

MEMORANDUM OF UNDERSTANDING FOR SPONSORED CIVICSPARK FELLOW

THIS MEMORANDUM OF UNDERSTANDING is made and entered into as of _____, by and between the County of Tulare ("Partner") and the Local Government Commission ("LGC"), a non-profit organization.

RECITALS

- LGC is administering the CivicSpark program, as part of the federal AmeriCorps program.
- The CivicSpark Program provides capacity-building services to local governments in California through project implementation activities performed by LGC teams; LGC staff and CivicSpark Fellows (Fellows). Fellows can only work on contracted and allowable service activities. CivicSpark will provide this service to local governments by conducting assessments, implementing planning or action projects, engaging volunteers, and transferring knowledge to local government staff.
- The Partner desires to engage LGC to provide certain services through the CivicSpark program and LGC desires to provide those services. Compensation for these services is being provided through third party funding. This document is to establish the basic guidelines and expectations between The Partner and LGC.
- The Partner and LGC enter into this Agreement in order to memorialize the terms of LGC's performance of the services and the Partner's obligations with respect thereto.

AGREEMENT

I. Contracted Performance Measures and Prohibited Activities

LGC has contracted with the Corporation of National and Community Service to implement CivicSpark as an AmeriCorps program. **Fellows can only work on service outlined in performance measures approved by the Corporation for National and Community Service and must abide by Federal guidelines for AmeriCorps program implementation.** These performance measures define how CivicSpark will provide service to local governments by: conducting assessments; implementing planning, research or implementation projects; engaging volunteers; and transferring knowledge to local government staff. The project scope in "II. Scope of Services" below must align with the measures below:

- 1) Capacity Building for Local Governments – Fellows' direct service hours should be spent building capacity for local government beneficiaries to address their relative needs with regard to specific issues (e.g. climate, water, housing etc.). Fellows will address these needs by assisting one or more local government beneficiary to develop or implement projects that they would otherwise not be able to complete. Capacity building for Fellows will be delivered in 3 stages, including: 1) gap assessments; 2) research, planning, and implementation service projects; and transition of knowledge.
- 2) Volunteer Engagement – All Fellows should have the opportunity to build further capacity by engaging, recruiting, and supporting volunteers. Volunteers may be engaged as either one-time volunteers (e.g. – volunteers to assist for a specific event such as Earth Day or service activities) or as on-going volunteers such as interns).
- 3) Training and Professional Development for Fellows – Fellows can spend up to 20% of their service year (340 of their 1700 total hours) on training. Training includes the 1-week orientation at the start of the service year, mid-year gathering, continued monthly trainings, and professional development and networking opportunities. Training hours ensure that Fellows have the training and tools they need to succeed in their service work and to grow as professionals.

The majority of the work provided by CivicSpark to local governments via direct service only involves the first measure (Capacity Building). The second and third measure is predominantly met through training, service and professional development activities provided to the Fellows by LGC. Some activities that occur while working with local government beneficiaries or other project partners may be considered training and professional development, such as networking events and trainings conducted by or attended in partnership with Partner.

Federal guidelines further restrict certain activities, which cannot be engaged in by CivicSpark Fellows or Supervisors while charging time to the AmeriCorps program, accumulating service or training hours, or otherwise performing

activities supported by the AmeriCorps program or the Corporation for National and Community Service. **In addition to only working on contracted performance measure service activities, the following activities are prohibited** (see 45 CFR § 2520.65):

- 1) Attempting to influence legislation;
- 2) Organizing or engaging in protests, petitions, boycotts, or strikes;
- 3) Assisting, promoting, or deterring union organizing;
- 4) Impairing existing contracts for services or collective bargaining agreements;
- 5) Engaging in partisan political activities, or other activities designed to influence the outcome of an election to any public office;
- 6) Participating in, or endorsing, events or activities that are likely to include advocacy for or against political parties, political platforms, political candidates, proposed legislation, or elected officials;
- 7) Engaging in religious instruction, conducting worship services, providing instruction as part of a program that includes mandatory religious instruction or worship, constructing or operating facilities devoted to religious instruction or worship, maintaining facilities primarily or inherently devoted to religious instruction or worship, or engaging in any form of religious proselytization;
- 8) Providing a direct benefit to—
 - a) A business organized for profit;
 - b) A labor union;
 - c) A partisan political organization;
 - d) A nonprofit organization that fails to comply with the restrictions contained in section 501(c)(3) of the Internal Revenue Code of 1986 related to engaging in political activities or substantial amount of lobbying except that nothing in these provisions shall be construed to prevent participants from engaging in advocacy activities undertaken at their own initiative; and
 - e) An organization engaged in the religious activities described above, unless CNCS assistance is not used to support those religious activities;
- 9) Conducting a voter registration drive or using CNCS funds to conduct a voter registration drive;
- 10) Providing abortion services or referrals for receipt of such services; and
- 11) Such other activities as CNCS may prohibit.

Fellows, like other private citizens, **may** participate in the above listed activities **on their own time, at their own expense, and on their own initiative**. However, the AmeriCorps logo **must not** be worn while doing so.

Per Federal Guidelines and LGC policies, CivicSpark Programs and activities must follow equal opportunity employment requirements and be accessible to persons with disabilities by providing reasonable accommodation. In support of this.

- 1) LGC and Partner will comply with Equal Opportunity Employment guidelines.
- 2) LGC and Partner will endeavor to make reasonable accommodations to known physical or mental limitations of qualified AmeriCorps members with disabilities unless the accommodation would impose an undue hardship on the program operations.
- 3) LGC and Partner will endeavor to accommodate the sincere religious beliefs of AmeriCorps Members to the extent such accommodation does not pose an undue hardship on the Organization's operations.
- 4) LGC and Partner will not allow any form of retaliation against individuals who raise issues of equal employment opportunity or reasonable accommodation.

II. Scope of Services

LGC will perform the following services:

- 1) General Program Responsibilities
 - a) Provide clear guidelines to Fellows regarding AmeriCorps regulations and expectations.
 - b) Recruit and train Fellows to provide capacity building services for the region.
 - c) Work to provide support and guidance for Fellows, addressing any concerns that might develop during the service year.

- d) Manage local government beneficiary and/or other partner service contracts.
- e) Share outcomes from service with Partner.

2) Fellow Responsibilities

- a) Pass a state, national, and NSOPR background check before starting their service year.
- b) Participate in a 1-week program orientation and complete at least 100 hours of training through dedicated Fellow training, development, and service days.
- c) Serve an average of 37 hours per week for 11 months, serving a minimum of 1700 total hour, with at least 1275 hours dedicated to Partner project activities (see below).
- d) Comply with guidelines for performance measures and abide by regulations on prohibited activities described in "I. Contracted Performance Measures and Prohibited Activities" above.
- e) Complete accurate project reporting in a timely manner as required by the Corporation for National Community Service (CNCS), including: assessments, implementation, hours served, volunteers recruited and supported, and transition of knowledge to local governments.
- f) Avoid participation in prohibited activities.
- g) Identify as a Fellow and wear AmeriCorps lapel pins or gear during service hours.
- h) Participate in days of national service including, but not limited to: Martin Luther King, Jr. Day of Service; 9/11 Day of Remembrance; State Day of Service, and AmeriCorps week Service Day.

3) Project Specific Scope of Work

- a) In this service project, the Fellow will assist the local community of Tulare County and its Proposition 1 Tulare-Kern Funding Area partners to engage Tribes and Disadvantaged Communities (DACs) to participate in the regional IRWM programs that build water resiliency and sustainability.

The Fellow located in the Tulare County offices in the San Joaquin Valley community of Visalia, will conduct the following tasks:

- Assist Tulare County to outreach to and engage Tribes and other underrepresented communities in the funding area, including the Tule River Tribe of California, and help ensure that their needs and projects are represented in the IRWM planning and grant solicitation processes (20%). The Fellow may also assist DWR's Tribal Policy Advisor on special short-term projects.
 - Help Tulare County to finalize the needs assessment currently in development on behalf of the Proposition 1 Tulare-Kern Funding Area (20%),
 - Work with DWR to develop a draft final statewide needs assessment (compilation and synthesis of 12 needs assessments across the state, including the one for the Tulare Kern Funding Area); with anticipated recommendations for policy and other actions for consideration by DWR management and other State agency leaders (60%). This work will involve: participating in approximately quarterly meetings with the 12 Prop 1 DAC Involvement grantees to discuss the status of their needs assessments; conducting data and policy research and analysis related to the needs assessments, writing the report, and assisting to present the statewide findings to DWR management and possibly the CA Natural Resources Agency, the Legislative Analyst's Office, and others.
- b) The Fellow will see his or her efforts succeed with the completion of the draft final statewide Needs Assessment report. In this unique opportunity to serve in the Central Valley with Tulare County, DACs and Tribes, the Fellow will learn about regional water management challenges and strategies for adapting to climate change, such as: sustainable groundwater management, drought and flood preparedness and response, and water conservation and supply.

The Fellow will spend about 90% of his or her time in an office environment and attending meetings, and up to 10% of his or her time in travel to Sacramento and perhaps other parts of the State with other DWR managers, the DWR Tribal Policy Advisor and staff.

- c) This project will include: 1) an initial gap assessment conducted by the Fellow, 2) a volunteer engagement component, and 3) a transitional support activity.
 - i) Minor changes to the scope following the requisite gap assessment process may be needed.

- ii) The project will comply with AmeriCorps service guidelines including prohibited activities described in "I. Contracted Performance Measures and Prohibited Activities" above.

III. Partner Responsibilities

Partner will perform the following services:

- 1) Support Responsibilities
 - a) Support Fellow recruitment by advertising open placement through appropriate channels and networks (e.g., websites, newsletters, social media, job boards, etc.)
 - b) Identify one staff member to act as the "Site Supervisor" for the project and point person for both the Fellow and CivicSpark staff.
 - c) Site Supervisor shall support project implementation and professional development by:
 - i) Setting aside at least 1 hour/week to check in with each Fellow and provide assistance for each approved project.
 - ii) Familiarizing Fellows with the host organization (including safety procedures and protocols), resources, and project scope.
 - iii) Completing an initial performance assessment of each Fellow (survey and goal setting) within 1 month of the start of the service year; conducting a mid-year performance review; and completing a final performance review survey prior to the end of the service year.
 - iv) Seeking opportunities to integrate Fellows' professional goals into project activities.
 - v) As appropriate, facilitating Fellows' transition at the end of their service year by introducing Fellows to relevant colleagues and networks.
 - vi) Provide adequate professional workspace for Fellows (e.g., desk, computer, phone), and ensure that site and workplace are accessible to individuals with disabilities if needed.
 - d) Develop defined project scope(s) and identify goals to be completed in agreed upon timeframe.
 - e) Support implementation of project(s) consistent with scope above and in line with CivicSpark program goals (including supporting volunteer engagement activities and participating in transitional event)
 - f) Keep Regional Coordinators and/or other LGC staff apprised of project developments and/or challenges and working to redefine project scope(s) and goals as necessary.
 - g) If challenges arise (related to professionalism, work products, etc.) provide specific written feedback to the Fellow and share with LGC staff in a timely manner so LGC staff can assess the challenges and intervene as needed.
 - h) Assist with occasional site visits to Partner by LGC staff.
 - i) Not displace Partner staff or volunteers through the use of CivicSpark Fellows, nor have CivicSpark Fellows perform any services or duties that would supplant the hiring of employed workers.
 - j) Not offer the CivicSpark Fellow part time work that is substantially similar to his or her CivicSpark scope of work, nor offer him or her full time employment with a start date prior to the Service Year-end date.
- 2) Reporting Responsibilities
 - a) Complete applications for CivicSpark projects, identifying:
 - i) Total hours desired for service work;
 - ii) Identification of at least 1 beneficiary per fellow.
 - (1) Beneficiaries can be individual departments within a single local government or even individual staff members within the same department.
 - (2) Eligibility of beneficiaries varies by project track. Specific eligibility requirements are provided here: <http://civicspark.lgc.org/join-civicspark/project/>
 - b) Ensure a staff person involved in the project from each local government beneficiary completes a pre-service capacity assessment survey before the start of the service year and a post-service capacity assessment towards the end of the year. The pre-service survey defines goals for the project and establishes a baseline perspective on issues relevant to the specific project track (i.e., climate, water, or opportunity access). The post-service survey evaluates the degree to which the Fellows' work made progress toward the goals and baselines established in the pre-service capacity assessment survey.
 - c) Ensure a staff person involved in the project from each local government beneficiary participates in a project interview early on in the service year (within the first 2-3 weeks), a part of the CivicSpark gap assessment process.
 - d) Submit Fellow performance assessments on time, as described above.

- e) Complete any additional project reporting defined as necessary.
- f) Allow CivicSpark to share results of all reporting with California Volunteers and CNCS, for required grant reporting.

IV. Reimbursable Expenses

LGC does not cover project related expenses related to the service project. All project related expenses are the responsibility of Partner.

Project related expenses will be covered by a separate agreement between LGC and DWR up to \$9,000. All expenses will need to be pre-approved by Partner and DWR and incurred during the completion of activities outlined in "II. Scope of Services" above. Reimbursement of expenses will be managed by LGC.

V. Timeline

All tasks enumerated in Part 2 are to start on September 10, 2019 and should be completed by September 9, 2020.

DATED: _____

 Chairman, Board of Supervisors
 COUNTY OF TULARE

ATTEST: JASON T. BRITT
 County Administrative Officer/Clerk of the Board
 of Supervisors of the County of Tulare

Approved as to Form
 County Counsel

By _____
 Deputy Clerk

By _____
 Deputy
 Matter # _____

DATED: _____

 Kif Scheuer, Program Director
 LOCAL GOVERNMENT COMMISSION