

RESOLUTION No. R 11-17

COUNTY OF GRANT
SECTION 3 PLAN

The County of Grant is committed to comply with Section 3 of the Housing and Urban Development Act of 1968. This Act encourages the use of small businesses and the hiring of low income residents of the County.

The County of Grant has appointed Jon Saari as the Section 3 Coordinator, to advise and assist key personnel and staff on Section 3, to officially serve as a focal point for Section 3 complaints, and, as the on-site monitor of prime contractors and sub-contractors to insure the implementation and enforcement of the Section 3 plans. The approval or disapproval of the Section 3 plan is the ultimate responsibility of County of Grant. Documentation of efforts will be retained on file for monitoring by the State.

Therefore, the County of Grant shall incorporate the following procedures when soliciting new employees:

1. Hiring
 - a. Advance for all County positions in local newspapers
 - b. Give preference in hiring to lower income persons residing in the County.

This means that if two equally qualified persons apply and one is a resident of the County and one is not, the resident will be hired.
 - c. Maintain records of hiring as specified on this form.

COUNTY OF GRANT				
Planned			Actual	
Job Classification	# of Positions to be Filled	# of Positions to be Filled by Lower income Residents	# of Positions Filled	Positions Filled by Lower income Residents

2. Contracting
 - a. The County of Grant will compile a list of businesses, suppliers and contractors located in the County.
 - b. These vendors will be contacted for bid or quotes whenever the County requires supplies, services or construction.

- c. Preference will be given to small local business. This means if identical bids/quotes are received from a small business located within the County and one from outside the County, the contract will be awarded to the business located within the County.

3. Training

The County of Grant shall maintain a list of all training programs operated by the County and its agencies and will direct them to give preference to County residents. The County will also direct all CDBG-sponsored training to provide preference to County residents.

4. CDBG Contracts

All CDBG bid proposals and contracts shall include the following Section 3 language.

- a. The work to be performed under this contract is on a project assisted under a program providing direct federal financial assistance from the Department of Housing and Urban Development and is subject to the requirements of Section of the Housing and Urban Development Act of 1968, as amended, 12 U.S.C. 1701u. Section 3 requires that to the greatest extent feasible, opportunities for training and employment be given to lower income residents of the project areas, and contracts for work in connection with the project be awarded to business concerns residing in the project area.
- b. The parties to this contract will comply with the provision of said Section 3 and the regulations issued pursuant thereto by the Secretary of Housing and Urban Development set forth in 24 CFR and all applicable rules and orders of the Department issued thereunder prior to the execution of this contract. The parties to this contract certify and agree that they are under no contractual or other disability which would prevent them from complying with these requirements.
- c. The contractor will send to each labor organization or representative of workers with which he has a collective bargaining agreement or other contact or understanding, if any, a notice advising the said labor organization or workers' representative of his commitments under the Section 3 clause, and shall post copies of the notice in conspicuous places available to employees and applicants of employment or training.
- d. The contractor will include this Section 3 clause in every subcontract for work in connection with the project and will, at the direction of the applicant for or recipient of federal financial assistance, take appropriate action pursuant to subcontract upon a finding that the subcontractor is in violation of regulations issued by the Secretary of Housing and Urban Development, 24 CFR 135. The contractor will not subcontract with any subcontractor

where it has notice or knowledge that the later has been found in violation of regulations under 24 CFR 135, and will not let any subcontractor unless the subcontractor has first provided it with the requirements of these regulations.

- e. Compliance with the provisions of Section 3, the regulations set forth in 24CFR 135, and all applicable rules and orders of the Department, issued thereunder prior to the execution of the contract, shall be a condition of the federal financial assistance provided to the project, binding upon the applicant or recipient for such assistance, its successors and assigns. Failure to fulfill these requirements shall subject the applicant or recipient, its contractors and subcontractors, its successors and assigns to those sanctions specified by the grant or loan agreement or contract through which federal assistance is provided, and to such sanctions as are specified by 24 CFR 135.

The County of Grant shall require each contractor to prepare a written Section 3 plan as part of their bids on all jobs exceeding \$100,000. All Section 3 plans be reviewed and approved by the County's Equal Opportunity Section 3 Compliance Officer and retained for monitoring by the State.

The County of Grant will maintain all necessary reports and will insure that all contractors and subcontractors submit required reports.

LOWER INCOME CLARIFICATION

The following table lists the low income status of a family who resides in Grant County and whose income does not exceed the income limit for the size of family:

Grant County FY 2010 MFI \$45,700

	30% of Medium	Very Low Income	Low Income
1 person	9,600	16,000	25,600
2 persons	11,000	18,300	29,250
3 persons	12,350	20,600	32,900
4 persons	13,700	22,850	36,550
5 persons	14,800	24,700	39,500
6 persons	15,900	26,550	42,400
7 persons	17,000	28,350	45,350
8 persons	18,100	30,200	48,250

Information contained in our Section 3 Plan reflects the status of the County employees regarding lower income considerations based on their salary paid by the County.

NOW THEREFORE BE IT RESOLVED that the County of Grant approved, passed, and adopted the Section 3 Plan this 9th day of June 2011.

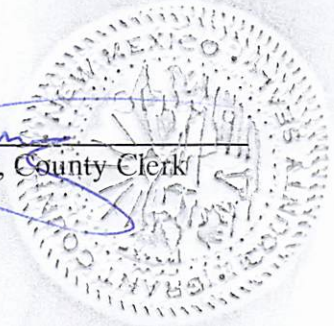
Brett Kasten
Brett Kasten, Chairman

Gabriel Ramos
Gabriel Ramos, Commissioner

Christy Miller
Christy Miller, Commissioner

ATTEST:

Robert Zamarripa
Robert Zamarripa, County Clerk



STATE: NEW MEXICO

-----I N C O M E L I M I T S-----

PROGRAM	1 PERSON	2 PERSON	3 PERSON	4 PERSON	5 PERSON	6 PERSON	7 PERSON	8 PERSON
Albuquerque, NM MSA FY 2010 MFI: 60300	30% OF MEDIAN VERY LOW INCOME LOW-INCOME	12700 21150 33800	14500 24150 38600	16300 27150 43450	18100 30150 48250	19550 32600 52150	21000 35000 56000	22450 37400 59850
Farmington, NM MSA FY 2010 MFI: 51400	30% OF MEDIAN VERY LOW INCOME LOW-INCOME	10800 18000 28800	12350 20600 32900	13900 23150 37000	15400 25700 41100	16650 27800 44400	17900 29850 47700	19100 31900 51000
Las Cruces, NM MSA FY 2010 MFI: 43800	30% OF MEDIAN VERY LOW INCOME LOW-INCOME	9450 15750 25150	10800 18000 28750	12150 20250 32350	13450 22450 35900	14550 24250 38800	15650 26050 41650	16700 27850 44550
Santa Fe, NM MSA FY 2010 MFI: 66900	30% OF MEDIAN VERY LOW INCOME LOW-INCOME	14050 23450 37450	16050 26800 42800	18050 30150 48150	20050 33450 53500	21700 36150 57800	23300 38850 62100	24900 41500 66350
Catron County, NM FY 2010 MFI: 41100	30% OF MEDIAN VERY LOW INCOME LOW-INCOME	9450 15750 25150	10800 18000 28750	12150 20250 32350	13450 22450 35900	14550 24250 38800	15650 26050 41650	16700 27850 44550
Chaves County, NM FY 2010 MFI: 42500	30% OF MEDIAN VERY LOW INCOME LOW-INCOME	9450 15750 25150	10800 18000 28750	12150 20250 32350	13450 22450 35900	14550 24250 38800	15650 26050 41650	16700 27850 44550
Cibola County, NM FY 2010 MFI: 41000	30% OF MEDIAN VERY LOW INCOME LOW-INCOME	9450 15750 25150	10800 18000 28750	12150 20250 32350	13450 22450 35900	14550 24250 38800	15650 26050 41650	16700 27850 44550
Colfax County, NM FY 2010 MFI: 49200	30% OF MEDIAN VERY LOW INCOME LOW-INCOME	10350 17250 27550	11800 19700 31500	13300 22150 35450	14750 24600 39350	15950 26600 42500	17150 28550 45650	18300 30550 48800
Curry County, NM FY 2010 MFI: 46300	30% OF MEDIAN VERY LOW INCOME LOW-INCOME	9750 16250 25950	11150 18550 29650	12550 20850 33350	13900 23150 37050	15050 25050 40050	16150 26900 43000	17250 28750 45950
De Baca County, NM FY 2010 MFI: 43800	30% OF MEDIAN VERY LOW INCOME LOW-INCOME	9450 15750 25150	10800 18000 28750	12150 20250 32350	13450 22450 35900	14550 24250 38800	15650 26050 41650	16700 27850 44550
Eddy County, NM FY 2010 MFI: 53400	30% OF MEDIAN VERY LOW INCOME LOW-INCOME	11050 18400 29400	12600 21000 33600	14200 23650 37800	15750 26200 42000	17050 28350 45400	18300 30450 48750	19550 32550 52100
Grant County, NM FY 2010 MFI: 45700	30% OF MEDIAN VERY LOW INCOME LOW-INCOME	9600 16000 25600	11000 18300 29250	12350 20600 32900	13700 22850 36550	14800 24700 39500	15900 26550 42400	17000 28350 45350