RESOLUTION NO. 76-55

OF THE BOARD OF SUPERVISORS OF THE COUNTY OF Mariposa

(A RESOLUTION AUTHORIZING THE EXECUTIVE OF A SUBGRANT)

BE IT HEREBY RESOLVED by the Board of Supervisors, of the County of Mariposa, State of California that:

1. The proposed Subgrant # 76 005 532 between the Employment Development Department as Prime Sponsor and the County of Mariposa as Subgrantor should be and the same is hereby approved.

2. The Chairman of the Board of Supervisors and /s/ John L. Rotondo are hereby authorized and directed to sign and execute said Subgrant for and on behalf of the County of Mariposa.

PASSED AND ADOPTED by the Board of Supervisors of the County of Mariposa at a regular meeting of said Board, held on the 25th day of May, 1976, by the following vote of said Board:

AYES: Clark, Daulton, Long, Moffitt, Richardson

NOES: None
NOT VOTING: None
ABSENT: None

BY: /s/ J. Mulk

CHAIRMAN, Board of Supervisors

ATTEST: May 25, 1976

THE FOREGOING INSTRUMENT IS A CORRECT COPY OF THE ORIGINAL ON FILE IN THIS OFFICE

ATTEST:
June 25, 1976
77:25:tz

John L. Rotondo
Manpower Project Administrator
P. O. Box 278
Mariposa, California 95338

Enclosed is an approved copy of your CETA Title I Subgrant,
Registration Number 76005532, Modification Number 5th Qtr.

Manpower Consultant

cc. Field Representative
BOARD OF SUPERVISORS - COUNTY OF MARIPosa
RESOLUTION NO. 76-55

OF THE BOARD OF SUPERVISORS OF THE COUNTY OF Mariposa

(A RESOLUTION AUTHORIZING THE EXECUTIVE OF A SUBGRANT)

BE IT HEREBY RESOLVED by the Board of Supervisors, of the County of

Mariposa State of California that:

1. The proposed Subgrantee Registration #____________________ between the State of California, Employment Development Department, as Prime Sponsor and the County of Mariposa as Subgrantee should be and is hereby approved.

2. The Chairman of the Board of Supervisors and _______________________ are hereby authorized and directed to sign and execute said Subgrant for and on behalf of the County of Mariposa.

PASSED AND ADOPTED by the Board of Supervisors of the County of Mariposa at a regular meeting of said Board, held on the ___ day of __________, 1976, by the following vote of said Board:

AYES: Clark, Long, Dalton, Moffitt, Richardson

NOES: None

ABSENT: None

NOT VOTING: None

BY: ______________________________

/William H. Moffitt

CHAIRMAN, Board of Supervisors

ATTEST:

/s/ Ellen Bronson

County Clerk and ex officio Clerk,

Board of Supervisors, Mariposa

County, California

THE FOREGOING INSTRUMENT IS A CORRECT COPY OF THE ORIGINAL ON FILE IN THIS OFFICE

ATTEST: ____________________________

Chief Deputy

1976
This Subgrant is entered into by the Prime Sponsor and \( \text{(5) COUNTY OF MARIPOSA} \) hereinafter referred to as Subgrantee. The Subgrantee agrees to operate a Comprehensive Employment and Training Subprogram in accordance with the provisions of this Subgrant. This \( \text{X} \) Subgrant Modification consists of this sheet and those of the following, as designated with an "X": \( \text{X} \) Project Operating Plan (Exhibit A), \( \text{X} \) Project Narrative (Exhibit B), \( \text{X} \) Project Budget Summary and Detail (Exhibit C), \( \text{X} \) Standards of Project, \( \text{X} \) Assurances and Certifications. It is expressly understood by Prime Sponsor and Subgrantee that Prime Sponsor has made application to the United States Department of Labor for a grant of funds under the Comprehensive Employment and Training Act of 1973 for the purpose of funding services under this Subgrant and that Prime Sponsor is not obligated to provide funds to Subgrantee and Subgrantee is not obligated to provide services under the Agreement until such funds are made available to the Prime Sponsor by the Department of Labor.

**Allocation**

The total funds allocated for \( \text{(6) Title I} \) and cover the period \( \text{(b) 6-1-76 through (9) 9-30-76} \) are \( \text{(7) $12,377} \).

**Obligation**

The Prime Sponsor's total fund obligation for this program is \( \text{(10) $12,377} \) and cover the period \( \text{(11) 6-1-76 through (12) 9-30-76} \).

**Modification**

\( \text{(13) This modification does not change the funds previously obligated \( \text{X} \).} \)

\( \text{(14) This modification \( \Box \) increases \( \Box \) decreases the funds previously obligated by $\_\_\_\_. This changes the amount of the previous obligation of $\_\_\_\_.} \)

\( \text{(15) Description of Modification} \)

\[ \text{[Signature]} \]

\[ 6-17-76 \]

**Approved for the Subgrantee**

\( \text{(17) NAME AND TITLE} \)

John L. Rotondo

Project Administrator

\( \text{DATE} \)

6-1-76

**Approved for the Prime Sponsor**

\( \text{(19) NAME AND TITLE} \)

\[ \text{[Signature]} \]

\[ \text{DATE} \]

5/17/76
PROJECT MANAGEMENT INFORMATION

I. Organization and staff of project:

We will place one participant in a clerical position in the Auditor's Office where she will get the training and experience necessary so that she can be transitioned into an unsubsidized job. She will be able to learn skills such as bookkeeping, dealing with the public, and handling payrolls.

One participant will be placed at the High School Counselors Office where she can obtain clerical skills and training in working with students and their problems.

A custodian will be placed at the Elementary School where he will acquire skills in maintenance and upkeep of school and their yards.

A participant will be placed in a clerical position in the Tax Assessors Office where she can gain additional office skills such as typing and filing and become knowledgeable in the field of tax assessments.

We will place one mechanic and one maintenance type participant at the Parks and Recreation Department. The mechanic will acquire skills in the upkeep of the vehicles. The maintenance man will gain experience in maintaining the county park facilities, yard work and maintenance of the buildings.

One participant will be placed as a custodian for the Building and Grounds Department. He will also gain experience in maintaining county facilities, yard work, and maintenance of buildings.

All of the above positions will be filled by Work Experience Participants, for the duration of this fifth quarter subgrant.

2. Project Management:

The Payroll and monthly reports are handled by the office of the Project Administrator. The money as it is received from the State is deposited in an account with the Auditor and the payroll is submitted to the Auditor and they draw the warrants and see that they get to the participants.

PROJECT DESIGN

All of the county offices listed above have a greater work load than they can budget for county people to carry at this time. Thus, the participants placed by this office will help to relieve some of that work load and will be placed on the county payroll as budgeting allows.

PROJECT OPERATION

I. Intake and Orientation:

Applicants will be selected after reviewing their application and separate financial statement. This will be done by the Program Operator.
Upon entering the program, each participant is instructed to bring any grievance to the Project Administrator and the situation will be handled accordingly. All participants are given a copy of "The Comprehensive Employment and Training Act of 1973: Your Civil Rights." They are advised of the pay procedure. A cover sheet is included in each file with each item covered in the interview dated.

Their worksite supervisor is also instructed to bring and grievances to the Project Administrator. The CETA program is explained to each worksite supervisor.

2. The significant segments we will serve are (1) Economically disadvantaged, (2) Veterans, (3) Spanish American, (4) Public Assistance Recipients, (5) American Indian, and (6) Offender.

Recruiting will be done from the Welfare Dept., referrals, walk-ins, recommendations be previous enrollees and other concerned citizens.

Special attention will be given to the significant segments.

3. Once the participants have developed enough skills and training they will be transitioned into Public Service Employment for upgrading their skills sufficiently enough that they can be qualified for unsubsidized jobs in the private or public sector.

Termination information is gathered by the Project Administrator from the participants upon their termination, and this is recorded on their CETA 10.

4. All of the participants will be monitored periodically by the Project Administrator.

WORK EXPERIENCE

Our work experience program is designed to assist the participant in developing new skills, or improving old ones. They will be transitioned into P. S. E.

Four of the participants will be paid $549.00 per month. Three of the Participants will be paid the minimum wage of $2.30 an hour.

The County Offices are chosen by the Project Administrator according to their present and future needs for placing participants as he is in contact with all of the county offices.
### Program Activity Display
Component: Work Experience

<table>
<thead>
<tr>
<th>Program Activity</th>
<th>Responsibility of</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Subgrantee</td>
</tr>
<tr>
<td>1. Management</td>
<td>X</td>
</tr>
<tr>
<td>Reporting</td>
<td>X</td>
</tr>
<tr>
<td>Recruitment</td>
<td>X</td>
</tr>
<tr>
<td>Selection Referral</td>
<td></td>
</tr>
<tr>
<td>Payments to Participant Wages</td>
<td></td>
</tr>
<tr>
<td>Fringe Benefits</td>
<td></td>
</tr>
<tr>
<td>Allowances</td>
<td></td>
</tr>
<tr>
<td>Training</td>
<td>X</td>
</tr>
<tr>
<td>Services</td>
<td>X</td>
</tr>
<tr>
<td>Placement</td>
<td></td>
</tr>
<tr>
<td>Program Assessment</td>
<td>X</td>
</tr>
<tr>
<td>Placement Validation</td>
<td>X</td>
</tr>
</tbody>
</table>

*(Subcontractors)*
Name
Address

** Other Funding Detail
I. FUNDING

New Funding $12,377.00
Carry-in $0
Total Funding Available $12,377.00

II. COMPONENT/COST CATEGORY MATRIX

<table>
<thead>
<tr>
<th>Costs by Category</th>
<th>Classroom Training</th>
<th>On-the-Job Training</th>
<th>Public Service Employment</th>
<th>Work Experience</th>
<th>Services to Clients</th>
<th>Other Activities</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administration</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>1,856.00</td>
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<tr>
<td>Allowances</td>
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<td></td>
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<td>1,856.00</td>
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<tr>
<td>Wages</td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>9,660.00</td>
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<tr>
<td>Fringe Benefits</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>861.00</td>
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<td>Training Services</td>
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<td>12,377.00</td>
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<td>Total Component</td>
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<td></td>
<td>12,377.00</td>
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<tr>
<td>Planned Carry-Out</td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td>00</td>
</tr>
<tr>
<td>Name, Position Title and SSA No. of Incumbent</td>
<td>Salary Per Pay Period</td>
<td>Benefits Per Pay Period</td>
<td>% of Time to Project</td>
<td>No. of Pay Periods</td>
<td>Total</td>
<td></td>
<td></td>
</tr>
<tr>
<td>---------------------------------------------</td>
<td>-----------------------</td>
<td>-------------------------</td>
<td>----------------------</td>
<td>-------------------</td>
<td>-------</td>
<td></td>
<td></td>
</tr>
<tr>
<td>John L. Rotondo, Project Administrator</td>
<td>1,296.00</td>
<td>17.19</td>
<td>14.8%</td>
<td>3</td>
<td>583.00</td>
<td></td>
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</tr>
<tr>
<td>Margie Williams, Administrative Asst.</td>
<td>633.00</td>
<td>19.92</td>
<td>33.9%</td>
<td>3</td>
<td>664.00</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Administrative Staff Costs Total:** 1,247.00

**Remarks:**

---
1. Administrative staff costs (from preceding page) $1,247.00

2. Travel
   a. 200 miles per week @ $15 per mile x 13 weeks 390.00
   b. 2 days per diem x $30 per day 60.00

3. Communication
   a. Base telephone rate $10 x 3 months 30.00
   b. Toll calls $15 x 3 months 45.00
   c. Postage 39.00

4. Rent
   a. _____ square feet x $______ per square foot

5. Utilities
   a. Gas $______ Electric $______ Other $______

6. Custodial $______ x ______ months

7. Equipment
   Statement giving equipment needs, justification for use and costs must be attached. Prior to renting, leasing or purchasing equipment, this subgrant must be approved and BOS property acquisition procedures must be followed.

   Purchase
   Rental

8. Office supplies
   Desk top supplies, forms, etc., estimated at
   $15 per month x 3 months 45.00

9. Other cost: list such costs as in-service staff training, consultant, accounting, payroll, statistical and/or legal services. Method of computation of each item mandatory.
<table>
<thead>
<tr>
<th>Occupational Title</th>
<th>Number of Slots</th>
<th>CETA Wage Rate</th>
<th>Comparable Wage Rate</th>
<th>Duration of Employment</th>
<th>Total Wages</th>
</tr>
</thead>
<tbody>
<tr>
<td>Auditor's Office</td>
<td>1</td>
<td>549.00 mo.</td>
<td>549.00 mo.</td>
<td>3 mos.</td>
<td>1,647.00</td>
</tr>
<tr>
<td>Clerical</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>High School Counselor Office</td>
<td>1</td>
<td>549.00 mo.</td>
<td>549.00 mo.</td>
<td>3 mos.</td>
<td>1,647.00</td>
</tr>
<tr>
<td>Clerical</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Elementary School</td>
<td>1</td>
<td>549.00 mo.</td>
<td>549.00 mo.</td>
<td>3 mos.</td>
<td>1,647.00</td>
</tr>
<tr>
<td>Custodian</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tax Assessors Office</td>
<td>1</td>
<td>549.00 mo.</td>
<td>549.00 mo.</td>
<td>3 mos.</td>
<td>1,647.00</td>
</tr>
<tr>
<td>Clerical</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Parks and Recreation Dept. Mechanic</td>
<td>1</td>
<td>2.30 hr.</td>
<td>2.30 hr.</td>
<td>3 mos.</td>
<td>1,196.00</td>
</tr>
<tr>
<td>Maintenance</td>
<td>1</td>
<td>2.30 hr.</td>
<td>2.30 hr.</td>
<td>3 mos.</td>
<td>1,196.00</td>
</tr>
<tr>
<td>Building and Grounds Dept. Custodian</td>
<td>1</td>
<td>2.30 hr.</td>
<td>2.30 hr.</td>
<td>37 days</td>
<td>680.00</td>
</tr>
</tbody>
</table>

**TOTAL** | **7** | **18 mos. 37 days** | **$9,660.00**
<table>
<thead>
<tr>
<th>Component: Work Experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Total Participant Wages</td>
</tr>
<tr>
<td>B. Total Participant Wages</td>
</tr>
<tr>
<td>C. Total Participant Wages</td>
</tr>
<tr>
<td>D. Total Participant Wages</td>
</tr>
<tr>
<td>E. Total Participant Wages</td>
</tr>
<tr>
<td>F. Other Fringe Benefits (specify)</td>
</tr>
<tr>
<td>G.</td>
</tr>
<tr>
<td>H.</td>
</tr>
</tbody>
</table>

TOTAL FRINGE BENEFITS

$861.00
B. The Subgrantee also agrees:

1. That performance will be in accordance with the Project Narrative within the period of this subgrant.

2. There will be no delays in performance except those listed below.

3. That major subgrant modifications will be submitted to change any budget item or participant service level by more than 5%.

4. All statistical and fiscal reports will be submitted as scheduled by the Prime Sponsor.

5. That all subcontractors and participating agencies under this subgrant will adhere to standards adequate to provide compliance with this subgrant.

6. To comply with all applicable standards, orders, or regulations issued pursuant to the Clean Air Act and Federal Water Pollution Control Act.

The applicant also certifies that the information in this application is correct to the best of its knowledge and belief and the filing of this application has been fully authorized.

Mariposa County Employment & Training Office
(Legal Name of Subgrantee)

P. O. Box 278
(Address)

(Signature of Authorized Officer)

Mariposa, California 95338

John L. Rotondo
Project Administrator

(Typed Name & Title of Authorized Officer)

6-1-76
(Date of Application)

CETA 59 (5/76)
A. The Subgrantee agrees the intent of CETA is to place as many people as possible in unsubsidized employment as quickly as possible. To accomplish this goal the following policies and objectives will be used.

1. Work Experience

Work experience is a short term assignment to directly enhance the future employability of youth or to increase the potential of adults in attaining a planned occupational goal. Participants who will be entering the labor force in the near future should be enrolled. Work experience is not designed to be an income or educational maintenance program. Work Experience participation will be limited to nine (9) months or 1584 hours (9 months x 176 hours = 1584 hours) which ever comes first.

2. Public Service Employment

Enrollment in public service employment is limited to eighteen (18) months (exception: Prime Sponsor approved extension). Public Employment Program (PEP) time is to be considered as public service employment time. This policy is intended to increase the percentage of placements to non-positive terminations and to serve the maximum number of participants.

3. Unplanned Carry-Over Monies

Unplanned carry-over monies is money previously allocated for a specific function, but that was not spent for various reasons such as late start-up, salary savings, under-enrollment, etc. Due to the high level of unemployment in BOS counties, this Prime Sponsor cannot afford subgrantee nonperformance in excess of 15%.

a. Therefore, Title I unplanned carry-over monies will be recaptured by the Prime Sponsor on a quarterly basis beginning December 31, 1976. These monies will be reallocated by the Prime Sponsor for special projects to ensure CETA money is being used to serve the maximum number of BOS county residents.

b. Therefore, Title II and VI unplanned carry-over monies will be recaptured by the Prime Sponsor on a quarterly basis beginning December 31, 1976 (exception: Program Agent Counties). These monies will be reallocated by the Prime Sponsor to counties of proven performance.

4. Title II Placement Goals

The intent of CETA is to place participants in unsubsidized employment; accordingly, this subgrantee adopts the following placement goal for Title II Public Service Employment.

Check one:

[ ] Placing half of the cumulative participants in unsubsidized private or public sector employment.

[ ] Placing participants in half the vacancies occurring in suitable occupations in the employing agencies' permanent work force which are not filled by promotion within the agency.

CETA 59 (5/76)
ASSURANCES AND CERTIFICATIONS

A. General Assurances

1. The Subgrantee assures and certifies that:

   a. It will comply with the requirements of the Comprehensive Employment and Training Act (CETA) of 1973, as amended (P.L. 93-203, 87 Stat. 839 and P.L. 93-567, 88 Stat. 1845), hereinafter referred to as the Act, and with the regulations and policies promulgated thereunder; and

   b. It will comply with OMB Circular number A-95 and Federal Management Circulars (PMC) 74-4 and 74-7, as those circulars relate to functions such as the utilization of funds, the operations of programs, and maintenance of records, books, accounts, and other documents under the Act.

2. The Subgrantee further assures and certifies that if the regulations promulgated pursuant to the Act are amended or revised, it shall comply with them or notify CETA-Balance-of-State (C-BOS) within 30 days after promulgation of the amendments or revision that it cannot so conform, so that the Prime Sponsor may take appropriate action including termination, if necessary.

3. In addition to the requirements of 1 and 2 above and consistent with the regulations issued pursuant to the Act, the Subgrantee makes the following assurances and certifications:

   a. It possesses legal authority to apply for the subgrant; that a resolution, motion, or similar action has been duly adopted or passed as an official act of the Subgrantee's governing body, authorizing the filing of the application, including all understandings and assurances contained therein, and directing and authorizing the person identified as the official representative of the applicant to act in connection with the application and to provide such additional information as may be required (sections 102(a); 701(a)(9) and (10)).

   b. It will comply with Title VI of the Civil Rights Act of 1964, (P.L. 88-352), and in accordance with Title VI of that Act no person in the United States shall on the grounds of race, color, sex, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity for which the subgrantee receives Federal financial assistance and will immediately take any measures necessary to effectuate this agreement.

   c. It will comply with Title VI of the Civil Rights Act of 1964, (42 USC 2000d) prohibiting employment discrimination where (1) the primary purpose of a grant is to provide employment or (2) discriminatory employment practices will result in unequal treatment of persons who are or should be benefiting from the grant-aided activity.

-1-

CETA 42 (5/76)
d. No person with responsibilities in the operation of any program under the Act will discriminate with respect to any program participant or any applicant for participation in such program because of race, creed, color, national origin, sex, age, political affiliation or beliefs (section 703 (1) and 712).

e. It will comply with the requirements of the provisions of the Uniform Relocation Assistance and Real Property Acquisition Act of 1970 (P.L. 91-646) which provides for fair and equitable treatment of persons displaced as a result of Federal and federally-assisted programs.

f. It will comply with the provisions of the Hatch Act which limit the political activity of employees.

g. It will comply with the requirement that no program under the Act shall involve political activities (section 710).

h. It will establish safeguards to prohibit employees from using their positions for a purpose that is or gives the appearance of being motivated by a desire for private gain for themselves or others, particularly those with whom they have family, business, or other ties (section 702 (a)).

i. It will give the Prime Sponsor, Department of Labor and the Comptroller General through any authorized representative the access to and the right to examine all records, books, papers, or documents related to the subgrant (section 713(2)).

j. Participants in the program will not be employed on the construction, operation, or maintenance of that part of any facility which is used for religious instruction or worship (section 703(3)).

k. Appropriate standards for health and safety in work and training situations will be maintained (section 703(5)).

l. Conditions of employment or training will be appropriate and resonable with regard to the type of work, the geographical region and the proficiency of the applicant (section 703(4)).

m. Provision of workmen's compensation protection to participants in on-the-job training, work experience, or public service employment programs under the Act at the same level and to the same extent as other employees of the employer who are covered by a State or industry workmen's compensation statute; and provision of workmen's compensation insurance or medical and accident insurance for injury or disease resulting from their participation to those individuals engaged in any program activity under the Act, i.e., work experience, on-the-job training, public service employment, classroom training, services to participants, and other activities where others similarly engaged are not covered by an applicable workmen's compensation statute (sections 703(6) and 208(4)).
n. The program will not result in the displacement of employed workers or impair existing contracts for services or result in the substitution of Federal funds for other funds in connection with work that would otherwise be performed (section 703(7)).

o. Training will not be for any occupations which require less than two weeks of pre-employment training, unless immediate employment opportunities are available in that occupation (section 703(8)).

p. Training and related services will, to the extent practicable, be consistent with every individual's fullest capabilities and lead to employment opportunities which will enable participants to become economically self-sufficient (sections 703(9) and 105(a)(6)).

q. Institutional skill training and training on the job shall only be for occupations in which the Secretary or the prime sponsor has determined there is reasonable expectation for employment (section 703(10)).

r. CETA funds will, to the extent practicable, be used to supplement, rather than supplant, the level of funds that would otherwise be available for the planning and administration of programs under the eligible applicant's grant and this subgrant (section 703(11)).

s. It will submit reports as required by the Prime Sponsor and the Secretary and will maintain records and provide access to them as necessary for the Prime Sponsor and the Secretary's review to assure that funds are being expended in accordance with the purposes and provisions of the Act, including the maintenance of records to assist the Prime Sponsor and the Secretary in determining the extent to which the program meets the special needs of disadvantaged, chronically unemployed, and low income persons for meaningful employment opportunities (sections 703(12) and 311 (c)).

t. The program will, to the maximum extent feasible, contribute to the occupational development or upward mobility of individual participants (section 703(13)).

u. The program has adequate administrative and accounting controls, personnel standards, evaluation procedures, availability of inservice training and technical assistance programs and other policies as may be necessary to promote the effective use of funds (section 703(14)).

v. The program makes appropriate provision for the manpower needs of youth in the area served (section 703(15), and will assure that:

(1) Individuals receiving training on the job shall be compensated by the employer at such rates, including periodic increases, as may be deemed reasonable under regulations prescribed by the Secretary, but in no event at a rate less than that specified in Section 6(a)(1) of the Fair Labor Standards Act of 1938 or, if higher, under the applicable State or local minimum wage law. Wages in the Commonwealth of Puerto Rico, the Virgin Islands, American Samoa, and the Trust Territory of the Pacific Islands shall be consistent with the Federal, State, or local law otherwise applicable (section 111(b)).

CETA 42 (5/76)
(2) Persons employed in public service jobs under this Act shall be paid wages which shall not be lower than whichever is the highest of (a) the minimum wage which would be applicable to the employee under the Fair Labor Standards Act of 1938, if Section 6(a)(1) of such title applies to the participant and if he were not exempt under section 13 thereof. Wages in the Commonwealth of Puerto Rico, the Virgin Islands, American Samoa, and the Trust Territory of the Pacific Islands shall be consistent with the Federal, State, or local law otherwise applicable; (b) the State or local minimum wage for the most nearly comparable covered employment, or (c) the prevailing rates of pay for persons employed in similar public occupations by the same employer (section 208(a)(2)).

w. It will comply with the labor standards requirements set out in section 706 of the Act.

x. Services and activities provided under this Act will be administered by or under the supervision of the subgrantee (sections 105(a)(1)(B) and 205(c)(1)).

y. No funds made available under the Act shall be used for lobbying activities in violation of 18 USCA 1913.

z. If the applicant is financed by cash advance:

(1) Cash advance drawdowns will only be initiated when actually needed for its subgrant(s) disbursements;

(2) Timely reporting of cash disbursements and balances will be made to the Prime Sponsor as required;

(3) It will impose the same standards of timing and amount upon any secondary recipients including the furnishing of reports of cash disbursements and balances.

B. Additional Assurances for Title I Programs

In carrying out programs under Title I of the Act, the Subgrantee assures and certifies that:

1. Manpower services, including job development, will be provided to those most in need of them including low income persons and persons of limited English-speaking ability, and that the need for continued funding of programs of demonstrated effectiveness is considered in serving such persons (section 105(a)(1)(D)).

2. Programs of institutional skill training shall be designed for occupations in which skill shortages exist (section 105(a)(6)).

3. The plan meets all the requirements of section 105(a) and the Subgrantee will comply with all provisions of the Act (section 105(b)).

4. It will make such arrangements as are prescribed by regulation to assist the Prime Sponsor in carrying out his responsibilities under sections 105 and 108 of the Act (section 105(a)(7)).
5. Special consideration will be given to the needs of eligible disabled veterans, special veterans, and veterans who served in the Armed Forces and who received other than dishonorable discharge within four years before the date of their application. Each subgrantee in selecting participants for programs funded under Title I of the Act, shall take into consideration the extent that such veterans are available in the area. Specific effort should be made to develop appropriate full or part-time opportunities for such veterans. The Subgrantee should utilize the assistance of the State and local veterans employment service representative in formulating its program objectives.

On a continuing and timely basis, information on job vacancies and training opportunities funded under Title I of the Act shall be provided to the State and local veterans employment service representative for the purpose of disseminating information to eligible veterans (section 104(b) of Emergency Jobs and Unemployment Assistance Act of 1974).

C. Additional Assurances Relating to Public Service Employment Programs

For public service employment activity, the Subgrantee further assures and certifies that:

1. Special consideration will be given to the filling of jobs which provide sufficient prospects for advancement or suitable continued employment by providing complementary training and manpower services designed to (1) promote the advancement of participants to employment or training opportunities suitable to the individuals involved, whether in the public or private sector of the economy, (2) provide participants with skills for which there is an anticipated high demand, or (3) provide participants with self-development skills; except where exempt under the provisions of section 604 of the Act, provided, however, that nothing contained in this paragraph shall be construed to preclude persons or programs for whom the foregoing goals are not feasible or appropriate (sections 205(c)(4) and 604).

2. To the extent feasible, public service jobs shall be provided in occupational fields which are most likely to expand within the public or private sector as the unemployment rate recedes except where exempt under section 604 of the Act (sections 205(c)(6) and 604).

3. Special consideration in filling transitional public service jobs will be given to unemployed persons who are the most severely disadvantaged in terms of the length of time they have been unemployed without assistance, but such special consideration shall not authorize the hiring of any person when any other person is on lay-off from the same or any substantially equivalent job (section 205(c)(7)).

4. No funds will be used to hire any person to fill a job opening created by the action of an employer in laying off or terminating the employment of any other regular employee not supported under the Act in anticipation of filling the vacancy so created by hiring an employee to be supported under the Act (section 205(c)(8)).
5. Due consideration will be given to persons who have participated in manpower training programs for whom employment opportunities would not otherwise be immediately available (section 205(c)(9)).

6. Periodic review procedures established pursuant to section 207(a) of the Act will be complied with (section 205(c)(17)).

7. Agencies and institutions to whom financial assistance is made available under this title have undertaken or will undertake, analyses of job descriptions and reevaluations and, where shown necessary, revisions of qualification requirements at all levels of employment, including civil service requirements and practices relating thereto, in accordance with regulations prescribed by the Secretary, with a view toward removing artificial barriers to public employment of those whom it is the purpose of the Act to assist (section 205(c)(18)).

8. Where appropriate, it will maintain or provide linkages with upgrading and other manpower programs for the purpose of (1) providing those persons employed in public service jobs who want to pursue work with the employer, in the same or similar work, with opportunities to do so and to find permanent, upwardly mobile careers in that field, and (2) providing those persons so employed who do not wish to pursue permanent careers in such field, with opportunities to seek, prepare for, and obtain work in other fields (sections 205(c)(19) and 604).

9. The program will, to the maximum extent feasible, contribute to the elimination of artificial barriers to employment and occupational advancement, including opportunities for the disadvantaged (section 205(c)(21)).

10. Not more than one-third of the participants in the program will be employed in a bona fide professional capacity (as such term is used in section 13(a)(1) of the Fair Labor Standards Act of 1938), except that this paragraph shall not be applicable in the case of participants employed as classroom teachers, and the Secretary may waive this limitation in exceptional circumstances (section 205(c)(22)).

11. Jobs will be allocated equitably to local governments and agencies taking into account the number of unemployed persons within their jurisdictions and the needs of the agencies (section 205(c)(23)).

12. The jobs in each job category in no way infringe upon the promotional opportunities which would otherwise be available to persons currently employed in public service jobs not subsidized under the Act, and assure that no job will be filled in other than an entry level position in each job category until applicable personnel procedures and collective bargaining agreements have been complied with (section 205(c)(24)).

13. Jobs are in addition to those that would be funded by the Subgrantee in the absence of assistance under the Act (section 205(c)(25)).

D. Additional Assurances for Title II Programs. All assurances in C above apply to activities funded under Title II. In addition, the Subgrantee will assure that:

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(1) Only persons residing within the areas of substantial unemployment qualifying for assistance will be hired to fill jobs created under Title II of the Act and the public services provided by such jobs shall, to the extent feasible, be designed to benefit the residents of such areas (section 205(c)(3)).

(2) All persons employed under any program, other than necessary technical, supervisory, and administrative personnel, will be selected from unemployed and underemployed persons (section 205(c)(20)).

(3) Special consideration shall be given to eligible disabled veterans, special veterans, and veterans who served in the Armed Forces and who received other than a dishonorable discharge within four years before the date of their application. Each Subgrantee selecting participants for programs funded under Title II of the Act, shall take into consideration the extent that such veterans are available in the area. Specific effort should be made to develop appropriate full or part-time opportunities for such veterans. In order to insure special consideration for veterans, all public service employment vacancies under Title II, except those to which former employees are being recalled, must be listed with Employment Development Department at least 48 hours (excluding Saturdays, Sundays and holidays) before such vacancies are filled. During this period, the employment service may refer those veterans specified above. If sufficient numbers of veterans are not available, the employment service, upon request, may also refer members of other significant segments. All other applicants are to be referred after the 48-hour period (section 205(c)(5)). The Subgrantee should utilize the assistance of State and local veterans employment representatives in formulating its program objectives.

Each Subgrantee shall, on a continuing and timely basis, provide information on job vacancies and training opportunities funded under Title II of the Act to State and local veterans employment representatives and to other veterans organizations for the purpose of disseminating information to eligible veterans (section 104(b) of Emergency Jobs and Unemployment Assistance Act of 1974).

E. Additional Assurances for Title VI Programs. All assurances in C above apply to activities funded under Title VI. In addition the Subgrantee will assure that:

1. Only persons residing in the area served by the Subgrantee under Title VI of the Act will be hired to fill jobs created under the Act and that the public services provided by such jobs shall, to the extent feasible, be designed to benefit the residents of such areas except that funds allocated under Title VI of the Act (section 603(a)(2)(B)), to an area of substantial unemployment shall only be used to provide project and program opportunities to persons residing in those areas of substantial unemployment (section 603(a)(2)).

2. All persons employed under any program, other than necessary technical, supervisory, and administrative personnel, will be selected from among unemployed and underemployed persons and that under Title VI preferred consideration shall be given, to the maximum extent feasible,
ASSURANCES AND CERTIFICATION

consistent with provisions of the Act, to unemployed persons who have exhausted unemployment insurance benefits, to unemployed persons who are not eligible for unemployment insurance benefits (except persons lacking work experience) and to unemployed persons who have been unemployed for 15 or more weeks.

The Subgrantee also certifies that the information in this application is correct to the best of its knowledge and belief and the filing of this application has been duly authorized.

Mariposa County Employment & Training Office

(Legal Name of Subgrantee)

P. O. Box 278

(Address)

________

(Signature of Authorized Officer)

Mariposa, California 95338

John L. Rotondo

Project Administrator

(Typed Name & Title of Authorized Officer)

6-1-76

(Date of Application)

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