

Revised 2023-3-9

- 1. **Award No.**
693JJ32440012
- 2. **Effective Date**
See No. 17 Below
- 3. **Assistance Listings No.**
20.939
- 4. **Award To**
City of Columbia, Missouri
701 E. Broadway
Columbia, MO 65205
- 5. **Sponsoring Office**
U.S. Department of Transportation
Federal Highway Administration
Office of Safety
1200 New Jersey Avenue, SE
HSSA-1, Mail Drop E71-117
Washington, DC 20590
- Unique Entity Id.: WZR4KM9CBTV3
TIN No.: 43-6000810
- 6. **Period of Performance**
Effective Date of Award –
06/22/2027
- 7. **Total Amount**
Federal Share: \$1,440,000.00
Recipient Share: \$ 360,000.00
Other Federal Funds: \$ 0.00
Other Funds: \$ 0.00
Total: \$1,800,000.00
- 8. **Type of Agreement**
Grant
- 9. **Authority**
Section 24112 of the Infrastructure Investment and Jobs Act (Pub. L. 117–58, November 15, 2021; also referred to as the “Bipartisan Infrastructure Law” or “BIL”)
- 10. **Procurement Request No.**
HSSP230089PR
- 11. **Federal Funds Obligated**
\$1,440,000.00
- 12. **Submit Payment Requests To**
See article 20.
- 13. **Payment Office**
See article 20.
- 14. **Accounting and Appropriations Data**
15X0173E50.0000.055SR10500.5592000000.41010.61006600
- 15. **Description of Project**
City of Columbia, Missouri Safe Streets for All Supplemental Action Planning

RECIPIENT

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

FEDERAL HIGHWAY ADMINISTRATION

17. **Signature of Agreement Officer**

Signature _____ Date _____
 Name: De'Carlton Seewood
 Title: City Manager

Signature _____ Date _____
 Name: Megan Mavis
 Title: Agreement Officer

APPROVED AS TO FORM:

By: _____
 Nancy Thompson, City Counselor

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U.S. DEPARTMENT OF TRANSPORTATION
GRANT AGREEMENT UNDER THE
FISCAL YEAR 2022 SAFE STREETS AND ROADS FOR ALL GRANT PROGRAM

This agreement is between the Federal Highway Administration (the “FHWA”) and the City of Columbia, Missouri (the “**Recipient**”).

This agreement reflects the selection of the Recipient to receive a Safe Streets and Roads for All (“SS4A”) Grant for the City of Columbia, Missouri Safe Streets for All Supplemental Action Planning.

The parties therefore agree to the following:

ARTICLE 1
GENERAL TERMS AND CONDITIONS

1.1 General Terms and Conditions.

- (a) In this agreement, “**General Terms and Conditions**” means the content of the document titled “General Terms and Conditions Under the Fiscal Year 2022 Safe Streets and Roads for All Grant Program,” dated February 8, 2023, which is available at <https://www.transportation.gov/grants/ss4a/grant-agreements>. Articles 7–30 are in the General Terms and Conditions. The General Terms and Conditions are part of this agreement.
- (b) The Recipient states that it has knowledge of the General Terms and Conditions. Recipient also states that it is required to comply with all applicable Federal laws and regulations including, but not limited to, the Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards (2 CFR part 200); National Environmental Policy Act (NEPA) (42 U.S.C. § 4321 et seq.); and Build America, Buy America Act (BIL, div. G §§ 70901-27).
- (c) The Recipient acknowledges that the General Terms and Conditions impose obligations on the Recipient and that the Recipient’s non-compliance with the General Terms and Conditions may result in remedial action, termination of the SS4A Grant, disallowing costs incurred for the Project, requiring the Recipient to refund to the FHWA the SS4A Grant, and reporting the non-compliance in the Federal-government-wide integrity and performance system.

**ARTICLE 2
APPLICATION, PROJECT, AND AWARD**

2.1 Application.

Application Title: City of Columbia, Missouri Safe Streets for All Supplemental
Action Planning

Application Date: September 15, 2022

2.2 Award Amount.

SS4A Grant Amount: \$1,440,000

2.3 Award Dates.

Period of Performance End Date: See Section 6 on page 1

2.4 Budget Period

Budget Period End Date: See Section 6 on page 1

2.5 Action Plan Grant or Implementation Grant Designation.

Designation: Action Plan

2.6 Federal Award Identification Number. The Federal Award Identification
Number is listed on page 1, line 1.

**ARTICLE 3
SUMMARY PROJECT INFORMATION**

3.1 Summary of Project's Statement of Work.

*The award will be used by the City of Columbia to build upon the existing safety action
plan to conduct additional analyses and policy development.*

3.2 Projects' Estimated Schedules.

SUPPLEMENTAL ACTION PLAN SCHEDULE

Milestone	Schedule Date
Planned Updated Action Plan Completion Date:	03/18/2025
Planned Final Deliverable for Highway Safety Manual Analysis of CATSO Projects Completion Date:	10/28/2026
Planned Final Deliverable for High Injury Network Analysis Update Completion Date:	10/28/2025
Planned Final Deliverable for Comprehensive reexamination of Complete Streets Policy	04/15/2027
Planned Final Deliverable for Comprehensive examination of signals for leading pedestrian intervals	12/18/2026
Planned Final Deliverable for GoCoMo comprehensive transit route study	12/05/2025
Planned Final Deliverable for Creation of Pedestrian Level of Comfort Map	01/9/2026
Planned SS4A Final Report Date:	06/22/2027

3.3 Project's Estimated Costs.

(a) Eligible Project Costs

Eligible Project Costs	
SS4A Grant Amount:	\$1,440,000
Other Federal Funds:	\$0
State Funds:	\$0
Local Funds:	\$360,000
In-Kind Match:	\$0
Other Funds:	\$0
Total Eligible Project Cost:	\$1,800,000

(b) Supplemental Estimated Budget

Cost Element	Federal Share	Non-Federal Share	Total Budget Amount
Direct Labor	\$179,910.00	\$44,978.00	\$224,888.00
Fringe Benefits	\$105,210.00	\$26,302.00	\$131,512.00
Travel	\$2,880.00	\$720.00	\$3,600.00
Equipment	\$0.00	\$0.00	\$0.00
Supplies	\$0.00	\$0.00	\$0.00
Contractual/Consultant	\$1,036,800.00	\$259,200.00	\$1,296,000.00
Other	\$115,200.00	\$28,800.00	\$144,000.00
Indirect Costs	\$0.00	\$0.00	\$0.00
Total Budget	\$1,440,000.00	\$360,000.00	\$1,800,000.00

ARTICLE 4

RECIPIENT INFORMATION

4.1 Recipient’s Unique Entity Identifier.

WZR4KM9CBTV3

4.2 Recipient Contact(s).

Krista Shouse-Jones
 Vision Zero Coordinator, City of Columbia
 701 E. Broadway, Columbia, MO 65205
 (573) 817-6446
 krista.shouse-jones@como.gov

4.3 Recipient Key Personnel.

Name	Title or Position
Krista Shouse-Jones	Vision Zero Coordinator
Richard Stone	Public Works Engineering & Operations Manager

Name	Title or Position
Shane Creech	Director of Public Works
Mitch Skov	Senior Planner
Andrew Wyatt	Grant Administrator
Jake Ray	Public Works Traffic Engineering Supervisor
Allison Anderson	Public Works Engineering Supervisor
Michael Sokoff	Public Works Transit and Parking Manager
Dawn Ettleman	Assistant to the Public Works Director
Cynthia Rueger	Financial Analyst

4.4 USDOT Project Contact(s).

Meg Miller
 Safe Streets and Roads for All Program Manager
 Federal Highway Administration
 Office of Safety
 HSSA-1, Mail Stop: E71-117
 1200 New Jersey Avenue, S.E.
 Washington, DC 20590
 202-366-8029
 meg.miller@dot.gov

and

Ashley Cucchiarelli
 Agreement Officer (AO)
 Federal Highway Administration
 Office of Acquisition and Grants Management
 HCFA-33, Mail Stop E62-310
 1200 New Jersey Avenue, S.E.
 Washington, DC 20590
 720-963-3589
 ashley.cucchiarelli@dot.gov

and

Division Administrator Agreement Officer's Representative (AOR)
Missouri Division Office
3220 W. Edgewood Drive, Suite H
Jefferson City, MO 65109
573-636-7104
missouri.fhwa@dot.gov

and

Dawn Perkins
Missouri Division Office Point of Contact
Services Team Leader
3220 W. Edgewood, Suite H,
Jefferson City, MO 65109
573-638-2626
dawn.perkins@dot.gov

ARTICLE 5 USDOT ADMINISTRATIVE INFORMATION

5.1 Office for Subaward and Contract Authorization.

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

SUBAWARDS AND CONTRACTS APPROVAL

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

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

Note: This clause is only applicable to Action Plan Grants.

Unless described in the application and funded in the approved award, the Recipient must obtain prior written approval from the AO for the subaward, transfer, or contracting out of any work under this award above the Simplified Acquisition Threshold. This provision does not apply to the acquisition of supplies, material, equipment, or general support services. Approval of each subaward or contract is contingent upon the Recipient's submittal of a written fair and reasonable price determination, and approval by the AO for each proposed contractor/subrecipient. Consent to enter into subawards or contracts will be issued through written notification from the AO or a formal amendment to the Agreement.

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

(Fill in at award or by amendment)

5.2 Reimbursement Requests

- (a) The Recipient may request reimbursement of costs incurred in the performance of this agreement if those costs do not exceed the funds available under section 2.2 and are allowable under the applicable cost provisions of 2 C.F.R. Part 200, Subpart E. The Recipient shall not request reimbursement more frequently than monthly.
- (b) The Recipient shall use the DELPHI eInvoicing System to submit requests for reimbursement to the payment office. When requesting reimbursement of costs incurred or credit for cost share incurred, the Recipient shall electronically submit supporting cost detail with the SF 271 (Outlay Report and Request for Reimbursement for Construction Programs) to clearly document all costs incurred.
- (c) The Recipient's supporting cost detail shall include a detailed breakout of all costs incurred, including direct labor, indirect costs, other direct costs, travel, etc., and the Recipient shall identify the Federal share and the Recipient's share of costs. If the Recipient does not provide sufficient detail in a request for reimbursement, the AO may withhold processing that request until the Recipient provides sufficient detail.
- (d) The USDOT shall not reimburse costs unless the Agreement Officer's Representative (the "AOR") reviews and approves the costs to ensure that progress on this agreement is sufficient to substantiate payment.
- (e) The USDOT may waive the requirement that the Recipient use the DELPHI eInvoicing System. The Recipient may obtain waiver request forms on the DELPHI eInvoicing website (<http://www.dot.gov/cfo/delphi-einvoicing-system.html>) or by contacting the AO. A Recipient who seeks a waiver shall explain why they are unable to use or access the Internet to register and enter payment requests and send a waiver request to

Director of the Office of Financial Management
US Department of Transportation,
Office of Financial Management B-30, Room W93-431
1200 New Jersey Avenue SE
Washington DC 20590-0001

or

DOTElectronicInvoicing@dot.gov.

If the USDOT grants the Recipient a waiver, the Recipient shall submit SF 271s directly to:

DOT/FAA
P.O. Box 268865
Oklahoma City, OK 73125-8865
Attn: **Agreement Specialist**

- (f) The requirements set forth in these terms and conditions supersede previous financial invoicing requirements for Recipients.

ARTICLE 6 SPECIAL GRANT TERMS

- 6.1** SS4A funds must be expended within five years after the grant agreement is executed and DOT obligates the funds, which is the budget period end date in section 10.3 of the Terms and Conditions and section 2.4 in Article 2.
- 6.2** The Recipient acknowledges that Supplemental Action Plan will be made publicly available, and the Recipient agrees that it will publish the final Supplemental Action Plan on a publicly available website.
- 6.3** The Recipient demonstrates compliance with civil rights obligations and nondiscrimination laws, including Titles VI of the Civil Rights Act of 1964, the Americans with Disabilities Act (ADA), and Section 504 of the Rehabilitation Act, and accompanying regulations. Recipients of Federal transportation funding will also be required to comply fully with regulations and guidance for the ADA, Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, and all other civil rights requirements.
- 6.4** There are no other special grant requirements for this award.

**ATTACHMENT A
PERFORMANCE MEASUREMENT INFORMATION**

Study Area: Supplemental Planning Activities - The award will be used by the City of Columbia to build upon the existing safety action plan to conduct additional analyses and policy development.

Baseline Measurement Date: 10/20/2023

Baseline Report Date: 10/20/2023

Table 1: Performance Measure Table

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

**ATTACHMENT B
CHANGES FROM APPLICATION**

INSTRUCTIONS FOR COMPLETING ATTACHMENT B: Describe all material differences between the scope, schedule, and budget described in the application and the scope, schedule, and budget described in Article 3. The purpose of this attachment B is to document the differences clearly and accurately in scope, schedule, and budget to establish the parties' knowledge and acceptance of those differences. See section 10.1.

Scope: The award will be used by the City of Columbia to build upon the existing safety action plan to conduct additional analyses and policy development. The City of Columbia originally applied for \$13,692,800.00 in federal SS4A implementation and supplemental planning funds to assist in completing \$17,116,000.00 in projects. The partial award is \$1,440,000.00 that will assist in completing \$1,800,000.00 in selected supplemental planning projects from the original application.

Schedule: 11/22/2023 to 06/22/2027

Budget: The partial award was based on the supplemental planning activities included in the application.

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

Fund Source	Application		Section 3.3	
	\$	%	\$	%
Previously Incurred Costs (Non-Eligible Project Costs)				
Federal Funds	\$0	\$0	\$0	\$0
Non-Federal Funds	\$0	\$0	\$0	\$0
Total Previously Incurred Costs	\$0	\$0	\$0	\$0
Future Eligible Project Costs				
SS4AFunds	\$13,692,800.00	80%	\$1,440,000.00	80%
Other Federal Funds	\$0	\$0	\$0	\$0
Non-Federal Funds	\$3,423,200.00	20%	\$360,000.00	20%
Total Future Eligible Project Costs	\$17,116,000.00	100%	\$1,800,000.00	100%
Total Project Costs	\$17,116,000.00	100%	\$1,800,000.00	100%

**ATTACHMENT C
RACIAL EQUITY AND BARRIERS TO OPPORTUNITY**

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

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

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

2. Supporting Narrative.

All the projects awarded SS4A funding - Complete Streets Standards review and update, Leading Pedestrian Interval study, development of Pedestrian Level of Comfort Map, Comprehensive Transit Route Study, Highway Safety Manual Analysis, and the analysis of our High Injury Network - are all expected to improve the safety of those walking, biking, rolling, and using public transit.

The City's most recent Strategic Plan (<https://www.como.gov/strategic-plan/>) addresses several performance measures related to equity and inclusion.

ATTACHMENT D
CLIMATE CHANGE AND ENVIRONMENTAL JUSTICE IMPACTS

1. Consideration of Climate Change and Environmental Justice Impacts.

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

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

	The Project includes recycling of materials, use of materials known to reduce or reverse carbon emissions, or both. <i>(Describe the materials in the supporting narrative below.)</i>
	The Recipient has taken other actions to consider climate change and environmental justice impacts of the Project, as described in the supporting narrative below.
	The Recipient has not yet taken actions to consider climate change and environmental justice impacts of the Project but, before beginning construction of the Project, will take relevant actions described in the supporting narrative below.
	The Recipient has not taken actions to consider climate change and environmental justice impacts of the Project and will not take those actions under this award.

2. Supporting Narrative.

The City has a current Climate and Adaptation Action Plan (CAAP - <https://comoclimateaction.org/action-plan>). The projects for which the City is expected to receive SS4A funding directly support several components of the Transportation strategies in the CAAP.

**ATTACHMENT E
LABOR AND WORKFORCE**

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

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

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

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

2. Supporting Narrative.

[The City has ordinances addressing labor relations with employee bargaining units (Ord 19-25). To facilitate EEO affirmative action goals, City Ord 19-29 allows for the establishment of aide/trainee positions specifically for the purpose of assisting socially and/or economically disadvantaged individuals in qualifying for permanent city positions. Ordinances 19-176 through 19-183 outline the City’s EEO affirmative action plan. Ord 19-179 specifically outlines the priority of EEO affirmative action goals in recruitment for city positions. Chapter 12 (Human Relations) of the City code prohibits

discrimination based on protected class. It also establishes the City's Human Rights Commission, as well as prohibits retaliation for reporting discriminatory practices. Ord 12-90 prohibits employers from using an applicant's criminal record in making hiring decisions. The City of Columbia complies with Missouri prevailing wage laws.

REDI (Regional Economic Development, Inc) is Columbia's public-private organization created to coordinate the economic development activities of several entities, including the City of Columbia. REDI has a Minority Business Program that works with local businesses in Columbia and surrounding areas to assist Disadvantaged Business Enterprises (DBEs) including minority and women-owned businesses to compete in government and private sector economic development and business entrepreneurship opportunities.

**ATTACHMENT F
CRITICAL INFRASTRUCTURE SECURITY AND RESILIENCE**

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

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

X	The Recipient demonstrates, prior to the signing of this agreement, effort to consider and address physical and cyber security risks relevant to the transportation mode and type and scale of the activities.
X	The Recipient appropriately considered and addressed physical and cyber security and resilience in the planning, design and oversight of the project, as determined by the Department and the Department of Homeland Security.
X	The Recipient complies with 2 CFR 200.216 and the prohibition on certain telecommunications and video surveillance services or equipment.
	For projects in floodplains: The Recipient appropriately considered whether the project was upgraded consistent with the Federal Flood Risk Management Standard, to the extent consistent with current law, in Executive Order 14030, Climate-Related Financial Risk (86 FR 27967), and Executive Order 13690, Establishing a Federal Flood Risk Management Standard and a Process for Further Solicit and Considering Stakeholder Input (80 FR 6425).

2. Supporting Narrative.

The City of Columbia’s IT Department is currently revamping our cyber security systems. This includes replacing a large majority of the City’s camera systems and updating as many buildings as possible to require access cards for entrance. The City also has new advanced antivirus software that has already been pushed out to endpoints and servers. The City’s IT Department has disaster recovery and business continuity plans, which are tested annually. To maintain compliance with 2 CFR 200.216, the City no longer has any cameras on the prohibited list connected to the City’s network. Per the City’s IT Department, any cameras on the aforementioned list were pulled out of the City’s active camera inventory during a recent system “refresh”. The US Department of Homeland Security and the US Transportation Authority conduct security audits for the City’s transit system. They also provide training for all transit staff regarding physical threats. These entities are usually scheduled to come in at least twice per year to educate transit staff. The DHS/TSA will also do additional security audits as requested to help the City keep transit infrastructure secure.