



City of Jonesboro

Municipal Center
300 S. Church Street
Jonesboro, AR 72401

Meeting Agenda Finance & Administration Council Committee

Tuesday, September 27, 2016

4:00 PM

Municipal Center

1. Call To Order

2. Roll Call by City Clerk Donna Jackson

3. Approval of minutes

[MIN-16:118](#) Finance & Administration Committee Meeting Minutes for September 15, 2016

Attachments: [Minutes for 091516.pdf](#)

4. New Business

Ordinances To Be Introduced

[ORD-16:067](#) AN ORDINANCE TO AMEND THE 2016 ANNUAL BUDGET AND THE JOHANSON PAY PLAN FOR THE CITY OF JONESBORO

Attachments: [Exhibit A](#)
[Exhibit B](#)
[Steps & Grades](#)
[Salary Administration Plan revision Sept 2016](#)

[ORD-16:068](#) AN ORDINANCE AUTHORIZING THE CITY OF JONESBORO TO AMEND THE 2016 ANNUAL BUDGET FOR THE FIRE DEPARTMENT

Attachments: [Fire Scale](#)
[Fire Department plan](#)
[Fire Plan Cost over time](#)

[ORD-16:069](#) AN ORDINANCE TO AMEND THE 2016 ANNUAL BUDGET AND THE JOHANSON PAY PLAN FOR THE CITY OF JONESBORO

Attachments: [Exhibit A for Nonuniform](#)
[Exhibit B Step Plan with Joahnson Min-Mid-Max](#)
[Salary Administration Plan Feb 2016 with HR revisions](#)
[NEW PAY PLAN COMPARISON](#)

Resolutions To Be Introduced

RES-16:129 A RESOLUTION AUTHORIZING THE CITY OF JONESBORO TO ENTER INTO AGREEMENT WITH THE U.S. DEPARTMENT OF JUSTICE AND ACCEPT THE 2016 JAG GRANT

Sponsors: Grants and Police Department

Attachments: [AWARD REPORT 09142016](#)

RES-16:131 A RESOLUTION TO SUBMIT THE ASSESSMENT FOR FAIR HOUSING TO U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT (HUD) FOR THE COMMUNITY DEVELOPMENT BLOCK GRANT (CDBG) FIVE -YEAR CONSOLIDATION PLAN

Sponsors: Grants

Attachments: [Draft Submission - HUD AFH 09212016](#)

5. Pending Items

6. Other Business

7. Public Comments

8. Adjournment



City of Jonesboro

300 S. Church Street
Jonesboro, AR 72401

Legislation Details (With Text)

File #: MIN-16:118 **Version:** 1 **Name:**
Type: Minutes **Status:** To Be Introduced
File created: 9/19/2016 **In control:** Finance & Administration Council Committee
On agenda: **Final action:**
Title: Finance & Administration Committee Meeting Minutes for September 15, 2016
Sponsors:
Indexes:
Code sections:
Attachments: [Minutes for 091516.pdf](#)

Date	Ver.	Action By	Action	Result
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Finance & Administration Committee Meeting Minutes for September 15, 2016



City of Jonesboro

Municipal Center
300 S. Church Street
Jonesboro, AR 72401

Meeting Minutes Finance & Administration Council Committee

Wednesday, September 14, 2016

4:00 PM

Municipal Center

1. Call To Order

2. Roll Call by City Clerk Donna Jackson

Mayor Harold Perrin was in attendance.

Present 5 - Ann Williams; John Street; Darrel Dover; Charles Coleman and Todd Burton

Absent 1 - Rennell Woods

3. Approval of minutes

MIN-16:113

Minutes for the Finance Committee meeting on August 30, 2016

A motion was made by Councilman John Street, seconded by Councilman Todd Burton, that this matter be Passed . The motion PASSED with the following vote.

Aye: 4 - Ann Williams; John Street; Charles Coleman and Todd Burton

Absent: 1 - Rennell Woods

MIN-16:115

Minutes for the special called Finance Committee meeting on September 6, 2016

A motion was made by Councilman John Street, seconded by Councilman Todd Burton, that this matter be Passed . The motion PASSED with the following vote.

Aye: 4 - Ann Williams; John Street; Charles Coleman and Todd Burton

Absent: 1 - Rennell Woods

4. New Business

Ordinances To Be Introduced

ORD-16:064

AN ORDINANCE TO AUTHORIZE THE ISSUANCE OF INDUSTRIAL DEVELOPMENT REVENUE BONDS UNDER THE MUNICIPALITIES AND COUNTIES INDUSTRIAL DEVELOPMENT REVENUE BOND LAW FOR THE PURPOSE OF SECURING AND DEVELOPING INDUSTRY; TO AUTHORIZE THE SALE OF THE BONDS AND THE APPROVAL OF A BOND PURCHASE AGREEMENT AND PAYMENT IN LIEU OF TAXES AGREEMENTS IN

CONNECTION THEREWITH; TO AUTHORIZE THE EXECUTION AND DELIVERY OF A TRUST INDENTURE SECURING THE BONDS; TO AUTHORIZE AND PRESCRIBE CERTAIN MATTERS PERTAINING TO THE PROJECT, THE ACQUISITION, CONSTRUCTION, AND EQUIPPING THEREOF, AND THE FINANCING THEREOF; TO AUTHORIZE THE EXECUTION AND DELIVERY OF LEASE AGREEMENTS RELATING TO THE PROJECT; TO DECLARE AN EMERGENCY; AND FOR OTHER PURPOSES.

Chairman Dover stated this is the typical agreement to help bring industry here and to create jobs. Mayor Perrin agreed.

A motion was made by Councilman John Street, seconded by Councilwoman Ann Williams, that this matter be Recommended to Council . The motion PASSED with the following vote.

Aye: 4 - Ann Williams;John Street;Charles Coleman and Todd Burton

Absent: 1 - Rennell Woods

Resolutions To Be Introduced

RES-16:120

A RESOLUTION AUTHORIZING THE CITY OF JONESBORO TO ENTER INTO AN AGREEMENT WITH THE EAST ARKANSAS PLANNING AND DEVELOPMENT DISTRICT FOR THE 2015 GENERAL IMPROVEMENT FUNDS (GIF) FOR THE MIRACLE LEAGUE PROJECT

Mayor Perrin stated this is \$7,000 of GIF money that Representative Ladyman gave us. This goes through the East Arkansas Planning Development District that helps pay for the pavilion that we put up at the Miracle League Field.

A motion was made by Councilman John Street, seconded by Councilman Charles Coleman, that this matter be Recommended to Council . The motion PASSED with the following vote.

Aye: 4 - Ann Williams;John Street;Charles Coleman and Todd Burton

Absent: 1 - Rennell Woods

RES-16:124

A RESOLUTION TO ENTER INTO A MEMORANDUM OF UNDERSTANDING AGREEMENT WITH MID-SOUTH HEALTH SYSTEMS TO COLLABORATE IN THE REHABILITATION ACTIVITIES FOR RESIDENTIAL FACILITIES FOR THE 2016 CDBG ACTION PLAN

Mayor Perrin stated this is in the CDGB Action Plan. Kimberly Marshall, Grants/CDBG Grants Director stated that this will allow Mid-South Health Systems to provide homeless prevention services and three units for transitional housing for individuals with mental illnesses.

A motion was made by Councilman John Street, seconded by Councilwoman Ann Williams, that this matter be Recommended to Council . The motion PASSED with the following vote.

Aye: 4 - Ann Williams;John Street;Charles Coleman and Todd Burton

Absent: 1 - Rennell Woods

RES-16:125

A RESOLUTION TO ENTER INTO A MEMORANDUM OF UNDERSTANDING AGREEMENT WITH FOUNDATION CARE, LLC (DAVID E. PURYEAR CENTER) TO COLLABORATE IN THE REHABILITATION ACTIVITIES FOR THE FACILITY IMPROVEMENTS FOR THE 2016 CDBG ACTION PLAN

Kimberly Marshall, Grants/CDBG Grants Director stated this MOU is with the David E. Puryear Center to redo the driveway and part of the area where the residents walk around.

A motion was made by Councilman John Street, seconded by Councilwoman Ann Williams, that this matter be Recommended to Council . The motion PASSED with the following vote.

Aye: 4 - Ann Williams;John Street;Charles Coleman and Todd Burton

Absent: 1 - Rennell Woods

RES-16:127

A RESOLUTION AUTHORIZING THE ENTRY INTO AN AGREEMENT TO ISSUE BONDS FOR THE PURPOSE OF SECURING AND DEVELOPING INDUSTRIAL FACILITIES WITHIN THE CITY OF JONESBORO, ARKANSAS, TO BE LEASED TO FRITO-LAY, INC., PURSUANT TO THE AUTHORITY OF THE LAWS OF THE STATE OF ARKANSAS, INCLUDING PARTICULARLY AMENDMENT 65 TO THE ARKANSAS CONSTITUTION AND THE MUNICIPALITIES AND COUNTIES INDUSTRIAL DEVELOPMENT REVENUE BOND LAW.

Mayor Perrin stated that we have with us legal counsel from Frito Lay. Michele Allgood, attorney for Frito Lay, came to the podium to speak. She said this was the first step in another industrial project where we are asking for payment in lieu of tax agreement. She stated the total project will not exceed \$150 million and we do have representatives from Frito Lay here if there are any specific questions or you need any information about the project. Mayor Perrin stated they are thankful and that they have been a great corporation citizen. He said to float an issue that big is very substantial for our city and we are very appreciative. A representative from Frito Lay stated they appreciate the partnership.

A motion was made by Councilman John Street, seconded by Councilman Todd Burton, that this matter be Recommended to Council . The motion PASSED with the following vote.

Aye: 4 - Ann Williams;John Street;Charles Coleman and Todd Burton

Absent: 1 - Rennell Woods

5. Pending Items

Mayor Perrin stated that there will be retirement party for the Highway Department's Walter McMillian tomorrow at the Jonesboro Chamber of Commerce. The Transportation Committee is doing that for him. In addition, at 10:00 a.m., the Washington Avenue/Parker Road Extension will have a ribbon cutting ceremony and Highway Officials will be here. We will probably let Mr. Chris Barber cut that since St. Bernard's Hospital gave \$500,000 and we only put \$900,000 in the project. In reality, they paid almost 2/3rd's of that project. We are real excited about that. It is not striped yet, but we are going to go ahead and open that up and let Craig get that striped really quickly.

6. Other Business

Chairman Dover stated at the last council meeting he asked Suzanne Allen, CFO, to come up with some numbers and look at different things. He said he is going to give her an opportunity to present that. I think she gave a lot of that out to you all, but this will give you a chance to ask her questions if you have any.

Suzanne Allen, CFO, came to the podium to speak. She stated the main two

documents to look at are the spreadsheets. The document with the columns has the base pay for all of the employees of the City of Jonesboro. I wanted to explain to you how the spreadsheet works. The Police Pay column is the proposal that they put forward and that you have already seen. To the right of that, the percentages, 0, 2, 3, 4, 5, and 6 represent what it would cost the city to increase the minimum, mid-point, and maximum of the Johansen current scale to those percentages and place our staff on the line of continuum compared to what they have for experience. So, if they had five years, they would be in the middle of the minimum and mid-point.

Mayor Perrin asked if the 1st one was the proposed police package at \$626,000. She said yes. He asked if the 3% was adding \$943,116. Ms. Allen stated no and that every column represents its own costs. City Clerk Donna Jackson asked for a copy of what Ms. Allen was presenting. Ms. Allen said that no she did not have a copy because it was not on the agenda and the council has it. City Clerk Donna Jackson stated that she needed one for the record. Ms. Allen said ok.

Councilman Street asked what the change needed to be made that was referenced in the paper this morning. He asked if there were some other numbers that were pending or were there some numbers from the Municipal League survey. Ms. Allen stated that she was not sure what Councilman Street was talking about. She asked what the paper said. Councilman Street stated there were some numbers being recalculated. Ms. Allen said no and what we have is what Johansen did for us and the numbers we have from Johansen are from the February 2016 plan. These numbers are based on the study they did for us. Councilman Street asked if it was 2015. She said no, it was 2016. Chairman Dover said it was 2016. Ms. Allen stated the AML Survey is not the study they did for us. Councilman Street said ok.

Mayor Perrin stated he wanted to make a comment on what was in the paper. He said when AML or any other company does a survey that is for the end of the year. Right now we are in budget. If you look at salaries for this year and you give an increase for next year, you are looking at a year behind you. He stated he thought that was something that was brought out in the paper. He said it says alternatives and that's what they were talking about. Mayor Perrin said that AML does the same study with every city in there. The problem with that is like with any percentage, you've got small and you've got large cities so when you take the accumulation of all that and you put it out there, you got to look at that. It's just like the same thing she sent you on turnover. If you look at some of these departments, the Police Department had a 10% turnover in 2014 and 9.85% in 2015. You look at the Finance Department, they had a 38% turnover because they have a small department of 8 and only 2 people left. You have to be careful with percentages when you look at that stuff.

Mayor Perrin said what you are saying is that the Police are asking for \$646,000. The next column is \$561,000 which represents what? Ms. Allen said it represents a 0% increase to the scale, to the current scale, but placing people on a continuum line as if they would be at the mid-point at ten years and up with their experience with the city. Mayor Perrin asked if you passed the Police and the other at 0, is the cost still \$646,000. Ms. Allen asked if you do what Mayor. Mayor Perrin asked that if you passed the Police Plan and did no other department, your total cost would be the \$646,000. Ms. Allen said that was correct. Mayor Perrin asked if you do that and give the city's non-uniformed employees a percentage of a cost, what would that be. That would be the 0, 2, 3, 4, 5, and 6%. Ms. Allen stated that has the Police in it as well. She said it was placing everyone into a step like plan. Mayor Perrin asked about the sheet from 2016 to 2025. He said he assumed everyone got that sheet. Ms. Allen said that everyone did. It was emailed to council. City Clerk Donna Jackson stated that she did not get that information. She said the clerk's office hasn't

received anything. Mayor Perrin stated they would get her a copy. Ms. Jackson stated that it was hard to do minutes if she doesn't have any of the documentation. Mayor Perrin stated they would get her a copy. He said he was following the sheet now.

Ms. Allen asked if anyone had questions. Mayor Perrin said he wanted to make sure he was understanding those figures.

Mayor Perrin stated they just left the Highway Commission meeting and they passed their 2017 budget. He said their personnel costs have an increase of less than 1%. He said they didn't get any raise at all last year. The projected revenue for them was 3% because of the way they collect their revenue.

Mayor Perrin stated that I am all for giving what we can. We, this body, passed a budget of \$57,333,000 for 2016. Within that budget when you passed it, we have a \$3.2 million deficit in capital improvements for this year so you are pulling down from reserves. We have to have a balanced budget for the City of Jonesboro. There is very little in O&M which is about \$100,000. Hopefully, we will come in a little better than that, but we have to budget conservatively on that. This body has already passed a \$1.2 million increase in salaries so now you are at \$58 million. We are going to have \$1.5-\$2 million of equipment and other things for the cleanup. If we do nothing else this year on excavators or anything we need to buy, it is not in this budget. We are going to end up being at about a \$60 million budget. Your sales tax through last month is right about an \$878,000 increase. If that continues, then we might end up at \$1-\$1.2 million. What you've done is cover the first step on the salaries and that's all you've done. Sales tax is 6.7% of the revenue that you bring into the city and that's what you operate on. In the future, we have had capital improvements like Race Street, we had to pay for over a three year period rather than take a bite of \$2 million in one year. We have also lost \$7 million to the public because we told them we would do it on the Public Safety sales tax that we are not collecting now and have not since 2014. We took a check of \$7.8 million to the Highway Department today to show them we have our monies earmarked for the \$90 million worth of deals. Now, you are down to \$20-21 million. You are going to keep pulling from that Christmas Club till there is no Christmas Club left. You are going to have to look at the projections out to see what the costs are going to be. I can't project what the revenue is going to be. In 2008, during the recession, the sales tax was about a 1% increase.

What I am saying to you as you enter into this, and I know you will do your fiduciary responsibility. You all vote and make the decision on what to do. Whatever you decide, I will make it work. The drainage was \$110 million. What I am telling you is to be cautious and to be careful as you look and evaluate what you want to do. I want to do the same thing you do and that is to do something. The question is how much can you bite off. I am asking questions because I want to be sure. I have been through this for 23 years, 15 years on council and 8 years as Mayor. I want my City to be strong financially and again, that reserve is dramatically being drawn down. Don't promise something and then have to go back because then you might have to reduce personnel and you may have to reduce your capital improvements. I don't think I want to do that and I don't think you want to either. I cannot speak for you, I can only speak for myself. What I am saying is let's do something, but let's look at it very prudently because we have already put \$1.2 million on top of that and now you are looking at putting whatever on top of that. This is not a fear tactic and I want to make that very clear. Whatever you adopt, you are going to have to live with it. We will have a balanced budget, even if we have to cut expenses and take out equipment.

City Clerk Donna Jackson stated that she has some questions. She said she fully wants to understand this plan since we are discussing it. I went through this last year and there is not a clear plan that lays out how you get from point A to B to C. What is the process? We can raise those levels all day long, but what is the process from going from A to B to C. Chairman Dover stated that you are correct right now the way the plan we currently have outside the \$75 longevity is not a real defined clear step. He said what the Police and other employees are asking for is a step plan and I am for that. There is money that will come every year or every two years or whatever we agree to that can tell you I start here, in 5 years I'll be here, and in 10 years, I'll be here that is if the sales stay the same. Hopefully sales are going to rise so that will change a little bit. What the police have proposed is a step plan and what I asked Suzanne Allen to look at is a step plan for everybody. Ms. Jackson said she has not seen that. Chairman Dover said we are still working on it. Ms. Jackson asked what this is and if it was just the Police Plan that went to the council. Chairman Dover said yes that is the only one that has been to council. None of this else has been to council. Ms. Jackson stated she thought this was supposed to be done all together and I am strictly trying to understand. Chairman Dover said this was just a general information because Ms. Allen just got this information late Friday afternoon.

Ms. Jackson said she has not seen this information before. Chairman Dover said she sent this out to the council. Ms. Jackson said that normally when things are sent out to the council, the City Clerk's office is included. Chairman Dover said that he would take the blame and this was more of an information setting because all of the council had received them and this was a chance to go over them. Ms. Jackson stated that this is a matter of public record and it needs to come to the Clerk's Office. Suzanne Allen stated that it was not a public record. She said the lawyer told them not to send out names and amounts until something was finalized.

Ms. Jackson stated that this was an open meeting and anything you present in here is public record. Chairman Dover said he would let the lawyers work on that one. He said he didn't know and he wasn't a lawyer. He said this plan would have steps for everybody if we adopt it. I don't know what the council will do, but it's up to the council. Ms. Jackson stated that we also have a plan here that was given to me last year. Chairman Dover asked if it was the one they voted on in January or February. Ms. Jackson said it is more recent than that. She said it was revised November 3, 2015. Chairman Dover said ok. Ms. Jackson asked if it had been revised. She asked if it had ever been revised by Council. Chairman Dover said he thought he knew what Ms. Jackson was saying. He said they put the amount in the ordinance and probably weren't real specific. He said we the attorney and she said she would recommend that we wait until we had all of it and put all of it together. Ms. Jackson said no. She said we got an opinion from the City Attorney and what happened was this was revised and emailed to the council just like this was emailed to the council. It was not provided in public record and it is being handed out as if it was adopted. It was not and I wanted to make that clear. Chairman Dover stated that they would go back and correct that.

Ms. Jackson said that she had some other questions. Chairman Dover said ok. Ms. Jackson said back when we approved this \$1 million, when we say everybody, is that all employees got a \$1,000 pay increase or was it non-uniform or uniform? Chairman Dover stated that it was to his recollection that everyone got it. Ms. Jackson asked if it included fire and police. Chairman Dover said yes. Ms. Jackson asked if it was a one-time raise. Chairman Dover said it was added to their base. Ms. Jackson stated that there were 8 employees that received pay raises above the \$1,000. She asked what was the determination for those 8 employees to get that raise. Chairman Dover asked who because he wasn't aware of that. Ms. Jackson said there were 8 employees that got raises within that \$1 million and I want to know what was the

determination for that.

Suzanne Allen, CFO, said in summation, it was to make sure they were at the minimum and the salary plan was in active at the time of the presentation. It is in the record that we adopted the Johansen Plan in February. It was in our salary plan previous, the one adopted in November. It says all employees have to be at the minimum. Ms. Jackson stated the some employees hadn't even served six months. Ms. Allen said you have to be hired in at the minimum of Johansen. She said that's what our pay plan says. Ms. Jackson asked how they were hired and not at the minimum because that was against the plan. Susan Allen, said because of the Johansen study, we have a plan. Chairman Dover stated they were hired in under the previous Johansen Study and when we redid it. Ms. Jackson said they were hired in under the December 2015 plan because we haven't had a plan other than that one because this one wasn't adopted. Ms. Allen said the February figures were in the council presentation or PowerPoint. Ms. Jackson said PowerPoint is not legislation and just because you put it in PowerPoint, that is not an adoption. That's what I keep telling you. Ms. Allen stated in that case I guess we didn't adopt all of the raises for everyone so everyone that got those shouldn't have. Ms. Jackson said no because the ordinance appropriated the money for the raises. What I am trying to say is your process for deciding who gets a raise and who doesn't was not adopted. Chairman Dover said he was not disagreeing with Ms. Jackson, but when he talked to the city attorney, Nikki had sent us her opinion, and I went and talked to her personally and asked basically if we need to do it now or can we wait until we finish it and she said it would be ok to wait until we finish it and do it all at once.

Ms. Jackson asked Chairman Dover when did he speak to the city attorney because we have an email from her that said no. Chairman Dover said he talked to her one night at the council meeting. He said he didn't document it. Ms. Jackson asked if it was recently. Chairman Dover said it was probably two or three months ago. He said he didn't recall the exact date. He said there was a discussion that was brought up by Nikki that we didn't have enough detail in the ordinance. Ms. Jackson said right here is the discussion. Chairman Dover said once he got that he spoke to Carol Duncan, City Attorney, about what we should do. Ms. Jackson asked why wasn't the Clerk's Office notified. Chairman Dover said he didn't know why but he would take responsibility for that. He said I was just asking the City Attorney. I guess I assumed she would contact you. Ms. Jackson said ok and that was all she had.

7. Public Comments

8. Adjournment

A motion was made by Councilman John Street, seconded by Councilman Charles Coleman, that this meeting be Adjourned . The motion PASSED with the following vote.

Aye: 4 - Ann Williams; John Street; Charles Coleman and Todd Burton

Absent: 1 - Rennell Woods



Legislation Details (With Text)

File #:	ORD-16:067	Version:	1	Name:	Amend the 2016 budget for salary increases
Type:	Ordinance	Status:		Status:	To Be Introduced
File created:	9/18/2016	In control:		In control:	Finance & Administration Council Committee
On agenda:		Final action:		Final action:	
Title:	AN ORDINANCE TO AMEND THE 2016 ANNUAL BUDGET AND THE JOHANSON PAY PLAN FOR THE CITY OF JONESBORO				
Sponsors:					
Indexes:	Budget amendment, Employee benefits, Policy - creation/amendment				
Code sections:					
Attachments:	Exhibit A Exhibit B Steps & Grades Salary Administration Plan revision Sept 2016				

Date	Ver.	Action By	Action	Result
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AN ORDINANCE TO AMEND THE 2016 ANNUAL BUDGET AND THE JOHANSON PAY PLAN FOR THE CITY OF JONESBORO

WHEREAS, Ordinance Number 15:069 adopted the 2016 Budget; and

WHEREAS, the City of Jonesboro acknowledges the value of employees and the need to implement a pay step plan; and

WHEREAS, the Finance Committee has approved the attached salary and compensation plan to the existing salary plan for all employees of the City of Jonesboro.

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF JONESBORO, ARKANSAS THAT:

SECTION 1: The 2016 Budget is hereby amended by the sum of \$561,835 to provide for an increase in the departments, budget line items, and amounts detailed in Exhibit A.

SECTION 2: The salary increases, described as the difference between the employee's current base pay and new base pay on step scale, detailed in Exhibit B shall be made effective as of January 1, 2016 and back paid accordingly with one lump sum to be paid in December 2016.

SECTION 3: Individual employee increases must be approved by the immediate supervisor and department head with agreement that the employee's previous twelve months of performance meets expectations for the job.

SECTION 4: This ordinance being necessary for the effective operation of the city and to maintain experienced personnel.

ORD-16:067 - Exhibit A

Department	Salaries	Payroll Taxes	Pension
Finance	4,840	370	169
Police	181,047	3,460	38,159
Fire	63,729	1,225	22,833
Inspection	5,889	450	206
Animal Control	5,119	392	179
City Clerk	-	-	-
Attorney	119	9	4
Planning	2,692	206	94
CDBG	1,475	113	52
Information Systems	2,714	208	95
Code Enforcement	1,969	151	69
Grants Administration	1,894	145	66
Human Resources	-	-	-
Building Maintenance	11,643	891	408
Mayor	6,000	459	210
Street	25,870	1,979	905
Engineering	3,152	241	110
Sanitation	9,142	699	320
Sanitation Landfill	6,419	491	225
Sanitation Residential	29,089	2,225	1,018
E911	37,253	2,850	1,304
Parks	42,129	3,223	1,475
Cemetary	5,885	450	206
Softball	3,405	260	119
Grants	1,090	83	38
JETS	18,379	1,406	643
	470,941	21,987	68,908

ORD-16:067 - Exhibit B

Pay Grade	Minimum	MidPoint	Maximum
106	\$23,240.00	\$29,051.00	\$34,862.00
107	\$24,336.00	\$30,420.00	\$38,025.00
108	\$26,757.00	\$33,445.00	\$40,134.00
109	\$28,162.00	\$35,203.00	\$42,244.00
110	\$29,569.00	\$36,961.00	\$44,352.00
111	\$30,975.00	\$38,719.00	\$46,462.00
112	\$32,429.00	\$40,537.00	\$48,644.00
113	\$34,055.00	\$42,568.00	\$51,082.00
114	\$35,680.00	\$44,600.00	\$53,520.00
115	\$37,305.00	\$46,632.00	\$55,958.00
116	\$38,931.00	\$48,663.00	\$58,396.00
117	\$40,556.00	\$50,695.00	\$60,834.00
118	\$42,994.00	\$53,742.00	\$64,491.00
119	\$46,245.00	\$57,806.00	\$69,367.00
120	\$49,495.00	\$61,869.00	\$74,243.00
121	\$52,746.00	\$65,932.00	\$79,119.00
122	\$55,997.00	\$69,996.00	\$83,995.00
123	\$59,247.00	\$74,059.00	\$88,871.00
124	\$62,498.00	\$78,123.00	\$93,747.00
125	\$65,749.00	\$82,186.00	\$98,632.00
126	\$68,999.00	\$86,249.00	\$103,499.00
127	\$72,250.00	\$90,313.00	\$108,375.00
129	\$72,457.00	\$90,571.00	\$108,685.00
130	\$75,269.00	\$94,086.00	\$112,904.00
131	\$85,253.00	\$106,566.00	\$127,879.00
132	\$88,503.00	\$110,629.00	\$132,755.00

YEARS OF SERVICE IN POSITION STEPS 0-10

GRADE	0	1	2	3	4	5	6	7	8	9	10
106	23240	23821	24402	24983	25564	26145	26726	27307	27888	28469	29051
107	24336	24944	25553	26161	26770	27378	27986	28595	29203	29812	30420
108	26757	27426	28095	28764	29433	30102	30770	31439	32108	32777	33445
109	28162	28866	29570	30274	30978	31682	32386	33090	33794	34499	35203
110	29569	30308	31047	31787	32526	33265	34004	34744	35483	36222	36961
111	30975	31749	32524	33298	34073	34847	35621	36396	37170	37944	38719
112	32429	33240	34050	34861	35672	36483	37293	38104	38915	39726	40537
113	34055	34906	35758	36609	37460	38312	39163	40015	40866	41717	42568
114	35680	36572	37464	38356	39248	40140	41032	41924	42816	43708	44600
115	37305	38238	39170	40103	41036	41968	42901	43833	44766	45699	46632
116	38931	39904	40878	41851	42824	43797	44771	45744	46717	47690	48663
117	40556	41570	42584	43598	44612	45626	46639	47653	48667	49681	50695
118	42994	44069	45144	46219	47293	48368	49443	50518	51593	52668	53742
119	46245	47401	48557	49713	50869	52026	53182	54338	55494	56650	57806
120	49495	50732	51970	53207	54445	55682	56919	58157	59394	60631	61869
121	52746	54065	55383	56702	58021	59339	60658	61976	63295	64614	65932
122	55997	57397	58797	60197	61597	62997	64397	65796	67196	68596	69996
123	59247	60728	62209	63691	65172	66653	68134	69615	71096	72578	74059
124	62498	64060	65623	67185	68748	70310	71873	73435	74998	76560	78123
125	65749	67393	69036	70680	72324	73968	75611	77255	78899	80542	82186
126	68999	70724	72449	74174	75899	77624	79349	81074	82799	84524	86249
127	72250	74056	75863	77669	79475	81281	83088	84894	86700	88506	90313
131	85253	87384	89516	91647	93778	95910	98041	100172	102304	104435	106566
132	88503	90716	92928	95141	97353	99566	101778	103991	106204	108416	110629

Min
Mid
Max

YEARS OF SERVICE IN POSITION STEPS 11-20

11	12	13	14	15	16	17	18	19	20
29632	30213	30794	31375	31956	32537	33118	33699	34280	34862
31028	31637	32245	32854	33462	34070	34679	35287	35896	38025
34114	34783	35452	36121	36790	37458	38127	38796	39465	40134
35907	36611	37315	38019	38723	39427	40131	40835	41540	42244
37700	38439	39179	39918	40657	41396	42136	42875	43614	44352
39493	40268	41042	41817	42591	43365	44140	44914	45688	46462
41348	42158	42969	43780	44591	45401	46212	47023	47834	48644
43419	44271	45122	45973	46825	47676	48528	49379	50230	51082
45492	46384	47276	48168	49060	49952	50844	51736	52628	53520
47565	48497	49430	50363	51295	52228	53160	54093	55026	55958
49636	50610	51583	52556	53529	54503	55476	56449	57422	58396
51709	52723	53737	54751	55765	56778	57792	58806	59820	60834
54817	55892	56967	58041	59116	60191	61266	62341	63416	64491
58962	60118	61274	62430	63587	64743	65899	67055	68211	69367
63106	64344	65581	66819	68056	69293	70531	71768	73005	74243
67251	68569	69888	71207	72525	73844	75162	76481	77800	79119
71396	72796	74196	75596	76996	78396	79795	81195	82595	83995
75540	77021	78503	79984	81465	82946	84427	85908	87390	88871
79685	81248	82810	84373	85935	87498	89060	90623	92185	93747
83830	85473	87117	88761	90405	92048	93692	95336	96979	98632
87974	89699	91424	93149	94874	96599	98324	100049	101774	103499
92119	93926	95732	97538	99344	101151	102957	104763	106569	108375
108697	110829	112960	115091	117223	119354	121485	123617	125748	127879
112842	115054	117267	119479	121692	123904	126117	128330	130542	132755



City of Jonesboro

Salary Schedule Effective January 1, 2009

And Administration Policy Effective

January 1, 2010

Revised 12/17/13

Revised 11/3/15

Revised 2/16/16

Proposed Revision to Finance 9/19/16

The City of Jonesboro believes that it is in the best interest of both the community we serve and our employees to fairly compensate our work force for the value of the work provided. An independent firm was engaged by the City of Jonesboro to evaluate salaries of employees and provide a compensation program with the following objectives:

- To provide salary ranges that are fair and internally equitable;**
- To provide salary ranges that are externally competitive with relevant labor markets**

This salary structure supersedes all previous compensation policies for full-time employees of the City of Jonesboro. These policies will be reviewed on an ongoing basis and necessary changes addressed through approval of the Mayor and City Council.

The City of Jonesboro has established a variety of pay and employee benefit programs designed to assist our eligible employees and eligible dependents in meeting their financial and work/life balance needs. Note that nothing contained in the pay and benefit section described in this handbook creates a promise of employment or future benefits, or a binding contract between the City of Jonesboro and its employees for pay and benefits or for any other purpose. All employees shall remain subject to discharge or disciplines to the same extent as if the pay and benefit plans were not in effect. The City of Jonesboro reserves the right, in its sole and absolute discretion, to amend, modify, or terminate, with or without prior notice, in whole or in part, any or all of the provisions of the pay and benefit plans listed below.

Further, the City of Jonesboro and its insuring companies reserves the exclusive right to administer, apply and interpret the benefit plans described and to decide all matters arising in connection with the operation or administration of these benefits plans.

Base, **Salary Range and Pay Step** adjustments, as available, will be established annually and may carry different allocations from year to year. **An employee will reach midpoint after 10 years of service and reach maximum after 20 years of service.**

With the institution of this pay plan, Human Resources may evaluate employee pay grades to ensure that all employees are in the proper pay range. If changes are recommended, the Department Head and Mayor will be consulted.

Pay Compression: The Human Resources Manager, members of the City's Compensation Committee with help of an outside contracted compensation consultant, if needed will periodically evaluate employees' pay for pay compression. **All identified employees, except department heads, that have served in their current position over 2 years and less than 9 years will receive a \$75 increase per year in their base pay up to a maximum of \$600.** The issue of pay compression will be reviewed on a yearly basis.

Longevity Pay Plan: ~~The City will implement a longevity pay plan for all City employees based on years of employment. The longevity pay plan will consist of \$75 for every year of service to the City beginning with year 2 and cap at year 30. Should the City's budget become strained to not be able to provide this annual benefit, the Mayor has the authority to suspend the longevity pay plan for any upcoming year that the City can't afford to pay this benefit.~~ With implementation of the new pay range steps plan, the City's Longevity Pay Plan has been suspended. One last payment will be made in December 2016 for the 2016 year.

Incentive Pay Plans: ~~The Mayor and City Council may approve incentive pay plans associated with employees' obtaining additional education, certificates and licenses to improve their knowledge, skills and capabilities associated with their respective position. Incentive pay plans will be defined and outlined in separate City ordinances which will be reviewed and considered for approval by the Mayor and City Council.~~ Incentive pay plans will be suspended upon adoption of this pay plan.

NEW HIRES

No employee will be hired below the minimum of the salary range for the classification. Department Supervisors will have the discretion to request a new hire salary **grade step placement** up to halfway between minimum and mid-point of the salary range of the grade, based upon the employee's qualifications with approval of the Human Resources Manager and Mayor. Any salary recommendation in excess of this will require the approval of the Mayor and City Council prior to the salary offer.

Department Supervisors should ensure that internal equity exists in the salary structure before a salary is offered to an applicant.

PROMOTIONS

A promotion is a process by which a regular full-time employee moves to a job title that has a higher grade and salary range. **When moving to a position with a new job description and higher salary range, the promotional increase will be the greatest of five percent (5%) of base pay or the minimum of the new position salary range.** **Uniform employees moving between ranks for a promotion, with a new job description, will receive the greatest of \$5,000 of base pay or the minimum of the new position salary range.** In no instance shall a promotional increase result in a salary that exceeds the maximum of the salary range of the new position. This policy supersedes the Fire Department's re-alignment pay policy ordinance.

DEMOTIONS

Due to organizational re-adjustments or demotions caused by personal matters or inadequate performance, employee may be transferred to a position having a lesser salary range. This type of transfer may necessitate a decrease in salary due to lesser duties and accountabilities but shall not reduce the salary below the minimum of the salary range of the new position.

If the demotion occurs within one year of a promotion, the employee will be returned to his previous salary with addition of any cost of living adjustments made in the interim when returned to the position from which they were promoted or to job of similar duties

LATERAL TRANSFERS

A lateral transfer is defined as the movement of a regular full-time employee to a classification which has the same grade and salary range. Lateral transfers do not result in salary adjustments.

SALARY INCREASES

Annually the Mayor and City Council will consider increasing the salaries within all pay grades **range steps schedule**. Market Adjustments or Cost of Living Adjustments, if any, will change the salary ranges for each pay grade. No employee will earn below the minimum salary range.

Employees are eligible for a one-step grade pay range increase on an annual basis provided that the employee's immediate supervisor and department head agree that the employee's previous twelve months of performance meets expectations for the job. The step increase will occur on an employee's anniversary date from when they started in their current position. If a change in position occurs within the same pay grade, credit will be given for experience in the previous position.

~~Additional pay step increases for exceptional job performance and/or increased job related training or certifications may be given at any time throughout the year, at the Mayor's discretion. (See attached Appendix A). Additional increases, if available, are eligible only to increase salary up to the maximum of the position range.~~ If an employee's pay is equal to or exceeds their pay grade maximum for the position, the City may recognize the employee's continued work contribution by paying a one-time bonus instead of making a pay adjustment to the employee's base pay.

STATUS CHANGE PROCEDURE

If a supervisor has reason to believe a position needs to be reclassified due to change in duties, increased educational or experience requirements, etc. a request may be submitted to Human

Resources along with a job description with the additional or changes duties. If the review results in an upgrade in Job Class the employee will be eligible for an increase equal to no less than the minimum of the new salary range. Such requests may not be submitted more than once in a twelve month period.



Legislation Details (With Text)

File #: ORD-16:068 **Version:** 2 **Name:** Amend the 2016 budget for the Fire Department
Type: Ordinance **Status:** To Be Introduced
File created: 9/21/2016 **In control:** Finance & Administration Council Committee
On agenda: **Final action:**

Title: AN ORDINANCE AUTHORIZING THE CITY OF JONESBORO TO AMEND THE 2016 ANNUAL BUDGET FOR THE FIRE DEPARTMENT

Sponsors:

Indexes: Budget amendment, Employee benefits, Policy - creation/amendment

Code sections:

Attachments: [Fire Scale](#)
[Fire Department plan](#)
[Fire Plan Cost over time](#)

Date	Ver.	Action By	Action	Result
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AN ORDINANCE AUTHORIZING THE CITY OF JONESBORO TO AMEND THE 2016 ANNUAL BUDGET FOR THE FIRE DEPARTMENT

WHEREAS, Ordinance Number 15:069 adopted the 2016 Budget; and

WHEREAS, the City of Jonesboro acknowledges the value of employees and the need to address several critical workforce related issues within the Fire Department; and

WHEREAS, The 2016 Fire Department Budget will be increased in the amount of \$805,730.00 in order to implement the amended salary compensation plan for the department.

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF JONESBORO, ARKANSAS THAT:

SECTION 1: The sum of \$575,768.00 to be added to the Fire Department Budget for salaries and the sum of \$229,962.00 for benefits, said sum coming from the unappropriated funds of the reserve funds.

SECTION 2: No fire department employee will receive a decrease in yearly compensation.

SECTION 3: This ordinance being necessary to retain experienced personnel in order to ensure the health, safety and welfare of the citizens of the City of Jonesboro, Arkansas an emergency is declared to exist and this ordinance shall be effect from and after its passage and approval.

First Name	Last Name	Job Title	Grade	Hire Date	YEARS IN SERVICE	YEARS IN POSITION	2016
Kevin	Miller	Fire Chief	131	11/6/1987	28.76	4.52	2,617
Alan	Dunn	Asst Fire Chief	126	3/12/1988	28.41	4.52	7,888
Martin	Hamrick	Battalion Chief	121	9/1/1999	16.94	7.15	10,961
William	Johnson	Battalion Chief	121	2/15/2001	15.48	1.36	4,008
Jerry	McCormick	Battalion Chief	121	7/13/1984	32.07	5.52	6,480
Timothy	Rowell	Battalion Chief	121	2/1/1992	24.52	5.86	17,597
Donald	Winstead	Battalion Chief	121	8/1/1991	25.03	9.36	17,655
Johnny	Yates	Battalion Chief	121	5/1/1995	21.28	3.51	13,614
Jason	Wills	Div Chief Fire Mrsh	121	2/15/2001	15.48	0.52	-
Eric	Simmons	Div Chief/Train Off	121	3/15/1999	17.41	4.52	11,750
Brett	Bassham	Fire Captain	119	2/1/2007	9.52	3.94	3,678
Bradley	Baugh	Fire Captain	119	9/1/1998	17.94	7.41	10,563
Scott	Bellis	Fire Captain	119	2/2/2005	11.52	3.51	9,554
Eric	Brown	Fire Captain	119	4/1/1993	23.36	15.28	13,346
Bryan	Carter	Fire Captain	119	2/1/2001	15.52	2.18	5,597
Ricky	Cooper	Fire Captain	119	2/1/1993	23.52	7.41	10,734
Jon	Damron	Fire Captain	119	5/1/2001	15.28	0.52	-
Brent	Deckard	Fire Captain	119	2/1/2006	10.52	0.52	-
Alton	Elrod	Fire Captain	119	8/1/1991	25.03	7.44	5,412
William	Findley	Fire Captain	119	7/11/1980	36.08	17.86	10,230
Kinley	Gatewood	Fire Captain	119	8/1/1991	25.03	7.41	9,510
Barry	Harper	Fire Captain	119	7/1/1989	27.11	9.52	4,251
Richard	Holler	Fire Captain	119	2/1/2000	16.52	5.52	8,741
Rickey	Howton	Fire Captain	119	10/1/2007	8.86	1.52	5,069
Gregory	Johnson	Fire Captain	119	11/1/1990	25.77	9.52	7,090
Jason	Kelley	Fire Captain	119	11/9/2000	15.75	6.98	7,927
Darone	Lane	Fire Captain	119	12/1/1992	23.69	17.44	9,023
Kevin	Lyles	Fire Captain	119	2/15/2005	11.48	1.36	-
Adam	Marshall	Fire Captain	119	5/1/1997	19.28	3.11	5,336
Korley	Martin	Fire Captain	119	4/3/2001	15.35	3.51	5,339
Shawn	Nance	Fire Captain	119	2/3/2005	11.52	4.52	8,423
Brian	Oden	Fire Captain	119	5/16/1996	20.23	7.41	14,253
Robert	Pickle	Fire Captain	119	3/1/1999	17.44	8.61	15,684
Earl	Pipkin	Fire Captain	119	3/1/1999	17.44	2.49	8,759
William	Pittman	Fire Captain	119	3/1/1999	17.44	8.61	8,304
Kevin	Prince	Fire Captain	119	7/15/1992	24.07	17.48	7,402
Bruce	Roberts	Fire Captain	119	4/1/1993	23.36	5.86	6,148
David	Sills	Fire Captain	119	11/16/1990	25.73	3.51	3,676
David	Smith	Fire Captain	119	11/16/1990	25.73	8.61	6,522
Morgan	Walling	Fire Captain	119	10/15/2003	12.82	3.51	10,610
Phillip	Weese	Fire Captain	119	10/1/1992	23.86	9.52	11,665
Michael	Whitby	Fire Captain	119	8/1/2005	11.03	0.32	-
Bradley	Brewer	Driver / Engineer	114	2/1/2007	9.52	0.52	-
Matthew	Garrett	Driver / Engineer	114	10/16/2004	11.81	0.52	-
Michael	Gibson	Driver / Engineer	114	2/1/2007	9.52	0.52	-
Lucas	Luster	Driver / Engineer	114	8/1/2008	8.02	0.52	-
Jerald	Mackey	Driver / Engineer	114	4/1/1995	21.36	0.52	-

Phillip	Weese	Fire Captain	119	10/1/1992	23.86	9.52	11,665
Michael	Whitby	Fire Captain	119	8/1/2005	11.03	0.32	-
Bradley	Brewer	Driver / Engineer	114	2/1/2007	9.52	0.52	-
Matthew	Garrett	Driver / Engineer	114	10/16/2004	11.81	0.52	-
Michael	Gibson	Driver / Engineer	114	2/1/2007	9.52	0.52	-
Lucas	Luster	Driver / Engineer	114	8/1/2008	8.02	0.52	-
Jerald	Mackey	Driver / Engineer	114	4/1/1995	21.36	0.52	-
Jason	Oleson	Driver / Engineer	114	2/1/2006	10.52	0.52	-
Dustin	Bellers	Driver Engineer	114	6/15/2006	10.15	1.52	2,334
Jeremy	Glass	Driver Engineer	114	10/1/2007	8.86	1.52	2,334
Larry	Mangrum	Driver Engineer	114	3/15/2007	9.41	1.52	424
Landon	Russell	Driver Engineer	114	10/1/2007	8.86	1.52	3,289
Brandon	Wood	Driver Engineer	114	8/16/1999	16.98	1.52	1,856
Adam	Alpe	Driver/Engineer	114	7/15/2007	9.07	2.19	1,379
Darrak	Austin	Driver/Engineer	114	2/15/2001	15.48	8.36	6,785
Keith	Carter	Driver/Engineer	114	8/16/2003	12.98	7.41	5,427
Brandon	Clayton	Driver/Engineer	114	2/1/2007	9.52	2.52	4,244
Brian	Couch	Driver/Engineer	114	8/1/2003	13.03	8.36	7,262
Delbert	Engelhardt	Driver/Engineer	114	2/15/2007	9.48	0.94	1,857
Barkley	Exum	Driver/Engineer	114	10/1/2010	5.86	0.31	-
Jason	Ford	Driver/Engineer	114	2/1/2006	10.52	3.94	4,064
Gregory	Groves	Driver/Engineer	114	10/16/2001	14.82	8.36	7,740
Jason	Key	Driver/Engineer	114	6/1/2009	7.19	2.11	4,244
William	Lewis	Driver/Engineer	114	2/1/2007	9.52	3.11	1,753
Derek	McIntire	Driver/Engineer	114	3/17/2004	12.40	7.43	6,860
Carey	Pfeifer	Driver/Engineer	114	2/1/1993	23.52	9.36	4,011
Barry	Riggs	Driver/Engineer	114	8/1/1990	26.03	4.52	832
Barry	Smith	Driver/Engineer	114	7/16/1990	26.07	8.61	-
Bobby	Smith	Driver/Engineer	114	5/1/1997	19.28	7.82	6,785
Donnie	Smith	Driver/Engineer	114	3/1/1999	17.44	7.41	7,337
William	Vacco	Driver/Engineer	114	9/1/2001	14.94	1.36	3,765
John	White	Driver/Engineer	114	2/3/2005	11.52	6.99	4,472
Shannon	Adcock	Firefighter	111	6/1/1999	17.19	17.19	5,721

Nicholas	Ade	Firefighter	111	2/16/2016	0.48	0.48	-
Judd	Alsup	Firefighter	111	7/1/2016	0.11	0.11	-
Steve	Beck	Firefighter	111	11/16/1990	25.73	25.73	-
Adam	Bobbitt	Firefighter	111	2/1/2007	9.52	9.52	4,747
Aaron	Burke	Firefighter	111	7/16/2014	2.07	2.07	2,057
Steven	Carlile	Firefighter	111	4/1/1999	17.36	17.36	5,319
Zachary	Chester	Firefighter	111	9/17/2012	3.89	3.89	4,151
Wesley	Coggin	Firefighter	111	4/1/1993	23.36	23.36	4,478
James	Copeland	Firefighter	111	2/16/2015	1.48	1.48	4,225
Parker	Copeland	Firefighter	111	9/1/2016	0.06	0.06	-
Arthur	Cox	Firefighter	111	1/10/1992	24.58	19.28	5,721
Joseph	Cunningham	Firefighter	111	2/19/2013	3.47	3.47	5,775
Jeremy	Davis	Firefighter	111	7/16/2014	2.07	2.07	1,747
Wesley	Davis	Firefighter	111	8/1/2013	3.03	3.03	5,775
Derrick	Donnell	Firefighter	111	4/18/2016	0.31	0.31	-
Jonathan	Edwards	Firefighter	111	9/17/2012	3.89	3.89	5,390
James	Gann	Firefighter	111	5/1/2013	3.28	3.28	4,846
John	Gregson	Firefighter	111	4/18/2011	5.31	5.31	5,776
Casey	Griffin	Firefighter	111	9/16/2015	0.90	0.90	4,225

Jeremy	Davis	Firefighter	111	7/16/2014	2.07	2.07	1,747
Wesley	Davis	Firefighter	111	8/1/2013	3.03	3.03	5,775
Derrick	Donnell	Firefighter	111	4/18/2016	0.31	0.31	-
Jonathan	Edwards	Firefighter	111	9/17/2012	3.89	3.89	5,390
James	Gann	Firefighter	111	5/1/2013	3.28	3.28	4,846
John	Gregson	Firefighter	111	4/18/2011	5.31	5.31	5,776
Casey	Griffin	Firefighter	111	9/16/2015	0.90	0.90	4,225
Darrin	Grogan	Firefighter	111	8/16/1996	19.98	19.98	5,300
Thomas	Hall	Firefighter	111	4/1/2013	3.36	3.36	5,156
Charles	Hartley	Firefighter	111	9/1/1999	16.94	16.94	4,516
Michael	Jones	Firefighter	111	4/1/1999	17.36	17.36	4,918
Christopher	Kelly	Firefighter	111	2/19/2013	3.47	3.47	4,536
Jason	Marion	Firefighter	111	9/22/2011	4.88	2.48	2,057
Jeffery	McGovern	Firefighter	111	5/16/2004	12.23	12.23	3,649
Timothy	McNamee	Firefighter	111	2/1/2016	0.52	0.52	-
Brittany	Milligan	Firefighter	111	10/1/2013	2.86	2.86	2,368
Chad	Murphy	Firefighter	111	8/16/2014	1.98	1.98	4,225
Cody	Nelson	Firefighter	111	10/1/2013	2.86	2.86	5,465
Christopher	Nugent	Firefighter	111	2/19/2013	3.47	3.47	3,297
Adam	Oleson	Firefighter	111	12/2/2013	2.69	2.69	4,536
Michael	Parsons	Firefighter	111	3/1/2012	4.44	4.44	3,532
Timothy	Rollings	Firefighter	111	4/16/2015	1.32	1.32	4,225
Josh	Rook	Firefighter	111	7/15/2007	9.07	9.07	6,725
Ryan	Rowe	Firefighter	111	8/15/2009	6.99	6.99	8,150
Brian	Shannon	Firefighter	111	10/1/2010	5.86	5.86	3,223
Jordan	Sitzer	Firefighter	111	9/16/2015	0.90	0.90	4,225
William	Vaughan	Firefighter	111	2/1/2007	9.52	9.52	6,725
Travis	Williams	Firefighter	111	11/15/1998	17.74	17.74	4,516
Dustin	Wisby	Firefighter	111	4/18/2016	0.31	0.31	-
							575,768
							575,768
							229,962
							805,730

11,665
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2,334
424
3,289
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575,768
575,768
229,962
805,730

Year	Plan Cost		Average 1st Year Raise	Highest 1st Year Raise	Lowest 1st Year Raise
1	805,730	Firefighter	3840	8150	0
2	978,783	Driver/Engineer	2968	7740	0
3	1,078,576	Fire Captain	7276	15684	0
4	1,200,668	Batallion/Division Chief	10258	17655	0
5	1,280,154	Assistant Fire Chief	7888	7888	7888
6	1,351,104	Fire Chief	2617	2617	2617
7	1,424,292				
8	1,497,842				
9	1,529,888				
10	1,569,911				
11	1,614,692				
12	1,650,796				
13	1,704,953				
14	1,735,040				
15	1,765,127				
16	1,807,249				
17	1,825,302				
18	1,879,458				
19	1,903,528				
20	1,927,598				
21	1,963,702				
32,494,395					



Legislation Details (With Text)

File #:	ORD-16:069	Version:	1	Name:	Amend the 2016 annual budget and the Johanson Pay Plan
Type:	Ordinance	Status:			To Be Introduced
File created:	9/21/2016	In control:			Finance & Administration Council Committee
On agenda:		Final action:			
Title:	AN ORDINANCE TO AMEND THE 2016 ANNUAL BUDGET AND THE JOHANSON PAY PLAN FOR THE CITY OF JONESBORO				
Sponsors:					
Indexes:	Budget amendment, Employee benefits, Policy - creation/amendment				
Code sections:					
Attachments:	Exhibit A for Nonuniform Exhibit B Step Plan with Joahnson Min-Mid-Max Salary Administration Plan Feb 2016 with HR revisions NEW PAY PLAN COMPARISON				

Date	Ver.	Action By	Action	Result
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AN ORDINANCE TO AMEND THE 2016 ANNUAL BUDGET AND THE JOHANSON PAY PLAN FOR THE CITY OF JONESBORO

WHEREAS, Ordinance Number 15:069 adopted the 2016 Budget; and

WHEREAS, the City of Jonesboro acknowledges the value of employees and the need to implement a pay step plan; and

WHEREAS, the Finance Committee has approved the attached salary and compensation plan to the existing salary plan for all employees of the City of Jonesboro.

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF JONESBORO, ARKANSAS THAT:

SECTION 1: The 2016 Budget is hereby amended by the sum of \$653,178 to provide for an increase in the departments, budget line items, and amounts detailed in Exhibit A.

SECTION 2: The salary increases, described as the difference between the employee's current base pay and new base pay on step scale, detailed in Exhibit B shall be made effective as of January 1, 2016 and back paid accordingly with one lump sum to be paid in December 2016.

SECTION 3: Individual employee increases must be approved by the immediate supervisor and department head, prior to any compensation being received in December 2016, with agreement that the supervisor and department head may deny a salary increase for an employee that currently has a documented warning on file with Human Resources for job related performance issues.

SECTION 4: This ordinance being necessary for the effective operation of the city and to maintain experienced personnel.

EXHIBIT A
Budget Line Item Increases

01Finance & Collections Total		29,639.53
02Police Total		36,395.45
03Fire Total		7,924.51
04Insp Total		17,444.66
05Animal Total		17,821.50
06Clerk Total		-
07Atty Total		2,459.93
08Plan Total		8,537.56
10-101 Total		5,467.47
10Info Total		26,774.35
114Code Total		11,481.77
11Grants Total		13,419.01
13HR Total		617.46
15BldgMt Total		14,316.16
31Mayor Total		13,361.45
50Street Total		79,730.98
51Eng Total		21,548.90
60Sanit Total		25,696.72
61SanLdf Total		12,205.34
61SanRes Total		75,252.84
70E911 Total		79,494.24
80Park Total		85,687.40
81Cem Total		11,639.96
82Softba Total		9,228.85
99Grant Total		5,922.92
JETS Total		41,108.67
Grand Total		653,177.62

YEARS OF SERVICE

GRADE	0	1	2	3	4	5	6	7	8	9	10
106	24634	25250	25866	26482	27098	27713	28329	28945	29561	30177	30794
107	25796	26441	27086	27731	28376	29021	29665	30310	30955	31600	32245
108	28362	29071	29780	30489	31198	31907	32616	33325	34034	34743	35452
109	29852	30598	31345	32091	32837	33584	34330	35076	35822	36569	37315
110	31343	32127	32910	33694	34477	35261	36044	36828	37612	38395	39179
111	32834	33655	34476	35297	36117	36938	37759	38580	39401	40222	41042
112	34375	35234	36094	36953	37813	38672	39531	40391	41250	42109	42969
113	36098	37000	37903	38805	39708	40610	41513	42415	43318	44220	45122
114	37821	38767	39712	40658	41603	42549	43494	44440	45385	46331	47276
115	39543	40532	41520	42509	43497	44486	45475	46463	47452	48440	49430
116	41267	42299	43330	44362	45394	46425	47457	48489	49520	50552	51583
117	42989	44064	45138	46213	47288	48363	49437	50512	51587	52662	53737
118	45574	46713	47853	48992	50131	51271	52410	53549	54689	55828	56967
119	49020	50245	51471	52696	53922	55147	56373	57598	58824	60049	61274
120	52465	53777	55088	56400	57711	59023	60335	61646	62958	64270	65581
121	55911	57309	58707	60104	61502	62900	64298	65695	67093	68491	69888
122	59357	60841	62325	63809	65293	66777	68261	69744	71228	72712	74196
123	62802	64372	65942	67512	69082	70652	72222	73792	75362	76933	78503
124	66248	67904	69560	71217	72873	74529	76185	77841	79498	81154	82810
125	69694	71436	73179	74921	76663	78406	80148	81890	83633	85375	87117
126	73139	74967	76796	78624	80453	82281	84110	85938	87767	89595	91424
127	76585	78500	80414	82329	84244	86158	88073	89987	91902	93817	95732
131	90368	92627	94886	97146	99405	101664	103923	106182	108442	110701	112960
132	93813	96158	98504	100849	103194	105540	107885	110230	112576	114921	117267

IN POSITION

11	12	13	14	15	16	17	18	19	20
31410	32026	32642	33258	33873	34489	35105	35721	36337	36954
32890	33535	34180	34825	35470	36114	36759	37404	38049	40307
36161	36870	37579	38288	38997	39706	40415	41124	41833	42542
38061	38808	39554	40300	41047	41793	42539	43285	44032	44779
39963	40746	41530	42313	43097	43880	44664	45448	46231	47013
41863	42684	43505	44325	45146	45967	46788	47609	48430	49250
43828	44688	45547	46407	47266	48125	48985	49844	50703	51563
46024	46927	47829	48732	49634	50537	51439	52342	53244	54147
48222	49167	50113	51058	52004	52949	53895	54840	55786	56731
50419	51407	52396	53384	54373	55362	56350	57339	58327	59315
52615	53646	54678	55710	56741	57773	58805	59836	60868	61900
54812	55886	56961	58036	59111	60185	61260	62335	63410	64484
58106	59246	60385	61524	62664	63803	64942	66082	67221	68360
62499	63725	64950	66176	67401	68627	69852	71078	72303	73529
66893	68204	69516	70827	72139	73451	74762	76074	77386	78698
71286	72684	74081	75479	76877	78275	79672	81070	82468	83866
75680	77164	78648	80132	81616	83100	84583	86067	87551	89035
80073	81643	83213	84783	86353	87923	89493	91063	92634	94203
84466	86122	87779	89435	91091	92747	94403	96060	97716	99372
88859	90602	92344	94086	95829	97571	99313	101056	102798	104550
93252	95081	96909	98738	100566	102395	104223	106052	107880	109709
97647	99561	101476	103391	105305	107220	109134	111049	112964	114878
115219	117478	119738	121997	124256	126515	128774	131034	133293	135552
119612	121958	124303	126648	128994	131339	133684	136030	138375	140720



City of Jonesboro

Salary Schedule Effective January 1, 2009

And Administration Policy Effective

January 1, 2010

Revised 12/17/13

Revised 11/3/15

The City of Jonesboro believes that it is in the best interest of both the community we serve and our employees to fairly compensate our work force for the value of the work provided. An independent firm was engaged by the City of Jonesboro to evaluate salaries of employees and provide a compensation program with the following objectives:

- To provide salary ranges that are fair and internally equitable;**
- To provide salary ranges that are externally competitive with relevant labor markets**

This salary structure supersedes all previous compensation policies for full-time employees of the City of Jonesboro. These policies will be reviewed on an ongoing basis and necessary changes addressed through approval of the Mayor and City Council.

The City of Jonesboro has established a variety of pay and employee benefit programs designed to assist our eligible employees and eligible dependents in meeting their financial and work/life balance needs. Note that nothing contained in the pay and benefit section described in this handbook creates a promise of employment or future benefits, or a binding contract between the City of Jonesboro and its employees for pay and benefits or for any other purpose. All employees shall remain subject to discharge or disciplines to the same extent as if the pay and benefit plans were not in effect. The City of Jonesboro reserves the right, in its sole and absolute discretion, to amend, modify, or terminate, with or without prior notice, in whole or in part, any or all of the provisions of the pay and benefit plans listed below.

Further, the City of Jonesboro and its insuring companies reserves the exclusive right to administer, apply and interpret the benefit plans described and to decide all matters arising in connection with the operation or administration of these benefits plans.

Base, **Salary Range and Pay Step** adjustments, as available, will be established annually and may carry different allocations from year to year. **An employee will reach midpoint after 10 years of service and reach maximum after 20 years of service.**

With the institution of this pay plan, Human Resources may evaluate employee pay grades to ensure that all employees are in the proper pay range. If changes are recommended, the Department Head and Mayor will be consulted.

Pay Compression: The Human Resources **Manager Director**, members of the City's Compensation Committee with help of an outside contracted compensation consultant, if needed will periodically evaluate employees' pay for pay compression. **All identified employees, except department heads, that have served in their current position over 2 years and less than 9 years will receive a \$75 increase per year in their base pay up to a maximum of \$600.** The issue of pay compression will be reviewed on a yearly basis.

Longevity Pay Plan: ~~The City will implement a longevity pay plan for all City employees based on years of employment. The longevity pay plan will consist of \$75 for every year of service to the City beginning with year 2 and cap at year 30. Should the City's budget become strained to not be able to provide this annual benefit, the Mayor has the authority to suspend the longevity pay plan for any upcoming year that the City can't afford to pay this benefit.~~ With implementation of the new pay range steps plan, the City's Longevity Pay Plan has been suspended. One last payment will be made in December 2016 for the 2016 year.

Incentive Pay Plans: ~~The Mayor and City Council may approve incentive pay plans associated with employees' obtaining additional education, certificates and licenses to improve their knowledge, skills and capabilities associated with their respective position. Incentive pay plans will be defined and outlined in separate City ordinances which will be reviewed and considered for approval by the Mayor and City Council.~~ Incentive pay plans will be suspended upon adoption of this pay plan.

NEW HIRES

No employee will be hired below the minimum of the salary range for the classification. Department Supervisors will have the discretion to request a new hire salary **grade step placement** up to halfway between minimum and mid-point of the salary range of the grade, based upon the employee's qualifications with approval of the Human Resources **Manager Director** and Mayor. Any salary recommendation in excess of this will require the approval of the Mayor and City Council prior to the salary offer.

Department Supervisors should ensure that internal equity exists in the salary structure before a salary is offered to an applicant.

PROMOTIONS

A promotion is a process by which a regular full-time employee moves to a job title that has a higher grade and salary range. **When moving to a position with a new job description and higher salary range, the promotional increase will be the greatest of five percent (5%) of base pay or the minimum of the new position salary range. Uniform employees moving between ranks for a promotion, with a new job description, will receive the greatest of \$5,000 of base pay or the minimum of the new position salary range.** In no instance shall a promotional increase result in a salary that exceeds the maximum of the salary range of the new position. This policy supersedes the Fire Department's re-alignment pay policy ordinance.

DEMOTIONS

Due to organizational re-adjustments or demotions caused by personal matters or inadequate performance, employee may be transferred to a position having a lesser salary range. This type of transfer may necessitate a decrease in salary due to lesser duties and accountabilities but shall not reduce the salary below the minimum of the salary range of the new position.

If the demotion occurs within one year of a promotion, the employee will be returned to his previous salary with addition of any cost of living adjustments made in the interim when returned to the position from which they were promoted or to job of similar duties

LATERAL TRANSFERS

A lateral transfer is defined as the movement of a regular full-time employee to a classification which has the same grade and salary range. Lateral transfers do not result in salary adjustments.

SALARY INCREASES

Annually the Mayor and City Council will consider increasing the salaries within all pay grades **range steps schedule**. Market Adjustments or Cost of Living Adjustments, if any, will change the salary ranges for each pay grade. No employee will earn below the minimum salary range.

Employees are eligible for a one-step grade pay range increase on an annual basis provided that the employee's immediate supervisor and department head agree that the employee's previous twelve months of performance meets expectations for the job. The step increase will occur on an employee's anniversary date from when they started in their current position. If a change in position occurs within the same pay grade, credit will be given for experience in the previous position.

~~Additional pay step increases for exceptional job performance and/or increased job related training or certifications may be given at any time throughout the year, at the Mayor's discretion. (See attached Appendix A). Additional increases, if available, are eligible only to increase salary up to the maximum of the position range.~~ If an employee's pay is equal to or exceeds their pay grade maximum for the position, the City may recognize the employee's continued work contribution by paying a one-time bonus instead of making a pay adjustment to the employee's base pay. **The supervisor may deny a step increase for an employee that currently has a documented warning on file with Human Resources within the past 12 months.**

STATUS CHANGE PROCEDURE

If a supervisor has reason to believe a position needs to be reclassified due to change in duties, increased educational or experience requirements, etc. a request may be submitted to the Human Resources Director along with a job description with the additional or changes duties. If the review results in an upgrade in Job Class the employee will be eligible for an increase equal to no less than the minimum of the new salary range. If the review results in a downgrade in the Job Class the employee will be placed appropriately within the new pay grade. Such requests may not be submitted more than once in a twelve month period.

PROPOSED PAY GRADE MINIMUM - MIDPOINT-MAXIMUM

Grade	Proposed % Increase	PROPOSED NEW MINIMUM	Johanson Study from Feb 2016
106	11%	\$24,634.00	\$21,865.00
107	6%	\$25,796.00	\$24,303.00
108	9%	\$28,362.00	\$25,928.00
109	8%	\$29,852.00	\$27,553.00
110	7%	\$31,343.00	\$29,179.00
111	6%	\$32,834.00	\$30,804.00
112	6%	\$34,375.00	\$32,429.00
113	6%	\$36,098.00	\$34,055.00
114	6%	\$37,821.00	\$35,680.00
115	6%	\$39,543.00	\$37,305.00
116	6%	\$41,267.00	\$38,931.00
117	6%	\$42,989.00	\$40,556.00
118	6%	\$45,574.00	\$42,994.00
119	6%	\$49,020.00	\$46,245.00
120	6%	\$52,465.00	\$49,495.00
121	6%	\$55,911.00	\$52,746.00
122	6%	\$59,357.00	\$55,997.00
123	6%	\$62,802.00	\$59,247.00
124	6%	\$66,248.00	\$62,498.00
125	6%	\$69,694.00	\$65,749.00
126	6%	\$73,139.00	\$68,999.00
127	6%	\$76,585.00	\$72,250.00
131	6%	\$90,368.00	\$85,253.00
132	6%	\$93,813.00	\$88,503.00

Grade	Proposed % Increase	PROPOSED NEW MIDPOINT	Johanson Study from Feb 2016
106	11%	\$30,794.00	\$27,331.00
107	6%	\$32,245.00	\$30,378.00
108	9%	\$35,452.00	\$32,410.00
109	8%	\$37,315.00	\$34,442.00
110	7%	\$39,179.00	\$36,473.00
111	6%	\$41,042.00	\$38,505.00
112	6%	\$42,969.00	\$40,537.00
113	6%	\$45,122.00	\$42,568.00
114	6%	\$47,276.00	\$44,600.00
115	6%	\$49,430.00	\$46,632.00
116	6%	\$51,583.00	\$48,663.00
117	6%	\$53,737.00	\$50,695.00
118	6%	\$56,967.00	\$53,742.00
119	6%	\$61,274.00	\$57,806.00
120	6%	\$65,581.00	\$61,869.00
121	6%	\$69,888.00	\$65,932.00
122	6%	\$74,196.00	\$69,996.00
123	0%	\$78,503.00	\$78,123.00
124	6%	\$82,810.00	\$78,123.00
125	6%	\$87,117.00	\$82,186.00
126	6%	\$91,424.00	\$86,249.00
127	6%	\$95,732.00	\$90,313.00
131	6%	\$112,960.00	\$106,566.00
132	6%	\$117,267.00	\$110,629.00

Grade	Proposed % Increase	PROPOSED NEW MAXIMUM
106	11%	\$36,954.00
107	10%	\$40,307.00
108	9%	\$42,542.00
109	8%	\$44,779.00
110	7%	\$47,013.00
111	6%	\$49,250.00
112	6%	\$51,563.00
113	6%	\$54,147.00
114	6%	\$56,731.00
115	6%	\$59,315.00
116	6%	\$61,900.00
117	6%	\$64,484.00
118	6%	\$68,360.00
119	6%	\$73,529.00
120	6%	\$78,698.00
121	6%	\$83,866.00
122	6%	\$89,035.00
123	6%	\$94,203.00
124	6%	\$99,372.00
125	6%	\$104,550.00
126	6%	\$109,709.00
127	6%	\$114,878.00
131	6%	\$135,552.00
132	6%	\$140,720.00



**Johanson
Study from
Feb 2016**

\$32,797.00
\$36,454.00
\$38,892.00
\$41,330.00
\$43,768.00
\$46,206.00
\$48,644.00
\$51,082.00
\$53,520.00
\$55,958.00
\$58,396.00
\$60,834.00
\$64,491.00
\$69,367.00
\$74,243.00
\$79,119.00
\$83,995.00
\$88,871.00
\$93,747.00
\$98,623.00
\$103,499.00
\$108,375.00
\$127,879.00
\$132,755.00



Legislation Details (With Text)

File #:	RES-16:129	Version:	1	Name:	Agreement with the DOJ for the 2016 JAG Grant
Type:	Resolution	Status:		Status:	To Be Introduced
File created:	9/16/2016	In control:		In control:	Finance & Administration Council Committee
On agenda:		Final action:		Final action:	
Title:	A RESOLUTION AUTHORIZING THE CITY OF JONESBORO TO ENTER INTO AGREEMENT WITH THE U.S. DEPARTMENT OF JUSTICE AND ACCEPT THE 2016 JAG GRANT				
Sponsors:	Grants, Police Department				
Indexes:	Grant				
Code sections:					
Attachments:	AWARD REPORT 09142016				

Date	Ver.	Action By	Action	Result
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A RESOLUTION AUTHORIZING THE CITY OF JONESBORO TO ENTER INTO AGREEMENT WITH THE U.S. DEPARTMENT OF JUSTICE AND ACCEPT THE 2016 JAG GRANT

WHEREAS, the City of Jonesboro was awarded the JAG 2016 Grant in the amount of \$31,353, and

WHEREAS, the City of Jonesboro, as a disparate city, has entered into a Memorandum of Understanding with Craighead County, and

WHEREAS, the City of Jonesboro will accept the grant in the amount of \$31,353 as well as all accounting and reporting responsibilities for said grant, and

WHEREAS, the City of Jonesboro will use said funds for crash-data analysis software and investigator training for the Jonesboro Police Department to collect evidence for traffic accidents, and

WHEREAS, the City of Jonesboro will use the remaining funds for printers and scanners for 14 police cruisers to utilize the e-ticket system provided by the Arkansas State Police for patrol operations.

NOW THEREFORE, LET BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF JONESBORO, ARKANSAS THAT:

SECTION 1: The City of Jonesboro will enter into agreement with the Department of Justice to accept the 2016 JAG for the aforementioned items above in the amount of \$31,353, and

SECTION 2: The Mayor and the City Clerk are hereby authorized by the City Council for the City of Jonesboro to execute all documents necessary to effectuate this agreement.



U.S. Department of Justice

Office of Justice Programs

Bureau of Justice Assistance

Office of Justice Programs

Washington, D.C. 20531

September 14, 2016

The Honorable Harold Perrin
City of Jonesboro
515 West Washington Avenue
Jonesboro, AR 72401

Dear Mayor Perrin:

On behalf of Attorney General Loretta Lynch, it is my pleasure to inform you that the Office of Justice Programs has approved your application for funding under the FY 16 Edward Byrne Memorial Justice Assistance Grant (JAG) Program - Local Solicitation in the amount of \$31,353 for City of Jonesboro.

Enclosed you will find the Grant Award and Special Conditions documents. This award is subject to all administrative and financial requirements, including the timely submission of all financial and programmatic reports, resolution of all interim audit findings, and the maintenance of a minimum level of cash-on-hand. Should you not adhere to these requirements, you will be in violation of the terms of this agreement and the award will be subject to termination for cause or other administrative action as appropriate.

If you have questions regarding this award, please contact:

- Program Questions, Maria Anderson, Program Manager at (202) 514-7057; and
- Financial Questions, the Office of the Chief Financial Officer, Customer Service Center (CSC) at (800) 458-0786, or you may contact the CSC at ask.ocfo@usdoj.gov.

Congratulations, and we look forward to working with you.

Sincerely,

A handwritten signature in cursive script that reads "Denise O'Donnell".

Denise O'Donnell
Director

Enclosures



OFFICE FOR CIVIL RIGHTS

Office of Justice Programs

U.S. Department of Justice

810 7th Street, NW
Washington, DC 20531

Tel: (202) 307-0690

TTY: (202) 307-2027

E-mail: askOCR@usdoj.gov

Website: www.ojp.usdoj.gov/ocr

September 14, 2016

The Honorable Harold Perrin
City of Jonesboro
515 West Washington Avenue
Jonesboro, AR 72401

Dear Mayor Perrin:

Congratulations on your recent award. In establishing financial assistance programs, Congress linked the receipt of federal funding to compliance with federal civil rights laws. The Office for Civil Rights (OCR), Office of Justice Programs (OJP), U.S. Department of Justice (DOJ) is responsible for ensuring that recipients of financial assistance from the OJP, the Office of Community Oriented Policing Services (COPS), and the Office on Violence Against Women (OVW) comply with the applicable federal civil rights laws. We at the OCR are available to help you and your organization meet the civil rights requirements that come with DOJ funding.

Ensuring Access to Federally Assisted Programs

Federal laws that apply to recipients of financial assistance from the DOJ prohibit discrimination on the basis of race, color, national origin, religion, sex, or disability in funded programs or activities, not only in employment but also in the delivery of services or benefits. A federal law also prohibits recipients from discriminating on the basis of age in the delivery of services or benefits.

In March of 2013, President Obama signed the Violence Against Women Reauthorization Act of 2013. The statute amends the Violence Against Women Act of 1994 (VAWA) by including a nondiscrimination grant condition that prohibits discrimination based on actual or perceived race, color, national origin, religion, sex, disability, sexual orientation, or gender identity. The new nondiscrimination grant condition applies to certain programs funded after October 1, 2013. The OCR and the OVW have developed answers to some frequently asked questions about this provision to assist recipients of VAWA funds to understand their obligations. The Frequently Asked Questions are available at <http://ojp.gov/about/ocr/vawafaqs.htm>.

Enforcing Civil Rights Laws

All recipients of federal financial assistance, regardless of the particular funding source, the amount of the grant award, or the number of employees in the workforce, are subject to prohibitions against unlawful discrimination. Accordingly, the OCR investigates recipients that are the subject of discrimination complaints from both individuals and groups. In addition, based on regulatory criteria, the OCR selects a number of recipients each year for compliance reviews, audits that require recipients to submit data showing that they are providing services equitably to all segments of their service population and that their employment practices meet equal opportunity standards.

Providing Services to Limited English Proficiency (LEP) Individuals

In accordance with DOJ guidance pertaining to Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d, recipients of federal financial assistance must take reasonable steps to provide meaningful access to their programs and activities for persons with limited English proficiency (LEP). See U.S. Department of Justice, Guidance to Federal Financial Assistance Recipients Regarding Title VI Prohibition Against National Origin Discrimination Affecting Limited English Proficient Persons, 67 Fed. Reg. 41,455 (2002). For more information on the civil rights responsibilities that recipients have in providing language services to LEP individuals, please see the website <http://www.lep.gov>.

Ensuring Equal Treatment for Faith-Based Organizations

The DOJ regulation, Equal Treatment for Faith-Based Organizations, 28 C.F.R. pt. 38, requires State Administering Agencies (SAAs) to treat faith-based organizations the same as any other applicant or recipient. The regulation prohibits SAAs from making awards or grant administration decisions on the basis of an organization's religious character or affiliation, religious name, or the religious composition of its board of directors.

The regulation also prohibits faith-based organizations from using financial assistance from the DOJ to fund inherently (or explicitly) religious activities. While faith-based organizations can engage in non-funded inherently religious activities, they must hold them separately from the program funded by the DOJ, and recipients cannot compel beneficiaries to participate in them. The Equal Treatment Regulation also makes clear that organizations participating in programs funded by the DOJ are not permitted to discriminate in the provision of services on the basis of a beneficiary's religion. For more information on the regulation, please see the OCR's website at http://www.ojp.usdoj.gov/about/ocr/equal_fbo.htm.

SAAs and faith-based organizations should also note that the Omnibus Crime Control and Safe Streets Act (Safe Streets Act) of 1968, as amended, 42 U.S.C. § 3789d(c); the Victims of Crime Act of 1984, as amended, 42 U.S.C. § 10604(e); the Juvenile Justice and Delinquency Prevention Act of 1974, as amended, 42 U.S.C. § 5672(b); and VAWA, Pub. L. No. 113-4, sec. 3(b)(4), 127 Stat. 54, 61-62 (to be codified at 42 U.S.C. § 13925(b)(13)) contain prohibitions against discrimination on the basis of religion in employment. Despite these nondiscrimination provisions, the DOJ has concluded that it may construe the Religious Freedom Restoration Act (RFRA) on a case-by-case basis to permit some faith-based organizations to receive DOJ funds while taking into account religion when hiring staff, even if the statute that authorizes the funding program generally forbids recipients from considering religion in employment decisions. Please consult with the OCR if you have any questions about the regulation or the application of RFRA to the statutes that prohibit discrimination in employment.

Using Arrest and Conviction Records in Making Employment Decisions

The OCR issued an advisory document for recipients on the proper use of arrest and conviction records in making hiring decisions. See Advisory for Recipients of Financial Assistance from the U.S. Department of Justice on the U.S. Equal Employment Opportunity Commission's Enforcement Guidance: Consideration of Arrest and Conviction Records in Employment Decisions Under Title VII of the Civil Rights Act of 1964 (June 2013), available at http://www.ojp.usdoj.gov/about/ocr/pdfs/UseofConviction_Advisory.pdf. Recipients should be mindful that the misuse of arrest or conviction records to screen either applicants for employment or employees for retention or promotion may have a disparate impact based on race or national origin, resulting in unlawful employment discrimination. In light of the Advisory, recipients should consult local counsel in reviewing their employment practices. If warranted, recipients should also incorporate an analysis of the use of arrest and conviction records in their Equal Employment Opportunity Plans (EEOs) (see below).

Complying with the Safe Streets Act

An organization that is a recipient of financial assistance subject to the nondiscrimination provisions of the Safe Streets Act, must meet two obligations: (1) complying with the federal regulation pertaining to the development of an EEO (see 28 C.F.R. pt. 42, subpt. E) and (2) submitting to the OCR findings of discrimination (see 28 C.F.R. §§ 42.204(c), .205(c)(5)).

Meeting the EEOP Requirement

If your organization has less than fifty employees or receives an award of less than \$25,000 or is a nonprofit organization, a medical institution, an educational institution, or an Indian tribe, then it is exempt from the EEOP requirement. To claim the exemption, your organization must complete and submit Section A of the Certification Form, which is available online at <http://www.ojp.usdoj.gov/about/ocr/pdfs/cert.pdf>.

If your organization is a government agency or private business and receives an award of \$25,000 or more, but less than \$500,000, and has fifty or more employees (counting both full- and part-time employees but excluding political appointees), then it has to prepare a Utilization Report (formerly called an EEOP Short Form), but it does not have to submit the report to the OCR for review. Instead, your organization has to maintain the Utilization Report on file and make it available for review on request. In addition, your organization has to complete Section B of the Certification Form and return it to the OCR. The Certification Form is available at <http://www.ojp.usdoj.gov/about/ocr/pdfs/cert.pdf>.

If your organization is a government agency or private business and has received an award for \$500,000 or more and has fifty or more employees (counting both full- and part-time employees but excluding political appointees), then it has to prepare a Utilization Report (formerly called an EEOP Short Form) and submit it to the OCR for review within sixty days from the date of this letter. For assistance in developing a Utilization Report, please consult the OCR's website at <http://www.ojp.usdoj.gov/about/ocr/eeop.htm>. In addition, your organization has to complete Section C of the Certification Form and return it to the OCR. The Certification Form is available at <http://www.ojp.usdoj.gov/about/ocr/pdfs/cert.pdf>.

To comply with the EEOP requirements, you may request technical assistance from an EEOP specialist at the OCR by telephone at (202) 307-0690, by TTY at (202) 307-2027, or by e-mail at EEOSubmission@usdoj.gov.

Meeting the Requirement to Submit Findings of Discrimination


If in the three years prior to the date of the grant award, your organization has received an adverse finding of discrimination based on race, color, national origin, religion, or sex, after a due-process hearing, from a state or federal court or from a state or federal administrative agency, your organization must send a copy of the finding to the OCR.

Ensuring the Compliance of Subrecipients

SAs must have standard assurances to notify subrecipients of their civil rights obligations, written procedures to address discrimination complaints filed against subrecipients, methods to monitor subrecipients' compliance with civil rights requirements, and a program to train subrecipients on applicable civil rights laws. In addition, SAs must submit to the OCR every three years written Methods of Administration (MOA) that summarize the policies and procedures that they have implemented to ensure the civil rights compliance of subrecipients. For more information on the MOA requirement, see http://www.ojp.usdoj.gov/funding/other_requirements.htm.

If the OCR can assist you in any way in fulfilling your organization's civil rights responsibilities as a recipient of federal financial assistance, please contact us.

Sincerely,



Michael L. Alston
Director

cc: Grant Manager
Financial Analyst



U.S. Department of Justice
Office of Justice Programs
Bureau of Justice Assistance

Grant

1. RECIPIENT NAME AND ADDRESS (Including Zip Code) City of Jonesboro 515 West Washington Avenue Jonesboro, AR 72401		4. AWARD NUMBER: 2016-DJ-BX-0362	
		5. PROJECT PERIOD: FROM 10/01/2015 TO 09/30/2019 BUDGET PERIOD: FROM 10/01/2015 TO 09/30/2019	
2a. GRANTEE IRS/VENDOR NO. 716013749		6. AWARD DATE 09/14/2016	7. ACTION Initial
2b. GRANTEE DUNS NO. 073540288		8. SUPPLEMENT NUMBER 00	
3. PROJECT TITLE Intelligent Technologies for Criminal Investigations and Patrol Operations		9. PREVIOUS AWARD AMOUNT \$ 0	
		10. AMOUNT OF THIS AWARD \$ 31,353	
		11. TOTAL AWARD \$ 31,353	
12. SPECIAL CONDITIONS THE ABOVE GRANT PROJECT IS APPROVED SUBJECT TO SUCH CONDITIONS OR LIMITATIONS AS ARE SET FORTH ON THE ATTACHED PAGE(S).			
13. STATUTORY AUTHORITY FOR GRANT This project is supported under FY16(BJA - JAG) 42 USC 3750, et seq.			
14. CATALOG OF DOMESTIC FEDERAL ASSISTANCE (CFDA Number) 16.738 - Edward Byrne Memorial Justice Assistance Grant Program			
15. METHOD OF PAYMENT GPRS			
[REDACTED] AGENCY APPROVAL [REDACTED]		[REDACTED] GRANTEE ACCEPTANCE [REDACTED]	
16. TYPED NAME AND TITLE OF APPROVING OFFICIAL Denise O'Donnell Director		18. TYPED NAME AND TITLE OF AUTHORIZED GRANTEE OFFICIAL Harold Perrin Mayor	
17. SIGNATURE OF APPROVING OFFICIAL <i>Denise O'Donnell</i>		19. SIGNATURE OF AUTHORIZED RECIPIENT OFFICIAL	19A. DATE
[REDACTED] AGENCY USE ONLY [REDACTED]			
20. ACCOUNTING CLASSIFICATION CODES FISCAL YEAR FUND CODE BUD. ACT. DIV. REG. SUB. POMS AMOUNT X B DJ 80 00 00 31353		21. RDJUGT1558	



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SPECIAL CONDITIONS

1. Applicability of Part 200 Uniform Requirements

The Uniform Administrative Requirements, Cost Principles, and Audit Requirements in 2 C.F.R. Part 200, as adopted and supplemented by the Department of Justice (DOJ) in 2 C.F.R. Part 2800 (together, the "Part 200 Uniform Requirements") apply to this 2016 award from the Office of Justice Programs (OJP).

The Part 200 Uniform Requirements were first adopted by DOJ on December 26, 2014. If this 2016 award supplements funds previously awarded by OJP under the same award number (e.g., funds awarded in 2014 or earlier years), the Part 200 Uniform Requirements apply with respect to all funds under that award number (regardless of the award date, and regardless of whether derived from the initial award or a supplemental award) that are obligated on or after the acceptance date of this 2016 award.

For more information and resources on the Part 200 Uniform Requirements as they relate to OJP awards and subawards ("subgrants"), see the Office of Justice Programs (OJP) website at <http://ojp.gov/funding/Part200UniformRequirements.htm>.

In the event that an award-related question arises from documents or other materials prepared or distributed by OJP that may appear to conflict with, or differ in some way from, the provisions of the Part 200 Uniform Requirements, the recipient is to contact OJP promptly for clarification.

2. Compliance with DOJ Grants Financial Guide

The recipient agrees to comply with the Department of Justice Grants Financial Guide as posted on the OJP website (currently, the "2015 DOJ Grants Financial Guide"), including any updated version that may be posted during the period of performance.

3. Required training for Point of Contact and all Financial Points of Contact

Both the Point of Contact (POC) and all Financial Points of Contact (FPOCs) for this award must have successfully completed an "OJP financial management and grant administration training" by 120 days after the date of the recipient's acceptance of the award. Successful completion of such a training on or after January 1, 2015, will satisfy this condition.

In the event that either the POC or an FPOC for this award changes during the period of performance, the new POC or FPOC must have successfully completed an "OJP financial management and grant administration training" by 120 calendar days after -- (1) the date of OJP's approval of the "Change Grantee Contact" GAN (in the case of a new POC), or (2) the date the POC enters information on the new FPOC in GMS (in the case of a new FPOC). Successful completion of such a training on or after January 1, 2015, will satisfy this condition.

A list of OJP trainings that OJP will consider "OJP financial management and grant administration training" for purposes of this condition is available at <http://www.ojp.gov/training/fmts.htm>. All trainings that satisfy this condition include a session on grant fraud prevention and detection

The recipient should anticipate that OJP will immediately withhold ("freeze") award funds if the recipient fails to comply with this condition. The recipient's failure to comply also may lead OJP to impose additional appropriate conditions on this award.



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4. Requirements related to "de minimis" indirect cost rate

A recipient that is eligible under the Part 200 Uniform Requirements and other applicable law to use the "de minimis" indirect cost rate described in 2 C.F.R. 200.414(f), and that elects to use the "de minimis" indirect cost rate, must advise OJP in writing of both its eligibility and its election, and must comply with all associated requirements in the Part 200 Uniform Requirements. The "de minimis" rate may be applied only to modified total direct costs (MTDC) as defined by the Part 200 Uniform Requirements.

5. Requirement to report potentially duplicative funding

If the recipient currently has other active awards of federal funds, or if the recipient receives any other award of federal funds during the period of performance for this award, the recipient promptly must determine whether funds from any of those other federal awards have been, are being, or are to be used (in whole or in part) for one or more of the identical cost items for which funds are provided under this award. If so, the recipient must promptly notify the DOJ awarding agency (OJP or OVW, as appropriate) in writing of the potential duplication, and, if so requested by DOJ awarding agency, must seek a budget-modification or change-of-project-scope grant adjustment notice (GAN) to eliminate any inappropriate duplication of funding.

6. Requirements related to System for Award Management and Unique Entity Identifiers

The recipient must comply with applicable requirements regarding the System for Award Management (SAM), currently accessible at <http://www.sam.gov>. This includes applicable requirements regarding registration with SAM, as well as maintaining the currency of information in SAM.

The recipient also must comply with applicable restrictions on subawards ("subgrants") to first-tier subrecipients (first-tier "subgrantees"), including restrictions on subawards to entities that do not acquire and provide (to the recipient) the unique entity identifier required for SAM registration.

The details of the recipient's obligations related to SAM and to unique entity identifiers are posted on the OJP web site at <http://ojp.gov/funding/Explore/SAM.htm> (Award condition: System for Award Management (SAM) and Universal Identifier Requirements), and are incorporated by reference here.

This special condition does not apply to an award to an individual who received the award as a natural person (i.e., unrelated to any business or non-profit organization that he or she may own or operate in his or her name).

7. All subawards ("subgrants") must have specific federal authorization

The recipient, and any subrecipient ("subgrantee") at any tier, must comply with all applicable requirements for authorization of any subaward. This condition applies to agreements that -- for purposes of federal grants administrative requirements -- OJP considers a "subaward" (and therefore does not consider a procurement "contract").

The details of the requirement for authorization of any subaward are posted on the OJP web site at <http://ojp.gov/funding/Explore/SubawardAuthorization.htm> (Award condition: Award Condition: All subawards ("subgrants") must have specific federal authorization), and are incorporated by reference here.



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8. Specific post-award approval required to use a noncompetitive approach in any procurement contract that would exceed \$150,000

The recipient, and any subrecipient ("subgrantee") at any tier, must comply with all applicable requirements to obtain specific advance approval to use a noncompetitive approach in any procurement contract that would exceed the Simplified Acquisition Threshold (currently, \$150,000). This condition applies to agreements that -- for purposes of federal grants administrative requirements -- OJP considers a procurement "contract" (and therefore does not consider a subaward).

The details of the requirement for advance approval to use a noncompetitive approach in a procurement contract under an OJP award are posted on the OJP web site at <http://ojp.gov/funding/Explore/NoncompetitiveProcurement.htm> (Award condition: Specific post-award approval required to use a noncompetitive approach in a procurement contract (if contract would exceed \$150,000)), and are incorporated by reference here.

9. Requirements pertaining to prohibited conduct related to trafficking in persons (including reporting requirements and OJP authority to terminate award)

The recipient, and any subrecipient ("subgrantee") at any tier, must comply with all applicable requirements (including requirements to report allegations) pertaining to prohibited conduct related to the trafficking of persons, whether on the part of recipients, subrecipients ("subgrantees"), or individuals defined (for purposes of this condition) as "employees" of the recipient or of any subrecipient.

The details of the recipient's obligations related to prohibited conduct related to trafficking in persons are posted on the OJP web site at <http://ojp.gov/funding/Explore/ProhibitedConduct-Trafficking.htm> (Award condition: Prohibited conduct by recipients and subrecipients related to trafficking in persons (including reporting requirements and OJP authority to terminate award)), and are incorporated by reference here.

10. Compliance with applicable rules regarding approval, planning, and reporting of conferences, meetings, trainings, and other events

The recipient, and any subrecipient ("subgrantee") at any tier, must comply with all applicable laws, regulations, policies, and official DOJ guidance (including specific cost limits, prior approval and reporting requirements, where applicable) governing the use of federal funds for expenses related to conferences (as that term is defined by DOJ), including the provision of food and/or beverages at such conferences, and costs of attendance at such conferences.

Information on the pertinent DOJ definition of conferences and the rules applicable to this award appears in the DOJ Grants Financial Guide (currently, as section 3.10 of "Postaward Requirements" in the "2015 DOJ Grants Financial Guide").

11. Requirement for data on performance and effectiveness under the award

The recipient must collect and maintain data that measure the performance and effectiveness of activities under this award. The data must be provided to OJP in the manner (including within the timeframes) specified by OJP in the program solicitation or other applicable written guidance. Data collection supports compliance with the Government Performance and Results Act (GPRA) and the GPRA Modernization Act, and other applicable laws.

12. OJP Training Guiding Principles

Any training or training materials that the recipient -- or any subrecipient ("subgrantee") at any tier -- develops or delivers with OJP award funds must adhere to the OJP Training Guiding Principles for Grantees and Subgrantees, available at <http://ojp.gov/funding/ojptrainingguidingprinciples.htm>.



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13. Effect of failure to address audit issues

The recipient understands and agrees that the DOJ awarding agency (OJP or OVW, as appropriate) may withhold award funds, or may impose other related requirements, if (as determined by the DOJ awarding agency) the recipient does not satisfactorily and promptly address outstanding issues from audits required by the Part 200 Uniform Requirements (or by the terms of this award), or other outstanding issues that arise in connection with audits, investigations, or reviews of DOJ awards.

14. The recipient agrees to comply with any additional requirements that may be imposed by the DOJ awarding agency (OJP or OVW, as appropriate) during the period of performance for this award, if the recipient is designated as "high-risk" for purposes of the DOJ high-risk grantee list.

15. Compliance with DOJ regulations pertaining to civil rights and nondiscrimination - 28 C.F.R. Part 42

The recipient, and any subrecipient ("subgrantee") at any tier, must comply with all applicable requirements of 28 C.F.R. Part 42, specifically including any applicable requirements in Subpart E of 28 C.F.R. Part 42 that relate to an equal employment opportunity program.

16. Compliance with DOJ regulations pertaining to civil rights and nondiscrimination - 28 C.F.R. Part 38

The recipient, and any subrecipient ("subgrantee") at any tier, must comply with all applicable requirements of 28 C.F.R. Part 38, specifically including any applicable requirements regarding written notice to program beneficiaries and prospective program beneficiaries. Part 38 of 28 C.F.R., a DOJ regulation, was amended effective May 4, 2016.

Among other things, 28 C.F.R. Part 38 includes rules that prohibit specific forms of discrimination on the basis of religion, a religious belief, a refusal to hold a religious belief, or refusal to attend or participate in a religious practice. Part 38 also sets out rules and requirements that pertain to recipient and subrecipient ("subgrantee") organizations that engage in or conduct explicitly religious activities, as well as rules and requirements that pertain to recipients and subrecipients that are faith-based or religious organizations.

The text of the regulation, now entitled "Partnerships with Faith-Based and Other Neighborhood Organizations," is available via the Electronic Code of Federal Regulations (currently accessible at <http://www.ecfr.gov/cgi-bin/ECFR?page=browse>), by browsing to Title 28-Judicial Administration, Chapter 1, Part 38, under e-CFR "current" data.

17. Restrictions on "lobbying"

Federal funds may not be used by the recipient, or any subrecipient ("subgrantee") at any tier, either directly or indirectly, to support or oppose the enactment, repeal, modification or adoption of any law, regulation, or policy, at any level of government.

Should any question arise as to whether a particular use of Federal funds by a recipient (or subrecipient) would or might fall within the scope of this prohibition, the recipient is to contact OJP for guidance, and may not proceed without the express prior written approval of OJP.



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18. Compliance with general appropriations-law restrictions on the use of federal funds (FY 2016)

The recipient, and any subrecipient ("subgrantee") at any tier, must comply with all applicable restrictions on the use of federal funds set out in federal appropriations statutes. Pertinent restrictions, including from various "general provisions" in the Consolidated Appropriations Act, 2016, are set out at <http://ojp.gov/funding/Explore/FY2016-AppropriationsLawRestrictions.htm>, and are incorporated by reference here.

Should a question arise as to whether a particular use of federal funds by a recipient (or a subrecipient) would or might fall within the scope of an appropriations-law restriction, the recipient is to contact OJP for guidance, and may not proceed without the express prior written approval of OJP.

19. Reporting Potential Fraud, Waste, and Abuse, and Similar Misconduct

The recipient and any subrecipients ("subgrantees") must promptly refer to the DOJ Office of the Inspector General (OIG) any credible evidence that a principal, employee, agent, subrecipient, contractor, subcontractor, or other person has, in connection with funds under this award -- (1) submitted a claim that violates the False Claims Act; or (2) committed a criminal or civil violation of laws pertaining to fraud, conflict of interest, bribery, gratuity, or similar misconduct.

Potential fraud, waste, abuse, or misconduct involving or relating to funds under this award should be reported to the OIG by-- (1) mail directed to: Office of the Inspector General, U.S. Department of Justice, Investigations Division, 950 Pennsylvania Avenue, N.W. Room 4706, Washington, DC 20530; (2) e-mail to: oig.hotline@usdoj.gov; and/or (3) the DOJ OIG hotline: (contact information in English and Spanish) at (800) 869-4499 (phone) or (202) 616-9881 (fax).

Additional information is available from the DOJ OIG website at <http://www.usdoj.gov/oig>.



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20. Restrictions and certifications regarding non-disclosure agreements and related matters

No recipient or subrecipient ("subgrantee") under this award, or entity that receives a procurement contract or subcontract with any funds under this award, may require any employee or contractor to sign an internal confidentiality agreement or statement that prohibits or otherwise restricts, or purports to prohibit or restrict, the reporting (in accordance with law) of waste, fraud, or abuse to an investigative or law enforcement representative of a federal department or agency authorized to receive such information.

The foregoing is not intended, and shall not be understood by the agency making this award, to contravene requirements applicable to Standard Form 312 (which relates to classified information), Form 4414 (which relates to sensitive compartmented information), or any other form issued by a federal department or agency governing the nondisclosure of classified information.

1. In accepting this award, the recipient--

a. represents that it neither requires nor has required internal confidentiality agreements or statements from employees or contractors that currently prohibit or otherwise currently restrict (or purport to prohibit or restrict) employees or contractors from reporting waste, fraud, or abuse as described above; and

b. certifies that, if it learns or is notified that it is or has been requiring its employees or contractors to execute agreements or statements that prohibit or otherwise restrict (or purport to prohibit or restrict), reporting of waste, fraud, or abuse as described above, it will immediately stop any further obligations of award funds, will provide prompt written notification to the federal agency making this award, and will resume (or permit resumption of) such obligations only if expressly authorized to do so by that agency.

2. If the recipient does or is authorized under this award to make subawards ("subgrants"), procurement contracts, or both--

a. it represents that--

(1) it has determined that no other entity that the recipient's application proposes may or will receive award funds (whether through a subaward ("subgrant"), procurement contract, or subcontract under a procurement contract) either requires or has required internal confidentiality agreements or statements from employees or contractors that currently prohibit or otherwise currently restrict (or purport to prohibit or restrict) employees or contractors from reporting waste, fraud, or abuse as described above; and

(2) it has made appropriate inquiry, or otherwise has an adequate factual basis, to support this representation; and

b. it certifies that, if it learns or is notified that any subrecipient, contractor, or subcontractor entity that receives funds under this award is or has been requiring its employees or contractors to execute agreements or statements that prohibit or otherwise restrict (or purport to prohibit or restrict), reporting of waste, fraud, or abuse as described above, it will immediately stop any further obligations of award funds to or by that entity, will provide prompt written notification to the federal agency making this award, and will resume (or permit resumption of) such obligations only if expressly authorized to do so by that agency.



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21. Compliance with 41 U.S.C. 4712 (including prohibitions on reprisal; notice to employees)

The recipient must comply with, and is subject to, all applicable provisions of 41 U.S.C. 4712, including all applicable provisions that prohibit, under specified circumstances, discrimination against an employee as reprisal for the employee's disclosure of information related to gross mismanagement of a federal grant, a gross waste of federal funds, an abuse of authority relating to a federal grant, a substantial and specific danger to public health or safety, or a violation of law, rule, or regulation related to a federal grant.

The recipient also must inform its employees, in writing (and in the predominant native language of the workforce), of employee rights and remedies under 41 U.S.C. 4712.

Should a question arise as to the applicability of the provisions of 41 U.S.C. 4712 to this award, the recipient is to contact the DOJ awarding agency (OJP or OVW, as appropriate) for guidance.

22. Encouragement of policies to ban text messaging while driving

Pursuant to Executive Order 13513, "Federal Leadership on Reducing Text Messaging While Driving," 74 Fed. Reg. 51225 (October 1, 2009), DOJ encourages recipients and subrecipients ("subgrantees") to adopt and enforce policies banning employees from text messaging while driving any vehicle during the course of performing work funded by this award, and to establish workplace safety policies and conduct education, awareness, and other outreach to decrease crashes caused by distracted drivers.

23. The recipient agrees to comply with OJP grant monitoring guidelines, protocols, and procedures, and to cooperate with BJA and OCFO on all grant monitoring requests, including requests related to desk reviews, enhanced programmatic desk reviews, and/or site visits. The recipient agrees to provide to BJA and OCFO all documentation necessary to complete monitoring tasks, including documentation related to any subawards made under this award. Further, the recipient agrees to abide by reasonable deadlines set by BJA and OCFO for providing the requested documents. Failure to cooperate with BJA's/OCFO's grant monitoring activities may result in sanctions affecting the recipient's DOJ awards, including, but not limited to: withholdings and/or other restrictions on the recipient's access to grant funds; referral to the Office of the Inspector General for audit review; designation of the recipient as a DOJ High Risk grantee; or termination of an award(s).

24. The recipient agrees to comply with applicable requirements to report first-tier subawards of \$25,000 or more and, in certain circumstances, to report the names and total compensation of the five most highly compensated executives of the recipient and first-tier subrecipients of award funds. Such data will be submitted to the FFATA Subaward Reporting System (FSRS). The details of recipient obligations, which derive from the Federal Funding Accountability and Transparency Act of 2006 (FFATA), are posted on the Office of Justice Programs web site at <http://ojp.gov/funding/Explore/FFATA.htm> (Award condition: Reporting Subawards and Executive Compensation), and are incorporated by reference here. This condition, and its reporting requirement, does not apply to grant awards made to an individual who received the award as a natural person (i.e., unrelated to any business or non-profit organization that he or she may own or operate in his or her name).

25. Program income (as defined in the Part 200 Uniform Requirements) must be used in accordance with the provisions of the Part 200 Uniform Requirements. Program income earnings and expenditures both must be reported on the quarterly Federal Financial Report, SF 425.



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26. In order to promote information sharing and enable interoperability among disparate systems across the justice and public safety community, OJP requires the grantee to comply with DOJ's Global Justice Information Sharing Initiative (DOJ's Global) guidelines and recommendations for this particular grant. Grantee shall conform to the Global Standards Package (GSP) and all constituent elements, where applicable, as described at: http://www.it.ojp.gov/gsp_grantcondition. Grantee shall document planned approaches to information sharing and describe compliance to the GSP and appropriate privacy policy that protects shared information, or provide detailed justification for why an alternative approach is recommended.
27. To avoid duplicating existing networks or IT systems in any initiatives funded by BJA for law enforcement information sharing systems which involve interstate connectivity between jurisdictions, such systems shall employ, to the extent possible, existing networks as the communication backbone to achieve interstate connectivity, unless the grantee can demonstrate to the satisfaction of BJA that this requirement would not be cost effective or would impair the functionality of an existing or proposed IT system.
28. The recipient agrees that any information technology system funded or supported by OJP funds will comply with 28 C.F.R. Part 23, Criminal Intelligence Systems Operating Policies, if OJP determines this regulation to be applicable. Should OJP determine 28 C.F.R. Part 23 to be applicable, OJP may, at its discretion, perform audits of the system, as per the regulation. Should any violation of 28 C.F.R. Part 23 occur, the recipient may be fined as per 42 U.S.C. 3789g(c)-(d). Recipient may not satisfy such a fine with federal funds.
29. Grantee agrees to comply with the requirements of 28 C.F.R. Part 46 and all Office of Justice Programs policies and procedures regarding the protection of human research subjects, including obtainment of Institutional Review Board approval, if appropriate, and subject informed consent.
30. Grantee agrees to comply with all confidentiality requirements of 42 U.S.C. section 3789g and 28 C.F.R. Part 22 that are applicable to collection, use, and revelation of data or information. Grantee further agrees, as a condition of grant approval, to submit a Privacy Certificate that is in accord with requirements of 28 C.F.R. Part 22 and, in particular, section 22.23.
31. Award recipients must verify Point of Contact(POC), Financial Point of Contact (FPOC), and Authorized Representative contact information in GMS, including telephone number and e-mail address. If any information is incorrect or has changed, a Grant Adjustment Notice (GAN) must be submitted via the Grants Management System (GMS) to document changes.
32. The grantee agrees that within 120 days of award acceptance, each current member of a law enforcement task force funded with these funds who is a task force commander, agency executive, task force officer, or other task force member of equivalent rank, will complete required online (internet-based) task force training. Additionally, all future task force members are required to complete this training once during the life of this award, or once every four years if multiple awards include this requirement. The training is provided free of charge online through BJA's Center for Task Force Integrity and Leadership (www.ctfli.org). This training addresses task force effectiveness as well as other key issues including privacy and civil liberties/rights, task force performance measurement, personnel selection, and task force oversight and accountability. When BJA funding supports a task force, a task force personnel roster should be compiled and maintained, along with course completion certificates, by the grant recipient. Additional information is available regarding this required training and access methods via BJA's web site and the Center for Task Force Integrity and Leadership (www.ctfli.org).
33. The recipient agrees to participate in BJA-sponsored training events, technical assistance events, or conferences held by BJA or its designees, upon BJA's request.



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**AWARD CONTINUATION
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PROJECT NUMBER 2016-DJ-BX-0362

AWARD DATE 09/14/2016

SPECIAL CONDITIONS

34. Approval of this award does not indicate approval of any consultant rate in excess of \$650 per day. A detailed justification must be submitted to and approved by the Office of Justice Programs (OJP) program office prior to obligation or expenditure of such funds.
35. The grantee agrees to assist BJA in complying with the National Environmental Policy Act (NEPA), the National Historic Preservation Act, and other related federal environmental impact analyses requirements in the use of these grant funds, either directly by the grantee or by a subgrantee. Accordingly, the grantee agrees to first determine if any of the following activities will be funded by the grant, prior to obligating funds for any of these purposes. If it is determined that any of the following activities will be funded by the grant, the grantee agrees to contact BJA.

The grantee understands that this special condition applies to its following new activities whether or not they are being specifically funded with these grant funds. That is, as long as the activity is being conducted by the grantee, a subgrantee, or any third party and the activity needs to be undertaken in order to use these grant funds, this special condition must first be met. The activities covered by this special condition are:

- a. New construction;
- b. Minor renovation or remodeling of a property located in an environmentally or historically sensitive area, including properties located within a 100-year flood plain, a wetland, or habitat for endangered species, or a property listed on or eligible for listing on the National Register of Historic Places;
- c. A renovation, lease, or any proposed use of a building or facility that will either (a) result in a change in its basic prior use or (b) significantly change its size;
- d. Implementation of a new program involving the use of chemicals other than chemicals that are (a) purchased as an incidental component of a funded activity and (b) traditionally used, for example, in office, household, recreational, or education environments; and
- e. Implementation of a program relating to clandestine methamphetamine laboratory operations, including the identification, seizure, or closure of clandestine methamphetamine laboratories.

The grantee understands and agrees that complying with NEPA may require the preparation of an Environmental Assessment and/or an Environmental Impact Statement, as directed by BJA. The grantee further understands and agrees to the requirements for implementation of a Mitigation Plan, as detailed at <http://www.ojp.usdoj.gov/BJA/resource/nepa.html>, for programs relating to methamphetamine laboratory operations.

Application of This Special Condition to Grantee's Existing Programs or Activities: For any of the grantee's or its subgrantees' existing programs or activities that will be funded by these grant funds, the grantee, upon specific request from BJA, agrees to cooperate with BJA in any preparation by BJA of a national or program environmental assessment of that funded program or activity.

36. The recipient is required to establish a trust fund account. (The trust fund may or may not be an interest-bearing account.) The fund, including any interest, may not be used to pay debts or expenses incurred by other activities beyond the scope of the Edward Byrne Memorial Justice Assistance Grant Program (JAG). The recipient also agrees to obligate the grant funds in the trust fund (including any interest earned) during the period of the grant and expend within 90 days thereafter. Any unobligated or unexpended funds, including interest earned, must be returned to the Office of Justice Programs at the time of closeout.
37. JAG funds may be used to purchase vests for an agency, but they may not be used as the 50% match for purposes of the Bulletproof Vest Partnership (BVP) program.



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SPECIAL CONDITIONS

38. Ballistic-resistant and stab-resistant body armor purchased with JAG funds may be purchased at any threat level, make or model, from any distributor or manufacturer, as long as the vests have been tested and found to comply with applicable National Institute of Justice ballistic or stab standards and are listed on the NIJ Compliant Body Armor Model List (<http://nij.gov>). In addition, ballistic-resistant and stab-resistant body armor purchased must be American-made. The latest NIJ standard information can be found here: <http://www.nij.gov/topics/technology/body-armor/safety-initiative.htm>.
39. The recipient agrees to submit a signed certification that all law enforcement agencies receiving vests purchased with JAG funds have a written "mandatory wear" policy in effect. Fiscal agents and state agencies must keep signed certifications on file for any subrecipients planning to utilize JAG funds for ballistic-resistant and stab-resistant body armor purchases. This policy must be in place for at least all uniformed officers before any JAG funding can be used by the agency for body armor. There are no requirements regarding the nature of the policy other than it be a mandatory wear policy for all uniformed officers while on duty.
40. The recipient agrees to monitor subawards under this JAG award in accordance with all applicable statutes, regulations, OMB circulars, and guidelines, including the DOJ Financial Guide, and to include the applicable conditions of this award in any subaward. The recipient is responsible for oversight of subrecipient spending and monitoring of specific outcomes and benefits attributable to use of JAG funds by subrecipients. The recipient agrees to submit, upon request, documentation of its policies and procedures for monitoring of subawards under this award.
41. The recipient agrees that funds received under this award will not be used to supplant State or local funds, but will be used to increase the amounts of such funds that would, in the absence of Federal funds, be made available for law enforcement activities.
42. Award recipients must submit quarterly Federal Financial Reports (SF-425) and semi-annual performance reports through GMS (<https://grants.ojp.usdoj.gov>). Consistent with the Department's responsibilities under the Government Performance and Results Act (GPRA), P.L. 103-62, applicants who receive funding under this solicitation must provide data that measure the results of their work. Therefore, quarterly performance metrics reports must be submitted through BJA's Performance Measurement Tool (PMT) website (www.bjaperformancetools.org). For more detailed information on reporting and other JAG requirements, refer to the JAG reporting requirements webpage. Failure to submit required JAG reports by established deadlines may result in the freezing of grant funds and future High Risk designation.
43. Any law enforcement agency receiving direct or sub-awarded JAG funding must submit quarterly accountability metrics data related to training that officers have received on the use of force, racial and ethnic bias, de-escalation of conflict, and constructive engagement with the public.
44. BJA strongly encourages the recipient to submit annual (or more frequent) JAG success stories. To submit a success story, sign in to your My BJA account at <https://www.bja.gov/Login.aspx> to access the Success Story Submission form. If you do not yet have a My BJA account, please register at <https://www.bja.gov/profile.aspx>. Once you register, one of the available areas on your My BJA page will be "My Success Stories". Within this box, you will see an option to add a Success Story. Once reviewed and approved by BJA, all success stories will appear on the new BJA Success Story web page at <https://www.bja.gov/SuccessStoryList.aspx>.
45. Recipient understands and agrees that award funds may not be used for items that are listed on the Controlled Expenditure List at the time of purchase or acquisition, including as the list may be amended from time to time, without explicit written prior approval from BJA. The Controlled Expenditure List, and instructions on how to request approval for purchase or acquisitions may be accessed here: <https://www.bja.gov/funding/JAGControlledPurchaseList.pdf>



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46. The recipient understands that, pursuant to recommendation 2.1 of Executive Order 13688, law enforcement agencies that acquire controlled equipment through Federal programs must adopt robust and specific written policies and protocols governing General Policing Standards and Specific Controlled Equipment Standards. General Policing Standards includes policies on (a) Community Policing; (b) Constitutional Policing; and (c) Community Input and Impact Considerations. Specific Controlled Equipment Standards includes policies specifically related to (a) Appropriate Use of Controlled Equipment; (b) Supervision of Use; (c) Effectiveness Evaluation; (d) Auditing and Accountability; and (e) Transparency and Notice Considerations. Upon OJP's request, the recipient agrees to provide a copy of the General Policing Standards and Specific Controlled Equipment Standards, and any related policies and protocols.
47. Recipient understands and agrees that the purchase or acquisition of any item on the Controlled Expenditure List at the time of purchase or acquisition, including as the list may be amended from time to time, with award funds by an agency will trigger a requirement that the agency collect and retain (for at least 3 years) certain information about the use of 1) any federally-acquired Controlled Equipment in the agency's inventory, and 2) any other controlled equipment in the same category as the federally-acquired controlled equipment in the agency's inventory, regardless of source; and make that information available to BJA upon request. Details about what information must be collected and retained may be accessed here: https://www.whitehouse.gov/sites/default/files/docs/le_equipment_wg_final_report_final.pdf
48. Recipient understands and agrees that failure to comply with conditions related to Prohibited or Controlled Expenditures may result in a prohibition from further Controlled Expenditure approval under this or other federal awards.
49. Recipient understands and agrees that award funds may not be used for items that are listed on the Prohibited Expenditure List at the time of purchase or acquisition, including as the list may be amended from time to time. The Prohibited Expenditure list may be accessed here: <https://www.bja.gov/funding/JAGControlledPurchaseList.pdf>.
50. Recipient understands and agrees that, notwithstanding 2 CFR § 200.313, no equipment listed on the Controlled Expenditure List that is purchased under this award may be transferred or sold to a third party, except as described below:
 - a. Agencies may transfer or sell any controlled equipment, except riot helmets and riot shields, to a Law Enforcement Agency (LEA) after obtaining prior written approval from BJA. As a condition of that approval, the acquiring LEA will be required to submit information and certifications to BJA as if it was requesting approval to use award fund for the initial purchase of items on the Controlled Expenditure List.
 - b. Agencies may not transfer or sell any riot helmets or riot shields purchased under this award.
 - c. Agencies may not transfer or sell any Controlled Equipment purchased under this award to non-LEAs, with the exception of fixed wing aircraft, rotary wing aircraft, and command and control vehicles. Before any such transfer or sale is finalized, the agency must obtain prior written approval from BJA. All law enforcement-related and other sensitive or potentially dangerous components, and all law enforcement insignias and identifying markings must be removed prior to transfer or sale.

Recipient further understands and agrees to notify BJA prior to the disposal of any items on the Controlled Expenditure List purchased under this award, and to abide by any applicable laws and regulations in such disposal.
51. Recipient may not expend or drawdown funds until the Bureau of Justice Assistance, Office of Justice Programs has received and approved the signed Memorandum of Understanding (MOU) between the disparate jurisdictions and has issued a Grant Adjustment Notice (GAN) releasing this special condition.



U.S. Department of Justice

Office of Justice Programs

Bureau of Justice Assistance

Washington, D.C. 20531

Memorandum To: Official Grant File

From: Orbin Terry, NEPA Coordinator

Subject: Incorporates NEPA Compliance in Further Developmental Stages for City of Jonesboro

The Edward Byrne Memorial Justice Assistance Grant Program (JAG) allows states and local governments to support a broad range of activities to prevent and control crime and to improve the criminal justice system, some of which could have environmental impacts. All recipients of JAG funding must assist BJA in complying with NEPA and other related federal environmental impact analyses requirements in the use of grant funds, whether the funds are used directly by the grantee or by a subgrantee or third party. Accordingly, prior to obligating funds for any of the specified activities, the grantee must first determine if any of the specified activities will be funded by the grant.

The specified activities requiring environmental analysis are:

- a. New construction;
- b. Any renovation or remodeling of a property located in an environmentally or historically sensitive area, including properties located within a 100-year flood plain, a wetland, or habitat for endangered species, or a property listed on or eligible for listing on the National Register of Historic Places;
- c. A renovation, lease, or any proposed use of a building or facility that will either (a) result in a change in its basic prior use or (b) significantly change its size;
- d. Implementation of a new program involving the use of chemicals other than chemicals that are (a) purchased as an incidental component of a funded activity and (b) traditionally used, for example, in office, household, recreational, or education environments; and
- e. Implementation of a program relating to clandestine methamphetamine laboratory operations, including the identification, seizure, or closure of clandestine methamphetamine laboratories.

Complying with NEPA may require the preparation of an Environmental Assessment and/or an Environmental Impact Statement, as directed by BJA. Further, for programs relating to methamphetamine laboratory operations, the preparation of a detailed Mitigation Plan will be required. For more information about Mitigation Plan requirements, please see <https://www.bja.gov/Funding/nepa.html>.

Please be sure to carefully review the grant conditions on your award document, as it may contain more specific information about environmental compliance.



U.S. Department of Justice
Office of Justice Programs
Bureau of Justice Assistance

GRANT MANAGER'S MEMORANDUM, PT. I: PROJECT SUMMARY

Grant

PROJECT NUMBER

2016-DJ-BX-0362

PAGE 1 OF 1

This project is supported under FY16(BJA - JAG) 42 USC 3750, et seq.

1. STAFF CONTACT (Name & telephone number)

Maria Anderson
(202) 514-7057

2. PROJECT DIRECTOR (Name, address & telephone number)

Kimberly Marshall
Grants Administrator
300 S. Church Street
P.O. Box 1845
Jonesboro, AR 72403-1845
(870) 336-7229

3a. TITLE OF THE PROGRAM

2016 Edward Byrne Memorial Justice Assistance Grant Program

3b. POMS CODE (SEE INSTRUCTIONS
ON REVERSE)

4. TITLE OF PROJECT

Intelligent Technologies for Criminal Investigations and Patrol Operations

5. NAME & ADDRESS OF GRANTEE

City of Jonesboro
515 West Washington Avenue
Jonesboro, AR 72401

6. NAME & ADDRESS OF SUBGRANTEE

7. PROGRAM PERIOD

FROM: 10/01/2015 TO: 09/30/2019

8. BUDGET PERIOD

FROM: 10/01/2015 TO: 09/30/2019

9. AMOUNT OF AWARD

\$ 31,353

10. DATE OF AWARD

09/14/2016

11. SECOND YEAR'S BUDGET

12. SECOND YEAR'S BUDGET AMOUNT

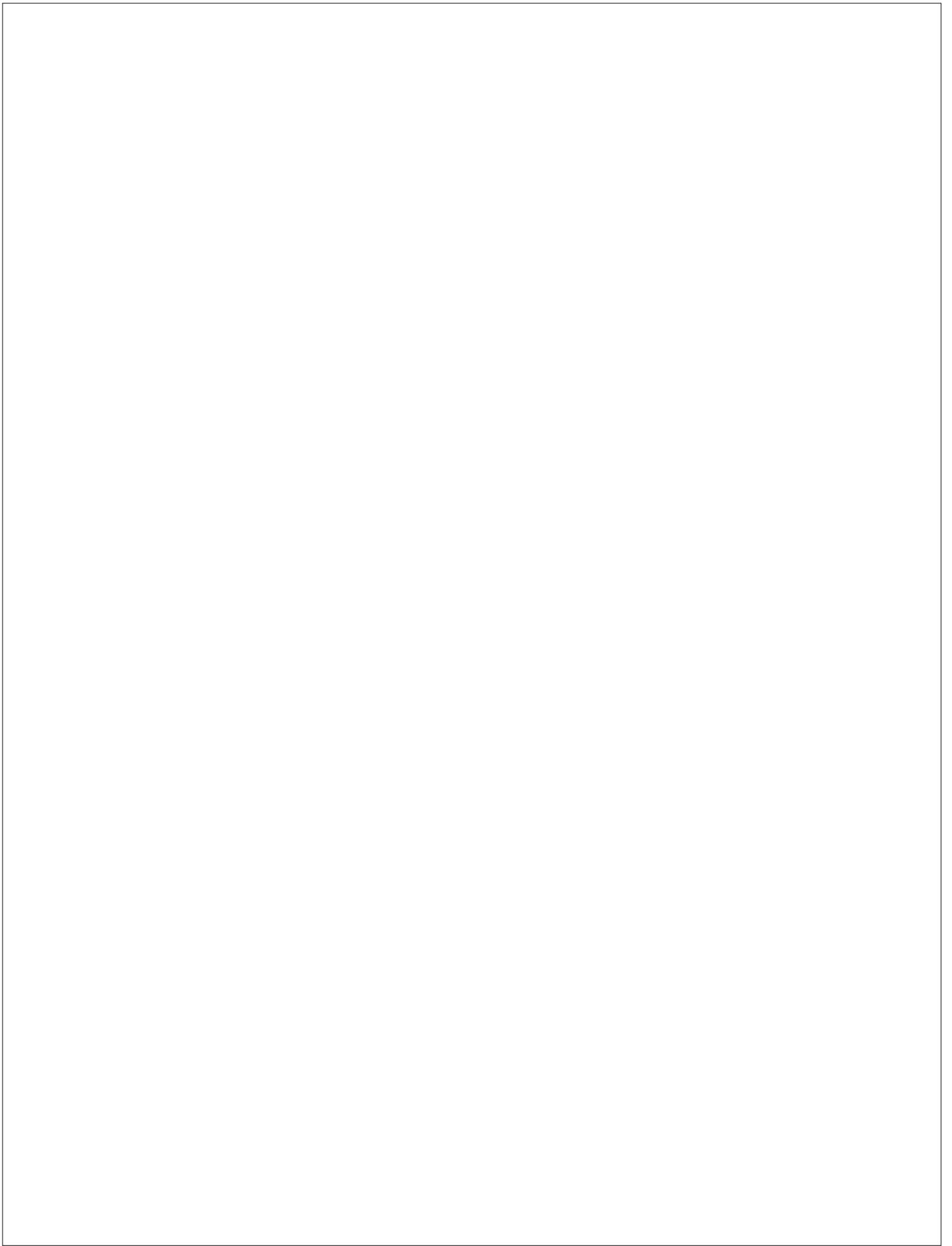
13. THIRD YEAR'S BUDGET PERIOD

14. THIRD YEAR'S BUDGET AMOUNT

15. SUMMARY DESCRIPTION OF PROJECT (See instruction on reverse)

The Edward Byrne Memorial Justice Assistance Grant Program (JAG) allows states and units of local government, including tribes, to support a broad range of activities to prevent and control crime based on their own state and local needs and conditions. Grant funds can be used for state and local initiatives, technical assistance, training, personnel, equipment, supplies, contractual support, and information systems for criminal justice, including for any one or more of the following program areas: 1) law enforcement programs; 2) prosecution and court programs; 3) prevention and education programs; 4) corrections and community corrections programs; 5) drug treatment and enforcement programs; 6) planning, evaluation, and technology improvement programs; and 7) crime victim and witness programs (other than compensation).

The City of Jonesboro will use the JAG funds to buy new technology products. The Intelligent Technologies for Criminal Investigations and Patrol Operations project will provide technology required to further the city police department in performing efficient operations and investigations for the community and the county. NCA/NCF





Legislation Details (With Text)

File #: RES-16:131 **Version:** 1 **Name:** Submission of assessment for fair housing to HUD
Type: Resolution **Status:** To Be Introduced
File created: 9/21/2016 **In control:** Finance & Administration Council Committee
On agenda: **Final action:**
Title: A RESOLUTION TO SUBMIT THE ASSESSMENT FOR FAIR HOUSING TO U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT (HUD) FOR THE COMMUNITY DEVELOPMENT BLOCK GRANT (CDBG) FIVE -YEAR CONSOLIDATION PLAN
Sponsors: Grants
Indexes:
Code sections:
Attachments: [Draft Submission - HUD AFH 09212016](#)

Date	Ver.	Action By	Action	Result
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A RESOLUTION TO SUBMIT THE ASSESSMENT FOR FAIR HOUSING TO U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT (HUD) FOR THE COMMUNITY DEVELOPMENT BLOCK GRANT (CDBG) FIVE -YEAR CONSOLIDATION PLAN

WHEREAS, the City of Jonesboro plans to submit its 5-Year CDBG Consolidation Plan in May 2017, and

WHEREAS, the U.S. Department of Housing and Urban Development (HUD) requires an Assessment of Fair Housing Plan to be submitted 270 days (October 7, 2016) prior to the submission of the 5-Year CDBG Consolidation Plan, and

WHEREAS, in 24 CFR Parts 5, 91, 92, *et al.* the final ruling intends to provide clarification for grantees (program participants) better able to evaluate their present environment to assess fair housing issues such as:

- segregation
- conditions that restrict fair housing choice
- disparities in access to housing and opportunity
- identify the factors that primarily contribute to the creation or perpetuation of fair housing issues
- establish fair housing priorities and goals for HUD funded programs, and
-

WHEREAS, the Jonesboro Urban Renewal and Housing Authority (JURHA), in RES-16:090 dated on July 19, 2016, has collaborated with the City in the drafting of said plan and will comply with said plan in regards to their HUD funding requirements.

NOW, THEREFORE, LET IT BE RESOLVED BY THE CITY COUNCIL FOR THE CITY OF JONESBORO, ARKANSAS THAT:

SECTION 1: The Jonesboro Assessment of Fair Housing Plan has been reviewed and is hereby approved for submission.

SECTION 2: All assurances and certifications are included and require the Mayor and Executive Director of

JURHA to affirm that the Assessment of Fair Housing Plan will be in compliance according to all federal, state and local laws and regulations.


SECTION 3: The Grants Administrator is authorized to submit the Assessment of Fair Housing Plan to HUD for review and acceptance.

Review Submission

Review the content of your AFH before completing the certification and submission to HUD.

Assessment Validation

The assessment is missing information and cannot be certified at this time.

 Validation Messages

Cover

Assessment Id	25
Assessment Title	Jonesboro, Arkansas AFFH
Sole or Lead Submitter Contact Information	

Name	Kimberly Marshall
Title	Grants Administrator
Department	Grants & Community Development
Street Address	300 S. Church St.
Street Address 2	
City	Jonesboro
State	Arkansas
Zip Code	72401

Program Participants

Participant Id	Name	Lead?	Due Date	Start Date

716013749	Jonesboro, Arkansas	Yes	07/01/2017	10/04/2016
AR131	Jonesboro Urban Renewal Housing Authority, Arkansas	No	04/01/2020	07/06/2019

Executive Summary

Summarize the fair housing issues, significant contributing factors, and goals. Also include an overview of the process and analysis used to reach the goals.

In 2012, J-Quad Planning Group conducted an Analysis of Impediments to Fair Housing (AI) for the City of Jonesboro. The AI was conducted in conjunction with a Comprehensive housing Study and the 2012 CDBG 5-year Consolidated Plan. Two public hearings were held after the public was given a 15-day notice of such hearings. Oral discussions were held and surveys were also distributed. In addition to surveys distributed at the public hearings, surveys were also available for pick-up at the CDBG office and via email. The AI uncovered several issues that could be considered barriers to affirmatively furthering fair housing and, consequently, impediments to fair housing choice. These issues are as follows:

1. Historically, insufficient system capacity has resulted in:
2. Inadequate outreach and education efforts that have led to:
 - Insufficient community awareness of fair housing;
 - Insufficient understanding of what constitutes affirmatively furthering fair housing; and
 - Inadequate understanding of the complaint process;
3. Ineffective processing and resolution of fair housing complaints.
4. Failure to make reasonable accommodation or modification,
5. Discriminatory terms, conditions, privileges, services, or facilities.
6. Home purchase loan denial rates are disproportionately high in lower-income areas.
7. Results from the fair housing survey shows some respondents believe that land use and development practices may not be in the spirit of affirmatively furthering fair housing.

SUGGESTED ACTIONS TO CONSIDER

In response to these listed impediments, the City of Jonesboro should consider taking the following actions:

1. Consider establishing a Fair Housing Board to hear complaints and monitor adherence to fair house policies and regulations.
2. Increase knowledge and understanding of fair housing and affirmatively furthering fair housing through outreach and education:

3. Offer meeting space and set up educational schedule for both consumers and providers of housing to be carried out by the Arkansas Fair Housing Commission (AFHC)
 - Assist in coordinating local delivery of educational services to local renters
 - Assist in coordinating local delivery of professional training services to landlords, program managers, other rental housing providers,
4. Prominently display posters, flyers, and fair housing educational printed materials,
5. Distribute printed materials from that present information regarding:
 - Definitions of reasonable accommodation and modification
 - Examples of discriminatory terms and conditions in rental markets
 - Differences between affirmatively furthering fair housing, affordable housing production and preservation, and landlord/tenant rights and responsibilities,
6. Consider updating the 1980 Jonesboro Fair Housing Ordinance to be consistent with current state and federal fair housing laws and enhance the accessibility and awareness of this resolution,
7. Create improved referral system by distributing information about fair housing including how to file a complaint,
8. Create fair housing outreach e-mail distribution list for fair housing materials that might be distributed quarterly to all those who may be interested in fair housing,
9. Request technical support from the state's Little Rock HUD office for outreach and education activities that might be targeted to racial and ethnic minority consumers of housing.
10. Establish baseline of the actual level and types of discrimination occurring in the community through audit testing activities,
 - Request that the City track complaint data more closely and use complaint data to compare year-to-year changes in fair housing activities. While more complaints are likely to be filed if educational efforts are successful, the goal of this action is to decrease the *percentage* of complaints that are found to be without cause and increase the percentage of those that are amicably reconciled. An additional goal is the decrease of the number of persons who abandon the complaint process without resolution.
11. Coordinate renter, home buyer and homeowner credit training with local bankers and Realtors
 - Enhance understanding of credit, what leads to poor credit and the attributes of predatory Lending
 - Enhance the understanding of poor real estate business practices, such as steering, redlining, and blockbusting
 - 12. More broadly inform the public of recent land use changes to exclusionary zoning and land use policies Consider how the public currently perceives zoning and land use policies,
 - Determine the best way to improve the public's understanding of zoning and land use

In addition to the 2012 City of Jonesboro Analysis of Impediments, The East Arkansas Planning and Development District conducted a regional housing study in November 2013 which included in Section 6, A Regional Analysis of Impediments (RAI) and Fair Housing Equity Assessment (FHEA) Recommendations - Impediments and Remedial Actions. The scope of the Regional AI has some variations in scope compared to the entitlement jurisdiction AI performed in conjunction with the Consolidated Plan requirements. The RAI includes an examination of best practice policies, ordinances, and regulations that affirmatively further fair housing to offer alternative approaches to addressing impediments and remedial actions. This includes compiling examples of strategies that improve community infrastructure, housing stock, deconcentration of areas of poverty, race, and ethnicity while maintaining a mix of housing types, incomes and culture. The RAI also

identifies gaps between physical infrastructure and housing availability by comparing current status and conditions with recommended infrastructure improvements such as livable wages, job creation, education, job training and public transportation. Fair Housing Equity Assessment.

The Fair Housing Equity Assessment is designed to document the extent to which the most critical demographics impacting fair housing choice and social equity are contributing to protected class members who are documented as performing below the regional or area median. Most important to the process are measuring and reducing racial and ethnic isolation and segregation in the region; identifying and reducing racially and ethnically concentrated areas of poverty; and identifying and reducing social and economic disparities. A reversal in the trends for demographics performing below the area median and those with disparate impacts is viewed as most impactful in removing the barriers to housing choice. In addition to the aforementioned requirements, the RAI and FHEA together are intended to identify baseline conditions for fair housing and social equity and opportunities to improve access to “areas of opportunity” across the region in order to elevate these populations closer to the regional median.

Goals established in the RAI/FHEA are:

- Assess current public and private strategies to meet the region’s housing, infrastructure, and community development needs and identify new strategies and approaches to enhance Fair Housing choice among residents.
- Raise awareness of housing, infrastructure, and community development needs among local and regional officials, service providers, enforcement staff and the private sector.
- Identify and cultivate areas for potential governmental, nonprofit and private sector partnerships within the EAPDD region.
- Foster coordination among service providers and jurisdictions throughout the region to maximize the use of limited fiscal resources to improve housing choice.
- Broaden housing opportunities for low to moderate income residents and strengthen neighborhoods by stimulating community development and investment.
- Provide direction to the counties and municipalities of the EAPDD region to foster an ongoing commitment to ensuring fair housing choice.
- Analyze existing socio-economic conditions and trends, with a particular focus on those that affect affordable housing, housing choice among minorities, protected class members and special populations;
- Evaluate public and private organizations that impact housing issues in the region and their practices, policies, regulations and insights relative to fair housing choice;
- Assess the range of impediments to fair housing choice that exist within both urban and rural jurisdictions of the region;
- Identifies specific recommendations and activities for the region to address any real or perceived impediments that exist;
- Develop effective measurement tools and reporting mechanisms to assess progress in meeting fair housing goals and eliminating barriers to fair housing choice;
- Identify racial and ethnic segregation and integration, including factors contributing to segregation and drivers of integration in the region;
- Identify racial and ethnic concentrated areas of poverty, race and ethnicity, and public and assisted housing including location of RCAP / ECAP census tracts and racial and ethnic groups most impacted;
- Identify location of opportunity areas, disparity in access to opportunity areas, barriers inhibiting certain groups from accessing such areas, and address inequities in access to opportunity through public investments; and
- Document and assess fair housing infrastructure including fair housing services and activities, current level of fair housing enforcement, complaints and housing discrimination in the region, and available resources to address discrimination.

Community Participation Process

1. Describe outreach activities undertaken to encourage and broaden meaningful community participation in the AFH process, including the types of outreach activities and dates of public hearings or meetings. Identify media outlets used and include a description of efforts made to reach the public, including those representing populations that are typically underrepresented in the planning process such as persons who reside in areas identified as R/ECAPs, persons who are limited English proficient (LEP), and persons with disabilities. Briefly explain how these communications were designed to reach the broadest audience possible. For PHAs, identify your meetings with the Resident Advisory Board.

In an effort to achieve sufficient community input, The City held two public hearings: July 11 at 5:30 p.m. and July 18 at 3:00 p.m. A press release was prepared and distributed to local media outlets, staff provided information on hearings, focus groups sessions and the input process. In addition to public hearings and focus groups, residents were encouraged to participate in online surveys or have the survey mailed to them.

Arkansas United Change Coalition (AUCC) sponsored a focus group sessions for limited English Speaking residents. The meeting was held at the AUCC office on September 15, 2016.

A Focus Group was also held for the Northeast Arkansas Realtors Association on, September 12, 2016 in the Municipal Building conference room.

The Jonesboro Housing Authority (JURHA) developed a "Fair Housing Survey" which was mailed out on May 6, 2016 to all participants and property owners on the program. The PHA mailed out 1,328 surveys to HCV participants and 592 surveys to participating owners. The PHA received 23 surveys from program participants and 2 surveys from participating owners.

JURHA also mailed program participants an invitation on May 6, 2016 to be part of the Resident Advisory Board (RAB) focusing on identifying existing impediments to Fair Housing and to obtain recommendation on finding solutions to existing impediments. Out of the 1,328 invitations we received 8 participants that requested to be part of the RAB.

The RAB met on July 19, 2016 with 3 participants attending and 3 participants asking to participate by mail. Two participants did not attend the meeting or request to participate by mail.

JURHA also administers a HCV FSS program which has a Program Coordinating Committee (PCC) made up of local organizations. On June 15, 2016 JURHA meet with the PCC to discuss "Affirmatively Furthering Fair Housing" and received input from those attending on Impediments to Fair Housing. There was an attendance of 18 representing the following organizations: Jonesboro Public Library, Jonesboro Police Department, PACE (Program of All-inclusive Care for the Elderly), Wesley House (Elderly complex) Habitat for Humanity, Arkansas State University at Newport, Legal aid of Arkansas, Better Life Counseling, and JURHA.

The Jonesboro Housing Authority Public Housing Resident Council met on August 11, 2016. Five of the seven resident council members participated in the meeting.

2. Provide a list of organizations consulted during the community participation process.

Jonesboro Urban Renewal and Housing Authority (JURHA)

Hispanic Community Services Inc. (HCSI)

Arkansas United Change Coalition (AUCC)

Northeast Arkansas Landlord's Association

Jonesboro Realtors Association

Jonesboro Homeless Taskforce

The Jonesboro Housing Authority met with the following local organizations:

Jonesboro Public Library

Jonesboro Police Department

PACE (Program of All-inclusive Care for the Elderly)

Wesley Housing (Elderly complex)

Habitat for Humanity

Arkansas State University at Newport

Legal aid of Arkansas

Better Life Counseling

Jonesboro Housing Authority Resident Advisory Board

Jonesboro Housing Authority Public Housing Resident Council

3. How successful were the efforts at eliciting meaningful community participation? If there was low participation, provide the reasons.

Assessment of Fair Housing Public Hearings were not as well attended as hoped. Although the turnout was low, the input and quality of responses were very meaningful. At both public hearings, the majority of those in attendance voiced their input with boldness and passion. We believe there were a couple reasons the turnout was low: (1) Looking back, we could have done a better job promoting the public hearings. One-on-one contact should have been initiated in addition to the other methods we used such as media and email; (2)

We believe that certain groups of residents (elderly, low-income, Latinos and handicapped) did not participate because they felt uncomfortable and/or unsure of what to expect. The focus group for the realtors was well attended and realtors expressed a desire and eagerness to be involved with improving fair housing issues. The Latino focus group session was not well attended; However, of the four people attending the meeting, there was tremendous input and recommendations. Including that the City host monthly meetings to keep Latino residents informed--with an assurance from those in attendance to increase attendance at the meetings.

The Jonesboro Housing Authority typically has low participation rates for the RAB meetings with usually only one or two participants attending the meetings. This year we requested interested participants fill out a form if they wished to be part of the RAB and a survey that could be anonymously completed with or without being part of the RAB. We received a response from 8 participants which is more than double our normal response. Since it was difficult for all participants to agree on a date and time to meet the meeting was scheduled for the best time as indicated on the RAB form and the participants were encouraged to attend but were also allowed to participate by mail if unable to come to the meeting.

Jonesboro Housing Authority typically has low or no participation in the Resident Council meetings, due to varied working hours and transportation difficulties. The members were invited via personal letter and telephone outreach. Five of the seven members participated in this meeting and we feel this is excellent participation.

4. Summarize all comments obtained in the community participation process. Include a summary of any comments or views not accepted and the reasons why.

Resident comments at Public Hearing #1

- The City should provide more variety for independent living for elderly disabled resident
- Senior housing should provide amenities such as recreational activities to improve the quality of life
- Transportation for the elderly and disabled leaves much to be desired. Yes, the City provides the JETS, but how do you get to the bus stops when you are elderly or disabled. The individual was informed about the service provided by JETS, and responded that he was aware of the service and that it involved an extra fee.
- The City should provide more affordable housing for residents
- CRDC has 11 affordable units, however, the units are seldom available for rent
- JURHA stated their subsidized and public housing also stayed full. Residents could possibly wait up to 2 years for affordable housing.
- The City needs to provide more sidewalks to provide safety for the elderly and those in wheelchairs.

Resident comments at Public Hearing #2:

- Arkansas is the only state that has not adopted at least the minimum standard of the Uniform Landlord Tenant Law. The effect of the law is to bring the landlords and tenant onto an even playing field. If anything is happening with a property before move in, there is no law that says the Landlord has to fix it. There are no clear rules or guidelines for evicting renters; the process is not defined or outlined for renters. These issues vastly impact the success of the Fair Housing Act on any level.
- The housing authority added that when they go out on inspections, it is not uncommon for landlords to have several things that need to be fixed to bring to their standards---but this is just a minimum standard.
- One resident offered that schools play a huge part in keeping ethnic schools ethnic. Despite the publicity, she stated, she does not see any real interest. There seems to be a great deal of manipulation to make sure the schools stay where they are. Adding she has noticed no positive change since the magnet system came into existence. The magnet system is like desegregation.
- I have seen definite change in West Jonesboro. It has taken a step up--nothing drastic, but little-by-little. Homeownership is very diverse.
- The lack of transportation infrastructure helps keep the population segregated.
- Lack of transportation limits areas where families can use their Choice Vouchers.
- Federally funded public transit is not the only response to the transportation issue.

Focus Group 1: NEA Board of Realtors

- Educate realtors and real estate agents on housing assistance
- Find the right people to inform (the public as well as agencies)
- Person-to-person interaction will be necessary to gain trust and momentum
- Educate the community and realtors/agents on what's going on and how they can benefit.
- The City can do a better job of educating realtors/agents on housing services
- City zoning regulations block developers from wanting to develop affordable housing
 - The cost of permits and the burden that it bares on the developer makes it less lucrative for the developer
 - Changing 'dirt' cost to be cheaper to encourage more development
 - Changing the ordinance to match the standard of living
- More tax incentives from local government for developers to build affordable housing
 - Tax credits
 - Remove curve and gutter regulations to cut cost
 - Provide more trust to regulators to ensure safe developments
 - There needs to be a motive besides just 'tax breaks'. Builders need to see this as an investment that is beneficial for all parties
- The City should remove some of its ordinances and zoning to encourage more construction
- Credit plays a huge part in taking on a new tenant, but most people do not know how credit actually works, so we need to educate realtors/agents on how to advise tenants
- Most people don't know the different types of credit and how it affects them in their lives
- All realtors agreed there needs to be a city-endorsed program for potential tenants on financial literacy and how credit works
- Foster a mentor-to-mentor relationship with those who will be utilizing rent-subsidized housing to build their financial standing
 - A lot of people have a great income but poor credit. They need the tools to get them into a home instead of renting
- The City should change the ordinance on lot size to allow for smaller, affordable housing to be built on smaller lots. In addition to providing smaller lots, this would also allow the City to get rid of some of the blight that exists in certain areas due to small lots where housing was demolished but the lot is too small to build on by current standards.
- You can go broke doing fair housing, so the best way for the City to make this work is make it profitable for the small investors in Jonesboro.

Focus Group 2 - Arkansas United Community Coalition

(The meeting was conducted with the assistance of a translator)

- Due to the lack of a sufficient system to assist limited English-speaking families, the Latino community assist each other by way of an informal network. Latinos often assist others in purchasing a home by providing down payment assistance, referring realtors and/or landlords and attorneys
- Requested the City conduct regular meetings with a translator to present service available to documented residents
- Several questions about CDBG programs and how to qualify and apply. Attendees were giving contact information and information on how to apply for programs.
- Many Latinos do not respond to meeting notices because many work as late as 7 p.m. and are not available to meet until 8:00 p.m. Staff discussed conducting regular monthly meetings on Friday nights after 7:00 p.m.

The Housing Choice Voucher and Public Housing Surveys listed the following serious barriers most of which were also supported by the PCC meeting, HCV RAB and Public Housing Resident Council.

1. Poor credit histories of minority borrowers - 32% HCV, 29% PH
2. Lack of knowledge among real estate agents regarding fair housing- 30% HCV, 30% PH
3. Limited capacity of a local organization devoted to fair housing investigation / testing - 29% HCV, 29% PH
4. Lack of knowledge among residents regarding fair housing- 28% HCV, 29% PH
5. Lack of adequate zoning for manufactured housing - 26% HCV, 20% PH
6. Lack of knowledge among bankers/lenders regarding fair housing- 26% HCV, 25% PH
7. Housing providers placing certain tenants in the least desirable units in a development- 26% HCV, 24% PH
8. Lack of knowledge among landlords regarding fair housing – 25% HCV, 23% PH
9. Concentration of affordable housing in certain areas – 24% HCV, 19% PH
10. Lack of adequate public transportation and/or public transport routes – 23% HCV, 21% PH
11. Real Estate agents directing clients to rentals only in certain neighborhoods – 22% HCV, 20% PH
12. Owners threatening evictions unless tenants pay additional fees & rent- 22% HCV, 20% PH
13. Limitation of density of housing – 21% HCV, 24% PH
14. Housing providers using discriminatory advertising – 18% HCV, 19% PH
15. Lack of adequate zoning for multifamily housing – 18% HCV, 20% PH
16. Concentration of group homes in certain neighborhoods – 17% HCV, 15% PH
17. Housing providers falsely denying that housing is available - 17% HCV, 14% PH
18. Owners prohibiting children from playing outside – 13% HCV, 10% PH
19. Income levels of minority and female-headed households – 12% HCV, 10% PH

The Jonesboro Housing Authority's PCC agreed with the Survey but listed three additional barriers.

Criminal Background: The committee discussed problems with Landlords who had unreasonable screening policies that deny renters who had any type of criminal record and did not take into account how long ago the record occurred. This issue was not addressed in the Fair Housing Surveys.

Information on how to find housing: The committee discussed that their families have trouble finding housing and/or information on where available housing is located. Although there is no a central location for available housing the following information was shared on where to find rental properties: Craig's list, NEA Landlord Association website, GoSection8.com and there are several Facebook groups such as Jonesboro AR housing for sale or rent, Jonesboro Housing and Apartment for rent. this was not addressed in the Fair Housing Surveys.

Overall attitudes about race and poverty among community members: There is a need to cover costs for internet (apply for jobs, online finance, attend online classes, egovernment). Overall availability (distribution of Public and Section 8 housing). Getting information to renters about process, rights, etc.

The RAB was given the Survey and PCC comments on Fair Housing barriers. The following barriers were identified as significant barriers to fair housing:

- 1) Need for Fair Housing education and enforcement
- 2) Poor credit histories
- 3) Need for better transportation
- 4) Costs associated with moving outside of segregated and/or poverty areas
- 5) Slow response time from the police department in certain areas (north area of Jonesboro) which has higher minority population as identified in Map 1 – Race/Ethnicity
- 6) Lack of sidewalks, grocery stores, restaurants and jobs in close proximity to where they are living especially in the “north” area of town,
- 7) lack of financial counselors or organizations to help improve/repair your credit.

The RAB participants agreed with the Survey that residents, housing providers, and financial institution need more fair housing training. They also agreed that there is a lack of local organizations devoted to fair housing investigation. A RAB participant shared a past experience where she was determined ineligible to rent a unit because she was a single mother with children instead of a husband and wife with children. Carol Crawford stated this was a clear case of discrimination by “familial status”. Jan Hopkins discussed the procedures the PHA has in place to help applicants or participants to file a discrimination complaint.

The RAB participants also agreed with the survey that poor credit histories cause barriers to families trying to move outside of segregated areas and poverty areas.

Another issue that prohibits many families from moving to areas outside of segregated and/or poverty areas is the cost associated with moving, especially the security deposit for a unit and deposits to turn on the utilities.

Transportation was discussed at length and it was agreed that more transportation routes and expanded hours are needed to help families get and keep jobs. Currently JETS does not run after 6:00 p.m. or on weekends. Anyone working late nights or weekends must find alternate transportation in order to keep employment.

Police response time was discussed and the following comments were made “We need more sidewalks on Belt Street and the police officers need to respond to quick emergencies” and “having issues with the police arriving in a timely manner when 911 has been called.” A RAB participant had an experience where her unit was broken into and she was afraid to go into the unit. She called 911 and was still waiting after 15 or 20 minutes and had to call again to get a police response. The RAB participant was living in the “North side” of Jonesboro. It was generally felt that the response time in the “North side” of Jonesboro was much slower than in other parts of Jonesboro. The “North side” of Jonesboro has the majority of publicly supported housing such as Public Housing, Project-Based Section 8, Other Multifamily and LIHTC locations as shown in Map 5 from HUD’s affirmatively furthering Fair Housing Data and Mapping tool.

One RAB participant noted that there is a lack of sidewalks, grocery stores and restaurants located on the “North side” of town making it difficult for families to access. Specifically sidewalks were needed on Warren Street and Belt Street (“north side” of town). This area is predominately residential and there are many minority and disabled families living in this area.

I received a comment from a RAB participant by mail regarding the lack of financial counselors in the area. She had been working with the Housing Counselor employed through JURHA HCDO. JURHA HCDO had employed a Housing Counselor for many years but the last three years has been especially difficult to obtain adequate funding to keep the counselor. HUD funding has been cut in half from the original funding received and we have not received any funding from the City's CDBG funding for the past three to four years. As we had no other stable source of funding the Housing Counselor decided to pursue other job opportunities because of the funding situation. We no longer have adequate funding to hire an experienced Housing Counselor or to send an inexperienced candidate to training to receive the necessary certification; therefore we have discontinued the service.

The Resident council did not identify any new barriers; however they did expand on barriers discussed in the previous meetings.

The Resident Council discussed transportation as being the biggest issue, including lack of sidewalks, inconvenient bus stops for the JETS transportation system, and lack of bus schedules to accommodate employees needing transportation after 6:00 p.m. A disabled individual suffering from rickets stated that he has great difficulty walking and that the bus stop for Walmart is at the back of the store and make it necessary to walk almost a full block to reach the entrance through a busy parking lot and up an incline (or down depending on arrival or departure from Walmart). He noted many of the bus stops require the passenger to walk a block or two to get to the connecting route and that they are rarely placed in accessible areas to the businesses. He noted that a serious lack of sidewalks and poor sidewalk upkeep makes it really hard to get to the bus stops. He stated that even in places that there are sidewalks, the sidewalks are grown up with grass and weeds, making it difficult to walk or use a wheelchair.

I received a comment from a resident that stated she works at a restaurant at the Mall of Turtle Creek. She says that she cannot use the bus to get to and from work because the bus does not run after 6:00 p.m. She stated that many of the workers at the mall and Walmart have a problem with the lack of night time transportation in Jonesboro.

Lack of police reports to support fights or violent crime was discussed. One resident said that she called the police about what looked like a serious fight with weapons and the police just circled the area. Later that evening the police were called again. The second time, turned on the lights, and that made the people fighting disappear, but as soon as the police drove off, the fighting started again. The police did not get out of the car to talk to any neighbors.

Adults come and play basketball or just hang out on the playgrounds and start fights and scare off our kids. The Housing Authority put up signs that say Residents Only, but the police won't run any of the other people off when we call. The Resident Council asked for the signs, the housing authority got the signs and told the resident council they could call the police and that the housing authority would be able to press charges for trespassing since they got the signs, but the police never even tells the people that don't live there that they need to go. This makes it not safe for public housing kids to enjoy the playgrounds.

Assessment of Past Goals, Actions and Strategies

1. Indicate what fair housing goals were selected by program participant(s) in recent Analyses of Impediments, Assessments of Fair Housing, or other relevant planning documents:

a. Discuss what progress has been made toward their achievement.

In response to the most recent AI, it was recommended that the City of Jonesboro consider taking the following actions:

1. Initiate a Fair Housing Board to hear complaints and monitor adherence to fair housing policies and regulations.
2. Increase knowledge and understanding of fair housing and affirmatively furthering fair housing through outreach and education:
3. Offer meeting space and set up educational schedule for both consumers and providers of housing to be carried out by the Arkansas Fair Housing Commission (AFHC),
 - Assist in coordinating local delivery of educational services to local renters,
 - Assist in coordinating local delivery of professional training services to landlords, program managers, other rental housing providers,
4. Prominently display posters, flyers, and fair housing educational printed materials,
5. Distribute printed materials that provide information regarding:
 - Definitions of reasonable accommodation and modification,
 - Examples of discriminatory terms and conditions in rental markets,
 - Differences between affirmatively furthering fair housing, affordable housing production and preservation, and landlord/tenant rights and responsibilities,
6. Consider updating the Jonesboro Fair Housing Ordinance to be consistent with current state and federal fair housing laws and enhance the accessibility and awareness of this resolution,
7. Create improved referral system by distributing information about fair housing including how to file a complaint,
8. Create fair housing outreach e-mail distribution list for fair housing materials that might be distributed quarterly to all those who may be interested in fair housing,
9. Request technical support from the State's Little Rock HUD office for outreach and education activities that might be targeted to racial and ethnic minority consumers of housing.
10. Establish baseline information of the actual level and types of discrimination occurring in the community through audit testing activities,
 - Request that the City track complaint data more closely and use complaint data to compare year-to-year changes in fair housing activities. While more complaints are likely to be filed if educational efforts are successful, the goal of this action is to decrease the *percentage* of complaints that are found to be without cause and increase the percentage of those that are amicably reconciled. An additional goal is the decrease of the number of persons who abandon the complaint process without resolution.
11. Coordinate renter, homebuyer and homeowner credit training with local bankers and Realtors,
 - Enhance understanding of credit, what leads to poor credit and the attributes of predatory Lending,
12. Enhance the understanding of poor real estate business practices, such as steering, red-lining, and blockbusting.¹³⁵ More broadly inform the public of recent land use changes to exclusionary zoning and land use policies,
13. Consider how the public currently perceives zoning and land use policies,

b. Discuss how you have been successful in achieving past goals, and/or how you have fallen short of achieving those goals (including potentially harmful unintended consequences); and

The City has much work to do to meet the goals set out in the 2012 AI, as well as the 2016 AFH and will continue to partner with HUD and the Arkansas Fair Housing Commission to conduct annual training(s).

A Fair Housing brochure is available and accessible to residents inquiring and/or seeking CDBG services

c. Discuss any additional policies, actions, or steps that you could take to achieve past goals, or mitigate the problems you have experienced.

Many of the suggestions and input offered in the public hearings and focus sessions mirror input from the 2012 AI. Confirming that these are real issues and are relevant to the community. Further, these issues will not 'go away' unless they are appropriately addressed. The public hearings and focus sessions were a great means for obtaining the infrastructure to move forward with this process. The information will be utilized in considering implementation of affirmatively furthering fair housing. Due to time constraints, many groups were not afforded the opportunity to offer support. These groups need to be contacted and given an opportunity to offer input into the process of affirmatively furthering fair housing.

The entire City must come together as a whole in an effort to move forward.

d. Discuss how the experience of program participant(s) with past goals has influenced the selection of current goals.

Fair Housing Analysis

Fair Housing Analysis > Demographic Summary

1. Describe demographic patterns in the jurisdiction and region, and describe trends over time (since 1990).

Jonesboro is located in the northeastern portion of Arkansas. It is one of the fastest growing cities in the state. Jonesboro's population is currently estimated at 72,000 people. However, the census data used for this assessment shows Jonesboro at a population of 58,104. And while the population has grown, the percentage of ethnic minorities, low income, etc. remains fairly constant. Jonesboro has a White/Non-Hispanic population of 71.24 percent; or 42,097; a Black Non-Hispanic population of 11,614 or 19.65 percent; Hispanic population is 3,198 or 5.51 percent. Asian, Native American and Other populations are 2.02 percent of the population or a total of 1,195 people.

Since 1990, the minority populations in Jonesboro have been on the incline, while the white population has been declining. The trend indicates that the minority population is also consistently increasing in the CBSA (or rural areas of the region).

In 1990, the City's white population was 41,649 (91.48%), compared to 42,097 (71.24%) in 2010 an increase of 448 people or less than 1%; while the African American population increased from 3,140 (6.90%) in 1990 to 11,614 (19.65%) in 2010, an increase of ____%: The Hispanic population increased from 232 (.51%) in 1990 to 3,198 (5.41%) in 2010, for an increase of ____.

Individuals with Limited English Proficiency have seen a steady increase from 450 individuals (.99%) in 1990 to 2,002 individuals in 2010 (2.97%)

Within the City of Jonesboro, 17,826 individuals (28.16%) have some form of disability, ranging from hearing and visual difficulty to ambulatory difficulty and difficulty caring for themselves.

Table 1 - Demographics

	(Jonesboro, AR CDBG) Jurisdiction		(Jonesboro, AR CBSA) Region	
Race/Ethnicity	#	%	#	%
White, Non-Hispanic	42,097	71.24	98,641	181.50
Black, Non-Hispanic	11,614	19.65	14,328	11.84
Hispanic	3,198	5.41	4,820	3.98
Asian or Pacific Islander, Non-Hispanic	977	1.65	1,140	0.94
Native American, Non-Hispanic	165	0.28	339	0.28
Other, Non-Hispanic	53	0.09	85	0.07
National Origin	Country		Country	
#1 country of origin	Mexico	1,689 2.50	Mexico	2,117 1.75
#2 country of origin	Philippines	173 0.26	Philippines	185 0.15
#3 country of origin	China excl. Hong Kong & Taiwan	150 0.22	Canada	165 0.14
#4 country of origin	Canada	139 0.21	China excl. Hong Kong & Taiwan	164 0.14
#5 country of origin	Thailand	81 0.12	Thailand	81 0.07
#6 country of origin	Japan	75 0.11	Taiwan	79 0.07

#7 country of origin	Taiwan	74	0.11	Japan	78	0.06
#8 country of origin	Saudi Arabia	71	0.11	Germany	76	0.06
#9 country of origin	Indonesia	64	0.10	England	73	0.06
#10 country of origin	England	59	0.09	Saudi Arabia	72	0.06

Limited English Proficiency (LEP) Language

#1 LEP Language	Spanish	1,587	2.48	Spanish	1,877	1.55
#2 LEP Language	French	95	0.15	French	109	0.09
#3 LEP Language	Chinese	83	0.13	Chinese	85	0.07
#4 LEP Language	Japanese	52	0.08	Japanese	52	0.04
#5 LEP Language	Cambodian	38	0.06	Vietnamese	42	0.03
#6 LEP Language	Other Pacific Island Language	38	0.06	Cambodian	38	0.03
#7 LEP Language	Vietnamese	37	0.06	Other Pacific Island Language	38	0.03
#8 LEP Language	Tagalog	24	0.04	Tagalog	32	0.03
#9 LEP Language	Arabic	14	0.02	Urdu	16	0.01
#10 LEP Language	Urdu	13	0.02	Arabic	14	0.01

Disability Type

Hearing difficulty	2,338	3.69	4,756	4.21
Vision difficulty	1,768	2.79	3,340	2.96
Cognitive difficulty	4,062	6.42	8,044	7.13
Ambulatory difficulty	5,056	7.99	10,861	9.62
Self-care difficulty	1,743	2.75	3,322	2.94
Independent living difficulty	2,859	4.52	6,021	5.33

Sex

Male	28,350	47.97	59,014	48.76
Female	30,745	52.03	62,012	51.24

Age

Under 18	14,490	24.52	30,100	24.87
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18-64	37,43463.35	75,28662.21
65+	7,171 12.13	15,64012.92
Family Type		
Families with children	6,931 47.91	14,35645.32

Table 2 - Demographic Trends	(Jonesboro, AR CDBG) Jurisdiction						(Jonesboro, AR CBSA) Region					
	1990		2000		2010		1990		2000		2010	
Race/Ethnicity	#	%	#	%	#	%	#	%	#	%	#	%
White, Non-Hispanic	41,649	91.48	47,936	85.43	42,097	71.24	86,911	92.82	95,655	88.76	98,641	81.50
Black, Non-Hispanic	3,140	6.90	5,821	10.37	11,614	19.65	5,521	5.90	8,388	7.78	14,328	11.84
Hispanic	232	0.51	1,263	2.25	3,198	5.41	497	0.53	2,100	1.95	4,820	3.98
Asian or Pacific Islander, Non-Hispanic	330	0.72	579	1.03	977	1.65	398	0.43	694	0.64	1,140	0.94
Native American, Non-Hispanic	134	0.29	383	0.68	165	0.28	219	0.23	753	0.70	339	0.28
National Origin												
Foreign-born	451	0.99	1,327	2.36	3,233	4.79	609	0.65	1,837	1.70	3,921	3.24
LEP												
Limited English Proficiency	450	0.99	1,225	2.18	2,002	2.97	790	0.84	1,728	1.60	2,327	1.92
Sex												
Male	21,817	47.89	26,813	47.79	28,350	47.97	45,056	48.13	52,105	48.35	59,014	48.76
Female	23,740	52.11	29,292	52.21	30,745	52.03	48,564	51.87	55,657	51.65	62,012	51.24
Age												
Under 18	10,826	23.76	13,512	24.08	14,490	24.52	23,576	25.18	27,371	25.40	30,100	24.87
18-64	29,639	65.06	36,126	64.39	37,434	63.35	57,979	61.93	67,115	62.28	75,286	62.21
65+	5,092	11.18	6,467	11.53	7,171	12.13	12,065	12.89	13,276	12.32	15,640	12.92

Family Type

Families with children	5,814	47.10	4,576	46.81	6,931	47.91	12,374	46.92	10,155	46.37	14,356	45.32
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Footnotes

Note 1: All % represent a share of the total population within the jurisdiction or region for that year, except family type, which is out of total families.

Note 2: Data Sources: Decennial Census; ACS

Note 3: Refer to the Data Documentation for details (www.hudexchange.info (<http://www.hudexchange.info/>)).

2. Describe the location of homeowners and renters in the jurisdiction and region, and describe trends over time.

According to the 2010 U.S. Census American Fact Finder, 49% of white families own their own home; and 29.1% are renters, which is ___percent lower than homeowners; While less than 5% of minorities own their own home about, but approximately 15% (3 times more) rent their home.

The vast majority of rental property is located in RE/CAP areas of Jonesboro. While HUD (??) has set a standard of no more than 30% of income should be paid in housing cost, the 2010 American FactFinder results show a direct correlation between income and percent of income paid in housing cost. For the 26.5% of Jonesboro families living on less than \$20,000 per year, 21.1% of them pay 38.6% of their income in housing costs. While 18.2% of our families earn between \$20,000 to \$34,999 annually, 8.5% of them pay more than 30% of their income in housing costs. For the 11.5

Jonesboro Housing Authority's Public Housing is located just outside of the Racially/Ethnicly Concentrated Areas of Poverty (R/ECAP).

Fair Housing Analysis > General Issues

Fair Housing Analysis > General Issues > Segregation/Integration

Fair Housing Analysis > General Issues > Segregation/Integration > Analysis

1. Analysis

a. Describe and compare segregation levels in the jurisdiction and region. Identify the racial/ethnic groups that experience the highest levels of segregation.

The Jonesboro Housing Authority's review of Table 3 shows Hispanics and Asian or Pacific Islander have the highest level of segregation which is moderate segregation in both the Jonesboro, AR CDBG Jurisdiction and Jonesboro, AR CBSA Region. The Non-White/White Racial/Ethnic dissimilarity trends have improved from 1990 which was 46.56% to 38.36% in 2010 which indicates low segregation. The Black/White Racial/Ethnic dissimilarity trends also shows an improvement from 1990 which was at 52.43% to 40.20% in 2010 which indicates moderate segregation. The Hispanic/White Racial/Ethnic dissimilarity trend shows a decline from 1990 which was at 19.05% low segregation to 42.45% in 2010 which is moderate segregation. The Asian or Pacific Islander/White Racial/Ethnic dissimilarity trend has slightly improved from 1990 which was at 45.91% to 42.58% in 2010 which is still moderate segregation.

b. Explain how these segregation levels have changed over time (since 1990).

The Jonesboro Housing Authority's analysis of Table 2 Demographic Trends and Table 3 - Racial/Ethnic Dissimilarity Trends shows:

The Hispanic population is 5.41% of the total population for Jonesboro, AR CDBG jurisdiction and has increased from 232 in 1990 to 3,198 in 2010 as shown in Table 2. The Hispanic dissimilarity trend has increased from 19.05% in 1990 to 42.45% in 2010. The Hispanic dissimilarity trends in Jonesboro, AR CBSA also shows an increase from 1990 which was 19.34% and is 37.95% in 2010.

The Non-white/White dissimilarity has improved in the Jonesboro, AR CDBG since 1990 from 46.56% moderate segregation to 38.36% in 2010 which is low segregation. However the Non-White/White dissimilarity for Jonesboro, AR CBSA has slightly increase since 1990 from 47.95% to 48.28% in 2010 which is moderate segregation.

The Black/White dissimilarity has improved in the Jonesboro, AR CDBG since 1990 from 52.43% to 40.20% in 2010 but is still considered moderately segregated. However the dissimilarity for Black/White has increased in the Jonesboro, AR CBSA jurisdiction has increased from 53.66 in 1990 to 55.61% in 2010 which is considered a high level of segregation

The Asian or Pacific Islander/White dissimilarity has also seen a slight improvement from 1990 going from 45.91% to 42.58% with moderate segregation for Jonesboro, AR CDBG. The Asian or Pacific Islander/White dissimilarity has slightly increased from 1990 going from 51.04% to 52.06% for Jonesboro, AR CBSA which also shows moderate segregation.

c. Identify areas with relatively high segregation and integration by race/ethnicity, national origin, or LEP group, and indicate the predominant groups living in each area.

The Jonesboro Housing Authority's review of the Map 2 Race/Ethnicity Trends 2000 shows there is a high level of Segregation of Black, Non-Hispanic in the R/ECAP area.

d. Consider and describe the location of owner and renter occupied housing in determining whether such housing is located in segregated or integrated areas.

The Jonesboro Housing Authority's local data for the Housing Choice Voucher program show that census 6 and census 4 has the highest level of rental property available. Census 6 has been identified as having a high level of Segregation of Black, Non-Hispanic and is also in the R/ECAP area.

e. Discuss how patterns of segregation have changed over time (since 1990).

The Jonesboro Housing Authority review of Table 2 shows there has been a 20% decrease of the White, Non-Hispanic population, an increase of 13% in the Black, Non-Hispanic population, an increase of 5% in the Hispanic population, and an increase of 1% in the Asian or Pacific Islander, Non-Hispanic population and a slight decrease of 0.01% of the Native American, Non-Hispanic population.

Comparing Map 2 Race/Ethnicity Trends shows that the black, Non-Hispanic to be segregated in census tract 6.01 and 6.02 which include the R/ECAP.

f. Discuss whether there are any demographic trends, policies, or practices that could lead to higher segregation in the jurisdiction in the future.

Fair Housing Analysis > General Issues > Segregation/Integration > Additional Information

2. Additional Information

- a. Beyond the HUD-provided data, provide additional relevant information, if any, about segregation in the jurisdiction and region affecting groups with other protected characteristics.

- b. The program participant may also describe other information relevant to its assessment of segregation, including activities such as place-based investments and mobility options for protected class groups.

Fair Housing Analysis > General Issues > Segregation/Integration > Contributing Factors of Segregation

3. Contributing Factors of Segregation

Consider the listed factors and any other factors affecting the jurisdiction and region. Identify factors that significantly create, contribute to, perpetuate, or increase the severity of segregation.

Other

Fair Housing Analysis > General Issues > R/ECAPs

Fair Housing Analysis > General Issues > R/ECAPs > Analysis

1. Analysis

a. Identify any R/ECAPs or groupings of R/ECAP tracts within the jurisdiction.

The Jonesboro Housing Authority's review of Map 1 identifies census tract 6.02 as the R/ECAP. This area is North Main street on the east, E. Allen, Belt Street and Johnson on the North, Stadium/Red Wolf Blvd. on the West and the Railroad tracks on the South.

b. Which protected classes disproportionately reside in R/ECAPs compared to the jurisdiction and region?

The Jonesboro Housing Authority's analysis of Map 1 indicates that the Black, Non-Hispanic and Hispanic Race/Ethnicity groups disproportionately reside in the R/ECAP area when compared to their total population of City of Jonesboro.

c. Describe how R/ECAPs have changed over time (since 1990).

The Jonesboro Housing Authority's analysis of Map 2 - Race/Ethnicity shows both the White/Non-Hispanic and Black/Non-Hispanic populations increased significantly; however the Black/Non-Hispanics growth in the R/ECAP was significantly higher. It should also be noted that the Black, Non-Hispanic population grew rapidly from 3,140 in 1990 to 11,614 in 2010 (Table 2 - Demographic Trends).

Fair Housing Analysis > General Issues > R/ECAPs > Additional Information

2. Additional Information

a. Beyond the HUD-provided data, provide additional relevant information, if any, about R/ECAPs in the jurisdiction and region affecting groups with other protected characteristics.

b. The program participant may also describe other information relevant to its assessment of R/ECAPs, including activities such as place-based investments and mobility options for protected class groups.

Fair Housing Analysis > General Issues > R/ECAPs > Contributing Factors of R/ECAPs

3. Contributing Factors of R/ECAPs

Consider the listed factors and any other factors affecting the jurisdiction and region. Identify factors that significantly create, contribute to, perpetuate, or increase the severity of R/ECAPs.

Other

Fair Housing Analysis > General Issues > Disparities in Access to Opportunity

Fair Housing Analysis > General Issues > Disparities in Access to Opportunity > Analysis

Fair Housing Analysis > General Issues > Disparities in Access to Opportunity > Analysis > Educational Opportunities

1. Analysis

a. Educational Opportunities

i. Describe any disparities in access to proficient schools based on race/ethnicity, national origin, and family status.

ii. Describe the relationship between the residency patterns of racial/ethnic, national origin, and family status groups and their proximity to proficient schools.

iii. Describe how school-related policies, such as school enrollment policies, affect a student's ability to attend a proficient school. Which protected class groups are least successful in accessing proficient schools?

Fair Housing Analysis > General Issues > Disparities in Access to Opportunity > Analysis > Employment Opportunities

b. Employment Opportunities

i. Describe any disparities in access to jobs and labor markets by protected class groups.

ii. How does a person's place of residence affect their ability to obtain a job?

iii. Which racial/ethnic, national origin, or family status groups are least successful in accessing employment?

Fair Housing Analysis > General Issues > Disparities in Access to Opportunity > Analysis > Transportation Opportunities

c. Transportation Opportunities

i. Describe any disparities in access to transportation based on place of residence, cost, or other transportation related factors.

ii. Which racial/ethnic, national origin or family status groups are most affected by the lack of a reliable, affordable transportation connection between their place of residence and opportunities?

iii. Describe how the jurisdiction's and region's policies, such as public transportation routes or transportation systems designed for use personal vehicles, affect the ability of protected class groups to access transportation.

Fair Housing Analysis > General Issues > Disparities in Access to Opportunity > Analysis > Low Poverty Exposure Opportunities

d. Low Poverty Exposure Opportunities

i. Describe any disparities in exposure to poverty by protected class groups.

ii. What role does a person's place of residence play in their exposure to poverty?

iii. Which racial/ethnic, national origin or family status groups are most affected by these poverty indicators?

iv. Describe how the jurisdiction's and region's policies affect the ability of protected class groups to access low poverty areas.

Fair Housing Analysis > General Issues > Disparities in Access to Opportunity > Analysis > Environmentally Healthy Neighborhood Opportunities and Patterns in Disparities in Access to Opportunity

e. Environmentally Healthy Neighborhood Opportunities

i. Describe any disparities in access to environmentally healthy neighborhoods by protected class groups.

ii. Which racial/ethnic, national origin or family status groups have the least access to environmentally healthy neighborhoods?

f. Patterns in Disparities in Access to Opportunity

i. Identify and discuss any overarching patterns of access to opportunity and exposure to adverse community factors based on race/ethnicity, national origin or familial status. Identify areas that experience an aggregate of poor access to opportunity and high exposure to adverse factors. Include how these patterns compare to patterns of segregation and R/ECAPs.

Fair Housing Analysis > General Issues > Disparities in Access to Opportunity > Additional Information

2. Additional Information

a. Beyond the HUD-provided data, provide additional relevant information, if any, about disparities in access to opportunity in the jurisdiction and region affecting groups with other protected characteristics.

b. The program participant may also describe other information relevant to its assessment of disparities in access to opportunity, including any activities aimed at improving access to opportunities for areas that may lack such access, or in promoting access to opportunity (e.g., proficient schools, employment opportunities, and transportation).

Fair Housing Analysis > General Issues > Disparities in Access to Opportunity > Contributing Factors of Disparities in Access to Opportunity

3. Contributing Factors of Disparities in Access to Opportunity

Consider the listed factors and any other factors affecting the jurisdiction and region. Identify factors that significantly create, contribute to, perpetuate, or increase the severity of disparities in access to opportunity.

Other

Fair Housing Analysis > General Issues > Disproportionate Housing Needs

Fair Housing Analysis > General Issues > Disproportionate Housing Needs > Analysis

1. Analysis

a. Which groups (by race/ethnicity and family status) experience higher rates of housing cost burden, overcrowding, or substandard housing when compared to other groups? Which groups also experience higher rates of severe housing burdens when compared to other groups?

b. Which areas in the jurisdiction and region experience the greatest housing burdens? Which of these areas align with segregated areas, integrated areas, or R/ECAPs and what are the predominant race/ethnicity or national origin groups in such areas?

c. Compare the needs of families with children for housing units with two, and three or more bedrooms with the available existing housing stock in each category of publicly supported housing.

d. Describe the differences in rates of renter and owner occupied housing by race/ethnicity in the jurisdiction and region.

Fair Housing Analysis > General Issues > Disproportionate Housing Needs > Additional Information

2. Additional Information

a. Beyond the HUD-provided data, provide additional relevant information, if any, about disproportionate housing needs in the jurisdiction and region affecting groups with other protected characteristics.

b. The program participant may also describe other information relevant to its assessment of disproportionate housing needs. For PHAs, such information may include a PHA's overriding housing needs analysis.

Fair Housing Analysis > General Issues > Disproportionate Housing Needs > Contributing Factors of Disproportionate Housing Needs

3. Contributing Factors of Disparities in Access to Opportunity

Consider the listed factors and any other factors affecting the jurisdiction and region. Identify factors that significantly create, contribute to, perpetuate, or increase the severity of disparities in access to opportunity.

Other

Fair Housing Analysis > Publicly Supported Housing Analysis

Fair Housing Analysis > Publicly Supported Housing Analysis > Analysis

Fair Housing Analysis > Publicly Supported Housing Analysis > Analysis > Publicly Supported Housing Demographics

1. Analysis

a. Publicly Supported Housing Demographics

- i. Are certain racial/ethnic groups more likely to be residing in one category of publicly supported housing than other categories (public housing, project-based Section 8, Other HUD Multifamily Assisted developments, and Housing Choice Voucher (HCV))?

The Jonesboro Housing Authority Housing Choice Voucher family characteristics report shows the program is composition of 64.76% of Black, Non-Hispanic, 35% White, Non-Hispanic, and 0.38 % for all other races. Hispanic ethnicity makes up 1.3% of the program participants.

- ii. Compare the demographics, in terms of protected class, of residents of each category of publicly supported housing (public housing, project-based Section 8, Other HUD Multifamily Assisted developments, and HCV) to the population in general, and persons who meet the income eligibility requirements for the relevant category of publicly supported housing. Include in the comparison, a description of whether there is a higher or lower proportion of groups based on protected class.

The Jonesboro Housing Authority's Housing Choice Voucher Family Characteristics and HAP by CFP Size report August 3, 2016 shows that the Black, Non-Hispanic population is 64.76% compared to 19.65% for the City of Jonesboro, AR CDBG population (Table 1 - Demographic Trends). The HCV program Elderly population is 15.25% compared to the City of Jonesboro 65+ population of 12.13% from Table 2 - Demographic Trends. The HCV program has a Disabled person in 57.74% of the households assisted. The City of Jonesboro shows 30% of the population as disabled in Table 1 Demographics. The HCV families are comprised of 73% with children and the City of Jonesboro has 47.91% Families with Children of the population Table 2 - Demographic Trends. The Housing Choice Voucher program is 91% female head of households and 10% male head of households. The Jonesboro, AR CDBG population is 47.97% Male and 52.03% Female. The Housing Authority has no data is available on National Origin as it is not tracked by our software.

In summary using local data from the Jonesboro Housing Authority the Housing Choice Voucher program has a higher proportion of protected class groups (Race – Black, Non-Hispanic, Disability, Sex, Familiar Status) than Jonesboro, AR CDBG jurisdiction.

Fair Housing Analysis > Publicly Supported Housing Analysis > Analysis > Publicly Supported Housing Location and Occupancy and Disparities in Access to Opportunity

b. Publicly Supported Housing Location and Occupancy

- i. Describe patterns in the geographic location of publicly supported housing by program category (public housing, project-based Section 8, Other HUD Multifamily Assisted developments, HCV, and LIHTC) in relation to previously discussed segregated areas and R/ECAPs.

The Jonesboro Housing Authority's analysis of Map 6 - Housing Choice Voucher and Race/Ethnicity shows the highest percentage of Housing Choice Vouchers are located in outside the R/ECAP area in census 6.01 > 17.74%. The R/ECAP area is in census 6.02 which is 11.17% - 17.74%. Our housing software shows census track 6 with a total of 379 which is comprised of census 6.01 and 6.02. These two areas are typically referred to the "north side" of Jonesboro and considered less desirable but also has more affordable rents which ultimately results in many Voucher Holders leasing in these areas. As the voucher program is comprised of 64.76% Black, Non-Hispanic population this also results in segregation of this area.

- ii. Describe patterns in the geographic location for publicly supported housing that primarily serves families with children, elderly persons, or persons with disabilities in relation to previously discussed segregated areas or R/ECAPs?

The Jonesboro Housing Authority's Housing Choice voucher program is comprised of 57.74% of families who have a person with disability, 15.25% of families are elderly households, and 73% of the households have children in the household. The Housing Authority data shows 32% of the families served living in or around the R/ECAP area.

- iii. How does the demographic composition of occupants of publicly supported housing in R/ECAPS compare to the demographic composition of occupants of publicly supported housing outside of R/ECAPs?

The Jonesboro Housing Authorities local data indicates that 32% of voucher holders live in census 6.01 and 6.02 with census 6.02 being the R/ECAP area. 68% or more voucher holders live outside of the R/ECAP area. This is also supported by Table 7 - R/ECAP and Non-R/ECAP demographics by Publicly Supported Housing Program Category which only has 188 families in the R/ECAP area.

Table 7 also shows Project-Based Section 8 a total of 312 unit with 99 units located in the R/ECAP area. Other HUD Multifamily unit properties have a total of 95 units with 19 units located in the R/ECAP area.

Public Housing has a total of 152 units with 4 of it scattered site units being in the R/ECAP area.

iv. (A) Do any developments of public housing, properties converted under the RAD, and LIHTC developments have a significantly different demographic composition, in terms of protected class, than other developments of the same category? Describe how these developments differ.

The Jonesboro Housing Authority has not converted any public housing development under RAD.

iv. (B) Provide additional relevant information, if any, about occupancy, by protected class, in other types of publicly supported housing.

The Jonesboro Housing Authority has a high percentage of families with a disabled person which makes finding affordable housing difficult. Transportation and the need to expand affordable housing outside of the R/ECAP area was identified in the RAB meeting as barriers to finding housing.

v. Compare the demographics of occupants of developments, for each category of publicly supported housing (public housing, project-based Section 8, Other HUD Multifamily Assisted developments, properties converted under RAD, and LIHTC) to the demographic composition of the areas in which they are located. Describe whether developments that are primarily occupied by one race/ethnicity are located in areas occupied largely by the same race/ethnicity. Describe any differences for housing that primarily serves families with children, elderly persons, or persons with disabilities.

c. Disparities in Access to Opportunity

- i. Describe any disparities in access to opportunity for residents of publicly supported housing, including within different program categories (public housing, project-based Section 8, Other HUD Multifamily Assisted Developments, HCV, and LIHTC) and between types (housing primarily serving families with children, elderly persons, and persons with disabilities) of publicly supported housing.

Fair Housing Analysis > Publicly Supported Housing Analysis > Additional Information

2. Additional Information

- a. Beyond the HUD-provided data, provide additional relevant information, if any, about publicly supported housing in the jurisdiction and region, particularly information about groups with other protected characteristics and about housing not captured in the HUD-provided data.

- b. The program participant may also describe other information relevant to its assessment of publicly supported housing. Information may include relevant programs, actions, or activities, such as tenant self-sufficiency, place-based investments, or mobility programs.

Fair Housing Analysis > Publicly Supported Housing Analysis > Contributing Factors of Publicly Supported Housing Location and Occupancy

3. Contributing Factors of Publicly Supported Housing Location and Occupancy

Consider the listed factors and any other factors affecting the jurisdiction and region. Identify factors that significantly create, contribute to, perpetuate, or increase the severity of fair housing issues related to publicly supported housing, including Segregation, R/ECAPs, Disparities in Access to Opportunity, and Disproportionate Housing Needs. For each contributing factor that is significant, note which fair housing issue(s) the selected contributing factor relates to.

Land use and zoning laws

Lack of private investment in specific neighborhoods

Lack of public investment in specific neighborhoods, including services and amenities

Other

The Jonesboro Housing Authority Housing Choice Voucher (HCV) RAB and Public Housing Resident Council identified the following as significant contributing factors to Fair Housing.

Land use and zoning laws - 26% of Housing Choice Vouchers and 20% of Public Housing Resident indicated that lack of zoning for manufactured homes were a serious barrier to Fair Housing. Mobile Homes are a more affordable housing source for families with children than a single family dwelling but can provide some of the same benefits.

Lack of private investment in specific neighborhood - The HCV RAB specifically identified that the "North side of town" which includes the R/ECAP area as needing more private investment such as local grocery stores and restaurants. The lack of adequate means to get groceries affects all racial/ethnic groups but is especially burdensome to the elderly and disabled persons.

Lack of public investment in specific neighborhoods, including services and amenities - The HCV RAB and PH Resident Council specially identified transportation and Police response and/or enforcement as barriers. Transportation was discussed at length and it was agreed that more transportation routes and expanded hours are needed to help families get and keep jobs. Currently JETS does not run after 6:00 p.m. or on weekends. Anyone working late nights or weekends must find alternate transportation in order to keep employment.

Both the HCV RAB and Resident Council indicated a better need for Police response time and the need to help enforce trespassing on private property (Public Housing) in the "north area of town". HCV program is made up of 64.76 Black/Non-Hispanic and 57.74% Disabled families with a 32% of the Voucher Holders living in the "North area of town" which includes the R/ECAP which is the area

Lack of knowledge of Fair Housing among residents, landlords, real estate agents, and bankers/lenders.

Fair Housing Analysis > Disability and Access Analysis

Fair Housing Analysis > Disability and Access Analysis > Analysis

Fair Housing Analysis > Disability and Access Analysis > Analysis > Population Profile

1. Population Profile

a. How are persons with disabilities geographically dispersed or concentrated in the jurisdiction and region, including R/ECAPs and other segregated areas identified in previous sections?

b. Describe whether these geographic patterns vary for persons with each type of disability or for persons with disabilities in different age ranges.

Fair Housing Analysis > Disability and Access Analysis > Analysis > Housing Accessibility

2. Housing Accessibility

a. Describe whether the jurisdiction and region have sufficient affordable, accessible housing in a range of unit sizes.

b. Describe the areas where affordable accessible housing units are located. Do they align with R/ECAPs or other areas that are segregated?

c. To what extent are persons with different disabilities able to access and live in the different categories of publicly supported housing?

Fair Housing Analysis > Disability and Access Analysis > Analysis > Integration of Persons with Disabilities Living in Institutions and Other Segregated Settings

3. Integration of Persons with Disabilities Living in Institutions and Other Segregated Settings

a. To what extent do persons with disabilities in or from the jurisdiction or region reside in segregated or integrated settings?

b. Describe the range of options for persons with disabilities to access affordable housing and supportive services.

Fair Housing Analysis > Disability and Access Analysis > Analysis > Disparities in Access to Opportunity

4. Disparities in Access to Opportunity

a. To what extent are persons with disabilities able to access the following?

Identify major barriers faced concerning:

- i. Government services and facilities
- ii. Public infrastructure (e.g., sidewalks, pedestrian crossings, pedestrian signals)
- iii. Transportation
- iv. Proficient schools and educational programs
- v. Jobs

b. Describe the processes that exist in the jurisdiction and region for persons with disabilities to request and obtain reasonable accommodations and accessibility modifications to address the barriers discussed above.

c. Describe any difficulties in achieving homeownership experienced by persons with disabilities and by persons with different types of disabilities.

Fair Housing Analysis > Disability and Access Analysis > Analysis > Disproportionate Housing Needs

5. Disproportionate Housing Needs

a. Describe any disproportionate housing needs experienced by persons with disabilities and by persons with certain types of disabilities.

Fair Housing Analysis > Disability and Access Analysis > Additional Information

6. Additional Information

a. Beyond the HUD-provided data, provide additional relevant information, if any, about disability and access issues in the jurisdiction and region affecting groups with other protected characteristics.

b. The program participant may also describe other information relevant to its assessment of disability and access issues.

Fair Housing Analysis > Disability and Access Analysis > Disability and Access Issues Contributing Factors

7. Disability and Access Issues Contributing Factors

Consider the listed factors and any other factors affecting the jurisdiction and region. Identify factors that significantly create, contribute to, perpetuate, or increase the severity of disability and access issues and the fair housing issues, which are Segregation, R/ECAPs, Disparities in Access to Opportunity, and Disproportionate Housing Needs. For each contributing factor, note which fair housing issue(s) the selected contributing factor relates to.

Other

Fair Housing Analysis > Fair Housing Enforcement, Outreach Capacity, and Resources Analysis

Fair Housing Analysis > Fair Housing Enforcement, Outreach Capacity, and Resources Analysis > Analysis

1. List and summarize any of the following that have not been resolved: a charge or letter of finding from HUD concerning a violation of a civil rights-related law, a cause determination from a substantially equivalent state or local fair housing agency concerning a violation of a state or local fair housing law, a letter of findings issued by or lawsuit filed or joined by the Department of Justice alleging a pattern or practice or systemic violation of a fair housing or civil rights law, or a claim under the False Claims Act related to fair housing, nondiscrimination, or civil rights generally, including an alleged failure to affirmatively further fair housing.

The Jonesboro Housing Authority has no outstanding HUD violations.

2. Describe any state or local fair housing laws. What characteristics are protected under each law?

3. Identify any local and regional agencies and organizations that provide fair housing information, outreach, and enforcement, including their capacity and the resources available to them.

Legal aid of Arkansas provides limited resources. Legal Aid workgroups have created a set of guidelines call Case Acceptance Priorities to help decide which cases to accept based on the organization's priorities. Legal Aid's priorities consist of four core areas:

1. Access to Safe and Affordable Housing;
2. Protection from Domestic Violence;
3. Economic Justice; and
4. Consumer Rights

These core areas reflect Legal Aid's strategic focus to support families; preserve homes; maintain economic stability; ensure safety, stability and health; and to identify and address the needs of vulnerable populations.

Fair Housing Analysis > Fair Housing Enforcement, Outreach Capacity, and Resources Analysis > Additional Information

4. Additional Information

a. Provide additional relevant information, if any, about fair housing enforcement, outreach capacity, and resources in the jurisdiction and region.

The Jonesboro Housing Authority RAB meeting and PCC meeting identified a lack of knowledge of fair housing among the following groups: Real Estate Agents, Residents, Bankers/Lenders, and Landlords. Legal aid of Arkansas has also recognized the need for Fair Housing testing and enforcement and are looking into applying for a grant that would allow them to assist locally with fair housing complaints.

b. The program participant may also include information relevant to programs, actions, or activities to promote fair housing outcomes and capacity.

The Jonesboro Housing Authority conducts an oral briefing for each new voucher holder coming off the waiting list and coming into the agency through portability. The Briefing also contains a statement that the family can request the PHA's help if they wish to file a housing discrimination complaint and give each new voucher holders a copy of the following HUD brochures: "Are you a victim of Housing Discrimination HUD 903.1 and Fair Housing Equal Opportunity to All HUD 1686-1-FHEO.

Fair Housing Analysis > Fair Housing Enforcement, Outreach Capacity, and Resources Analysis > Fair Housing Enforcement, Outreach Capacity, and Resources Contributing Factors

5. Fair Housing Enforcement, Outreach Capacity, and Resources Contributing Factors

Consider the listed factors and any other factors affecting the jurisdiction and region. Identify factors that significantly create, contribute to, perpetuate, or increase the severity of fair housing enforcement, outreach capacity, and resources and the fair housing issues, which are Segregation, RECAPs, Disparities in Access to Opportunity, and Disproportionate Housing Needs. For each significant contributing factor, note which fair housing issue(s) the selected contributing factor impacts.

Lack of local public fair housing enforcement

Other

Fair Housing Goals and Priorities > Prioritization of Contributing Factors

1. For each fair housing issue, prioritize the identified contributing factors. Justify the prioritization of the contributing factors that will be addressed by the goals set below in Question 2. Give the highest priority to those factors that limit or deny fair housing choice or access to opportunity, or negatively impact fair housing or civil rights compliance.

Lack of local public Fair Housing Enforcement

Lack of knowledge of Fair Housing among residents, landlords, real estate agents, and bankers/lenders.

Lack of public investment in specific neighborhoods, including services and amenities

Lack of private investment in specific neighborhoods

Land use and zoning laws

Fair Housing Analysis > Publicly Supported Housing Analysis > Contributing Factors of Publicly Supported Housing Location and Occupancy

Land use and zoning laws

Lack of private investment in specific neighborhoods

Lack of public investment in specific neighborhoods, including services and amenities

The Jonesboro Housing Authority Housing Choice Voucher (HCV) RAB and Public Housing Resident Council identified the following as significant contributing factors to Fair Housing.

Land use and zoning laws - 26% of Housing Choice Vouchers and 20% of Public Housing Resident indicated that lack of zoning for manufactured homes were a serious barrier to Fair Housing. Mobile Homes are a more affordable housing source for families with children than a single family dwelling but can provide some of the same benefits.

Lack of private investment in specific neighborhood - The HCV RAB specifically identified that the "North side of town" which includes the R/ECAP area as needing more private investment such as local grocery stores and restaurants. The lack of adequate means to get groceries is affects all racial/ethnic groups but is especially burdensome to the elderly and disabled persons.

Lack of pubic investment in specific neighborhoods, including services and amenities - The HCV RAB and PH Resident Council specially identified transportation and Police response and/or enforcement as barriers. Transportation was discussed at length and it was agreed that more transportation routes and expanded hours are needed to help families get and keep jobs. Currently JETS does not run after 6:00 p.m. or on weekends. Anyone working late nights or weekends must find alternate transportation in order to keep employment.

<p>Both the HCV RAB and Resident Council indicated a better need for Police response time and the need to help enforce trespassing on private property (Public Housing) in the "north area of town". HCV program is made up of 64.76 Black/Non-Hispanic and 57.74% Disabled families with a 32% of the Voucher Holders living in the "North area of town" which includes the R/ECAP which is the area</p>	<p>Lack of knowledge of Fair Housing among residents, landlords, real estate agents, and voucher holders</p>	<p>Fair Housing Issues</p>	<p>Metrics, Milestones, and Timeframe for Achievement</p>	<p>Responsible Program Participant(s)</p>
<p>Fair Housing Analysis > Fair Housing Enforcement, Outreach Capacity, and Resources Analysis > Fair Housing Enforcement, Outreach Capacity, and Resources Contributing Factors</p>				
<p>Lack of local public fair housing enforcement</p>				

Fair Housing Goals and Priorities > Fair Housing Goals

Goal	Contributing Factors	Fair Housing Issues	Metrics, Milestones, and Timeframe for Achievement	Responsible Program Participant(s)
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Goal	Contributing Factors	Fair Housing Issues	Metrics, Milestones, and Timeframe for Achievement	Responsible Program Participant(s)
<p>The Jonesboro Housing Authority will support public entities such as Legal Aid in applying for grants for Fair Housing education and enforcement. We will also inform applicants and tenants that they may contact the local Legal Aid office for Fair Housing information and/or enforcement.</p>	<p>Lack of agencies who specialize in Fair Housing enforcement and lack of local fair housing training. Lack of funding both federal and local (CDBG) to fund Housing Counseling which provided Fair Housing training and assistance.</p>	<p>The Jonesboro Housing Authority's RAB meeting identified the lack of knowledge of fair housing among residents, landlords, bankers/lenders and real estate agents.</p>	<p>The Jonesboro Housing Authority will send a letter of support to Legal Aid supporting their efforts to obtain funding for Fair Housing education and enforcement no later than September 1, 2017.</p>	<p>Jonesboro Urban Renewal Housing Authority, AR</p>
<p>Discussion:</p>				

Goal	Contributing Factors	Fair Housing Issues	Metrics, Milestones, and Timeframe for Achievement	Responsible Program Participant(s)
<p>The Jonesboro Housing Authority will prepare information regarding Fair Housing to be made readily available in our lobby, with our application technician and with each caseworker.</p>	<p>Lack of local or regional training on fair housing. Lack of funding both federal and local (CDBG) to fund Housing Counseling which provided Fair Housing training and assistance.</p>	<p>The Jonesboro Housing Authority's RAB meeting identified the lack of knowledge of fair housing among residents, landlords, bankers/lenders and real estate agents.</p>	<p>Flyers, HUD hand outs, and resource directories will be created and/or updated no later than September 1, 2017.</p>	<p>Jonesboro Urban Renewal Housing Authority, AR</p>
<p>Discussion:</p>				

Goal	Contributing Factors	Fair Housing Issues	Metrics, Milestones, and Timeframe for Achievement	Responsible Program Participant(s)
<p>The Jonesboro Housing Authority will make readily available "Citizen Complaint Information sheet" and "Citizen Complaint form" from the Jonesboro Police Department to applicants or participants.</p>	<p>According to the United States Census Bureau (https://en.wikipedia.org/wiki/United_States_Census_Bureau), the city has a total area of 80.5 square miles (208.4 km²), of which 79.9 square miles (206.9 km²) is land and 0.58 square miles (1.5 km²), or 0.72%, is water.[1] (https://en.wikipedia.org/wiki/Jonesboro,_Arkansas#cite_note-Census_2013-1)</p>	<p>Delayed services</p>	<p>Provide copies of the "Citizen Complaint Information Form" and "Citizen Complaint Form" in the lobby, with application technician and caseworkers to distribute upon request to applicants and program participants beginning not later than September 1, 2017.</p>	<p>Jonesboro Urban Renewal Housing Authority, AR</p>
<p>Discussion:</p>				

Documents

No documents have been added.

Maps

Map 1 - Race/Ethnicity (Race/Ethnicity)

Jonesboro, Arkansas Jurisdiction (.../ArcGis/Map/100/051410/J)

Jonesboro, AR Region (.../ArcGis/Map/100/051410/R)

Map 2 - Race/Ethnicity Trends (Race/Ethnicity Trends, 1990 and Race/Ethnicity Trends, 2000)**Race/Ethnicity Trends, 1990**

Jonesboro, Arkansas Jurisdiction (.../ArcGis/Map/200/051410/J)

Jonesboro, AR Region (.../ArcGis/Map/200/051410/R)

Race/Ethnicity Trends, 2000

Jonesboro, Arkansas Jurisdiction (.../ArcGis/Map/201/051410/J)

Jonesboro, AR Region (.../ArcGis/Map/201/051410/R)

Map 3 - National Origin (National Origin)

Jonesboro, Arkansas Jurisdiction (.../ArcGis/Map/300/051410/J)

Jonesboro, AR Region (.../ArcGis/Map/300/051410/R)

Map 4 - LEP (Limited English Proficiency)

Jonesboro, Arkansas Jurisdiction (.../ArcGis/Map/400/051410/J)

Jonesboro, AR Region (.../ArcGis/Map/400/051410/R)

Map 5 - Publicly Supported Housing and Race/Ethnicity (Publicly Supported Housing and Race/Ethnicity)

Jonesboro, Arkansas Jurisdiction (.../ArcGis/Map/500/051410/J)

Jonesboro, AR Region (.../ArcGis/Map/500/051410/R)

Map 6 - Housing Choice Vouchers and Race/Ethnicity (Housing Choice Vouchers and Race/Ethnicity)

Jonesboro, Arkansas Jurisdiction (.../ArcGis/Map/600/051410/J)

Jonesboro, AR Region (.../ArcGis/Map/600/051410/R)

Map 7 - Housing Burden and Race/Ethnicity (Housing Burden and Race/Ethnicity)

Jonesboro, Arkansas Jurisdiction (.../ArcGis/Map/700/051410/J)

Jonesboro, AR Region (.../ArcGis/Map/700/051410/R)

Map 8 - Housing Burden and National Origin (Housing Burden and National Origin)

Jonesboro, Arkansas Jurisdiction (.../ArcGis/Map/800/051410/J)

Jonesboro, AR Region (.../ArcGis/Map/800/051410/R)

Map 9 - Demographics and School Proficiency (School Proficiency and Race/Ethnicity, National Origin and Family Status)**School Proficiency and Race/Ethnicity**

Jonesboro, Arkansas Jurisdiction (.../ArcGis/Map/900/051410/J)

Jonesboro, AR Region (.../ArcGis/Map/900/051410/R)

School Proficiency and National Origin

Jonesboro, Arkansas Jurisdiction (../ArcGis/Map/901/051410/J)

Jonesboro, AR Region (../ArcGis/Map/901/051410/R)

School Proficiency and Family Status

Jonesboro, Arkansas Jurisdiction (../ArcGis/Map/902/051410/J)

Jonesboro, AR Region (../ArcGis/Map/902/051410/R)

Map 10 - Demographics and Job Proximity (Job Proximity and Race/Ethnicity, National Origin and Family Status)**Job Proximity and Race/Ethnicity**

Jonesboro, Arkansas Jurisdiction (../ArcGis/Map/1000/051410/J)

Jonesboro, AR Region (../ArcGis/Map/1000/051410/R)

Job Proximity and National Origin

Jonesboro, Arkansas Jurisdiction (../ArcGis/Map/1001/051410/J)

Jonesboro, AR Region (../ArcGis/Map/1001/051410/R)

Job Proximity and Family Status

Jonesboro, Arkansas Jurisdiction (../ArcGis/Map/1002/051410/J)

Jonesboro, AR Region (../ArcGis/Map/1002/051410/R)

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Jonesboro, Arkansas Jurisdiction (../ArcGis/Map/1100/051410/J)

Jonesboro, AR Region (../ArcGis/Map/1100/051410/R)

Labor Market and National Origin

Jonesboro, Arkansas Jurisdiction (../ArcGis/Map/1101/051410/J)

Jonesboro, AR Region (../ArcGis/Map/1101/051410/R)

Labor Market and Family Status

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Jonesboro, Arkansas Jurisdiction (../ArcGis/Map/1200/051410/J)

Jonesboro, AR Region (../ArcGis/Map/1200/051410/R)

Transit Trips and National Origin

Jonesboro, Arkansas Jurisdiction (../ArcGis/Map/1201/051410/J)

Jonesboro, AR Region (../ArcGis/Map/1201/051410/R)

Transit Trips and Family Status

Jonesboro, Arkansas Jurisdiction (../ArcGis/Map/1202/051410/J)

Jonesboro, AR Region (../ArcGis/Map/1202/051410/R)

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Low Transportation Cost and Race/Ethnicity

Jonesboro, Arkansas Jurisdiction (../ArcGis/Map/1300/051410/J)

Jonesboro, AR Region (../ArcGis/Map/1300/051410/R)

Low Transportation Cost and National Origin

Jonesboro, Arkansas Jurisdiction (../ArcGis/Map/1301/051410/J)

Jonesboro, AR Region (../ArcGis/Map/1301/051410/R)

Low Transportation Cost and Family Status

Jonesboro, Arkansas Jurisdiction (../ArcGis/Map/1302/051410/J)

Jonesboro, AR Region (../ArcGis/Map/1302/051410/R)

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Poverty and Race/Ethnicity

Jonesboro, Arkansas Jurisdiction (../ArcGis/Map/1400/051410/J)

Jonesboro, AR Region (../ArcGis/Map/1400/051410/R)

Poverty and National Origin

Jonesboro, Arkansas Jurisdiction (../ArcGis/Map/1401/051410/J)

Jonesboro, AR Region (../ArcGis/Map/1401/051410/R)

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Jonesboro, AR Region (../ArcGis/Map/1402/051410/R)

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Jonesboro, AR Region (../ArcGis/Map/1500/051410/R)

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Jonesboro, AR Region (../ArcGis/Map/1501/051410/R)

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Jonesboro, Arkansas Jurisdiction (../ArcGis/Map/1600/051410/J)

Jonesboro, AR Region (../ArcGis/Map/1600/051410/R)

Ambulatory, Self-Care and Independent Living Disability

Jonesboro, Arkansas Jurisdiction (../ArcGis/Map/1601/051410/J)

Jonesboro, AR Region (../ArcGis/Map/1601/051410/R)

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Jonesboro, AR Region (../ArcGis/Map/1700/051410/R)

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