

DEPARTMENT: Human Services Dept. BY: Tom Archer PHONE: 966-3609  
Social Services Division

**RECOMMENDED ACTION AND JUSTIFICATION:** (Policy Item: Yes \_\_\_ No X)

It is recommended that your board approve adding an Employment and Training Worker II to the Department of Human Services in order to enable the Department to meet its responsibilities in implementing the CalWorks welfare reform plan adopted by Board Action on December 2, 1997. This position is 100% funded by Federal and State allocations and will not add to county general fund costs. The Employment and Training Worker will permit the Department's CalWORKs program to meet Federal and State participation requirements which require all non-exempt public assistance recipients to participate in job related activities at least 20 hours per week at this time, increasing to 26 hours per week on July 1, 1998, and 32 hours per week in January 1999. The Department is in the process of phasing in 150 new program participants by January 1999 and will double the average number of Employment and Training participants from over 200 to over 400 by early 1999. This is in addition to the many new program requirements, data collection, and reporting contained in the CalWORKs plan.

**BACKGROUND AND HISTORY OF BOARD ACTIONS:**

California adopted a welfare reform plan in August 1997 entitled CalWorks. This plan time limits benefits and places a number of other restrictions on receiving public assistance which has the effect of greatly increasing program participation rates among potential public assistance recipients and service requirements on Counties to assist recipients to become job ready and achieve family self-sufficiency. Mariposa County's CalWorks plan received State Certification in February 1998. The Mariposa County Department of Human Services began implementing program requirements and phasing in program participants in January 1998 at a rate to meet required Federal participation rates and Mariposa County's CalWorks Plan commitments. CalWorks was anticipated to create major workload increases in several service areas but the Department chose to wait on requesting additional staff until a better understanding of the impact could be gained. The requested staff will enable the Department to continue successful implementation of CalWORKs and anticipated welfare reform.

**LIST ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:**

Do not approve request. The Department would have a difficult time meeting CalWorks requirements and in some areas may not be able to meet required participation rates. Waiting lists would have to be established in some service areas.

COSTS: ( ) Not Applicable

A. Budgeted current FY 98/99 \$ 35,222  
 B. Total anticipated costs \$ 35,222  
 C. Required additional funding \$ 0  
 D. Internal Transfers \$ \_\_\_\_\_

SPECIAL INSTRUCTIONS:

List the attachments and number the pages consecutively:

SOURCE: ( ) 4/5ths Vote Required

A. Unanticipated revenues \$ \_\_\_\_\_  
 B. Reserve for contingencies \$ \_\_\_\_\_  
 C. Source description: \_\_\_\_\_  
 Balance in Reserve for Contingencies, if approved: \$ \_\_\_\_\_

CLERK'S USE ONLY:

Res. No.: 98-208 Ord. No. \_\_\_\_\_  
 Vote - Ayes: 5 Noes: \_\_\_\_\_  
 Absent: \_\_\_\_\_ Abstained: \_\_\_\_\_  
 Approved ( ) Denied  
 Minute Order Attached ( ) No Action Necessary

ADMINISTRATIVE OFFICER'S RECOMMENDATION:

This item on agenda as:

Recommended  
 Not Recommended  
 For Policy Determination  
 Submitted with Comment  
 Returned for Further Action

The foregoing instrument is a correct copy of the original on file in this office.

Date: \_\_\_\_\_

ATTEST: MARGIE WILLIAMS, Clerk of the Board  
County of Mariposa, State of California

BY: \_\_\_\_\_  
Deputy

Comment: \_\_\_\_\_

A.O. Initials: JK