

City of Hesperia

STAFF REPORT



DATE: June 6, 2017

To: Mayor and Council Members
Chair and Board Members, Hesperia Water District

FROM: Nils Bentsen, City Manager

BY: Brian D. Johnson, Assistant City Manager/Management Services
Rita Perez, Human Resources Manager

SUBJECT: Adoption of Memorandum of Understanding from the County of San Bernardino Transitional Assistance Department (TAD) for Unsubsidized Work Experience and Community Service Training

RECOMMENDED ACTION

It is recommended that the City Council adopt Resolution No. 2017-023, and the Board of Directors of the Hesperia Water District adopt Resolution No. 2017-10, approving the Memorandum of Understanding with the County of San Bernardino Transitional Assistance Department (TAD) for Unsubsidized Work Experience and Community Service Training Program.

BACKGROUND

Endorsed by the Welfare and Institutions Code Section 11200, et seq., the Transitional Assistance and Employment Services Program was enacted in 1997 under the State of California Work Opportunity and Responsibility to Kids (CalWORKS) Act, Assembly Bill 1542. This Program includes the provision of job-related training, community services, and Temporary Assistance to Needy Families (TANF).

For the past few years, the City of Hesperia has partnered with the County of San Bernardino Transitional Assistance Department Employment Services Program (TAD) in order to afford work experience and job training services to disadvantaged individuals and prepare them to enter the job market and/or move participants into sustained employment.

While these supportive services are viewed as a vital component in most communities, the Program does require that training be performed under the auspices of public or private non-profit entities. In addition, the Program incorporates one or several of the following elements: non-salaried (unsubsidized) work experience or unsubsidized employment, on-the-job training, job search and job readiness assistance, community service and work experience, and vocational and/or educational training.

ISSUES/ANALYSIS

As a supporting agency, the City of Hesperia will partner once again with the County of San Bernardino Human Services in order to jointly satisfy legislative compliance prerequisites in the implementation of the CalWORKS Act [Assembly Bill 1542] and the California Department of Social Services (CDSS) regulations. Ultimately, the partnership's mutual focus and efforts will be to assist and provide job-related training and community services to qualified individuals under the Program.

It is important to note that these training positions are not created as a result of, or result in the displacement or partial displacement of current employees; or as a means to subsidize services during a strike, lockout or other bona fide labor dispute. The filling of vacant City position(s) must be in compliance with adopted City personnel recruitment and selection procedures.

In addition, some of the key responsibilities and/or provisions provided by the County of San Bernardino include workers' compensation insurance coverage for participants and the reimbursement of incurred fees to the City of Hesperia for conducting background and medical examinations for eligible participants. The City of Hesperia's responsibilities include the ability to provide reasonable and proper participant supervision and working conditions as provided for City employees. For a complete list of all provisions, please refer to attached Memorandum of Understanding.

The term of this Memorandum of Understanding provides for a prorated effective date as of January 7, 2017, with an expiration date of January 6, 2020; however, this Memorandum of Understanding may be terminated earlier by either participating agency in accordance with the provisions of Section IX, page 12 [see attached]. The City's legal counsel has reviewed the Memorandum of Understanding as proposed by the County of San Bernardino.

FISCAL IMPACT

None

ALTERNATIVE(S)

Provide alternative direction to staff

ATTACHMENT(S)

1. Memorandum of Understanding from the County of San Bernardino Transitional Assistance Department (TAD) and City of Hesperia for Unsubsidized Work experience and Community Service Training. (On file in the City Clerk's Office)
2. Resolution No. 2017-023
3. Resolution HWD No. 2017-10