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|--|---|
| <p><b>1. Federal Award No.</b><br/>693JJ32440264</p> <p><b>4. Award To</b><br/>City of Ocala<br/>110 SE Watula Avenue,<br/>Ocala, Florida 34471-2180</p> | <p><b>2. Effective Date</b><br/>See No. 16 Below</p> <p><b>3. Assistance Listings No.</b><br/>20.939</p> <p><b>5. Sponsoring Office</b><br/>U.S. Department of Transportation<br/>Federal Highway Administration<br/>Office of Safety<br/>1200 New Jersey Avenue, SE<br/>HSSA-1, Mail Drop E71-117<br/>Washington, DC 20590</p> |
|--|---|

Unique Entity Id.: LSNNNBN7BL45  
TIN No.: 59-6000395

- |   |   |                        |  |                |              |                  |             |                      |     |              |     |        |              |
|---|---|------------------------|--|----------------|--------------|------------------|-------------|----------------------|-----|--------------|-----|--------|--------------|
| <p><b>6. Period of Performance</b><br/>Effective Date of Award – 24 months</p> <p><b>8. Type of Agreement</b><br/>Grant</p> <p><b>10. Procurement Request No.</b><br/>HSA240414PR</p> <p><b>12. Submit Payment Requests To</b><br/>See Article 5.</p> | <table border="0"> <tr> <td><b>7. Total Amount</b></td> <td></td> </tr> <tr> <td>Federal Share:</td> <td style="text-align: right;">\$104,000.00</td> </tr> <tr> <td>Recipient Share:</td> <td style="text-align: right;">\$26,000.00</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;">\$130,000.00</td> </tr> </table> <p><b>9. Authority</b><br/>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”)</p> <p><b>11. Federal Funds Obligated</b><br/>\$104,000.00</p> <p><b>13. Accounting and Appropriations Data</b><br/>15X0173E50.0000.055SR10500.5592000000.<br/>41010.61006600.0000000000.0000000000.<br/>0000000000.0000000000</p> | <b>7. Total Amount</b> |  | Federal Share: | \$104,000.00 | Recipient Share: | \$26,000.00 | Other Federal Funds: | \$0 | Other Funds: | \$0 | Total: | \$130,000.00 |
| <b>7. Total Amount</b>  |   |                        |  |                |              |                  |             |                      |     |              |     |        |              |
| Federal Share:  | \$104,000.00  |                        |  |                |              |                  |             |                      |     |              |     |        |              |
| Recipient Share:  | \$26,000.00   |                        |  |                |              |                  |             |                      |     |              |     |        |              |
| Other Federal Funds:  | \$0   |                        |  |                |              |                  |             |                      |     |              |     |        |              |
| Other Funds:  | \$0   |                        |  |                |              |                  |             |                      |     |              |     |        |              |
| Total:  | \$130,000.00  |                        |  |                |              |                  |             |                      |     |              |     |        |              |

**14. Description of the Project**

To support and enhance the adopted Ocala Marion TPO Action Plan, the City of Ocala will conduct supplemental planning activities. Supplemental planning activities include developing a city-wide Local Road Safety Plan to identify, analyze, and prioritize roadway safety improvements on local roads for all road users, and a Speed Management/Traffic Calming Plan targeting safer speeds in residential areas and around schools.

**RECIPIENT**

**FEDERAL HIGHWAY ADMINISTRATION**

**15. Signature of Person Authorized to Sign**

**16. Signature of Agreement Officer**



Signature \_\_\_\_\_ Date \_\_\_\_\_

Name: Barry Mansfield

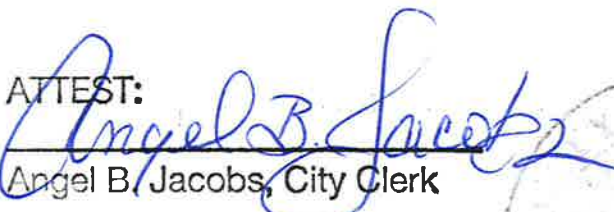
Title: City Council President

Signature \_\_\_\_\_ Date \_\_\_\_\_

Name: Daniel Confer

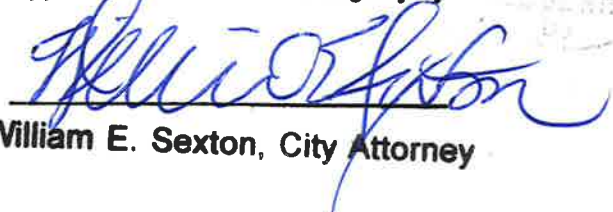
Title: Agreement Officer

ATTEST:

  
Angel B. Jacobs, City Clerk



Approved as to Form and Legality by



William E. Sexton, City Attorney

**ACCEPTED BY CITY COUNCIL**

June 4, 2021  
DATE

**OFFICE OF THE CITY CLERK**

**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 Ocala (the “**Recipient**”).

This agreement reflects the selection of the Recipient to receive a Safe Streets and Roads for All (“SS4A”) Grant for the **City of Ocala Planning Activities**.

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: City of Ocala Planning Activities

Application Date: 07/07/2023

**2.2 Award Amount.**

SS4A Grant Amount: \$104,000.00

**2.3 Federal Obligation Information.**

Federal Obligation Type: Single

**2.4 Budget Period.**

**Alternative #1:**

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.**

*To support and enhance the adopted Ocala Marion TPO Action Plan, the City of Ocala will conduct supplemental planning activities. Supplemental planning activities include developing a city-wide Local Road Safety Plan to identify, analyze, and prioritize roadway safety improvements on local roads for all road users, and a Speed Management/Traffic Calming Plan targeting safer speeds in residential areas and around schools.*

The project will be completed in one phase.

**Local Road Safety Plan - citywide**

A local road safety plan (LRSP) includes:

- Additional equity and underserved community analysis,
- Additional High Injury Network (HIN) evaluation using recent crash history,

- Further assessment of current policies, plans, guidelines, and/or standards (e.g., manuals) to identify implementation strategies and actions through the adoption of revised or new policies, guidelines, and/or standards,
- Further Coordination with the Ocala/Marion TPO and other local agencies, and
- Develop a prioritized list of issues, risks, actions, and improvements that can be used to eliminate fatalities and serious injuries on City roadways.

**Speed Management Policy - citywide**

The scope of the proposed city-wide Speed Management/Traffic Calming Policy includes:

- Data collection and analysis,
- Developing appropriate speed limits and establishing target speeds,
- Developing speed management safety action plan, strategies, and countermeasures, and
- Developing traffic calming and self-enforcing roadways strategies.

**3.2 Project’s Estimated Schedule.**

**Supplemental Planning Schedule**

<b>Milestone</b>	<b>Schedule Date</b>
Planned NEPA Completion Date:	2 months after fully executed agreement
Planned Draft Plan Completion Date:	15 months after fully executed agreement
Planned Final Plan Completion Date:	18 months after fully executed agreement
Planned Final Plan Adoption Date:	21 months after fully executed agreement
Planned SS4A Final Report Date:	22 months after fully executed agreement

**3.3 Project’s Estimated Costs.**

(a) Eligible Project Costs

<b>Eligible Project Costs</b>	
SS4A Grant Amount:	\$104,000
Other Federal Funds:	\$0
State Funds:	\$0
Local Funds:	\$26,000
In-Kind Match:	\$0
Other Funds:	\$0
<b>Total Eligible Project Cost:</b>	<b>\$130,000</b>

(c) Indirect Costs

Indirect costs are allowable under this Agreement in accordance with 2 CFR part 200 and the Recipient's approved Budget Application. In the event the Recipient's indirect cost rate changes, the Recipient will notify FHWA of the planned adjustment and provide supporting documentation for such adjustment. This Indirect Cost provision does not operate to waive the limitations on Federal funding provided in this document. The Recipient's indirect costs are allowable only insofar as they do not cause the Recipient to exceed the total obligated funding.

**ARTICLE 4**

**RECIPIENT INFORMATION**

**4.1 Recipient Contact(s).**

Sean Lanier  
City Engineer  
City of Ocala  
1805 NE 30<sup>th</sup> Avenue, Bldg. 600,  
Ocala, FL 34470  
352-351-6778  
slanier@ocalafl.gov

**4.2 Recipient Key Personnel.**

Name	Title or Position
Noel Cooper	Transportation Engineer

**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](mailto:SS4A.FHWA@dot.gov)

and

Agreement Officer (AO)  
Federal Highway Administration  
Office of Acquisition and Grants Management  
HCFA-33, Mail Stop E62-310  
1200 New Jersey Avenue, S.E.  
Washington, DC 20590  
202-493-2402  
[HCFASS4A@dot.gov](mailto:HCFASS4A@dot.gov)

and

Division Administrator – Florida  
Agreement Officer’s Representative (AOR)  
Federal Highway Administration  
Florida Division Office  
3500 Financial Plaza  
Suite 400  
Tallahassee, FL 32312  
[Florida.Fhwa@dot.gov](mailto:Florida.Fhwa@dot.gov)

and

Nahir M. DeTizio  
Florida Division Office Lead Point of Contact  
Local Programs Engineer  
George C. Young Federal Building & Courthouse,  
400 W. Washington Street, Ste. 4200  
Orlando, FL 32801  
407-867-6405  
[Nahir.DeTizio@dot.gov](mailto:Nahir.DeTizio@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. Note: This clause is only applicable to grants that do not include construction.

In accordance with 2 CFR 200.308(c)(6), unless described in the application and funded in the approved award, the Recipient must obtain prior written approval from the AO for the subaward, transfer, or contracting out of any work under this award above the Simplified Acquisition Threshold. This provision does not apply to the acquisition of supplies, material, equipment, or general support 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 Supplemental Action Plan will be made publicly available and agrees that it will publish the final Supplemental Action Plan on a publicly available website.
- 6.5** There are no other special grant requirements.

**ATTACHMENT A  
PERFORMANCE MEASUREMENT INFORMATION**

**Study Area:** City of Ocala, Florida

**Table 1: Performance Measure Table**

<b>Measure</b>	<b>Category and Description</b>	<b>Measurement Frequency and Reporting Deadline</b>
Equity	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	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	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:** N/A

**Schedule:** N/A

**Budget:** N/A

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

Fund Source	Application		Section 3.3	
	\$	%	\$	%
<b>Previously Incurred Costs (Non-Eligible Project Costs)</b>				
Federal Funds				
Non-Federal Funds				
Total Previously Incurred Costs				
<b>Future Eligible Project Costs</b>				
SS4AFunds		80		80
Other Federal Funds		0		0
Non-Federal Funds		20		20
Total Future Eligible Project Costs		100		100
Total Project Costs		100		100

**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:

X	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>
	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.**

The City of Ocala is home to 63,587 residents with a racial makeup of 68.5% White, 20.2% African American, and 11.3% other races. There are just over 25,000 households with 18%

of the people living below the poverty line compared to 11.6% nationwide per 2020 U.S. Census American Community Survey (ACS) data. The City consists, fully or partially, of 25 census tracts (13.01, 14.01, 14.03, 14.04, 15, 16, 17, 18, 19, 21, 20.01, 20.02, 22.01, 22.02, 22.03, 23.02, 23.03, 23.04, 24.01, 24.02, 25.03, 25.04, 25.05, 25.06, 25.07) of which 14 (56%) of the city's census tracts (13.01, 14.01, 14.03, 14.04, 15, 16, 17, 18, 19, 20.01, 22.01, 24.02, 25.03, 25.04) are categorized as Disadvantaged Census Tracts according to the Justice 40 Initiative's Climate and Economic's Justice Screening Tool (CEJST).

An equity review was provided in the application, the Ocala/Marion County TPO's Commitment to Zero Safety Action Plan, and the 2045 Long Range Transportation Plan (LRTP). As part of Vision Zero plan, an equity assessment included demographic and socioeconomic factors including age, race/ethnicity, household poverty, and zero-vehicle households were obtained and analyzed at the Census block group level. Block groups with one or more demographic/socioeconomic indicators were identified; crashes that occurred within these areas were also identified. This assessment indicated that approximately 65.3% of the fatal and serious injury crashes occurred in medium equity indicator locations, 16.5% in high equity indicator locations, and 18.2% in very high equity indicator locations.

The 2045 Long Range Transportation Plan (LRTP) stated that the countywide average poverty rate in Marion County was 17.6% and the minority rate was 17.8%, according to the US Census data. Areas in the County with both a poverty and minority rate above the countywide averages, respectively, were considered Environmental Justice (EJ) areas. The LRTP defined EJ as the fair treatment and meaningful involvement of all people regardless of race, color, national origin, or income, with respect to the development, implementation, and enforcement of environmental laws, regulations, and policies. The 2045 LRTP looked at needed transportation improvements within Environmental Justice (EJ) areas and determined that 16% of non-motorized and 13% of motorized projects in the Needs Plan are located in EJ areas, as measured by population distribution in EJ versus non-EJ areas.

**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:

X	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>
X	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>
	The Project supports the installation of electric vehicle charging stations. <i>(Describe that support in the supporting narrative below.)</i>
	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.**

Supplemental planning activities are consistent with the Ocala/Marion County Vision - Zero Action Plan to eliminate fatalities and serious injuries. In addition to the Vision-Zero plan, the project supports the city's comprehensive plan, the Ocala/Marion County 2045 Long Range Transportation Plan, and 2021 Congestion Management Plan (CMP).

The Ocala/Marion County 2045 LRTP incorporates reduction in greenhouse gas emissions by supporting improved network connectivity and safety to encourage greater use of non-motorized modes of transportation. Consistent with the Ocala/Marion County 2045 LRT, the 2021 CMP in part promotes travel choices that are multimodal and accessibility while focusing on improving safety and security of the transportation system within Marion County. The planned supplemental activities are expected to prioritize safety improvements and promote safer roadway speeds to improve safety for all road users including pedestrians and bicyclists.

The Council on Environmental Quality (CEQ)'s Climate and Economic's Justice Screening Tool (CEJST) was used in the grant application to help identify and prioritize geographically defined disadvantaged communities within the city limits and project locations.

**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>
	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>
	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"> <li>a. affirmative efforts to remove barriers to equal employment opportunity above and beyond complying with Federal law;</li> <li>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;</li> <li>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;</li> <li>d. efforts to prevent harassment based on race, color, religion, sex, sexual orientation, gender identity, and national origin;</li> <li>e. training on anti-harassment and third-party reporting procedures covering employees and contractors; and</li> <li>f. maintaining robust anti-retaliation measures covering employees and contractors.</li> </ul> <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.**

City of Ocala’s Title VI Nondiscrimination Policy:

The City of Ocala values diversity and welcomes input from all interested parties, regardless of cultural identity, background or income level. Moreover, the City does not tolerate discrimination in any of its employment practices, programs, services, or activities. The City of Ocala will not exclude participation in, deny the benefits of, or subject to discrimination anyone on the grounds of race, color, national origin, sex, age, disability, religion, or familial status.

As stated in the City of Ocala Employee Handbook, the City of Ocala is an Equal Opportunity Employer that does not discriminate on the basis of actual or perceived race, creed, color, religion, alienage or national origin, ancestry, citizenship status, age, disability or handicap, sex, marital status, veteran status, sexual orientation, gender identity or expression, genetic information, arrest record, ethnic background, pregnancy, political affiliation, or any other characteristic protected by applicable federal, state or local laws.

The City of Ocala shall award each contract or sub-contract for supplemental planning studies in accordance with 2 C.F.R. 200.320 or an equivalent Federal compliant qualifications-based requirement prescribed for or by the Recipient.