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|---|--|---|-------------|------------------|------------|----------------------|-----|--------------|-----|--------|-------------|--|
| 1. Federal Award No.
693JJ32540140 | 2. Effective Date
See No. 16 Below | 3. Assistance Listings No.
20.939 | | | | | | | | | | |
| 4. Award To
City of Clarkston
1055 Rowland Street
Clarkston, GA 30021

Unique Entity Id.: E7UFGPTG1ND5
TIN No.: 58-6003756 | 5. Sponsoring Office
U.S. Department of Transportation
Federal Highway Administration
Office of Safety
1200 New Jersey Avenue, SE
HSSA-1, Mail Drop E71-117
Washington, DC 20590 | | | | | | | | | | | |
| 6. Period of Performance
Effective Date of Award – 21 months | 7. Total Amount <table border="0" style="width: 100%;"><tr><td>Federal Share:</td><td style="text-align: right;">\$1,000,000</td></tr><tr><td>Recipient Share:</td><td style="text-align: right;">\$ 250,000</td></tr><tr><td>Other Federal Funds:</td><td style="text-align: right;">\$0</td></tr><tr><td>Other Funds:</td><td style="text-align: right;">\$0</td></tr><tr><td>Total:</td><td style="text-align: right;">\$1,250,000</td></tr></table> | Federal Share: | \$1,000,000 | Recipient Share: | \$ 250,000 | Other Federal Funds: | \$0 | Other Funds: | \$0 | Total: | \$1,250,000 | |
| Federal Share: | \$1,000,000 | | | | | | | | | | | |
| Recipient Share: | \$ 250,000 | | | | | | | | | | | |
| Other Federal Funds: | \$0 | | | | | | | | | | | |
| Other Funds: | \$0 | | | | | | | | | | | |
| Total: | \$1,250,000 | | | | | | | | | | | |
| 8. Type of Agreement
Grant | 9. Authority
Section 24112 of the Infrastructure Investment and Jobs Act (Pub. L. 117–58, November 15, 2021; also referred to as the “Bipartisan Infrastructure Law” or “BIL”) | | | | | | | | | | | |
| 10. Procurement Request No.
HSA240069PR | 11. Federal Funds Obligated
\$1,000,000 | | | | | | | | | | | |
| 12. Submit Payment Requests To
See Article 5. | 13. Accounting and Appropriations Data
15X0173E50.0000.055SR10500.5592000000.41
010.61006600.0000000000.0000000000.000000
0000.0000000000 | | | | | | | | | | | |
| 14. Description of the Project | | | | | | | | | | | | |

Development of a Citywide Vision Zero Safety Action Plan that will evaluate the most significant roadway safety concerns, diagnose these issues followed by assessing low-cost and high-impact strategies and then prioritizing future implementation projects focusing on all users of the city transportation system. The community engagement program will address equity, inclusiveness and diversity where 100% of the residents in the study area are shown to have historically and equity disadvantaged indicators; the city of Clarkston is a designated resettlement city and roughly 60% of Clarkston’s population are refugees from over 59 different countries

RECIPIENT

FEDERAL HIGHWAY ADMINISTRATION

15. Signature of Person Authorized to Sign

16. Signature of Agreement Officer

Signature

Date

Name: Beverly H. Burks

Title: Mayor

Signature

Date

Name: Hector Santamaria

Title: Agreement Officer

U.S. DEPARTMENT OF TRANSPORTATION

GRANT AGREEMENT UNDER THE
FISCAL YEAR 2023 SAFE STREETS AND ROADS FOR ALL GRANT PROGRAM

This agreement is between the United States Department of Transportation's (the "USDOT") Federal Highway Administration (the "FHWA") and the City of Clarkston, Georgia (the "Recipient").

This agreement reflects the selection of the Recipient to receive a Safe Streets and Roads for All ("SS4A") Grant for the Greater Clarkston SS4A Vision Zero Safety Action Plan

The parties therefore agree to the following:

ARTICLE 1
GENERAL TERMS AND CONDITIONS

1.1 General Terms and Conditions.

- (a) In this agreement, "General Terms and Conditions" means the content of the document titled "General Terms and Conditions Under the Fiscal Year 2023 Safe Streets and Roads for All ("SS4A") Grant Program," which is available at <https://www.transportation.gov/grants/ss4a/grant-agreements> under "Fiscal Year 2023." Articles 7-30 are in the General Terms and Conditions. The General Terms and Conditions are part of this agreement.
- (b) The Recipient acknowledges that it has knowledge of the General Terms and Conditions. Recipient also states that it is required to comply with all applicable Federal laws and regulations including, but not limited to, the Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards (2 CFR part 200); National Environmental Policy Act (NEPA) (42 U.S.C. § 4321 et seq.); and Build America, Buy America Act (BIL, div. G §§ 70901-27).
- (c) The Recipient acknowledges that the General Terms and Conditions impose obligations on the Recipient and that the Recipient's non-compliance with the General Terms and Conditions may result in remedial action, termination of the SS4A Grant, disallowing costs incurred for the Project, requiring the Recipient to refund to the FHWA the SS4A Grant, and reporting the non-compliance in the Federal-government-wide integrity and performance system.

ARTICLE 2 APPLICATION, PROJECT, AND AWARD

2.1 Application.

Application Title: Greater Clarkston SS4A Vision Zero Safety Action Plan

Application Date: October 24, 2023

2.2 Award Amount.

SS4A Grant Amount: \$1,000,000.00

2.3 Federal Obligation Information.

Federal Obligation Type: Single

2.4 Budget Period.

Budget Period: See Block 6 of page 1

2.5 Grant Designation.

Designation: Planning and Demonstration

ARTICLE 3 SUMMARY PROJECT INFORMATION

3.1 Summary of Project's Statement of Work.

Greater Clarkston SS4A Safety Action Plan

Narrative

The scope of the Vision Zero Safety Action Plan will place specific focus on the only north-south corridor in the city; North Indian Creek/Montreal Road, which has an average daily traffic of over 20,000. All intersections on this multi-jurisdictional roadway system will be assessed. Other census tract areas with accident histories less than the statewide average within the study boundaries will be analyzed albeit to a lesser extent. The underserved community, where 100% of the census tracts located on this corridor have high disadvantaged indicators, rely on this corridor and associated intersections for a safe commute to school, recreation and jobs. Safety analysis will assess existing conditions and historical trends, including a set of metrics which are tied to several key performance indicators, will be developed to provide a baseline level of crashes involving fatalities and serious injuries on the North Indian Corridor and corridor intersections and across the city.

The planning structure will include oversight of the Action Plan development, implementation, and monitoring of future projects once funding is obtained. This committee will utilize the metrics instituted for reporting purposes to city council and FHWA. The metrics will also allow for the planning committee staff to determine if adjustments are necessary to the future implemented projects to satisfy the Vision Zero Safety Action Plan Goals and Objectives. Collaboration and engagement with the public and private sector considers the extensive multi-language and underserved community that exists in the study boundary area. Non-traditional outreach efforts that satisfy FHWA's guidelines will be applied to encourage the "raising of unheard voices". "Outside the box" approaches, such as using "AI" (artificial intelligence), to turn important qualitative data derived from the community that could help to make collective decisions far more quickly and effectively. Equity considerations, using inclusive and representative processes will be implemented.

The Vision Zero Safety Action plan will assess all current and proposed policies, plans, guidelines, and development standards so as to identify opportunities to prioritize vehicular and pedestrian safety.

The Action Plan will prioritize deployment of mitigation strategies and countermeasures during the project selection process. Innovative practices and technologies will be applied in collecting data and project identification.


The City has committed to producing an annual report to ensure accountability for fully implementing the Vision Zero Safety Action Plan. The final presentation for the Vision Zero Safety Action Plan to City Council and Mayor will include a recommendation of one, or both, of the following: (1) the target date for achieving zero roadway fatalities and series injuries, OR (2) an ambitious percentage reduction of roadway fatalities and serious injuries by a specific date with an eventual goal of eliminating roadway fatalities and series injuries.

The project will be completed in one phase as follows:

Base Phase: Pre-NEPA: Vision Zero Safety Action Plan Tasks

3.2 Project’s Estimated Schedule.

Action Plan Schedule

Milestone	Schedule Date
Planned NEPA Completion Date:	NA
Planned Draft Plan Completion Date:	03/31/2026
Planned Final Plan Completion Date:	06/30/2026
Planned Final Plan Adoption Date:	07/31/2026
Planned SS4A  Report Date:	09/30/2026

3.3 Project’s Estimated Costs.

(a) Eligible Project Costs

Eligible Project Costs	
SS4A Grant Amount:	\$1,000,000
Other Federal Funds:	\$0.00
State Funds:	\$0.00
Local Funds:	\$250,000
In-Kind Match:	\$0.00
Other Funds:	\$0.00
Total Eligible Project Cost:	\$1,250,000

**ARTICLE 4
RECIPIENT INFORMATION**

4.1 Recipient Contact(s).

Tammi Saddler Jones
Interim City Manager
City of Clarkston, Georgia

1055 Rowland Street
404-824-5792
tsjones@cityofclarkston.com

4.2 Recipient Key Personnel.

Name	Title or Position
Larry Kaiser, PE	Contracted City Engineer
Yolanda McGee	DEI Officer
Tammi Saddler Jones, ICMA-CM	Interim City Manager
Lisa Cameron, MPA, CPM	Planning & Economic Development Director
Marcus Seaton	Interim Public Works Director
TBD	Finance Director

4.3 USDOT Project Contact(s).

Safe Streets and Roads for All Program Manager
Federal Highway Administration
Office of Safety
HSSA-1, Mail Stop: E71-117
1200 New Jersey Avenue, S.E.
Washington, DC 20590
202-366-2822
SS4A.FHWA@dot.gov

and

Agreement Officer (AO)
Federal Highway Administration
Office of Acquisition and Grants Management
HCFA-42, Mail Stop E62-310
1200 New Jersey Avenue, S.E.
Washington, DC 20590
202-493-2402
HCFASS4A@dot.gov

and

Division Administrator – Georgia
Agreement Officer's Representative (AOR)
75 Ted Turner Drive SW
Suite 1000
Atlanta, Georgia 30303
404-562-3630
Georgia.FHWA@fhwa.dot.gov

and

Sarah Lamothe
Georgia Division Lead Point of Contact
Safety & Operations Specialist
75 Ted Turner Drive SW
Suite 1000
Atlanta, Georgia 30303
404-562-3934
sarah.lamothe@dot.gov

ARTICLE 5

USDOT ADMINISTRATIVE INFORMATION

5.1 Office for Subaward and Contract Authorization.

USDOT Office for Subaward and Contract Authorization: FHWA Office of Acquisition and Grants Management

SUBAWARDS AND CONTRACTS APPROVAL

Note: See 2 CFR § 200.331, Subrecipient and contractor determinations, for definitions of subrecipient (who is awarded a subaward) versus contractor (who is awarded a contract).

Note: Recipients with a procurement system deemed approved and accepted by the Government or by the Agreement Officer (the “AO”) are exempt from the requirements of this clause. See 2 CFR 200.317 through 200.327.

In accordance with 2 CFR 200.308(f)(6), the recipient or subrecipient shall obtain prior written approval from the USDOT agreement officer for the subaward, if the subaward activities were not proposed in the application or approved in the Federal award. This provision is in accordance with 2 CFR 200.308(f)(6) and does not apply to procurement transactions for goods and services. Approval will be issued through written notification from the AO or a formal amendment to the Agreement.

The following subawards and contracts are currently approved under the Agreement by the AO. This list does not include supplies, material, equipment, or general support services which are exempt from the pre-approval requirements of this clause.

5.2 Reimbursement Requests

- (a) The Recipient may request reimbursement of costs incurred within the budget period of this agreement if those costs do not exceed the amount of funds obligated and are allowable under the applicable cost provisions of 2 C.F.R. Part 200, Subpart E. The Recipient shall not request reimbursement more frequently than monthly.
- (b) The Recipient shall use the DELPHI iSupplier System to submit requests for reimbursement to the payment office. When requesting reimbursement of costs incurred or credit for cost share incurred, the Recipient shall electronically submit supporting cost detail with the SF-270 (Request for Advance or Reimbursement) or SF-271 (Outlay Report and Request for Reimbursement for Construction Programs) to clearly document all costs incurred.

- (c) The Recipient's supporting cost detail shall include a detailed breakout of all costs incurred, including direct labor, indirect costs, other direct costs, travel, etc., and the Recipient shall identify the Federal share and the Recipient's share of costs. If the Recipient does not provide sufficient detail in a request for reimbursement, the Agreement Officer's Representative (the "AOR") may withhold processing that request until the Recipient provides sufficient detail.
- (d) The USDOT shall not reimburse costs unless the AOR reviews and approves the costs to ensure that progress on this agreement is sufficient to substantiate payment.
- (e) In the rare instance the Recipient is unable to receive electronic funds transfers (EFT), payment by EFT would impose a hardship on the Recipient because of their inability to manage an account at a financial institution, and/or the Recipient is unable to use the DELPHI iSupplier System to submit their requests for disbursement, the FHWA may waive the requirement that the Recipient use the DELPHI iSupplier System. The Recipient shall contact the Division Office Lead Point of Contact for instructions on and requirements related to pursuing a waiver.
- (f) The requirements set forth in these terms and conditions supersede previous financial invoicing requirements for Recipients.

ARTICLE 6 SPECIAL GRANT TERMS

- 6.1** SS4A funds must be expended within five years after the grant agreement is executed and DOT obligates the funds, which is the budget period end date in section 10.3 of the Terms and Conditions and section 2.4 in this agreement.
- 6.2.** The Recipient demonstrates compliance with civil rights obligations and nondiscrimination laws, including Titles VI of the Civil Rights Act of 1964, the Americans with Disabilities Act (ADA), and Section 504 of the Rehabilitation Act, and accompanying regulations. Recipients of Federal transportation funding will also be required to comply fully with regulations and guidance for the ADA, Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, and all other civil rights requirements.
- 6.3** SS4A Funds will be allocated to the Recipient and made available to the Recipient in accordance with FHWA procedures.
- 6.4** The Recipient of a Planning and Demonstration Grant acknowledges that the Vision Zero Safety Action Plan will be made publicly available and agrees that it will publish the final Vision Zero Safety Action Plan on a publicly available website.
- 6.5** There are no other special grant requirements.

ATTACHMENT A
PERFORMANCE MEASUREMENT INFORMATION

Study Area: Greater Clarkston Area

Table 1: Performance Measure Table

Measure	Category and Description	Measurement Frequency and Reporting Deadline
Equity [for all Grants]	Percent of Funds to Underserved Communities: Funding amount (of total project amount) benefitting underserved communities, as defined by USDOT	Within 120 days after the end of the period of performance
Costs [for all Grants]	Project Costs: Quantification of the cost of each eligible project carried out using the grant	Within 120 days after the end of the period of performance
Lessons Learned and Recommendations [for all Grants]	Lessons Learned and Recommendations: Description of lessons learned and any recommendations relating to future projects or strategies to prevent death and serious injury on roads and streets.	Within 120 days after the end of the period of performance

ATTACHMENT B CHANGES FROM APPLICATION

Describe all material differences between the scope, schedule, and budget described in the application and the scope, schedule, and budget described in Article 3. The purpose of Attachment B is to clearly and accurately document any differences in scope, schedule, and budget to establish the parties' knowledge and acceptance of those differences. See Article 11 for the Statement of Work, Schedule, and Budget Changes. If there are no changes, please insert "N/A" in Section 3.3 of the table.

Scope: The scope provided in 3.1, Summary of Project's Statement of Work, provides greater detail on the proposed scope of work for the SS4A Vision Zero Safety Action Plan. The "300 word" limit in the grant package provided limited opportunity to describe the approach.

Schedule: The application indicated a 12-month project duration with a start date of 3/1/2024 and completion date of 2/29/2025. The City of Clarkston experienced a delay in completing the template agreement which will result in a project anticipated start date of 1/1/2025 and a completion date of 9/30/2026; a 21-month project duration as opposed to a 12-month duration.

Budget: NA

The table below provides a summary comparison of the project budget.

Fund Source	Application		Section 3.3	
	\$	%	\$	%
Previously Incurred Costs (Non-Eligible Project Costs)				
Federal Funds				
Non-Federal Funds				
Total Previously Incurred Costs				
Future Eligible Project Costs				
SS4AFunds				
Other Federal Funds				
Non-Federal Funds				
Total Future Eligible Project Costs				
Total Project Costs				

ATTACHMENT C RACIAL EQUITY AND BARRIERS TO OPPORTUNITY

1. Efforts to Improve Racial Equity and Reduce Barriers to Opportunity.

The Recipient states that rows marked with “X” in the following table align with the application:

	A racial equity impact analysis has been completed for the Project. <i>(Identify a report on that analysis or, if no report was produced, describe the analysis and its results in the supporting narrative below.)</i>
	The Recipient or a project partner has adopted an equity and inclusion program/plan or has otherwise instituted equity-focused policies related to project procurement, material sourcing, construction, inspection, hiring, or other activities designed to ensure racial equity in the overall delivery and implementation of the Project. <i>(Identify the relevant programs, plans, or policies in the supporting narrative below.)</i>
	The Project includes physical-barrier-mitigating land bridges, caps, lids, linear parks, and multimodal mobility investments that either redress past barriers to opportunity or that proactively create new connections and opportunities for underserved communities that are underserved by transportation. <i>(Identify the relevant investments in the supporting narrative below.)</i>
	The Project includes new or improved walking, biking, and rolling access for individuals with disabilities, especially access that reverses the disproportional impacts of crashes on people of color and mitigates neighborhood bifurcation. <i>(Identify the new or improved access in the supporting narrative below.)</i>
	The Project includes new or improved freight access to underserved communities to increase access to goods and job opportunities for those underserved communities. <i>(Identify the new or improved access in the supporting narrative below.)</i>
X	The Recipient has taken other actions related to the Project to improve racial equity and reduce barriers to opportunity, as described in the supporting narrative below.
	The Recipient has not yet taken actions related to the Project to improve racial equity and reduce barriers to opportunity but intends to take relevant actions described in the supporting narrative below.
	The Recipient has not taken actions related to the Project to improve racial equity and reduce barriers to opportunity and will not take those actions under this award.

2. Supporting Narrative.

SS4A Equity/Inclusion

The city of Clarkston is committed to Equity, Diversity and Inclusion. The goal of the city is to ensure every citizen of the city of Clarkston can be included in the decision-making process. Diversity, Equity, and Inclusion aims to strengthen collaboration and inclusive connection between city government and community. Long term the aim is to produce broad systems change by building a shared standard of practice for equitable commitment engagement across city government. The city of Clarkston is committed to ensuring all citizens have the right to be informed of the projects going on within the city. The city of Clarkston is an underserved community as Clarkston residents are 30.9% below the poverty line, and the child poverty rate is 47.0%. 58.9% of Clarkston residents speak a non-English language at home. Safe transportation is vital as so many of Clarkston residents do not speak English.

The city of Clarkston commitment to Equity, Diversity and Inclusion includes ensuring information presented to the residents in a language they can read and write. To engage all residents of Clarkston in the safety of transportation within the city. The city is committed to engaging stakeholders in transportation projects within the city. Residents and stakeholders will be informed using the city's website, digital sign, social media and signage posted throughout the city. The city is committed to transparency and informing residents every step of the way with project progress.

The city will review current policies as well as develop new policies should the need arise out of reviews. Utilizing Equity best practices to work collaboratively with city departments, community partners, and other institutions to understand institutional racism, eliminate racial inequity, and improve outcomes for all, while paying closer attention to communities who are worse off.

As for November 2023, the city has hired a Diversity, Equity, Inclusion Officer to develop the necessary policies, procedures and outreach programs to support not only the SS4A program but more importantly a citywide approach to DEI implementation.

ATTACHMENT D
CLIMATE CHANGE AND ENVIRONMENTAL JUSTICE IMPACTS

1. Consideration of Climate Change and Environmental Justice Impacts.

The Recipient states that rows marked with “X” in the following table align with the application:

	The Project directly supports a Local/Regional/State Climate Action Plan that results in lower greenhouse gas emissions. <i>(Identify the plan in the supporting narrative below.)</i>
	The Project directly supports a Local/Regional/State Equitable Development Plan that results in lower greenhouse gas emissions. <i>(Identify the plan in the supporting narrative below.)</i>
	The Project directly supports a Local/Regional/State Energy Baseline Study that results in lower greenhouse gas emissions. <i>(Identify the plan in the supporting narrative below.)</i>
	The Recipient or a project partner used environmental justice tools, such as the EJScreen, to minimize adverse impacts of the Project on environmental justice communities. <i>(Identify the tool(s) in the supporting narrative below.)</i>
	The Project supports a modal shift in freight or passenger movement to reduce emissions or reduce induced travel demand. <i>(Describe that shift in the supporting narrative below.)</i>
	The Project utilizes demand management strategies to reduce congestion, induced travel demand, and greenhouse gas emissions. <i>(Describe those strategies in the supporting narrative below.)</i>
	The Project incorporates electrification infrastructure, zero-emission vehicle infrastructure, or both. <i>(Describe the incorporated infrastructure in the supporting narrative below.)</i>
x	The Project supports the installation of electric vehicle charging stations. <i>(Describe that support in the supporting narrative below.)</i>
x	The Project promotes energy efficiency. <i>(Describe how in the supporting narrative below.)</i>
	The Project serves the renewable energy supply chain. <i>(Describe how in the supporting narrative below.)</i>
	The Project improves disaster preparedness and resiliency <i>(Describe how in the supporting narrative below.)</i>
	The Project avoids adverse environmental impacts to air or water quality, wetlands, and endangered species, such as through reduction in Clean Air Act criteria pollutants and greenhouse gases, improved stormwater management, or improved habitat connectivity. <i>(Describe how in the supporting narrative below.)</i>
	The Project repairs existing dilapidated or idle infrastructure that is currently causing environmental harm. <i>(Describe that infrastructure in the supporting narrative below.)</i>
	The Project supports or incorporates the construction of energy- and location-efficient buildings. <i>(Describe how in the supporting narrative below.)</i>
	The Project includes recycling of materials, use of materials known to reduce or reverse carbon emissions, or both. <i>(Describe the materials in the supporting narrative below.)</i>

	The Recipient has taken other actions to consider climate change and environmental justice impacts of the Project, as described in the supporting narrative below.
	The Recipient has not yet taken actions to consider climate change and environmental justice impacts of the Project but will take relevant actions described in the supporting narrative below.
	The Recipient has not taken actions to consider climate change and environmental justice impacts of the Project and will not take those actions under this award.

2. **Supporting Narrative.**

The city of Clarkston installed electric vehicle charging stations in 2023 within the parking lot of its City Hall/Police Department Building. The city adopted a Resolution that supports electric as an “alternate fuel” and is considering programming the purchase of city-owned electric vehicles in the coming budget years.

Through the American Rescue Plan Act (ARPA), the City offered grants to homeowners in the installation of energy-efficient building materials for new or renovation projects through its Weatherization Program.

Environmental Justice will be a task that will be included in the SS4A Planning Grant. This will include expanding cultural awareness and addressing potential language and other cultural barriers during the process of assessing vehicular and pedestrian safety countermeasures.

ATTACHMENT E
LABOR AND WORKFORCE

1. Efforts to Support Good-Paying Jobs and Strong Labor Standards

The Recipient states that rows marked with "X" in the following table align with the application:

	The Recipient demonstrate, to the full extent possible consistent with the law, an effort to create good-paying jobs with the free and fair choice to join a union and incorporation of high labor standards. <i>(Identify the relevant agreements and describe the scope of activities they cover in the supporting narrative below.)</i>
	The Recipient or a project partner has adopted the use of local and economic hiring preferences in the overall delivery and implementation of the Project. <i>(Describe the relevant provisions in the supporting narrative below.)</i>
	The Recipient or a project partner has adopted the use of registered apprenticeships in the overall delivery and implementation of the Project. <i>(Describe the use of registered apprenticeship in the supporting narrative below.)</i>
	The Recipient or a project partner will provide training and placement programs for underrepresented workers in the overall delivery and implementation of the Project. <i>(Describe the training programs in the supporting narrative below.)</i>
X	The Recipient or a project partner will support free and fair choice to join a union in the overall delivery and implementation of the Project by investing in workforce development services offered by labor-management training partnerships or setting expectations for contractors to develop labor-management training programs. <i>(Describe the workforce development services offered by labor-management training partnerships in the supporting narrative below.)</i>
X	The Recipient or a project partner will provide supportive services and cash assistance to address systemic barriers to employment to be able to participate and thrive in training and employment, including childcare, emergency cash assistance for items such as tools, work clothing, application fees and other costs of apprenticeship or required pre-employment training, transportation and travel to training and work sites, and services aimed at helping to retain underrepresented groups like mentoring, support groups, and peer networking. <i>(Describe the supportive services and/or cash assistance provided to trainees and employees in the supporting narrative below.)</i>
	The Recipient or a project partner has documented agreements or ordinances in place to hire from certain workforce programs that serve underrepresented groups. <i>(Identify the relevant agreements and describe the scope of activities they cover in the supporting narrative below.)</i>

x	<p>The Recipient or a project partner participates in a State/Regional/Local comprehensive plan to promote equal opportunity, including removing barriers to hire and preventing harassment on work sites, and that plan demonstrates action to create an inclusive environment with a commitment to equal opportunity, including:</p> <ul style="list-style-type: none"> a. affirmative efforts to remove barriers to equal employment opportunity above and beyond complying with Federal law; b. proactive partnerships with the U.S. Department of Labor's Office of Federal Contract Compliance Programs to promote compliance with EO 11246 Equal Employment Opportunity requirements and meet the requirements as outlined in the Notice of Funding Opportunity to make good faith efforts to meet the goals of 6.9 percent of construction project hours being performed by women and goals that vary based on geography for construction work hours and for work being performed by people of color; c. no discriminatory use of criminal background screens and affirmative steps to recruit and include those with former justice involvement, in accordance with the Fair Chance Act and equal opportunity requirements; d. efforts to prevent harassment based on race, color, religion, sex, sexual orientation, gender identity, and national origin; e. training on anti-harassment and third-party reporting procedures covering employees and contractors; and f. maintaining robust anti-retaliation measures covering employees and contractors. <p><i>(Describe the equal opportunity plan in the supporting narrative below.)</i></p>
	<p>The Recipient has taken other actions related to the Project to create good-paying jobs with the free and fair choice to join a union and incorporate strong labor standards. <i>(Describe those actions in the supporting narrative below.)</i></p>
	<p>The Recipient has not yet taken actions related to the Project to create good-paying jobs with the free and fair choice to join a union and incorporate strong labor standards but, before beginning construction of the project, will take relevant actions described in the supporting narrative below.</p>
	<p>The Recipient has not taken actions related to the Project to improving good-paying jobs and strong labor standards and will not take those actions under this award.</p>

2. Supporting Narrative.

As a matter of reference, although this is a Planning & Demonstration Grant, the City offers the following policies and ordinances that have been adopted by city council:

- For (c.), in 2016, the city adopted a “Ban the Box” Fair Hiring Practices Ordinance.
- For (a), (b), and (d), the City incorporates these requirements in all its contracting and professional services contracts.
- The City has also instituted ADA policies/procedures and reporting requirements for all local, federal and state funded projects.
- By Resolution and agreements with various agencies, the City provides supportive services and cash assistance to address systemic barriers to employment as identified in the following:
 - (a) Financial partnership with the Non-Profit “Clarkston Community Center” for ESL classes.

- (b) Financial partnership with the Clarkston Development Foundation for “Clarkston Early Learning Task Force” whose goals and tasks will promote equitable early care and leaning policies, procedures and programs.
- (c) Financial partnership with the Amani Women Center provides tailored programs and services that empower and contribute to the economic security, spiritual, mental, and physical well-being of refugee and immigrant women.

ATTACHMENT F CRITICAL INFRASTRUCTURE SECURITY AND RESILIENCE

1. Efforts to strengthen the Security and Resilience of Critical Infrastructure against both Physical and Cyber Threats.

The Recipient states that rows marked with “X” in the following table are accurate:

	The Recipient demonstrates, prior to the signing of this agreement, effort to consider and address physical and cyber security risks relevant to the transportation mode and type and scale of the activities.
	The Recipient appropriately considered and addressed physical and cyber security and resilience in the planning, design and oversight of the project, as determined by the Department and the Department of Homeland Security.
	For projects in floodplains: The Recipient appropriately considered whether the project was upgraded consistent with the Federal Flood Risk Management Standard, to the extent consistent with current law, in Executive Order 14030, Climate-Related Financial Risk (86 FR 27967), and Executive Order 13690, Establishing a Federal Flood Risk Management Standard and a Process for Further Solicit and Considering Stakeholder Input (80 FR 6425).

2. Supporting Narrative.

NA