

## SECOND AMENDATORY AGREEMENT

**THIS SECOND AMENDATORY AGREEMENT** is made between the **CITY AND COUNTY OF DENVER**, a municipal corporation of the State of Colorado (the “City”), **JEWISH FAMILY SERVICE OF COLORADO, INC.**, a Colorado nonprofit, whose address is 3201 S Tamarac Dr, Denver, CO 80231 (the “Subrecipient”), individually a “Party” and collectively the “Parties.”

**WHEREAS**, the Parties entered into an Agreement dated August 28, 2024, and an Amendatory Agreement dated August 27, 2025, to provide case management and supplemental services to Colorado Works and TANF program participants (the “Agreement”); and

**WHEREAS**, the Parties now wish to modify the Agreement as set forth below.

**NOW, THEREFORE**, in consideration of the mutual covenants and agreements hereinafter set forth and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Parties incorporate the recitals set forth above and amend the Agreement as follows:

1. Effective upon execution, all references to “Exhibits A and A-1” in the Agreement shall now refer to “Exhibits A, A-1, and A-2,” as applicable to the context. Exhibit A-2, attached hereto and incorporated herein by reference, shall govern with respect to its specific subject matter. In the event of any conflict between Exhibit A, A-1 and A-2, Exhibit A-2 shall control.

2. Except as amended here, the Agreement is affirmed and ratified in each and every particular.

3. This Second Amendatory Agreement is not effective or binding on the City until it has been fully executed by all required signatories of the City and County of Denver, and if required by Charter, approved by the City Council.

4. The following attached exhibits are hereby incorporated into and made a material part of this Agreement: **Exhibit A-2**, Scope of Work.

**REMAINDER OF PAGE INTENTIONALLY BLANK**

**Contract Control Number:** SOCSV-202684036-02 / SOCSV-202473268-02  
**Contractor Name:** JEWISH FAMILY SERVICE OF COLORADO, INC.

IN WITNESS WHEREOF, the parties have set their hands and affixed their seals at Denver, Colorado as of:

**SEAL**

**CITY AND COUNTY OF DENVER:**

**ATTEST:**

By:

\_\_\_\_\_

\_\_\_\_\_

**APPROVED AS TO FORM:**

**REGISTERED AND COUNTERSIGNED:**

Attorney for the City and County of Denver

By:

By:

\_\_\_\_\_

\_\_\_\_\_

By:

\_\_\_\_\_

**Contract Control Number:**  
**Contractor Name:**

SOCSV-202684036-02 / SOCSV-202473268-02  
JEWISH FAMILY SERVICE OF COLORADO, INC.

Signed by:  
By: Linda P. Foster  
97E78BDEFCB6A4A2

Name: Linda Foster  
(please print)

Title: President and CEO  
(please print)

ATTEST: [if required]

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

Name: \_\_\_\_\_  
(please print)

Title: \_\_\_\_\_  
(please print)



**Jewish Family Service of Colorado, Inc.**

**EXHIBIT A-2**

**SCOPE OF WORK**

Jaggaer No. 2026-84036-02

**I. OVERVIEW**

Contractor Name	Jewish Family Service of Colorado, Inc.
Business Address	3201 S. Tamarac Drive Denver, CO 80231
Website	<a href="http://www.jewishfamilyservice.org">www.jewishfamilyservice.org</a>
Services Summary	Provide ongoing case management and supplemental services to Colorado Works (CW)/Temporary Assistance for Needy Families (TANF) participants.
Contract Term	7/1/2024 – 6/30/2026
Contract Budget Total	\$1,800,462
Fiscal Term(s)	7/1/2025 – 6/30/2026
Fiscal Budget Total	\$970,756
Division	Economic Resilience (ER)
Program	CW/TANF
Funding	TANF (federal funds), distributed via Colorado Department of Human Services (CDHS)
CCD Legacy #	SOCSV-202473268-02

**II. BACKGROUND AND PURPOSE**

- a. In 1996, Congress explicitly envisioned the Temporary Assistance for Needy Families (TANF) program as a critical support for families to gain the needed skills and knowledge to care for children in their own home and to promote job preparation and access to work. TANF is also often the only source of financial support for families and can be a portal to other critical safety net programs, including Supplemental Security Income (SSI), the Supplemental Nutrition Assistance Program (SNAP) (previously known as food stamps), Child Care Assistance Program (CCAP), and Medicaid. States can use TANF creatively and provide supports and services directly responsive to the needs of underserved families.

In response to this need and with the flexibility afforded under the TANF legislation, the City is seeking to improve adult and child outcomes for the most vulnerable families entrusted in our care. The goal of the Colorado Works/TANF Program in Denver is to promote the long-term economic well-being of our community, through preparation for and attachment to employment for those who are able to work. The City’s CW/TANF Program is designed to engage individual participants with the services, opportunities, resources, and tools needed to successfully move toward stability and self-sufficiency. Denver



**Jewish Family Service of Colorado, Inc.**

**EXHIBIT A-2**

**SCOPE OF WORK**

Jaggaer No. 2026-84036-02

Human Services (DHS) facilitates robust community gains by partnering with local businesses, educational institutions, and other service providers in the area, and advocating for participants as a vital part of the DHS support network. For those who are not readily able to work, Denver’s CW/TANF program offers supports and services intended to increase employability and promote family safety and stability.

Science tells us that it is never too late to help adults build up their core capabilities, and that we can have a life-long impact if adults support the development of these skills in childhood. When adults have opportunities to build the core skills that are needed to be productive participants in the workforce and to provide stable, responsive environments for the children in their care, our economy will be stronger, and the next generation of citizens, workers, and parents will thrive. We also know that programs that provide support and “bridging” by crossing barriers of race, gender, socioeconomic status as well as “bonding” by tying participants and staff into a supportive community has positive long-term impact. The City realizes the importance of these services and supports and is seeking them for those most in need in our community, including the link to social capital and its effectiveness in supporting low-income persons through the transition to employment.

- b. DHS is responsible for administering eligibility for CW/TANF pursuant to Colorado Revised Statutes (CRS) at section 24-4-103 (11) CRS, and Colorado Code of Regulations (CCR), 9-CCR-2503-6. DHS and contractor shall share responsibility for workforce case management and/or supplemental services, depending on participants’ circumstances.
- c. Jewish Family Service of Colorado, Inc. (JFS) is identified as a subrecipient for the purposes of this agreement and is therefore subject to all terms, conditions and regulatory requirements required of federal funding subrecipients per 2 CFR Part 200, as well as specific rules and regulations for CW/TANF.

**III. FOCUS POPULATION(S)**

- a. General CW/TANF eligibility criteria:
  - i. Pregnant or taking care of a child under 18 years old.
  - ii. Resident of Colorado.
  - iii. Citizen of the United States, a legal alien, a refugee, or a permanent resident.
  - iv. Family income is less than \$75,000 a year.
- b. Participants referred for workforce case management services and supplemental services have been determined as eligible for CW/TANF and are currently receiving TANF Basic Cash Assistance (BCA).



Jewish Family Service of Colorado, Inc.

EXHIBIT A-2

SCOPE OF WORK

Jaggaer No. 2026-84036-02

- c. Adult members of the CW/TANF receiving family are limited to 60 months of CW/TANF BCA during their lifetime. Services provided will need to be achievable within this 60-month limit with the understanding that many CW/TANF participants have already used a portion of their lifetime limit.
- d. Geographic Service Areas
  - i. Contractor shall engage focus populations Citywide.
- e. DHS has developed service lanes to provide specific services based on the participants assessment criteria. The services lanes are:

**Service Lane 1** - Job Ready. Participants in this lane have the required marketable vocational skills, commitment, and experience to gain and maintain entry level employment. They may have minimal barriers that will not supersede their ability to become employed. Participants are ready to engage in work experience or on the job training, intern and externships, interview and resume preparation and practice, and active, supported job searching. Long-term family income is anticipated to be through employment earnings.

**Service Lane 2** - Short to long-term barrier resolution. Participants in this lane have at least some of the marketable vocational skills, commitment and/or work experience to gain or maintain employment. Long-term family income is anticipated to be through employment earnings. Some participants may have time-limited barriers to employment as documented by a qualified professional such as education and soft skills/professionalism.

**Service Lane 3** - Employment alternatives. Participants in this lane have permanent or long-term barriers to employment as documented by a qualified professional. These individuals have disabilities or significant barriers that likely prevent them from becoming employed and will be supported in applying for other programs such as federal Social Security Administration (SSA) disability programs.

**Service Lane 4** - Longer-term barrier to employment with employment being the long-term goal. Participants in this lane require intensive case management due to either major barriers such as homelessness, mental/physical health, etc., that must be mitigated before employment may be addressed or time-limited eligibility for services while they receive a TANF 60-month extension.



Jewish Family Service of Colorado, Inc.

EXHIBIT A-2

SCOPE OF WORK

Jaggaer No. 2026-84036-02

**Service Lane 5** - Self-directed activity (maternity, long-term education, etc.). Participants in this lane require only minimal case management while their situation remains largely unchanged and stable over long periods of time.

IV. SERVICES

- a. JFS's case management services, programmatic offering and holistic services described below are ideal for participants in **Service Lane 4**, however, participants in **Services Lanes 2 & 3** may be referred.
- b. **Intake**  
Upon entry into the program, all CW/TANF participants complete a comprehensive intake that includes an initial assessment which allows participants to clarify their key values, challenges, and strengths and set goals for themselves. This assessment also allows case managers and participants to determine the best combination of coaching and programming to build the long-term skills needed to develop resiliency and develop an individualized plan within thirty (30) days of enrollment.
- c. **Case Management Services**
  - i. Case Management – Contractor shall provide intensive services to families eligible for (CW) according to program rules outlined in the Code of Colorado Regulations and the Work Verification Plan, together with DHS policies and procedures and consistent with holistic case management, quality service delivery, accurate data entry, and timely and suitable activities.
  - ii. Assessments – TANF participants will require ongoing assessments to determine basic skill levels, current employment status, employment history, employability, educational level, health issues and other relevant strengths and barriers to employment success.
  - iii. Creating/Maintaining Individualized Plan/Roadmap – The plan will include the duties and responsibilities of the participant, the duties and responsibilities of the serving agency, specific and detailed assignment to work activities, including timeframes, as well as appropriate supplemental services and/or referrals.
  - iv. Colorado Benefits Management System (CBMS) – As case manager of record, Contractor shall work with DHS to gain access to CBMS, perform data entry duties in accordance with DHS and CO State policies and procedures, and maintain accurate case files.



**Jewish Family Service of Colorado, Inc.**

**EXHIBIT A-2**

**SCOPE OF WORK**

Jaggaer No. 2026-84036-02

- v. Alternates to Employment – Contractor shall provide support to individuals/households whose long-term goal is not employment but rather require alternative paths to income.
- vi. Long-term Barrier Reduction – Contractor shall provide support to individuals/households experiencing long-term barriers such as learning disabilities, substance abuse, disability accommodation to establish supportive employment. Households may also experience chronic instability through homelessness, Child Welfare involvement, domestic violence or other generational challenges leading to inconsistent or insufficient engagement.
- vii. Contractor shall, as necessary, refer participants to another provider within the network of TANF providers for needed Supplemental Services outside of Contractor’s scope.
- viii. Contractor shall review all current clients nearing their 60 months for extensions beyond the client’s sixty-month lifetime limit. If case manager or client would like to be considered for an extension, the client can request through the Colorado Program Eligibility and Application Kit (PEAK) website, or the case manager can complete extension request form and both the client & case manager will need to identify all hardship and good cause criteria as outlined in State program rules. If the extension is approved or denied by the 60-month extension committee, both the client and case manager will be notified of the decision. If approval is received, the case manager will follow the regular re-engagement process with timelines defined in 9 CCR 2503-6, Income Maintenance, 3.608.3. An Individual Plan (IP), will also be completed with the client outlining plan with time frame.
- ix. Secondary Stage Supervisory Case File Reviews: In accordance with 45 CFR 261.63 – Colorado’s Work Verification Plan requirements, Contractor will be required to review a random sample of cases (5% & 2% reviews each month with an approved review tool. The number of cases vary and are based upon Denver’s share of the monthly statewide sample of work-eligible individuals. All case reviews will be completed via DHS technology (WMS) or other designated tools and adhere to all applicable timeframes for completion and 2 reviews per case manager/per month is recommended. The Secondary Stage Supervisory Review will be conducted by a JFS case management supervisor or their designee. At minimum, the following shall be subject to verifications through this process (next page):



**Jewish Family Service of Colorado, Inc.**

**EXHIBIT A-2**

**SCOPE OF WORK**

Jaggaer No. 2026-84036-02

- Proper work activity utilization based on federal regulatory definitions and per Colorado's approved Work Verification Plan and data entry into CBMS.
- Monthly timesheet or other allowable work hour documentation included in the case record.
- Excused absences and holidays are applied per state and county policy.
- The Fair Labor Standards Act is properly applied to community service and community work experience.

**d. Supplemental Services**

- Abby's Impact – Realizing Resilience:** Participants engage in mental health and resiliency education programming to build the coping skills they need to handle life's challenges, reducing the likelihood of poor health outcomes such as depression, anxiety, and increasing their employability. This virtual program is a client-centered mental health education program open to anyone 14 years or older and provides education and resources to facilitate resilience and combat toxic stress, encouraging all participants to build individualized mental health toolboxes. Abby's Impact encourages individuals and families to establish coping and problem-solving skills to address adversity or trauma and reduce the likelihood of mental health challenges. Participants work with program staff for in-depth support alongside group programming to promote individual growth, increase resilience, build a peer support system, and aim to live healthier lives. This programming includes content that helps participants engage in healthy family development, identify values, boost soft skills, increase financial literacy, identify values, improve parenting strategies, foster relationship skills, and increase capacity for leadership in all areas of life.
- Housing Navigation:** A housing navigator shall help those at risk for or experiencing homelessness by connecting them to internal and external resources to increase their housing stability. The CW/TANF housing navigator shall work in step with CW/TANF JFS case managers to provide wraparound support as needed. For those experiencing homelessness, the navigator will help them access housing resources to support their transition into emergency, transitional, or permanent housing through connections with community partners, waitlist management, voucher utilization, and financial assistance. For those still in their homes but at risk for eviction, the Navigator will seek to connect them to financial



Jewish Family Service of Colorado, Inc.

EXHIBIT A-2

SCOPE OF WORK

Jaggaer No. 2026-84036-02

assistance that will help them stabilize their housing situation and remain in their homes. By working closely with CW/TANF case managers, the housing navigator will increase JFS's capacity to provide holistic intensive case management and address multiple barriers to increase stability and the likelihood of long-term self-sufficiency.

- iii. **Mental Health Services:** A licensed therapist shall provide quality, trauma-informed screening/assessment and/or counseling to TANF participants while helping them work towards their goals, enhance their wellbeing, achieve stability, and address mental health assessed needs such as grief, trauma, family crises, depression, and anxiety, among other. This position will leverage Medicaid and other insurance plans that are available. This therapist will also help participants navigate and connect CW/TANF participants to internal and external mental health counseling offerings, groups, workshops, and provide referrals to other necessary specialists. Additionally, JFS provides medication management through a JFS Mental Health Nurse Practitioner position. This position provides current and new JFS participants with access to essential psychiatric medication support to improve or maintain mental health and improve coordination across types and levels of care.
- iv. **Skills Training:** JFS offers a variety of collaborative career development trainings to meet the needs and interests of participants, help them build or learn practical job search skills and workplace competencies, and help them overcome their barriers to employment. CW/TANF case managers will use these trainings to address participants' need for additional services while empowering participants to choose the trainings they believe will be the most beneficial. In addition to targeting vocational and job search skills, trainings in these areas include a focus on soft skills, social media usage, basic technology usage, and values and leadership development. These trainings include (next page):



**Jewish Family Service of Colorado, Inc.**

**EXHIBIT A-2**

**SCOPE OF WORK**

Jaggaer No. 2026-84036-02

- *Job Search Accelerator (JSA)*: These one-day, in-person workshops include small-group, career-focused instruction coupled with dedicated time to start resumes, search for jobs, and discover employment goals. Participants learn the latest hiring trends and growth mindset practices to help them return to work and they are partnered with Career Coaches who will be their mentor throughout their job search journey. Additionally, JFS offers a TANF-only JSA as an accessible steppingstone to other Employment Services for those earlier on in their career exploration. These one-day, in-person workshops focus on identifying strengths and values, clarifying next steps, and maximizing JFS and community resources.
  - *Vocational Training*: In Summer 2023, ES launched its Vocational Training program, which provides participants with vocational training in high-need fields for them to earn nationally recognized certifications in these fields and provide targeted entry into these industries. This program also provides a Foundations in Digital Literacy course to help those with minimal technological knowledge gain basic computer and technology skills and experience.
- v. **Other Employment Services Programs**: In addition to JFS wraparound services, CW/TANF participants also have access to other employment services, including:
- *Career Services* which provide virtual and in-person one-on-one career counseling, resume building, interview coaching, workplace professionalism, skill building trainings, and support strategies. Career Services staff connect TANF participants to CW Employment Programs/work experiences, determine work experiences to fill work history gaps, and help participants who are justice involved in their job search. JFS has connections with employers in the community to assist with job placement. JFS operates under a Language Access Plan which allows Colorado Access non-English speaking recipients to be served through 1:1 career coaching service using an interpreter or translator.
  - *Disability Employment Services* which support individuals with disabilities through job development services, on-the-job training, vocational skill development, group community worksites, job coaching, and connections to employers for competitive, integrated employment opportunities. JFS plans to



**Jewish Family Service of Colorado, Inc.**

**EXHIBIT A-2**

**SCOPE OF WORK**

Jaggaer No. 2026-84036-02

implement a support process for all JFS TANF referrals to the Colorado Division of Vocational Rehabilitation (DVR) to support participants 1:1 through DVR intake, initial plan development meetings, and where appropriate offer ongoing 1:1 or small group job development, situational assessments, and/or job coaching. JFS is ADA accessible.

- *Refugee Employment Services* which support refugees with job placement services, vocational skill development, career coaching, soft skill development, and retention support. Although JFS has expertise in navigating culturally appropriate employment support for all refugees in Colorado, this team primarily serves referrals through JFS Resettlement Services.

e. Cultural Responsiveness and Trauma-informed Services

- i. Contractor shall provide all services as described in this Agreement in a manner culturally appropriate and consistent with the City's commitment to equity values, which encompass inclusion, engagement, equitable programming, accountability, transparency, and the promotion of intersectional, inclusive, and accessible programs and strategies.
- ii. Contractor shall ensure all staff provide services through a trauma-informed approach with an emphasis on harm reduction. Staff shall be trained and continually coached to better understand trauma so they can be sensitive and responsive to focus population(s) receiving services.

V. CITY RESPONSIBILITIES

a. The City shall be responsible for providing or securing the following:

- i. Administer eligibility for CW/TANF pursuant to Colorado Revised Statutes (CRS) at section 24-4-103 (11) CRS, and Colorado Code of Regulations (CCR), 9-CCR-2503-6.
- ii. Share any CW/TANF programmatic changes and provide necessary training contingent on DHS training and/or resource availability. To be scheduled on mutually agreed upon date(s)/time(s) based on shared availability.
- iii. Coordinate with both Denver DHS CBMS Help Desk and CO State on CBMS security access setup and controls for Contractor staff.



**Jewish Family Service of Colorado, Inc.**

**EXHIBIT A-2**

**SCOPE OF WORK**

Jaggaer No. 2026-84036-02

- iv. Collaborate with JFS Program Manager to maximize the likelihood that referrals are willing and able to participate in JFS programming.

**VI. COMMUNICATION AND COLLABORATION**

**a. Contractor shall:**

- i. Attend and participate in monthly meetings as requested by the DHS program contact.
- ii. Agree to use City/DHS issued email addresses for all CW/TANF related communication with DHS staff and contractors regarding participants. This includes complying with all City prescribed privacy requirements related to communication and information sharing.
- iii. Ensure all electronic communication referencing CW/TANF participants will follow all privacy requirements, including but not limited to encrypting emails to recipients outside of the City network.

**b. DHS shall:**

- i. Facilitate monthly meetings with Contractor to review contracted services and performance and troubleshoot any barriers (i.e. City/State systems access, invoice/payment, etc.).
- ii. Provide and maintain City issued email to Contractor staff for mutual communication containing participant information.

**VII. KEY PERFORMANCE INDICATORS**

**a. Output/Process Measures**

- i. JFS shall continuously serve and support approximately 350 CW/TANF participants each month.

**b. Outcome Measures**

- i. 75% of participants enrolled in barrier resolution training/classes shall attend barrier resolution training/classes.
  - Measured on a monthly basis.
- ii. 90% of eligible DVR referrals will receive access to and/or support in navigating the DVR referral process.
  - Measured on a monthly basis.
- iii. 90% of participants enrolled shall receive resources or referrals to resources.



**Jewish Family Service of Colorado, Inc.**

**EXHIBIT A-2**

**SCOPE OF WORK**

Jaggaer No. 2026-84036-02

- iv. 5% of newly enrolled participants shall be referred to vocational training, apprenticeships and/or certificate programs.
- v. Average of 5% of enrolled participants shall gain new employment.
  - Measured on a monthly basis.
- vi. 40% of enrolled participants shall transition from a stabilization plan to an income focused plan.
  - Measured on an annually basis.
- vii. Participants gaining employment shall have starting wages of \$18.29/hour or \$15.27/hour as long as they receive \$3.02 or more in tips for hour on average.
- viii. 95% of enrolled participants who become ineligible for TANF BCA while receiving services shall be referred to Thrive Program.
- ix. 50% of enrolled participants who gain employment shall retain their jobs for a minimum of 90 days.
- c. Contractor shall be responsive to City feedback on monthly metrics and track performance specific to funding-required outcomes and key performance indicators (KPIs) as communicated by City.

**VIII. REPORTS**

- a. The following reports shall be developed and delivered to the City as stated in this section.

Report Name	Description	Frequency	Reports to be sent to:
1. Monthly Report	A monthly report demonstrating progress in meeting program’s goals and containing KPIs.	Due the 15 <sup>th</sup> of the month following the month services were provided, throughout the contract term.	CW/TANF Program Manager or designee
2. Outcomes Report	Qualitative and Quantitative - demonstrating how services provided met the overall outcome and budget goals of this agreement. Data requested for services performed 7/1/25-3/31/26.	By April 15, 2026	CW/TANF Program Manager or designee



**Jewish Family Service of Colorado, Inc.**

**EXHIBIT A-2**

**SCOPE OF WORK**

Jaggaer No. 2026-84036-02

3. Language Access Plan	This one-time report establishes an effective plan and protocol for the organization to follow when providing services to, or interacting with, individuals who have limited English proficiency.	Due 90 days after contract execution.  <i>*Language Access Plan previously provided by Contractor during initial contract base term.</i>	CW/TANF Program Manager or designee
-------------------------	---	--	-------------------------------------

- b. Contractor shall submit reports timely to the DHS program contact.
- c. Contractor shall request report due date extensions in writing prior to a report deadline and the extension must be approved by City personnel.

**IX. ADMINISTRATIVE REQUIREMENTS**

a. Policies and Procedures

- i. Contractor shall establish and maintain written policies and procedures to operationalize the services identified within this Agreement and demonstrate compliance with federal, state, and local regulations.
- ii. All current policies and procedures shall be made available to the City program contact in electronic form.
- iii. All policies and procedures, including any revisions, shall be subject to the approval of the City program contact.
- iv. Contractor shall maintain an inventory of all implemented policies and procedures, including past versions that were at one time in effect.

b. Language Access Plan

- i. A Language Access Plan (LAP) is a management document that outlines how Contractor’s program defines tasks to achieve language access and maintain compliance with federal law requirements for Title VI Language Access and corresponding Executive Orders from the Federal government (Executive Order No. 13166) and the City and County of Denver (Executive Order No. 150).
  - Contractor shall conduct an individualized assessment that examines the four factors of Language Access Planning.
  - Contractor shall develop a documented Language Access Plan to support language access for participants.
  - Contractor shall collect data that identifies the language needs of the population served.



Jewish Family Service of Colorado, Inc.

EXHIBIT A-2

SCOPE OF WORK

Jaggaer No. 2026-84036-02

c. Grievance Process

- i. A grievance procedure is a formal way for an individual or a family to raise a problem or complaint to the Contractor.
- ii. Contractor shall develop and implement a public-facing grievance process which clearly outlines the steps involved in reviewing, addressing, resolving, and documenting grievances which may occur for Services as defined in this Agreement during the term of the contract.
- iii. Contractor shall document this procedure and must receive approval in writing from the DHS program contact for the proposed grievance procedure before it is implemented. This should be prioritized within the first 30 days of beginning services.
- iv. Individuals and families receiving services must be properly notified of the grievance procedure once it is approved. This can be done through the Contractor's website, distribution of printed materials at time of service, or in other ways not yet contemplated, so long as it is accessible to the focus population(s) defined in this Agreement.
- v. Contractor shall promptly address grievances. The DHS program contact shall be consulted and notified of any grievances that cannot be resolved by the Contractor.

d. Performance Management

- i. Contractor shall permit the City to carry out reasonable activities to review, monitor, and evaluate any of the procedures used by Contractor in providing or supplying services and make available for inspection all notes and other documents used in performing the services as described in this Agreement.
- ii. Monitoring shall be performed as necessary by the program area and other designated DHS staff throughout the term of the agreement. As a subrecipient, monitoring is required per 2 CFR Part 200 Subpart D 200.331 and DHS policy 1809-506. Subrecipient monitoring includes but is not limited to the following:
  - *Program or Managerial Monitoring* - The quality of the services being provided and the effectiveness of those services addressing the needs of the program.



**Jewish Family Service of Colorado, Inc.**

**EXHIBIT A-2**

**SCOPE OF WORK**

Jaggaer No. 2026-84036-02

- *Contract Monitoring* - Review and analysis of current program information to determine the extent to which contractors are achieving established contractual goals. Financial Services, in conjunction with the DHS program area and other designated DHS staff, shall provide performance monitoring and reporting reviews. DHS staff shall manage any performance issues and shall develop interventions to resolve concerns.
  - *Compliance Monitoring* - Contractor shall ensure that the terms of the contract document are met, as well as Federal, State and City legal requirements, standards, and policies to include sub recipient requirements.
  - *Financial Monitoring* - Contractor shall ensure that costs are allocated and expended in accordance with the terms of this Agreement. Contractor is required to provide all invoicing documents for the satisfaction of Financial Services. Financial Services shall review the quality of the submitted invoice monthly. Financial Services shall manage invoicing issues through site visits and review of invoicing procedures.
- iii. If, as a result of an audit or review relating to the fiscal performance of the Contractor including those performed by a DHS internal auditor, the City receives notice of any irregularities or deficiencies in said audits, the Contractor shall correct all identified irregularities or deficiencies within the time frames designated in the City's written notice of irregularities or deficiencies. If the identified irregularities or deficiencies cannot be corrected by the date designated by the City, then the Contractor shall so notify the City in writing and shall identify a date that the Contractor expects to correct the irregularities or deficiencies; provided, however, that the irregularities or deficiencies shall be corrected no later than ninety (90) days from the date of the City's notice.
- DHS will notify Contractor in advance of every CW/TANF related audit and Contractor will have a representative present at such audit. Contractor will participate in all audit coordination as appropriate, including meeting all DHS timeline requirements.



**Jewish Family Service of Colorado, Inc.**

**EXHIBIT A-2**

**SCOPE OF WORK**

Jaggaer No. 2026-84036-02

e. Subcontractors

- i. Contractor shall, prior to entering an agreement with any approved service providers, subcontractors, consultants, or any other entity approved to supply the services described in this Agreement, ensure the adequacy of their accounting system and financial records to accurately account for the funds awarded them and to be able to allocate costs appropriately between two or more projects and/or agreements.
- ii. Each approved service provider, subcontractor, subconsultant, or other approved person or entity engaged by the Contractor to provide services and supports under this Agreement will be subject to and will comply with City standards, policies and procedures for contract performance review and audits.
- iii. Contractor shall comply with all requests from the City to obtain information from and conduct reviews or financial audits of approved service providers, subcontractors, subconsultants, and other approved persons or entities supplying services under the Agreement.
- iv. Contractor shall provide copies of audits and performance reviews, if any, of approved service providers, subcontractors, subconsultants, and all other approved persons or entities supplying services and supports prepared by any entity, other than the City Auditor or a DHS internal auditor, to the City program contact within thirty (30) days of the Contractor's receipt.

f. Record-Keeping

- i. Contractor and DHS will work collaboratively to collect and retain all CW/TANF program information necessary to ensure compliance with the requirements of any applicable state or federal law and program regulations. This includes all case management records (paper and automated), which includes, but is not limited to, all assessments, Individual Plans (IPs), workforce development activities, participation tracking sheets, contracted services, and workforce counseling administered by Contractor.
- ii. Contactor shall establish and maintain record-keeping policies in accordance with the requirements established by applicable state law or as reasonably required by the City, including the City Auditor, concerning the provision of services and expenditure of City Funds, including, but not limited to, establishing and maintaining financial and performance records with respect to all matters covered by this Agreement in sufficient detail and in a manner sufficient to conform to



**Jewish Family Service of Colorado, Inc.**

**EXHIBIT A-2**

**SCOPE OF WORK**

Jaggaer No. 2026-84036-02

generally accepted accounting principles so as to allow audit of the expenditure of City funds received by the Contractor.

- Contractor shall retain such financial and performance records for a period of six (6) years from the date of final payment to the Contractor under this Agreement.
- iii. Contractor shall utilize the designated data systems, including but not limited to, CBMS for CW/TANF participants. CBMS must be used in accordance with the DHS and CDHS written policies and procedures. Each staff person will be given the minimum access required to perform their specific role under the Contract.
  - DHS and the State will coordinate CBMS security access setup and controls.
  - All requests should be routed through the DHS CBMS Help Desk to ensure that State and internal processes are followed.
  - DHS will provide contractor access to the Work Management System (WMS) so contractor can upload all documents/documentation to the participants case file.

**X. BUDGET**

**a. Funding Information/Requirements**

- i. Program Name: Colorado Works/Temporary Assistance for Needy Families.
- ii. Funding Source: Temporary Assistance for Needy Families Block Grant
- iii. Funding Type: Federal

**b. Per Uniform Guidance CFR 200.331 DHS clearly identifies to the subrecipient the following federal funding information:**

- i. Program Name: Colorado Works/Temporary Assistance for Needy Families
- ii. Name of Federal Awarding Agency: Department of Health and Human Services (HHS)
- iii. Federal Award Date: 10/17/2024
- iv. Federal Funding Amount: \$117,328,780
- v. Amount of Federal Funds by this action: \$4,906,712
- vi. Subaward Period of Performance: 7/1/2025 – 6/30/2026



Jewish Family Service of Colorado, Inc.

EXHIBIT A-2

SCOPE OF WORK

Jaggaer No. 2026-84036-02

- vii. Assistance Listing# (a.k.a. CFDA#): 93.558
  - viii. Federal Award Identification Number (FAIN): 2501COTANF
  - ix. Subrecipient UEI#: JXSLQ4BRNB98
  - x. Amount awarded to subrecipient: \$970,756
  - xi. Indirect cost rate: 15%
  - xii. Additional sub awards by subrecipient:  Yes  No
  - xiii. Names of subcontractors or sub awardees: N/A
- c. Use of Government Funds
- i. Contractor shall spend funds provided under this Agreement in a way that serves the public interest, honors the public trust, and is consistent with services as described in this Agreement.
  - ii. Contractor shall use funds provided under this Agreement for the purposes of effectuating the purposes of City law as this Agreement contemplates and as set forth in the scope of work.
  - iii. If requested, Contractor shall establish and submit to the City an inventory list, in such format as designated by the City program contact and within thirty days of said request, of all Equipment and Controlled Assets purchased under this Agreement.
  - iv. Contractor shall update said inventory list as necessary on a timely basis. The inventory shall specify the location of all Equipment and Controlled Assets purchased to supply the Services.
  - v. Upon the expiration or earlier termination of this Agreement, unless the Agreement is extended by a written amendment executed by the Parties in the same manner as this Agreement, all Equipment and Controlled Assets purchased to supply the Services shall either be returned to the City or disposed of as the City shall direct.
- d. Invoicing
- i. Contractor shall submit invoices on or before the 15th of the month following when services were provided.
  - ii. Contractor shall use an invoice format or template approved by the City.
  - iii. Invoice supporting documentation must be provided with each invoice and must meet DHS /City documentation requirements.
  - iv. Unless otherwise instructed, invoices shall be submitted to [DHS Contractor Invoices@denvergov.org](mailto:DHS_Contractor_Invoices@denvergov.org).



**Jewish Family Service of Colorado, Inc.**

**EXHIBIT A-2  
SCOPE OF WORK**

Jaggaer No. 2026-84036-02

e. Budget Modifications

- i. Budget line items may only be modified in accordance with the DHS budget modification policies and procedures. Modification shall not take effect until approved in writing.
- ii. Any proposed modifications that require an increase in the maximum contract amount shall be evidenced by a written amendment prepared and executed by Contractor and the City in the same manner as this Agreement.

f. Payment Method

- i. Contractor shall be reimbursed for services provided under this Agreement according to the approved line-item reimbursement budget.

g. Budget Table

Contractor Name	Program	Fiscal Term
Jewish Family Service of Colorado, Inc.	Colorado Works (CW)/ Temporary Assistance for Needy Families (TANF)	7/1/2025 - 6/30/2026

Personnel					
Position Title	Annual Salary & Wages	Fringe %*	Annual Fringe Benefits	FTE	Annual Contract Budget
CW/TANF Lead Case Manager**	\$68,033	15%	\$10,205	0.48	\$37,554
CW/TANF Case Management Services Supervisor	\$65,000	27%	\$17,550	0.75	\$61,913
CW/TANF Case Managers	\$55,650	24%	\$13,356	6.00	\$414,036
Family Services Program Manager	\$88,500	22%	\$19,470	0.98	\$105,811
Housing Navigator	\$54,600	18%	\$9,828	0.91	\$58,629
Employment Specialists	\$54,600	19%	\$10,374	0.42	\$27,289
Digital Literacy Trainer	\$60,000	24%	\$14,400	0.1	\$7,440
Career Services Program Coordinator	\$60,450	25%	\$15,113	0.19	\$14,357



**Jewish Family Service of Colorado, Inc.**

**EXHIBIT A-2**

**SCOPE OF WORK**

Jaggaer No. 2026-84036-02

Individual Supported Employment Manager	\$63,044	24%	\$15,131	0.15	\$11,726
Career Services Manager	\$81,257	14%	\$11,376	0.12	\$11,116
Abby's Impact Resiliency Instructor	\$54,600	26%	\$14,196	0.50	\$34,398
Workforce Solutions Partner	\$65,000	15%	\$9,750	0.015	\$1,121
<b>Personnel Subtotal</b>					<b>\$785,390</b>

\*Fringe Benefit Rate: Variable

\*\*Position ended 12/31/2025

<b>Direct Costs</b>		
Type of Expense	Cost Detail	Annual Contract Budget
Materials and Supplies	Cost of program supplies including, but not limited to, laptop computers and peripherals, cellphones and data plans, cloud-based telephones, software licenses, DocuSign envelopes, noise cancellation headphones, stand-up desks, monitors and other similar office supplies. Cost cannot exceed \$5,000 per item (\$10,000 per item starting 10/1/2024).	\$13,209
Travel	Meals, Lodging and travel expenses for conference. Local mileage at IRS reimbursement rate (currently \$0.70 per mile).	\$2,600
Subcontracted Services	6 months of Quality Assurance Coach at \$6,000 per month	\$36,000
Other Direct Costs	Professional Development, including conference registration	\$6,937
<b>Direct Costs Subtotal</b>		<b>\$58,746</b>

Total Direct Cost	\$844,136
Modified Total Direct Cost	\$844,136



**Jewish Family Service of Colorado, Inc.**

**EXHIBIT A-2**

**SCOPE OF WORK**

Jaggaer No. 2026-84036-02

Indirect Costs			
Type of Expense	Cost Detail		Contract Budget
Administrative/ Indirect Costs	Indirect Method: Negotiated 15%	15%	\$126,620
	Indirect Base: Modified Total Direct Cost		
<b>Total Fiscal Budget</b>			<b>\$970,756</b>

**h. Language Access Costs**

i. Costs related to providing appropriate language access for clients receiving services under this Agreement shall be included in the Contractor's Indirect Cost Rate or borne solely by the Contractor.

**i. Budget Definitions**

i. **Salaries and Wages.** Staff assigned to work specifically on the contracted activities. Funds may be used to reimburse staff salary and wages and for the prorated share of leave costs (PTO, vacation, sick, holidays, etc.). Funds may be used to reimburse retention bonuses paid on or after April 30, 2026 and for work on CW/TANF beginning on March 16, 2026 through June 30, 2026. Payment of retention bonuses must comply with this agreement and the established policies and practices of the contractor's organization.

ii. **Fringe Benefits.** Any monetary benefit an employer offers in exchange for an employee's service that does not include their salary. Funds may be used for the prorated share of payroll taxes (i.e., Social Security, Medicare, federal unemployment, state unemployment), insurance (i.e., medical, dental, vision, life, ADD/LTD, workers comp), and retirement plans.

iii. **Prorated Share.** Salaries, wages and fringe benefits that are based on records that accurately reflect the work performed and comply with the established policies and practices of a contractor's organization. Positions that do not work 100% of their time on the contracted activities, must keep documentation that supports a reasonable allocation or distribution of costs among specific activities or cost objectives.

iv. **Direct Costs.** Costs that can be identified specifically with the contracted program, project or activities and can be assigned relatively easily with a high degree of accuracy.

v. **Materials and Supplies.** Tangible personal property to be used by contractor during the contract term that are not defined as equipment (useful life of over a year and over \$10,000/unit).



**Jewish Family Service of Colorado, Inc.**

**EXHIBIT A-2**

**SCOPE OF WORK**

Jaggaer No. 2026-84036-02

- vi. **Equipment.** Tangible personal property to be used by program personnel during the course of the contract that have a useful life of more than one year and costs \$10,000 or more per unit.
- vii. **Travel.** Costs for employees who travel on official business related to the contracted activities. The costs may only be reimbursed at federal uniform rates and mileage reimbursement may not exceed the approved federal (IRS) / U.S. General Services Administration (GSA) rates.
- viii. **Subcontracts/Consultants.** Includes all services performed by an independent contractor who is not affiliated or part of the organization. Subcontractors are any supplier, distributor, vendor, or firm that furnishes supplies or services to Contractor. A consultant is an individual retained to provide professional advice or services for a fee. Compensation for consultant services must be reasonable and consistent with that paid for similar services in the marketplace.
- ix. **Client Services.** Costs directly benefiting a participant, through subsidy or purchase of services or supplies (i.e., rent/mortgage assistance, bus passes, food boxes, etc.).
- x. **Other Direct Costs.** Any other allowable costs that provide direct support to the program, project or activities and cannot be easily included into the other categories.
- xi. **Administrative/Indirect Cost Rate.** Allocable portion of necessary and reasonable costs that benefit multiple programs or functions of an organization that cannot be readily identified as a direct cost (i.e., rent, utilities, general supplies, administrative expenses).
- xii. **Modified Total Direct Cost (MTDC).** All direct salaries and wages, applicable fringe benefits, materials and supplies, services, travel, and subcontractor cost up to the first \$50,000 of each subcontract. MTDC excludes equipment, capital expenditures, charges for patient care, rental costs, tuition remission, scholarships and fellowships, participant support costs and the portion of each subcontract in excess of \$50,000.



**Jewish Family Service of Colorado, Inc.**

**EXHIBIT A-2**

**SCOPE OF WORK**

Jaggaer No. 2026-84036-02

**XI. CONTRACT LIFECYCLE SUMMARY**

a. The table below summarizes the history of the contract to date, providing context on the life of the contract for the current scope of work.

Contract Version	Contract Term	Fiscal Term	Current Budget	Additional Funds	Contract Maximum
<b>Base</b>	7/1/2024 - 6/30/2025	7/1/2024 - 6/30/2025	N/A	\$829,706	\$829,706
<b>Amendment 1</b>	7/1/2024 - 6/30/2026	7/1/2025 - 6/30/2026	\$829,706	\$970,756	\$1,800,462
<b>Amendment 2</b>	7/1/2024 - 6/30/2026	7/1/2025 - 6/30/2026	\$970,756	N/A	\$1,800,462