

## SLFRF Reporting Requirements

1. Provide a brief narrative as to how the Grantee will comply with Title VI of the Civil Rights Act of 1964.

Hernando county complies with Title VI of the Civil Rights Act of 1964 by ensuring all programs are accessible regardless of race, color, or national origin. We have a non-discrimination policy in place, and contractors are required to comply with Title VI provisions through specific clauses in their contracts.

2. What is the Median Household Income of service area?

The median household income for the service area is \$65,955, based on data from the U.S. Census Bureau.

3. What is the Lowest Quintile Income of the service area?

The lowest quintile income for the service area is \$15,770, based on data from the U.S. Census Bureau.

4. The Grantee hereby certifies that all laborers and mechanics employed for the project are paid wages at rates not less than those prevailing, as determined by the Davis Bacon Act (subchapter IV of chapter 31 of title 40, United States Code), for the corresponding classes of laborers and mechanics employed on projects of a character similar to the contract work in the civil subdivision of the State in which the work is to be performed, or by the appropriate State entity pursuant to a corollary State prevailing-wage-in-construction law.

Yes ☒ No ☐

If no, the Grantee shall include with this form submission a project employment and local impact report detailing:

- The number of employees of contractors and sub-contractors working on the project
- The number of employees on the project hired directly and hired through a third party
- The wages and benefits of workers on the project by classification
- Whether those wages are at rates less than those prevailing, as determined by the Davis Bacon Act

5. The Grantee hereby certifies that the project includes a project labor agreement, meaning a pre-hire collective bargaining agreement consistent with the section 8(f) of the National Labor Relations Act (29 U.S.C. 158(f)).

Yes ☐ No ☒

If no, the Grantee shall include with this form submission a project workforce continuity plan, detailing:

- How the Grantee will ensure the project has ready access to a sufficient supply of appropriately skilled and unskilled labor to ensure high-quality construction throughout the life of the project, including a description of any required professional certifications and/or in-house training;
- How the Grantee will minimize risks of labor disputes and disruptions that would jeopardize timeliness and cost-effectiveness of the project;
- How the Grantee will provide a safe and healthy workplace that avoids delays and costs associated with workplace illnesses, injuries, and fatalities, including descriptions of safety

training, certification, and/or license requirements for all relevant workers (e.g. OSHA 10, OSHA 30);

- Whether workers on the project will receive wages and benefits that will secure and appropriately skilled workforce in the context of the local or regional labor market; and
- Whether the project has completed a labor agreement.

6. Does this project prioritize local hires?

Yes ☐ No ☒

Informational note: If yes was checked, Grantee's shall refer to sections 255.0991 and 255.0992, Florida Statutes, to review applicability to the Grantee and its project.

7. Does this project have a Community Benefit Agreement? If yes, the Grantee shall include a description of any such agreement with this certification.

Yes ☐ No ☒

Brian Hawkins  
Printed Name of Authorized Representative

Hernando County  
Grantee Name

\_\_\_\_\_  
Signature of Authorized Representative

Hernando County BOCC, Chairman  
Title

Septic to Sewer Conversion for District A Phase 1  
Project Name

Approved As To Form  
And Legal Sufficiency

By Victoria Anderson  
County Attorney's Office



## Workforce Continuity Plan

### 1. Access to Skilled and Unskilled Labor

The contractor is responsible for ensuring a reliable labor force, including both skilled and unskilled workers. Workers will be selected based on required certifications or experience, and training will be provided as needed. This will help keep the project on schedule and meet quality expectations.

### 2. Minimizing Labor Disruptions

To reduce the risk of labor shortages or disputes, the contractor will manage coordination with subcontractors and workers, and address any issues quickly. All labor practices must comply with the requirements in Section 9.5 of the contract.

### 3. Workplace Safety and Health

The contractor must follow all safety rules and training requirements. This includes compliance with OSHA as stated in Section 9.5 of the contract and Exhibit C (Federal Clauses). Workers will receive appropriate safety training (e.g., OSHA 10 or OSHA 30), and the job site will be managed to prevent injuries and illnesses that could delay work.

### 4. Wages and Benefits

Wages and benefits will be provided as outlined in Exhibit C for federal requirements and Attachment 8 for SLFRF requirements. The contractor will ensure that all workers are compensated according to these standards.

### 5. Labor Agreements

While there is no PLA for this project, the contractor may enter into agreements with subcontractors or labor providers as needed. These agreements will be documented and made available upon request.