



London Breed, Mayor

Department of Human Services  
 Department of Aging and Adult Services  
 Office of Early Care and Education

Trent Rhorer, Executive Director

**MEMORANDUM**

**TO:** AGING & ADULT SERVICES COMMISSION

**THROUGH:** SHIREEN McSPADDEN, EXECUTIVE DIRECTOR

**FROM:** CINDY KAUFFMAN, DEPUTY DIRECTOR  
 JOHN TSUTAKAWA, DIRECTOR OF CONTRACTS *JTS*

**DATE:** NOVEMBER 6, 2019

**SUBJECT:** GRANT MODIFICATION: **LEGAL ASSISTANCE TO THE ELDERLY, Inc. (NON-PROFIT)** FOR THE PROVISION OF LEGAL SERVICES FOR OLDER ADULTS

**GRANT TERM:** 7/1/2019-6/30/2020

<b>GRANT AMOUNT:</b>	Current	Modification	Revised	Contingency	Total
	\$592,374	\$90,000	\$682,374	\$68,237	\$750,611

**ANNUAL AMOUNT** FY 19-20  
\$682,374

<b>Funding Source MODIFICATION:</b>	<u>County</u>	<u>State</u>	<u>Federal</u>	<u>Contingency</u>	<u>Total</u>
<b>PERCENTAGE:</b>	\$90,000			\$9,000	\$99,000
	100%			100%	100%

The Department of Aging and Adult Services (DAAS) requests authorization to modify the existing grant agreement with Legal Assistance to the Elderly, Inc. for the provision of legal services to older adults during the period of July 1, 2019 to June 30, 2020, for an additional amount of \$90,000 plus a 10% contingency for a total amount not to exceed \$750,611.

**Background**

Legal services can be critical to maintaining or securing a better quality of life for older adults. DAAS' Legal services providers work to provide their clients with information and advice designed to allow them to make informed decisions and assert their rights on a variety of issues. Legal services program providers help eligible clients with a variety of legal issues which may include public benefit/income maintenance (such as public benefit applications and appeals), housing rights and eviction prevention, consumer fraud and debt collection issues, elder abuse

prevention, simple will preparation, disability planning and advance directives, and immigration matters.

### **Modification**

The modification to this grant adds funding for a financial abuse attorney to the Legal Services for Older Adults program. The program will work in collaboration with the Adult Protective Services (APS) program's Financial Abuse Virtual Unit (FAVU) to handle complex financial exploitation cases. Examples of cases include telemarketing scams, identity theft, or a family member taking advantage of a shared bank account.

### **Services to be Provided**

Grantee will operate a legal services program offering legal information and representation for older adults in need of assistance. Grantees have and will continue to develop legal expertise in areas most impacting older adults; Grantees are also expected to be informed about changes in the law that might affect the provision of services. Grantees should be as culturally and linguistically competent as possible to serve a diverse San Francisco population while also being experienced and knowledgeable about working with an older adult population.

Grantees will each offer an initial intake process for clients in need of legal services. Upon completion of screening, further services will fall into one of the following modules of service:

1. Information and Referral – the client concern is more appropriately referred to another service for assistance.
2. Advice and Close – the client issue is very easily addressed, advice is provided and the case is closed.
3. Brief Service – the client is in need of assistance to prepare legal correspondence, fill out an official form, review legal documents, etc.
4. Case Acceptance – the client issue warrants more extensive legal representation and a case file is opened, e.g. elder abuse, consumer fraud, reasonable accommodation for housing, etc.

Outcomes for legal service assistance can include stabilizing or improving a housing situation, increasing or maintaining an income source, securing protective court orders against someone harming an older adult, or deterring predatory collection and illegal business practices targeting an older adult.

### **Performance**

Legal Assistance to the Elderly, Inc. is in compliance with programmatic, and fiscal and compliance requirements for fiscal year 2018-2019 for this grant.

### **Selection**

Grantee was selected through Request for Proposals (RFP) #837, which was competitively bid in February 2019.

**Funding**

Legal Services for Older Adults grant is currently funded through a combination of Federal fund and County General funds. The financial abuse attorney will be funded through Dignity Fund Savings.

**ATTACHMENTS**

Appendix A-1 – Services to be Provided

Appendix B-1 – Program Budget

**APPENDIX A-1 – SERVICES TO BE PROVIDED**  
**LEGAL ASSISTANCE TO THE ELDERLY INC.**  
**LEGAL SERVICES FOR OLDER ADULTS**

**July 1, 2019 – June 30, 2020**

**I. Purpose**

The purpose of this grant is to ensure the rights and entitlements of older adults by providing legal assistance.

**II. Definitions**

California State Bar	The State Bar of California is the regulatory agency for the State's lawyers, charged with admitting and disciplining attorneys.
CA GetCare	A web-based application that provides specific functionalities for contracted agencies to use to perform consumer intake/assessment/enrollment, record service objectives, run reports, etc.
CARBON	Contracts Administration, Reporting, and Billing Online System
City	City and County of San Francisco, a municipal corporation
DAAS	Department of Aging and Adult Services
Disability	Mental, cognitive and/or physical impairments, including hearing and visual impairments, that result in substantial functional limitations in one (1) or more of the following areas of major life activity: self-care, receptive and expressive language, learning, mobility, and self-direction, capacity for independent living, economic self-sufficiency, cognitive functioning, and emotional adjustment.
Frail	An individual determined to be functionally impaired in one or both of the following areas: (a) unable to perform two or more activities of daily living (such as bathing, toileting, dressing, eating, and transferring) without substantial human assistance, including verbal reminding, physical cueing or supervision; (b) due to a cognitive or other mental impairment, requires substantial supervision because the individual behaves in a manner that poses a serious health or safety hazard to the individual or others.
Grantee	Legal Assistance to the Elderly (LAE)
HSA	Human Services Agency of City and County of San Francisco
Legal Assistance	Legal advice and representation provided by an attorney to older individuals with economic or social needs; and includes – (i) to the extent feasible, counseling or other appropriate assistance by a paralegal or law student under the direct supervision of an attorney; and (ii) counseling or

representation by a nonlawyer where permitted by law. Direct legal assistance may be provided face-to-face, by telephone, or by electronic communication and includes, but is not limited to, advice and consultation, litigation, administrative representation, brief services, preparing legal documents and pro se assistance.

LGBTQ+	An acronym/term used to refer to persons who self-identify as non-heterosexual and/or whose gender identity does not correspond to their birth sex. This includes, but is not limited to, lesbian, gay, bisexual, transgender, genderqueer, and gender non-binary.
Low Income	Having income at or below 100% of the federal poverty line defined by the federal Bureau of the Census and published annually by the U.S. Department of Health and Human Services.
Minority	An ethnic person of color who is any of the following: a) Black – a person having origins in any of the Black racial groups of Africa, b) Hispanic – a person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish or Portuguese culture or origin regardless of race, c) Asian/Pacific Islander – a person whose origins are from India, Pakistan or Bangladesh, Japan, China, Taiwan, Korea, Vietnam, Laos, Cambodia, the Philippines, Samoa, Guam, or the United States Territories of the Pacific including the Northern Marianas, d) American Indian/Alaskan Native – an American Indian, Eskimo, Aleut, or Native Hawaiian. Source: California Code of Regulation Sec. 7130.
OAA	Older Americans Act
Older Adult	Person who is 60 years or older, used interchangeably with senior
Senior	Person who is 60 years or older, used interchangeably with older adult
SOGI	Sexual Orientation and Gender Identity; Ordinance No. 159-16 amended the San Francisco Administrative Code to require City departments and contractors that provide health care and social services to seek to collect and analyze data concerning the sexual orientation and gender identity of the clients they serve (Chapter 104, Sections 104.1 through 104.9).

### III. Target Population

According to the federal mandates of the Older Americans Act, services must target clients who are members of one or more of the following groups that have been identified as demonstrating the greatest economic and social need. In particular:

- Low-income
- Limited English proficiency
- Minority
- Frail
- Member of LGBTQ+ Community

#### **IV. Eligibility for Services**

- 1) A resident of San Francisco *and*
- 2) Aged 60 and above

#### **V. Location and Time of Services**

Legal Assistance to the Elderly's office is located at 1663 Mission Street, Suite 225, San Francisco, CA 94103. Services are offered Monday through Friday during regular business hours.

#### **VI. Description of Services**

Legal service providers help eligible clients with a variety of legal issues which may include benefit appeals, eviction prevention, consumer fraud/issues, elder abuse prevention, simple will preparation, disability planning and advance directives, debt collection issues, and immigration matters.

Legal services and interventions are critical to maintaining or securing a better quality of life affecting older adults. Legal service providers often work in conjunction with other service providers to carefully assess and triage consumer needs.

Consumers contacting legal services go through an initial screening process. Legal providers then categorize the services they provide into one of the following four modules:

- 1) Information and Referral – the consumer concern is more appropriately referred to another service for assistance.
- 2) Advise and Close – the consumer issue is very easily addressed, advice is provided and the case is closed.
- 3) Brief Services – the consumer is in need of assistance to prepare legal correspondence, fill out an official form, review legal documents, etc.
- 4) Case Acceptance – the consumer issue warrants more extensive legal representation and a case file is opened, i.e., elder abuse, consumer fraud, challenging eviction petitions, etc.

Grantee will be provided with a copy of the California Department of Aging's California Statewide Guidance for Legal Assistance. Grantee is expected to use these guidelines in the provision of OAA legal services. While non-binding, the guidelines should be considered for guidance and technical assistance in the provision of services.

Areas of expertise for legal service Grantees should include at least one of the following:

- 1) Income/Nutrition: SSI, Social Security, pensions/retirement, CalFresh/Supplemental Nutrition Assistance Program (SNAP), unemployment
- 2) Housing/Utilities: Tenant rights, real property, utilities
- 3) Long-term Care: Skilled Nursing Facility (SNF) issues, community-based, long-term care services
- 4) Healthcare: MediCal, Medicare, managed care, provider/services access, private insurance

- 5) Protective Services/Elder Abuse/Defense against Conservatorship: Conservatorship issues with a focus on defending older persons against guardianship as called for in the OAA § 321(a)(6)), restraining orders, abuse/neglect, exploitation, advanced planning/autonomy/advance directives
- 6) Consumer: Bankruptcy/debt, contracts/warranties, scams/identity theft
- 7) Civil Rights: Limited English Proficient (LEP) rights, discrimination, immigration

Consumers can expect that the legal service provider is experienced and knowledgeable about working with an older adult population. Grantee is expected to keep up with changes in the law that effect older adults, particularly in the issue areas in which services are provided. Grantee should be as culturally and linguistically competent as possible to serve an ethnically diverse population.

Legal services provided and to be reported under this grant will meet the definition of Legal Assistance as described in the Definitions section above. Legal Assistance will be recorded by number of hours of Legal Assistance provided.

The Grantee agrees to meet on a quarterly basis or as needed with other legal service providers and the Office of Community Partnerships (OCP) to help develop and maintain a comprehensive citywide approach to legal service programs. Grantee also agrees to send designated staff to attend the Adult Protective Services (APS) program's Financial Abuse Virtual Unit meetings on a monthly basis.

Grantee will assign staff to help in the planning, development, and distribution of a quarterly legal services newspaper in conjunction with other DAAS/OCP legal service providers. The newsletter will serve as an outreach and educational tool. Content will be printed in multiple languages and cover legal topics most relevant to the target population.

## VII. Service Objectives

On an annual basis:

- Grantee will serve **916** unduplicated consumers.
- Grantee will provide **7,528** units of service of Legal Assistance. A unit is one hour of Legal Assistance.
- Grantee will provide **40** units of service of staffing hours to support the publication of a legal services newsletter as an outreach and educational tool. Staffing hours will include: attending planning meetings, researching, writing, editing, and sending copy to be published, and distribution.

## VIII. Outcome Objectives

Completion and submission of the following reports will be used to measure the amount, range, and impact of services provided.

1. Grantee will, on a quarterly basis, complete and submit to the OCP analyst the California Department of Aging (CDA) standardized Legal Services Report (Form 1022) which includes the following:

- a. Total clients served including aggregate demographic information
- b. Total number of cases closed during the quarter
- c. Description of module of service for each case closed during the quarter (Information and Referral, Advise and Close, Brief Service, Case Acceptance).
- d. Recording of each case closed into standardized categories based on legal issue assisted with (e.g. housing, income maintenance, consumer/finance).
- e. Community education, outreach efforts, and client narratives

The completed form shall be completed and submitted to OCP based on the following deadlines:

- a. 1<sup>st</sup> Quarter (covering July, August, September 2019) due October 25<sup>th</sup>, 2019
  - b. 2<sup>nd</sup> Quarter (covering October, November, December 2019) due January 25<sup>th</sup>, 2019
  - c. 3<sup>rd</sup> Quarter (covering January, February, March 2020) due April 25<sup>th</sup>, 2020
  - d. 4<sup>th</sup> Quarter (covering April, May, June 2020) due July 25<sup>th</sup>, 2020
2. Grantee will, on a twice yearly basis, provide a report categorizing each case closed into a series of standardized categories based on the outcome of the closed case (e.g. obtained, preserved, or increased disability or age related benefit to which entitled, prevented loss of current housing, etc.).

Reporting will be completed via a standardized form developed by Office of Community Partnerships staff and provided to Grantee. Report will be submitted by December 31<sup>st</sup> and June 30<sup>th</sup> each year and cover the previous 6 month contract period.

Collecting outcomes through this manner will allow DAAS and Grantee to track positive outcomes in a year (and in turn to measure the value of a program) as well as comparing the outcomes from year to year. Results from these outcome reports may help establish benchmarks for performance in future years.

## **IX. Reporting Requirements**

Grantee will provide various reports during the term of the grant agreement:

- A. The grantee will enter into the CA GetCare Service Unit section all Service Objectives by the 5<sup>th</sup> working day of the month for the preceding month.
- B. Monthly reports must be entered into the Contracts Administration, Reporting, and Billing Online (CARBON) system and include Service Objectives.
- C. Grantee shall issue a Fiscal Closeout Report at the end of the fiscal year. The report is due to HSA no later than July 31 each grant year. This report shall be submitted via the CARBON system.
- D. Grantee shall develop and deliver an annual summary report of SOGI data collected in the year as requested by DAAS/HSA. The due date for submitting the annual summary report is July 10<sup>th</sup> and shall be submitted via the CARBON system.
- E. Grantee shall develop and deliver ad hoc reports as requested by DAAS/HSA.



- F. Grantee program staff will complete the California Department of Aging (CDA) Security Awareness Training on an annual basis; Grantee will maintain evidence of staff completion of this training.
- G. Grantee shall be compliant with the Health Insurance Portability and Accountability Act of 1996 (HIPAA) privacy and security rules to the extent applicable.
- H. Grantee will assure that services delivered are consistent with professional standards for this service.
- I. Pursuant to California Department of Aging Requirement, Grantor reserves the right to reduce funding available for this contract in the event that actual costs are below funding levels initially budgeted for the delivery of services.
- J. Grantee will develop a Grievance Policy consistent with Office on the Aging Program Memorandum #33 - Consumer Grievance Policy.
- K. Through the Older Americans Act Area Plan development process, the City of San Francisco identifies "Focal Points" which are designed to help older adults connect to services throughout the City. These Focal Points are:

<b>Designated Community Focal Points</b>		
<b>Name</b>	<b>Address</b>	<b>Phone</b>
Western Addition Senior Center	1390 1/2 Turk St, San Francisco, 94115	415-921-7805
Bayview Senior Connections	5600 3rd St, San Francisco, 94124	415-647-5353
OMI Senior Center (CCCYO)	65 Beverly St, San Francisco, 94132	415-335-5558
Richmond Senior Center (GGSS)	6221 Geary Blvd, San Francisco, 94121	415-404-2938
30th Street Senior Center (On Lok)	225 30th St, San Francisco, 94131	415-550-2221
Openhouse	1800 Market St, San Francisco, 94102	415-347-8509
SF Senior Center (SFSC)	481 O'Farrell St, San Francisco, 94102	415-202-2983
Aquatic Park Senior Center (SFSC)	890 Beach St, San Francisco, 94109	415-202-2983
South Sunset Senior Center (SHE)	2601 40th Ave , San Francisco, 94116	415-566-2845
Self-Help for the Elderly	601 Jackson St, San Francisco, 94133	415-677-7585
Geen Mun Activity Center (SHE)	777 Stockton St, San Francisco, 94108	415-438-9804
Toolworks	25 Kearny St, San Francisco, 94108	415-733-0990
DAAS Benefits and Services Hub	2 Gough St, San Francisco, 94103	415-355-6700

- L. For assistance with reporting requirements or submission of reports, please contact:

Reanna Albert  
Program Analyst, Office of Community Partnerships  
DAAS  
P.O. Box 7988  
San Francisco, CA 94120-7988  
reanna.albert@sfgov.org

and

Ella Lee  
Contract Manager  
Human Services Agency  
P.O. Box 7988  
San Francisco, CA 94120-7988  
ella.lee@sfgov.org

**X. Monitoring Activities**

- A. Program Monitoring: Program monitoring will include review of compliance to specific program standards or requirements; client eligibility and targeted mandates, back up documentation for the units of service and all reporting, and progress of service and outcome objectives; how participant records are collected and maintained; reporting performance including monthly service unit reports on CA-Getcare, maintenance of service unit logs; agency and organization standards, which include current organizational chart, evidence of provision of training to staff regarding the Elder Abuse Reporting; evidence of provision of the California Department of Aging (CDA) Security Awareness training to staff; program operation, which includes a review of a written policies and procedures manual of all OCP-funded programs, written project income policies if applicable, grievance procedure posted in the center/office, and also given to the consumers who are homebound, hours of operation are current according to the site chart; a board of directors list and whether services are provided appropriately according to Sections VI and VII, the log of service units which are based on the hours of scheduled activities; sign-in sheets of consumers who participated in each activity; documentation that shows reported units of service are based on scheduled activities at the site, not activities that are always available at the facility such as cards or pool; translation and social services are based on staff hours.
- B. Fiscal Compliance and Contract Monitoring: Fiscal monitoring will include review of the Grantee's organizational budget, general ledger, quarterly balance sheet, cost allocation procedures and plan, State and Federal tax forms, audited financial statement, fiscal policy manual, supporting documentation for selected invoices, cash receipts and disbursement journals. The compliance monitoring will include review of the Personnel Manual, Emergency Operations Plan, Compliance with the Americans with Disabilities Act, subcontracts, MOUs, the current board roster and selected board minutes for compliance with the Sunshine Ordinance.

**HUMAN SERVICES AGENCY BUDGET SUMMARY  
BY PROGRAM**

Name <b>Legal Assistance to the Elderly Inc.</b>			Term 7/1/19-6/30/20	
(Check One) New <input type="checkbox"/> Renewal <input type="checkbox"/> Modification <input checked="" type="checkbox"/> <u>1</u>				
If modification, Effective Date of Mod. _____ No. of Mod. _____				
<b>Program: Legal Services for Older Adults</b>				
Budget Reference Page No.(s) _____				
Program Term		7/1/19-6/30/20		7/1/19-6/30/20
	Budget	Modification	Revised	Total
<b>DAAS Expenditures</b>				
Salaries & Benefits	\$437,232	\$77,498	\$514,730	\$514,730
Operating Expenses	\$101,290	\$4,320	\$105,610	\$105,610
<b>Subtotal</b>	<b>\$538,522</b>	<b>\$81,818</b>	<b>\$620,340</b>	<b>\$620,340</b>
Indirect Percentage	10%		10%	10%
Indirect Cost	\$53,852		\$62,034	\$62,034
CDA Indirect Cost	\$53,852	\$8,182	\$62,034	
GF Indirect Cost				
Subcontractor/Capital Expenditures				
<b>TOTAL DAAS EXPENDITURES</b>	<b>\$592,374</b>	<b>\$90,000</b>	<b>\$682,374</b>	<b>\$682,374</b>
<b>Non-DAAS Expenditures</b>				
Salaries & Benefits	\$90,225		\$90,225	\$90,225
Operating Expense	\$9,345		\$9,345	\$9,345
<b>Subtotal</b>	<b>\$99,570</b>		<b>\$99,570</b>	<b>\$99,570</b>
Indirect Percentage (%) -	11%		11%	11%
Indirect costs	\$11,181		\$11,181	\$11,181
Subcontractor/ Capital Expenditures				
<b>TOTAL Non-DAAS EXPENDITURES</b>	<b>\$110,751</b>		<b>\$110,751</b>	<b>\$110,751</b>
<b>TOTAL DAAS &amp; Non-DAAS EXPENDITURES</b>				
	<b>\$703,125</b>	<b>\$90,000</b>	<b>\$793,125</b>	<b>\$793,125</b>
<b>HSA-DAAS Revenues</b>				
General Fund	\$264,426		\$264,426	\$264,426
CFDA #93.044	\$310,694		\$310,694	\$310,694
General Fund - CODB	\$17,254		\$17,254	\$17,254
General Fund - Financial abuse attorney		\$90,000	\$90,000	\$90,000
<b>TOTAL HSA-DAAS REVENUES</b>	<b>\$592,374</b>	<b>\$90,000</b>	<b>\$682,374</b>	<b>\$682,374</b>
<b>Non-DAAS Revenues</b>				
Project Income	\$8,000		\$8,000	\$8,000
Fundraising	\$38,552		\$38,552	\$38,552
Grant Funding	\$49,799		\$49,799	\$49,799
Volunteer In kind	\$14,400		\$14,400	\$14,400
<b>TOTAL NON-DAAS REVENUES</b>	<b>\$110,751</b>		<b>\$110,751</b>	<b>\$110,751</b>
<b>TOTAL DAAS &amp; Non-DAAS Revenues</b>	<b>\$703,125</b>	<b>\$90,000</b>	<b>\$793,125</b>	<b>\$793,125</b>
Full Time Equivalent (FTE)				
Prepared by: _____		Telephone No.: _____		
HSA-CO Review Signature: _____				
HSA #1 _____				

Legal Assistance to the Elderly Inc.  
Program: Legal Services for Older Adults

**Salaries & Benefits Detail**

**H.S.A-DAAS**

POSITION TITLE and NAME	Agency Totals		HSA Program		DAAS			DAAS
	Annual Full Time Salary for FTE	Total FTE	% FTE funded by HSA (Max 100%)	Adjusted FTE	7/1/19-6/30/20			7/1/19-6/30/20
					Budgeted	Modification	Revised	Total
Executive Director	\$98,399	1.00	51%	0.51	\$50,290		\$50,290	\$50,290
Supervising Attorney	\$86,000	1.00	44%	0.44	\$37,698		\$37,698	\$37,698
Senior Staff Attorney- Elder Abuse	\$90,054	1.00	98%	0.98	\$88,555		\$88,555	\$88,555
Staff Attorney-Benefits	\$77,620	0.80	84%	0.67	\$52,159		\$52,159	\$52,159
Staff Attorney-Health/Fair Housing	\$66,709	1.00		-				
Staff Attorney-Consumer	\$64,602	1.00	41%	0.41	\$26,616		\$26,616	\$26,616
Staff Attorney-Housing	\$62,500	1.00	21%	0.21	\$13,331		\$13,331	\$13,331
Staff Attorney-Financial Abuse	\$85,000	0.75	98%	0.74		\$62,500	\$62,500	\$62,500
Staff Attorney	\$63,500	1.00	67%	0.67	\$42,485		\$42,485	\$42,485
Intake Paralegal	\$48,000	1.00	11%	0.11	\$5,457		\$5,457	\$5,457
Paralegal-Housing	\$58,000	1.00	44%	0.44	\$25,441		\$25,441	\$25,441
Paralegal	\$49,100	1.00	22%	0.22	\$10,573		\$10,573	\$10,573
<b>TOTAL H.S.A-DAAS</b>	<b>\$849,484</b>	<b>11.55</b>	<b>582%</b>	<b>5.40</b>	<b>\$352,605</b>	<b>\$62,500</b>	<b>\$415,105</b>	<b>\$415,105</b>

FRINGE BENEFIT RATE	24.00%							
EMPLOYEE FRINGE BENEFITS	\$203,876				\$84,627	\$14,998	\$99,625	\$99,625
<b>TOTAL DAAS SALARIES &amp; BENEFITS</b>	<b>\$1,053,360</b>				<b>\$437,232</b>	<b>\$77,498</b>	<b>\$514,730</b>	<b>\$514,730</b>

**Non - DAAS**

POSITION TITLE and NAME	Agency Totals		HSA Program		Budgeted	Modification	Revised	Total
	Annual Full Time Salary for FTE	Total FTE	% FTE funded by non-HSA (Max 100%)	Adjusted FTE				
Supervising Attorney	\$86,000	1.00	32%	0.32	\$27,258		\$27,258	\$27,258
Senior Staff Attorney- Elder Abuse	\$90,054	1.00	5%	0.05	\$4,758		\$4,758	\$4,758
Intake Paralegal	\$48,000	1.00	55%	0.55	\$26,346		\$26,346	\$26,346
Volunteer Receptionist	\$28,800	0.50	100%	0.50	\$14,400		\$14,400	\$14,400
<b>TOTAL NON-DAAS</b>	<b>\$252,854</b>	<b>3.50</b>	<b>1.92</b>	<b>1.42</b>	<b>\$72,762</b>		<b>\$72,762</b>	<b>\$72,762</b>

FRINGE BENEFIT RATE	24%							
EMPLOYEE FRINGE BENEFITS	\$60,685				\$17,463		\$17,463	\$17,463
FRINGE BENEFIT RATE DIFFERENCE								
<b>TOTAL Non-DAAS SALARIES &amp; BENEFITS</b>	<b>\$313,539</b>				<b>\$90,225</b>		<b>\$90,225</b>	<b>\$90,225</b>
<b>TOTAL DAAS &amp; Non-DAAS SALARIES &amp; BENEFITS</b>	<b>\$1,366,899</b>				<b>\$527,457</b>	<b>\$77,498</b>	<b>\$604,955</b>	<b>\$604,955</b>

HSA #2

Legal Assistance to the Elderly Inc.  
Program: Legal Services for Older Adults

Operating Expense Detail

<b>H.S.A-DAAS</b>	TERM	7/1/19-6/30/20			7/1/19-6/30/20
		Budget	Modification	Revised	Total
<b>Expenditure Category</b>					
Rental of Property		\$59,519		\$59,519	\$59,519
Utilities(Elec, Water, Gas, Phone, Garbage)		\$5,760		\$5,760	\$5,760
Office Supplies, Postage		\$7,945	\$3,005	\$10,950	\$10,950
Building Maintenance Supplies and Repair		\$700		\$700	\$700
Printing and Reproduction		\$900		\$900	\$900
Insurance		\$5,445	\$1,315	\$6,760	\$6,760
Staff Training		\$500		\$500	\$500
Staff Travel-(Local & Out of Town)		\$100		\$100	\$100
Rental of Equipment		\$1,600		\$1,600	\$1,600
<b>OTHER</b>					
VOLUNTEER EXPENSE		\$990		\$990	\$990
LAW LIBRARY		\$4,000		\$4,000	\$4,000
SENIOR RIGHT BULLETIN		\$6,850		\$6,850	\$6,850
STATE BAR DUES		\$2,800		\$2,800	\$2,800
MEMBERSHIP		\$518		\$518	\$518
JANITORIAL SERVICE		\$3,663		\$3,663	\$3,663
<b>TOTAL DAAS OPERATING EXPENSE</b>		\$101,290	\$4,320	\$105,610	\$105,610
<b>Non-DAAS</b>					
<b>Expenditure Category</b>					
Rental of Property		\$5,111		\$5,111	\$5,111
Utilities(Elec, Water, Gas, Phone, Garbage)					
Office Supplies, Postage		\$1,734		\$1,734	\$1,734
<b>OTHER</b>					
Client Costs		\$2,500		\$2,500	\$2,500
<b>TOTAL Non-DAAS OPERATING EXPENSE</b>		\$9,345		\$9,345	\$9,345
<b>TOTAL DAAS &amp; Non-DAAS OPERATING EXPENSE</b>		\$110,635	\$4,320	\$114,955	\$114,955
<b>HSA #3</b>					