

MARIPOSA COUNTY  
BOARD OF SUPERVISORS

AGENDA  
ACTION FORM

DATE: 5/08/2001  
AGENDA ITEM NO.: 6

DEPARTMENT: Human Services Dept. BY: Cheryle Rutherford-Kelly  
Social Services Division Phone: 966-3609

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

See Attached

BACKGROUND AND HISTORY OF BOARD ACTIONS:

See Attached

LIST ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:

COSTS: ( ) Not Applicable		SPECIAL INSTRUCTIONS:
A. Budgeted current FY	\$ _____	List the attachments and number
B. Total anticipated costs	\$ _____	the pages consecutively:
C. Required additional funding	\$ <u>058,201</u>	_____
D. Internal Transfers	\$ <u>0</u>	_____
SOURCE: ( ) 4/5ths Vote Required		_____
A. Unanticipated revenues	\$ <u>58,201</u>	_____
B. Reserve for contingencies	\$ _____	_____
C. Source description:	_____	_____
Balance in Reserve for Contingencies,	_____	_____
if approved: \$	_____	

CLERK'S USE ONLY:

Res. No.: 01-132 Ord. No. \_\_\_\_\_

Vote - Ayes: \_\_\_\_\_ Noes: \_\_\_\_\_

Absent: \_\_\_\_\_ Abstained: \_\_\_\_\_

( ) Approved ( ) Denied

Minute Order Attached ( ) No Action Necessary

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

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

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

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

ADMINISTRATIVE OFFICER'S RECOMMENDATION:  
This item on agenda as:

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

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

A.O. Initials: ERD



# COUNTY OF MARIPOSA

P.O. Box 784, Mariposa, CA 95338 (209) 966-3222

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## MARIPOSA COUNTY BOARD OF SUPERVISORS

### MINUTE ORDER

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TO: CHERYLE RUTHERFORD-KELLY, Human Services Director  
FROM: MARGIE WILLIAMS, Clerk of the Board *MW*  
SUBJECT: Incentive Plan, Two Social Work IV Positions, and Purchase of Two New Vehicles  
Res. 01-132

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THE BOARD OF SUPERVISORS OF MARIPOSA COUNTY, CALIFORNIA,

ADOPTED THIS Order on May 8, 2001

#### ACTION AND VOTE:

**11:34 a.m.** Cheryle Rutherford-Kelly, Human Services Director;

1) Review and Approve the Incentive Plan; 2) Authorize the Department to Utilize the Incentive Money Awarded to this County for the Purpose Described in the Plan in the Amount Not to Exceed \$134,629; 3) Authorize the Department to Work with the California State Department of Social Services to Utilize Unspent Money as Rollover in the Next Fiscal Year; 4) Authorize Two Social Worker IV Allocations and Fill These Two Positions; 5) Authorize the Department to Underfill the Social Work Position if Necessary; and 6) Authorize the Purchase of Two New Vehicles; and Transfer Unanticipated Incentive Revenues (\$58,201) (4/5ths Vote Required)

**BOARD ACTION:** Discussion was held with Cheryle Rutherford-Kelly relative to the requested actions. Supervisor Parker asked about the status of space and reorganization issues for the department. (M)Parker, (S)Pickard, Res. 01-132 adopted approving the request, with the exception of filling the positions; direction was given to not fill the positions until further action is taken by the Board/Ayes: Unanimous.

cc: Pat Lewis, Dept of Human Services  
Auditor  
Mary Hodson, Administration  
File





**MARIPOSA COUNTY  
HUMAN SERVICES DEPARTMENT**

P.O. Box 7 • Mariposa, CA 95338 • (209) 966-2131 • Fax (209) 966-5943

Alcohol & Drug  Community Action  Housing Authority  Mental Health  Public Guardian/Conservator  Social Services  
CHERYLE RUTHERFORD-KELLY, MSW, DIRECTOR

April 8, 2001

TO: Members, Board of Supervisors  
FROM: Cheryle Rutherford-Kelly  
RE: Social Services Incentive Money

A handwritten signature in black ink, appearing to read "Cheryle", written over the "FROM:" line of the memo.

**Recommendation**

It is respectfully recommended that your Board: (1) review and, if you wish, approve the attached incentive plan; (2) authorize the department to utilize the incentive money awarded to this County for the purpose described in the plan in an amount not to exceed \$134,629; (3) authorize the department to work with the California State Department of Social Services to utilize unspent money as rollover in the next fiscal year; (4) hire two Social Worker IVs; (5) authorize the department to underfill the social work positions if necessary; and (6) authorize the purchase of two new vehicles.

**Background**

AB 2876 removed the 75 / 25 percent sharing pools from the performance incentive payment methodology and provides that counties "shall" receive the state share of savings subject to annual Budget Act appropriations. These monies are linked to increased savings due to employment resulting from welfare-to-work.

Throughout the State, counties were not maximizing the use of these monies, possibly due to the complications in getting a required plan to the State. This County had not submitted any plans for consideration to the State until an attempt was made in November 2000. The State suggested very minor modifications in writing and has verbally authorized the revised plan. It is the revised plan that is attached for your review.

**Current Situation**

We would like to utilize our Performance Incentive Monies. The following is a brief summary of the services that would be provided:

1. Provide Welfare to Work services, as well as treatment interventions, to clients whose children have been temporarily removed from their home to encourage emotional and financial stability.

The majority of Welfare to Work clients in this County respond very favorably to the employment and training services provided to them. In fact, many of them dislike graduating from the program from which they have gained confidence and received support and encouragement. When a parent, or parents, suffer the temporary loss of a child due to removal by Child Welfare/Protection, they are usually ineligible for Welfare to Work. The irony is that the parents especially need these services during such a difficult and painful time. These services will

now be provided in conjunction with other interventions that are based on the parents presenting problem (s).

2. Provide after school childcare services to children over age 13, who are currently linked to Welfare to Work or who are at high risk.

Childcare in Mariposa County, like childcare throughout the nation, is problematic. Poverty and isolation magnify the problem in this rural county. Teenagers, who need attention and support, are considered low priority. There is a need to promote, strengthen and maintain families through childcare for older children.

Welfare to Work specialists will work with those clients who need childcare for minors over the age of 13 years. Currently, these minors are not eligible for childcare under TANF/CalWORKs regulations. The parent will locate family day care providers. \$1,000 will be used for initial implementation. Monies will be allocated if the need is greater than originally anticipated.

3. Provide in-home intensive social and educational services to parents with at risk children.

Child Welfare Services in Mariposa County have been traditionally delivered in a Child Protection Mode of operation. In child protection (CPS) the emphasis is on investigation and services are geared to emergency response and referral. Unlike CPS, in child welfare services the emphasis is not only on protection through systematic risk assessment, but on comprehensive treatment services that address the in depth problems that brought the family to the attention of the agency. When comprehensive child welfare services are provided, rather than investigations of one incident after another on the same family, recidivism decreases. Children are safer and the revolving door associated with child welfare stops. Current staff has been unable to provide the intensive, coordinated counseling services that are an integral part of child welfare services.

This program will allow us to secure professional staff who will deliver intensive services in the home to assist parents to learn and understand how to parent their children. Most parents want to be good parents but they simply do not know how or have emotional difficulties that block them from their goals. Parents on child welfare caseloads are those who have experienced child abuse, molest and intentional deprivation. They have had no role models, no one to teach them coping skills or how to set limits on a child's behavior in a positive manner. All they have known is chaos and dysfunction.

Referrals would be made by an Emergency Response, intake worker to a senior social worker who will have a caseload capped at 10 families. The intake social worker will introduce the client to the CWS family worker, as well as any other professional who will be assisting the family. Together they will develop a single case plan with the client. The client, to the greatest degree possible, will actually write the case plan for themselves and the social workers to follow. Services will be provided primarily in the client's home. To access rural areas during winter snow season, two 4x4 cars are necessary for the social workers to work with their clients. It is estimated that families will be served for six months. However, a six-month extension will be provided to parents who were molested and/or tortured as infants and who need intensive services for a longer period of time.

**Financial**

The incentive budget we submitted for approval is \$134, 629 and the budget is attached for your convenience. We will not be able to utilize the full amount this fiscal year primarily because of

the difficulty in recruiting the social workers. Therefore, we will be negotiating with the State to allow us to roll unspent money forward.

There are no local dollars involved in the use of Performance Incentive Money. The State has indicated that such money may not be available in future years because it is needed elsewhere and the counties have not been utilizing the revenue. Using some of the money awarded to us before the close of the fiscal year will accomplish two things: (1) the purchase two 4x4 vehicles that we need; and (2) hiring social workers before next fiscal year if our current recruitment efforts are successful.

Your Board has been correctly concerned about not hiring staff without a stable funding base. Even if incentive money is not available in future years, we have \$1.6 million in social service realignment trust and thousands coming in each month that are not allocated. One of the most appropriate places to spend these dollars is in child welfare/protection and to assist individuals trying to work with day care and supervision of their teenagers.