



# County of Santa Cruz<sup>0079</sup>

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## PROBATION DEPARTMENT

P.O. BOX 1812, SANTA CRUZ, CA 95061-1812

(831) 454-2150 FAX: (831) 454-3035

**JOHN P. RHOADS**  
CHIEF PROBATION OFFICER

September 23, 1999

Agenda: October 5, 1999

Board of Supervisors  
County of Santa Cruz  
701 Ocean Street  
Santa Cruz, California 95060

### **Approve Agreement Between Santa Cruz County Probation Department and FENIX Services, Inc. for the O.A.S.I.S. Program for FY 1999-2000**

Dear Members of the Board:

Included in the Probation Department's Temporary Assistance to Needy Families (TANF) program plan are funds to assist in reducing the Juvenile Hall population, providing an alternative to detention for up to 30 minors at any one time who are going through the court process. The program currently operates with a Deputy Probation Officer and Probation Aide to provide screening and supervision, and the services of FENIX, Inc., a community-based organization that provides wrap-around services such as counseling, recreation, education, and parent education.

Due to the successful implementation of an electronic monitoring program for juveniles last fiscal year, the Probation Department requested that FENIX Services revise the current scope of services for their Intensive Home Supervision Program to provide more intensive wrap around services to youth in the criminal justice system. The result is the development of the FENIX Outpatient Alternative with Supportive, Intensive Services (O.A.S.I.S) Program. The goals of the O.A.S.I.S. Program are: 1) reducing bed days at Juvenile Hall; 2) making certain that youth are successful at appearing at their pre-disposition court hearing; 3) not re-offending during the time they are released into the community awaiting their pre-disposition hearing; 4) continuing to offer wrap around services to the youth and their families (individual counseling, group sessions, home visits, educational activities, positive alternative activities, cultural activities, and a 24-hour crisis line); and 5) offering parent education sessions and court/judicial system orientation to parents.

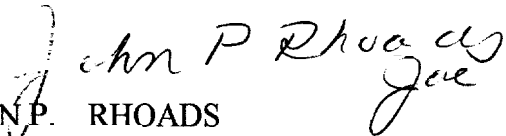
It is now necessary to finalize the revised agreement with FENIX Services, Inc. in the amount of \$211,665 for the period July 1, 1999 through June 30, 2000. Funding for these contracted services is included in the Probation Department's TANF allocation. There is no increase to net county cost as a result of the issuance of this agreement.

Board of Supervisors Agenda: October 5, 1999  
Approve Agreement with FENIX Services, Inc.  
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IT IS THEREFORE RECOMMENDED that your Board:


1. Approve the attached ADM-29 Request for Approval of Agreement, encumbering \$211,665 from funds available in appropriations account 572000-3665, Professional and Specialized Services; and
2. Approve the agreement with FENIX Services, Inc. for the O.A.S.I.S. Program for FY 1999-2000 and authorize the Chief Probation Officer to sign the agreement on behalf of the County.

Sincerely,

  
 JOHN P. RHOADS  
 Chief Probation Officer

JPR:FN

**RECOMMENDED:**

  
 \_\_\_\_\_  
 SUSAN A. MAURIELLO  
 County Administrative Officer

Attachments

cc: County Administrative Officer  
 Auditor-Controller  
 Probation

COUNTY OF SANTA CRUZ  
REQUEST FOR APPROVAL OF AGREEMENT

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TO: Board of Supervisors  
County Administrative Officer  
County Counsel  
Auditor-Controller

FROM:

Probation

(Dept.)

*John P Rhoads* (Signature)

9/23/99

(Date)

The Board of Supervisors is hereby requested to approve the attached agreement and authorize the execution of the same.

1. Said agreement is between the Santa Cruz County Probation Dept. (Agency)  
10 Alexander Street  
and FENIX Services, Inc. ~~706 Main Str, Suite 403~~, Watsonville CA 95076 (Name & Address)

2. The agreement will provide contracted intensive home supervision wrap around services

3. The agreement is needed to assist in reducing juvenile hall population

4. Period of the agreement is from July 1, 1999 to June 30, 2000

5. Anticipated cost is \$ 211,665 (~~Fixed amount~~ ~~Monthly rate~~ ~~Not to exceed~~)

6. Remarks:

7. Appropriations are budgeted in 572000 Juvenile Hall (Index#) 3665 (Subobject)

NOTE: IF APPROPRIATIONS ARE INSUFFICIENT, ATTACH COMPLETED FORM AUD-74

Appropriations are available and have been encumbered.  
are not available and will be encumbered.

Contract No. 91385

Date 9/23/99

GARY A. KNUTSON, Auditor - Controller

By Ronald J. Silva Deputy

Proposal reviewed and approved. It is recommended that the Board of Supervisors approve the agreement and authorize the Chief Probation Officer to execute the same on behalf of the County of Santa Cruz Probation Dept. (Agency).

Remarks: \_\_\_\_\_ (Analyst)

By *[Signature]* County Administrative Officer Date 9/23/99

Agreement approved as to form. Date \_\_\_\_\_

Distribution:

- Bd. of Supv. - White
- Auditor-Controller - Blue
- County Counsel - Green
- Co. Admin. Officer - Canary
- Auditor-Controller - Pink
- Originating Dept. - Goldenrod

\*To Orig. Dept. if rejected.

State of California )  
County of Santa Cruz ) ss

I \_\_\_\_\_ ex-officio Clerk of the Board of Supervisors of the County of Santa Cruz, State of California, do hereby certify that the foregoing request for approval of agreement was approved by said Board of Supervisors as recommended by the County Administrative Officer by an order duly entered in the minutes of said Board on \_\_\_\_\_

\_\_\_\_\_ 19 \_\_\_\_\_ By \_\_\_\_\_ Deputy Clerk

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Contract No. \_\_\_\_\_

INDEPENDENT CONTRACTOR AGREEMENT

THIS CONTRACT is entered into this o\_\_\_\_ day f\_\_\_\_\_, 1999, by and between the COUNTY OF SANTA CRUZ, hereinafter called COUNTY, and Fenix Services, Inc. \_\_\_\_\_, hereinafter called CONTRACTOR. The parties agree as follows:

1. DUTIES. CONTRACTOR agrees to exercise special **skill** to accomplish the following result: Perform duties and responsibilities as outlined in the attached Scope of Services marked Exhibit "A". for the OASIS Program.

2. COMPENSATION. In consideration for CONTRACTOR accomplishing said result, COUNTY agrees to pay CONTRACTOR as follows: Payment for all monthly invoiced costs related to OASIS Program, not to exceed \$211,665 in total compensation. Ten percent of total compensation (\$21,166) shall be withheld until submission of Final Program Progress Report.

3. TERM. The term of this contract shall be: g h J u n e 3 0 . 2 0 0 0 \_\_\_\_\_ or until terminated by one or the other party.

4. EARLY TERMINATION. Either party hereto may terminate this contract at any time by giving 30 days written notice to the other party.

5. INDEMNIFICATION FOR DAMAGES, TAXES AND CONTRIBUTIONS. CONTRACTOR shall exonerate, indemnify, defend, and hold harmless COUNTY (which for the purpose of paragraphs 5 and 6 shall include, without limitation, its officers, agents, employees and volunteers) from and against:

A. Any and all claims, demands, losses, damages, defense costs, or liability of any kind or nature which COUNTY may sustain or incur or which may be imposed upon it for injury to or death of persons, or damage to property as a result of, arising out of, or in any manner connected with the CONTRACTOR'S performance under the terms of this Agreement, excepting any liability arising out of the sole negligence of the COUNTY. Such indemnification includes any damage to the person(s), or property(ies) of CONTRACTOR and third persons.

B. Any and all Federal, State and Local taxes, charges, fees, or contributions required to be paid with respect to CONTRACTOR and CONTRACTOR'S officers, employees and agents engaged in the performance of this Agreement (including, without limitation, unemployment insurance, social security and payroll tax withholding).

6. INSURANCE. CONTRACTOR, at its sole cost and expense, for the full term of this Agreement (and any extensions thereof), shall obtain and maintain at minimum compliance with all of the following insurance coverage(s) and requirements. Such insurance coverage shall be primary coverage as respects COUNTY and any insurance or self-insurance maintained by COUNTY shall be excess of CONTRACTORS insurance coverage and shall not contribute to it.

If CONTRACTOR utilizes one or more subcontractors in the performance of this Agreement, CONTRACTOR shall obtain and maintain Independent Contractor's Insurance as to each subcontractor or otherwise provide evidence of insurance coverage for each subcontractor equivalent to that required of CONTRACTOR in this Agreement, unless CONTRACTOR and COUNTY both initial here \_\_\_\_\_ / \_\_\_\_\_.

A. Types of Insurance and Minimum Limits

(1) Worker's Compensation in the minimum statutorily required coverage amounts. This insurance coverage shall not be required if the CONTRACTOR has no employees and certifies to this fact by initialing here \_\_\_\_\_

(2) Automobile Liability Insurance for each of CONTRACTOR's vehicles used in the performance of this Agreement, including owned, non-owned (e.g. owned by CONTRACTOR'S employees), leased or hired vehicles, in the minimum amount of \$500,000 combined single limit per occurrence for bodily injury and property damage. This insurance coverage shall not be required if vehicle use by CONTRACTOR is not a material part of performance of this Agreement and CONTRACTOR and COUNTY both certify to this fact by initialing here \_\_\_\_\_ / \_\_\_\_\_

(3) Comprehensive or Commercial General Liability Insurance coverage in the minimum amount of \$1 ,000,000 combined single limit, including coverage for: (a) bodily injury, (b) personal injury, (c) broad form property damage, (d) contractual liability, and (e) cross- liability.

(4) Professional Liability Insurance in the minimum amount of \$ \_\_\_\_\_ combined single limit, if, and only if, this Subparagraph is initialed by CONTRACTOR and COUNTY \_\_\_\_\_ / \_\_\_\_\_.

B. Other Insurance Provisions

(1) If any insurance coverage required in this Agreement is provided on a "Claims Made" rather than "Occurrence" form, CONTRACTOR agrees to maintain the required coverage for a period of three (3) years after the expiration of this Agreement (hereinafter "post agreement coverage") and any extensions thereof. CONTRACTOR may maintain the required post agreement coverage by renewal or purchase of prior acts or tail coverage. This provision is contingent upon post agreement coverage being both available and reasonably affordable in relation to the coverage provided during the term of this Agreement. For purposes of interpreting this requirement, a cost not exceeding 100% of the last annual policy premium during the term of this Agreement in order to purchase prior acts or tail coverage for post agreement coverage shall be deemed to be reasonable.

(2) All required Automobile and Comprehensive or Commercial General Liability Insurance shall be endorsed to contain the following clause:

“The County of Santa Cruz, its officials, employees, agents and volunteers are added as an additional insured as respects the operations and activities of, or on behalf of, the named insured performed under Agreement with the County of Santa Cruz.”

(3) All required insurance policies shall be endorsed to contain the following clause:

“This insurance shall not be canceled until after thirty (30) days prior written notice has been given to:

Fred Nohr, Administrative Services Officer  
Santa Cruz County Probation Department  
Post Office Box 18 12  
Santa Cruz, CA 95061

(4) CONTRACTOR agrees to provide its insurance broker(s) with a full copy of these insurance provisions and provide COUNTY on or before the effective date of this Agreement with Certificates of Insurance for all required coverages. All Certificates of Insurance shall be delivered or sent to:

Fred Nohr, Administrative Services Officer  
Santa Cruz County Probation Department  
Post Office Box 18 12  
Santa Cruz, CA 95061

7. EQUAL EMPLOYMENT OPPORTUNITY. During and in relation to the performance of this Agreement, CONTRACTOR agrees as follows:

A. The CONTRACTOR shall not discriminate against any employee or applicant for employment because of race, color, religion, national origin, ancestry, physical or mental disability, medical condition (cancer related), marital status, sex, sexual orientation, age (over 18), veteran status, gender, pregnancy or any other non-merit factor unrelated to job duties. Such action shall include, but not be limited to, the following: recruitment; advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training (including apprenticeship), employment, upgrading, demotion, or transfer. The CONTRACTOR agrees to post in conspicuous places, available to employees and applicants for employment, notice setting forth the provisions of this non-discrimination clause.

B. The CONTRACTOR shall, in all solicitations or advertisements for employees placed by or on behalf of the CONTRACTOR, state that all qualified applicants will receive consideration for employment without regard to race, color, religion, national origin, ancestry, physical or mental disability, medical condition (cancer related), marital status, sex, sexual orientation, age (over 18), veteran status, gender, pregnancy or any other non-merit factor unrelated to job duties. In addition, the CONTRACTOR shall make a good faith effort to consider Minority/Women/Disabled Owned Business Enterprises in CONTRACTOR's solicitation of goods and services. Definitions for Minority/Women/Disabled Business Enterprises are available from the COUNTY General Services Purchasing Division.

(1) The CONTRACTOR shall furnish COUNTY Affirmative Action Office information and reports in the prescribed reporting format (PER 4012) identifying the sex, race, physical or mental disability, and job classification of its employees and the names, dates and methods of advertisement and direct solicitation efforts made to subcontract with Minority-Women/Disabled Business Enterprises.

(2) In the event of the CONTRACTOR's non-compliance with the non-discrimination clauses of this Agreement or with any of the said rules, regulations, or orders said CONTRACTOR may be declared ineligible for further agreements with the COUNTY.

(3) The CONTRACTOR shall cause the foregoing provisions of this Subparagraph 7B. to be inserted in all subcontracts for any work covered under this Agreement by a subcontractor compensated more than \$50,000 and employing more than fifteen (15) employees, provided that the foregoing provisions shall not apply to contracts or subcontracts for standard commercial supplies or raw materials.

8. INDEPENDENT CONTRACTOR STATUS. CONTRACTOR and COUNTY have reviewed and considered the principal test and secondary factors below and agree that CONTRACTOR is an independent contractor and not an employee of COUNTY. CONTRACTOR is responsible for all insurance (workers compensation, unemployment, etc.) and all payroll related taxes. CONTRACTOR is not entitled to any employee benefits. COUNTY agrees that CONTRACTOR shall have the right to control the manner and means of accomplishing the result contracted for herein.

PRINCIPAL TEST: The CONTRACTOR rather than COUNTY has the right to control the manner and means of accomplishing the result contracted for.

SECONDARY FACTORS: (a) The extent of control which, by agreement, COUNTY may exercise over the details of the work is slight rather than substantial; (b) CONTRACTOR is engaged in a distinct occupation or business; (c) In the locality, the work to be done by CONTRACTOR is usually done by a specialist without supervision, rather than under the direction of an employer; (d) The skill required in the particular occupation is substantial rather than slight; (e) The CONTRACTOR rather than the COUNTY supplies the instrumentalities, tools and work place; (f) The length of time for which CONTRACTOR is engaged is of limited

duration rather than indefinite; (g) The method of payment of CONTRACTOR is by the job rather than by the time; (h) The work is part of a special or permissive activity, program, or project, rather than part of the regular business of COUNTY; (i) CONTRACTOR and COUNTY believe they are creating an independent contractor relationship rather than an employer-employee relationship; and (j) The COUNTY conducts public business.

It is recognized that it is not necessary that all secondary factors support creation of an independent contractor relationship, but rather that overall there are significant secondary factors which indicate that CONTRACTOR is an independent contractor.

By their signatures to this Agreement, each of the undersigned certifies that it is his or her considered judgment that the CONTRACTOR engaged under this Agreement is in fact an independent contractor.

9. NONASSIGNMENT. CONTRACTOR shall not assign this Agreement without the prior written consent of the COUNTY.

10. RETENTION AND AUDIT OF RECORDS. CONTRACTOR shall retain records pertinent to this Agreement for a period of not less than five (5) years after final payment under this Agreement or until a final audit report is accepted by COUNTY, whichever occurs first. CONTRACTOR hereby agrees to be subject to the examination and audit by the Santa Cruz County Auditor-Controller, the Auditor General of the State of California, or the designee of either for a period of five (5) years after final payment under this Agreement.

11. PRESENTATION OF CLAIMS. Presentation and processing of any or all claims arising out of or related to this Agreement shall be made in accordance with the provisions contained in Chapter 1.05 of the Santa Cruz County Code, which by this reference is incorporated herein.

12. ATTACHMENTS. This Agreement includes the following attachments (identify by name or write "NONE"):

Attachment A: Scope of Services, OASIS Program  
\_\_\_\_\_  
\_\_\_\_\_




IN WITNESS WHEREOF, the parties hereto have set their hands the day and year first above written.

1. CONTRACTOR

4. COUNTY OF SANTA CRUZ

FENIX SERVICES

By:  \_\_\_\_\_

By: \_\_\_\_\_  
John P. Rhoads, Chief Probation Officer

Address: \_\_\_\_\_

\_\_\_\_\_

Telephone: \_\_\_\_\_ ( \_\_\_\_\_ )

2. APPROVED AS TO INSURANCE:

By: Janet McKinley 9-17-99  
Risk Management

3. APPROVED AS TO FORM:

By: Kim Elizabeth Baskett  
County Counsel 9-14-99

- DISTRIBUTION:
- County Administrative Office
  - Auditor-Controller
  - County Counsel
  - Risk Management
  - Contractor

carey training.wpd/mns

AMENDMENT OF COMPREHENSIVE OR COMMERCIAL  
GENERAL LIABILITY INSURANCE REQUIREMENT

Subparagraph 6A(3) of Contract No. \_\_\_\_\_, dated \_\_\_\_\_, 1999 by and between County of Santa Cruz (hereinafter called COUNTY) and \_\_\_\_\_, hereinafter called CONTRACTOR) is amended to read as follows:

1. Guest Speaker Waiver

CONTRACTOR represents to COUNTY that it will accomplish the result required by this Agreement by manner and means similar to those employed by a guest speaker, namely by oral and documentary presentation to a group of persons such that no person will be exposed to reasonably foreseeable risk of personal injury or property damage. In reliance thereon, COUNTY amends the Comprehensive or Commercial General Liability Insurance requirement of said Agreement by waiving same.

\_\_\_\_\_ 2. Teacher, Instructor, Trainer Waiver

CONTRACTOR represents to COUNTY that it will accomplish the result required by this Agreement by manner and means similar to those employed by a teacher, instructor, or trainer and subject to the following limitations: (1) the results will be accomplished entirely within a classroom setting; (2) no minors will be involved, or, if minors will be involved, the teaching, instructing, or training accomplished (and the activity(ies) involved) will be by such manner and means that a minor of the youngest age allowed to be involved will not be exposed to any reasonably foreseeable risk of personal injury; and (3) no person will be exposed to reasonably foreseeable risk of personal injury or property damage. In reliance thereon, COUNTY amends the Comprehensive or Commercial General Liability Insurance requirements of said Agreement by waiving same.

3. General No Risk Waiver

CONTRACTOR represents to COUNTY that it will accomplish the result required by this agreement by manner and means which will expose no person to reasonably foreseeable risk of personal injury or property damage, namely as follows:

\_\_\_\_\_  
\_\_\_\_\_

In reliance thereon, COUNTY amends the Comprehensive or Commercial General Liability Insurance requirements of said Agreement by waiving same.

The above paragraph(s) shall be operative if initialed by both parties in the space provided, effective \_\_\_\_\_

(CONTRACTOR)  
By:  \_\_\_\_\_

COUNTY OF SANTA CRUZ  
By: \_\_\_\_\_

Attachment A

SCOPE OF SERVICES

Fenix Services, Inc.

OASIS Program

0090

PROPOSAL FOR PROVIDING INTENSIVE OUTPATIENT SERVICES FOR  
YOUTH IN SANTA CRUZ COUNTY

THE **O.A.S.I.S.** PROGRAM

FISCAL YEAR: 1999-2000

FROM: FENIX SERVICES, INC.  
**10 ALEXANDER STREET**  
**WATSONVILLE, CA 95076**

DATE SUBMITTED: 09/23/99

TO: SANTA CRUZ COUNTY PROBATION DEPARTMENT  
P.O. BOX 1812  
SANTACRUZ, CALIFORNIA 95060  
**(831) 454-3800**

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## **AGENCY DESCRIPTION & EXPERIENCE**

Fenix Services, Inc., is a non-profit community-based organization that provides alcohol and drug-related services and violence prevention and intervention services to a predominantly Latino clientele. Fenix features three components: 1) our residential (Hermanas) program; 2) our outpatient program, and 3) our youth program.

*Mission Statement; Fenix Services, Inc., is a non-profit alcohol and drug treatment-based organization dedicated to the principles of sober living. It seeks to nurture a vital, creative and responsible local community by providing a comprehensive array of treatment education and prevention services to individuals and families who are at risk, in crisis and/or in need of ongoing support. Services are directed primarily toward the unique and special needs of the multi-faceted and culturally diverse Latino community of the Pajaro Valley with an aim toward self-empowerment and inclusion in the broader community.*

- 1) Residential Program: Hermanas is a 90 to 120 day alcohol and drug residential recovery home for women from Santa Cruz County. The twelve (12) bed facility provides structured programming consisting of individual counseling, group counseling, A.A./N.A. meetings, family strengthening activities and orientations. Hermanas is based on the Social-Recovery Model where peer interaction and peer education are used as part of the treatment or process of recovery as are various other methods of education used.
- 2) Outpatient Program: We offer comprehensive individual sessions, family sessions and group sessions, We provide substance abuse counseling sessions, (i.e., AOD Education, Early Sobriety, Relapse Prevention, Perinatal, Anger Management, etc.) Each group varies in length and most are based on a sliding fee scale, however no one will be denied services due to inability of not being able to pay.
- 3) Youth Program: We provide individual sessions, group sessions, we have various programs that provide both prevention and intervention services to youth ages 7-18 years of age. We work around self-esteem building, substance abuse prevention/intervention and gang prevention and intervention.

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Fenix Services, Inc. has extensive experience working with at risk, high risk and gang involved youth in various capacities. We have extensively worked with youth in the school system, their homes, their neighborhoods, and at juvenile hall. The various intervention techniques we use are very effective in impacting and modifying the behavior as well as in establishing strong personal connections with these targeted at risk, high risk and gang involved youth. Our ability to also target and work with their families has been proven in the various programs we administer and coordinate. Therefore, our experience over the past 15 years indicates that it is very important to include the family in being able to communicate and change the lives of the young people we work with. We consider all environmental factors in working with individuals, groups and families. These factors include : social, economic, linguistic, cultural and situational factors that contribute to their ability to understand and comprehend their current and future status. In using this consideration we assess thoroughly all of these factors and then work together in developing a comprehensive treatment plan that will positively change the lives of these youth and families. Fenix has a long track record of providing quality alcohol and other drug services along with violence prevention and intervention services, along with other counseling related services to Santa Cruz County residents,

**PROGRAM SUMMARY**

The primary Objective of O.A.S.I.S. is to provide an intensive wrap around program designed to reduce the number of youth who are detained at Santa Cruz County Juvenile Hall, which are pending disposition of their cases.

O.A.S.I.S. Program (Outpatient, *Alternative, with* Supportive, Intensive, *Services.*) would provide intensive outpatient services to youth and families awaiting court, by improving their knowledge of the juvenile justice system and by educating them and empowering them in the process. It would also deal with keeping these youth busy during peak hours when youth have a tendency to re-offend and commit crimes and/or violate their probation terms, This program is designed to make certain youth are successful at appearing at their pre-disposition court hearing and do not re-offend during the time they are released into the community and the time they go to their pre-disposition hearing. The primary target population would be those youth who

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are in the probation system. The target is youth between the ages of 12 and 18 years of age and from throughout Santa Cruz County. This program creates a structure that allows them to learn about their behaviors and teach them the tools they need to succeed outside of their "environment." These behaviors and their "environment" often proves to be detrimental to them, so we are proposing to build a program strong enough which will have an impact on those youth we serve and their families. The self-destruction and negative behavior creates an atmosphere that fosters re-offending once again and we are taking on the challenge of changing this trend. The O.A.S.I. S. Program would provide for up to 550 youth and their families per year, which means we are relying solely on the referrals and screenings done by Santa Cruz County Probation in order for us to reach this number of youth. This means that up to 30 youth and their families would be enrolled in our program at any given time. Throughout the process we will be providing home visits, and family assessments in the home. This will allow for the program staff to be able to familiarize themselves with the family and the environment in which the client lives in. We will then assess the needs of the family and the individual we are working with, in developing their individual treatment plan.

Nine key elements to our program include: 1) intake; 2) crisis intervention/ brief therapy 3) counseling support 4) parent support and education; 5) positive alternative activities; 6) 24 hour crisis line; 7) transportation on a as-needed basis; 8) transitional services; 9) the O.A.S.I.S. Program is a partnership between Santa Cruz County Probation and Fenix Services, Inc. where we will have a multi-disciplinary team meeting weekly.

The O.A.S.I.S. Program is designed to be a client-centered; family supportive based program. The program focuses on the youth and their issues, while supporting and educating the family. The O.A.S.I.S. Program consists of a six-day program throughout the year, with youth involved in our program from 1 week to 13 weeks at any given time. However, each youth and their family will be involved in various stages of intensity. This means that some youth may be involved six days a week while others maybe once a week, it is all depending on their individual treatment plan. The program consists of brief therapy- individual counseling, group counseling, parenting education, crisis intervention, anger management, positive alternative activities, substance abuse education, cultural awareness activities, judicial system awareness education, victim impact groups and educational activities. Included in this would be family assessments done in the home to accomplish two things; one is to connect our program with the family and

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the second is to give us the opportunity to have a better understanding of the home environment (*seeing the interaction between parent(s) and their youth is crucial in understanding the needs*).

Fenix Services, Inc. is a bilingual, bicultural program that has a culturally appropriate approach to the delivery of services. Our O.A.S.I.S. Program substantially increases our ability to reach both youth and families that are dealing with multiple issues. Our agency believes in using a holistic approach that considers the duality of biculturalism and places equal value on parent involvement, Latino history, values, and traditions, as well as in conventional theory and practices.

The goals of the O.A.S.I.S. Program are: 1) reducing the bed days at juvenile hall; 2) making certain youth are successful at appearing at their pre-disposition court hearing; 3) not re-offending during the time they are released into the community and during the time they go to their pre-disposition hearing; 4) continue offering wrap around services to the youth and the families that are part of this program; 5) offering parent education and juvenile judicial system and probation orientation sessions.

### **PROGRAM GOALS**

Goal 1: Provide an alternative and innovative multi-faceted approach that deals with the placement of up to 30 youth at any given time involved in probation or on the verge of being involved with probation. Redirecting these youth into a more positive lifestyle to reduce the bed days at juvenile hall. For up to 550 youth at 85% (depending on Probation's referrals)

Goal 2: Increase court appearances at pre-disposition and at court hearings, during the duration they are in the program. Report # of youth that have attended mandatory court hearings ( i.e. pre-disposition, pre-trial and master calendar.)

Goal 3: Decrease re-offenses during the time they have been released into the community through the time they go to their pre-disposition hearing. Will report the number of new offenses and number of technical violations during the time in program.



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Goal 4: Continue wrap-around services to the youth and their families, (i.e. individual counseling, group sessions, home visits, educational activities, positive alternative activities, cultural activities and a 24 hour crisis line.)

- 1) # of individual in individual sessions and
- 2) # of youth in group sessions and
- 3) # of youth and families received home visits
- 4) # of youth received alternative, educational and cultural activities

Goal 5: Offer Parent Education sessions with counselor and court orientation as well as judicial system orientation training. (For up to 420 families.)

### **STAFFING**

All staff will be bicultural and will have the necessary skills to work with the target population they will also possess vast experience working with the target population. Fenix staff are very competent, very dedicated and committed who are supported with excellent training and supervision and are extremely knowledgeable and sensitive to the diversity of the population in Santa Cruz County.

The program would include a total staff of 4.8 FTE'S; 3.8 FTE's Counselor I's, and .5 FTE Activity Coordinator and a .5 FTE Program Supervisor.

- The Counselor's primary duties would consist of coordinating intakes and interviews of those candidates eligible for program and coordinate contract with youth and families. facilitating groups, providing individual sessions, preparing treatment plans, participating in weekly case management meetings, conducting family strengthening classes, weekly staff meetings, documenting progress notes, provide youth with transportation sources as a as needed bases, and assisting in the coordination of activities.
- The Activities Coordinator would assist in the coordination and development of educational and positive alternative activities. They would work closely with the Counselors, Probation Department

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and Transportation Aide to make certain that the activities are safe, well planned out and that communication is clear on who is responsible for each task involved in the coordination of these activities.

- The Program Coordinator would develop action plans, provide clinical supervision for all staff in program and is required to provide reports to Fenix Administration Department and be required to attend and administer any and all MDT meetings. Be the communication link between Fenix Services Inc., Probation Dept. and all other collaborators of this contract.
- 24-hour crisis on call personnel responding to the crisis that probation staff is unable to work with or are in need of immediate and additional support and assistance.

# O.A.S.I.S. Program

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## Proposal Budget

Contractor: Fenix Services. Inc.

Period: July 1, 1999 through June 30, 2000.

A. Personnel	Annual	FTE	Total
1. Counselor I	\$26,790	3.0	\$80,370
2. Community Liaison	\$25,709	.8	\$20,567
3. Activity Coordinator	\$21,216	.5	\$10,605
4. Program Supervisor	\$36,067	.5	\$18,034
<i>Subtotal Salaries:</i>			\$129,579
B. Benefits/Taxes @ 21% of Salaries			\$27,212
C. Total Salaries and Benefits:			\$156,791
D. Indirect Expenses @ 17% of Total Contractor			\$35,983
E. Operating Expenses:			
1. Mileage			\$1,500
2. Office Supplies			\$1,900
3. Rent			\$6,801
4. Telephone			\$1,240
5. Program Events. Food			\$2,350
6. Communication Equip.			\$2,100
Subtotal Operating Expenses:			\$18,891
F. TOTAL BUDGET:			\$211,665