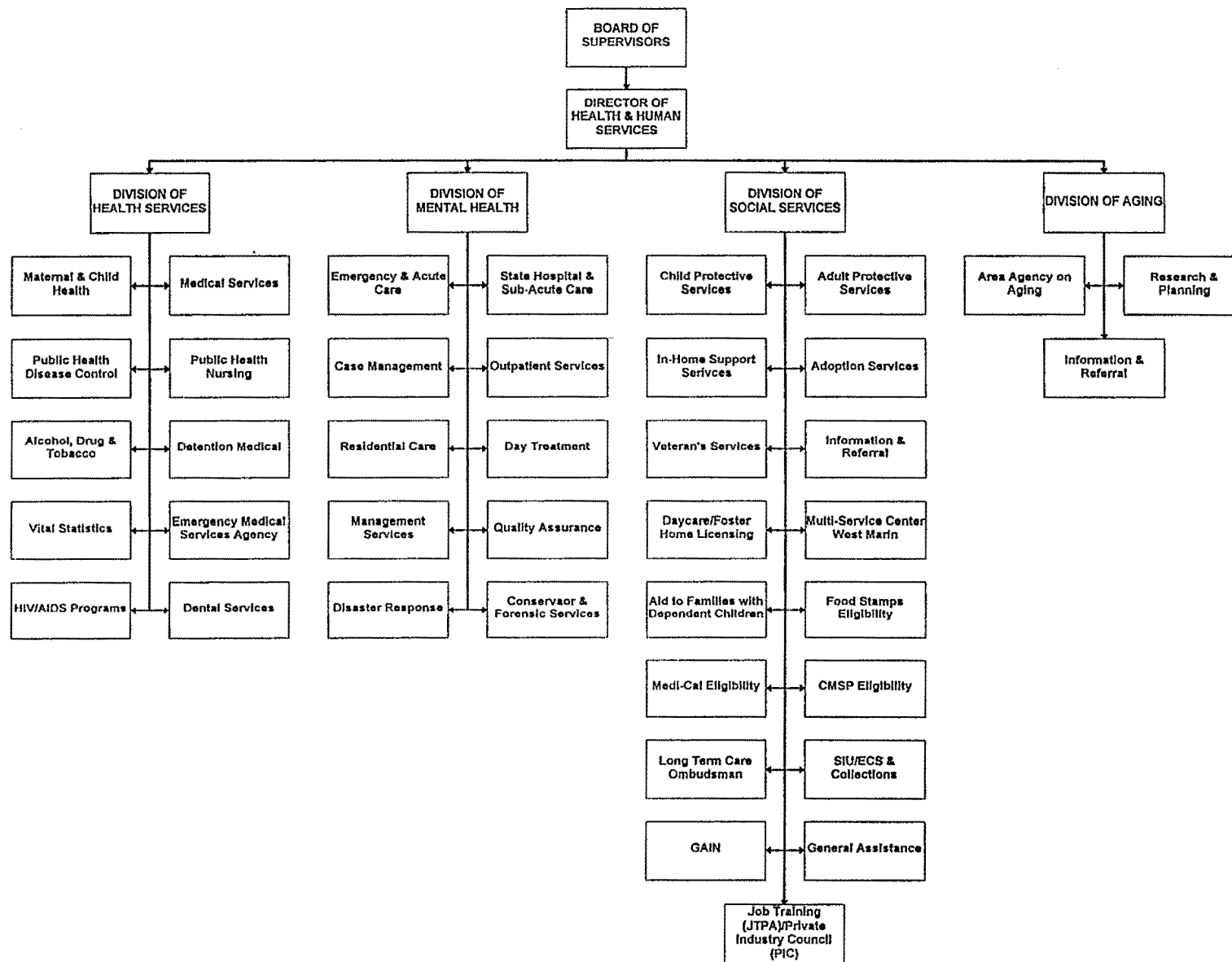


MARIN COUNTY

DEPARTMENT OF HEALTH & HUMAN SERVICES



County Plan Budget 1997/98 State Fiscal Year

	Total	FCS	State General Fund	County Funds *	Other **
Food Stamp Administration (For County MOE Purposes)	1,263,264		917,130	346,134	

* When combined with food stamp administration, the total level of estimated county funds for CalWORKs administration and services should of Section 15204.4 of the W&I Code which specifies that counties expend an amount for these programs that, when combined with the amo 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 separate page.

County Plan Budget
1997/98 State Fiscal Year

	Total	TANF/State General Fund	CCDBG	Title XIX	County Funds *	Other **
TOTAL CalWORKs Admin & Services Items (A) thru (D)	3,234,617	2,761,891	52,006		420,720	
(A) TOTAL CalWORKs Single Allocation Items (1) thru (7)	2,902,923	2,458,697	52,006		392,220	
		898,018				
(1) Benefit Administration	1,796,233	639,583			258,632	
		103,996				
(2) Program Integrity (Fraud)	207,996	96,811			7,389	
		17,920				
(3) Staff Development/Retraining	35,840	12,759			5,161	
		365,716				
(4) Welfare-to-Work Activities	731,436	258,002			109,718	
		13,700				
(5) Cal Learn	27,400	12,720			980	
(6) Child Care - 1st half of 1997/98	104,018	41,672	52,006		10,340	
(7) Other Activities ***						
(B) Child Care - 2nd half of 1997/98	285,002	258,502			28,500	
(C) Mental Health Treatment	17,293	17,293				
(D) Substance Abuse Treatment	29,399	29,399				

* When combined with food stamp administration, the total level of estimated county funds for CalWORKs administration and services 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 separate page.

*** Please identify "other activities" on a separate page.

Note the top numbers in the TANF General Fund represent federal dollars and the bottom numbers represent state dollars.

MARIN EMPLOYMENT CONNECTION MEMBER LISTCenter-Based Partners

State of California Employment Development
Department

Marin County Department of Health &
Human Services, Division of Social Services,
Employment & Training Branch

Marin County Office of Education

College of Marin

Tamalpais Adult High School

Redwood Empire Small Business Develop-
ment Center

Green Thumb

Marin Education Fund

Community-Based Partners

Marin Center for Independent Living

Marin City Project

Canal Community Alliance

Novato Human Needs Center

YWCA of Marin

Catholics Charities - Asian Advocacy Project

State of California Department of Rehabil-
itation

Marin Housing Authority Family Self-
Sufficiency Program

Center Point

Marin Conservation Corps

Marin Literacy Program

Marin Jobs Program

Shelter Hill Computer Learning Center

Buckelew Programs

Goodwill Industries

Integrated Community Services

Partners in Rehabilitation

COORDINATED YOUTH SERVICES COUNCIL (CYSC)
MEMBER LIST

Marin CASA Program	W. Marin Collaborative for Healthy Children
Commonweal	Matrix
Marin County Department of Health & Human Services, Division of Public Health Division of Social Services Division of Mental Health	Child Therapy Institute Marin County Office of Education Novato Youth Center
Novato Unified School District	Big Brothers Big Sister of Marin
Marin County Department of Probation	Marin Child Care Council
Huckleberry Youth Programs	Full Circle Programs
Alternative Family Services	Family Service Agency
Children's Garden	Marin City Project
Center for the Family in Transition	Canal Community Alliance
Catholic Charities	Homeward Bound of Marin
Bay Area Community Resource/ New Perspectives	Jewish Family and Children's Services
Tamalpais Union High School District	San Rafael School District

Marin Employment C.O.N.N.E.C.T.I.O.N

A partnership coordinated by County of Marin Department of Health & Human Services, Division of Social Services, Employment & Training Branch, the State of California Employment Development Department, and the Marin County Private Industry Council

CLIENT SERVICES EVALUATION

The Marin Employment Connection (MEC) wants to offer our clients the best service possible. Please share your comments on the service you received. We will consider your suggestions in planning future programs.

Thank you!

Date(s) of Service

Who referred you to MEC?

In which MEC program did you participate? (Please circle those that apply.)

- | | | |
|--|------------------------|--|
| a) METRO Orientation | e) Initial Assistance | j) Limited English Action Program (LEAP) |
| b) Training Opportunities | Workshop (IAW) | k) Computer Assisted Learning Lab (CALL) |
| Information Session (TOIS) | f) Job Services | l) Cal-Works Orientation |
| & California Training Benefits (CTB) Orientation | g) Marin Job Seekers | m) Focus On Success Workshop |
| c) JTPA Eligibility Determination | h) Veterans' Services | n) Summer Youth Employment Program |
| d) JTPA Assessment & Training | i) Marin Professionals | |

At your initial contact with MEC, what expectations did you have about the service you would receive?

PLEASE RATE THE FOLLOWING SET OF QUESTIONS USING THIS SCALE:

1 Strongly Agree

2 Agree

3 No Opinion

4 Disagree

5 Strongly Disagree

1. I received prompt attention.	1	2	3	4	5
2. The services I received matched my expectations.	1	2	3	4	5
3. The services I received met my needs.	1	2	3	4	5
4. I was told exactly what services would be provided.	1	2	3	4	5
5. I received exactly those services promised.	1	2	3	4	5
6. I received personal attention.	1	2	3	4	5
7. I felt the employee was sincerely interested in solving my problems.	1	2	3	4	5
8. The employee understood my specific needs.	1	2	3	4	5
9. I felt the employee had the knowledge to answer my questions.	1	2	3	4	5
10. I felt the employee eagerly responded to my needs.	1	2	3	4	5
11. Employees treated me with courtesy and respect.	1	2	3	4	5
12. I have confidence in the employees who helped me.	1	2	3	4	5

More >

13. Do you have any needs *beyond* the services you received?

14. If unable to assist you, did the employee refer you to a provider who *could* offer the services you need?

YES NO COMMENTS _____

15. Would you use the services of the Marin Employment Connection in the future?

YES NO COMMENTS _____

16. Would you recommend the services of the Marin Employment Connection to a friend?

YES NO COMMENTS _____

PLEASE ANSWER THE FOLLOWING QUESTIONS ABOUT OUR OFFICES.

17. What expectations did you have about the physical location in which services would be provided?

Please rate the following set of questions using this scale:

1 Strongly Agree 2 Agree 3 No Opinion 4 Disagree 5 Strongly Disagree


18. The facilities are conveniently located and easy to find? 1 2 3 4 5

19. The facilities are clean and neat? 1 2 3 4 5

20. Have you any other comments regarding the *facilities* or the *services* you received?

Thank you for taking the time to share your comments with us!

Top Five Reasons For Not Being In The Workforce By Aid Type
Marin County^(1,2)
(% Of Aid Recipients Who Indicated Selected Barrier)

 Common barrier for all aid types

Barrier Stated By Recipient	AFDC
Cannot Find Child Care	30%
Child's Health Problems	26%
In School/Training	25%
Not Enough Job Skills/Experience	19%
Transportation Problems	12%

Barrier Stated By Recipient	GA
Drug Or Alcohol Problems	47%
Mental Health Problems	37%
Personal Disability	21%
Transportation Problems	16%
Personal Health Problems	11%

Barrier Stated By Recipient	UI
Available Jobs Do Not Pay Enough	18%
Not Enough Job Skills/Experience	13%
Transportation Problems	8%
Available Jobs Are Not Enough Hours	7%
In School/Training	7%

Barrier Stated By Recipient	Food Stamps
Personal Disability	32%
Available Jobs Do Not Pay Enough	24%
Drug Or Alcohol Problems	20%
Mental Health Problems	16%
Transportation Problems	16%

Note: (1) "Unable to find job" and "just laid off or fired" were excluded due to overwhelming response
 (2) Includes only top 5 reasons per aid type; does not indicate a zero percent response for other barriers
 Source: WPIT survey conducted May-June, 1997

A Measure of How Families Are Doing

The 10 categories listed across the top of this chart are elements of family life that can be measured to determine if and where a family is at risk. The descriptors in the shaded rows are not meant to offer a total picture of families functioning at each stratum of well-being, but instead, are intended to provide general characteristics of families who fall in the three strata.

	SHELTER	NUTRITION	HEALTH CARE	ALCOHOL/ DRUG USE	EMPLOY- MENT	INCOME/ BUDGET	ADULT EDUCATION	CHILDREN'S EDUCATION	PARENTING	FAMILY RELATIONS
THRIV- ING This family is growing and contributing to its and the community's well-being	<ul style="list-style-type: none"> lives in housing of choice spends less than 20% of income for shelter feels safe and secure in home and neighborhood 	<ul style="list-style-type: none"> can afford a variety of foods has appliances, utensils to prepare food in a variety of methods has and uses knowledge of basic nutrition 	<ul style="list-style-type: none"> established with health care professionals covered by comprehensive insurance practices preventive health habits 	<ul style="list-style-type: none"> members do not use illegal drugs, alcohol used in moderation, if at all former abusers are following effective recovery treatment parents help children learn skills needed for healthy abuse-free lifestyle 	<ul style="list-style-type: none"> constant new development of transferable skills employed by thriving business offering comprehensive benefit package steady advancement in career of choice 	<ul style="list-style-type: none"> sufficient to allow family choices able to save 10% of income established relationship with financial institution pays bills on time, manages debt load without depriving family 	<ul style="list-style-type: none"> has post-secondary education or training positive supportive attitude toward learning, takes advantage of opportunities to learn sets and pursues long-range career and personal goals 	<ul style="list-style-type: none"> little or no absenteeism high marks in most subjects no discipline problems children are leaders among other students 	<ul style="list-style-type: none"> children live with parents or permanent guardians mutually agreed upon rules and expectations, conflicts easily negotiated children happy, socially well-adjusted children enjoy parents 	<ul style="list-style-type: none"> strong, supportive network of family and friends active in community strong, positive family identity nurturing; consistently care for family members
SAFE This family is secure and has the potential to move forward	<ul style="list-style-type: none"> lives in affordable housing spends less than 1/3 of income for shelter able to secure home, feels safe in neighborhood 	<ul style="list-style-type: none"> has enough food to satisfy hunger has appliances and utensils needed to prepare food understands basic nutrition eats three meals a day 	<ul style="list-style-type: none"> can get medical care when needed insurance covers partial cost of care, can make arrangements to pay balance sound, basic health, hygiene practices; seeks timely treatment 	<ul style="list-style-type: none"> no drug or alcohol abuse in immediate family abusers have sought treatment parents discuss use of drugs/alcohol with children and model appropriate behavior 	<ul style="list-style-type: none"> has attained marketable skills employed by secure company offering some benefits long-term employment 	<ul style="list-style-type: none"> sufficient to meet basic family needs plans and sticks to monthly budget, saves when possible able to obtain secured debt pays bills on time, delays purchases to handle debt load 	<ul style="list-style-type: none"> have high school diploma (GED) ambivalent attitude toward learning sets and pursues short-term career and personal goals 	<ul style="list-style-type: none"> absenteeism is not high enough to be a concern passing marks in all subjects few discipline problems children get along with other students 	<ul style="list-style-type: none"> children live with parents and are physically, emotionally safe realistic rules, manageable conflict children usually happy, outgoing, little violence or aggression able to relate to parents 	<ul style="list-style-type: none"> positive extended family support feel a part of the community sense of family unit members physically safe, emotionally secure; seek to change negative habits
AT RISK This family cannot meet its needs; growth potential of its members is minimal	<ul style="list-style-type: none"> lives in temporary or shared housing spends over 1/3 of income for shelter deterioration of housing conditions; feels afraid in home neighborhood 	<ul style="list-style-type: none"> not enough food; family members are hungry unable to prepare food little or no nutritional knowledge eats when food is available 	<ul style="list-style-type: none"> can't always get medical care not covered by insurance, inadequate income doesn't care for self, ignores health problems 	<ul style="list-style-type: none"> use of illegal drugs/abuse of alcohol or prescription drugs abuser denies problem, refuses to seek treatment no discussion of drugs/alcohol usage in home, parents exhibit abusive behavior 	<ul style="list-style-type: none"> minimum/entry-level job skills short-term temporary or no employment; no benefits, no growth opportunities lacks job-seeking skills 	<ul style="list-style-type: none"> unable to meet its basic needs spontaneous, inappropriate spending; no savings unable to obtain credit unpaid bills; overwhelming debt load 	<ul style="list-style-type: none"> school dropout, history of academic failure does not consider learning important does not set nor pursue systematic career and personal goals 	<ul style="list-style-type: none"> high absenteeism failing one or more subjects continual discipline problem children in conflict with other students 	<ul style="list-style-type: none"> outside placement; threatened children have run away from home unrealistic or nonexistent rules; constant conflict children unhappy, withdrawn, violently aggressive fearful of parent(s) 	<ul style="list-style-type: none"> members do not relate to one another isolated from others no family identity; family make-up changes frequently nurturing withheld, members are subjected to physical violence

A MEASURE OF HOW FAMILIES ARE DOING

FAMILY NAME _____

TODAY'S DATE _____

INTAKE DATE _____

WORKER _____

"T" = Thriving

"S" = Safe

"A" = At Risk

1 _____

2 _____

3 _____

4 _____

5 _____

_____ Shelter

_____ Income/Budget

_____ Nutrition

_____ Adult Education

_____ Health Care

_____ Children's Education

_____ Alcohol/Drug Use

_____ Parenting

_____ Employment

_____ Family Relations

Public comments received re: Draft CalWORKs Plan.

- 1) Marin Abused Woman's Services (2 pages)
- 2) Abraham Copperman (1 page)
- 3) Marin Senior Coordinating Council (2 pages)
- 4) Rita Bullinger - Eligibility Worker (2 pages)
- 5) Center Point Inc. (2 pages)
- 6) William Luft (1 page)
- 7) Parent Services Project Inc. (2 pages)
- 8) Marin Child Commission (2 pages)
- 9) Tim McClain - Employment Counselor (4 pages)
- 10) December 14, 1998 WIN Minutes re: CalWORKs draft plan review (5 pages)

MARIN ABUSED WOMEN'S SERVICES

Comments on Draft of County Plan to Implement Welfare Reform Domestic Violence Input

December 3, 1997

Training for County workers on domestic violence:

It is suggested that closer to 8 hours will be needed for initial training of personnel, with additional hours (at least 8) given to Employment Counselors.

Specialization of County workers:

It is an absolute necessity that County workers be specialized in the handling of domestic violence cases. Across the country, district attorneys offices, courts, victim-witness assistance centers, probation departments, police departments and hospitals are developing "vertical prosecution" formats which allow the victim to deal with one specialized person throughout the process to minimize stress on the victim, and to assure sensitivity to and awareness of domestic violence issues and protocol.

Employment and Training Plans; Assessment; Good Cause criteria:

All of these categories need to take into account the fact that the battered woman will very often be unable to work at all due to the need for secrecy of her location in escaping the batterer. It is our experience that a woman staying at our shelter is unable to retain her job due to the fact that the batterer would be able to follow her to the shelter, posing a risk to herself and shelter staff. This is typical shelter policy.

It is also common for the batterer to disturb the woman at her place of work, putting her and her co-workers at risk of physical harm, and often with the result that the woman loses her job.

Domestic violence victims are stalked; they are hunted down and harassed by their batterer, by every method known. A person being stalked in this way is a person fearful of leaving her residence. A woman being stalked and harassed in this way is a woman who is always looking over her shoulder; who is subject to intense fear and anxiety. This affects her ability to concentrate on a job, to make long term plans and implement them, and even to manage paperwork.

1717 Fifth Avenue • San Rafael, CA 94901 • (415) 457-2464 • Fax (415) 457-6457

Marin Abused Women's Services is a member agency of United Way of the Bay Area

MARIN ABUSED WOMEN'S SERVICES

When a woman makes the move to leave her batterer, she will be fleeing her home and seeking a safe and secret place to stay while making a safety plan for herself and her children. To find a shelter that has an opening, or to find a friend or relative that can house her, may take her far away from the county; she may also find that she has to move more than once.

Women leaving the violent home often do so without being able to take a car, clothes or documents and may not have access to money. This means she will not have transportation to get to a job.

She will need childcare for the children which is hard to find in the best of circumstances, but impossible when she has just moved into a shelter or safe home in a totally new and strange environment. Even when she has a crucial court date, such as a Restraining Order hearing, or a custody evaluation, it is a frequent dilemma for the victim to find the transportation and child care she needs to get to court.

Denial:

Above all, county workers need to be aware that a domestic violence victim will be in denial about all of the above, and/or will tend to minimize or even forget what has happened to her. This will be true even where there are physical injuries she may have sustained which may not have been treated.

Other:

There may be an issue around mandatory reporting requirements for domestic violence as it relates to county workers. What would the county protocol be on confidentiality?

County assessment workers could be an effective point of referral for domestic violence services, including legal. MAWS would be interested in developing a protocol around this.

Thank you for your consideration of our input in this important area.

Yours truly,

Penelope Clark
Advocacy Coordinator

1717 Fifth Avenue • San Rafael, CA 94901 • (415) 457-2464 • Fax (415) 457-6457

Marin Abused Women's Services is a member agency of United Way of the Bay Area

December 6, 1997

Ms. Jane Chopson
Department of Health & Human Services
Division of Social Services
30 N. San Pedro Rd.
San Rafael, Ca 94903

I am impressed with the quality of the draft plan for implementing the CALWORKS program. The lack of decent information regarding the recipients of the program is pronounced. There is a lack of information about those elements required by the legislation. Accordingly the first order of business should be to gather the necessary information in order to ensure that the reality dictate where the needed emphasis might lie.

A second major ingredient which is lacking is housing. It would appear that the State presumed that all the recipients were adequately housed and therefore housing was a non-issue. The only time housing is mentioned is on page 30 in connection with the presence of abuse. Is stable housing needed only in such circumstances? I gather, from attachment 5, utilizing measures to determine the status of a family's well being, that housing has a prominent position. I would recommend that an introductory statement be added. This statement could indicate the need to develop a comprehensive statistical profile of the recipients of the CALWORKS program as well as determining if affordable housing was important to the program.

The plan mentions WIN several times. WIN represents citizen participation, an important and necessary element in planning which impacts the community. However, the reference to WIN appears excessive. There is a section regarding public input to the county plan, and in this section a more complete description of the input provided by WIN, such as the two countywide public forums which WIN held could be included. Perhaps the results of the focus groups held by WIN could be made an attachment to the plan.

I hope this of some use.

Sincerely
William Lippman

cc: Harry Moore

RECEIVED
DEC 11 1997
Ads'd.....

Marin Senior Coordinating Council, Inc.

RECEIVED
DEC 12 1997
Aps'd.....

December 9, 1997

Jane Chopson, Director
Division of Social Services
Department of Health and Human Services
20 North San Pedro Road, Suite 2028
San Rafael, CA 94903

Dear Jane:

At WIN we received your Cal WORKs Plan draft of 11/26/97. Reviewing it, we would like to make a few comments:

Page 2 ~ Paragraph 3:

As per your own words at the WIN meeting: Grand-parents care takers.

Page 3 ~ Paragraph 2:

Programs extensive to Seniors and/or younger individuals who because of isolation or language barriers have difficulties integrating into the system. These may include documented immigrants, who even if they speak English are not accustomed to the procedures used by the American social systems, they need specialized training by the agencies that serve the multicultural community of our county, (i.e.: Whistlestop's Multicultural Department).

Page 9 ~ Paragraph 2 ~ Addition to Essential Skills Training:

One-on-one assistance for the multicultural population of our county which may require extra help integrating into this society's organized frame of mind and procedures; i.e.: bicultural community providers who will understand the frame of mind and feelings of immigrants who have been raised in their own countries, should be the training force for this population, or else intensive cultural sensitive trainings for bilingual service providers who are natives of the United States.

Marin Senior Coordinating Council, Inc.

Page 17 ~ Paragraph 2:

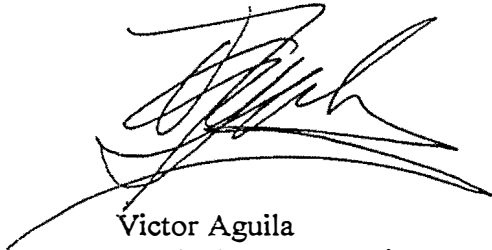
After...", and the provision of community service jobs, with translation materials available in Spanish and other languages to meet the needs of multicultural community.

Page 18 ~ Paragraph 2:


Counseling given to depressed multicultural Seniors by bilingual professionals extensive to their families.

Attachment 2:

Please add: Marin Senior Coordinating Council's Multicultural Department
Marin Independent Elders Project



Victor Aguila
Multicultural Supervisor



Silvia Carrillo
Hispanic Outreach Coordinator

December 9, 1997

Ms. Jane Chopson
Director, Division of Social Services
Dept of Health & Human Services
20 N. San Pedro Road, Suite 2028
San Rafael, CA 94903

Re: Response to draft, Marin County's
CalWORKS plan

Dear Jane,

Thank you for the hard work that this document reveals. Obviously much planning, coordination, and organization has gone into the transition Marin County is making from one form of welfare to its reformed replacement. As someone in the front lines of the implementation of welfare reform, I am keenly interested in Marin County's Plan. I have reviewed this draft for the implementation of CalWORKS legislation and respectfully submit to you the following suggestions and comments:

Page 3, paragr 2, line 2 "This One Stop Service (?) is a..."

Page 9, paragr 2, line 3 "...there is a MEC..."

Page 12, paragr 2, line 1 "Health and Human Services Department" (this occurs several times)

paragr 2, line 8 "The PIC is comprised of representatives from ten private sector businesses as well as from the MCCLC."

paragr 3, last sentence --please state less vaguely how MEC will invite businesses to assist in this process

Page 18, paragr 3, line 2 "...Health and Health Services to develop..."

Page 19, paragr 1, lines 4-5 capitalize entire plan, County Alcohol and Drug Service and Funding Plan (c.f. bottom of same page Bay Area Workforce Preparation Study)

paragr 3 comma after "evaluator,"

Page 23, paragr 3 again plural in H&HS

Page 27, paragr 1, comma in last sentence after employment

paragr 3, line 4 remove "and comma" --just "work sites, wherever ..."

Page 28, line 1 remove comma after posed. Be consistent w/ capitalization of community service

Page 29, paragr 3, line 1 comma after emotionally

Page 30, paragr 2, line 2 remove comma after referred

Attachment 6 needs to be designated as such, consistent w/ preceding 5 attachments

My other comments refer to content:

Page 31-32 The area of outcome measurements developed by the community groups appears vague, ill defined. The last two sentences on page 32 are weak. It seems that the

department has been seeking input from WIN (it's been mentioned throughout the document). Change "If" in the last sentence to "When" and use stronger, more declarative language to show intent and commitment.

Page 34 I would like to see the budget when completed.

Pages 34-36 I found the information on assisting families transitioning off aid and job creation, in general, thin. I would appreciate much more detail here. Please detail "Post employment case management services." What will they entail? how staffed? how budgeted? how tracked? May I suggest an attachment clarifying The Job Creation Investment Fund? Who makes up the planning group the Board of Supervisors will appoint?

In the hopes that these comments prove helpful, I remain

Sincerely,

A handwritten signature in black ink, appearing to read "Rita Bullinger", followed by a horizontal line.

Rita Bullinger
Eligibility Worker
County of Marin
Dept of Health & Human Services

CENTER POINT, INC

Corporate Offices:

809 D Street
San Rafael, CA 94901
(415) 454-7777
(415) 454-7785 Fax
center@ix.netcom.com

December 9, 1997

Ms. Jane Chopson
Director, Division of Social Services
Department of Health and Human Services
20 N. San Pedro Road, Suite 2028
San Rafael, CA 94903

Admissions, Outpatient,

Medical Services:
1011 2nd Street, Ste. 104
San Rafael, CA 94901
(415) 456-6655
(415) 456-0331 Fax

Dear Ms. Chopson,

Adult Residential Program:

888 D Street
San Rafael, CA 94901
(415) 454-9444
(415) 454-4864 Fax

First and foremost I would like to thank you for the tremendous amount of time and effort that you and your department have spent on the development of the Marin County CalWORKS Plan. I am well aware of the difficult nature of this project and the constraints inherent in such a process. Yet, under the direction of Dr. Peters, the Department of Health and Human Services has produced a plan that appears to address the needs of Marin County within the guidelines provided by the State and Federal Governments.

Adolescent Services:

212 D Street
San Rafael, CA 94901
(415) 454-2413
(415) 454-3055 Fax

I would, however, like to accept your offer to submit comments regarding specific aspects of the Plan:

Women's Services:

1477 Lincoln Avenue
San Rafael, CA 94901
(415) 459-2395
(415) 459-1292 Fax

Brookside Shelter:

3151 Brookside Drive
Richmond, CA 94801
(510) 215-2709
(510) 620-0680 Fax

Concord Shelter:

2072 C Arnold Industrial Way
Concord, CA 94520
(916) 825-9222
(916) 825-9221 Fax

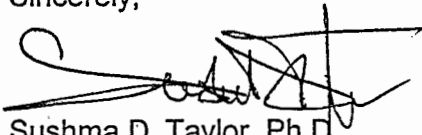
- 1) Center Point, Inc. has a longstanding reputation in Marin County for providing successful substance abuse and mental health treatment services. Effective and accurate assessment of treatment needs is an essential component of our service delivery system. Our assessment process involves a comprehensive approach that looks at substance abuse history, family history, medical history, vocational and educational histories, legal history, etc. In addition, Center Point has a long history of providing psychological and psychiatric assessments and evaluations for the purposes of determining treatment needs and modalities. Vocational skills assessments, career planning, and vocational workshops have long been a centerpiece of the Agency's re-entry component. Center Point case managers are trained to recognize the biopsychosocial nature of addiction and are, therefore, well equipped to provide assessments for the CalWORKS recipient. In addressing the collaborations with public and private agencies to provide supportive services (see page 8 of the Plan) Center Point is available and prepared to evaluate and assess the treatment needs of recipients in the County.
- 2) The fact that "exemptions" do not impact the federally mandated time limits is quite troubling. For all intent and purposes these exemptions are not truly

"time out" for a recipient in that the clock continues to tick. This is particularly troublesome for those clients in substance abuse and/or mental health treatment in that it would jeopardize the ability of these recipients to successfully complete their treatment prior to reentering the job market. There would be a greater degree of efficacy if these exemptions were truly opportunities for recipients to receive needed treatment services prior to the "clock starting to tick".

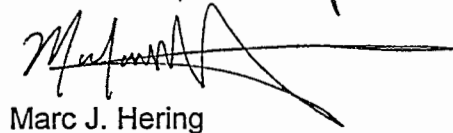
- 3) With respect to Substance Abuse Treatment Services (see page 18) we are concerned with the emphasis placed on outpatient treatment. Although we are aware that this is only relevant to "new" monies and not to the existing funding, there remains the concern that this does not reflect the severity of treatment needs for a percentage of recipients. In conjunction with the lack of true exemptions, the recipient in need of treatment appears to be in a double bind; either forfeit comprehensive treatment services or forfeit eligibility for full subsidies under CalWorks.
- 4) Lastly, it appears that the implementation of CalWORKS is dependent on county by county plans. However, how will the various counties address the needs of a recipient who moves from one county to another? This seems to be especially problematic in the "seamless" approach to childcare needs.

I would again like to thank you for the opportunity to address these concerns. Please feel free to contact me if you have any questions or comments.

Sincerely,



Sushma D. Taylor, Ph.D.
Chief Executive Officer
Center Point, Inc



Marc J. Hering
Associate Director
Center Point, Inc.

Dec 9 1997

Ms. Jane Chopson, Director
Division of Social Services
Department of Health and Human Services

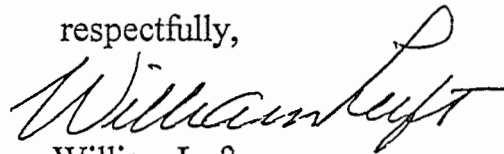
Dear Ms. Chopson:

It is to be hoped that the comprehensiveness of the plan submitted will have the requisites for meeting the needs of citizens of Marin. Particularly those who have difficulties in keeping economically viable. Although I am not aware of the wording of the state and federal law it is obvious to me that it must circumscribe in some detail the aid available to those who are in need. It may well be penny wise and pound foolish as the expression goes.

That being said uppermost in my mind is the extent of the attention being paid to the needs of children. No child of a parent or parents in distress should have to suffer the consequences of the parents failure. It is to be hoped that from the outset of any formalized training for children, head start or kindergarten, those who are responsible for their care will pay particular attention to that child's needs. It is to be hoped that professionals engaged in the art of assessing a child's needs will work closely with teachers and parents. The sharing of information about children's development ought be the rule rather than the exception.

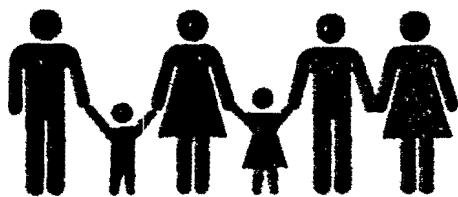
Again, although I am not familiar with the law I accept the plan as outlined as a sincere attempt to aid in solving a vexing social and economic problem.

respectfully,



William Luft
51 Meernaa Ave.
Fairfax, Ca. 94930

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DEC 12 1997
APR 11 1998



Parent Services Project Inc.

December 10, 1997

Ms. Jane Chopson
Director, Division of Social Services
Director of Health and Human Services
20 North San Pedro road, Suite 2028
San Rafael, CA 94903

RECEIVED

DEC 10 1997

Ans'd.....

Dear Ms. Chopson:

I am responding to the draft of the proposed Marin County submission to the State of California regarding our community's plan for implementing CalWORKS legislation. I am responding specifically to those sections which pertain to Child Care.

I have three concerns/suggestions to the existing plan.

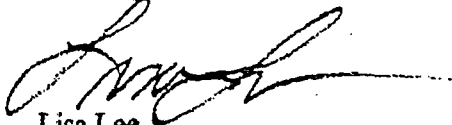
- 1) Stage III transition: Initial work should begin when the recipient enters the program. Counselors / R/R staff should be responsible for assisting recipients to get on waiting lists for subsidized Stage III childcare while they are in Stage 1. This increases their chances of getting a Stage III slot after two years (if not sooner).
- 2) Exempt Child Care Provisions: Many families will choose exempt childcare situations as they participate in work related activities. Exempt childcare is not regulated by Community Care Licensing regulation. However when individual providers receive compensation from the State, every effort should be made to support minimal health and safety standards in the CalWorks childcare process. The following provisions could serve to protect the interests of the child, as well as decrease the liability of the funding source.
 - A) Prior to receiving the first child care payment, the license exempt individual provider shall submit necessary information for Trustline, complete a Health and Safety self-certification and attend an orientation held by the Resource and Referral agency.
 - B) Parents and exempt care providers are made aware of "home visiting" or other help for providers which might include toy lending, safety packets, etc.
 - C) Prior to the fourth child care payment, the provider must show proof of attending six hours of training or participation in a "home visiting support program".
- 3) Infant Exemptions: Our R&R has already noted that they will be unable to provide three referrals for vacant child care slots for infants. Until this changes, it is not logical to require recipients with infant children to seek those referrals and participate in CalWorks activities. Further, issues of brain development, attachment, and the lack of quality care

combine to place infants in vulnerable situations when mothers have inadequate child care arrangements. We should not contribute to situations which may harm children.

Other alternatives exist which support the intent of CalWorks. Participation could be voluntary for mothers with infants who could find adequate child care. Other recipients could be required to participate in "work activities" if we expanded our definition of activities to include "family strengthening activities" such as parenting classes, home visiting programs, self-improvement sessions, mothers' groups or child/parent related activities. These activities would develop the informal support networks and attitudes that need to be in place when mothers return to work. Activities would have babies on site, thus eliminating the need for a licensed child care facility, yet keep mothers in a "Getting Ready to Work" mode through child care search, balancing work and family and other support activities.

Please feel free to contact me regarding any of my comments.

Sincerely,

A handwritten signature in dark ink, appearing to read 'Lisa Lee', with a long, sweeping horizontal line extending to the right.

Lisa Lee
Associate Director

Marin County Child Care Commission
20 N. San Pedro Road, Suite 2022
San Rafael, CA 94903

December 11, 1997

Jane Chopson, Director
Division of Social Services
Marin County Department of Health and Human Services
20 North San Pedro Road, Suite 2028
San Rafael, CA 94903

Dear Ms. Chopson:

The Marin County Child Care Commission is charged with advising the Department and the Board of Supervisors on child care issues. As part of this responsibility, the Commission has reviewed the county's welfare reform plan. We would like to express our concerns about the child care section of the plan and encourage the county to exempt CalWORKS parents with young children for longer periods than those listed in the draft. *We recommend that the county make full use of the flexibility granted by the state and extend these exemption periods on an overall basis from 6 months to one year for the first child and from twelve weeks to six months for subsequent children.*

The Commission offers several reasons for taking this approach. First, we believe that the county's current infant care capacity will not support the policy as currently written. Licensed infant care in the county is already very difficult to find. Marin County has the capacity to care for about 320 infants in centers and additional 816 in family child care homes. These infant slots are already heavily used, however. According to the Marin Child Care Council, the current vacancy rate for infant care is very low. Marin's AFDC population has already experienced significant difficulty finding child care. According to the Department's May-June 1997 survey of AFDC recipients in Marin, 30 percent cited their inability to find child care as a barrier for not being in the workforce. (See attachment 5 of draft plan.)

Given the past history of Marin's AFDC recipients and the existing low vacancy rates for licensed infant care, it is difficult to see how the system can absorb the projected increase in demand resulting from CalWorks. The county estimates that approximately 105 children between 1 and 2 years will enter the child care system when CalWorks is implemented in January 1998. An additional 60 children between 6 and 12 months will enter the child care system if their parents are not exempted. This total increase represents about 15 percent of the existing licensed capacity for infants. While we recognize that many families rely on licensed-exempt providers, we want to ensure that parents have access to both licensed and licensed-exempt care for their children.

A second reason for our concern involves the cost of infant care and current level of public

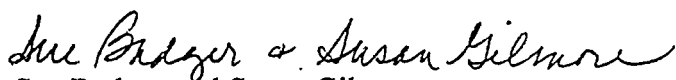
funding available for welfare-related child care subsidies. Infant care in Marin is very expensive. On average, parents spend \$750 per month for full time infant care in a center. While Marin has received additional state child care dollars, we want to maximize the use of those funds. To the extent that families are allowed to care for their children when they are very young, more children will be able to be served.

Thirdly, we want to ensure that, as required by the state, consistent criteria be applied when CalWORKS clients are granted a child care-related exemption. As the draft plan is currently written, clients may receive an exemption if "they cannot obtain at least 3 referrals acceptable to the parent." We understand that individual CalWORKS staff would then make a determination as to whether or not a parent would obtain an exemption. We are concerned that this approach may result in clients living or working in areas with the same infant care vacancy rates being treated differently. We recognize that some parents may choose to return to work before their exemption periods expire. However, these parents are eligible to participate earlier if they volunteer to do so.

Finally, we strongly support the Department's efforts to educate parents about choosing quality child care early on in the process. However, we do not believe that this needs to directly coincide with the requirement to participate in work activities. In fact, we would favor a system in which CalWORKS parents receive this information before they are faced with all the other job preparation issues that a return to work involves. We want parents to be prepared as possible so they can make this a positive transition for their children.

In closing, we would like to thank the Department for the opportunity to comment on the draft plan. The Department has exhibited a longstanding commitment to strengthening our county's child care system. We want to express our sincere appreciation to the county staff who have worked long and hard with the child care community to ensure a smooth transition to the CalWORKS program. We believe this close working relationship has enabled Marin to respond much more effectively to the challenges presented by welfare reform. We look forward to continued work together. Please contact us if we can assist the Department as it finalizes the plan.

Sincerely,


Sue Badger and Susan Gilmore
Co-chairs

From: Tim McClain
To: BUILD_20.KIM
Date: 12/12/97 9:56pm
Subject: Comments on CalWORKs Plan

Here is a copy of what I sent to Jane. As I said to her in my e-mail, I found the plan to be very well prepared and had only minor comments and corrections. Hope this is of help to you.

RECEIVED
DEC 12 1997
Abs'd.....

Page 2 Paragraph 1

I believe federal welfare reform law replaced federal AFDC but not state GAIN. It probably replaced the federal JOBS (Job Opportunities and Basic Skills) law which is implemented in California by GAIN.

Page 2 Paragraph 3

I don't know if the child only cases are a subset of the single-parent families or are to be counted as a separate group. This paragraph was confusing.

Page 3 Paragraph 1

I believe the term "Office of Employment and Training" is not current. I believe we are in the Employment and Training Branch.

Page 4 Paragraph 2

I checked the Marin unemployment rate. For September it was 3.1. For October it was 2.8. I think it has been a very long time since our unemployment rate has been as low as 2.3%.

Page 4 Paragraph 2

How about, "During the 1996-97 Program Year, more than 71% of participants attained unsubsidized employment at an average of \$8.14 per hour." Or did JTPA really employ them?

Page 6 Item 3

The GAIN 25 does not provide average wage data and the draft CalWORKs 25 does not provide those data. The GAIN 25 only counts how many people are in an activity or status. Average wage data can be provided by an existing GEMS (GAIN Employment Management System) ad hoc report.

Page 9, First Item Under Key Points about MEC:

How about "Whatever the participant's skill level or work history - seeking an entry level position, re-entering the job market, unemployed, underemployed, or changing careers - there is an MEC partner providing services to meet the individual's special needs.

Page 12, Paragraph 2

"...full-service collaborative, in partnership with the State..."

Page 14 Numbered Items

Are these items supposed to be numbered 8 through 11?

Page 15

Close up items "Job search readiness assistance" and "Job skills training directly related to employment"

Paragraph 16

Close up item "(includes basic education, GED, and ESL)"

Page 16 Paragraph 2

Are internships to be limited to College of Marin? Will any other agencies be included in plans which feature internships?

Page 18 Paragraph 4

"... an internal workgroup from the Division of Social Services, Mental Health, and Health Services to develop the plan..."

Page 19 Paragraph 1

Second line - delete "And" from the beginning of the sentence..

Page 22 - 23

I have heard that a number of counties believe Stage 2 begins with the signing of the welfare-to-work plan. I heard this at a meeting of GEMS managers on December 10. It may be tied to other county plans. If it is mandated, we would need to provide child care in Stage 2 at the start of the welfare-to-work plan.

Page 27 Paragraph 3

Question: Is the sentence starting with "Green Collar" complete? It looks like something was supposed to follow "wherever possible".

Page 31, Numbered Items

Are these supposed to be numbered 12 through 18?
Item numbered 14 - GAIN 25 does not provide average wage data.

Attachment 1

I had trouble reading the organization chart. Could it be enlarged to the margins of the page?

Attachment 2

I believe Catholics Charities is incorrect. Isn't it Catholic Charities?

Minutes of Marin WIN Meeting, 12/4/97

In Attendance:

Jane Chopson, Director of Social Services for Health & Human Services
Mary Donovan, Health & Human Services
Alice McNair, Health & Human Services
Lester Roth, Private Industry Council
Victor Aguila, Marin Senior Coordinating Council
Leandro Soto, Management Consultant
Tina Warren, Coordinator Marin County Child Care Commission
Marc J. Hering, Center Point
Suzi Pollak, Marin Council of Agencies
Alan Barnett, Marin Coalition for Immigrant Rights
Jane Curtis, Marin Literacy Program
Bob Temus, St. Rita's Parish, Fairfax
Abraham Copperman
Harry J. Moore, Chair of the Board, Supervisor District Five
Lauren K. Beal, Administrative Aide to Supervisor Moore

Corrections and Additions to the Minutes of previous meeting:

Stephen Bingham called to clarify the fact that a full 32 hours per week of work will not be required until July 1, 1999. Prior to that time the state is phasing in the hours required at 20 hours per week for January through June of 1998, and 26 hours per week from July 1, 1998 to July 1 of 1999. In addition, with regard to child care he stated that there may be some flexibility with regard to when a mother must return to work after the birth of a child. This is completely up to the county.

Mr. Hering stated that he never intended to leave the impression that the problem of obstacles in the way of the JTPA process reside with Dan Paicopulos or his department. Quite the contrary. He stated that the Employment and Training division under Mr. Paicopulos's direction, has done an outstanding job and given them excellent service at all times. He is most appreciative of his efforts. The problem in fact is at the state and federal levels.

The Marin City Project may not have placed many residents within Marin City jobs, but it certainly has assisted in job placements outside of Marin City and has furthered the job training and readiness of many others. This is a successful outcome of the project and its programs.

Review of Draft of County Welfare Plan:

Jane Chopson led the discussion and guided those present through the draft document.

Jane stated that a distinction must be made between welfare reform and CalWorks. Welfare reform is much bigger in scope and CalWorks represents only a part of it. Welfare reform includes senior issues, immigrant issues, food stamps, etc. CalWorks is only a combination of GAIN and AFDC programs to form the Federal composite of those two which is now referred to as TANF, or temporary aid to needy families. The temporary is key here because there are time limits in TANF which were not operative in AFDC.

People who we are not able to help within the TANF restrictions and the CalWorks program time limits could fall back onto General Assistance roles which are funded by the counties, rather than the Federal or State government.

Victor Aguila expressed concern regarding the absence of references made to seniors. Jane suggested that could be corrected with an addition to page two and mention made there as to the fact that there are an array of senior employment services available. It was pointed out that seniors are to be funded through the Older American's Act which moves the funding responsibilities from the state level to the local level.

With regard to substance abuse treatment there are many programs available, some of which have county and/or foundation support. But there are not a lot of new resources here to absorb new people which may be feeding into the system. We have no real hard data as to just how many people to expect will be in need of treatment programs. The lack of data is evident. It was suggested that perhaps the foundation's Institute on Drug and Alcohol Problems might have some data. Residential treatment will exempt one from employment time limits for up to six months.

The goal with regard to child care is to create a seamless system for child care. Our previous system has been fragmented and welfare reform is seen as an opportunity to improve upon this and provide for continuity. Employment and child care services are to be coordinated into a one-stop format. The county does have an option with regard to how soon mother's will be required to return to work after the birth of their first child. The choice is between 6 months to one year and the decision has been made not to set forward any blanket policy, but rather to address the issue on a case by case basis relative to availability of child care and proximity of time limits. Supervisor Moore felt this was interesting in view of the fact that research seems to indicate that breast feeding a child for one year is best for child development.

On the other hand, the Child Care Commission is recommending a blanket policy approach because the vacancy rate for infant care is so low. Jane Chopson agreed that there are good arguments on both sides. Both Tina Warren, of the Child Care Commission and Jane that either way it all will ultimately depend on availability of child care. Those who cannot find child care will be exempt. But it was made clear that although one may be exempt from having to work due to lack of child care, the five year time limit clock is still ticking away and ultimately welfare benefits will run out after five years. Suzie Pollak stated that this is an example of the kind of questions communities will need to address, specifically, how much can we supplement individuals in need when state and federal funds run out or become inadequate? What are the other funding sources available?

The question still remains as to whether or not enough money will be provided to provide adequate child care. We don't really know what the demand will be. Time will tell.

Parents as First Teachers was mentioned as a very successful program in operation which combines child care training for adults along with child care services. It is done through the College of Marin. Some students take it in order to bring their children to work with them, while others take it as a career option. It is growing due to the need for trained providers who meet the standard of 12 credits in early childhood education.

Developmentally disabled children are eligible for half day care programs but no "wrap-around" care is available which would look after them while mothers work full time.

Supervisor Moore suggested that the Child Care Commission might want to focus upon writing legislative clean-up suggestions and forwarding them to Mazzoni at the state level and Woolsey at the Federal level. Tina stated that the Commission's energies are locally focused at this time out of necessity, but that larger advocacy groups are at work at the state and federal levels on their behalf. It was further suggested that Tina share with WIN those bills which these advocacy groups are supporting. There is a real need for additional funding and the data with which to make the case for it.

Transportation is a weak piece in the plan. According to Jane this is due to the fact that we have such a small AFDC population and it is spread throughout the county making it difficult to go to

Golden Gate Transit for additional buses. Those who are on a non-traditional work hour schedule and those living in rural West Marin are the populations which are hardest hit. CalWorks counselors will go to West Marin to assist the 20 AFDC clients there. Fifty percent of our AFDC recipients report owning their own cars, although we really don't know what kind of shape they are in.

Attachment 5 indicates that transportation is the one common barrier which all recipient groups face in going from welfare to work. Discussions have taken place around the possibility of subsidizing car repairs for those in need on a one time basis, but it is not clear just how cost effective this would be depending on the overall condition of the vehicle and how soon it may be until the next breakdown. Perhaps a coalition of certified auto repair shops might be helpful to both evaluate and repair vehicles as well as train people in auto mechanics for job readiness. Sonoma County has done this to some extent.

Community Service Employment will take effect only after 18 to 24 months have been spent in trying to find a job. If after this time no job placement has been accomplished persons wishing to continue to receive welfare payments must work. This requirement is known as Workfare. With our low unemployment rate of 2.3% it is not anticipated we will have many people who fall into Workfare. However, the dilemma arises in that many people believe Workfare people should work at minimum wage and no less. This however is in direct conflict with the minimum hour requirement for community service employment. The welfare benefit is a set amount of dollars which when divided by the number of hours required to work by law does not equal an hourly rate at minimum wage - it is less than minimum wage. Wages amount to only the welfare benefit as the employer pays nothing. There is no real solution here at present, but perhaps legal challenges may arise and the courts may eventually settle the question as a violation of Fair Labor Standards Act.

It was emphasized that the county is committed to community service jobs which develop real and employable skills.

Lester Roth expressed some concerns regarding the accuracy of the reference made to 2.3% unemployment in Marin. He believes it is actually 2.9% and that this rate accounts only for those registered with EDD. Therefore, one needs to double the number and come closer to 5 or 6% unemployment. It is generally felt that the economy considers 5% unemployment actually as full employment. He believes we may be over optimistic with regard to the numbers which will be placed in jobs. There are a lot of issues around retention of individuals due to job readiness. Furthermore, transportation issues are compounded by state enforcement of emissions on "clunkers" in addition to stronger insurance regulations, both of which put poor people out of their cars.

We do have a 20% exemption latitude for those who are unable to work. However, there are questions as to how this exemption population is defined for each county. What happens when it is full? Where does the overflow go?

An individual will not be considered successfully employed until they are no longer in need of any aid. Post employment services are to be provided for at least one year after job placement to assist individuals in job retention and success.

Outcome Measurement

Housing is addressed to some degree through the Family Net process and through the Family Well Being scale which has been developed to track success or failure of programs. Increases in the General Assistance roles won't be seen for several years when time limits begin to expire. (See Page 31.) There is a need to address cause on increases or decreases in requests for assistance.

Vouchers for delivery of services will be given to families after the 5 year limit has expired in order to provide for children. It was suggested that we need to track the effectiveness of welfare reform

through studies of the children in welfare families, but it is very expensive to track people when they leave your service and go out into the world.

Job Creation

Correction was made to the final paragraph on page 36 which indicates that regulations on job creation are not yet known. In fact this information has been released.

Page 39 states that the county is requiring 20 to 26 hours of employment per week rather than taking the option to require 32 hours. This is due to the fact that time for transportation and study should be available to people who are working, going to school and caring for children. After July of 1999 we will be required to meet the 32 hours per week standard.

Immigrant Issues

Update on Pre-Natal Care for Undocumented Immigrants

Mary Donovan reported that as of this date we are in a holding pattern. Decisions are to be made in mid December regarding whether MediCal benefits can be used for pre-natal care. These decisions would not impact us until February. It is not a question of the operation of our clinic, but rather whether or not the funding for pre-natal care will come from MediCal or the community at large.

Designated Fingerprint Services

Lauren Beal reported that non-profits are no longer allowed to offer fingerprint services for those seeking citizenship. Only the INS or police authorities can perform this service. This may very well result in further back-up and delay in the citizenship process.

Housing

Lauren Beal reported that the State Department of Housing and Community Development has issued proposed regulations to implement federal law changes affecting eligibility for certain legal and undocumented immigrants for state subsidized housing programs. The regulations will have a major impact on all non-profit and for profit housing providers. It would discourage non-profits from offering housing to immigrants. The regulations would require non-profits not to provide housing to undocumented and therefore to be responsible for interrogation of potential residents. Should a non-profit lease to an undocumented individual they would have funding withdrawn. At present the state coalition of non-profit housing providers is holding firm against any of these regulations because the state does not yet have legal standing for enforcement.

Citizenship Project

Supervisor Moore reported that funding has been granted by the Marin Community Foundation to match both county funds and the Soros funding. The providers are organized and working cooperatively under the leadership of David Fisher, Citizenship Coordinator. Tracking of data has begun and will be submitted monthly to the funders.

Human Rights Resolution

The Human Rights Commission has passed a resolution deploring the INS "running operation" and is currently working with the members of the Board of Supervisors to do the same. Members are urged to speak with their supervisors and encourage them to pass such a resolution to communicate our concern to the INS. The Resolution was read aloud and a motion was made and

seconded in support of the Human Rights Commission Resolution. (See Attached). Members present voted unanimously in support of the resolution. A copy of these proceedings will be forwarded to the members of the Board of Supervisors.

Next Meeting: Friday, January 9th, Room 322B, 10:00 am.