

TOWN OF CALLAHAN, FLORIDA
RESOLUTION NO. 2016-R11

A RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF CALLAHAN, FLORIDA ADOPTING A POLICY FOR THE EMPLOYMENT OF SMALL, WOMEN-OWNED, AND MINORITY-OWNED BUSINESSES FOR USE IN ADMINISTERING COMMUNITY DEVELOPMENT BLOCK GRANTS; ADOPTING A POLICY FOR THE EMPLOYMENT OF MINORITIES BY THE TOWN OF CALLAHAN; PROVIDING DEFINITIONS; DEFINING AN ACTION PLAN; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS the Town Council of the Town of Callahan desires to establish a policy supporting small, women owned and minority businesses, and

WHEREAS the Town Council of the Town of Callahan recognizes an opportunity to affirmatively support small, women-owned, and minority-owned business in those programs directly funded by the U.S. Department of Housing and Urban Development; and

WHEREAS the Town Council of the Town of Callahan desires to bring the percentage of minorities employed by the Town more closely in line with its percentage of minorities who live in the Town; and

WHEREAS the Town Council of the Town of Callahan recognize the need to adopt an action plan to implement such goals;

WHEREAS the Town Council of the Town of Callahan recognizes the Town as an Equal Employment Opportunity Employer; and

NOW THEREFORE, BE IT RESOLVED BY THE TOWN COUNCIL OF THE TOWN OF CALLAHAN, FLORIDA:

1. Policy Relating to the Employment of Small, Women Owned and Minority Businesses.

It shall be the policy of the Town Council of the Town of Callahan when soliciting for projects that involve Community Development Block Grant federal funding to require each department, agency, entity, or agent of the Town to promote and assist small, women owned and minority businesses in gaining entry to do business with the Town of Callahan. By assisting small, women owned and minority businesses, the Town will help to expand and develop the small, women owned and minority section in and around the Town of Callahan.

For projects assisted by programs providing direct financial assistance from the U.S. Department of Housing and Urban Development (hereinafter "HUD"), the Town will include the Section III clause of the Housing and Urban Development Act of 1968 in all contracts for work connected with the projects. The Town will also comply with the Section III clause in the administration of Community Development Block Grant programs, which requires:

A. To the greatest extent feasible, opportunities for training and employment are given to low income project area residents;

B. To the greatest extent feasible, contract for work in connection with the project will be awarded to businesses located in, or owned in substantial part by persons residing in the project area;

C. Certifying that parties to the contracts are under no obligation which would prevent them from complying;

D. Insuring that the contractor will send labor organizations with which he or she has had a collective bargaining agreement a notice stating his or her commitments under this section and post this notice in places available to employees;

E. Insuring that the contractor will include a "Section III Clause" in every subcontract;

F. Insuring that the contractor will not subcontract with anyone that has previously violated "Section III" requirements;

G. Obligate the contractor to provide a preliminary statement of work force needs prior to signing the contract;

H. Include "Section III" requirements in Community Development Block Grant bid invitations and contract specifications;

I. Cooperate with the Secretary of Housing And Urban Development in obtaining compliance from the recipient of the grant's contractors;

J. Submit to compliance reviews by the HUD when necessary; and

K. Permit HUD access to all required records, accounts, reports, books, etc.

L. It is understood however, that while every opportunity will be afforded to small and minority businesses to enable them to bid on the Town of Callahan's Community Development Block Grant federally funded projects, contracts will continue to be awarded to the lowest or best responsible bidder.

2. Policy Relating to the Employment of Minorities by the Town of Callahan.

It shall be the goal of the Town Council of the Town of Callahan to attempt to increase the percentage of minority Town employees at the rate of .1 percent of the Town's total employee base, per year until the percentage of minority Town employees is equal to that of the minority Town population.

The Town of Callahan is an equal opportunity employer. No person shall be unlawfully excluded from consideration for employment because of race, creed, color, religion, national origin, ancestry, sex, age, veteran status, familial status, handicap or genetics.

The Town will attempt to attain the goal by doing the following:

A. The Town will advertise every open position in a newspaper of general circulation within the Town prior to filling the open position when the position has not already been filled

through existing procedures or policies providing for promotion from within and from Job Service applicants.

B. Stating in every advertisement that the Town is an equal opportunity employer and does not discriminate in its hiring practice.

C. While The Town of Callahan will attempt to attain the minority employment goal stated herein the following is understood:

i. The Town of Callahan will attempt to hire the best qualified person for each available position, regardless of race.

ii. While the Town of Callahan will attempt to attain the employment goal set forth herein; the goal is only that and the Town accepts no liability if the goal stated herein is not reached.

3. Definitions.

A. Small Business. An independently owned and operated business concern which employs twenty-five (25) or fewer permanent full-time employees, and which has a net worth of not more than one million dollars as applicable to sole proprietorships; the one-million-dollar net worth requirement shall include both personal and business investments.

B. Women Business Enterprises. Any small business concern that is organized to engage in commercial transactions that is at least fifty-one (51) percent owned by women and whose management and daily operations are controlled by such person. A minority business enterprise may primarily involve the practice of a profession.

C. Minority Business Enterprises. Any small business concern which is organized to engage in commercial transaction, which is at least fifty-one (51) percent owned by minority persons and whose management and daily operations are controlled by such person. A minority business enterprise may primarily involve the practice of a profession.

D. Certified Minority Business Enterprises. A business enterprise which has been certified by the State of Florida Department of General Services to be a minority business enterprise in accordance with the provision of the Small and Minority Business Assistance Act of 1985.

E. Minority Person. A person whose race is Black, American Indian, Alaskan Native, Asian or Pacific Islander.

4. Action Plan.

In that the Town of Callahan will continuously seek to administer programs funded in part or in total by allocations directly or indirectly from the U.S. Department of Housing and Urban Development, the Town desires to enhance the opportunities for small and minority businesses and local businesses to participate in Community Development Block Grants with the Town.

To accomplish this objective, the Town Council of the Town of Callahan, Florida, establishes and implements the following steps to facilitate the deployment of affirmative action in expenditures for contractual services, commodities and construction contracts on Community Development Block Grant federally funded projects:

A. To utilize the news media, State Department of General Services list of small, women owned or minority business concerns, local advertising services, citizen's advisory boards, regional planning Councils, listings by federal agencies, and other appropriate sources to identify small, women owned and minority business concerns for possible involvement with the Town Community Development Block Grant federally funded contracts.

B. To maintain and update the listing of small, women owned and minority business concerns and notify them of Community Development Block Grant federally funded contracting opportunities with the Town.

C. To maintain records (copies of memoranda, general correspondence, etc.) to document that all steps in the action plan have been followed.

D. To establish or utilize an existing position to function as the equal opportunity officer to coordinate the implementation of the Affirmative Action Plan with operators of Community Development Block Grant federally funded Town administered projects and programs.

5. Effective Date.

INTRODUCED, PASSED, AND ADOPTED THIS 18th DAY OF July, 2016.

TOWN OF CALLAHAN, FLORIDA


Ken Bass, Town Council President

ATTEST:


Stephanie Knagge, Town Clerk

APPROVED:


Robert Rau, Mayor