules for conducting the Network's business.

5. Identify areas of service which would benefit from collaborative programming and formulate plans to implement such projects.

6. Prioritize, commit and direct resources for interagency projects and programs.

7. Develop an annual master plan for children's services to be submitted to the Board of Supervisors before July 1 of each year.

8. Identify critical children's issues within the

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County and appoint committees to study and recommend solutions.

9. Receive and respond to recommendations from the Network's various organizational components.

10. Review funding recommendations regarding child abuse neglect and prevention programs authorized by Welfare and Institutions Code sections 18962 et seq. (AB 1733) and Welfare and Institutions Code sections 18965 et seq. (AB 2992) and make recommendations to the Board of Supervisors as may be appropriate.

11. Develop department protocols for all professionals involved in delivering children's services.

12. Recommend grant applications and projects that will benefit children to the Board of Supervisors for approval.

13. Recommend to the Board of Supervisors positions on legislation affecting children's issues.

14. Provide for Countywide interagency case management to coordinate resources, for those children and their families who require services from more than one agency.

15. Recommend to the Board of Supervisors requests for waivers on Title IV-E Foster Care funds, Office of Criminal Justice Planning funds, Medi-cal case management reimbursement, and other funding sources, from the State of California, as appropriate to implement interagency programs.

16. Provide guidance on and report to the Board of Supervisors on the effectiveness, expansion and supply of high quality, affordable child care services.

17. Review and recommend Healthy Support Services for Children's grant program proposals.

C. Executive Committee - A three-member Executive Committee will be elected by the Policy Council and approved by the Board of Supervisors. The Executive Committee members shall serve as Chairperson, First Vice-Chairperson and Second Vice-Chairperson of the Policy Council. The primary responsibility of the Chairperson and Vice-Chairperson, acting individually, will be to preside over all Policy Council meetings and facilitate meeting discussion. The primary responsibility of the Executive Committee will be to select and generally supervise the

OF THE
COUNSEL
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SAN BERNARDINO, CA 92415-0140

Children's Network Officer.

The Executive Committee may meet as necessary to review specific activities of or issues involving the Policy Council.

SECTION 4: Staffing - The activities of the Children's Network will be administered by the Children's Network Officer and a small support staff. The Children's Network Officer shall be selected by the Children's Policy Council Executive Committee and the Department of Public Social Services Director. For employment purposes, the Department of Public Social Services Director shall be deemed the appointing authority for the position. The Children's Network Officer will receive direction and general supervision from the Children's Policy Council Executive Committee.

SECTION 5: Funding - Funding for staff and Network activities will be provided through a combination of County departmental budgets, grant funds, and outside revenue sources.

SECTION 6: Expense Reimbursement - Non-County employees participating in various organizational components of the Children's Network shall receive no County expense reimbursement except as may be authorized by the Board of Supervisors.

PASSED AND ADOPTED by the Board of Supervisors of San Bernardino County, State of California, by the following vote:

AYES: Supervisors: Turoci, Mikels, Riordan, Hammock, Walker

NOES: Supervisors: None

ABSENT: Supervisors: None

STATE OF CALIFORNIA)
)ss.
COUNTY OF SAN BERNARDINO)

I, EARLENE SPROAT, Clerk of the Board of Supervisors of San Bernardino County, California, hereby certify the foregoing to be a full, true and correct copy of the record of the action as the same appears in the Official Minutes of said Board at its meeting of November 30, 1992.

EARLENE SPROAT, Clerk of
the Board of Supervisors
of San Bernardino County

By: Voda Gauche
Deputy

OF THE
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The Reform Informer

TOPIC WELFARE REFORM

SPECIFICS OF CALIFORNIA'S WELFARE REFORM

In the prior issue, an overview of Assembly Bill 1542, the Thompson-Maddy-Ducheny-Ashburn Welfare-to-Work Act of 1997 was given. In this issue a more detailed explanation of time limits and grant structure and benefits will be given.

TIME LIMITS

CalWORKs sets time limits during which an adult may receive assistance. The limits for employment and training services are:

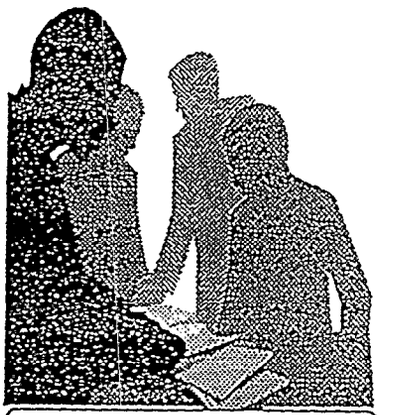
- Adult applicants are limited to 18 cumulative months, plus an additional 6 months if the county determines that the adult [illegible] lead to employment or local employ[illegible] available.
- Current adult recipients are limited to 24 cumulative months of welfare-to-work services.

After the time period, aid can continue if the county determines that there is no job currently available and the individual participates in unpaid community service in exchange for aid. Community service at the minimum required hours per week continues up to the 60th month.

A month is not counted in the 18 or 24 month time limit if the adult is:

exempt from the welfare-to-work activities due to a condition that is expected to last more than 30 days.

participating in the Cal-LEARN program or another teen parent program approved by the state.



TOWARD A BETTER FUTURE

Adult recipients have a lifetime limit of 60 cumulative months of aid. After 60 months, the amount of aid payment is reduced by the needs of the parent. Safety net aid payments for the children may be paid in cash or vendor/voucher payments at county option. The 60 month clock starts January 1, 1998.

A month does not count toward the 60 month time limit if:

- the cost of the cash aid for the month was fully reimbursed by child support collections.
- the individual was participating in Cal-LEARN during the month.

The 60 month time limit is not applicable when all the parents/caretakers are:

- 60 years of age or older.
- caring for a disabled family member.
- nonparent caretaker, caring for a child placed by juvenile court, or at risk of foster care, and the care responsibilities impair the ability to be regularly employed or participating in welfare-to-work activities.
- receiving Social Security income, In-Home Support Services, State Disability Insurance, or Worker's Compensation and the disability

significantly impairs the ability to be regularly employed or participating in welfare-to-work activities.

- incapable of maintaining employment or participating in welfare-to-work activities based on a caseworker's assessment, and the person has a history of participation and full cooperation in welfare-to-work activities.

The total number of cases that are exempt from the 60 month time limit may not exceed 20% of the families aided in the county. This is the federal hardship exemption from Public Law 104-108, the Personal Responsibility and Work Opportunity Act. The county is responsible for all the grant costs for the cases exceeding the 20% exemption, unless the overall state percentage is less than 20%. However, the California Department of Social Services is authorized, by AB 1542, to waive the county's share of cost for cases over the 20% exemption when there are circumstances beyond the county's control.

GRANT STRUCTURE AND BENEFITS

To determine an applicant's eligibility to aid, first the gross income is determined, then a deduction of $90 is applied. The result is compared to the Minimum Basic Standard of Adequate Care need standard. If the income is under this need standard, the applicant is financially eligible to aid.

Aid payment levels are frozen at current levels. A family of three in San Bernardino County with no other income will receive $538 per month. The income deductions that are used to compute the grant have been changed to a simpler computation. The current $90 standard deduction and the earned income disregard of $30 and 1/3 of the remainder have been changed. The CalWORKs computation will disregard the first $225 plus 50% of the remainder from earned income. For example, a family of three with earned income of $625 per month will have their aid computed as follows:

$625 earned income

-225 deduction

=400 X 50%

=200 net nonexempt income

$538 Maximum Aid Payment

- 200 net nonexempt income

=338 aid payment to recipient

The current earned income computation is more complex comparing income to the Minimum Basic Standard of Adequate Care and would often result in a higher aid payment than CalWORKs. The current computation would result in the family in the example receiving an aid payment of $362.

When a recipient has self-employment income, they may choose to use a standard deduction of 40% for their self-employment expenses, or verify actual expenses to the same extent allowed by the Federal Food Stamp program.

Most unearned income, such as Unemployment Insurance Benefits, is deducted from the maximum aid payment on a dollar-for-dollar basis. Unearned income based on disability, such as State Disability Insurance Benefits, is given the $225 disregard. However, there is only one $225 disregard given per case. If the recipient has both unearned income and earned income, only the remainder of the $225 disregard after it is applied to the unearned income is disregarded from the earned income. For example, a recipient has $200 unemployment income and $325 earned income. The budget would be computed as follows:

$200 unemployment income

-225 disregard

=0

There is $25 of the disregard remaining to subtract from the earned income.

$325 earned income

- 25 remaining disregard

=300 X 50% earned income disregard

=150

$150 of net non-exempt income will be deducted from the recipient's maximum aid payment to determine the amount of cash aid for the month.

FUTURE ISSUES

The next issue will provide more specific information on work requirements and welfare-to-work services.