



Interoffice Memorandum

May 20, 2020

AGENDA ITEM

TO: Mayor Jerry L. Demings
-AND-
Board of County Commissioners

THROUGH: Lonnie C. Bell, Jr., Director *Lonnie C. Bell*
Community and Family Services Department

FROM: Sonya L. Hill, Manager
Head Start Division
Contact: Khadija Pirzadeh, (407) 836-8912
Sonya Hill, (407) 836-7409

SUBJECT: **Consent Agenda Item – June 2, 2020**
Application for Federal Assistance related to
Disaster Recovery Funding 04TDT0167 ACF-PI-HS-18-01

The Head Start Division requests Board approval of the Application for Federal Assistance related to the Disaster Recovery between the Department of Health and Human Services, Administration for Children and Families and Office of Head Start and Orange County.

The Division is applying for funding related to previous disasters such as Hurricanes Mathew (October 19, 2016), Harvey (August 25, 2017), and Irma (September 10, 2017). Also, more than 30,000 Puerto Rican evacuees relocated to Orange County due to Hurricane Maria that occurred October 2, 2017. As a result of these unforeseen events, the Head Start Program has experienced adverse damage to its facilities and playground equipment. The children and families have suffered financial hardship and post-traumatic stress.

This one-time supplement grant funds, for a two -year period, in the amount of \$2,253,548, will be used to build new playgrounds at Lila Mitchell, John Bridges, Pine Hills, and South Orlando YMCA Head Start sites; purchase two transit cargo vans for maintenance, classroom materials, furniture, and trauma smart training. The disaster recovery grant will help the program improve the children's play areas, indoor facilities, and prepare for future disasters by providing training and technical assistance for staff. The non-federal match, in the amount of \$563,387, will be generated from donations of goods and services and in-kind contributions from the County. The term of the grant is from the date of award through September 30, 2022.

The Application for Federal Assistance includes a Compendium of required Certifications and Assurances for non-construction programs, Certifications regarding Lobbying for Contracts, Grants, Loans and Cooperative Agreements; Certification regarding compliance with Compensation Cap (Level 11 of the Executive Schedule); Certification of Filing and Payment of Federal Taxes; and Employee Compensation Cap Compliance Assurance.

ACTION REQUESTED: Approval of Orange County Head Start Disaster Recovery Funding 04TDT0167 ACF-PI-HS-18-01 05/13/2020 in the estimated amount of \$2,253,548; and approval and execution of (1) Certification of Filing and Payment of Federal Taxes and (2) Employee Compensation Cap Compliance Assurance. An in-kind match of \$563,387 is required.

SH/kp:jam

Attachment

c: Randy Singh, Deputy County Administrator
Cristina Berrios, Assistant County Attorney, County Attorney's Office
John Petrelli, Director, Risk Management and Professional Standards
Yolanda Brown, Manager, Fiscal Division, Community and Family Services
Jamille Clemens, Grants Supervisor, Finance Division
Nanette Melo, Assistant Manager, Office of Management & Budget
Auria Oliver, Management & Budget Advisor, Office of Management & Budget

Disaster Recovery Funding

04TDT0167

ACF-PI-HS-18-01

05/13/2020

Comprehensive assessment of programmatic and community needs considering the immediate, interim and long-term impacts of Hurricanes; Harvey, Irma, and Maria 2017-2018

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OVERVIEW – HURRICANE IMPACT

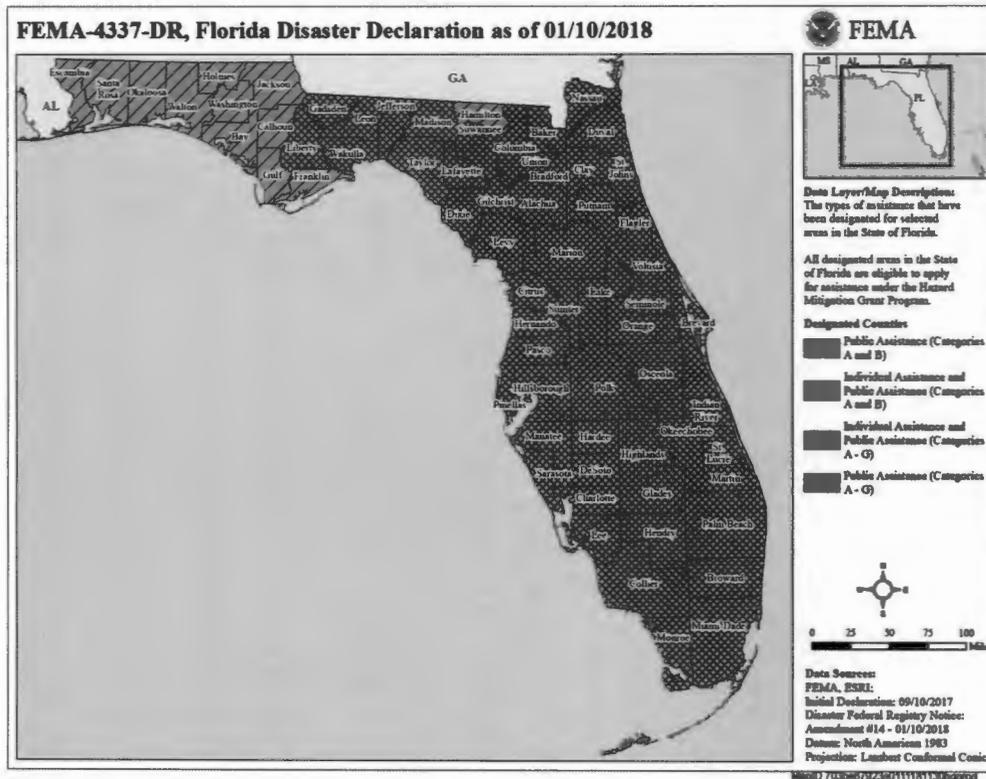
The Orange County Head Start (OCHS) Program is funded by the U.S. Department of Health and Human Services to provide services to 1,536 preschool children and families across 22 sites, in Orange County Florida. As of the 2010 census, the population of Orange County, Florida was 1,145,956, making it the fifth-most populous county in Florida¹. Orange County, is part of the Florida Metropolitan Statistical area that includes Orlando-Kissimmee-Sanford area.

OCHS is applying for the ACF-PI-HS-18-01 Disaster Recovery Funding for 2017-2018 disasters. Funding is sought specifically for restoring Head Start Services following the consequences of hurricanes Irma and Maria. OCHS has experienced property and facilities damage with accompanying financial hardships and additional mental, behavioral and emotional strain on staff due to the impact of hurricanes. This funding will help OCHS to become more prepared for future disasters by educating and equipping the staff through disaster management training and support to ensure their overall well-being making them able to render a higher level of services to the children we serve.

In 2017-2018, Orange County was designated as a Hurricane Disaster Area for two of three major named hurricanes: Matthew, Irma and Maria. Hurricanes Matthew, Irma, and Maria caused severe flooding and high winds, resulting in damage to houses, critical facilities, schools, and other buildings. Although not directly hit by hurricane Maria, Orange County served as a major center for relocated Hurricane Maria evacuees. In the months following Hurricane Maria, Orange County worked with Federal Emergency Management Agency (FEMA), the State of Florida, community and faith-based organizations, the Puerto Rico Federal Affairs Administration, the Office of First Lady of Puerto Rico, the Hispanic Federation, the Heart of Florida United Way and the American Red

¹ State & County QuickFacts". United States Census Bureau. Archived from the original on July 28, 2011. Retrieved June 16, 2014.

Cross on relief and recovery efforts for our neighbors from the U.S. Virgin Islands and Puerto Rico. Although Orange County was impacted by all three hurricanes the major impact occurred with hurricane Irma and subsequently by hurricane Maria, with a high displacement of residents from Puerto Rico to Central Florida.



For the Incident Period: October 03, 2016 - October 19, 2016 Florida Hurricane Matthew (EM-3377), Emergency Declaration was declared on October 06, 2016. Hurricane Irma was declared a major disaster on September 10, 2017, for the incident period beginning September 04, 2017 (FEMA release DR-4337; IRS release FL-2017-04).

Orange County Emergency Response

Orange County's Disaster/Emergency Work Assignment and Compensation Policy and Operational Guidelines requires each division, including Head Start, to determine, evaluate, and allocate necessary essential personnel to respond before, during and after an emergency. At Head Start, all employees are required to obtain training to become an Emergency Response Employee. Employees are specifically trained and certified through the Orange County Office of Emergency

Management to perform one or more Emergency Support Functions outside of their regular work duties. Employees are also certified by completing the Federal Emergency Management Agency (FEMA) course requirements to serve in a specific role. These roles include Emergency Operations Center (EOC) Coordinators; Department Operations Center (DOC) Coordinators; Points of Distribution (POD) Managers; Shelter Managers and Emergency Call Center Takers. Head Start also provides childcare for Emergency Responders while they are serving in emergency roles.

OCHS also has Emergency Non-Essential Employees. These employees may not be directed to report to their regular job assignments but are reassigned to work in other emergency work activities, such as; Community Response Teams (CART); POD Stations; Sand Bag fillers; Feeding Stations; or any other job functions deemed necessary for recovery efforts.

Disabilities, Mental Health, Emotional Stability and Overall Well-Being

State of Florida Executive Order 18-80

On October 2, 2017, the State of Florida office of the Governor established Executive Order 18-80 declaring a state of emergency for every county in Florida due to the efforts required to assist the people of Puerto Rico. The State of Florida in its disaster relief efforts established three main hubs; Port of Miami, Miami International Airport and Orlando International Airport as case management sights for residents of Puerto Rico evacuation flights. Orlando International Airport is located in Orange County and resources including Head Start ERSEA team were present on the tarmac at the airport to assist with evacuees.

With over 10,000 evacuees arriving daily, organizations such as FEMA and United Way were able to provide enrollment and services, such as housing, healthcare and counseling. By March 30, 2018, 34,000 evacuees had been served through the Orlando Multi-Agency Resource Center (MARC). The Florida SERT report shows that 34,725 evacuees were served with 9,298 families and 19,898 individuals signed up for FEMA. There were 11,886 children enrolled into

Orange County Public Schools. The Department of Children and Families registered 6,535 families and provided WIC services for 1,260.

Almost 300,000 Puerto Rican residents migrated to Florida post hurricane Maria (per the state's Division of Emergency Management)¹. As a result of this exodus, the OCHS community changed proportionately to this demographic. The influx of new residents further diminished the already limited housing inventory. According to the 2019 National Low Income Housing Coalition, a study called "The GAP", indicated that the Orlando metropolitan area ranks first in the U.S. among the 50 largest metropolitan areas with the most severe shortages of affordable and available rental homes, with only 13 affordable rental units available per 100 low-income families². This housing inventory shortage has had a negative impact on the children's cognitive development and academic achievement due to the lack of adequate and affordable housing and resultant homelessness.

Orange County Head Start has been assisting families who have been impacted by natural disasters and are eligible under the McKinney Vento Homeless Assistance Act. The McKinney-Vento Act defines homeless children and youths as individuals who lack a fixed, regular, and adequate nighttime residence.

The following table illustrates the number of eligible children applied for the program and are identified as homeless children:

Families Affected by Homelessness

Status	2017 - 2018	2018 - 2019	2019 - 2020
Children	158	185	278
Families	140	103	222

² National Low Income Housing Coalition (2019). *The GAP, A Shortage of Affordable Homes*.

FUNDING REQUESTS

FACILITIES

John Bridges Community Center

John Bridges Head Start office has experienced extreme flooding and water damage due to inclement weather over the past five years. At this center, Head Start has six classrooms located inside the community center. The center manager and family service worker's office is located in a portable on property. In 2019, water damage was discovered from water rising in the portable walls. Water was also discovered under the floor causing extensive damage.

In response to the discovered water damage, Orange County Risk Management Department requested an environmental evaluation for the portable. Simpson Environmental came to the portable and found concerning evidence of water damage. The assessment found excessive moisture from water which caused the flooring to separate. Furthermore, microbial growth, or mold, was reported specifically due to rain and water build-up. The modular was deemed unsafe and has since been torn down. The staff has been moved to a temporary location.

The County did see the value in rebuilding and now in the process of rebuilding. The building will house offices for the Center Manager and Family Service Worker along with two additional Head Start classrooms. Currently John Bridges has the largest waitlist of families (47) in the program. We project this number to rise with the influx of Hispanics and Venezuelan families moving to the Apopka area for more affordable housing as supported with the community assessment years past. With the addition of two more classrooms, we can meet the needs of more families in this area.

Request for Funds John Bridges

Head Start is requesting \$228,339 to help furnish the new offices, conference room and Head Start classrooms. This building will serve a population that is growing and to support on-site services. In order to achieve this success, we must provide proper learning environment's to ensure our children are thriving. The conference room in itself will provide many uses, such as parent and staff meetings as well as any required Head Start training. Head Start disability counselors can also benefit from having a large quiet space needed to conduct their mandatory hearing assessments, as well as being able to provide any counseling and therapy services.

John Bridges Community Center Furniture and Supplies

Inspection and Licensing costs	DCF Licensing, Fire Inspection	\$2,500
Software	Software for iPads and Technology	\$15,000
Maintenance of Grounds	Garden for two classrooms	\$7,000
Equipment	Vision Screener for Head Start Children	\$7,000
Books, Videos, Music	Classroom books, CDs and Music player	\$6,437
Office Supplies	Consumables for classrooms, Offices and Teachers	\$24,000
Miscellaneous Operating Supplies (Classroom)	Head Start Learning Environments, toys, etc.	\$35,402
Computer Equip Under 1000	Tablets for classrooms, iPads, desk top computers for teachers and staff	\$13,000
Technology Infrastructure	Contract to establish technology, set up and connections	\$15,770
Equipment- Tech, boards,	Smartboards for classroom,	\$26,000
Equipment less than 1000	Refrigerator for classroom, classroom furniture, rugs and carpets,	\$23,000
Furniture	Desks, Filing Cabinets, Chairs, Conference Room Table, Nesting Chairs	\$29,000
Janitorial Equipment	PPE Materials, Janitorial Supplies	\$10,500
Outdoor Toys	Water tables, trikes, quiet place outdoor furniture, sensory toys	\$12,500
Medical Surgical Supplies	Toothpaste, emergency kits, toothbrush sanitizer, nebulizer, blood pressure cuff, Defibrillator	\$12,000
	Total Cost	\$228,339

MATERIALS, SUPPLIES AND EQUIPMENT

Children Play Areas

OCHS is requesting funding in the amount of \$1,400,000 to improve our children's play



areas. In 2014, Orange County Head Start, in partnership with Orange County Government, conducted an ADA review of Head Start playgrounds on county sites to determine if upgrades were necessary to bring the playgrounds to ADA standards. From 2015-2020, eleven playgrounds have been successfully upgraded to ADA comply with ADA requirements. Some of the issues faced during this

project were cracked climbers, slides and resurfacing of the pour-in-place rubber surfacing.

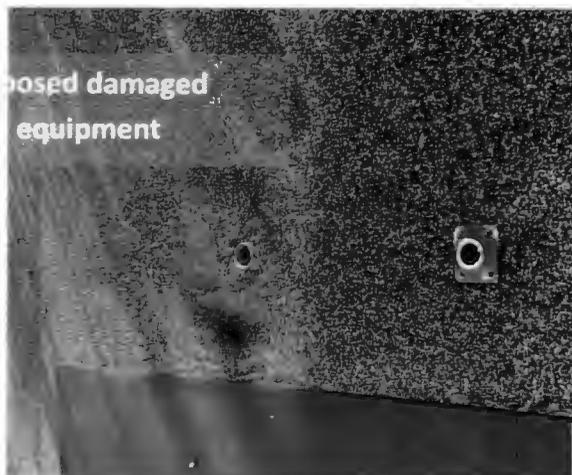
In 2019, Head Start Facilities did a complete assessment of all playgrounds to 1) develop a maintenance program 2) develop a baseline for repairs and 3) develop a preventative maintenance program. The assessment was conducted by two separate licensed and certified playground vendors. The assessment covered all 22 sites to ensure equipment safety. Four of our Head Start Centers sites reflected major water damage from the 2017 hurricanes, based on this assessment.

The four sites identified were; South Orlando YMCA (Site 1), Lila Mitchell (Site 2) Pine Hills (Site 3) and John Bridges (Site 4). All four playgrounds reported extensive water damage and surfacing issues from flooding due to adverse weather conditions attributed to hurricane damage. In addition, this assessment also identified that all four playgrounds at these sites had playground equipment that was not up to code.

South Orlando YMCA Head Start (Site 1)

South Orlando YMCA Head Start is located in the Oakridge neighborhood of Orange County. In the 1800's, Oakridge was a major artery connecting East Central Florida to the West and eventually the link to Orlando's tourist industry. This Head Start is located in a diverse and busy area which is within walking distance to Oakridge High School and Orange County Public Career and Technical Education Schools. This location serves 60 children.

Photos of Playground Damage



The assessment for the South Orlando YMCA revealed that because of flooding and water damage over the past few years, the ground underneath the poured-in-place has become unlevelled causing the playground equipment to start to sink and crack. Water has resided under the poured-in-place which has caused extensive cracks and separation. Because of the damage to the

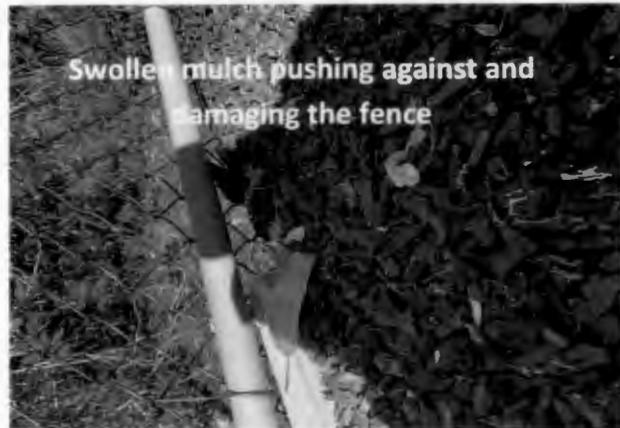
poured-in-place, the concrete border has been exposed. This proposes a major safety issue where

the children can fall, potentially causing serious injury. In addition, the cracks on the playground equipment can expose our children to cuts and clothing snags.

This playground is over ten years old. In 2018, monitoring on the Facilities Inspection Report revealed approximately 6 loose and damaged holes in the poured-in-place. Despite patchwork, the damage has continued in several areas allowing the playground to sink further into the ground. In consideration of future flooding and weather, OCHS is requesting funding for replacement of the playground.

Lila Mitchell Head Start (Site 2)

Lila Mitchell Head Start is located in the crosstown area of Central Florida, where two of the first African-American communities are located, Parramore and Callahan. As these two neighborhoods grew, new neighborhoods



emerged developing a string of adjoining neighborhoods on the west side of Orlando. In the 1980's, many Jamaicans and West Indians moved to the west side, diversifying the population even more. Currently, Lila Mitchell Head Start serves 71 children. The center also shares space with the Neighborhood Center for Families (NCF). Together with NCF, Head Start is able to provide family-friendly accessible services and activities such as academic enrichment activities and health services in the surrounding neighborhoods.

The Lila Mitchell Head Start center is in need of a new playground. OCHS has put much effort and resources to eliminate rubber mulch, but Lila Mitchell is still the last center to have a playground covered with this mulch. The rubber mulch does not meet code and has swollen and overextended due to excessive water standing and flooding. Due to the weathering, the mulch has become quite appealing to the children to eat and chew because of the sweetness of the tire

material. Teaching staff has expressed this concern as it proposes a choking hazard to our children at the center.

Water and flooding has also caused the rubber to expand beyond the set siding of the playground which is in place to keep the mulch settled into one area. This has caused damage to the fence around the playground, which can be a safety hazard for children while playing.



The damaged fence also allows wildlife to enter freely and does not protect the playground from the outside public.

Water damage has also caused unsettling of the ground around the playground. Excessive water and un-leveling off the ground has led to cracked sidewalks causing safety hazards for kids who walk or play on the sidewalks. Exposed concrete around the playground can lead to hazards of falling and other first aid concerns.

The assessment of Lila Mitchell revealed that the equipment has also been effected by extensive water damage. Equipment is cracked in many places exposing children to sharp edges. The spinners can no longer be ridden and the stepping blocks can't be used due to unsafe condition for children to play. The areas of the playground that have poured-in-place have massive gaps which can cause a child to fall or trip. Over the past years, the facilities inspection report continued to report cracks in the slide. The replacement was proven too costly, so maintenance techs have attempted to relieve the problems through temporary fixes. The unattended and patched holes in the poured-in-place surface have caused it to become uneven. Although many attempts have been made to reduce the rust on old equipment, the problem had increased due to so much exposure to water. Inspection and monitoring reports from 2017 to present has indicated concern of the sinking concrete and playground. Because of the playgrounds condition a complete replacement is needed to ensure safety for the children.

Pine Hills Head Start (Site 3)



Pine Hills is one of the oldest and largest neighborhoods in Orange County. Currently, Pine Hills began the creation of the "Neighborhood Improvement District". This initiative has developed strategies for reducing crime, implementing revitalization of both the neighborhood but also surrounding businesses. Infrastructure has also improved with more public transport and better roads. As our largest Head Start site, Pine Hills Head Start serves 200 children. In 2019, a teacher at Pine Hills Head Start noticed a large hole that was located under a swing that our Head Start children use.

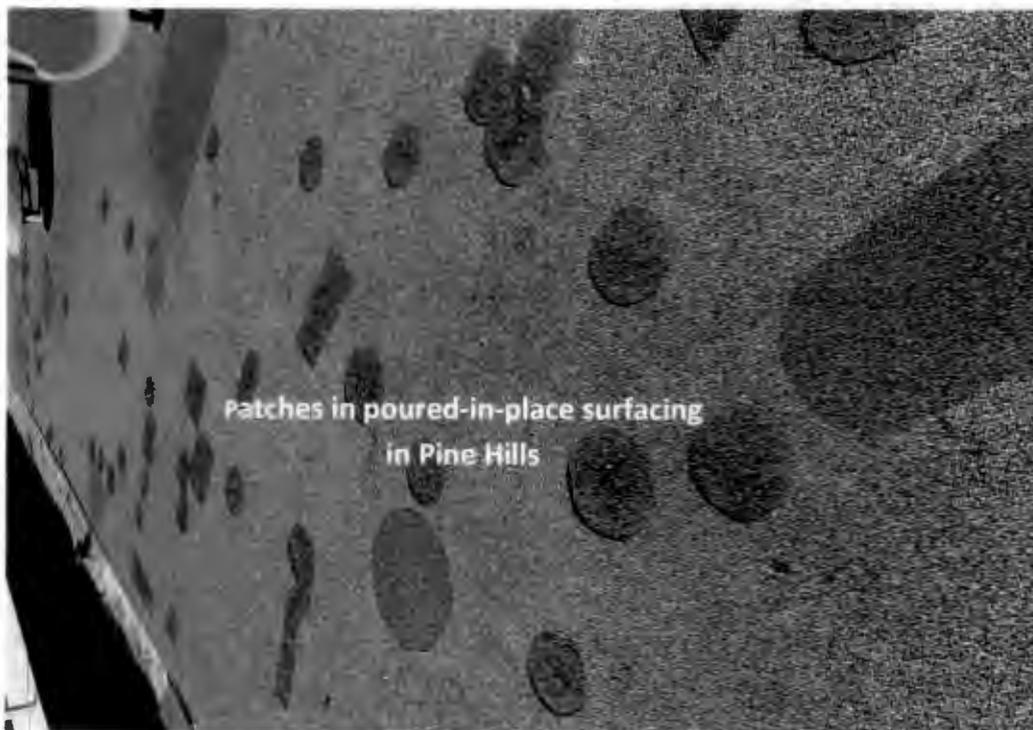
The hole was measured 18 inches wide and approx. 3 to 4 feet deep, large enough for a child to fall into. The hole was due to excessive standing water damage and the County was able to fill the hole and measure for sinkhole probability. Considering this playground is used by 200 children per-day, safety is the number one concern. The hole was inspected for sink-hole and soil sediments around the area to confirm no further risk. The hole was filled and deemed safe for the children to play again.

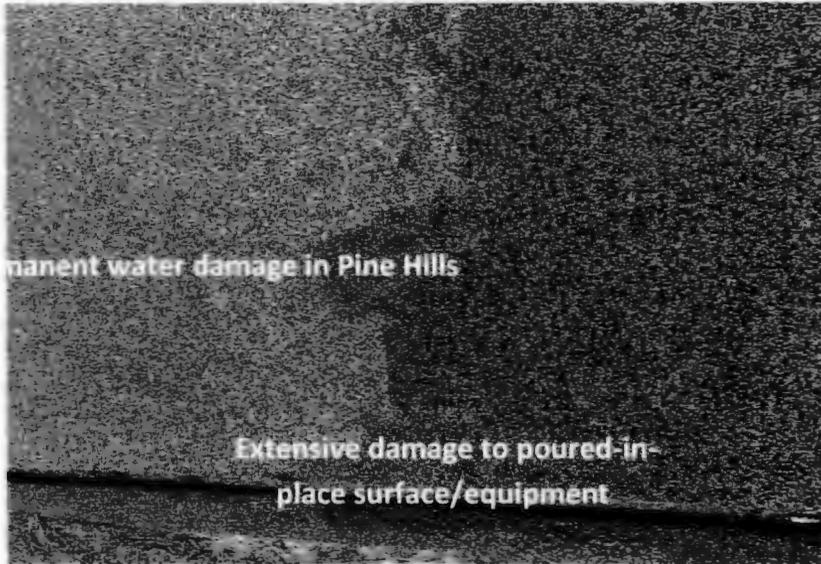
As OCHS largest site, this playground has endured much damage from water and past storms. Like the playground at Lila Mitchel, the playground is worn and the slides are cracked. All

plastic areas on the playground have small cracks that will eventually lead to larger issues. Most evident is the extensive water damage in the pour-in-place surfacing. The expansion due to water damage has unlevelled the playground so much that the support posts are beginning to crack. Water damage can also be seen by the rapid growth of algae on the shaded tops and poles. The separation between the damaged poured-in-place and the foundation fissures is another safety risk where children can get their fingers caught.

Inspection and monitoring reports from 2017 to present have shown multiple issues with fill dirt due to the settlement of dirt and sand. On several occasions, there were work orders to provide additional fill dirt to ensure the playground was safe for the children to continue to play.

Pine Hills continues to be a location where additional support is needed on the playground.





John Bridges Head Start (Site 4)

John Bridges Head Start is located in South Apopka, a rural area with a strong sense of cultural heritage. South Apopka, as a historically black community, has remained a staple community in the fast growing city of Apopka. John Bridges Community Center is a part of the NCF network providing many services beyond Head Start to the community. John Bridges serves 140 children.



John Bridges playground is the last in the group in need of replacement due to excessive water damage. Flood reports have shown that the area in which the center is located has caused the playground to sink. During heavy rain periods the playground is shut down. As a concern, the roof clamps across the playground are rusted from water damage. More importantly, the fact that so much water has caused the ground to sink, the actual roofs on the deck are beginning to separate. If this continues, the roofs will eventually collapse.

Un-leveling from water damage has also affected the playground equipment. This has resulted with cracks beginning to form on the tunnels, climbers and entry points for the slides. If not replaced, children will inevitably get hurt. Most identifiable is the condition of the poured-in-place, which has completely separated from its foundation. This is directly a result of excessive standing water over a long period of time.

Monitoring and facilities reports have shown an increase of work orders since 2017. Rips in the shade structures has continued to increase. Swings showing signs of rust have caused replacement on several occasions. As dirt and mulch continue to be replaced, erosion due to the unlevelled surface will continue to be a problem.



Request for Funds Children's Play Areas

OCHS is requesting funds in the amount of \$1,502,000 to support playground replacement, provide Poured in Place repair Kits, two Transit Vans, and Training and Technical Assistance. This funding will support long term maintenance and disaster preparation for all Head Start playgrounds. Also, this funding will rebuild dangerous playgrounds to safer environments.

Budget Request

Request	Amount	Cost	Total
Playground Replacement	4 Playgrounds	\$350,000	\$1,400,000
Poured in Place Repair Kits	40 Kits	\$550.00	\$22,000
Transit Vans	2 Vehicles	\$40,000	\$80,000
Total Request			\$1,502,000

Playgrounds

OCHS is requesting funds in the amount of \$1,400,000 to remove, replace, and resurface the playground and recycle materials at Pine Hills, Lila Mitchell, John Bridges and South Orlando YMCA Head Starts. This playground request will provide improved safety, up to code equipment and a foundation built to maintain and last through future storms. The playgrounds will also offer a safe place for children to play.

Playground Site	Playground Request	Estimated Cost/Bids
1) South Orlando YMCA – 810 W. Oak Ridge Road, Orlando Florida 32809.	\$350,000	Quote 1 - \$150,000* Quote 2 - \$280,438* (Development and Project Management and incidentals \$50,000)
2) Lila Mitchell – 5151 Raleigh Street, Orlando Florida 32811	\$350,000	Quote 1 - \$300,000* Quote 2 - \$280,438* (Development and Project Management and incidentals \$50,000)
3) Pine Hills Community Center – 6408 Jennings Road, Orlando Florida 32808	\$350,000	Quote 1 - \$150,000* Quote 2 - \$280,438* (Development and Project Management and incidentals \$50,000)
4) John H. Bridges – 445 W. 13 th Street Apopka Florida 32703	\$350,000	Quote 1 - \$320,000* Quote 2 - \$280,438* (Development and Project Management and incidentals \$50,000)

*Estimate Costs are located in the Document Section in the Head Start Enterprise system under other supporting documents.

Poured-in-Place Repair Kits

OCHS would like to request \$22,000 for 40 Poured-in-Place repair kits to be available to maintain safety and proper repairs for all Head Start playgrounds. This material will help our program to preserve existing playgrounds while preparing for disasters in the future. Poured-in-place is a patch repair kit that enables a quick repair without the need to engage the use of an

external contractor. This material repairs cracks and holes that are common due to weather in Florida and comes in a variety of colors. By providing the materials internally, this will save money long term by not having to hire a contractor. Wet poured rubber flooring is perfect for commercial playgrounds. It is also engineered for certain depths of the poured rubber flooring to create a safe fall height rating for children of all ages and weights. This product was recommended during the most recent inspection of playgrounds by A&A Playground Services and Kaplan Playground.

Vehicles

During the hurricane season, OCHS was limited in its ability to provide support to operating centers and shelters, due to inadequate transportation fleet prior to and after the storms. During this time, it would have been beneficial to have transportation for all maintenance technicians along with carrying the equipment needed to support recovery such as down trees, removal of debris and equipment required for repairs in the field. Personal vehicles are limited for transportation during such inevitable events. County vehicles are allowed to assist in the recovery of disasters in the area. For areas inaccessible due to downed power lines and trees, the county works together with the local cities and municipalities to ensure access to centers via alternative routes. The routes are easily accessed with proper vehicle identification. Personal vehicles cause limited recovery efforts and repairs during hurricanes.

OCHS has 22 centers spread over 1,004 square miles. The Maintenance Technicians split the centers based on locations. Currently, the technicians are using their personal vehicles to transport supplies, materials and tools from site to site. This has been problematic because some materials may not fit in their vehicles. Considering the high possibility of weather threats in the future, it would be logical to expand our current fleet to provide support during such events. OCHS is requesting funds in the amount of \$80,000 to purchase two transit vans. These transit vans are efficient on gas and large enough to carry the equipment and tools needed to respond to

emergencies, assist during disaster, maintain the playground and building and the Head Start Classrooms.

Per the county regulations, technicians are required to have a safety barrier between the driver and the cargo area so tools and supplies do not glide in traffic conditions. Safety is essential to emergency response and day-to-day maintenance for the centers. Being able to carry proper equipment will help to provide ongoing maintenance and emergency response. The rationale for seeking funding for transit vans is that they are built to carry tools, haul heavy equipment, ability to have supplies on hand for repairs, and tote commercial grade extension ladders. Transit vans are economical and provide eco-friendly gas mileage.

Transit Van #1	\$40,000
Transit Van#2	\$40,000
Total Requested	\$80,000

PROGRAM OPERATIONS

Head Start Children, Families and Employees

Inadequate social support is a significant risk factor for PTSD (post-traumatic stress disorder) in response to multiple types of disasters, including floods, tornados, hurricanes, earthquakes, fires, and man-made disasters³. The effect of time after a storm, without proper support, does contribute to stressors.

Estimates are that 5-43% of affected children will experience post-traumatic stress disorder (PTSD), and many suffer from depression, anxiety or other mental health disturbances⁴. Mental health and long term stress also affects vulnerable groups such as low-income residents, which

³ Bokszczanin A. (2008). Parental support, family conflict, and overprotectiveness: Predicting PTSD symptom levels of adolescents 28 months after a natural disaster. *Anxiety, Stress, and Coping*, 21(4), 325–335.

⁴ Kar N. (2009, February). Psychological impact of disasters on children: Review of assessment and interventions. *World Journal of Pediatrics*, 5(1), 5–11. Epub 2009 Jan 27.

make up the vast majority of our Head Start parents and children. The PTSD can lead to long-term chronic health problems and risks of psychological problems.

One of our 2019 - 2020 children is an evacuee from Hurricane Maria. She entered our program in August 2019 and upon starting Head Start, has shown extreme anxiety. She refuses to go outdoors on the playground and is afraid of trees and storms. The child has been evaluated for emotional and mental health and has started therapy to deal with the anxiety. However, she is not alone as many of the children in our program have experienced traumatic events causing a barrier between stress and education.

Because of ACF-PI-HS-18-01, which required Head Start programs to give priority to hiring staff displaced from other programs when hiring new classroom staff ⁵, Head Start has successfully employed seven teaching staff and one maintenance staff. All Teachers were provided with full-time benefits and training. Despite this initiative, many of our employees continue to reside in inadequate nighttime housing, often sharing a home with multiple family members. The addition of the earthquakes from December 2019 to present has displaced even more family members from Puerto Rico.

Children and families response to trauma varies; with transitions in life and other stressors that can affect each individual different. Understanding these traumas can help staff with interventions that will help offer families the support they need. Training for staff on disaster and trauma is necessary not only to prepare for crisis but to deal with events. Providing basic support services and interventions for children in stress will give staff the opportunity to support coping skills, learn how to monitor symptoms and be able to intervene when necessary. Training will also help staff to assemble family and social supports during recovery. This also applies to the staff members who are a part of our team.

⁵ ACF-IM-HS-19-01

ADDITIONAL HEALTH, MENTAL HEALTH, DENTAL AND NUTRITIONAL SERVICES

Request for Trauma Smart Training

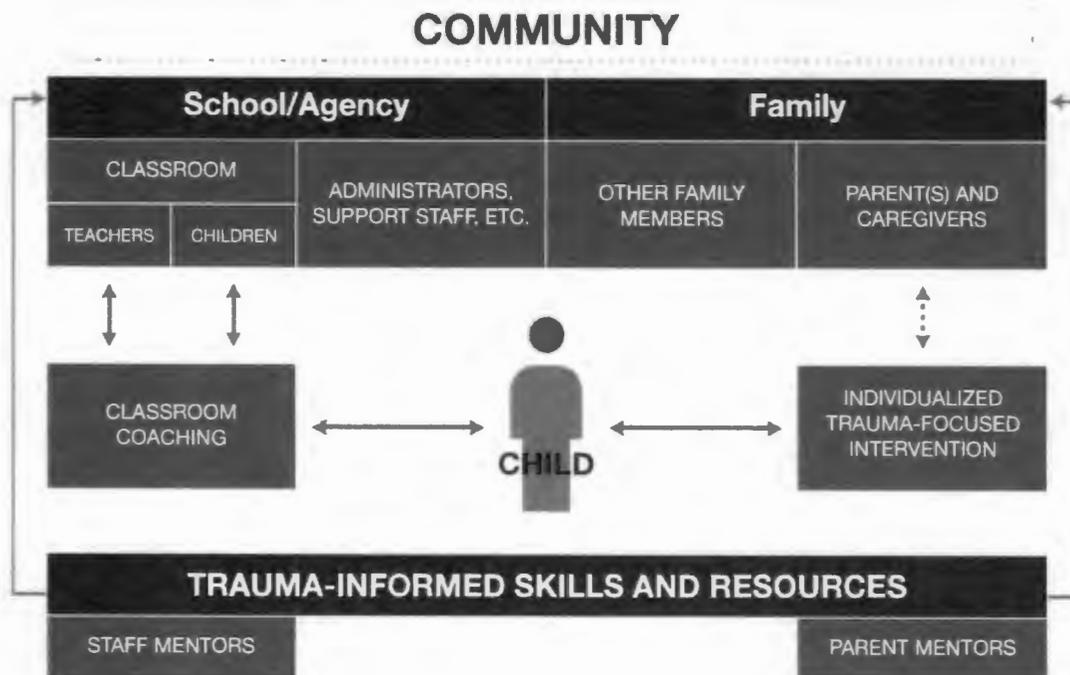
OCHS would like to request funding in the amount of \$148,032 to train five staff to become certified in Trauma Smart, a smart connections caregiver curriculum. This training will serve in the competencies of grief and loss, strengthening executive function and self-development, identity and trauma integration:

Trauma Smart Training*

Description	Quantity	Est. Cost	Annual Cost
Annual Academy : 1) 100 attendees for Leadership Meeting 2) Staff training for 300 Staff	5	\$103,532	\$103,532
Coaching and Smart Connections Academy	5	\$1,950	\$9,750
Trainers Facilitators Academy	5	\$1,950	\$9,750
Travel Costs	5	\$5,000	\$25,000
		Total	\$148,032

* Estimate Costs are located in the Document Section in the Head Start Enterprise system under other supporting documents.

Trauma Smart Model



Trauma Smart was developed by experts at Crittenton Children's Center, Trauma Smart is working in schools across the country. Trauma Smart prepares children for social and academic success. The Trauma Smart program is founded on evidence-based interventions that are recognized by the U.S. Department of Health and Human Services and the National Child Traumatic Stress Network to be effective in helping children and the adults who care for them address the negative impact of violence and trauma⁶. Trauma Smart also uses the CLASS curriculum to base its systems by;

- Preparing children for social and academic success
- Actively including parents in their child's school experience
- Improving the work environment for teachers and school personnel
- Creating practical and enduring change for children, families and communities

Five staff members will attend the Academy and will become certified facilitations who will take this knowledge back to the field to train new trainers. This will help Head Start train a variety of staff who can serve families using techniques from this training to help in high stress situations. This academy will also help to support caregivers (agency staff, teachers, parents, guardians, etc.) develop skills to manage their feelings, particularly in time of stress so that caregivers can provide calm, consistent nutrition and limit setting to children affected by trauma.

The Coaching and Smart Connections Academy provides additional information for selected staff about the model, trauma informed care, how to coach their peers and provide the Smart Connections caregiver curriculum to families. The Trainers Facilitator Academy will prepare agency staff members to be responsible for ongoing training of newly hired staff members.

⁶ <http://traumasmart.org/the-model>

TRAINING AND TEHCNICAL ASSISTANCE

Head Start facilities and maintenance employees need to be trained in disaster response. In addition, to avoid future equipment failure, technicians should be trained how to properly maintain equipment based on manufacture speculations. Most important is the safety of our children both in the classroom, around the facility and on the playground. Training will be a bonus in support to adverse conditions long term. Training will also support long term safety during the lifespan of the equipment. OCHS would like to request funds in the amount of \$20,000 to support training of our technicians and supervisor for the following:

Training and Technical Assistance Plan (Facilities and Maintenance)

Name of Training	Brief Description	How it Connects with the Disaster	Location	Number of Staff to Attend	Training Costs	Travel Cost
(PMT) Playground Maintenance Technician	To maintain playgrounds to reduce severity and number of children's injuries.	With training Technician's will learn how to identify dangers and prevent injuries before and after disasters.	On-Site	5	\$2,500	
Park Management Institute	Learn about recent innovations and planning and design of park projects	Reduce ongoing facility and maintenance costs, development of maintenance standards.	Jensen Beach, FL	5	\$1,000	\$1,500
Crime Prevention Through Environmental Design Professional Designation (CPD)	Crime prevention through Environmental Design	Will serve to protect facilities from crime during and after disasters.	Los Angeles, CA	2	\$1,000	\$3,000
Managing Head Start Real Property Facilities and Equipment	Updates on federal regulations for facilities and equipment	Understand the regulations and policies around funding and compliance	TBA	4	\$3,000	\$2,000
Maintenance Planning and Scheduling Seminar	Fundamentals of maintenance planning and scheduling	PPE and safety requirements, maintenance metrics and capturing continuous improvement information	Phoenix, AZ	2	\$2,000	\$2,000
Total					\$9,500	\$10,500

Indirect Costs*

The indirect cost rate for Head Start is 18.67% for a total of \$353,907

* Indirect Cost Analysis is located in the Document Section in the Head Start Enterprise system under other supporting documents.

In-Kind Match

OCHS is requesting funds in the amount of \$2,253,548. The total in-kind match for Disaster Relief funds for OCHS program is \$563,387. OCHS will provide the requested non-federal share in the amount of \$563,387 through donations of goods and services, in-kind service and services from the Board of County Commissioners.

Head Start captures its in-kind match by using the ChildPlus Management System. A list of rates for services is developed by using the specified rates of Orange County Government's pay scale and is updated on an annual basis. For example: a parent volunteering in a classroom at a rate \$23.57 for 5 hours would be total of \$117.85 in-kind match. This is the same process for community partner's and volunteers who assist in the classrooms, parents working with their children in the Galileo System, Parent Enrichment Activities, Storytellers, Resource Speakers, Chaperone, etc. These forms are completed monthly and signed by each volunteer, verified by the center manager, signed, then turned in to the appropriate staff at the administration level to enter into the system.

The valuation of in-kind match for space and goods are calculated by the fair market values. For example: teachers are allowed to receive donated supplies from the Gift for Teaching on a monthly basis. The fair market value of the items are emailed to the teachers who in turn complete the In-Kind Donation form to be entered in the system and counted as in-kind if they meet the requirements for accomplishing the program's goals and activities.

Monthly and year-to-date reports are ran from the ChildPlus Management System on monthly basis and turned in to the Finance Department to ensure that in-kind is being captured and accounted for in a timely and accurate manner. This type of reporting also allows for management

to see the trends relating to reductions of in-kind by center or by month and to address the issues and plan for better outcomes to increase in-kind matches.

ACTIVITIES AND PROJECTS TIMELINE FOR EXECUTION

YEAR 1 Activities Execution and Completion Timelines													
ID	ACTIVITY NAME	QTR 1			QTR 2			QTR 3			QTR4		
		Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	July
1	Lila Mitchell Playground Design – appraisal, architecture, vendor, BID process												
2	John Bridges Playground Design - appraisal, architecture, vendor, BID process												
3	Pine Hills Playground Design- appraisal, architecture, vendor, BID process												
4	South Orlando YMCA Playground Design - appraisal, architecture, vendor, BID process												
5	Transit Vans												
6	Trauma Smart Training												

YEAR 2 Activities Execution and Completion Timelines													
ID	ACTIVITY NAME	QTR 1			QTR 2			QTR 3			QTR4		
		Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	July
1	Lila Mitchell Playground Build												
2	John Bridges – Playground Build												
3	Pine Hills- Playground Build												
4	South Orlando YMCA- Playground Build												
5	John Bridges – Furniture and Classroom Supplies												

For each proposed grant activity clear timelines for execution and completion are noted above.

DISASTER RELIEF FUNDING

PART III - BUDGET INFORMATION

PA22 FY 2020 - 2022

SECTION B - BUDGET CATEGORIES

! Personnel (Section B, Line 6a)

Position	Salary	Salary Charged to OHHS	Salary Charged to USDA	Orange County Supplement *	Salary Charged To VPK	Work OHHS Grant	# Weeks	# Hrs Per Day
1 Head Start Manager	-	0	\$0	0	-	100%	52	8
1 Administrative Assistant	-	0	-	0	-	100%	52	8
1 Sr. Program Manager	-	0	0	0	-	100%	52	8
4 Administrative Specialist	-	0	-	0	-	100%	52	8
1 VPK Administrative Specialist	-	0	-	0	-	100%	52	8
1 Sr Coordinator Nutrition	-	0	-	0	-	100%	52	8
2 Assistant Nutrition Coord.	-	0	-	0	-	100%	52	8
1 Program Manager	-	0	-	0	-	100%	52	8
1 Business Unit Business System Analyst	-	0	-	0	-	100%	52	8
1 Sr. Fiscal Coordinator	-	0	-	0	-	100%	52	8
2 Monitoring & Evaluation Coordinator	-	0	-	0	-	100%	52	8
1 Sr. Monitoring & Evaluation Coordinator	-	0	-	0	-	100%	52	8
1 Maintenance Supervisor	-	0	-	0	-	100%	52	8
1 Administrative Facilitator	-	0	-	0	-	100%	52	8
1 Contract Administrator	-	0	-	0	-	100%	52	8
2 Mentor Coaches	-	0	-	0	-	100%	52	8

22

Total Administration

\$0 - \$0 - -

Position	Salary	Salary Charged to OHHS	Salary Charged to USDA	Salary Orange County Supplement	Salary Charged To VPK	% Time Work OHHS Grant	# Weeks	# Hrs Per Day
11 Center Supervisors (1520 Hours w/VPK)	0	0	0	0	0	100%	49	8
2 Program Manager	0	0	0	0	0	100%	52	8
7 Center Supervisors (1840 Hours)	0	0	0	0	0	100%	46	8
3 Education Coordinators	0	0	0	0	0	100%	49	8
1 Registered Nurse	0	0	0	0	0	100%	52	8
4 LPN	0	0	0	0	0	100%	52	8
2 Cooks	0	0	0	0	0	100%	46	8
4 Food Service Assistant	0	0	0	0	0	100%	46	8
1 ERSEA Coordinator	0	0	0	0	0	100%	52	8
4 SR Family Services Worker (7526)	0	0	0	0	0	100%	49	8
26 Family Service Worker	0	0	0	0	0	100%	49	8

2 Sr Family Service Workers (7528)	0	0	0	0	0	100%	52	8
2 Head Start Field Operators	0	0	0	0	0	100%	52	8
45 Teacher (46 weeks with VPK)	0	0	0	0	0	100%	49	8
40 Teacher (43 Week)	0	0	0	0	0	100%	46	8
15 Teacher Assistant (46 Weeks with VPK)	0	0	0	0	0	100%	46	7.5
43 Teacher Assistants (43 Weeks)	0	0	0	0	0	100%	49	7.5
55 Teacher Assistants (46 Weeks)	0	0	0	0	0	100%	46	7.5
2 Maintenance Tech	0	0	0	0	0	100%	52	8
1 Warehouse Specialist	0	0	0	0	0	100%	52	8
Overtime	0	0	0	0	0			
Casual Labor	0	0	0	0	0			
270	Total Services	0	0	0	0	0		
292	Grand Total	0	0	0	0	0		

II Fringe Benefits (Section B, Line 6b)

<u>Benefits</u>	<u>Percent/Count</u>	<u>Total Salary</u>	<u>Total</u>	<u>USDA</u>	<u>VPK</u>	<u>OHHS</u>
Retirement Contribution	8.26%	0	0	0	0	0
FICA	7.65%	0	0	0	0	0
Life and Health	285	0	0	0	0	0
Unemployment		0	0	0	0	0
Opeb Trust		0	0	0	0	0
Total Fringe Benefits			\$0	\$0	\$0	\$0
Total Salary and Fringe Benefits			\$0	\$0	\$0	\$0

III Travel (Section B, Line 6c)

Travel for Training	\$35,500	
Total Travel		\$35,500

IV Equipment (Section B, Line 6D)

	<u>Cost</u>	
Vehicle	\$80,000	
Smart Boards	\$26,000	
Vision screener	\$7,000	
Playground	\$1,400,000	
	\$1,513,000	
Total Equipment		\$1,513,000

V Supplies (Section B, Line 6e)

Inspection/Licensing	\$2,500
Software	\$15,000
Books, CD, Videos,	\$6,437
Office Supplies (Consumables)	\$24,000
Furniture	\$29,000
Janitorial Supplies	\$10,500
Medical Surgical	\$12,000
Poured in Place	\$22,000
Misc. Operating Supplies	\$54,902
Computer Equipment under 1000	\$13,000
Equipment Less than 1000	\$23,000
	<u>\$212,339</u>

Total Supplies \$212,339

VI Contractual (Section B, Line 6f)

Technology Set Up	\$15,770
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Total Contractual \$15,770

Name of Organization

Purpose

Period

Cost

Total Facilities Contracts \$0

Total Other Contracts \$0

Total Contracts \$0

VII Construction (Section B, Line 6h)

None

VIII Other (Section B, Line 6h)

	<u>Cost</u>
Training	<u>123,032</u>
	-

Total Other 123,032

TOTAL DIRECT CHARGES \$1,899,641.00

TOTAL FEDERAL FUNDS \$2,253,548

IX Indirect Charges - Justification (Section B, Line 6i)

Indirect Charges is based on Total Salary

Approved rate of % of total budget - part of the difference can be claimed as In-kind

\$353,907

X Non-Federal Resources (Section C, Line 8)

A. Volunteers

<u>Type</u>	<u>Total Hrs</u>	<u>Rate</u>	<u>Value</u>
Parents and Former Parents - 1,607	21,000	\$14.22	\$298,620
Foster Grand Parents .	12,505	\$8.49	\$106,167
Fringe Benefits			\$133,580
		Total Volunteers	<u>\$538,367</u>

B. Donation

<u>Type</u>	<u>Amount</u>	<u>Value</u>
Donation of Classroom Supplies, Nutritional Supplies, Field Trips, Etc.	\$20,020	\$20,020
		Total Donation
		<u>\$20,020</u>

Total
\$558,387.31

C. Applicant

Support provided by Orange County Board of Commissioners

Indirect Cost not charged that is within the 15% limitation	\$0
Personnel	\$0
Fringe Benefits	\$0
Total Orange County Suppl	<u>\$0</u>

Total Non-Federal Resources

\$0

D. State Voluntary Prekindergarten (VPK) Program

Personnel	\$0
Fringe Benefits	\$0
Total VPK Program	<u>\$0</u>

-

TOTAL NON-FEDERAL SHARE

\$558,387

**U.S. DEPARTMENT OF HEALTH AND HUMAN
SERVICES COMPENDIUM OF REQUIRED
CERTIFICATIONS AND ASSURANCES**

Office of Head Start

Updated July 29, 2014

U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES COMPENDIUM OF REQUIRED CERTIFICATIONS AND ASSURANCE

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U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES COMPENDIUM OF REQUIRED CERTIFICATIONS AND ASSURANCE

SF424B Assurances – Non-Construction Programs

1. Has the legal authority to apply for Federal assistance and the institutional, managerial and financial capability (including funds sufficient to pay the non-Federal share of project cost) to ensure proper planning, management and completion of the project described in this application.
2. Will give the awarding agency, the Comptroller General of the United States and, if appropriate, the State, through any authorized representative, access to and the right to examine all records, books, papers, or documents related to the award; and will establish a proper accounting system in accordance with generally accepted accounting standards or agency directives.
3. Will establish safeguards to prohibit employees from using their positions for a purpose that constitutes or presents the appearance of personal or organizational conflict of interest, or personal gain.
4. Will initiate and complete the work within the applicable time frame after receipt of approval of the awarding agency.
5. Will comply with the Intergovernmental Personnel Act of 1970 (42 U.S.C. §§4728-4763) relating to prescribed standards for merit systems for programs funded under one of the 19 statutes or regulations specified in Appendix A of OPM's Standards for a Merit System of Personnel Administration (5 C.F.R. 900, Subpart F).
6. Will comply with all Federal statutes relating to nondiscrimination. These include but are not limited to: (a) Title VI of the Civil Rights Act of 1964 (P.L. 88-352) which prohibits discrimination on the basis of race, color or national origin; (b) Title IX of the Education Amendments of 1972, as amended (20 U.S.C. §§1681-1683, and 1685-1686), which prohibits discrimination on the basis of sex; (c) Section 504 of the Rehabilitation Act of 1973, as amended (29 U.S.C. §794), which prohibits discrimination on the basis of handicaps; (d) the Age Discrimination Act of 1975, as amended (42 U.S.C. §§6101-6107), which prohibits discrimination on the basis of age; (e) the Drug Abuse Office and Treatment Act of 1972 (P.L. 92-255), as amended, relating to nondiscrimination on the basis of drug abuse; (f) the Comprehensive Alcohol Abuse and Alcoholism Prevention, Treatment and Rehabilitation Act of 1970 (P.L. 91-616), as amended, relating to nondiscrimination on the basis of alcohol abuse or alcoholism; (g) §§523 and 527 of the Public Health Service Act of 1912 (42 U.S.C. §§290 dd-3 and 290 ee 3), as amended, relating to confidentiality of alcohol and drug abuse patient records; (h) Title VIII of the Civil Rights Act of 1968 (42 U.S.C. §§3601 et seq.), as amended, relating to nondiscrimination in the sale, rental or financing of housing; (i) any other nondiscrimination provisions in the specific statute(s) under which application for Federal assistance is being made; and, (j) the requirements of any other nondiscrimination statute(s) which may apply to the application.
7. Will comply, or has already complied, with the requirements of Titles II and III of the Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970 (P.L. 91-646) which provide for fair and equitable treatment of persons displaced or whose property is acquired as a result of Federal or federally-assisted programs. These requirements apply to all interests in real property acquired for project purposes regardless of Federal participation in purchases.
8. Will comply, as applicable, with provisions of the Hatch Act (5 U.S.C. §§1501-1508 and 7324-7328) which limit the political activities of employees whose principal employment activities are funded in whole or in part with Federal funds.

U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES COMPENDIUM OF REQUIRED CERTIFICATIONS AND ASSURANCE

9. Will comply, as applicable, with the provisions of the Davis-Bacon Act (40 U.S.C. §§276a to 276a-7), the Copeland Act (40 U.S.C. §276c and 18 U.S.C. §874), and the Contract Work Hours and Safety Standards Act (40 U.S.C. §§327-333), regarding labor standards for federally-assisted construction subagreements.
10. Will comply, if applicable, with flood insurance purchase requirements of Section 102(a) of the Flood Disaster Protection Act of 1973 (P.L. 93-234) which requires recipients in a special flood hazard area to participate in the program and to purchase flood insurance if the total cost of insurable construction and acquisition is \$10,000 or more.
11. Will comply with environmental standards which may be prescribed pursuant to the following: (a) institution of environmental quality control measures under the National Environmental Policy Act of 1969 (P.L. 91-190) and Executive Order (EO) 11514; (b) notification of violating facilities pursuant to EO 11738; (c) protection of wetlands pursuant to EO 11990; (d) evaluation of flood hazards in floodplains in accordance with EO 11988; (e) assurance of project consistency with the approved State management program developed under the Coastal Zone Management Act of 1972 (16 U.S.C. §§1451 et seq.); (f) conformity of Federal actions to State (Clean Air) Implementation Plans under Section 176(c) of the Clean Air Act of 1955, as amended (42 U.S.C. §§7401 et seq.); (g) protection of underground sources of drinking water under the Safe Drinking Water Act of 1974, as amended (P.L. 93-523); and, (h) protection of endangered species under the Endangered Species Act of 1973, as amended (P.L. 93-205).
12. Will comply with the Wild and Scenic Rivers Act of 1968 (16 U.S.C. §§1271 et seq.) related to protecting components or potential components of the national wild and scenic rivers system.
13. Will assist the awarding agency in assuring compliance with Section 106 of the National Historic Preservation Act of 1966, as amended (16 U.S.C. §470), EO 11593 (identification and protection of historic properties), and the Archaeological and Historic Preservation Act of 1974 (16 U.S.C. §§469a-1 et seq.).
14. Will comply with P.L. 93-348 regarding the protection of human subjects involved in research, development, and related activities supported by this award of assistance.
15. Will comply with the Laboratory Animal Welfare Act of 1966 (P.L. 89-544, as amended, 7 U.S.C. §§2131 et seq.) pertaining to the care, handling, and treatment of warm blooded animals held for research, teaching, or other activities supported by this award of assistance.
16. Will comply with the Lead-Based Paint Poisoning Prevention Act (42 U.S.C. §§4801 et seq.) which prohibits the use of lead-based paint in construction or rehabilitation of residence structures.
17. Will cause to be performed the required financial and compliance audits in accordance with the Single Audit Act Amendments of 1996 and OMB Circular No. A-133, "Audits of States, Local Governments, and Non-Profit Organizations."
18. Will comply with all applicable requirements of all other Federal laws, executive orders, regulations, and policies governing this program.

U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES COMPENDIUM OF REQUIRED CERTIFICATIONS AND ASSURANCE

Certification Regarding Lobbying

Certification for Contracts, Grants, Loans, and Cooperative Agreements

1. No Federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of an agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any Federal contract, the making of any Federal grant, the making of any Federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any Federal contract, grant, loan, or cooperative agreement.
2. If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this Federal contract, grant, loan, or cooperative agreement, the undersigned shall complete and submit Standard Form- LLL, "Disclosure Form to Report Lobbying," in accordance with its instructions.
3. The undersigned shall require that the language of this certification be included in the award documents for all subawards at all tiers (including subcontracts, subgrants, and contracts under grants, loans, and cooperative agreements) and that all subrecipients shall certify and disclose accordingly. This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by section 1352, title 31, U.S. Code. Any person who fails to file the required certification shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

Statement for Loan Guarantees and Loan Insurance

If any funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this commitment providing for the United States to insure or guarantee a loan, the undersigned shall complete and submit Standard Form-LLL, "Disclosure Form to Report Lobbying," in accordance with its instructions. Submission of this statement is a prerequisite for making or entering into this transaction imposed by section 1352, title 31, U.S. Code. Any person who fails to file the required statement shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

Regarding Compliance with Compensation Cap (Level II of the Executive Schedule)

Federal funds will not be used to pay any part of the compensation of an individual employed by a Head Start and/or Early Head Start agency if that individual's compensation exceeds the rate payable for Level II of the Executive Schedule.

U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES COMPENDIUM OF REQUIRED CERTIFICATIONS AND ASSURANCE

Certification of Filing and Payment of Federal Taxes

As required by the Departments of Labor, Health and Human Services, and Education and Related Agencies Appropriation Act, 2008 (Public Law 110-161, Division G, Title V, section 523), as a prospective financial assistance recipient entering into a grant or cooperative agreement of more than \$5,000,000, I, as the duly authorized representative of the applicant, do hereby certify to the best of my knowledge and belief, that:

1. The applicant has filed all Federal tax returns required during the three years preceding this certification
2. The applicant has not been convicted of a criminal offense pursuant to the Internal Revenue Code of 1986 (U.S. Code - Title 26, Internal Revenue Code)
3. The applicant has not, more than 90 days prior to this certification, been notified of any unpaid Federal tax assessment for which the liability remains unsatisfied, unless the assessment is the subject of an installment agreement or offer in compromise that has been approved by the Internal Revenue Service and is not in default, or the assessment is the subject of a non-frivolous administrative or judicial proceeding.

Submission Statement

21. *By signing this application, I certify (1) to the statements contained in the list of certifications** and (2) that the statements herein are true, complete and accurate to the best of my knowledge. I also provide the required assurances** and agree to comply with any resulting terms if I accept an award. I am aware that any false, fictitious, or fraudulent statements or claims may subject me to criminal, civil, or administrative penalties. (U.S. Code, Title 218, Section 1001)

** I AGREE

** The list of certifications and assurances, or an internet site where you may obtain this list, is contained in the announcement or agency specific instructions.

Authorized Representative:

Prefix:	Hon.	* First Name:	Jerry
Middle Name:	L.		
* Last Name:	Demings		
Suffix:			
* Title:	Mayor		
* Telephone Number:	(407) 836-7037	Fax Number:	
* Email:	Nadine.Erickson@ocfl.net		

* Signature of Authorized Representative: *Nadine Erickson* * Date Signed: JUN 02 2020

* Submitted by: _____ Date Submitted: _____

fol



BCC Mtg. Date: June 2, 2020

Employee Compensation Cap Compliance Assurance

Head Start funds do not pay for the salary of the Executive Director either as a direct cost or any proportion as an indirect cost, at a rate in excess of \$197,300.00. Funds are, however, used to pay for the salaries of the Head Start Director, the Fiscal Program Manager, and the Senior Program Early Childhood Education. Those salaries are as follows:

Position	Base Salary	FICA	Retirement	Health	Total
HS Manager	\$101,462	\$7,366	\$8,380	\$14,000	\$131,209
Sr. Program Mgr. Early Childhood Education	\$67,288	\$4,885	\$5,558	\$14,000	\$91,731
Program Mgr. (Fiscal)	\$59,467	\$4,317	\$4,912	\$14,000	\$82,696

Orange County, Florida

Employee Compensation Cap Compliance Assurance

Orange County, Florida complies with the Head Start Act, Section 653 (Comparability of Wages), which limits the compensation of Head Start staff. The language precludes use of any Federal funds to pay any part of the compensation of an individual employed by a Head Start agency whose compensation exceeds the rate payable for Level II of the Executive Schedule, which is currently \$197,300. None of the Orange County, Florida staff exceed the employee compensation cap.

Signature: *Jerry L. Demings*
Title: for Jerry L. Demings, Orange County Mayor

Organization: Orange County, Florida

Date: JUN 02 2020

