

COUNTY OF NEVADA

STATE OF
CALIFORNIA

DEPARTMENT OF PUBLIC SOCIAL SERVICES

TELEPHONE
(530) 265-1340

950 MAIDU AVENUE
P. O. BOX 1210
NEVADA CITY, CALIFORNIA 95959-1210

Phyllis Murdock
Human Services
Director

FAX
(530) 265-7062

NEVADA COUNTY PUBLIC
GUARDIAN/CONSERVATOR

January 29, 1998

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

ATTENTION: Jim Brown

Dear Sir:

Please incorporate Nevada County's previous GAIN grievance process into our County CalWORKs Plan.

Sincerely,



Phyllis Murdock

Director

Health and Human Services Agency
Nevada County

XIII. FORMAL GRIEVANCE PROCEDURES

CAUSE DETERMINATION

- A. The Employment and Training Worker must determine if there was good cause for any participant's failure or refusal to comply with any of the required program requirements:
 - 1. Enter a contract.
 - 2. Participate in a program component that was agreed to in a contract.
 - 3. Accept a job offer or job referral.
- B. The participant must be given a written notice of an appointment to discuss the situation within 10 working days of such failure or refusal to comply with program requirements. The notice must include the following:
 - 1. The purpose of the appointment is to determine if good cause exists for the client's failure\refusal to comply.
 - 2. Program requirement that the client failed to meet.
 - 3. The client's right to explain why the requirement wasn't met.
 - 4. Consequences of failing to keep the appointment.
 - 5. Explanation as to what may constitute good cause.
 - 6. The client's right to formal conciliation, not to exceed 30 days, if it is determined that there was not good cause for failure to meet program requirements and informal steps to resolve the issue were unsuccessful.
 - 7. Proposed conciliation plan stating the terms under which the participant may continue with the program and end the conciliation process.
 - 8. The client's right to offer a counter-proposal.
 - 9. The names\addresses of legal services and the welfare rights office. (Until at such time that Nevada County has a Welfare Rights organization, only legal services will be entered.)
 - 10. Consequences of failing to resolve the dispute during the formal conciliation process.
- C. The client's right and responsibilities must be reviewed during the interview.
- D. The interview may be rescheduled if the individual contacts the worker prior to the interview. Only two reschedulings will be permitted.
 - 1. Telephone interviews will be permitted to make a cause determination.
 - 2. If a client does not keep a scheduled appointment and doesn't notify the Worker, cause determination will be based on available information.

- E. If the Employment and Training Worker determines that the participant had good cause for failing or refusing to comply with program requirements, the Worker shall:
1. Determine if the dispute has been resolved and if the individual can resume participation.
 2. Arrange for additional supportive services, if needed, for the client to resume participation.
 3. Determine if the client's participation in another program component would be more appropriate.
 4. Determine if a temporary deferral is appropriate.
 5. Amend the individual's contract if necessary.
- F. If the Employment and Training Worker determines that good cause did not exist for the client's failure or refusal to comply with program requirements, informal conciliation shall be conducted.

INFORMAL CONCILIATION

- A. The client shall have the right to discuss the cause determination with an E&T Supervisor either in person or by phone.
 - 1. Persons relevant to the client's noncompliance may be involved.
 - 2. Informal conciliation should take place within 5 working days, and not to exceed 10 working days, of the initial determination.
- B. If compliance is not accomplished through informal conciliation, formal conciliation shall begin.

FORMAL CONCILIATION

- A. The client has the right to a formal conciliation immediately following unsuccessful informal conciliation and no later than 10 working days following the initial cause determination.
- B. The Employment and Training Worker's proposed conciliation plan and the participant's counter-proposal shall be used in the conciliation process.
 - 1. The client shall have the right to meet with the Employment and Training Worker and a Supervisor in an attempt to resolve the problem which led to the participant's noncompliance.
- C. The formal conciliation period cannot exceed 30 calendar days.
 - 1. The client has the right to terminate formal conciliation prior to the 30 day period if he\she believes that the dispute cannot be resolved. This must be done by written request.
 - 2. The Employment and Training Worker has the right to terminate formal conciliation prior to the 30 day period if the client refuses to meet the conditions of the conciliation plan.
- D. It is the responsibility of the Employment and Training Worker to notify a client in writing when a conciliation plan has been successfully completed.

- E. If a conflict is not resolved through the formal conciliation process, the following shall take place:.
1. For the first instance of noncompliance, money management will be applied.
 2. For the second instance of noncompliance, financial sanctions will be applied.
- F. Financial sanctions shall not be applied to voluntary participants. If an individual fails or refuses to comply with program requirements without good cause, a six month period of ineligibility in the program will be applied.

FORMAL GRIEVANCE (COUNTY WELFARE DEPARTMENT)

- A. The procedures for filing a formal grievance (established by the Unemployment Insurance Code, section 5302) are the same as required for good cause determination and formal conciliation.
1. The formal grievance process cannot exceed 30 calendar days.
 2. Only clients who continue to participate under the terms of their contract shall have the right to file a formal grievance under the Unemployment Insurance Code.
 3. No money management or sanctions will be applied.

FORMAL GRIEVANCE (BOARD OF SUPERVISORS)

- A. The participant shall have the right to file a formal grievance with the Clerk of the Board of Supervisors if:
 - 1. A participant disagrees with a requirement in his\her contract.
 - 2. A participant believes that a requirement or assignment should not be allowed in the program.
- B. The Hearing Officer for such grievances will be the Department's Assistant Director or designee.
- C. The request must be made within 60 days of the action for which the hearing is being requested.
- D. The Department's Assistant Director or designee shall have the responsibility of providing the client with a written statement, prior to the hearing, declaring the Department's position and the basis for that position.
- D. The client has the right to present his\her own case, appoint an attorney or any individual or organization to act as an authorized representative during the hearing process.
 - 1. Relevant documents or information shall be made available to the client prior to the hearing.
 - 2. The County shall make a complete text of the hearing available to the client on tape, if so requested.
- E. The client shall be provided with a written decision containing specific findings of fact and conclusions of law.
 - 1. The participant shall be informed of his\her right to file an appeal through the State hearing process.

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DEPARTMENT OF PUBLIC SOCIAL SERVICES

TELEPHONE
(530) 265-1340

950 MAIDU AVENUE
P.O. Box 1210
NEVADA CITY, CALIFORNIA 95959-1210

JOHN CRANE
DIRECTOR

FAX
(530) 265-7062

NEVADA COUNTY PUBLIC
GUARDIAN/CONSERVATOR

January 9, 1998

Mr. Tom Burke
CalWORKs Plan Coordinator
Ca. Department of Social Services
744 P Street, M.S. 14-42
Sacramento, CA. 95814

**SUBJECT: Nevada County's California Work Opportunity and
Responsibility to Kids (CalWORKs) Plan**

Dear Mr. Burke,

As required by Assembly Bill (AB) 1542, attached is the CalWORKs Plan for Nevada County. The Plan was approved by the Nevada County Board of Supervisors on January 6, 1998. Upon receiving certification, Nevada County plans to implement the welfare-to-work provisions of CalWORKs on March 1, 1998.

Please contact the undersigned at (530) 265-1659 if you have any questions related to the CalWORKs Plan.

Sincerely,



Phyllis Murdock, Director
Nevada County Human Services Agency

Attachments

PM:pr

DATE	COPIES SENT TO
1-9-98	DPSS ;

COUNTY OF NEVADA

CalWORKs PLAN

DATE SUBMITTED

JANUARY 8, 1998

Prepared by:

**JOHN CRANE, DPSS STAFF
AND THE WELFARE REFORM STEERING COMMITTEE**

NEVADA COUNTY PUBLIC SOCIAL SERVICES

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

EXECUTIVE SUMMARY

Briefly describe the CalWORKs program of Nevada County. Include:

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

The Nevada County Department of Public Social Services (NCDPSS), has been involved with numerous public and private organizations over the past eight months to develop a Welfare-to-Work Program which complies with Federal and State statutes, but is tailored to the needs of this rural county. CalWORKs legislation has provided the community an opportunity to become visionary and utilize the knowledge, skills and talents of an existing system to better serve the needs of CalWORKs participants in a more coordinated delivery system.

NCDPSS developed a twenty three member steering committee which included representation from the three incorporated cities, Board of Supervisors, Economic Resource Council, local businesses, Chamber of Commerce, Golden Sierra Job Training Agency, Sierra College, County Superintendent of Schools, child care community; consumers, United Way, FREED-Independent Living Centers, faith community, Private Industry Council, county departments, Adult Health Council, and Family and Youth Council. Through four sub-committees, over fifty people have been involved in providing input to the department prior to development of this CalWORKs Plan.

NCDPSS has three major program goals and objectives.

1. To assist individuals and families secure employment or the highest level of self-sufficiency attainable. This will be accomplished through the combined efforts of NCDPSS staff, private sector businesses, education and training resources, other county departments, the faith community, child care resources, non-profit agencies and other community resources.
2. To effectively implement CalWORKs, Nevada County feels job retention services must be provided. Through NCDPSS staff, business community, and the faith community supportive services will be provided to CalWORKs participants on a case-by-case basis. The focus will be on ensuring participants have support to maintain employment and address issues up front which would preclude a participant's continued employment.
3. A third goal is to work with individual families to address and remove barriers which prevent employment. It is anticipated some families will have difficulty moving into employment within the eighteen or twenty four month time limits.

These individuals will need more intensive case management services to prepare them for employment.

NCDPSS anticipates using a broad range of county departments and community resources to achieve success with this more difficult segment of the CalWORKs population.

Elements of the Nevada County Plan which will support these goals include:

- ◆ A *Jobs Now* program which initially co-locates EDD, Golden Sierra Job Training Agency and Nevada County Public Social Services staff.
- ◆ Providing a diversion program or services early in the process to prevent applicants from needing public assistance.
- ◆ Utilizing existing community resources through cooperative agreements or changes in the current services delivery system.
- ◆ Establishing a case assessment process which identifies barriers to employment such as mental health problems, substance abuse or domestic violence issues.

CalWORKs offers Nevada County an opportunity to develop a services delivery system which meets local needs. Most of the necessary services are available, but through collaboration of resources those services can now more effectively be utilized. This is the first step in the transformation of a service delivery system which will continue to evolve and develop over the next few years; it promises great success in Nevada County.

A) COLLABORATION WITH PUBLIC AND PRIVATE AGENCIES TO PROVIDE TRAINING AND SUPPORTIVE SERVICES.

Over the past year, representatives from Golden Sierra Job Training Agency, local office of State Employment Development Department and Nevada County GAIN program have been meeting to develop a one-stop location for participants seeking employment or training in preparation for the new Welfare-to-Work Program. The *Jobs Now* Office is scheduled to open around January 1, 1998.

NCDPSS will work with other public and private agencies to provide employment and supportive services to CalWORKs participants. Nevada county staff will conduct an initial appraisal and work with CalWORKs participants to develop an appropriate employment or training program. Job club, job search, and appropriate supportive services will be utilized to achieve success with individual participant's plans.

Training services, if needed to resume employment or upgrade skills, will be provided through Golden Sierra Job Training Agency, funding by Regional Occupational

Programs, Sierra College or other community colleges, private occupational training schools, and/or adult education providers. Staff have been working, and will continue to work closely, with the community college to maximize training needs and develop open entry/open exit programs as appropriate for this county.

Supportive services will be provided by community partners through agreements which provide participant-oriented delivery of services, efficient services and certainly cost effective service to achieve success.

NCDPSS will enter into agreements with the two Alternative Payment Programs to provide child care. Gold Country Stage, the local transit provider, has already expanded its service delivery system for 1998 and will continue to work on effective transportation services.

Does your county have a Refugee Employment Services Plan?

YES ☐

NO ☒

B) PARTNERSHIPS WITH THE PRIVATE SECTOR TO IDENTIFY JOBS

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

A subgroup of Nevada County's Welfare Reform Steering Committee has been meeting regularly for several months to address welfare-to-work issues and form partnerships to identify jobs for CalWORKs recipients. Membership of this group includes individuals representing private sector businesses, the Nevada County/Grass Valley Chamber of Commerce, United Way, Sierra Economic Development District, Sierra College, Department of Rehabilitation, Golden Sierra Job Training Agency, Economic Resource Council, the Department of Public Social Services, the faith community, the Private Industry Council, etc. The *Jobs Now* model proposed by this group includes strategies to expand current training and workforce preparation programs to: address employer expectations related to employee performance; market ready-to-work individuals; target resources to encourage the development of primary jobs first; assist employers with opportunities to expand their workforce and, at the same time, develop their existing employees; offer an entrepreneurial training component; and develop a support volunteer network to assist in the transition from welfare to work. *Jobs Now* is envisioned as a comprehensive employment training and placement center that will serve any individual who needs assistance building appropriate skills to maintain permanent employment, in addition to focusing on transitioning welfare recipients to work.

As a first step, the welfare-to-work subgroup hosted a business meeting to introduce *Jobs Now* and solicit input and support from the business community. An ongoing advisory group, comprised of current members from the Steering Committee and committed

business leaders, is proposed to oversee workforce development and welfare-to-work efforts in Nevada County. As envisioned, this advisory group will provide oversight and policy direction to employment and training service providers to ensure the objectives of *Jobs Now* are achieved and employers are active partners in community workforce and economic resource development efforts.

C) LOCAL LABOR MARKET NEEDS

Briefly describe other means the county will use to identify local labor market needs. {Reference: WIC Section 10.5 (d)}

Nevada County will identify local labor market needs from: Labor Market Information generated by the Employment Development Department; Occupational Outlook Guides produced by the California Cooperative Occupational Information System; data and statistics from the Sierra Economic Development District; and through less formal means, such as targeted employer surveys. Much of the data is available in hardcopy and electronically through Internet connections. Additionally, the *Jobs Now* One-Stop Career Center will become the localized labor market information hub to identify placement opportunities for CalWORKs recipients.

D) WELFARE TO WORK ACTIVITIES

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

- | | |
|--------------------------------------------------------------------------|----------------------------------------------------------------------------------------|
| <input checked="" type="checkbox"/> Unsubsidized employment | <input checked="" type="checkbox"/> Work Study |
| <input checked="" type="checkbox"/> Subsidized private sector employment | <input checked="" type="checkbox"/> Self-employment |
| <input checked="" type="checkbox"/> Subsidized public sector employment | <input checked="" type="checkbox"/> Community service |
| <input checked="" type="checkbox"/> Work experience | <input checked="" type="checkbox"/> Job search and job readiness assistance |
| <input checked="" type="checkbox"/> On-the-job-training | <input checked="" type="checkbox"/> Job skills training directly related to employment |
| <input checked="" type="checkbox"/> Grant based on-the-job training | <input checked="" type="checkbox"/> Supported work |

- ☒ Vocational education and training
- ☒ Transitional employment
- ☒ Education directly related to employment
- ☒ Other (list)
 - a) Mental health
 - b) Substance Abuse
- ☒ Adult basic education (includes basic education, GED and ESL)

E) SUBSTANCE ABUSE AND MENTAL HEALTH TREATMENT SERVICES.
PLAN FOR SUBSTANCE ABUSE SERVICES

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

NCDPSS will coordinate the delivery of substance abuse treatment with the Nevada County Mental Health Department which is the county department assigned substance abuse. Specific details as to how the final program will look is still under discussion. Screening and/or assessment will be provided on the day of referral. All behavioral health cases will be case managed by a multi-disciplinary team to insure necessary services are being coordinated and provided to participants.

Nevada County Public Social Services certify that the county's substance abuse treatment services will include at least the following; evaluation, case management, substance abuse treatment, employment counseling, and the provision of community services jobs.

The county substance abuse treatment program will contract for those behavioral health services which are provided by non-county staff.

Plan for Mental Health Services

Briefly describe how the welfare department and the County Department of Mental Health will collaborate and utilize new funds available to provide effective mental health services. Counties should maximize federal financial participation to the extent possible in the provision of mental health services. {Reference: WIC Section 11325.7}

NCDPSS staff have been meeting with the Nevada County Mental Health Director and staff to develop an appropriate CalWORKs plan to provide mental health services. The mental health staff have been active in the steering committee sub-committee looking at health related issues. Mental Health will provide training to NCDPSS staff. Screening

and/or assessment will be provided on day of referral. All behavioral health cases will be case managed by a multi-disciplinary team to ensure necessary services are being coordinated and provided to participants.

Nevada County Social Services certify that the County's Mental Health treatment services include at least the following services; assessment, case management, treatment and rehabilitation services, identification of substance abuse problems, and a process for identifying individuals with severe mental disabilities. The County Mental Health Department will contract for those Mental Health services which are provided by non-county staff.

F) MENTAL HEALTH SERVICES AVAILABLE AFTER TIME LIMITS.

Briefly describe the extent to which, and the manner in which, the county will make mental health services available to recipients who have exceeded the eighteen or twenty four month time limit. {References: WIC Section 10531 (f) and WIC Section 114545}

NCDPSS does not plan at this time to offer CalWORKs funded mental health services to participants after they reach the time limits.

In 1998, staff from the two departments will look at this issue again and, if adequate funding is available, consider submitting an addendum to this plan.

G) CHILD CARE AND TRANSPORTATION SERVICES

Child Care

The Nevada County Department of Public Social Services will manage Stage 1 child care services and transition families to Stages 2 and 3 when determined appropriate. Stages 2 and 3 will be managed by Sierra Nevada Children Services or other funded alternative payment contract providers.

When child care services are initially requested, the Nevada County Department of Public Social Services will also provide an application for non-stage child care funds to the applicants. The application will be forwarded to the local resource and referral agency, Sierra Nevada Children's Services. Approved participants will be placed on a waiting list for funds from other federal and/or state sources administered through the California Department of Education. At any time that a CalWORKs participant in Stage 1 becomes eligible to these alternative funds, Sierra Nevada Children's Services will contact the CWD to initiate the transition. Should the CalWORKs participant be receiving services in Stages 2 or 3, the resource and referral agency will work with the appropriate APP to effect a smooth transition.

The Nevada County Department of Public Social Services will allow the child care exemption from welfare-to-work activities for the first six months after the birth of the

first child. The length of the exemption may be increased in increments up to twelve months. The exemption for any subsequent children will be twelve weeks, but may be increased in increments up to six months. The increase shall be based on criteria which shall include, but not be limited to, the following extenuating circumstances:

- * Lack of transportation to and from child care
- * Permanent or temporary physical disabilities of the child(ren) which cause child care to be unavailable
- * Lack of infant care
- * Any other factors which the CWD shall determine appropriate

The Nevada County Department of Public Social Services may, for the first child, decrease to twelve weeks the six month child care exemption from welfare-to-work activities. The decrease shall be based on criteria which shall include, but not limited to, the following extenuating circumstances:

The availability of appropriate child care to the parent/caretaker relative, and the parent/caretaker relative either has employment or training, or has been offered employment or training consistent with the goals of the CalWORKs program

- * The parent/caretaker relative volunteers to decrease the exemption
- * Any other factors which the CWD shall determine appropriate

Any increase or decrease of the exemption will require second level supervisory approval and will be certified on a month-by-month basis.

Parents needing child care services will be provided with the address and phone number of Sierra Nevada Children's Services, the local resource and referral agency. The Nevada County Department of Public Social Services and Sierra Nevada Children's Community Services will continue to work closely together to serve participant needs. Communication by fax and phone assures prompt attention to issues, backed up by scheduled meetings. Any parent expressing difficulty in accessing Sierra Nevada Children's Services will be assisted on a case-by-case basis.

Transportation

Briefly describe how transportation services will be provided. {Reference: WIC Section 10531 (g)}

To the extent available, transportation services will be primarily provided by the local transit service provider for CalWORKs recipients who lack transportation of their own. When there is no public transportation available and the participant is using a personal vehicle, the participant will be reimbursed at the same rate received by County employees

for the use of privately owned vehicles. Service expansion has recently occurred to include weekend and extended evening hours which will make it easier for CalWORKs recipients to get to job sites. Strong advocacy by employment and training providers will ensure unmet transportation needs within the community continue to be identified and met through the Transportation Commission's established "unmet needs" process.

H) COMMUNITY SERVICE PLAN

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

NCDPSS has not developed specific community service activities even though some discussions have occurred with prospective placement locations.

Until additional information is received regarding Federal Fair Labor Standards decisions regarding wage adjustment level and benefits, Nevada County will not be able to develop non-county community service jobs.

NCDPSS will submit an addendum to this plan when specifics of the Community Service Work Plan have been developed.

Note: NCDPSS will have lead responsibility to develop the community service component; for fiscal administration; and for providing and/or arranging case management services.

I) WORKING WITH VICTIMS OF DOMESTIC VIOLENCE

Briefly describe how the county will provide training for those county workers who will be responsible for working with CalWORKs recipients who are victims of domestic violence. {Reference: WIC Section 10531 (I)}

Staff have met with local domestic violence groups to discuss a number of issues. It is anticipated in early 1998, NCDPSS staff will receive training on domestic violence issues from a domestic violence expert on staff. NCDPSS will continue to use the NCDPSS previously developed protocol used as the standard for GAIN until such time as a State protocol is developed.

The two domestic violence organizations will be encouraged to participate as members of the multi-disciplinary case review process. Finally, NCDPSS case managers will work with Domestic Violence counselors to develop the most appropriate welfare-to-work

and/or self-sufficiency plan for each participant identified as being a victim of domestic violence.

J) PERFORMANCE OUTCOMES TO MEET LOCALLY ESTABLISHED OBJECTIVES

The Nevada County Department of Public Social Services plans to monitor the program outcome objectives which are federally and/or state required, including, but not limited to:

- * The affect of CalWORKs on the General Assistance Program
- * The need, availability and use of supportive services such as:
 - Child care services
 - Substance abuse treatment
 - Transportation
 - Mental Health services
- * The success of welfare-to-work, including the rate of employment, unsubsidized work, earnings for recipients and those who have left the program and job retention
- * Rates of child support payment and collection
- * Families affected by domestic violence
- * School achievement
- * Foster care use
- * Child poverty and child abuse reports
- * At-risk births

The Nevada County Department of Public Social Services plans to meet these tracking goals in conjunction with other appropriate agencies such as, but not limited to, the Nevada County District Attorney Family Support Division, Nevada County Department of Health, Sierra Nevada Children's Services, Nevada County Department of Mental Health, local school districts, Nevada County Department of Transportation, and with the guidance of the California Department of Social Services and other state agencies.

The Nevada County Department of Public Social Services anticipates using data collection standards and methods developed by CDSS and modifying any existing automated systems to track outcomes. Any additional or alternative outcomes will be submitted as an addendum to the CalWORKs plan.

K) PUBLIC INPUT TO THE COUNTY PLAN

Briefly describe the means the county used to obtain broad public input in the development of the CalWORKs plan.

Nevada County DPSS has actively worked with the League of Women Voters, United Way, the faith community, consumer representatives, and the Welfare Reform Steering Committee to present a comprehensive series of public meetings designed to obtain broad public input toward the development of our CalWORKs plan. The placement, design, and timing of each individual public meeting has been planned to maximize input from the general public, city governments, welfare recipients Sierra College administrators, vocational training centers, the faith community, private employers, Chambers of Commerce, civic groups, fraternal organizations, political associations, government agencies, and both public and private non-profit organizations. To date, twenty one formal public meetings have been completed as follows: five meetings in Grass Valley, five meetings in Nevada City, four meetings in Truckee, two meetings in North San Juan, two meetings in Penn Valley, one meeting at Lake of the Pines, one meeting in the town of Washington, and one meeting at Sierra College's main campus in Rocklin.

Nevada County's Welfare Reform Steering committee was established in July, 1997 to assist in the development of the CalWORKs plan, and is comprised of twenty three community leaders representing the Nevada City Council, the City of Grass Valley, Truckee town government, the County Board of Supervisors, the Economic Resource Council, Golden Sierra Job Training Agency (JTPA), Sierra College, the Superintendent of Schools, the County Chamber of Commerce, Sierra Nevada Children's Services, the faith community, AFDC consumers, the Adult Health & Human Services Council, the Truckee business community, the United Way, the Substance Abuse Program, small business owners, the Grass Valley business community, FREED - Independent Living Center, and the County Department of Housing & Community Services. This body meets monthly, and four subcommittees of this group (Health, Job Development & Training, Family Supportive Services, and Policy Planning) meet on either a weekly or bi-weekly basis. Subcommittees have been successful in their efforts to include additional interested members of the community to further broaden input.

L) SOURCE AND EXPENDITURE OF FUNDS

Attached is a summary of budget information related to the Nevada County CalWORKs plan.

M) ASSISTING FAMILIES TRANSITIONING OFF AID

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

Families transitioning off aid due to time limits will continue to have access to job search services at the *Jobs Now* career and employment center. Additionally, to the extent available, mental health services will be available to persons transitioning off aid due to time limits, if necessary for the individual to become employable.

Job retention services, agency-provided and through community mentors, will be available for persons who leave aid due to employment to ensure that persons who secure employment maintain their jobs. Such services will include frequent follow-up and contact, assistance with problem-solving and making arrangements for stable child care and transportation.

N) JOB CREATION

Please describe the efforts that have been undertaken, or that the county plans to pursue, relating to the job creation plan described in Chapter 1.12 (commencing with Section 15365.50) of Part 6.7 of Division 3 of Title 2 of the Government Code.

In accordance with AB 1542, Nevada County will pursue an application for job creation investment funds to link economic development activities to welfare reform for the purpose of job creation. In accordance with statute, the County Board of Supervisors is anticipated to appoint a planning group to prepare a grant application and county resolution. A comprehensive group of local stakeholders will be identified to develop a strategic plan or initiate job creation activities that utilize local resources to target job creation opportunities for CalWORKs participants.

O) OTHER ELEMENTS

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

At this time, Nevada County will not be submitting any pilot projects as part of the CalWORKs plan. An addendum will be submitted if it is determined Nevada County is interested in applying for pilot projects.

P) COMPLIANCE WITH REQUIREMENTS OF CALWORKS

Under CalWORKs, counties are required to enroll single parent families in welfare-to-work activities for a minimum of twenty hours per week beginning January 1, 1998, twenty six hours per week beginning July 1, 1998 and thirty two hours per week beginning July 1, 1999. {Reference: WIC Section 11322.8 (a)}

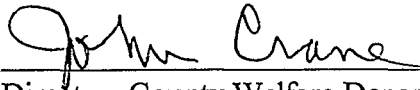
Prior to July 1, 1999, counties have the option to require adults in single parent assistance units to participate up to thirty two hours per week. Does your county intend to exercise that option? {Reference: WIC Section 11322.8 (a)}

Nevada County plans to place heavy emphasis on employment for CalWORKs participants. Staff believe we need to have realistic but achievable expectations from the

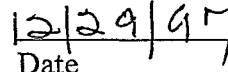
There are no federally recognized American Indian tribes located within Nevada County.

CERTIFICATION

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



Director, County Welfare Department



Date

Chairperson, Board of Supervisor's

Date

COUNTY PLAN BUDGET

1997/98 STATE FISCAL YEAR

SECTION 1

	TOTAL	FCS	STATE GENERAL FUND	COUNTY FUNDS*	OTHER**
Food Stamp Administration (For County MOE Purposes)	1,460,886	730,445	529,032	110,785	N/A

*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.

COUNTY PLAN BUDGET
1997/98 STATE FISCAL YEAR

Section 2

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

	TOTAL	TANF/STATE GENERAL FUND	CCDBG	TITLE XIX	COUNTY FUNDS*	OTHER**
Total CalWORKs Admin & Services Items (A) thru (D)	2,640,217	1,128,572	59,027	TBD*	253,337	
(A) TOTAL CalWORKs Single Allocation Items (1) - (7)	2,313, 516	801, 871				
(1) Benefit Administration	1,227,546	447,257			166,245	
(2) Program Integrity (Fraud)	Included in (1)****					
(3) Staff development/Retraining	25,000	Included in (1)			Included in (1)	
(4) Welfare-to-Work Activities	861,518	256,524			79,438	
(5) Cal Learn	59,667	28,944			977	
(6) Child Care -1st half of 1997/98	129,916	64,212	59,027		6,677	
(7) Other Activities***	9,869	4,934				
(8) Child Care Health & Safety				TBD*		
(B) Child Care - 2nd half of 1997/98	276,911	276,911				
(C) Mental Health Treatment	40,570	40,570		TBD*		
(D) Substance Abuse Treatment	9,220	9,220		TBD*		

* 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.

**** We intend to continue with PCAB level of activity.