

**GRANT COUNTY
RESOLUTION NO. R-13-33**

**ADOPTION OF GRANT COUNTY TITLE VI PROGRAM AND LIMITED
ENGLISH PROFICIENCY (LEP) PLAN**

WHEREAS, the Federal Government, through the Federal Transit Authority (FTA), provides financial assistance to develop new transit systems and improve, maintain, and operate existing systems. FTA oversees thousands of grants to hundreds of State and local transit providers. These grant recipients are responsible for managing their programs in accordance with Federal requirements; and

WHEREAS, Title VI of the Civil Rights Act of 1964 prohibits discrimination on the basis of race, color, or national origin in programs and activities receiving federal financial assistance. Specifically, Title VI provides that "no person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance." 42 U.S.C. § 2000d and 49 CFR part 21; and

WHEREAS, all recipients of Federal FTA funding are required to adopt a Title VI Program and a Limited English Proficiency Plan to carry out the mission of Title VI in relation to limited English proficiency. See Federal Transit Authority Circular 4702.1B; and

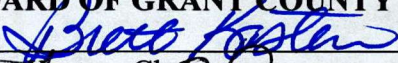
WHEREAS, Grant County is a recipient of Federal FTA funding; and


WHEREAS, in compliance with the FTA requirements, Grant County intends to provide a framework for the provision of timely and reasonable language assistance to LEP persons who come in contact with Grant County services by adopting a Title VI Program and a Limited English Proficiency Plan.

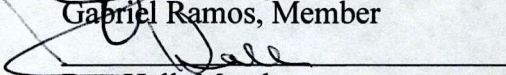
NOW THEREFORE, BE IT HEREBY RESOLVED, that the Grant County Board of Commissioners hereby adopts the Grant County Title VI Program and the Grant County Limited English Proficiency (LEP) Plan attached hereto.

DONE this 23rd day of May 2013, in Silver City, New Mexico.

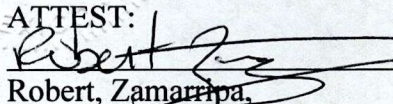
BOARD OF GRANT COUNTY COMMISSIONERS:


Brett Kasten, Chairperson


Gabriel Ramos, Member


Ron Hall, Member

ATTEST:


Robert, Zamarripa,
Grant County Clerk

[SEAL]

GRANT COUNTY TITLE VI PROGRAM

I. Plan Statement

Title VI of the Civil Rights Act of 1964 prohibits discrimination on the basis of race, color, or national origin in programs and activities receiving federal financial assistance. Specifically, Title VI provides that “no person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance.” 42 U.S.C. § 2000d.

Grant County is committed to ensuring that no person is excluded from participation in, or denied the benefits of its county services on the basis of race, color, or national origin, as protected by Title VI in Federal Transit Administration Circular 4702.1.A and 4702.1B (Nov. 5, 2012).

This program was developed to guide Grant County in its administration and management of a Title VI policy.

Title VI Coordinator Contact Information

Grant County Manager
1400 Hwy 180 East,
P.O. Box 898
Silver City, NM 88062
575-574-0001

Or

Grant County Human Resource Specialist
1400 Hwy 180 East,
P.O. Box 898
Silver City, NM 88062
575-574-0004

II. Title VI Certifications and Assurances

The Certifications and Assurances have been submitted on Team Web.

III. Construction Statement

The County undertook the construction of a new detention facility, beginning August 9, 2010, which has been completed since its last Title VI Submission. The County has also undertaken a remodel of its business and conference center, and has begun construction on a fair barn building. The County has reviewed Chapter IV, Section 8, of FTA’s Title VI Circular.

IV. Title VI Complaint Process

The Grant County Title VI Complaint Process and Complaint Form are attached to this Program as Appendix A.

V. Title VI Notification

The Grant County Notice of Title VI Rights is attached to this Program as Appendix B. The Notice of Title VI Rights form, along with the Title VI Program will be adopted by Resolution by the Grant County Board of Commissioners at a meeting open to the public and aired on the local public television station. The Resolution, which will include the entire Title VI Program will be available for public inspection in the Manager's Office and will also be recorded in the Grant County Clerk's Office. The Title VI Program, including the notification, will also be posted on the Grant County website at: <http://www.grantcountynm.com/>. The Title VI Program will be disseminated to all current Grant County employees and will be given to all new hires during orientation, who will sign the acknowledgment form that is attached to this Program as Appendix C.

VI. Board Demographics

A. Grant County Board of Commissioners—Elected

Grant County, New Mexico is governed by the Grant County Board of Commissioners (GCBC). The Board has three elected members. Each member represents one of three districts within Grant County. A map depicting the three Districts is attached to this Program as Appendix D. District 1 is represented Commissioner Gabriel Ramos. District 2 is represented by Commissioner Brett Kasten. District 3 is represented by Commissioner Ron Hall. All three Commissioners are male. Two of the Commissioners are Caucasian and one of the Commissioners is Hispanic. The Board of Commissioners is the governing body of the Grant County, and as such, creates policy, approves most contracts, adopts resolutions and ordinances, and hires a County Manager to oversee the daily operation of the County and to oversee all personnel matters.

GCBC Member	Male/Female	Ethnicity	Residence
District 1	Male	Hispanic	Silver City
District 2	Male	White	Hanover
District 3	Male	White	Silver City

B. Area Transportation Authority Board—Not Appointed by Recipient

In 2006, the Southwest Regional Transit District (SWRTD) was formed by several local governing bodies in the Southwest Region of New Mexico. The members of SWRTD include the following Southwest New Mexico Governmental Entities: Grant County, the Town of Silver City, the City of Lordsburg, Luna County, the City of Deming, and Hidalgo County. SWRTD was formed to provide local bus services in the Southwest Region of New Mexico. This bus service is commonly known as "Corre Caminos." SWRTD was governed by a Board of Directors, referred to as the Area Transportation Authority ("Authority Board"). Prior to 2006,

the local bus services were coordinated under a Joint Powers Agreement, entered into by the local government entities.

In approximately June of 2013, the Authority Board voted to transfer its authority to run the bus services to Grant County. The Authority Board now functions as an advisory board to the GCBC. The Authority Board is comprised of 6 members. The members of the authority board are not appointed by the recipient, but rather, are selected by each entity that is a member of SWRTD. Consequently, Grant County does not make efforts to encourage participation of minorities on the Authority Board. The table below indicates demographics of Authority Board.

Authority Bd. Member	Male/Female	Ethnicity	Representation
Mike Morones	Male	White	Silver City
Frank Rodriguez	Male	Hispanic	Lordsburg
Gabriel Ramos	Male	Hispanic	Grant County
Javier Diaz	Male	Hispanic	Luna County
Andres Silva	Male	Hispanic	Deming
Ed Kerr	Male	White	Hidalgo County

VII. Public Participation Plan

As a local government, Grant County is subject to the New Mexico Open Meetings Act, NMSA (1978) § 10-15-1 et seq. Under this Act, the County Commissioners must meet in a meeting that is open to the public. The County Commissioners generally hold two regular open meetings on the second and fourth Thursday of each month. The meeting and its agenda must be properly noticed to the public in advance of the meeting. At this meeting, the public is invited to make public comment on any County business. In addition, the public is also permitted to engage in discussion on any agenda item that is up for approval or disapproval by the Board of Commissioners. This is the method by which the County ensures access to County business for the general public, including low-income and minority populations.

For all advertisements of GCBC public meetings, the public is notified of the following: "If you are an individual with a disability in need of a reader, amplifier, qualified sign language interpreter or any other form of auxiliary aide or service to attend or participate in the meeting or hearing, please contact the Grant County Manager at 1400 Highway 180 East, Silver City, New Mexico at least one (1) week prior to the meeting or as soon as possible."

The GCBC meetings are advertised in the local newspaper. In addition, notice of the meetings is posted on the front door of the County Administration Building and on the Grant County Website. The agenda of the GCBC meetings is also available to the public in advance of the meetings. The agenda is published in the local newspaper and posted on the Grant County Website.

The Area Transportation Authority Board holds a meeting once a month to address the operations and services of Corre Caminos. These meetings are open to the public. These meetings are held in the Grant County Administration Building, which is conveniently located in Silver City, New Mexico. Notice of these meetings is published in the local newspapers in Deming, Lordsburg, and Silver City. Any changes in the scheduled time for these meetings is

posted at the Silver City Depot and the Deming Depot. Additionally, notice of any changes in the scheduled time for these meetings are forwarded to the Town of Silver City and the City of Deming for posting at those respective administration buildings. At these meetings, the public has an opportunity to make comment and to raise any concerns regarding the bus services. This is the method by which the County ensures access to County business, including the bus services, for the general public, including low-income and minority populations.

Almost 50% of Grant County's population is of Hispanic origin. Consequently, advertising through widely viewed media such as the local newspaper (which is also on-line) and Grant County's website should reach a significant number of the minority population of Grant County.

In addition, since Corre Caminos has come under Grant County control, notice of the Authority Board's public meetings will also be forwarded to the Income Support Division of the New Mexico Human Services Department in order to reach low-income populations. Further, notice of the meetings will also be forwarded to Literacy Link—Leamos, which is a local non-profit that teaches English as a Second Language courses and holds English Conversational classes.

Both GCBC and the Authority Board meetings are held at the Grant County Administration Building, which is located at 1400 Highway 180 East, Silver City, New Mexico. Silver City is the "county seat," and is conveniently located in the center of Grant County. There is a bus route from all member entities to the Grant County Administration Building.

These public meetings have been held prior to Grant County's initial submission of its Title VI Program, and have continued thereafter.

VIII. Active Investigations

As of May 23, 2013, and since Grant County's initial submission, there are no active transportation-related Title VI investigations, complaints, or lawsuits filed with the recipient.

IX. Subrecipients

There are no known subrecipients.

X. System-Wide Service Standards and Policies

The System-Wide Service Standards and Policies are attached as Appendix E to this Program.

XI. Resolution Adopting Grant County Title VI Program and Limited English Proficiency (LEP) Plan—Appendix F

XII. Limited English Proficiency Policy and Plan—Four Factor Analysis

The Grant County Limited English Proficiency (LEP) Plan is attached to this Program as Appendix G.

GRANT COUNTY

TITLE VI COMPLAINT PROCESS

The County of Grant, New Mexico provides equal access to its programs and services to all citizens. This document serves to make citizens aware of their rights to such access, and serves to educate citizens so that they may understand the civil rights laws that protect their receipt and benefit of such services as defined by Title VI of the Civil Rights Act of 1964.

WHAT IS TITLE VI?

Title VI is a section of the Civil Rights Act of 1964 requiring that "No person in the United States shall on the grounds of race, color or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance." Note that Title VI does not address gender or age discrimination. It only covers race, color and national origin. Other Civil Rights laws prohibit gender and age discrimination.

COMPLAINT AND INVESTIGATION PROCEDURES:

These procedures cover all complaints filed under Title VI of the Civil Rights Act of 1964 for alleged discrimination in any program or activity administered by the County of Grant, New Mexico.

These procedures do not deny the right of the complainant to file formal complaints with other State or Federal agencies or to seek private counsel for complaints alleging discrimination. Every effort will be made to obtain early resolution of complaints at the lowest level possible. The option of informal mediation meeting(s) between the affected parties and Grant County may be utilized for resolution. Any individual, group of individuals or entity that believes they have been subjected to discrimination based on race, color, or national origin, prohibited under Title VI and related statutes may file a complaint.

1. A formal complaint must be filed within one-hundred and eighty (180) days of the alleged occurrence. Complaints shall be in writing and signed by the individual or his/her representative, and will include the complainant's name, address and telephone number; name of alleged discriminating official, basis of complaint (race, color, national origin), and the date of alleged act(s). A statement detailing the facts and circumstances of the alleged discrimination must accompany all complaints. A Grant County Title VI Complaint Form can be found at the end of this document. Grant County encourages individuals to submit Title VI complaints in writing using this form and mailing it to:

Human Resource Specialist,
Title VI Coordinator
P.O. Box 898
Silver City, NM 88062

2. In the case where a Complainant is unable to or incapable of providing a written statement, a verbal complaint of discrimination may be made to the Grant County Title

VI Coordinator or his/her designee. Under these circumstances, the Complainant will be interviewed, and the Title VI Coordinator will assist the Complainant in completing a written statement.

3. When a complaint is received, the Title VI Coordinator or his/her designee will mail a written acknowledgment to the Complainant within ten (10) business days.
4. If a complaint is deemed incomplete, the Complainant will be notified such by mail and the Complainant shall have thirty (30) calendar days from receipt of the notice of incompleteness to resubmit the complaint with all required information. Failure to do so may be considered good cause for a determination of no investigative merit.
5. Within fifteen (15) business days from receipt of a complete complaint, Grant County will determine its jurisdiction in addressing the matter and whether the complaint has sufficient merit to warrant investigation. The Title VI Coordinator or his/her designee will mail this decision to the Complainant within fifteen (15) days from receipt of the complete complaint.
 - a. If the decision is not to investigate the complaint, the notification shall specifically state the reason for the decision.
 - b. If the complaint is to be investigated, the notification shall inform the Complainant that his/her full cooperation will be required in gathering additional information and assisting the investigator.
6. When Grant County does not have sufficient jurisdiction, the Title VI Coordinator or his/her authorized designee will refer the complaint to the appropriate State or Federal agency holding such jurisdiction.
7. If the complaint has investigative merit, a complete investigation will be conducted, and an investigative report will be submitted to the Grant County Manager within sixty (60) calendar days from receipt of the complete complaint. The report will include a description of the incident, summaries of all persons interviewed, and a finding with recommendations and proposed resolution where appropriate.
8. The Grant County Manager or his/her designee will review the investigative report.
9. The Grant County Manager will make a determination on the disposition of the complaint. Within ninety (90) calendar days from receipt of the complete complaint, notice will be mailed to the Complainant of the final decision reached and of any necessary remedial action that will be taken. The notice will state the Complainant's right to file a complaint with the Federal Transit Administration, as described below.
10. If the Complainant is dissatisfied with the Grant County's resolution of the complaint, he/she has the right to file a complaint with:

Federal Transit Administration
Region 3
1760 Market Street, Suite 500
Philadelphia, PA 19103-4124
(215) 656-7100 (telephone)
(215) 656-7260 (fax)

11. A copy of the complaint, investigation report, and the notice sent to Complainant will be forwarded to the Federal Transit Authority (FTA) within one-hundred and twenty (120) days of the receipt of the complaint.
12. A summary of the complaint and its resolution will be included as part of the Title VI updates to the FTA.

RECORD KEEPING

The Title VI Coordinator will ensure that all records relating to Grant County's Title VI Complaint Process are maintained with department records and will be available for compliance review audits.

GRANT COUNTY TITLE VI COMPLAINT FORM

INSTRUCTIONS: If you would like to submit a Title VI Complaint to Grant County, please complete the form below and return to: Grant County, Attention: Human Resource Specialist, Title VI Coordinator, P.O. Box 898, Silver City, NM 88062. For questions, please contact the Title VI Coordinator at 575-574-0004.

COMPLAINT INFORMATION:

1. Name (Complainant):
2. Home Address (street, city, state, zip code):
3. Phone:
4. Date of the incident:
5. If applicable, the name of the person(s) who you believe discriminated against you:
6. Discrimination is based on (please check all that apply):

☐ Race ☐ Color ☐ National Origin

7. Briefly explain what happened and how you feel you were discriminated against. Please include how you feel that others were treated differently than you.

(add additional pages if necessary)

10. How do you think your complaint could be resolved?

11. Have you filed this complaint with any other federal, state, or local agency, or with any federal or state court? ☐ Yes ☐ No

If yes, check all that apply:

☐ Federal Agency ☐ Federal Court ☐ State Court
☐ State Agency ☐ Local Agency

If filed at an agency and/or court, please provide contact information for that agency/court:

Agency/Court Contact's Name:

Address:

Phone Number:

12. Please list the name, address, and phone number of any person(s) who we can contact for additional information or to support/clarify your complaint:

I affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

Signature: _____ Date: _____
Complainant

For Agency Use Only

Print Name of Recipient: _____

Date Received: _____

Signature of Recipient: _____

APPENDIX B

GRANT COUNTY NOTICE OF TITLE VI RIGHTS

Grant County is committed to ensuring that no person is excluded from participation in, or denied the benefits of, or be subject to discrimination in the receipt of its services on the basis of race, color, or national origin, or any other characteristics protected by law, including Title VI of the Civil Rights Act of 1964, as amended.

If you believe that you may have been subjected to discrimination in relation to any Grant County services, you may file a complaint with Grant County's Title VI Coordinator. The process and forms for filing a complaint of discrimination may be obtained from the Title VI Coordinator (Human Resource Specialist) for Grant County, who is located in the Grant County Manager's Office, 1400 Hwy 180 East, Silver City, NM 88061, 575-574-0004. You may file a written complaint no later than 180 calendar days after the date of the alleged discrimination.

CONDADO DE GRANT AVISO DE DERECHOS DE TÍTULO VI

El Condado de Grant se compromete a garantizar que ninguna persona sera excluida de la participación en, o negado los beneficios de, o ser objeto de discriminación en la recepción de sus servicios sobre la base de raza, color u origen nacional o cualquier otra característica protegida por la ley, incluyendo Título VI de la Acta de Derechos Civiles de 1964, como modificado.

Si usted cree que pudo haber sido sometido(a) a alguna discriminación en relación con los servicios del Condado de Grant, puede presentar una queja con el Condado de Grant Título VI Coordinador. El proceso y formularios para la presentación de una queja de descriminación pueden obtenerse con el Título VI Coordinador, (especialista en recursos humanos) para el Condado de Grant, quien se encuentra en la Oficina de Gerente del Condado de Grant, 1400 Highway 180 East, Silver City, NM 88061, tel. 575-574-0004. Usted quede presentar una denuncia por escrito no más de 180 dias calendarios después de la fecha de la presunta discriminación.

ACKNOWLEDGMENT OF RECEIPT OF TITLE VI PROGRAM

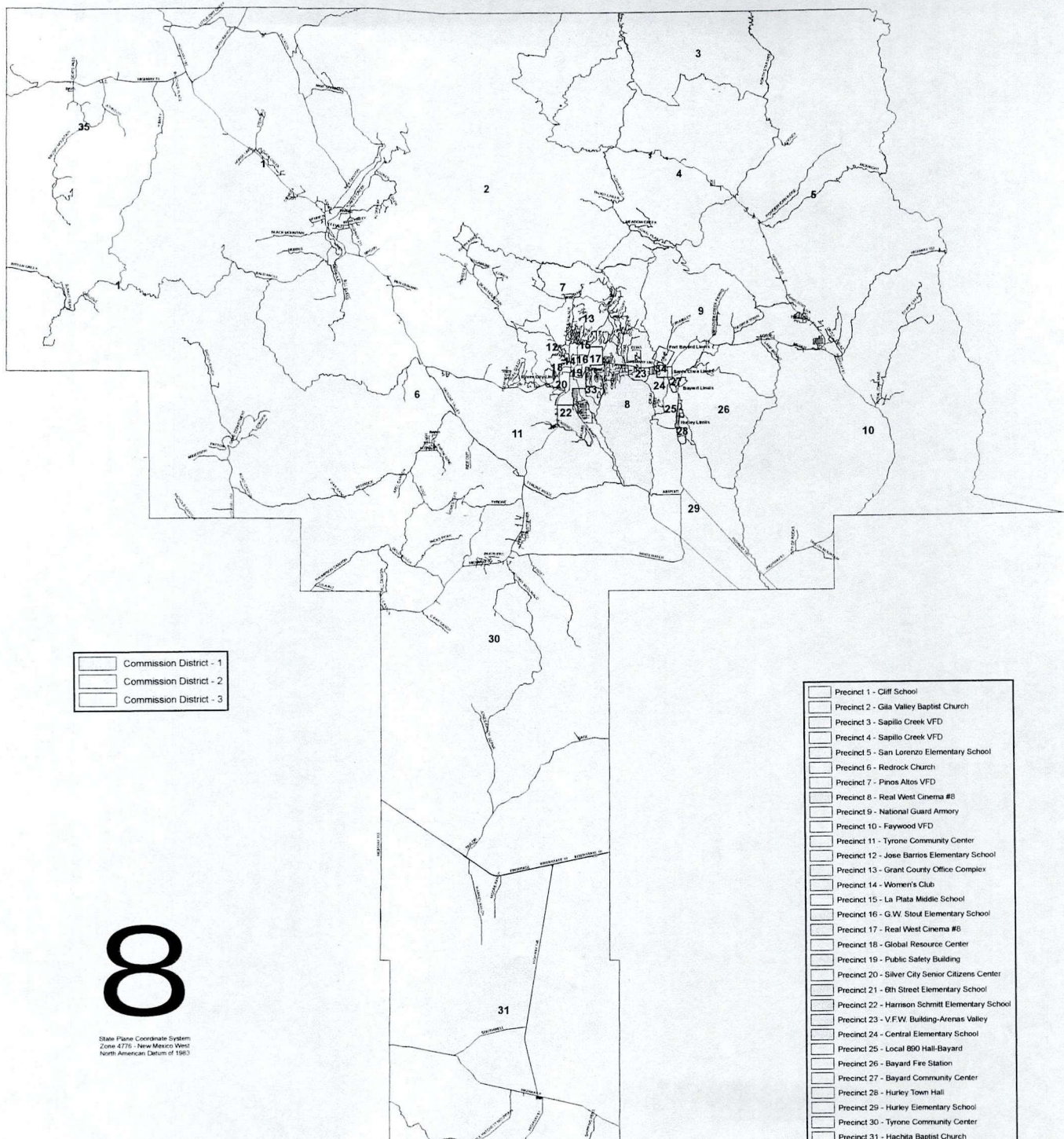
I hereby acknowledge receipt of the Grant County Title VI Program. I understand that I must read the program, and I understand that it is Grant County's policy to ensure that no person is excluded from participation in, or denied the benefits of Grant County services on the basis of race, color, or national origin.

Employee Signature

Employee Printed Name

Date: _____

Grant County Commission Districts and Voting Precincts



This map was created from information obtained from the Office of the Secretary of State and is intended for reference purposes only. It does not constitute a legal description of voting precinct boundaries.

CORRE CAMINOS TRANSIT TITLE VI SYSTEM-WIDE SERVICE STANDARDS AND POLICIES

I. Background

The Federal Transit Administration (FTA) requires that all fixed route providers of public transportation develop standards for the following elements of service, in compliance with the provisions of Title VI.

A. Service Standards Requirements:

- Vehicle load: ratio of passengers to the number of seats on the bus;
- Vehicle headways: amount of time between two buses traveling in the same direction on the same route;
- On-time performance: measure of runs completed on schedule; and
- Service availability: measure of the distribution of routes within the service area.

B. Service Policy Requirements:

- Vehicle assignment; and
- Transit amenities.

II. Service Standards

A. Vehicle Load: Vehicle loads shall not exceed 1.5 on fixed in city routes and shall not exceed 1.0 outside of fixed city routes. (Note: The vehicle load standard is expressed as a ratio of passengers to the number of seats available on a particular vehicle.)

Vehicle Type	Seated	Standing	Total	Max Load Factor
Dodge RMV	10	5	15	1.5
Dodge RMV	11	5	16	1.45
Ford Econ	12	6	18	1.5
Dodge RM	11	5	16	1.45
Chevy Eldorado	32	None	n/a	1.0
Freight Lin	28	14	42	1.5
Ford Van	11	5	16	1.45
Eco Wagon	10	5	15	1.5
Star Tran	13	6	19	1.46
Star Craft	40	20	60	1.5
GMC Titan	23	11	34	1.48
Chevy Eldorado	12	6	18	1.5
Ford Startran	12	6	18	1.5

B. Vehicle Headway: Corre Caminos Transit does not have vehicle headways, nor does it have peak and off-peak periods. Corre Caminos Transit has only one bus per route, so there are never two vehicles traveling the same route. The following table depicts the approximate frequency of stops for the Corre Caminos Transit fixed routes.

Route	AM (M-F)	PM (M-F)	Saturdays
Silver City	1 hour (6:45 to 12:35)	1 hour (12:45 to 5:35)	n/a
Deming	1 hour (8:00 to 11:55)	1 hour (12:00 to 4:55)	n/a
Silver City to Deming	1 AM run per day (5:45 to 6:50)	1 PM run per day (2:25 to 3:30)	n/a
Deming to Silver City	1 AM run per day (7:30 to 8:30)	1 PM run per day (3:45 to finish)	n/a
Deming/Columbus	3-4 hours (3 runs per day)	3-4 hours (3 runs per day)	4 hours (2 runs per day)
Gila/Mimbres Loop		1 PM run per day (1:45 to 5:15)	
Copper Route Silver City to Hurley	2 hours (6:00 to 10:46)	2 hours (12:25 to 5:30)	
Copper Route Hurley to Silver City	2 hours (6:48 to 11:40)	2 hours (1:13 to 6:00)	

C. On-time Performance: A Corre Caminos Transit bus is considered on time for a fixed route if it departs no earlier than the established departure time and no more than ten (10) minutes late. Corre Caminos Transit's on-time performance objective is 90 percent or greater. Corre Caminos Transit currently monitors on-time performance through reports from drivers and passenger comments. Problem routes may be surveyed to determine more precise performance characteristics and potential remedies. As Corre Caminos Transit operates a deviated fixed route system, some routes may be subject to wide variations in on-time performance when a large number of deviations are scheduled.

D. Service Availability: Corre Caminos Transit endeavors to distribute transit service based on a balance of need and resources. For instance, there are more frequent bus stops in the more densely populated municipalities in the service area. In choosing a particular location for a bus stop, Corre Caminos Transit should attempt to locate the bus stops within walking distance of commonly used destinations such as the hospital, a grocery store, an apartment complex, or a retirement community. The location of routes and bus stops is affected by the service area covered by Corre Caminos Transit, which covers several municipalities spread across three counties. There is a significant amount of rural miles to travel in between the municipalities. Choice of locations/availability is also affected by the funding from the local members of the Southwest Regional Transit District, which limits the scope of Corre Caminos Transit's services.

III. Service Policies

A. Vehicle Assignment:

Vehicles should be assigned to routes based on ridership and the conditions of the route, and vehicle availability and condition. For instance, larger units with more seating should be assigned to routes with higher ridership, and units with bike racks may be assigned to routes with frequent bike riders. Corre Caminos Transit should make every effort to ensure that all vehicles assigned to a route are fully functioning with heating and air conditioning. In the event that Corre Caminos Transit must use a vehicle that does not have properly functioning air condition in the summer, because there are no other vehicles available, that unit should be used for shorter routes with lower ridership. A vehicle that does not have properly functioning heat will not be used during the winter.

B. Distribution of Transit Amenities:

Transit amenities refer to items of comfort, convenience, and safety that are available to the general riding public. Corre Caminos Transit has limited financial resources, and therefore distributes few amenities. Installation of transit amenities (shelters, benches, signage) is based on route and stop characteristics, such as route ridership and individual stop boardings, safety, as well as input from member jurisdictions. Corre Caminos strives to distribute transit amenities in an equitable manner, taking into consideration need and resources.

As the budget permits, shelters should first be placed at bus stops that have longer waits and bus stops that have more frequent use. All of the shelters should have benches and seating should be maintained at all Depots.

For all fixed routes, bus stop signs and seating should be located at as many bus stops as the budget will allow, taking into consideration need and ridership when determining order of distribution.

Printed route information should be provided at all Depots, and will be distributed to local venues and businesses, such as the Visitors Center and hotels. Route information shall also be available on all buses and at the administration buildings of Grant County, Luna County, and Hidalgo County.

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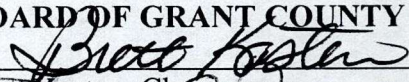
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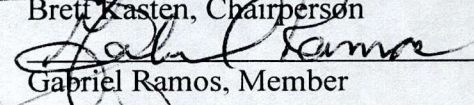
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NOW THEREFORE, BE IT HEREBY RESOLVED, that the Grant County Board of Commissioners hereby adopts the Grant County Title VI Program and the Grant County Limited English Proficiency (LEP) Plan attached hereto.

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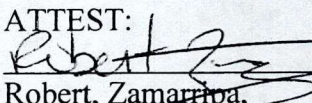
BOARD OF GRANT COUNTY COMMISSIONERS:


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Gabriel Ramos, Member


Ron Hall, Member

ATTEST:


Robert, Zamarripa,
Grant County Clerk

[SEAL]

GRANT COUNTY LIMITED ENGLISH PROFICIENCY (LEP) PLAN

I. LEGAL BASIS AND PURPOSE

This document serves as the plan for Grant County, New Mexico to provide services to LEP individuals in compliance with Title VI of the Civil Rights Act of 1964; 45 C.F.R. § 80 et seq; and 28 C.F.R. § 42 et seq. The purpose of this plan is to provide a framework for the provision of timely and reasonable language assistance to LEP persons who come in contact with Grant County services.

II. POLICY

The county's policy is to take reasonable steps to provide timely, meaningful access to LEP persons to the services and benefits that the county provides in all county departments and/or offices. All county personnel shall assist LEP individuals whom they encounter or whenever an LEP individual requests language assistance services.

III. FOUR-FACTOR ANALYSIS NEEDS ASSESSMENT

Grant County is responsible for conducting a needs assessment and developing a local LEP to meet the county-related needs. The county should review its needs assessment triennially and determine whether changes to its LEP Plan are required. This may include consulting new demographic information, observing trends in the usage of county services, ensuring that its customers have access to Spanish speaking individuals, reviewing translated materials, training new employees, and finding out what new services are being offered. The LEP Plan should consider the county's demographics and language needs, the frequency with which LEP persons use county services, the importance of the services offered, and possibly a cost-benefit analysis.

A. Demographics—The Proportion of LEP Persons Served or Encountered in the Eligible Service Population

Grant County provides general services to the residents of Grant County. In addition, the bus service, Corre Caminos Transit, that is run by Grant County also provides services to residents of Hidalgo County and Luna County. The language data from the 2000 US census and the 2006-2010 US census for Grant County, Hidalgo County, and Luna County are attached to this plan, as Appendix 2-A, showing foreign language speakers and the number of speakers who speak English less than "very well." These reports can be found at www.census.gov. The following data was gathered and analyzed from these reports:

Grant County Language Demographics for 2000

- The population of five years and older of Grant County was 28,911 of which 63.3% spoke only English and 36.7% spoke a language other than English.
- Of the population, 35.6% spoke Spanish or Spanish Creole.
- Of the Spanish speakers, 74.3% spoke English very well, 20.1% spoke English well, and 4.9% spoke English not well, and 0.7% spoke English not at all.

- Other languages spoken included 0.3% German, 0.2% Navajo, 0.2% French, 0.1% Laotian, and 0.1% Hungarian.
- Of the Indo-European languages, 85.2 % spoke English very well, 5.6% spoke English well, 9.3% spoke English not well, and 0.0% spoke English not at all.
- Of the Asian and Pacific Island languages, 85.7% spoke English very well, 14.3% spoke English well, 0.0% spoke English not well, and 0.0% spoke English not at all.
- Of all other languages, 65.8% spoke English very well, 32.9% spoke English well, 1.4% spoke English not well, and 0.0% spoke English not at all.
- Languages spoken, other than English and Spanish, make up less than 1% of the Grant County population.

Grant County Language Demographics for 2006-2010

- The population of five years and older is 27,922 of which 66.51% speak only English and 33.49% speak a language other than English.
- Of the population, 31.97% speak Spanish (or Spanish Creole) of which 5.97% speak English less than very well.
- Of the population, .057% speak French; .057% speak French Creole; .061% speak Italian; .265% speak Portuguese (or Portuguese Creole); .387% speak German; .039% speak other West Germanic languages; .011% speak Scandinavian languages; .211% speak Chinese; .032% speak Korean; .057% speak Tagalog; .208% speak Navajo; .025% speak other Native North American languages; .021% speak Hungarian; and .089% speak Hebrew.
- Languages spoken, other than Spanish and English, make up less than one percent of the Grant County population.

Hidalgo County Language Demographics for 2000

- The population of five years and older was 5,473 of which 56.4% speak only English and 43.6% speak a language other than English.
- Of the population, 43.3% speak Spanish of which 64.2% speak English very well, 19.9% speak English well, 9.8 % speak English not well, and 6.2 % speak English not at all.
- Of the population, other languages spoken include .26% speak other Indo-European Languages, .037% speak Asian and Pacific Island Languages, and 0% speak other languages.
- Of the Indo-European Languages, 71.4% speak English very well, 0.0% speak English well, 28.6% speak English not well, and 0.0% speak English not at all.
- Of the Asian and Pacific Island Languages, 0.0% speak English very well, 0.0% speak English well, 100% speak English not well, and 0.0% speak English not at all.
- Of all other languages, 0.0% spoke English very well, 0.0% spoke English well, 0.0% spoke English not well, and 0.0% spoke English not at all.
- Non-English and non-Spanish languages spoken make up less than 1% of the population of Hidalgo County.

Hidalgo County Language Demographics for 2006-2010

- The population of five years and older is 4,533 of which 59.8% speak only English and 40.2% speak a language other than English.

- Of the population, 39.11% speak Spanish (or Spanish Creole) of which 20.87% speak English less than very well.
- Of the population, 0.15% speak Italian; .066% speak Portuguese (or Portuguese Creole); .44% speak German; .31% speak other Native North American languages; and .13% speak Hebrew.
- Languages spoken, other than Spanish and English, make up less than two percent of the Hidalgo County population.

Luna County Language Demographics for 2000

- The population of five years and older was 23,130 of which 50.5% speak only English and 49.5% speak a language other than English.
- Of the population, 48.7% speak Spanish of which 55.6% speak English very well, 19% speak English well, 13.5% speak English not well, and 11.9% speak English not at all.
- Of the population, other languages spoken include .58% speak other Indo-European Languages, .13% speak Asian and Pacific Island Languages, and .10% speak other languages.
- Of the Indo-European Languages, 80.5% speak English very well, 10.5% speak English well, 2.3% speak English not well, and 6.8% speak English not at all.
- Of the Asian and Pacific Island Languages, 89.7% speak English very well, 10.3% speak English well, 0.0% speak English not well, and 0.0% speak English not at all.
- Of all other languages, 29.2% spoke English very well, 45.8 % spoke English well, 25% spoke English not well, and 0.0% spoke English not at all.
- Non-English and non-Spanish languages spoken make up less than 1% of the population of Hidalgo County.

Luna County Language Demographics for 2006-2010

- The population of five years and older is 23,292 of which 51.39% speak only English and 48.61% speak a language other than English.
- Of the population, 47.92% speak Spanish (or Spanish Creole) of which 34.55% speak English less than very well.
- Of the population, .082% speak French, .039% speak Italian; .077% speak German; .052% speak other Slavic Languages, .167% speak other Indo-European languages, .043% speak Chinese, .026% speak Korean, .060% speak Tagalog, .077% speak Navajo, and .069% speak Hungarian.
- Languages spoken, other than Spanish and English, make up less than one percent of the Luna County population.

Grant County's Prior Experience with LEP Individuals

All Departments of Grant County have encountered LEP individuals that speak Spanish, on a regular basis. Fortunately, Grant County employs numerous employees in virtually every department that speak Spanish that can assist in translating for Spanish speaking LEP individuals. Consequently, Grant County has been successful in providing services in all of its departments to LEP individuals. Grant County has also provided services to non-Spanish speaking LEP individuals on an infrequent basis, which is further addressed in the next section.

Actual language demographics for Corre Caminos ridership is not available. However, Grant County does see trends in the Corre Caminos ridership. For instance, the majority of our ridership is elderly and/or low income. There are some students, members of the work force, and disabled individuals that are riding Corre Caminos. There are a significant number of Spanish speakers riding Corre Caminos, and Grant County estimates that approximately 10 to 15% of the riders in Grant County are Spanish speakers, approximately half of the riders in Deming speak Spanish, and approximately 70 to 80% of the riders in Luna County are Spanish Speakers. Many of the Spanish speakers, however, also speak English. Some of the Spanish speakers speak English less than very well. The ridership statistics that are collected by Corre Caminos are attached to this Plan as Appendix 2-B.

Language Demographics Summary

Based on the demographic information gathered above, it appears that there is a large population of Spanish speaking individuals in Grant County, somewhere in between 31.97% to 35.6% of Grant County's population. Of those Spanish speakers, at least 5.6 and 5.97% of the population in Grant County are limited in English proficiency. These numbers increase in Hidalgo and Luna Counties, where the Spanish speaking population is approximately between 43.3 and 48.7%, with in between 34.55 and 44.4% of the Hidalgo County Spanish speakers speaking English less than very well and between 20.87 and 35.9% of the Luna County Spanish speakers speaking English less than very well. It also appears that a significant number of the Corre Caminos ridership is Spanish speaking and may need language assistance.

For the most part, the non-English, non-Spanish speaking population totals less than one percent of the each of the counties populations.

B. The Frequency that LEP Persons Come Into Contact with Grant County Programs

Grant County Departments and Programs

Grant County has several offices and departments that serve the public, including Sheriff's Office, the Treasurer's Office, the Assessor's Office, the Clerk's Office, the Grant County Detention Center, the Grant County Road Department, the Grant County Public Works Department, the Grant County Seniors Program, the Grant County DWI Program, the Grant County Airport, the Grant County Planning Department, and the Manager's Office.

In 2006, the Southwest Regional Transit District (SWRTD) was formed by several local governing bodies in the Southwest Region of New Mexico. The members of SWRTD include the following Southwest New Mexico Governmental Entities: Grant County, the Town of Silver City, the City of Lordsburg, Luna County, the City of Deming, and Hidalgo County. SWRTD was formed to provide local bus services in the Southwest Region of New Mexico. This bus service is commonly known as Corre Caminos Transit. SWRTD was governed by a Board of Directors, referred to as the Area Transportation Authority ("Authority Board"). Prior to 2006, the local bus services were coordinated under a Joint Powers Agreement, entered into by the local government entities. In approximately June of 2013, the Authority Board voted to transfer its authority to run the bus services to Grant County.

Grant County LEP Survey

A survey was taken by Grant County. Data from the survey is attached to this plan, as Appendix 2-C. The purpose of the survey was to determine if non-English speaking individuals are using Grant County services; and if so, what language(s) do they speak and what departments do they use frequently. The survey was also geared to determine if we have a significant number of employees who are fluent in Spanish.

The survey indicates that Grant County staff regularly encounters customers who speak English less than very well and require language assistance. The survey also indicates that nearly all of the surveyed employees' encounters were with LEP individuals who spoke Spanish. Other encounters with LEPs included the following languages: German; Chinese; Korean; Japanese; Mandarin; Russian; French; and an African Language. It appears that most all of the departments have frequent encounters with Spanish speaking LEP individuals, and that the Sheriff's Office and Corre Caminos Transit also encounter on an infrequent basis LEPs speaking languages other than Spanish.

Summary of LEP Needs Assessment

Based on the information/data collected, there is a clear need to facilitate language services for Spanish speaking LEP individuals in all Grant County Departments. As for non-Spanish speaking LEP individuals, it appears that their encounters with county services are infrequent. Accordingly, Grant County should be prepared for a non-Spanish LEP encounter, but will require less enhanced language services for non-Spanish LEP encounters, such as in the Sheriff's Office and Corre Caminos.

C. The Nature and Importance of Grant County Services

Most of the services provided by the county are of high importance to the public in that the services are unique to the county offices/departments and engaging in those services is often required by law. For instance, the Grant County Clerk's Office is the only place in Grant County that a citizen can file certain public records or vote, and the Grant County Treasurer's Office is the only place in Grant County that a citizen can pay his or her property taxes. The high importance of the county services is also due to many of the services being related to basic rights, such as voting or being incarcerated. The county also provides emergency services, such as that provided by the Sheriff's Office. The bus service, Corre Caminos Transit, is also of high importance in this area due to a large population of low-income and elderly individuals in the Southwest New Mexico region that rely on it. In addition, there are several remote communities in the Southwest region, and the citizens living in those communities may not have transportation for basic needs, such as food, without the bus service. It is essential that all citizens, including LEP individuals, are able to obtain the services provided by Grant County.

D. Language Assistance Resources and Costs

Currently, several of the county Departments/Offices already have LEP assistance in place. For instance, at the Sheriff's Office, the Miranda Warning and the Notice of Implied Consent are available in Spanish. And in the Clerk's Office, all voter registration and election materials are available in both English and Spanish. At the Senior Centers, signs, pamphlets, and surveys are

provided in English and Spanish. In the Planning Department, Fire Management Division, there are "Defensive Space" handouts that are translated in Spanish. Notices and some route schedules provided by Corre Caminos Transit are available in both English and Spanish, and postings on the buses are in English and Spanish. These are just some of the language assistance tools already in place at Grant County.

The county also has a substantial number of employees, in nearly every department, who speak Spanish fluently, which the county uses on a regular basis for assisting LEP individuals. Employee interpreters/translators are the most commonly used method of language assistance used by the county, and using employee interpreters/translators has been very successful. Consequently, any cost to the county for English-Spanish translation services, written or oral, will be minimal if any.

As for personnel resources, the Manager's Office Executive Assistant will coordinate any necessary language assistance that cannot be handled by a department. For instance, if one department is attempting to find someone to translate from another department, the Executive Assistant could coordinate this. And as described above, there are numerous potential Spanish translators employed by the county. The Human Resource Specialist will coordinate the Title VI complaint process. The county has sufficient personnel resources to coordinate any necessary language assistance.

Although infrequent, the county does have non-English, non-Spanish speakers using county services. For these encounters, the county will need to go outside of its organization for language assistance. The county intends to use telephonic interpreter services. The county estimates that the service will cost approximately \$4.00 per minute. Because the telephonic services will be used so infrequently, the county expects such a cost to be minimal. Based on the language demographics of Grant County, Hidalgo County, and Luna County, and the Grant County LEP surveys, the county will need occasional outside assistance for several non-Spanish languages, including but not limited to the following: German; Chinese; Korean; Japanese; Mandarin; French; Italian; Slavic Languages; Tagalog; Navajo; Hungarian; Portuguese; Hebrew; Scandinavian languages; and other Native North American languages.

Because the county already has so many language assistance resources in place, the minimal cost of those resources is already built in to the county's budget. Further, the county estimates that any additional costs incurred in obtaining non-Spanish/English interpreters outside of its organization will be minimal and, therefore, will not be an unreasonable cost to the county.

IV. LANGUAGE ASSISTANCE MEASURES

A. Identification of an LEP Individual:

- Examine records to see if requests for language assistance have been received in the past, either at meetings or over the phone, to determine whether language assistance might be needed at future events or meetings.

- Have a staff person in each department greet individuals who have come to the county for services. By informally engaging individuals in conversation it is possible to gauge each attendee's ability to speak and understand English.
- Have Census Bureau Language Identification Flashcards available at county Departments/Offices.

B. Assistance to LEP Individual

- The county will continue to provide the translated documents and signs in English/Spanish currently available and will further evaluate whether more translated documents and/or signs are necessary.
- The county will continue to use Spanish speaking employees to assist LEP individuals in obtaining county services.
- Corre Caminos will provide telephonic route information in both English and Spanish.
- The county will make Language Identification Flashcards available at all of its Departments/Offices, attached as Appendix 2-E to this Plan.
- A list of employees who are fluent in Spanish will be provided to all Departments/Offices, attached as Appendix 2-F to this Plan.
- The county will provide the Title VI Plan to all county Departments and provide directions for implementing the Plan to each Department.
- The county will review the Title VI Plan and the Title VI Complaint Procedure with all new employees.
- The county will train the Human Resources Specialist and the Manager's Office Executive Assistant for their respective roles in implementing the Title VI Program.
- The county will include "Spanish a plus" language in job advertisements.
- The county will utilize outside/telephonic interpreter services when language assistance is needed for a language other than Spanish.
- A list of New Mexico Interpreters will be provided to the Manager's Office Executive Assistant, who will coordinate assistance from outside interpreters when necessary.
- The county will choose a 24-hour telephonic interpreter service for non-Spanish language assistance, which may be used by the county's emergency services departments during non-business hours.

V. PUBLIC NOTIFICATION AND EVALUATION OF LEP PLAN

A. LEP Plan Approval and Notification

The Grant County LEP Plan has been approved by the Grant County Board of Commissioners, by Resolution. Any revisions to the plan will be submitted to the Grant County Board of Commissioners for approval. Copies of Grant County's LEP Plan will be provided upon request. In addition, Grant County will post this Plan, a Notice of Title VI Rights, and the Title VI Complaint Process on its website, <http://www.grantcountynm.com>. The Plan will also be recorded in the Grant County Clerk's Office.

B. Triennial Evaluation of the LEP Plan

The county will conduct a triennial needs assessment to determine whether changes to the LEP plan are required. Any revisions made to the Plan will be communicated to all county personnel, and an updated version of the plan will be posted on the county's website.

VI. LEP CONTACT PERSON

Grant County Manager
1400 Hwy 180 East,
P.O. Box 898
Silver City, NM 88062
575-574-0001

Grant County Human Resource Specialist
1400 Hwy 180 East,
P.O. Box 898
Silver City, NM 88062
575-574-0004

APPENDIX 2-A



QT-P17

Ability to Speak English: 2000

Census 2000 Summary File 3 (SF 3) - Sample Data

NOTE: Data based on a sample except in P3, P4, H3, and H4. For information on confidentiality protection, sampling error, nonsampling error, definitions, and count corrections see <http://factfinder.census.gov/home/en/datanotes/expsf3.htm>.

Subject	Grant County, New Mexico		Hidalgo County, New Mexico		Luna County, New Mexico
	Number	Percent	Number	Percent	Number
POPULATION 5 YEARS AND OVER BY LANGUAGE SPOKEN AT HOME AND ABILITY TO SPEAK ENGLISH					
Population 5 years and over	28,911	100.0	5,473	100.0	23,130
Speak only English	18,310	63.3	3,086	56.4	11,689
Speak a language other than English	10,601	36.7	2,387	43.6	11,441
Spanish	10,303	100.0	2,371	100.0	11,255
Speak English "very well"	7,654	74.3	1,521	64.2	6,258
Speak English "well"	2,072	20.1	471	19.9	2,135
Speak English "not well"	506	4.9	233	9.8	1,522
Speak English "not at all"	71	0.7	146	6.2	1,340
Other Indo-European languages	162	100.0	14	100.0	133
Speak English "very well"	138	85.2	10	71.4	107
Speak English "well"	9	5.6	0	0.0	14
Speak English "not well"	15	9.3	4	28.6	3
Speak English "not at all"	0	0.0	0	0.0	9
Asian and Pacific Island languages	63	100.0	2	100.0	29
Speak English "very well"	54	85.7	0	0.0	26
Speak English "well"	9	14.3	0	0.0	3
Speak English "not well"	0	0.0	2	100.0	0
Speak English "not at all"	0	0.0	0	0.0	0
All other languages	73	100.0	0	(X)	24
Speak English "very well"	48	65.8	0	(X)	7
Speak English "well"	24	32.9	0	(X)	11
Speak English "not well"	1	1.4	0	(X)	6
Speak English "not at all"	0	0.0	0	(X)	0
ABILITY TO SPEAK ENGLISH					
Population 5 years and over	28,911	100.0	5,473	100.0	23,130
Speak a language other than English	10,601	36.7	2,387	43.6	11,441
5 to 17 years	1,471	5.1	431	7.9	3,202
18 to 64 years	7,250	25.1	1,624	29.7	7,104
65 years and over	1,880	6.5	332	6.1	1,135
Speak English less than "very well"	2,707	9.4	856	15.6	5,043
5 to 17 years	337	1.2	165	3.0	1,151
18 to 64 years	1,425	4.9	515	9.4	3,326
65 years and over	945	3.3	176	3.2	566
ABILITY TO SPEAK ENGLISH IN HOUSEHOLD					
Linguistically isolated households[1]	742	(X)	190	(X)	1,104
Population 5 years and over in households	28,308	100.0	5,388	100.0	22,878
In linguistically isolated households[1]	1,225	4.3	391	7.3	2,876
5 to 17 years	120	0.4	85	1.6	829
18 to 64 years	552	1.9	193	3.6	1,652
65 years and over	553	2.0	113	2.1	395

Subject	Luna County, New Mexico Percent
POPULATION 5 YEARS AND OVER BY LANGUAGE SPOKEN AT HOME AND ABILITY TO SPEAK ENGLISH	
Population 5 years and over	100.0
Speak only English	50.5
Speak a language other than English	49.5
Spanish	100.0
Speak English "very well"	55.6
Speak English "well"	19.0
Speak English "not well"	13.5
Speak English "not at all"	11.9
Other Indo-European languages	100.0
Speak English "very well"	80.5
Speak English "well"	10.5
Speak English "not well"	2.3
Speak English "not at all"	6.8
Asian and Pacific Island languages	100.0
Speak English "very well"	89.7
Speak English "well"	10.3
Speak English "not well"	0.0
Speak English "not at all"	0.0
All other languages	100.0
Speak English "very well"	29.2
Speak English "well"	45.8
Speak English "not well"	25.0
Speak English "not at all"	0.0
ABILITY TO SPEAK ENGLISH	
Population 5 years and over	100.0
Speak a language other than English	49.5
5 to 17 years	13.8
18 to 64 years	30.7
65 years and over	4.9
Speak English less than "very well"	21.8
5 to 17 years	5.0
18 to 64 years	14.4
65 years and over	2.4
ABILITY TO SPEAK ENGLISH IN HOUSEHOLD	
Linguistically isolated households[1]	(X)
Population 5 years and over in households	100.0
In linguistically isolated households[1]	12.6
5 to 17 years	3.6
18 to 64 years	7.2
65 years and over	1.7

(X) Not applicable.

A **linguistically isolated household** is one in which no member 14 years old and over (1) speaks only English or (2) speaks a non-English language and speaks English "very well." In other words, all members 14 years old and over have at least some difficulty with English.

Source: U.S. Census Bureau, Census 2000 Summary File 3, Matrices P19, P20, PCT13, and PCT14.



QT-P17

Ability to Speak English: 2000

Census 2000 Summary File 3 (SF 3) - Sample Data

NOTE: Data based on a sample except in P3, P4, H3, and H4. For information on confidentiality protection, sampling error, nonsampling error, definitions, and count corrections see <http://factfinder.census.gov/home/en/datanotes/expsf3.htm>.

Subject	Grant County, New Mexico	
	Number	Percent
POPULATION 5 YEARS AND OVER BY LANGUAGE SPOKEN AT HOME AND ABILITY TO SPEAK ENGLISH		
Population 5 years and over	28,911	100.0
Speak only English	18,310	63.3
Speak a language other than English	10,601	36.7
Spanish	10,303	100.0
Speak English "very well"	7,654	74.3
Speak English "well"	2,072	20.1
Speak English "not well"	506	4.9
Speak English "not at all"	71	0.7
Other Indo-European languages	162	100.0
Speak English "very well"	138	85.2
Speak English "well"	9	5.6
Speak English "not well"	15	9.3
Speak English "not at all"	0	0.0
Asian and Pacific Island languages	63	100.0
Speak English "very well"	54	85.7
Speak English "well"	9	14.3
Speak English "not well"	0	0.0
Speak English "not at all"	0	0.0
All other languages	73	100.0
Speak English "very well"	48	65.8
Speak English "well"	24	32.9
Speak English "not well"	1	1.4
Speak English "not at all"	0	0.0
ABILITY TO SPEAK ENGLISH		
Population 5 years and over	28,911	100.0
Speak a language other than English	10,601	36.7
5 to 17 years	1,471	5.1
18 to 64 years	7,250	25.1
65 years and over	1,880	6.5
Speak English less than "very well"	2,707	9.4
5 to 17 years	337	1.2
18 to 64 years	1,425	4.9
65 years and over	945	3.3
ABILITY TO SPEAK ENGLISH IN HOUSEHOLD		
Linguistically isolated households[1]	742	(X)
Population 5 years and over in households	28,308	100.0
In linguistically isolated households[1]	1,225	4.3
5 to 17 years	120	0.4
18 to 64 years	552	1.9
65 years and over	553	2.0

(X) Not applicable.

A **linguistically isolated household** is one in which no member 14 years old and over (1) speaks only English or (2) speaks a non-English language and speaks English "very well." In other words, all members 14 years old and over have at least some difficulty with English.

Source: U.S. Census Bureau, Census 2000 Summary File 3, Matrices P19, P20, PCT13, and PCT14.



B16001

LANGUAGE SPOKEN AT HOME BY ABILITY TO SPEAK ENGLISH FOR THE POPULATION 5 YEARS AND OVER

Universe: Population 5 years and over

2006-2010 American Community Survey 5-Year Estimates

Supporting documentation on code lists, subject definitions, data accuracy, and statistical testing can be found on the American Community Survey website in the Data and Documentation section.

Sample size and data quality measures (including coverage rates, allocation rates, and response rates) can be found on the American Community Survey website in the Methodology section.

Although the American Community Survey (ACS) produces population, demographic and housing unit estimates, for 2010, the 2010 Census provides the official counts of the population and housing units for the nation, states, counties, cities and towns. For 2006 to 2009, the Population Estimates Program provides intercensal estimates of the population for the nation, states, and counties.

	Grant County, New Mexico		Hidalgo County, New Mexico		Luna County, New Mexico
	Estimate	Margin of Error	Estimate	Margin of Error	Estimate
Total:	27,922	+/-77	4,533	+/-138	23,292
Speak only English	18,571	+/-474	2,710	+/-332	11,969
Spanish or Spanish Creole:	8,926	+/-453	1,773	+/-284	11,162
Speak English "very well"	7,258	+/-463	1,403	+/-271	7,305
Speak English less than "very well"	1,668	+/-281	370	+/-160	3,857
French (incl. Patois, Cajun):	16	+/-20	0	+/-127	19
Speak English "very well"	16	+/-20	0	+/-127	19
Speak English less than "very well"	0	+/-127	0	+/-127	0
French Creole:	16	+/-27	0	+/-127	0
Speak English "very well"	0	+/-127	0	+/-127	0
Speak English less than "very well"	16	+/-27	0	+/-127	0
Italian:	17	+/-30	7	+/-13	9
Speak English "very well"	17	+/-30	7	+/-13	9
Speak English less than "very well"	0	+/-127	0	+/-127	0
Portuguese or Portuguese Creole:	74	+/-65	3	+/-8	0
Speak English "very well"	74	+/-65	3	+/-8	0
Speak English less than "very well"	0	+/-127	0	+/-127	0
German:	108	+/-78	20	+/-27	18
Speak English "very well"	74	+/-64	20	+/-27	8
Speak English less than "very well"	34	+/-37	0	+/-127	10
Yiddish:	0	+/-127	0	+/-127	0
Speak English "very well"	0	+/-127	0	+/-127	0
Speak English less than "very well"	0	+/-127	0	+/-127	0
Other West Germanic languages:	11	+/-16	0	+/-127	0
Speak English "very well"	11	+/-16	0	+/-127	0
Speak English less than "very well"	0	+/-127	0	+/-127	0
Scandinavian languages:	3	+/-5	0	+/-127	0
Speak English "very well"	3	+/-5	0	+/-127	0
Speak English less than "very well"	0	+/-127	0	+/-127	0
Greek:	0	+/-127	0	+/-127	0
Speak English "very well"	0	+/-127	0	+/-127	0
Speak English less than "very well"	0	+/-127	0	+/-127	0
Russian:	0	+/-127	0	+/-127	0
Speak English "very well"	0	+/-127	0	+/-127	0
Speak English less than "very well"	0	+/-127	0	+/-127	0

	Grant County, New Mexico		Hidalgo County, New Mexico		Luna County, New Mexico
	Estimate	Margin of Error	Estimate	Margin of Error	Estimate
Polish:	0	+/-127	0	+/-127	0
Speak English "very well"	0	+/-127	0	+/-127	0
Speak English less than "very well"	0	+/-127	0	+/-127	0
Serbo-Croatian:	0	+/-127	0	+/-127	0
Speak English "very well"	0	+/-127	0	+/-127	0
Speak English less than "very well"	0	+/-127	0	+/-127	0
Other Slavic languages:	0	+/-127	0	+/-127	12
Speak English "very well"	0	+/-127	0	+/-127	12
Speak English less than "very well"	0	+/-127	0	+/-127	0
Armenian:	0	+/-127	0	+/-127	0
Speak English "very well"	0	+/-127	0	+/-127	0
Speak English less than "very well"	0	+/-127	0	+/-127	0
Persian:	0	+/-127	0	+/-127	0
Speak English "very well"	0	+/-127	0	+/-127	0
Speak English less than "very well"	0	+/-127	0	+/-127	0
Gujarati:	0	+/-127	0	+/-127	0
Speak English "very well"	0	+/-127	0	+/-127	0
Speak English less than "very well"	0	+/-127	0	+/-127	0
Hindi:	0	+/-127	0	+/-127	0
Speak English "very well"	0	+/-127	0	+/-127	0
Speak English less than "very well"	0	+/-127	0	+/-127	0
Urdu:	0	+/-127	0	+/-127	0
Speak English "very well"	0	+/-127	0	+/-127	0
Speak English less than "very well"	0	+/-127	0	+/-127	0
Other Indic languages:	0	+/-127	0	+/-127	0
Speak English "very well"	0	+/-127	0	+/-127	0
Speak English less than "very well"	0	+/-127	0	+/-127	0
Other Indo-European languages:	0	+/-127	0	+/-127	39
Speak English "very well"	0	+/-127	0	+/-127	39
Speak English less than "very well"	0	+/-127	0	+/-127	0
Chinese:	59	+/-54	0	+/-127	10
Speak English "very well"	24	+/-32	0	+/-127	10
Speak English less than "very well"	35	+/-35	0	+/-127	0
Japanese:	0	+/-127	0	+/-127	0
Speak English "very well"	0	+/-127	0	+/-127	0
Speak English less than "very well"	0	+/-127	0	+/-127	0
Korean:	9	+/-15	0	+/-127	6
Speak English "very well"	0	+/-127	0	+/-127	6
Speak English less than "very well"	9	+/-15	0	+/-127	0
Mon-Khmer, Cambodian:	0	+/-127	0	+/-127	0
Speak English "very well"	0	+/-127	0	+/-127	0
Speak English less than "very well"	0	+/-127	0	+/-127	0
Hmong:	0	+/-127	0	+/-127	0
Speak English "very well"	0	+/-127	0	+/-127	0
Speak English less than "very well"	0	+/-127	0	+/-127	0
Thai:	0	+/-127	0	+/-127	0
Speak English "very well"	0	+/-127	0	+/-127	0
Speak English less than "very well"	0	+/-127	0	+/-127	0
Laotian:	0	+/-127	0	+/-127	0
Speak English "very well"	0	+/-127	0	+/-127	0
Speak English less than "very well"	0	+/-127	0	+/-127	0
Vietnamese:	0	+/-127	0	+/-127	0
Speak English "very well"	0	+/-127	0	+/-127	0
Speak English less than "very well"	0	+/-127	0	+/-127	0
Other Asian languages:	0	+/-127	0	+/-127	0
Speak English "very well"	0	+/-127	0	+/-127	0
Speak English less than "very well"	0	+/-127	0	+/-127	0
Tagalog:	16	+/-19	0	+/-127	14
Speak English "very well"	16	+/-19	0	+/-127	0

	Grant County, New Mexico		Hidalgo County, New Mexico		Luna County, New Mexico
	Estimate	Margin of Error	Estimate	Margin of Error	Estimate
Speak English less than "very well"	0	+/-127	0	+/-127	14
Other Pacific Island languages:	0	+/-127	0	+/-127	0
Speak English "very well"	0	+/-127	0	+/-127	0
Speak English less than "very well"	0	+/-127	0	+/-127	0
Navajo:	58	+/-78	0	+/-127	18
Speak English "very well"	22	+/-40	0	+/-127	18
Speak English less than "very well"	36	+/-62	0	+/-127	0
Other Native North American languages:	7	+/-13	14	+/-22	0
Speak English "very well"	7	+/-13	14	+/-22	0
Speak English less than "very well"	0	+/-127	0	+/-127	0
Hungarian:	6	+/-10	0	+/-127	16
Speak English "very well"	0	+/-127	0	+/-127	16
Speak English less than "very well"	6	+/-10	0	+/-127	0
Arabic:	0	+/-127	0	+/-127	0
Speak English "very well"	0	+/-127	0	+/-127	0
Speak English less than "very well"	0	+/-127	0	+/-127	0
Hebrew:	25	+/-41	6	+/-10	0
Speak English "very well"	25	+/-41	6	+/-10	0
Speak English less than "very well"	0	+/-127	0	+/-127	0
African languages:	0	+/-127	0	+/-127	0
Speak English "very well"	0	+/-127	0	+/-127	0
Speak English less than "very well"	0	+/-127	0	+/-127	0
Other and unspecified languages:	0	+/-127	0	+/-127	0
Speak English "very well"	0	+/-127	0	+/-127	0
Speak English less than "very well"	0	+/-127	0	+/-127	0

	Luna County, New Mexico
	Margin of Error
Total:	+/-79
Speak only English	+/-614
Spanish or Spanish Creole:	+/-605
Speak English "very well"	+/-611
Speak English less than "very well"	+/-446
French (incl. Patois, Cajun):	+/-30
Speak English "very well"	+/-30
Speak English less than "very well"	+/-127
French Creole:	+/-127
Speak English "very well"	+/-127
Speak English less than "very well"	+/-127
Italian:	+/-15
Speak English "very well"	+/-15
Speak English less than "very well"	+/-127
Portuguese or Portuguese Creole:	+/-127
Speak English "very well"	+/-127
Speak English less than "very well"	+/-127
German:	+/-23
Speak English "very well"	+/-14
Speak English less than "very well"	+/-18
Yiddish:	+/-127
Speak English "very well"	+/-127
Speak English less than "very well"	+/-127
Other West Germanic languages:	+/-127
Speak English "very well"	+/-127
Speak English less than "very well"	+/-127
Scandinavian languages:	+/-127
Speak English "very well"	+/-127
Speak English less than "very well"	+/-127
Greek:	+/-127
Speak English "very well"	+/-127
Speak English less than "very well"	+/-127
Russian:	+/-127
Speak English "very well"	+/-127
Speak English less than "very well"	+/-127
Polish:	+/-127
Speak English "very well"	+/-127
Speak English less than "very well"	+/-127
Serbo-Croatian:	+/-127
Speak English "very well"	+/-127
Speak English less than "very well"	+/-127
Other Slavic languages:	+/-21
Speak English "very well"	+/-21
Speak English less than "very well"	+/-127
Armenian:	+/-127
Speak English "very well"	+/-127
Speak English less than "very well"	+/-127
Persian:	+/-127
Speak English "very well"	+/-127
Speak English less than "very well"	+/-127
Gujarati:	+/-127
Speak English "very well"	+/-127
Speak English less than "very well"	+/-127
Hindi:	+/-127
Speak English "very well"	+/-127
Speak English less than "very well"	+/-127
Urdu:	+/-127
Speak English "very well"	+/-127
Speak English less than "very well"	+/-127

	Luna County, New Mexico Margin of Error
Other Indic languages:	+/-127
Speak English "very well"	+/-127
Speak English less than "very well"	+/-127
Other Indo-European languages:	+/-45
Speak English "very well"	+/-45
Speak English less than "very well"	+/-127
Chinese:	+/-16
Speak English "very well"	+/-16
Speak English less than "very well"	+/-127
Japanese:	+/-127
Speak English "very well"	+/-127
Speak English less than "very well"	+/-127
Korean:	+/-13
Speak English "very well"	+/-13
Speak English less than "very well"	+/-127
Mon-Khmer, Cambodian:	+/-127
Speak English "very well"	+/-127
Speak English less than "very well"	+/-127
Hmong:	+/-127
Speak English "very well"	+/-127
Speak English less than "very well"	+/-127
Thai:	+/-127
Speak English "very well"	+/-127
Speak English less than "very well"	+/-127
Laotian:	+/-127
Speak English "very well"	+/-127
Speak English less than "very well"	+/-127
Vietnamese:	+/-127
Speak English "very well"	+/-127
Speak English less than "very well"	+/-127
Other Asian languages:	+/-127
Speak English "very well"	+/-127
Speak English less than "very well"	+/-127
Tagalog:	+/-23
Speak English "very well"	+/-127
Speak English less than "very well"	+/-23
Other Pacific Island languages:	+/-127
Speak English "very well"	+/-127
Speak English less than "very well"	+/-127
Navajo:	+/-16
Speak English "very well"	+/-16
Speak English less than "very well"	+/-127
Other Native North American languages:	+/-127
Speak English "very well"	+/-127
Speak English less than "very well"	+/-127
Hungarian:	+/-26
Speak English "very well"	+/-26
Speak English less than "very well"	+/-127
Arabic:	+/-127
Speak English "very well"	+/-127
Speak English less than "very well"	+/-127
Hebrew:	+/-127
Speak English "very well"	+/-127
Speak English less than "very well"	+/-127
African languages:	+/-127
Speak English "very well"	+/-127
Speak English less than "very well"	+/-127
Other and unspecified languages:	+/-127
Speak English "very well"	+/-127

	Luna County, New Mexico
	Margin of Error
Speak English less than "very well"	+/-127

Data are based on a sample and are subject to sampling variability. The degree of uncertainty for an estimate arising from sampling variability is represented through the use of a margin of error. The value shown here is the 90 percent margin of error. The margin of error can be interpreted roughly as providing a 90 percent probability that the interval defined by the estimate minus the margin of error and the estimate plus the margin of error (the lower and upper confidence bounds) contains the true value. In addition to sampling variability, the ACS estimates are subject to nonsampling error (for a discussion of nonsampling variability, see Accuracy of the Data). The effect of nonsampling error is not represented in these tables.

While the 2006-2010 American Community Survey (ACS) data generally reflect the December 2009 Office of Management and Budget (OMB) definitions of metropolitan and micropolitan statistical areas; in certain instances the names, codes, and boundaries of the principal cities shown in ACS tables may differ from the OMB definitions due to differences in the effective dates of the geographic entities.

Estimates of urban and rural population, housing units, and characteristics reflect boundaries of urban areas defined based on Census 2000 data. Boundaries for urban areas have not been updated since Census 2000. As a result, data for urban and rural areas from the ACS do not necessarily reflect the results of ongoing urbanization.

Source: U.S. Census Bureau, 2006-2010 American Community Survey

Explanation of Symbols:

1. An '***' entry in the margin of error column indicates that either no sample observations or too few sample observations were available to compute a standard error and thus the margin of error. A statistical test is not appropriate.
2. An '-' entry in the estimate column indicates that either no sample observations or too few sample observations were available to compute an estimate, or a ratio of medians cannot be calculated because one or both of the median estimates falls in the lowest interval or upper interval of an open-ended distribution.
3. An '-' following a median estimate means the median falls in the lowest interval of an open-ended distribution.
4. An '+' following a median estimate means the median falls in the upper interval of an open-ended distribution.
5. An '***' entry in the margin of error column indicates that the median falls in the lowest interval or upper interval of an open-ended distribution. A statistical test is not appropriate.
6. An '*****' entry in the margin of error column indicates that the estimate is controlled. A statistical test for sampling variability is not appropriate.
7. An 'N' entry in the estimate and margin of error columns indicates that data for this geographic area cannot be displayed because the number of sample cases is too small.
8. An '(X)' means that the estimate is not applicable or not available.

APPENDIX 2-B

February	Total	Adult	Elderly	EL/ADA	WNMU	Student	Child	Handicapped landi/AD, JARC	TANF	Trnsfrs		
Silver City AM	2257	1040	476	0	271	95	83	141	0	146	0	5
Copper AM	1086	698	258	2	28	32	24	0	0	39	0	5
Silver to Deming	460	101	15	0	54	6	4	6	0	274	0	0
Grant Co Demand	596	61	225	0	0	84	0	124	0	102	0	0
Grant Co Demand 2	390	25	168	0	0	57	0	75	0	65	0	0
Gila	16	8	0	0	1	0	0	7	0	0	0	0
Activity Silver City	72	0	0	0	0	0	0	0	0	0	0	0
Grant Co Cantinas	538	485	0	0	51	0	2	0	0	0	0	0
Lordsburg Cantinas	10	10	0	0	0	0	0	0	0	0	0	0
Lordsburg Demand	50	21	21	0	0	0	0	8	0	0	0	0
Lordsburg Silver	210	102	12	0	1	0	1	64	0	30	0	0
Deming Cantinas	110	110	0	0	0	0	0	0	0	0	0	0
Deming AM	1163	307	699	0	0	35	122	0	0	0	0	0
Deming Demand	452	39	97	0	0	38	5	117	0	156	0	0
Columbus	1787	659	522	0	0	81	49	0	0	476	0	0
Activity Deming	28	28	0	0	0	0	0	0	0	0	0	0
	9225	3666	2493	2	406	428	290	542	0	1288	0	10

February	Total	Adult	Elderly	EL/ADA	WNMU	Student	Child	Handicapped	Handi/ADA	JARC	TANF	Trnsfrs	Total
Silver City	5415	2418	1142	2	405	274	113	353	0	626	0	10	5415
Deming	1753	484	796	0	0	73	127	117	0	156	0	0	1753
Columbus	1787	659	522	0	0	81	49	0	0	476	0	0	1787
Lordsburg	270	112	12	0	1	0	1	64	0	30	0	0	270
Cantinas	658	605	0	0	51	0	2	0	0	0	0	0	658

	Feb-12	Mar-12	Apr-12	May-12	Jun-12	Jul-12	Aug-12	Sep-12	Oct-12	Nov-12	Dec-12	Jan-13	Feb-13
TOTAL	10643	11153	10276	11043	11207	10410	10610	9636	10636	8963	8387	8241	9225
Silver City	6262	6666	6651	6963	6984	6253	6618		6167	5028	4474	4983	5415
Deming	1732	1872	1720	1926	1604	1574	1804		1721	1517	1323	1574	1753
Columbus	2256	2116	1545	1791	1455	1599	1897		1751	1429	1509	1447	1787
Lordsburg	393	499	360	363	313	262	291		305	240	184	237	270
Cantinas	691	779	737	1321	851	722 *			692	749	894	465	658

APPENDIX 2-C

GRANT COUNTY LEP SURVEY DATA

Employee Name and Department	Spanish Speaking	Level of Spanish Fluency	LEP Encounters	Language of LEP Encounter
Solid Waste				
Teddy R. Martinez	Yes	Fluent	Yes	Spanish
Airport				
Larry Anderson	No		None	
GCSO				
Lynn Baca	Yes	Fluent	Yes	Spanish
Donald Norton	No		Yes	Spanish, Manderin, French, German
Michael Aguirre, Sr.	Yes	Fluent	Yes	Spanish
Jason Jordon	?		Yes	Spanish
Bob Yost	?		Yes	Spanish
Ray Tavizon	Yes	Fluent	Yes	Spanish
J. Palacio	Yes	Little	Yes	Spanish
William Mize	No		Yes	Spanish
Crystal Portello	Yes	Little	Yes	Spanish
Michael Aguirre, Jr.	No		Yes	Spanish
Sam Rodriguez	Yes	Fluent	Yes	Spanish
Ruben Turrieta	Yes	Little	Yes	Spanglish
M.J. Burns	Yes	Little	Yes	Spanish, German, Japanese
Manuel Maldonado	No		Yes	Spanish
Michael S. Yost	No		Yes	Spanish
Albert Davalos	Yes	Fluent	Yes	Spanish
Jaime Valenzuela	Yes	Fluent	Yes	Spanish
Sergeant D. Legarda	Yes	Fluent	Yes	Spanish
Armando Galandi	Yes	Well	Yes	Spanish
Mateo Madrid	Yes	Well	Yes	Spanish
Robert Tovar	No		No	
Frank Gomez	Yes	Fluent	Yes	Spanish
Michael Valencia	Yes	Fluent	Yes	Spanish, Chinese
Hector Camillo	Yes	Fluent	Yes	Spanish
J. Martinez	Yes	Little	Yes	Spanish, Chinese
Jess Watkins	Yes	Little	Yes	Spanish
Johnny Sifuentes	Yes	Fluent	Yes	Spanish
Michael Leftalt	No		Yes	Spanish, German
Chris Ponce	Yes	Fluent	Yes	Spanish
Anthony Bencomo	Yes	Well	Yes	Spanish, Korean
J. Epperson	No		Yes	Spanish
Gilbert Aluo	Yes	Little	Yes	Spanish

Kevin Flamm	No		Yes	Spanish
Raul Villanueva	Yes	Fluent	Yes	Spanish
Cynthia Ramos	No		Yes	Spanish
Fermin Lopez	Yes	Well	Yes	Spanish
Melvin Castillo	Yes	Little	Yes	Spanish
Adam Arellano	Yes	Fluent	Yes	Spanish
Paul Dominguez	No		Yes	Spanish
Cody Cooper	No		Yes	Spanish
Marcie Goodreal	No		Yes	Spanish
Armando R. Medina	Yes	Little	Yes	Spanish
M. Galaz	No		No	
Seniors Program				
Dora Baca	Yes	Fluent	No	
Robert Torres	Yes		No	
Lilly Chacon	Yes	Fluent	No	
Joann Legardo	Yes	Fluent	No	
Georgia Bruce	No		No	
Carol Taylor	No		No	
Janice Lucin	Yes		No	
Sara Maes	Yes	Fluent	Yes	Spanish
Danny Perez	Yes	Fluent	No	
Richard Sifuentes	Yes	Fluent	Yes	Spanish
Mike Vigil	Yes	Fluent	No	
Irena Gashur	No		No	
Guadalupe Armijo	Yes	Fluent		
Diane Magdaleno	Yes	Fluent	Yes	Spanish
D. Rae			Yes	Spanish
Terry Trujillo	Yes	Fluent	Yes	Spanish
Charlene Fletcher	Yes	Little	Yes	Spanish
DWI Program				
Cindy McClean	Yes	Little	Yes	Spanish
Korrie Scott	Yes	Little	Yes	Spanish
Geri Vaughan	No		Yes	Spanish
Planning				
Anthony Gutierrez	Yes	Little	Yes	Spanish
Angela Castillo	Yes	Well	Yes	Spanish
Arlene Schadel	No		No	
Dori Dominguez	Yes	Fluent	Yes	Spanish
Gary Benavidez	Yes	Fluent	No	
Gilbert Helton				

Assessor's Office				
Raul Turrieta	Yes	Fluent	Yes	Spanish
Alexandra Perrault	No		Yes	Spanish
Violet Villegas	No		Yes	Spanish
Jennifer Barraza	Yes	Little	Yes	Spanish
Richard Flores	Yes	Little	Yes	Spanish
Mary Guthrie	Yes	Little	Yes	Spanish
Misty Trujillo	No		Yes	Spanish
Cari Powell	No		Yes	Spanish
Roger Groves	No		Yes	Spanish
Public Works				
Adelena Gonzalez	Yes	Fluent	No	
Victor Placencio	Yes	Fluent	No	
Eric Jacquel	Yes	Little	Yes	Spanish
Justin Reese	Yes	Little	Yes	Spanish
Tisha Moyers	No		Yes	Spanish
Rich Fierro	Yes	Fluent	Yes	Spanish
Robbe Molina	Yes	Fluent	No	
Treasurer's Office				
Liz Hernandez	Yes	Little	Yes	Spanish
Vangie Gonzales	No		Yes	Spanish
Steve Armendariz	Yes	Fluent	Yes	Spanish
Alfred Sedillo	Yes	Fluent	Yes	Spanish
GCDC				
Luke Woodward	No		Yes	Spanish
Kody Aguirre	No		Yes	Spanish
Mark Lucero	Yes		Yes	Spanish
Mike Rodriguez	No		Yes	Spanish
Saturnino Matera	Yes	Fluent	No	
Justin McNeh	Yes	Little	Yes	Spanish
Chris Lucero	No		Yes	Spanish
Joshua Galindo	Yes	Little	Yes	Spanish
Rosie Limon	Yes	Fluent	Yes	Spanish
Manager's Office				
Jon Saari	No		Yes	Spanish
Randy Hernandez	Yes	Little	Yes	Spanish
Renae Calloway	No		No	
Jacob Zamorra	No		Yes	Spanish
Eric Morales	Yes	Little	Yes	Spanish
Joyce Rico	No		No	
Linda Vasquez	Yes	Fluent	Yes	Spanish

Corre Caminos				
Melissa Wright	No		Yes	Spanish
Amy Donaker	No		Yes	Spanish
Pete Cordova	Yes	Fluent	Yes	Spanish
Linda Ortiz	Yes	Fluent	Yes	Spanish, African Language
Patricia Long	Yes	Very Little	No	
J.C. Flores	Yes	Fluent	Yes	Spanish
Gilbert Gonzales	Yes	Fluent	Yes	Spanish
Tommy Munoz	Yes	Fluent	No	
David Gonzales	Yes	Fluent	Yes	Spanish
David Altamirano	Yes	Fluent	Yes	Spanish
Amelia Martinez	Yes	Fluent	No	
Bobby Silva	Yes	Fluent	Yes	Spanish, Japanese, French, Chinese
Clerk's Office				
Elizabeth Gomez	Yes	Very Little	Yes	Spanish
Robert Zamarripa	Yes	Fluent	Yes	Spanish
Connie Holguin	Yes	Very Little	Yes	Spanish
Marisa Castrillo	Yes	Fluent	Yes	Spanish

APPENDIX 2-D

APPENDIX 2-E

<input type="checkbox"/> Mark this box if you read or speak English.	English
<input type="checkbox"/> ضع علامة في هذا المربع إذا كنت تقرأ أو تتحدث العربية.	Arabic
<input type="checkbox"/> Խնդրում ենք նշում կատարել այս քառակուսում, եթե խոսում կամ կարդում եք հայերեն:	Armenian
<input type="checkbox"/> যদি আপনি বাংলা পড়েন বা বলেন তা হলে এই বাক্স দাগ দিন।	Bengali
<input type="checkbox"/> ឈ្មួចញាក់ក្នុងប្រអប់នេះ បើអ្នកអាន ឬនិយាយភាសា ខ្មែរ ។	Cambodian
<input type="checkbox"/> Motka i kakhon ya yangin ûntûngnu' manaitai pat ûntûngnu' kumentos Chamorro.	Chamorro
<input type="checkbox"/> 如果你能读中文或讲中文，请选择此框。	Simplified Chinese
<input type="checkbox"/> 如果你能讀中文或講中文，請選擇此框。	Traditional Chinese
<input type="checkbox"/> Označite ovaj kvadratić ako čitate ili govorite hrvatski jezik.	Croatian
<input type="checkbox"/> Zaškrtněte tuto kolonku, pokud čtete a hovoříte česky.	Czech
<input type="checkbox"/> Kruis dit vakje aan als u Nederlands kunt lezen of spreken.	Dutch
<input type="checkbox"/> اگر خواندن و نوشتن فارسی بلد هستید، این مربع را علامت بزنید.	Farsi
<input type="checkbox"/> Cocher ici si vous lisez ou parlez le français.	French
<input type="checkbox"/> Kreuzen Sie dieses Kästchen an, wenn Sie Deutsch lesen oder sprechen.	German
<input type="checkbox"/> Σημειώστε αυτό το πλαίσιο αν διαβάσετε ή μιλάτε Ελληνικά.	Greek
<input type="checkbox"/> Make kazye sa a si ou li oswa ou pale kreyòl ayisyen.	Haitian Creole
<input type="checkbox"/> अगर आप हिन्दी बोलते या पढ़ सकते हैं तो इस बक्स पर चिह्न लगाएँ।	Hindi
<input type="checkbox"/> Kos lub voj no yog koj paub twm thiab hais lus Hmoob.	Hmong
<input type="checkbox"/> Jelölje meg ezt a kockát, ha megérti vagy beszél a magyar nyelvet.	Hungarian

<input type="checkbox"/> Marchi questa casella se legge o parla italiano.	Italian
<input type="checkbox"/> 日本語を読んだり、話せる場合はここに印を付けてください。	Japanese
<input type="checkbox"/> 한국어를 읽거나 말할 수 있으면 이 칸에 표시하십시오.	Korean
<input type="checkbox"/> ໃຫ້ທ່ານໄລຍະ ຖ້າທ່ານອ່ານຫຼືປາກົດພາສາລາວ.	Laotian
<input type="checkbox"/> Kakölleiki bọok (box) in elaññe kwōjela kajin im waakin (read) majōl.	Marshallese
<input type="checkbox"/> Prosimy o zaznaczenie tego kwadratu, jeżeli posługuje się Pan/Pani językiem polskim.	Polish
<input type="checkbox"/> Assinale este quadrado se você lê ou fala português.	Portuguese
<input type="checkbox"/> Însemnați această căsuță dacă citiți sau vorbiți românește.	Romanian
<input type="checkbox"/> Поставьте этот квадратик, если вы читаете или говорите по-русски.	Russian
<input type="checkbox"/> Обележите овај квадратик уколико читате или говорите српски језик.	Serbian
<input type="checkbox"/> Označte tento štvorček, ak viete čítať alebo hovoriť po slovensky.	Slovak
<input type="checkbox"/> Marque esta casilla si lee o habla español.	Spanish
<input type="checkbox"/> Markahan itong kuwadrado kung kayo ay marunong magbasa o magsalita ng Tagalog.	Tagalog
<input type="checkbox"/> ให้ท่านกรึบจนมาลงในช่วงถ้าท่านอ่านหรือพูดภาษาไทย.	Thai
<input type="checkbox"/> Maaka 'i he puha ni kapau 'oku ke lau pe lea fakatonga.	Tongan
<input type="checkbox"/> Відмітьте цю клітинку, якщо ви читаете або говорите українською мовою.	Ukrainian
<input type="checkbox"/> اگر آپ اردو پڑھتے یا بولتے ہیں تو اس خانے میں نشان لگائیں۔	Urdu
<input type="checkbox"/> Xin đánh dấu vào ô này nếu quý vị biết đọc và nói được Việt Ngữ.	Vietnamese
<input type="checkbox"/> באצייכנט דעם קעסטל אויב איר לייענט אדער רעדט אידיש.	Yiddish

APPENDIX 2-F

GRANT COUNTY SPANISH-SPEAKING EMPLOYEES

	Level	Language
Solid Waste		
Teddy R. Martinez	Fluent	Spanish
GCSO		
Lynn Baca	Fluent	Spanish
Michael Aguirre, Sr.	Fluent	Spanish
Ray Tavizon	Fluent	Spanish
Sam Rodriguez	Fluent	Spanish
Albert Davalos	Fluent	Spanish
Jaime Valenzuela	Fluent	Spanish
Sergeant D. Legarda	Fluent	Spanish
Armando Galandi	Well	Spanish
Mateo Madrid	Well	Spanish
Frank Gomez	Fluent	Spanish
Michael Valencia	Fluent	Spanish
Hector Camillo	Fluent	Spanish
Johnny Sifuentes	Fluent	Spanish
Chris Ponce	Fluent	Spanish
Anthony Bencomo	Well	Spanish
Raul Villanueva	Fluent	Spanish
Fermin Lopez	Well	Spanish
Adam Arellano	Fluent	Spanish
Seniors Program		
Dora Baca	Fluent	Spanish
Lilly Chacon	Fluent	Spanish
Joann Legardo	Fluent	Spanish
Sara Maes	Fluent	Spanish
Danny Perez	Fluent	Spanish
Richard Sifuentes	Fluent	Spanish
Mike Vigil	Fluent	Spanish
Guadalupe Armijo	Fluent	Spanish
Diane Magdaleno	Fluent	Spanish
Terry Trujillo	Fluent	Spanish
Planning		
Angela Castillo	Well	Spanish
Dori Dominguez	Fluent	Spanish
Gary Benavidez	Fluent	Spanish
Gilber Helton	Fluent	Spanish
Assessor's Office		

Raul Turrieta	Fluent	Spanish
Public Works		
Adelena Gonzalez	Fluent	Spanish
Victor Placencio	Fluent	Spanish
Rich Fierro	Fluent	Spanish
Robbe Molina	Fluent	Spanish
Treasurer's Office		
Steve Armendariz	Fluent	Spanish
Alfred Sedillo	Fluent	Spanish
GCDC		
Saturnino Matera	Fluent	Spanish
Rosie Limon	Fluent	Spanish
Manager's Office		
Linda Vasquez	Fluent	Spanish
Clerk's Office		
Robert Zamarripa	Fluent	Spanish
Marisa Castrillo	Fluent	Spanish
Corre Caminos		
Pete Cordova	Fluent	Spanish
Linda Ortiz	Fluent	Spanish
J.C. Flores	Fluent	Spanish
Gilbert Gonzales	Fluent	Spanish
Tommy Munoz	Fluent	Spanish
David Gonzales	Fluent	Spanish
David Altamirano	Fluent	Spanish
Amelia Martinez	Fluent	Spanish
Bobby Silva	Fluent	Spanish