

CDBG-DR 4-3
SUBRECIPIENT (CITY) SECTION 3 ACTION PLAN*

The _____ agrees to implement the following specific affirmative action steps directed at increasing opportunities for training and employment for lower income residents of the project area, **and increasing the utilization of business concerns within the Section 3 covered area or owned by Section 3 area residents.

Quantitative Efforts

A. The Subrecipient will implement and report efforts to meet the qualitative benchmarks for projects that trigger Section 3. These include all housing rehabilitation, housing construction, and other public construction the have HUD funds in excess of \$200,000.

B. The goals of Section 3 are as follows:

- 25% or more of all labor hours must be worked by Section 3 workers
- 5% or more of all labor hours must be worked by Targeted Section 3 workers

C. The Subrecipient agrees to track and report the following:

- Total labor hours for the project
- Labor hours completed by Section 3 workers
- Labor hours completed by Targeted Section 3 workers

D. The agrees to follow the Section 3 of Housing and Urban Development Act of 1968 24 CFR Part 75 requirements as outlined in the

A. To identify projected work force needs for all phases of the program by occupation, trade, skill level, and number of positions and to develop utilization goals for the employment of lower income project area residents for each.

B. To attempt to recruit from within the city the requisite number of project area residents through: local advertising media; posted signs; and community organizations and public and private institutions operating within or serving the project area.

C. To identify eligible business concerns for CDBG-DR-assisted contracts through: the Chamber of Commerce, the Urban League, local advertising median including public signage; project area committees, citizen advisory boards; lists available through CDBG-DR program officials; regional planning agencies, and all other appropriate referral sources.

D. To maintain a list of eligible business concerns for utilization in CDBG-DR-funded procurements, to insure that all appropriate project area business concerns are notified of pending contractual opportunities, and to make available this list for general city procurement needs.

* For CDBG-DR grant awards of \$200,000 or more.

** The project area is coextensive with jurisdiction _____'s boundaries.

- E. ***To require all bidders on contracts to submit a written Section 3 Plan including utilization goals and the specific steps planned to accomplish these goals.
- F. *** To insure that contracts which are typically let on a negotiated rather than a bid basis in areas other than Section 3 covered project areas are also let on a negotiated basis, whenever feasible, when let in a Section 3 covered project area.
- G. To maintain records, including copies of correspondence, memoranda, etc., which document that all of the above affirmative action steps have been taken.
- H. To appoint or recruit an executive official of the Subrecipient as Equal Opportunity Officer to coordinate the implementation of this Section 3 Plan.

As officers and representatives of _____, we the undersigned have read and fully agree to this Affirmative Action Plan, and become a party to the full implementation of this program.

Signature

Title

Date

Signature

Title

Date

*** Loans, grants, contracts, and subsidies which do not exceed \$100,000 will be exempt.