BOARD OF SUPERVISORS - COUNTY OF MARIPOSA

RESOLUTION NO. 74-87

(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 # ________________________
   between the Employment Development Department as Prime Sponsor
   and the County of Mariposa as Subgrantee should be and the same
   is hereby approved.

2. The Chairman of the Board of Supervisors and John L.
   Rotundo 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 20th
   day of August, 1974, by the following vote:

   AYES: Davis, Hurlbert, Long, Moffitt, Richardson

   NOES: None

   NOT VOTING: None

   ABSENT: None

   ____________________
   HERBERT R. DAVIS, JR.
   Chairman of the Board

   ____________________
   EDEN P. RITTER, County Clerk and
   Ex-Officio Clerk of the Board
MARIPOSA COUNTY

MANPOWER PLAN

FY 1975

C.E.T.A.

TITLE I
GENERAL STATEMENT:
Mariposa County's 1,455 square miles form a rough triangle joined on
the northeastern side by Tuolumne County, on the southeast by Madera
County, and on the west by Merced County. The terrain is noted for
its rugged scenic beauty; the eastern part of the county lies within
famous Yosemite National Park. The Park is open year-round.

In addition to the Park which serves people from all over the world,
the County has a wide variety of recreation activities.

Many people who live in the County are held there by the availability
of recreation or are attracted by its distance from city life.

Our population as of the 1970 census is 6,015. However the County
is growing rapidly, the current population is 8,200. Approximately
95% of the County is White, American Indians 3%, and the Spanish
Americans 2%. The unemployment rate as of April 1974 was 9.8%.
11.5% of the families are below poverty level.

The area has no important industries other than those that center
around tourism, and the employment-unemployment picture is character-
ized by extremes, depending on the season. During the winter and early
spring, the rate of unemployment may exceed 14% of the work force,
dropping to around 5% at the height of the summer tourist season.
Total civilian employment rises sharply from its winter low to a July
peak. Most of the change is in services, but government employment
also rises when the National Park Service adds many summer jobs.

Many of the jobs connected with tourism do not provide direct benefits
to Mariposa County residents. The bulk of the summer jobs are filled
from outside the county by workers who follow the tourist seasons,
and who leave in the fall. Their day-to-day purchases are made in
Yosemite Valley, but they go to Fresno or Merced for major purchases.

SPECIFIC STATEMENT:
1. There is no significant shortage in occupations, however, surpluses
do exist in semi-skilled clerical and maintenance occupations.

2. Population groups most in need of manpower services consist of:
Veterans, especially Vietnam era; it is recognized that these people
have been out of the labor force while serving their country. It is
felt that those veterans who are not going on to college deserve
some concentrated in-depth vocational training in a marketable skill
allowing them to obtain jobs as quickly as possible following their
discharge.
Special consideration will be given to unemployed persons who are the most severely disadvantaged in terms of the length of time they have been unemployed and their prospects of finding unsubsidized employment.

Special consideration will be given to welfare recipients and to those who have participated in manpower training programs, for whom work opportunities are not otherwise immediately available.

3. Training will be given in park maintenance and caretaking, clerical, auto mechanics, machine shop and welding.

4. The first most important result will be jobs-for-the-job ready unemployed or underemployed county residents at entry level positions who need only opportunity. Participants will receive equal treatment identical to other entry employees of the county. Secondly, through meaningful manpower work experience, the participants will be able to improve and/or upgrade their job-skills to better prepare them to enter unsubsidized employment in the public or private sector. We hope to provide:

a. Part-time work experience in the public and private non-profit sectors for approximately eight (8) in-school disadvantaged youth during the school year.

b. Full-time work experience in the public and private non-profit sectors for approximately seven (7) unemployed out-of-school youth and adults.

c. Part-time summer work experience in the public and private non-profit sectors for approximately twenty (20) economically disadvantaged in-school youth.

5. We will develop employment opportunities by soliciting public agency support in placing participants into available civil service positions. Solicit jobs with private business. Advertise in the local paper.

6. We anticipate no career occupations.

7. The following persons were appointed by the Board of Supervisors to sit on the Mariposa County CETA Planning Council:

- John Allen, Mariposa Business
- Jerry Vogt, Mariposa Labor
- Virgil Mullis, Mariposa Educator
- John Anderson, Mariposa Agricultural
- Jess McNally, Mariposa Welfare
- Billy Martin, Merced E.D.D.

The members are representative of the community in business, education, government and welfare. They are ethnically balanced to represent the needs of the minority population.

8. We will recruit, select and determine the eligibility of participants by advertising in the papers, notifying the Welfare Department, and the School District, assess family income, and other relative factors.
9. The programs we have had in the past are: PEP, OM, and NYC, all will be continued.

10. In regard to grievances, we send a letter to the employers, and advise the participants, that if there are any grievances, to refer them to the Project Administrator. Any subsequent steps will be taken in accordance with State regulations.

11. We are using existing services and facilities.

<table>
<thead>
<tr>
<th>Budgetary Breakdown (Operation Mainstream &amp; Out-of-School)</th>
<th>Sponsor</th>
<th>Federal</th>
</tr>
</thead>
<tbody>
<tr>
<td>Participant Wages or Allowances</td>
<td>0</td>
<td>$20,416.00</td>
</tr>
<tr>
<td>Fringe Benefits</td>
<td>0</td>
<td>612.00</td>
</tr>
<tr>
<td>Selection &amp; Referral</td>
<td>0</td>
<td>122.00</td>
</tr>
<tr>
<td>Couseling &amp; Follow-up</td>
<td>0</td>
<td>1,215.00</td>
</tr>
<tr>
<td>Management and Administration</td>
<td>0</td>
<td>2,296.00</td>
</tr>
<tr>
<td>Supervision &amp; Training (In Kind)</td>
<td>$4,600.00</td>
<td>0</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$4,600.00</td>
<td>$24,661.00</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Budgetary Breakdown (In School NYC)</th>
<th>Sponsor</th>
<th>Federal</th>
</tr>
</thead>
<tbody>
<tr>
<td>Participant Wages or Allowances</td>
<td>0</td>
<td>$6,010.00</td>
</tr>
<tr>
<td>Fringe Benefits</td>
<td>0</td>
<td>180.00</td>
</tr>
<tr>
<td>Selection &amp; Referral</td>
<td>0</td>
<td>135.00</td>
</tr>
<tr>
<td>Couseling &amp; Follow-up</td>
<td>0</td>
<td>878.00</td>
</tr>
<tr>
<td>Management &amp; Administration</td>
<td>0</td>
<td>528.00</td>
</tr>
<tr>
<td>Supervision &amp; Training (In Kind)</td>
<td>$1,306.00</td>
<td>0</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$1,306.00</td>
<td>$7,731.00</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Budgetary Breakdown (Summer Jobs NYC)</th>
<th>Sponsor</th>
<th>Federal</th>
</tr>
</thead>
<tbody>
<tr>
<td>Participant Wages or Allowances</td>
<td>0</td>
<td>$10,500.00</td>
</tr>
<tr>
<td>Fringe Benefits</td>
<td>0</td>
<td>315.00</td>
</tr>
<tr>
<td>Selection &amp; Referral</td>
<td>0</td>
<td>169.00</td>
</tr>
<tr>
<td>Couseling &amp; Follow-up</td>
<td>0</td>
<td>795.00</td>
</tr>
<tr>
<td>Management &amp; Administration</td>
<td>0</td>
<td>864.00</td>
</tr>
<tr>
<td>Supervision &amp; Training (In Kind)</td>
<td>$2,149.00</td>
<td>0</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$2,149.00</td>
<td>$12,643.00</td>
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</tbody>
</table>
I. ENROLLMENT AND TERMINATION SUMMARY

<table>
<thead>
<tr>
<th>Program Year-to-Date Plan</th>
<th>9/30</th>
<th>12/31</th>
<th>3/31</th>
<th>6/30</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>(a)</td>
<td>(b)</td>
<td>(c)</td>
<td>(d)</td>
</tr>
<tr>
<td>A. TOTAL INDIVIDUALS TO SERVED</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1. Individuals Entering This Program Year</td>
<td>18</td>
<td>20</td>
<td>17</td>
<td></td>
</tr>
<tr>
<td>2. Individuals Carried Over From Previous Program Year</td>
<td>18</td>
<td>30</td>
<td>17</td>
<td></td>
</tr>
<tr>
<td>B. TOTAL INDIVIDUALS TO BE TERMINATED DURING PROGRAM YEAR</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1. Total Entering Employment</td>
<td>3</td>
<td>5</td>
<td>12</td>
<td></td>
</tr>
<tr>
<td>a. Direct Placements, No CETA Training or Employment</td>
<td>1</td>
<td>2</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>b. Indirect Placements Following CETA Training/Employment</td>
<td>1</td>
<td>2</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>c. Self Placement</td>
<td>1</td>
<td>2</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>2. Other Positive Terminations</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3. Non-Positive Terminations</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>C. NO. INDIVIDUALS PLANNED TO BE ENROLLED AT THE END OF EACH QUARTER (A minus B)</td>
<td>15</td>
<td>15</td>
<td>35</td>
<td></td>
</tr>
</tbody>
</table>

II. PLANNED ENROLLMENTS IN PROGRAM ACTIVITIES

<table>
<thead>
<tr>
<th>Program Activity</th>
<th>Total Served</th>
<th>Currently Enrolled</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Classroom Trng., Prime Sponsor</td>
<td></td>
<td></td>
</tr>
<tr>
<td>B. Classroom Trng., Voc. Ed.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>C. On-the-Job Training</td>
<td></td>
<td></td>
</tr>
<tr>
<td>D. Public Service Employment</td>
<td></td>
<td></td>
</tr>
<tr>
<td>E. Work Experience</td>
<td></td>
<td></td>
</tr>
<tr>
<td>F. Other Activities</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

III. SUMMARY FINANCIAL PLAN ($ in Thousands)

| A. Total CETA funds available during this program year | 18,575 |
|                                                         |       |
| 1. Funds carried in from previous program year or other grants | 0 |
| 2. New Funding | 48,575 |
| B. Total projected expenditures for this program year | 31,922 |
| 1. Administration | 2,994 |
| 2. Allowances | 28,526 |
| 3. Housing | 855 |
| 4. Training | 13,653 |
| 5. Services |             |
| C. Total CETA funds to be carried into next grant program year (A minus B) | 13,653 |

IV. CUMULATIVE PROJECTIONS BY QUARTER OF FINANCIAL PLAN ($ in Thousands)

| A. Prime Sponsor Obligations | 10,797 | 21,594 | 31,922 |
| B. Total Projected Expenditures by Program Activity: (See III. B.) (Sum of B.1 through B.6) | 10,797 | 21,594 | 31,922 |

V. SIGNIFICANT SEGMENTS. Indicate the number of individuals in each segment to be served cumulatively during the program year. Significant segments may be identified by the manpower administrator or the prime sponsor.

<table>
<thead>
<tr>
<th>Significant Segments</th>
<th>9/30</th>
<th>12/31</th>
<th>3/31</th>
<th>6/30</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Hispanic-Amer.</td>
<td>1</td>
<td>1</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>B. Amer.-Indian</td>
<td>2</td>
<td>4</td>
<td>12</td>
<td></td>
</tr>
<tr>
<td>C. Other Non-White</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>D. Woman</td>
<td>11</td>
<td>14</td>
<td>30</td>
<td></td>
</tr>
<tr>
<td>E. Veterans</td>
<td>1</td>
<td>2</td>
<td>2</td>
<td></td>
</tr>
</tbody>
</table>

VI. OTHER ACTIVITIES (Reference III. E-Y, V. B, E) Indicate other activities or special programs on attachment. Describe their objectives and list milestones toward their achievement in a quantitative or narrative presentation. (Optional)

VII. A. SIGNATURE

B. DATE SIGNED
Assurances and Certifications

d. It will comply with requirements of the provisions of the Uniform Relocation Assistance and Real Property Acquisitions 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.

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

f. The program under the Act does not involve political activities.

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

h. It will give the 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 grant.

i. No person with responsibilities in the operation of any program under the Act will discriminate with respect to any program to any program participant or any applicant for participation in such program because of race, creed, color, national origin, sex, political affiliation or beliefs. (Sec. 603(1), 512)

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. (Sec. 603(3))

k. Appropriate standards for health and safety in work and training situations will be maintained. (Sec. 603(5))

l. Conditions of employment or training will be appropriate and reasonable with regard to the type of work, the geographical region and the proficiency of the applicant. (Sec. 603(4))

m. Appropriate workman's compensation protection will be provided to all participants. (Sec. 603(6))

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. (Sec. 603(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. (Sec. 603(8))
p. Training and related services will, to the maximum extent practicable, be consistent with every individual's fullest capabilities and lead to employment opportunities which will enable participants to become economically self-sufficient. (Sec. 603(9), 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 opportunity for employment. (Sec. 603 (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 prime sponsor's grant. (Sec. 603(11))

s. It will submit reports as required by the Secretary and will maintain records and provide access to them as necessary for 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 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. (Sec. 603(12), 311(c))

t. The program will, to the maximum extent feasible, contribute to the occupational development or upward mobility of individual participants. (Sec. 603(13))

u. The program has adequate administrative and accounting controls, personnel standards, evaluation procedures, availability of in-service training and technical assistance programs, and other policies as may be necessary to promote the effective use of funds. (Sec. 603(14))

v. The program makes appropriate provision for the manpower needs of youth in the area served. (Sec. 603(15)), and will assure that

(1) Individual receiving training on the job shall be compensated by the employer of 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 law. (Sec. 111(b))
(2) Persons employed in public service jobs under this Act 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, (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. (Sec. 203(a)(2))

w. It will comply with the labor standards requirements set out in section 606 of the Act.

x. It will comply with all requirements imposed by the Department of Labor concerning special requirements of law, program requirements, and other administrative requirements approved in accordance with Office of Management and Budget Circular No. A-102.

v. Services and activities provided under this Act will be administered by or under the supervision of the applicant. (Sec. 105(a)(1)(D)) (Sec. 205 (c)(1))

4. The applicant further assures and certifies that neither it nor any other units planned for participation in the project are listed on a debarred list due to violations of Titles VI or VII of the Civil Rights Act of 1964, nor are any proposed parties to the contract aware of any pending action which might result in such debarment.
B. Additional Assurances Relating to Public Service Employment Programs and
All Activities Funded Under Title II

The grantee also will:

1. assure, for programs under Title II of the Act, that 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 that the public services provided by such jobs shall,
   to the extent feasible, be designed to benefit the residents of
   such areas; (Sec. 205(c)(3))

2. assure that 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 designated 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; 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; (Sec. 205
   (c)(4))

3. assure (1) that special consideration in filling jobs will be given
   to unemployed persons who served in the armed forces in Indochina
   or Korea on or after August 5, 1964, in accordance with criteria
   established by the Secretary (and who have received other than
   dishonorable discharges), and (2) that it shall (i) make special
   efforts to acquaint such veterans with the program and the public
   service jobs available to veterans under the Act, and (ii) coordinate
   efforts in behalf of such veterans with those activities authorized
   by chapter 41 of Title 38, United States Code (relating to Job
   Counseling and Employment Services for Veterans), or carried out
   by other public or private organizations or agencies; (Sec. 205(c)(5))

4. assure that, 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;
   (Sec. 205(c)(6))

5. assure that 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 and their prospects for finding employment 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; (Sec. 205 (c)(7))
6. assure that no funds will be used to hire any person to fill a job opening 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; (Sec. 205(c)(8))

7. assure that due consideration be given to persons who have participated in manpower training programs for whom employment opportunities would not be otherwise immediately available;

8. assure that periodic review procedures established pursuant to section 207(a) of the Act will be complied with; (Sec. 205(c)(17))

9. assure that 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 Title II to assist; (Sec. 205(c)(18))

10. assure that, 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, and (3) 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; (Sec. 205 (c) (19))

11. assure that all persons employed under any program, other than necessary technical, supervisory, and administrative personnel, will be selected from among unemployed and underemployed persons; (Sec. 205(c)(20))

12. assure that the program will, to the maximum extent feasible, contribute to the elimination of artificial barriers to employment and occupational advancement, including civil service requirements which restrict employment opportunities for the disadvantaged; (Sec. 205(c)(21))
13. assure that 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; (Sec. 205(c)(22))

14. assure that 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; (Sec. 205 (c)(23))

15. assure that 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; (Sec. 205(c)(24))

16. assure that jobs are in addition to those that would be funded by the sponsor in the absence of assistance under this Act.

C. Special Certification for State Grantees

A State grantee further assures and certifies that it will comply with the requirements and provisions of section 106 and section 107 of the 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.

John L. Rotondo
(Legal Name of Applicant)

Mariposa Co. Parks & Recreation
P. O. Box 278
(Address)
Mariposa, California 95338

John L. Rotondo
Project Administrator
(Signature of Authorized Officer)

August 12, 1974
(Date of Application)