

Community Development Advisory Committee (CDAC) **POLICIES and PROCEDURES**

Updated January 2021

1. CDAC Procedures and Policies are in writing to help committee members and the public understand how the CDAC operates. "Public Comment Procedures" are considered part of CDAC Procedures and Policies. All CDAC members will be provided with an Orientation Packet containing the CDAC Procedures and Policies and other such documents as required to enable the Committee to be a successful advisory body to the Board of County Commissioners.
2. CDAC Procedures and Policies will be reviewed and revised (if needed) by the Community Development Coordinator each year.
3. Public Comment will be conducted per the attached CDAC "Public Comment Procedures."
4. Critical votes by CDAC may be taken by a show of hands, otherwise by voice vote.
5. CDAC members shall disclose interests in other organizations at any time it is appropriate.
6. The CDAC Chair is authorized by the Committee to present the Committee perspective on the allocation of CDBG, HOME and ESG funds or other Committee business to the Board of County Commissioners meeting.
7. All agencies that submit a CDBG, HOME or ESG application will be provided copies of the CDAC minutes during the allocation process if requested. Meeting minutes can be found at https://www.clarkcountynv.gov/residents/assistance_programs/community_resources_management/citizen_participation.php
8. Web-based notifications will be used as much as possible to inform the CDAC and others as soon as possible on all things including the CDAC minutes, agendas, and applications.
9. The CDAC agenda will be published regularly on the Community Resources Management web page and at six various Clark County locations.
10. A copy of the CDAC attendance roster will be provided with the minutes.
11. CDAC members shall be encouraged to read and research as necessary all allocation items/requests prior to the meeting at which the item will be discussed.

12. CDAC supports the Board of County Commissioners policy of CDBG, HOME and ESG funds not being the sole source of funding for public service agencies.
13. CDAC will consider the agency's or activity's percentage of low/moderate income recipients and the ability to effect a positive change as it affects those most in need, when reviewing each CDBG, HOME and ESG proposal submitted. (A formula or other such tool may be used.)
14. CDAC will give high priority to requests for activities that connect with Clark County or provide necessary gap funding for the strategy, including projects, agencies, and programs to help low/moderate income residents and neighborhood revitalization.
15. CDAC will recognize efforts by agencies to obtain matching funds and/or other grants or funding sources when considering proposals.
16. CDAC will not fund multiple proposals that duplicate services.
17. All items listed on the agenda are for nonaction by CDAC unless otherwise noted. Action may consist of any of the following: approve, deny, condition, hold, or table.

PUBLIC COMMENT PROCEDURE

1. Public comment will be encouraged. However, to maintain order and to keep the agenda moving forward, public comment will be limited to three (3) minutes per individual. **At the discretion of the CDAC Chair and for purposes of clarification, additional public comment may be allowed.**
2. According to Nevada's Open Meeting Law, it is the Committee's discretion to take Public Comment during any other time other than during a Public Hearing or during the Public Comment Session.
3. Public comment will be allowed twice during the meeting. The speaker will clearly state and spell their name and give their address for the record.
4. In all other instances, a citizen may speak on any matter before the Committee for consideration, after receiving recognition and consent from the Chair of the Committee.
5. Members of the public are allowed to ask questions of the CDAC but questions are not required to be answered.

6. Each letter, written comment, email, etc. received by the CDAC will be acknowledged and placed into the minutes of the meeting in which it was received. (CDAC members will be furnished copies of all such letters, written comment, or email.)
7. A public comment agenda item will be placed on the CDAC agenda for each meeting as the agenda item directly after the pledge of allegiance and immediately preceding adjournment.

**Clark County
Community Development Advisory Committee (CDAC)**

Code of Ethics

The Clark County Community Development Advisory Committee will conduct its business honestly and ethically. Its members will work together to make decisions in the best interest of our community to promote growth, safety, and equity. We will further the CDAC reputation of being honest, respectful, trustworthy, responsible, and having a high level of integrity. Clark County will not compromise on these principles and absolutely no illegal or unethical conduct will be accepted. The performance of this committee is the sum of the ethics of its membership. Thus, we are all expected to adhere to high standards of professional and personal integrity.

Members of this committee must never let their personal interest, including religious or personal beliefs and personal relationships or experiences with applicants, conflict or appear to conflict with the purpose of the committee. Members of the CDAC must be particularly careful to avoid representing Clark County or this committee in any transaction with others with whom there is an outside business affiliation or relationship. Members of the CDAC shall avoid using their membership on this committee to advance their private business or personal interests.

No bribes, kickbacks, or other similar remuneration or consideration shall be given to any person or organization in order to attract or influence the recommendations of this committee. Members of the CDAC shall avoid gifts, gratuities, fees, bonuses, or excessive entertainment in order to attract or influence funding recommendations.

Members of the CDAC will often come into contact with, or have possession of, proprietary, confidential, or business-sensitive information and must take appropriate steps to assure such information is strictly safeguarded. This information, whether it is on behalf of Clark County or any applicants seeking funds, could include strategic business plans, financial records, marketing strategies, personnel records, new investments, upcoming acquisitions, processes, and/or methods. All information shared during the CDAC process should be treated with discretion, sensitivity, and only disseminated by Clark County staff. The following guidelines should be followed when dealing with this information:

- Until the information has been publicly released by Clark County, CDAC members must not disclose it to anyone except other CDAC members, Clark County staff, or other designated personnel.
- Members of the CDAC must not be employees of, volunteers or, or subcontractors of any applicants for funding opportunities being deliberated.

Members of the CDAC must remain personally balanced so that their personal life will not interfere with their ability to honestly participate in the CDAC and its functions. Members agree to disclose unethical, dishonest, illegal behavior, or any violations of policies and procedures directly to Clark County staff.

Statement Prohibiting Illegal Discrimination and Harassment

Clark County is dedicated to promoting a community free of discrimination and making our funding recommendations based on merit, value, and needs of the community. We are committed to complying with all Federal, State, and local laws guarding against discrimination and harassment. Likewise, we demand the CDAC process to be free of discrimination because of sex, race, religion, color, national origin, sexual orientation, physical or mental disability, marital status, age, or any other status protected by Federal, State, or local laws. At Clark County diversity is valued and we consistently seek partnerships with all members of our community to ensure everyone's needs are met.

Just as Clark County and the CDAC bear a responsibility towards this policy, each member must clearly communicate our disinterest in, or offense taken to, any perceived verbal or physical discrimination or harassment. We are all responsible for protecting the CDAC process and ensuring that it measures up to the highest standard.

Clark County will not tolerate any form of discrimination, harassment, or violation of the Code of Ethics. Any CDAC member who feels he or she has witnessed, or been subject to, any form of discrimination, harassment, or violation of the Code of Ethics should immediately notify Clark County staff. Any claim will be investigated and appropriate action will be taken. The appropriate action can include but is not limited to reprimand, demotion, or termination from the CDAC. Repetitive offenses will not be endured, and a progressive action model will be utilized.

I, _____, certify my receipt, reading, and understanding of the Clark County Code of Ethics, Statement Prohibiting Illegal Discrimination, and Anti-Discrimination Anti-Harassment Training/Policy. I understand I will be held accountable for upholding these policies and commit to participating in the CDAC in a manner that is ethical, honest, legal, and free from discrimination or harassment.

_____ (signature)

_____ (date)

Clark County

Equal Opportunity, Non-Discrimination, and Anti-Harassment

Policy Statement

Clark County, Nevada ("Clark County" or "County") is an equal opportunity employer and will not discriminate on the basis of race, color, religion, sex including pregnancy, age, national origin, disability status, sexual orientation, gender identity or expression, or genetic information in employment. In accordance with state and/or federal laws, the Clark County Board of County Commissioners ("BCC" or "County Commission") is committed to this Equal Opportunity, Non-Discrimination and Anti-Harassment Policy ("Policy"), which prohibits unlawful discrimination in the workplace.

The County's Equal Opportunity, Non-Discrimination, and Anti-Harassment Policy is based on the following principles:

- A. To recruit, hire, compensate, train, evaluate and promote covered County employees without regard to race, color, religion, sex including pregnancy, age, national origin, disability status, sexual orientation, gender identity or expression, or genetic information, except where sex, mental, or physical requirements constitute bona fide occupational qualifications necessary for efficient job performance. The County will take proactive measures in support of equal opportunity in recruitment, hiring, career advancement, and treatment of covered County employees.
- B. To ensure that policies regarding all terms and conditions of employment will be administered without regard to race, color, religion, sex including pregnancy, age, national origin, disability status, sexual orientation, gender identity or expression, or genetic information.
- C. To ensure that the workplace for covered County employees is free of discrimination, sexual harassment, harassment, bullying, and retaliation.
- D. To immediately stop and address harassing conduct.

Clark County Equal Opportunity, Non-Discrimination, and Anti-Harassment Policy

Clark County hereby declares that it is the policy of the County to prohibit any discrimination and workplace harassment, whether intentional or unintentional, of covered County employees. This Clark County Equal Opportunity, Non-Discrimination, and Anti-Harassment Policy sets forth the scope of conduct, practices, and decisions that are prohibited, the process for making

complaints under this Policy, and how such allegations will be resolved. Clark County is fully committed to creating and sustaining a positive and mutually supportive working environment.

I. PURPOSES

- A. To create a workplace that reflects the community;
- B. To embrace the characteristics that individuals from diverse groups bring to the workplace;
- C. To define workplace discrimination and harassment and other prohibited conduct;
- D. To reinforce the County's commitment to provide a work environment free from discrimination, sexual harassment, harassment, bullying, and retaliation and other prohibited conduct for all covered County employees; and
- E. To address reporting and investigation of workplace discrimination and harassment.

II. OFFICE OF DIVERSITY SUPPORT SERVICES

The County Manager will designate the Clark County Office of Diversity (OOD), Clark County Department of Human Resources (HR Department) staff to perform the following services in support of this Policy.

A. Reporting and Monitoring:

- 1. The County Manager will designate OOD staff to complete reports or analyses required by federal and state law or regulation including but not limited to the U.S. Equal Employment Opportunity Commission.
- 2. OOD staff may also be assigned to conduct studies and compile hiring applications and employment statistics to monitor the status of the County's equal opportunity, diversity, and anti-sexual harassment efforts. Any such studies, reports, or materials, which are generated for the purpose of self-critical analyses, are confidential.

B. Americans with Disabilities Act:

- 1. The County Manager will designate OOD staff to facilitate compliance with the Americans with Disabilities Act (ADA) through intake of requests for accommodations.

C. Section 504 of The Rehabilitation Act of 1973:

1. The County Manager will designate OOD staff to coordinate and facilitate compliance with Section 504 of the Rehabilitation Act of 1973.
2. OOD staff may receive, process, and/or investigate complaints of non-compliance with Section 504 and ADA Title II.

D. Recruitment:

1. HR Department staff will:
 - a. Announce job openings to reach minorities, women, individuals with disabilities, and other under-represented demographics or groups by advertising or disseminating job openings to appropriate organizations, groups, and agencies;
 - b. Publicize promotional opportunities throughout the County;
 - c. Monitor the application process and applicant data to determine effective ways to reach a diverse applicant pool;
 - d. Review job descriptions and experience requirements of jobs to ensure posted qualifications are job-related;
 - e. Monitor testing, interview processes, and composition of interview panels to assure compliance with this Policy to avoid unlawful discrimination;
 - f. Provide interviewers with guidelines and/or training to promote objective assessment of the abilities of candidates;
 - g. As appropriate, conduct post-selection assessment including reasons for non-selection to ensure selection is based on job-related factors; and
 - h. Offer career counseling to covered County employees to identify promotional opportunities and training needs, and to encourage preparation and application for career advancement.

III. SCOPE

- A. This Policy applies to all covered County employees regardless of classification, pay grade, length of employment, or full-time or part-time status.
- B. This Policy governs covered County employee conduct in all County workplaces and vehicles, during business travel, and in any other location where County business is conducted, regardless of whether the property is owned or leased by the County, or whether interacting with covered County employees or other individuals.
- C. This Policy applies to all covered County employee conduct regardless of whether it occurs during working hours, during a lunch break, during an off-duty work-related social or recreational activity, or when off-duty conduct has a nexus to County employment.
- D. This Policy applies to every level of County government, including employment and/or access to County facilities, programs, services, and activities.

IV. DEFINITIONS

- A. *Bullying* means the conduct of a covered County employee that a reasonable person would find intimidating, hostile, offensive, and unrelated to the legitimate business interests of the County and which, unless especially egregious or severe, is directed at a covered County employee on more than one (1) single occasion.
- B. *Covered County employee* means members of the BCC, other elected County officials, members of County management, members of department management, and all other County employees including interns.
- C. *Department head* means any appointed department head or elected official charged with oversight of a County department which employs covered County employees.
- D. *Discrimination* includes, but is not limited to, decisions regarding employment that adversely affect a covered County employee's pay, status, position, or assignment, including opportunities for overtime pay and advancement, and includes decisions regarding recruitment, appointment, compensation, promotion, discipline, demotion, transfers, layoff, recall, termination, and training opportunities.
- E. *Gender identity* means an individual's innate identification as either male or female, although it may not correspond to the individual's body or gender as assigned at birth.

- F. *Genetic information* means information about an individual's genetic tests, the genetic tests about an individual's family members, and the manifestation of disease or disorder in family members of an individual. The term does not include the age or sex of any individuals.
- G. *Protected status* means an individual's sex, race, color, national origin, age, religion, disability status, sexual orientation, genetic information, gender identity, pregnancy status, and any other legally protected characteristic.
- H. *Sexual harassment* means unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when: (a) submission to such conduct is made either explicitly or implicitly a term or condition of a covered County employee's employment; (b) submission to or rejection of such conduct by a person is used as the basis for employment decisions affecting the covered County employee; or (c) such conduct has the purpose or effect of unreasonably interfering with a covered County employee's work performance or creating an intimidating, hostile, or offensive work environment. Sexual harassment is prohibited regardless of whether the parties are the same sex or the opposite sex.
- I. *Sexual orientation* means the actual or perceived status of a person with respect to his or her sexuality.
- J. *Workplace harassment* includes, but is not limited to, any unwelcome verbal, written, or physical conduct that denigrates or shows hostility or aversion towards a person on the basis of a protected status.

V. DISCRIMINATION

- A. It is the policy of the County to maintain a working environment and recruitment/selection process free from discrimination.
- B. Prohibited conduct includes, but is not limited to, making employment decisions based on unlawful considerations and treating covered County employees to different terms and conditions of employment.
- C. Examples of employment decisions and conditions of employment include:
 - 1. Hiring, termination, promotions, job assignments, compensation, job transfers, denying benefits/privileges, discipline, termination, demotion, layoff, recall, and training opportunities.

VI. SEXUAL HARASSMENT

A. It is the policy of the County to maintain a working environment that is free from sexual harassment. Sexual harassment in the workplace will not be tolerated. Where sexual harassment and/or conduct that is sexual in nature and/or has the potential of creating a hostile workplace environment is found to have occurred, Clark County will act to stop the harassment, to prevent its recurrence, to remedy its effects, and to take appropriate action against those responsible.

1. Sexual harassment or a hostile workplace environment may occur when conduct is sexually harassing in nature (by a supervisor or any covered County employee, contractor, and/or vendor) and may include, but is not limited to:
 - a. Making inappropriate sexual comments about a person's clothing, body or looks;
 - b. Display or circulation of sexually suggestive/offensive material, including emails;
 - c. Asking about sexual fantasies, preferences or history;
 - d. Unsolicited and unwelcome flirtations;
 - e. Unsolicited and unwelcome physical conduct to include unwanted touching, massaging, grabbing, patting, pinching, hugging, kissing, brushing up against, or cornering someone;
 - f. Repeated requests for dates after the covered County employee has declined a prior request(s);
 - g. Unwelcome so-called "terms of endearment," such as "sweetheart," "babe," "honey," etc.; or
 - h. Quid Pro Quo sexual harassment that occurs when a superior offers a subordinate an employment benefit in exchange for unwelcome dates and/or sexual favors.

VII. GENDER BASED DISCRIMINATION

A. It is the policy of the County to maintain a working environment for all persons that is free from harassment and less favorable treatment based on a person's gender. The following non-exhaustive list provides examples of gender discrimination in the workplace:

1. Offensive comments about women or men in general;
2. Gender stereotyping to include comments about a person's abilities based on gender and/or making or denying job assignments solely on perception of what jobs a specific gender "should" perform;
3. Discrimination against an individual because of gender identity, including transgender status; or
4. Gender discrimination based on non-conformance with gender norms and stereotypes.

VIII. BULLYING AND HARASSMENT IN THE WORKPLACE

A. It is the policy of the County to maintain a working environment for all persons that is free from conduct that, whether intentional or unintentional, is considered bullying or harassing in nature as defined in this Policy. In doing so, all covered County employees are responsible for conducting themselves in a manner that will ensure that others are able to work in a professional and respectful environment.

B. The following non-exhaustive list provides examples of bullying and harassment in the workplace:

1. Repeated verbal abuse in the form of derogatory remarks, slurs, insults, and epithets;
2. Visual conduct such as derogatory posters, photography, cartoons, drawings, or gestures;
3. Verbal or physical conduct that is threatening, intimidating, or humiliating;
4. Social exclusion or ostracism; or
5. Attempts to induce the covered County employee to act contrary to his or her duty or to do, make, omit, or delay any act, decision, or determination including, but not limited to, regular County Commission agenda items and zoning items.

IX. RETALIATION

- A. Retaliation is taking adverse action against covered County employees for asserting their rights under this Policy or under the law. Adverse actions can include, but are not limited to, transferring the covered County employee to a less desirable position, increasing scrutiny, purposely changing his/her work schedule, or any action that would discourage covered County employees from exercising their rights under the Policy or the law in the future. These rights include filing a complaint under this Policy, filing a complaint with an external government agency such as the U.S. Equal Employment Opportunity Commission, assisting another covered County employee in the filing of a complaint, providing information during an investigation or testifying in a proceeding concerning a violation of this Policy or the law, or otherwise opposing conduct prohibited by this Policy. Retaliation against covered County employees who engage in protected conduct or who assist others in complaints of discrimination or harassment in violation of this Policy is expressly prohibited. A violation of this section may result in disciplinary action, up to and including termination.

X. COMPLAINT PROCESS FOR UNLAWFUL DISCRIMINATION

- A. A covered County employee or applicant for an employment position covered by this Policy may file a complaint with the OOD. A covered County employee may file a complaint under a section of an applicable collective bargaining agreement specifically designating OOD as the office to which such complaints will be referred. All complaints should be submitted in the written format prescribed by the County Manager. Covered County employees or applicants will not be subject to retaliation, reprisal, intimidation, harassment, or modification of employment status as a result of filing a complaint.
- B. A complaint alleging unlawful discrimination and/or sexual harassment must be filed within the statute of limitations set by state and federal enforcement agencies having jurisdiction over the alleged unlawful activity.
- C. A complainant may not file a complaint of discrimination with OOD if they have filed a charge of discrimination asserting the same allegations based upon the same events with any other County, state or federal administrative body or officer having jurisdiction to adjudicate complaints of discriminatory practices.
- D. Upon receipt of a complaint wherein the allegations, if true, would support a finding of a violation of this Policy, OOD staff shall immediately notify the affected

department head and the County Manager. Each will be provided a summary of the charge and, as appropriate, a request for information or request for a response to the allegations set forth in the complaint.

- E. The County Manager, at his or her sole discretion, may assign an investigation to be conducted outside the OOD, in which case the outside investigator will act in lieu of OOD for that complaint.
- F. The OOD or outside investigator selected by the County Manager shall investigate the allegations of the complaint. When practical, all interviews shall be recorded and made part of the record of the investigation along with all associated documents and other material. Written findings of the investigation shall be fully documented. All information gathered in the course of investigations is confidential except as otherwise mandated by law, or necessary to the implementation of this Policy, and/or necessitated by issues presented in labor administrative proceedings.
- G. The investigative findings will be submitted to the Equal Opportunity Committee (EEO Committee) as designated by the County Manager. The EEO Committee will determine if a violation of this Policy has occurred and what, if any, corrective action is appropriate.
- H. If an elected County official is alleged to have violated this Policy, the complainant may be referred to an appropriate state or federal administrative enforcement agency. Referral of a complaint in this manner does not limit the County's ability to take remedial action as it deems appropriate in light of the allegations in the complaint.
- I. Covered County employees and applicants may, at any time during the process, or at its completion, seek relief outside the County in accordance with the provisions of applicable federal or state statutes.

XI. COMPLAINT PROCESS FOR BULLYING OR HARASSMENT

- A. A complaint alleging bullying or harassment that is not considered unlawful discrimination will be referred to the HR Department Employee Relations Division (Employee Relations Division) for investigation. Complaints of this nature may be referred back to the originating department for investigation. Investigative findings will be forwarded to the Employee Relations Division to ensure appropriate action is taken under this Policy.
- B. Violations of the bullying or harassment provisions of this Policy may result in disciplinary action, up to and including termination.

XII. SETTLEMENT AND REMEDIATION OF CLAIMS AND COMPLAINTS

- A. If the County's EEO Committee determines that a violation of this Policy has occurred, appropriate remedial action shall be taken under the direction of the County Manager. All communications regarding settlements or other action having fiscal impact will be supervised by the Clark County Department of Finance. All necessary training will be coordinated by the OOD. The County Manager may assign staff or outside resources to mediate among the parties.
- B. If the County's EEO Committee determines that a violation of this Policy has occurred, remedial action, including, if necessary, discipline commensurate with the severity of the violation shall be undertaken by staff as directed by the County Manager. After the County's EEO Committee has made a finding, the complainant may not proceed on the same facts and legal theory before any other County administrative body or officer.

XIII. RESPONSIBILITIES OF COVERED COUNTY EMPLOYEES

- A. All covered County employees who are subjected to or are witnesses to conduct in violation of this Policy are encouraged to report the conduct at the earliest possible stage in order to prevent its escalation, and allow the County to take appropriate action to remedy the offensive conduct. Covered County employees may report prohibited conduct to OOD, HR Department, his or her supervisor and/or manager, or department management.
- B. Department management, managers, or supervisors shall expeditiously as possible make a report to the OOD or the HR Department based on the type of complaint. No supervisor, manager, or department head has authority to agree not to transmit a report or to agree to a delay in transmitting a report. Failure of a supervisor, manager, or department management to discharge responsibilities under this paragraph is a violation of this Policy and may result in disciplinary action, up to and including termination.
- C. All department heads shall implement this Policy by:
 - 1. Rigorously enforcing the standards imposed by this Policy;

2. Developing and disseminating appropriate departmental procedures that communicate to covered County employees that violations of this Policy will not be tolerated and will result in disciplinary action, up to and including termination;
 3. Taking appropriate action to ensure that complaints are promptly forwarded to OOD for investigation;
 4. Imposing recommended disciplinary action, up to and including termination, when violations of this Policy are confirmed; and
 5. Ensuring that covered County employees receive periodic training regarding this Policy.
- D. Anonymous complaints containing allegations of conduct in violation of this Policy should be submitted or forwarded to the Director of the HR Department. The HR Department may investigate an anonymous complaint if specific information related to the alleged incident(s) (e.g. persons involved, description of the conduct, and place of the incident(s)) is included in the anonymous complaint.
- E. Failure of a department head to discharge responsibilities outlined in this section is a violation of this Policy and may result in disciplinary action, up to and including termination.

XIV. REPORTS TO EXTERNAL AGENCIES


- A. Covered County employees may seek external review of a harassment complaint or the County's employment practices by filing a complaint with the U.S. Equal Employment Opportunity Commission and/or the Nevada Equal Rights Commission. Certain procedural requirements and deadlines may apply. Information regarding these agencies is posted on departmental bulletin boards and is available on the Internet.

XV. TRAINING

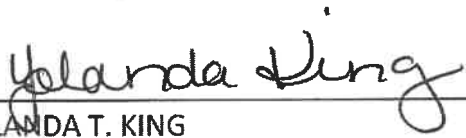
- A. The County Manager is responsible for developing a program of training to ensure the working environment is free from all acts of discrimination and harassment outlined in this Policy. The program of training will require that new covered County employees of Clark County receive training regarding this Policy within 30 days after beginning employment and that all covered County employees of Clark County receive training regarding this Policy at least once every (2) years. Newly promoted supervisors, managers, and department heads shall attend a program of training within the first 60 days of promotion.

XVI. COMPLIANCE

- A. Adherence to this Policy is mandatory. Any covered County employee who fails to comply with this Policy is subject to disciplinary action, up to and including termination.



STEVE SISOLAK, Chair
Board of County Commissioners



YOLANDA T. KING
County Manager

Adopted: April 17, 2018



DISCRIMINATION, HARASSMENT, & BULLYING AWARENESS

Presented by:
Clark County Office of Diversity

1

Objectives

- Overview of the County's Non-Discrimination, Anti-Harassment Policy & Expectations as Committee Members
 - Know that certain conduct can constitute illegal harassment
 - Discuss a professional and respectful work environment

2

Clark County's **ZERO** Tolerance Policy

Clark County is committed to a workplace free from any type of discrimination, harassment, and bullying

This is your RIGHT as a County employee under Policy and law

Who is covered under the Policy?

- All County employees (full-time; part-time; interns)
- Department Heads
- Senior County Management
- Members of the Board of County Commission
- Other Elected Officials



Adherence to this Policy is Mandatory

3



Harassment and Discrimination

4

PROTECTED STATUS

FEDERAL LAW PROTECTIONS:

- RACE
- COLOR
- RELIGION
- SEX/GENDER (includes pregnancy)
- NATIONAL ORIGIN
- AGE (40 plus)
- DISABILITY
- GENETIC INFORMATION

STATE LAW PROTECTIONS:

- SEXUAL ORIENTATION
- GENDER IDENTITY OR EXPRESSION

5

SB 327: Nevada's CROWN Act

- *CROWN stands for: Creating a Respectful and Open World for Natural Hair*
- *The new legislation expanded race protections to include "traits associated with race" including hair texture and protective hairstyles.*
- *Protective hairstyles includes but not limited to natural hairstyles, curls, afros, braids, locks, bantu knots, and twists.*
- *It is against the law to discriminate against individuals on the basis of characteristics associated with race including subjecting employees to harassment because they are donning natural or protective hairstyles!*

6

Workplace Harassment includes...

...but it is not limited to unwelcome verbal, written, or physical conduct that denigrates or shows hostility or aversion towards a person on the basis of a **protected status**.

This type of impermissible conduct may include but is not limited to: offensive jokes, slurs, epithets or name calling, physical assaults or threats, intimidation; ridicule or mockery, insults or put-downs, offensive objects or pictures on the basis of a **protected status**.

7

SEXUAL HARASSMENT

Sexual harassment is defined as unwelcome sexual advances; requests for sexual favors; and other verbal, physical, and/or visual conduct of a sexual nature.

Quid Pro Quo ("this for that"):

When someone in authority:

- Offers an employment benefit, e.g., promotion and/or raise in exchange for sexual favors
- Threatens adverse action if the advances are rejected

Hostile Work Environment

- Coworker to coworker
- Supervisor to subordinate
- Outside vendor/customer to employee

Conduct that creates an environment filled with unwelcome sexual comments or conduct that a reasonable person would consider intimidating, hostile, or abusive and/or has the effect of unreasonably interfering with an employee's work.

***Harassment can occur from:
male to female -or- female to male
male to male -or- female to female***

8

Sexual Harassment can come in many forms...

Verbal



- Asking or talking about sexual history/experience/preferences
- Sexual comments or language
- Sexual innuendos; grunting sounds
- Whistling, cat calls or kissing sounds

Physical



- Unwarranted physical contact
- Touching, pinching, grabbing, poking
- Brushing up against someone
- Hugging, patting, kissing or stroking
- Neck/shoulder rubs

Nonverbal



- Looking at someone up and down (elevator eyes)
- Staring at someone's body
- Following a person
- Making facial expressions, winking, throwing kisses, licking lips

Written



- Inappropriate images of sexual nature, e.g.:
- Pictures; texts or emails
- Drawings; digital images, e.g., emojis
- Notes or writings

9

Other Workplace Harassment includes...

- Comments, ridicule or other demeaning conduct because of a "perceived or actual" **disability**
 - "You do well considering the hand you've been dealt"
- Offensive comments, epithets, jokes, slurs or gestures based on **race or color**
 - Using the "N" word, "cracker," "beaner"
- Derogatory words or conduct aimed at an individual's **nationality**, ancestry, foreign name, accent, appearance or culture
 - "You need to learn how to speak English"

10

Other Workplace Harassment includes...cont.

- Demeaning comments or conduct based on a person's **age**
 - "You're old as dirt"
- Offensive comments about an individual based on non-conformance with **gender** norms/stereotypes
 - Asking women if "it's that time of the month..."
 - Telling men to "Man Up! You're too sensitive"
- Comments on a **transgender** person's identity or expression
 - Referring to a transgender as "It" or "she-male / he-she"
- Anti-gay comments or **sexual orientation** slurs
 - "He/she bats for the other team"

11

Nevada Revised Statutes

Nevada Revised Statutes track federal employment laws; however, Nevada law, unlike federal law, also prohibits discrimination in employment based on sexual orientation and gender identity or expression.

- Gender Identity refers to an individual's internal, deeply held identification as being male or female, regardless of his or her assigned sex at birth.
- Gender Expression refers to the way an individual expresses his or her identity; mannerisms, dress, grooming, and other external characteristics.

For your information:

In early 2013, the EEOC held that gender identity/expression discrimination and sexual orientation discrimination are prohibited by Title VII when the alleged discriminatory behavior includes gender stereotyping.

12

Retaliation & Confidentiality

It is against County policy and the law to retaliate against people (applicants or employees) because they filed a charge of discrimination, because they complained about discrimination on the job, or because they participated in an employment discrimination proceeding (such as an investigation or lawsuit).

All complaints to (and investigations by) the Office of Diversity are kept confidential, except as mandated by law and/or necessitated by issues presented in labor administrative proceedings (grievance procedures).

13

Americans with Disabilities Act

The ADA provides employees the right to a reasonable accommodation. Each accommodation is determined on a case-by-case assessment.

Examples of reasonable accommodations may include:

- Change of work station or work equipment.
- Eliminate a non-essential job function.
- Time off for a regimen of treatment.
- Part-time or modified work schedule.



14

Section 504 of the Rehabilitation Act of 1973 and Title II of the ADA

The County receives federal funds for some of its services. As that is the case, the County is to be in compliance with **Section 504 of the Rehabilitation Act of 1973 and Title II of the ADA** by ensuring that there are no barriers for individuals with disabilities to access its programs, services and activities.

Title VI Compliance: Non-Discrimination in Programs & Services

The County is committed to administering County programs, services, and activities for the benefit of all citizens in compliance with **Title VI of the Civil Rights Act of 1964** and the County's non-discrimination policies. Title VI prohibits discrimination on the basis of race, color, and national origin in programs and activities receiving federal funding.

15



Workplace Bullying

16

Workplace Harassment/Bullying is...

...not based on protected status and it's not illegal, but it can be damaging nonetheless and you can be held accountable for it. Types of Workplace Bullying include:

- **Verbal** – intimidation, personal humiliation, verbal abuse, threatening, yelling, insulting or cursing, use of condescending or demeaning language
- **Behavioral** - isolating or denying the persons presence, belittling or trivializing the persons thoughts/opinions, opposing or challenging everything the victim says
- **Non-Verbal** – messages conveyed using body language, gestures, looks and stares
- **Written Communication** - aggressive or combative tone, derogatory terms or inappropriate comments, using all CAPS (considered yelling in email etiquette), similar examples used in verbal communication
- **Third Party** - harassment that's perpetrated by a "third party" – someone from outside of the organization such as: vendor, contractor, customer, client



togetherforbetter

**Community Development
Advisory Committee (CDAC)**

CDAC Purpose

- Provide community input into community needs and priorities
- Receive Project Presentations
- Review grant applications
 - ZoomGrants
- Make recommendations to the Board of County Commissioners (BCC)



Meeting Ground Rules

- Show up on time and come prepared
- Stay mentally and physically present
- Silence Cell Phones
- Be concise, stay on topic
- Listen with an open mind
- One speaker at a time
- Ask clarifying questions if you don't understand
- Demonstrate mutual respect: attack problems, not people
- If you disagree, propose a solution
- Have Fun!



Protocol

- Oath of Office
- Quorum – is 1/3 of committee membership
- Non-voting members
- Conflict of Interest
- Meetings are public
- Public Comment – Limited to 3 minutes
- Travel - Mileage



togetherforbetter

Application Process

- Application made available through ZoomGrants
- Application and all related materials submitted electronically
- Applications are reviewed by staff to ensure thresholds are met
 - ✓ Eligible Project
 - ✓ Complete Application
 - ✓ All Requested Documents Provided



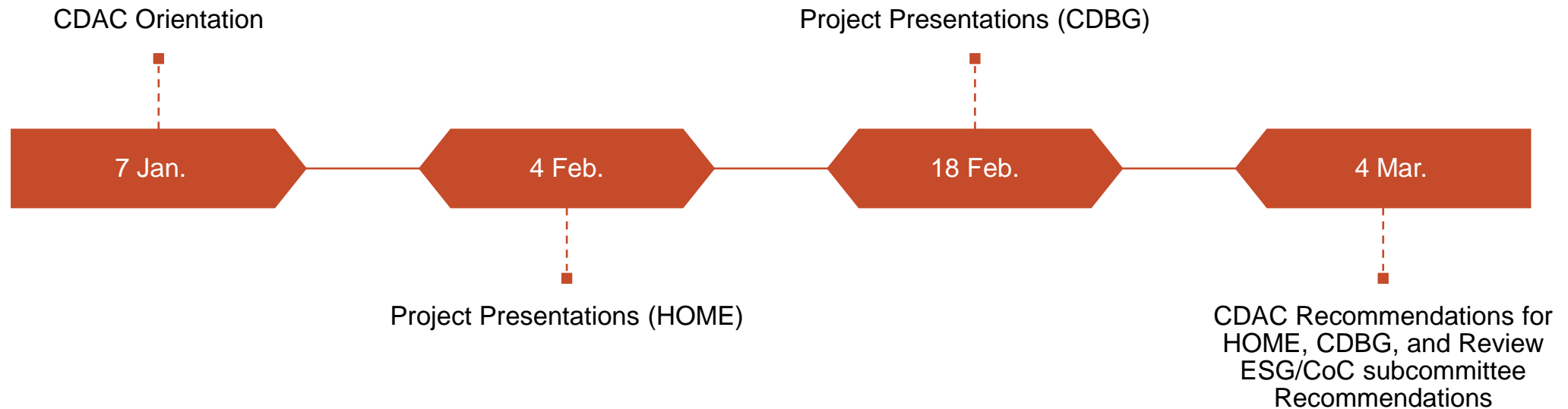
togetherforbetter



Funding 101

- **The amount available for funding is grant specific**
- **Applicants may receive an allocation that is less than the total amount requested**
- **Consider how an increase or decrease in grant funds could affect funding decisions**
- **Consider whether the proposed activity is a construction/development or public service project – funding considerations are different**

CDAC Schedule 2024-2025



All meetings will be held in-person and begin at 6 pm.



togetherforbetter



Project Approval/Funding Schedule

- **March 2025 – Public Hearing at Board of County Commissioners meeting on HOME, CDBG, and ESG Recommendations**
- **May 2025 – Consolidated Plan submitted to HUD**
- **July 1, 2025 – Fiscal Year 2025-2026 begins**
- **Fall 2025 – Clark County receives HOME, CDBG, and ESG funding**

- **NO ACTIVITIES CAN BE STARTED UNTIL:**
 - **County receives federal award**
 - **Grant agreements are signed**
 - **Environmental Review (ER) is completed**

Program contacts

- CDBG: Kent Golangco – Kent.Golangco@clarkcountynv.gov
- ESG/CDAC: Tameca Ulmer – Tameca.Ulmer@clarkcountynv.gov
- HOME: Giavonni Garcia – Giavonni.Garcia@clarkcountynv.gov
- Senior Grants Coordinator: Natalie Cacho – Natalie.Cacho@clarkcountynv.gov



Important Internet Links

- **CRM Website** -
https://www.clarkcountynv.gov/residents/assistance_programs/community_resources_management/index.php
- **CRM Resources (Action Plans, Consolidated Plans, Capital Improvement Plans, Consolidated Annual Evaluation & Evaluation Report, Regional Impediments to Fair Housing)** -
https://www.clarkcountynv.gov/residents/assistance_programs/community_resources_management/federal_reports.php
- **ZoomGrants Website** – <https://www.zoomgrants.com/>
- **CRM Citizen Participation** -
https://www.clarkcountynv.gov/residents/assistance_programs/community_resources_management/citizen_participation.php





togetherforbetter

HUD Reporting Consolidated Plan and Annual Action Plan

Purpose of the Consolidated Plan and Action Plan

- Required by HUD
- Must include citizen participation
- Identifies community needs
- Prioritizes strategies for project funding



togetherforbetter

Federal Grants

- **CDBG** - Community Development Block Grant
- **HOME** - HOME Investment Partnership Act
- **ESG** - Emergency Solutions Grant



CDBG Urban County Consortium

Clark
County

Boulder
City

City of
Mesquite



togetherforbetter

Clark County HOME Consortium



Clark
County

City of North
Las Vegas



togetherforbetter

HUD Required Reports and Plans

5-Year Consolidated Plan

- Regional Fair Housing and Equity Assessment
- Citizen Participation Plan

Annual Action Plan

Consolidated Annual Performance and Evaluation Report (CAPER)





togetherforbetter

HUD 5-Year Consolidated Plan

- Identifies development, housing, and homeless needs
- Requires citizen participation
- Describes strategies and priorities

Citizen Participation



Identify Housing Needs



**Identify Community
Development Needs**



togetherforbetter

Coordination – Community Collaboration

- Clark County coordinates with:
 - Southern Nevada Homelessness Continuum of Care
 - Southern Nevada Regional Housing Authority
 - NV Housing Division



**Consolidated
Plan and Annual
Action Plan
FY2025-2029**

Community Development Goals

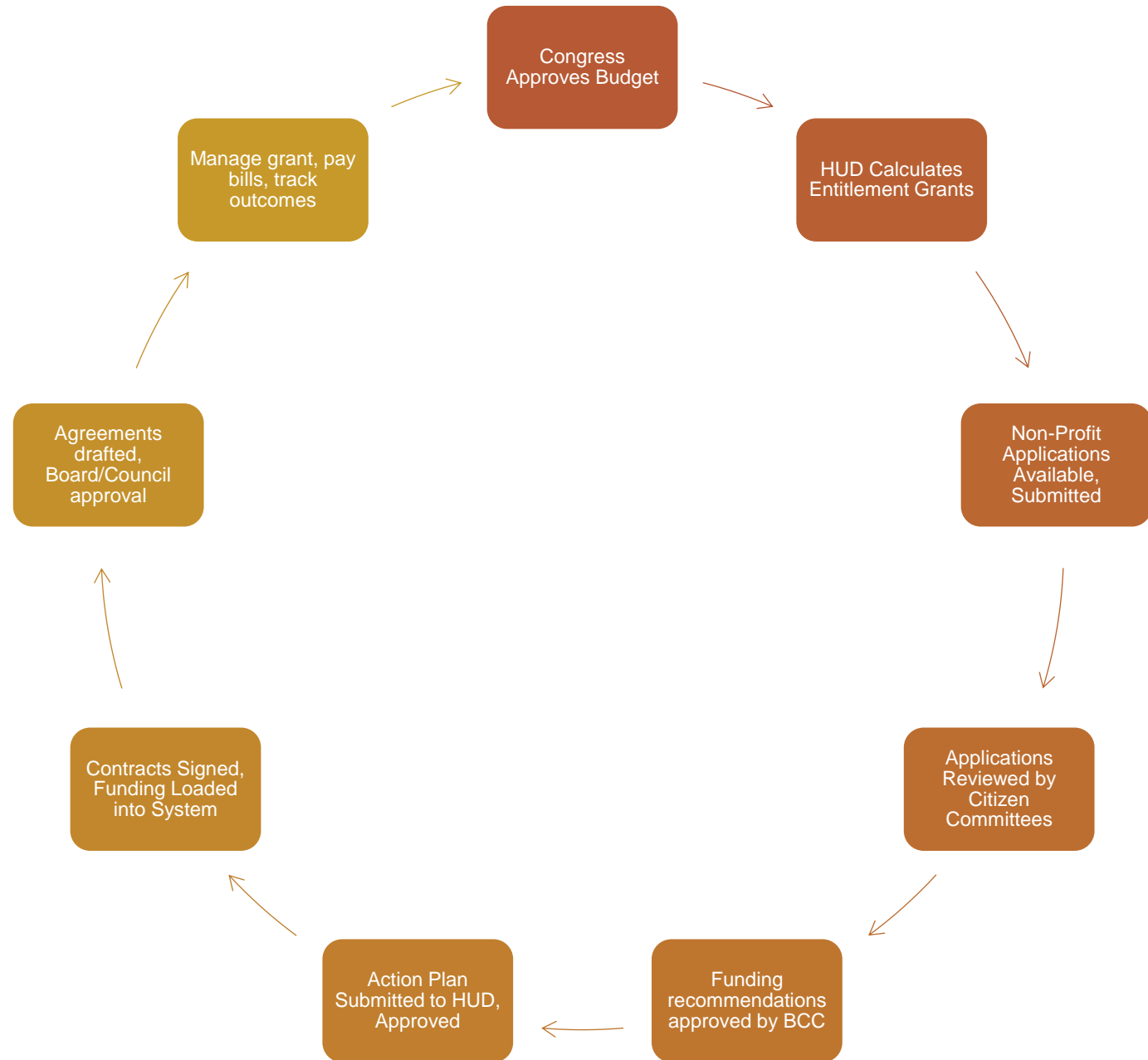
Emerging Issues

Describe Projects and Programs

Delineate Federal Grant funds

Typically to HUD by May 15

Annual HUD Grant Cycle





Fiscal Year

CC Funding

▪ FY 2017/2018	\$12,243,615
▪ FY 2018/2019	\$13,990,696
▪ FY 2019/2020	\$14,665,303
▪ FY 2020/2021	\$17,385,020
▪ FY 2021/2022	\$17,583,084
▪ FY 2022/2023	\$16,972,065
▪ FY 2023/2024	\$19,156,125
▪ FY 2024/2025	\$22,210,349
▪ FY 2025/2026 estimate	\$22,210,349



togetherforbetter

2023 CAPER

CONSOLIDATED ANNUAL PERFORMANCE
EVALUATION REPORT



A Report for the

U.S. Department of Housing and Urban Development
on
Housing and Community Development Activities in
Clark County, North Las Vegas, Boulder City, and Mesquite

July 1, 2023 to June 30, 2024

Consolidated Annual Performance Evaluation Report (CAPER)

- Reports on the progress of the Consolidated Plan and Action Plan
- Due in September each year for July-June.
- Includes all members of the CDBG Urban County Consortium and the HOME Consortium.

CRM Report Library

Consolidated Plan Documents ▼	8 documents
Consolidated Annual Performance and Evaluation Report (CAPER) ▼	15 documents
Regional Analysis of Impediments to Fair Housing ▼	2 documents
Action Plans ▼	9 documents
CDBG Capital Improvement Plans ▼	2 documents
HOME ARP ▼	2 documents

https://www.clarkcountynv.gov/residents/assistance_programs/community_resources_management/federal_reports.php#outer-128

Questions



togetherforbetter



Help Hope Home

Ending Homelessness In Southern Nevada

CONTINUUM OF CARE 101

WWW.HELPHOPEHOME.ORG

Definitions of Homelessness

(1) Literal homelessness

- Sleeping unsheltered, including a car, park, bus or train station, etc.
- Living in an emergency shelter or transitional housing
- Exiting an institution where they stayed for less than 90 days and were literally homeless immediately prior to entering

(2) At risk of homelessness

- Will lose primary residence within 14 days
- Has nowhere else to go
- Has no resources or support networks to obtain permanent housing

Definitions of Homelessness

(3) Unstably Housed (Title I Education definition)

- Families with children or unaccompanied youth who are and are likely to remain unstably housed
- Who have not had a lease or ownership of a housing unit in the last 60 or more days
- Has had two or more moves in the last 60 days
- May have disability or multiple barriers to employment

(4) Fleeing/Attempting to flee domestic violence

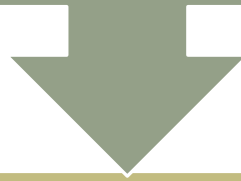
- Fleeing, or attempting to flee DV
- Has no subsequent residence that has been identified
- Has no resources or support networks to obtain permanent housing

Chronically Homeless

- Live in a place not meant for human habitation, a safe haven, or in an emergency shelter
- Experienced homelessness for 12+ months
- Experienced 4+ episodes of homelessness in the last 3 years totaling 12+ months
- Have a qualifying disability
- Families- the head of household must meet these criteria

Setting a Path to Ending Homelessness in Southern NV

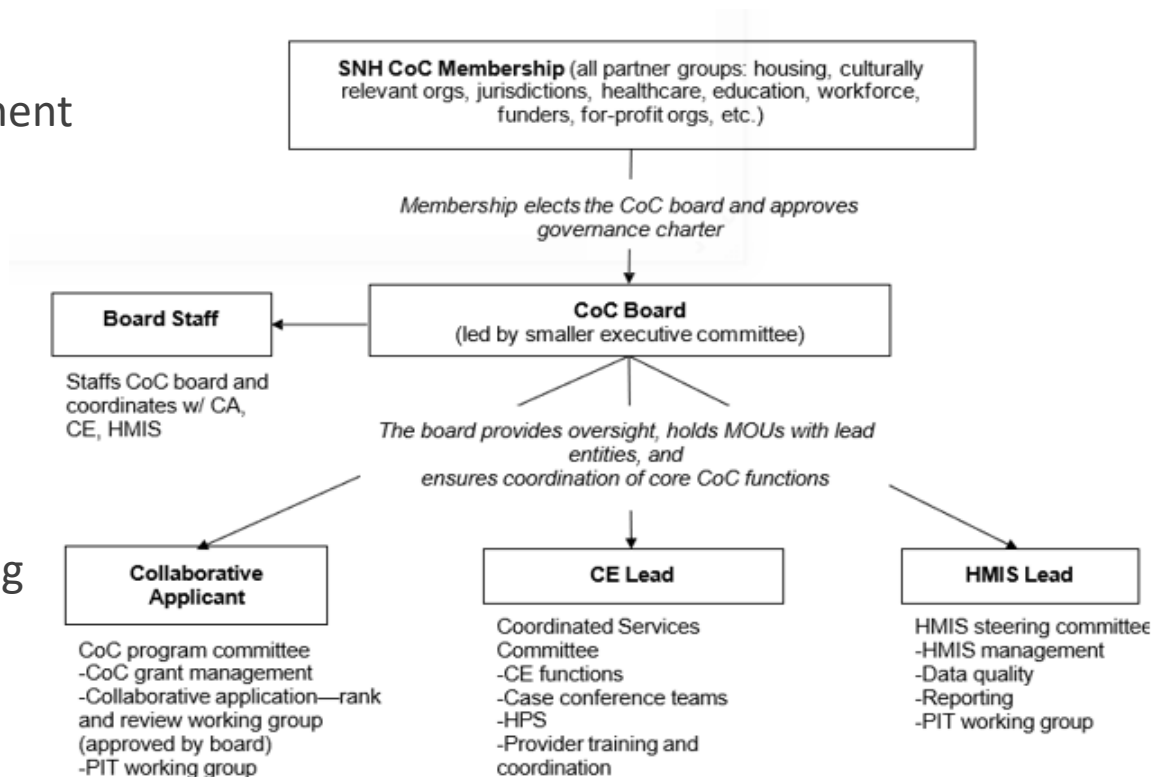
Requires having a system of care that **prevents** homelessness to the maximum extent possible, while seeking to ensure that homelessness, when it occurs, is **rare, brief** and limited to a **one-time** occurrence.



This is done through the use of **proven practices, collaboration** and **civic engagement**.

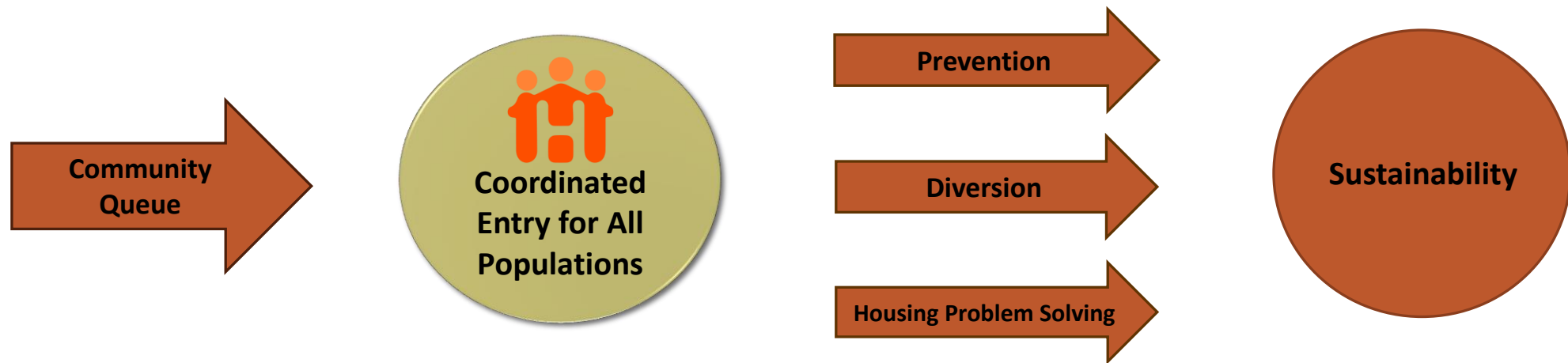
CoC Responsibilities and Duties

- Planning for a CoC’s geographic area
- Designating and operating the Homeless Management Information System (HMIS)
- Operating a CoC
 - System Operations
 - Prioritization Assessment
 - Written Standards
 - Performance expectations and monitoring





Setting a Path to Ending Homelessness





togetherforbetter
Housing Continuum



 **Home Ownership**

Programs that help households achieve the American Dream of owning their own home.

 **Market Rental Housing**

Non-subsidized housing for lower-income households that cannot afford average market rents and who do not qualify for rental assistance or rent supplements.

- Landlord Engagement And Property Services (LEAPS)
- Landlord Incentives: Landlord Mitigation Fund & Sign-On Bonus

 **Affordable Rental Housing**

Income-restricted housing available at an affordable rental cost; often located in the same property development or complex.

 **Permanent Supportive Housing**

Long-term housing with support services for people who have experienced homelessness for more than 12 months. May have a disabling condition or health issue preventing them from obtaining and maintaining housing stability. Available through Coordinated Entry.

Permanent Supportive Housing Available: 15 Projects; 2,762 beds (1,531 of those beds are specifically SNRHA VASH vouchers for Veterans).

 **Transitional & Rapid Rehousing**

Temporary time-limited supportive services coupled with temporary lodging leading to the achievement of obtaining and maintaining housing stability available through Coordinated Entry.

- Transitional Housing Available: 25 Projects; 728 total beds
- Rapid Rehousing Available: 40 Projects; 1,872 total beds

 **Emergency Shelter & Bridge Housing**

Short-term housing that helps people find/establish permanent stable housing through support services during their stay.

- Congregate Shelter: Catholic Charities, The Shade Tree, Las Vegas Rescue Mission, Family Promise of LV, Salvation Army
- Non-Congregate Shelter (NCS): (1) Navigation Center, (9) Clark County NCS Facilities

 **Prevention & Diversion**

Keeps people housed to avoid homelessness; utilizes alternatives to immediate needs to avoid homelessness.

- Rental Assistance, Eviction Prevention, Eviction Diversion

 **Unsheltered and Sheltered Homelessness**

Living on the street, places not intended for habitation, or provisionally sheltered.

- Outreach - 6 Mobile Crisis Intervention Teams (HOSN); 5 CARES Teams (CC)
- Coordinated Entry
- Congregate & Non-Congregate Emergency Shelter



How to Stay Connected



- Follow us on Facebook and Instagram @HelpHopeHome
- Attend a SNHCoC Board Meeting virtually [here](#).
- Join the CoC ListServ by emailing your request to HelpHopeHome@ClarkCountyNV.gov.
- How can you help?
 - Partner on the distribution of donated goods to ensure the items are safely distributed and don't contribute to blight or foodborne illness
 - Volunteer your time (food pantries, outreach work, pop-up events)

Resources

[HelpHopeHome.org](https://www.helphopehome.org)

- Online Resource Guide
- Printable Pocket Resource Guide
- Resource Dashboard
- Community Calendar
- Fact Sheets
- Regional, State, and Federal Plans to End Homelessness

NV 2-1-1

- Online resource guide: <https://www.nevada211.org/>
- Call 2-1-1 or 1-866-535-5654
- Text your zip code to 898211 (Live text chat)
- Chat with Nevada 2-1-1 online (Live online chat)





CLARK COUNTY 2025-2026 EMERGENCY SOLUTIONS GRANT

TAMECA ULMER, ED.D.

COMMUNITY HOUSING OFFICE

TAMECA.ULMER@CLARKCOUNTYNV.GOV

702-449-7245

PURPOSE OF ESG

- ▶ Engage homeless individuals and families living on the street,
- ▶ Improve the number and quality of emergency shelters for homeless individuals and families & help operate shelters,
- ▶ Provide essential services to shelter residents,
- ▶ Rapidly re-house homeless individuals and families,
- ▶ Prevent families and individuals from becoming homeless.

ALLOWABLE ESG ACTIVITIES

- Rapid Rehousing
- Homeless Prevention
- Emergency Shelter
- Street Outreach
- HMIS
- Administration



LOCAL FUNDING PRIORITIES

Local priorities for Clark County CoC are in alignment with federal goals.

2025-2026 Clark County ESG program focus:

- ▶ Homeless Prevention
- ▶ Alternative HMIS database for domestic violence providers
- ▶ Administration

** All programs are mandated by HUD to have case management for clients**



2025-2026
CLARK COUNTY
ACTIVITIES

HOMELESS PREVENTION



- ▶ Prevent families and individuals from becoming homeless.
- ▶ Includes housing relocation and stabilization services as well as short/medium term rental assistance.

HOMELESS PREVENTION RENTAL ASSISTANCE

- Short and medium-term rental assistance (medium term rent max. of 15 months per written standards)
- Must comply with local Fair Market Rent, rent reasonableness, and include a written lease

ADMINISTRATIVE ACTIVITIES

Eligible activities:

- ▶ Providing management, oversight, and coordination
- ▶ Monitoring programs and evaluating performance
- ▶ Training on ESG requirements
- ▶ Preparing ESG & homelessness-related sections of the Consolidated Plan
- ▶ Carrying out environmental review responsibilities

Up to 7.5% of total grant can be used for administrative costs

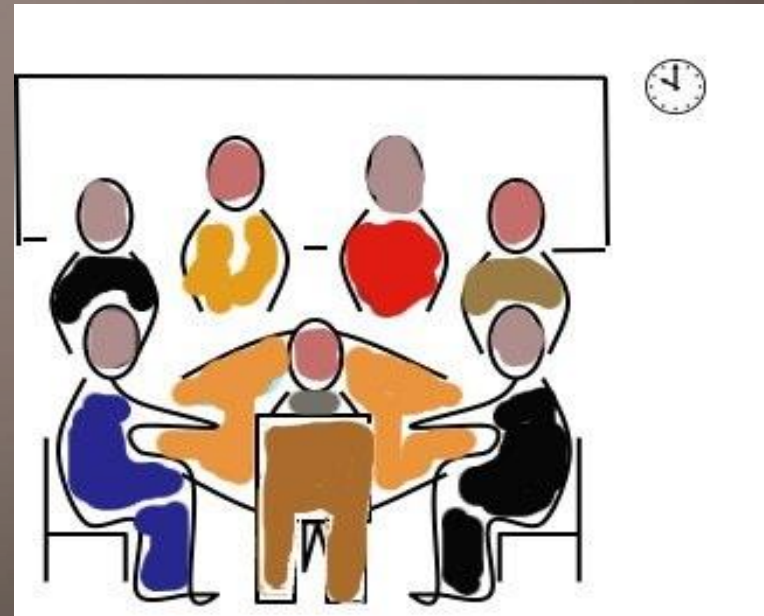
ESTIMATED 2025 FUNDING



- ▶ Allocation breakdown
(\$735,457*)
- ▶ 7.5% Administration
(Clark County)
- ▶ Homeless Prevention
- ▶ HMIS – comparable
database (DV)

ESG REVIEW PANEL & PROCESS

- 3 Members of CDAC
- 3 Members of CoC Programs Committee
- 2 Meetings
 - Orientation
 - Discussion and Recommendations
- Please note: All meetings will take place during normal work hours and on a virtual platform



APPLICATION EVALUATION PROCESS

- ▶ 12/23/2024 – ESG Application Released
- ▶ 1/31/2025 - ESG Application Deadline
- ▶ 2/4/2025- CDAC/CoCEWG Meetings Orientation
- ▶ 2/25/2025 - CDAC/CoCEWG Recommendations
- ▶ 3/4/2025 – Funding Recommendations to CDAC
- ▶ 3/2025 - Funding Recommendations to BCC
- ▶ 7/1/2025 – Contracts begin

*Dates are subject to change





togetherforbetter

Community Development Block
Grant (CDBG) Overview

January 7, 2025



What is CDBG?



togetherforbetter

➤ CDBG Overview:

- The **Community Development Block Grant (CDBG)** program is a federal grant program administered by the U.S. Department of Housing and Urban Development (HUD).
- Established by congress in 1974 as part of the Housing and Community Development Act.
- Provides funding to local governments (cities, towns, counties) for the development and improvement of communities.

➤ Purpose:

- To improve living conditions, increase economic opportunities, and assist low- to moderate-income populations.
- The funds can be used for various community projects, including housing, public infrastructure, and economic development.





CDBG Entitlement Program Requirements and Objectives



togetherforbetter

➤ CDBG Entitlement Program:

- Available to **local governments** (cities, towns, counties) and, in some cases, **states**.
- CDBG funds are allocated to local governments based on a formula developed by HUD. The formula considers factors like income levels and housing quality in a community.

➤ Primary Requirements:

- **70% of CDBG funds** must be used for activities benefiting **low- and moderate-income persons**.
- Must meet one National Objective:
 1. **Benefit low- and moderate-income persons** (direct benefits or community-wide benefits).
 2. **Eliminate slums and blight** (addressing deteriorating conditions in specific areas).
 3. **Address urgent community needs** (such as disaster recovery or emergency situations).





CDBG Eligible Activities



togetherforbetter

➤ **Acquisition:**

- Purchase of real property for projects that support community development goals, particularly those benefiting low- and moderate-income populations.

➤ **Economic Development:**

- **Job creation:** Business grants and workforce development programs.
- **Small business support:** Loans and grants to assist new and growing local businesses.

➤ **Admin & Planning:**

- Does not need to meet the national objectives. Entitlement communities can't spend more than 20% of grant funds.



➤ Public Improvements:

- Such as, but not limited to, public facilities, senior centers, facilities for people w/ special needs, youth centers, community & health centers, parks/ recreational facilities, public safety.

➤ Housing:

- Such as, but not limited to, residential rehabilitation, homeownership assistance, public housing improvements, energy efficiency improvements.



togetherforbetter

➤ Public Services:

- 15% cap
- Such as, but not limited to, senior services, services for people with special needs, youth services, employment training.

➤ Repayments of Section 108 Loans:

- Costs associated w/ section 108 loans.



togetherforbetter



Fund Distribution, Public Participation, and Reporting



togetherforbetter

➤ Public Participation:

- Local governments are required to actively involve the community in the planning and decision-making process.
- **Public hearings** must be held to gather input on how CDBG funds will be used.

➤ Reporting and Monitoring:

- Annual **performance reports** must be submitted to HUD, outlining the use of CDBG funds and the outcomes achieved.
- Regular monitoring ensures compliance with federal regulations and efficient fund use.





Opportunities and Challenges with CDBG



togetherforbetter

➤ Opportunities:

- **Community Transformation:** CDBG enables cities and counties to improve infrastructure, provide affordable housing, and create jobs.
- **Flexibility:** The program supports a wide variety of projects, allowing local governments to tailor solutions to their communities' needs.
- **Economic Growth:** The program has the potential to boost local economies by supporting small businesses and creating job opportunities.

➤ Challenges:

- **Limited Funding:** CDBG allocations can be competitive, and funding is often insufficient to meet all local needs.
- **Bureaucratic Hurdles:** Compliance with federal regulations and paperwork can be complex.
- **Timely Fund Use:** Funds must be spent within a certain time frame, or they risk being returned.



CDBG Program

- Since the inception of the CDBG program, Clark County has primarily focused on capital projects outlined in its 5-year Capital Improvement Plans (CIP). Moving forward, the County may diversify its project portfolio. For the FY25-26 period, the expected CDBG allocation for Clark County is up to \$8.5 million.
- Due to delays caused by COVID-19, the County is currently expending the final funds from the FY20-24 CDBG allocation. Grantees must have no more than 1.5 times their annual grant amount in unspent funds to remain in compliance with HUD's timeliness requirement. As a result, some projects from previous CDBG funding rounds may be prioritized for completion.



As of 11/30/2024

Organization	Project Name	Total Allocation	Status
Accessible Space, Inc. (ASI)	Hastings House Capital Improvements	\$ 569,000.00	Completed
Bridge Counseling Associates, Inc.	Bridge Adult Transitional Housing and Youth Residential Treatment	\$ 4,242,019.00	Phase 1 bidding. Estimated completion Summer 2025. Phase 2 design phase. estimated completion end of 2026.
Clark County Dept. of Juvenile Justice	Sunrise Multi-Generational Community Center	\$ 3,243,980.00	Year 5 Project. Finalizing design. Pending timeline.
Clark County Parks & Recreation	Parkdale Park Basketball/Pool Renovation	\$ 635,141.00	Completed. Pending final draw downs.
Family Promise of Las Vegas	The Family Promise of Las Vegas Family Navigation Center	\$ 5,662,909.75	Construction ongoing. Estimated completion with additional funds April 2025.
Jewish Family Service Agency	JFSA Building Acquisition	\$ 2,199,926.00	Completed
Lutheran Social Services of Nevada	JOURNEY Senior Services Center	\$ 1,784,377.00	Construction ongoing. Estimated completion Feb. 2025.
Nevada Health Centers	Expansion of Nevada Health Centers' MLK Health Center	\$ 1,803,397.00	Signed contract with GC. Pre-construction Jan 2025. Estimated completion August 2025.
Nevada Partnership for Homeless Youth (NPHY)	Outreach, Volunteer, and Operations (OVO) Ctr	\$ 2,354,600.00	Completed
Nevada Partners, Inc.	Youth Empowerment Center and Hospitality Workforce Expansion	\$ 2,500,000.00	Approved architect. Design phase. Construction estimated to start Aug. 2025. Project estimated completion May '26
SafeNest	One Safe Place	\$ 7,800,000.00	Approved alternate project. Pending approval for reallocation of unobligated/de-obligated capital funds and admin cost saving funds. Land and property acquisition. Estimated completion March 2025.
Family Promise of Las Vegas 2	The Family Promise of Las Vegas Family Navigation Center	\$ 5,000,000.00	Additional funding from unobligated/de-obligated funds and admin cost saving funds
Southern Nevada Children's Advocacy Center		\$ 3,000,000.00	Pending approval for reallocation of unobligated/de-obligated capital funds and admin cost saving funds. Land and property acquisition. Estimated completion March 2025.
		\$ 40,795,349.75	

City of Mesquite and Boulder City Consortium

- Both cities are in consortium with Clark County to receive 3% of the annual allocation, respectively.
 - Mesquite:
 - Woodbury Skate Park and is in the final phases. Estimated completion early 2025.
 - Boulder City
 - Boulder City Senior Center Rehabilitation currently in the design phase.
 - Completed the Lend-A-Hand ABC Cottage Rehabilitation
 - Public Service – 3% out of the City’s 15% allocation goes to public service. Emergency Aid of Boulder City and Lend-A-Hand Transportation for seniors.





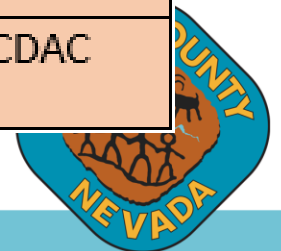
CDAC Timeline




togetherforbetter

Timeline 2025

Jan. 2	Clark County CDBG Applications Released
Jan. 7	Technical Assistance (TA) Workshop
	Virtual (Teams) afternoon
Jan. 7	CDAC New Member Orientation
Feb. 4	CDAC Meeting (HOME Presentations)
Feb. 7	CDBG Applications due by 5pm
Feb. 13	CDBG Staff complete threshold/admin reviews
Feb. 18	CDAC Meeting (CDBG Presentations)
Feb. 19 – Mar. 3	CDAC members to share information about the TA workshop with their boards and councils and gather input from them
Mar. 4	CDAC Meeting (Discuss all applications and make project recommendations)
Apr. 1	BCC to consider and make final decision on CDBG awards recommended by the CDAC for FY25-26





**2025/2026
HOME/AAHTF
Program Overview
January 7, 2025**

HOME Investment Partnerships Program

- Provided through the U.S. Department of Housing and Urban Development (HUD).
- Established by Congress in 1990.
- Clark County received its first funding under the HOME program in 1992.
- Provides formula grants to States and local participating jurisdictions (PJ's).
- These resources are used to strengthen public-private partnerships.
- Designed to expand the supply of affordable housing for low- and very low-income households.

HOME (Continued)

- **Communities often use these funds in partnership with local nonprofit groups.**
- **Helps fund the development, acquisition and/or rehabilitation of affordable housing.**
- **HOME is the largest Federal block grant to state and local governments designed exclusively to create affordable housing for low-income households.**



West Sahara Senior Housing
Developer: George Gekakis, Inc.

Account for Affordable Housing Trust Fund (AAHTF)

- Formerly known as the Low-Income Housing Trust Fund (LIHTF).
- Established and administered by the State of Nevada in 1989.
- Funds are allocated by formula to local governments.
- Designed to expand the supply of affordable housing for low- and very low-income households.
- Funds are used as non-federal match to satisfy HOME requirements.

What are HOME/AAHTF funds for?

- **Affordable Housing Projects**
 - New Construction
 - Acquisition/Rehabilitation
 - Safe and Sanitary Housing
- **Permanent Supportive Housing**
 - Seniors
 - Families
 - Individuals with special needs
- **Not for Public Facilities**
 - Parks
 - Community Centers
- **Not for Service Programs**

Eligible Activities

Development of
Rental Housing

Homebuyer
Activities

Tenant Based
Rental
Assistance
(TBRA)

Owner Occupied
Rehabilitation



Decatur Commons Senior Apartments
Developer: Nevada H.A.N.D.

Major Program Requirements

- All Clark County HOME funded units **MUST** be at or below **50% Area Median Income (AMI)**.
- AMI is the median income of a specific area, calculated by HUD factoring in household size.
- AMI is important when defining affordable housing, ensuring that housing is accessible to households with specific income limits.
 - Area Median Income (AMI) for a family of 4 is **\$83,900**.
 - **50% AMI** for a family of 4 in Clark County is **\$47,600**.



Lake Mead West Apartments
Developer: Foresight Housing Partners, Inc.

COMPARISON

AMI Rent

2 Bedroom - \$1,643/ per month

50% AMI Rent

2 Bedroom - \$1,071/ per month

*Based on FY 2024 HOME Program rent limits and HUD Fair Market Rent Documentation System.

Minimum Affordability Period

- The HOME Program requires all rental properties assisted with HOME funds remain affordable for a minimum period. Projects must have “Minimum affordability period” determined by the amount of funds assisted, as shown below:
 - Rehabilitation and acquisition of Housing:
 - 5 years - \$1,000 to \$14,999 per unit amount of HOME funds
 - 10 years - \$15,000 to \$40,000 per unit amount of HOME funds
 - 15 years – over \$40,000 per unit amount of HOME funds
 - New Construction:
 - 20 years – Any amount of HOME funds
 - Projects may be subject to extended affordability period

The Affordability “Gap”

Without subsidies like HOME and AAHTF, quality housing for low-income households would not be developed:

- The “affordability” of affordable housing is based on the customer’s ability to pay, not the developer’s cost to build.
- The lower the income targeting proposed, the less the tenant can pay, and the less cash flow the developer will have available to cover operating expenses, including debt service.

Public Funds Fill the “GAP”

- Public subsidy is used to make up the gap in development budget.
- Public money exchanged for public benefit.
- The “benefit” is the development of quality housing - that housing becomes available and affordable to lower income households.
- Other benefits: long term affordability, special needs, community revitalization.
- Like its private counterpart, public financing is based primarily on project feasibility.

2025 – 2026 HOME/AAHTF Funds

Estimated \$5.5 Million in funding.

Clark County's Focus:

Multifamily
Residential
Housing
Development
Affordable
Housing

New
Construction
Affordable
Housing

Acquisition and
Rehabilitation
Affordable
Housing

2025-2026 HOME/AAHTF Funds

- The HOME Program allocates up to 10% of HOME funds to be utilized for administration of the HOME program.
- The HOME Program also, allocates funds toward the County Set-Aside which;
 - Ensures funds are available to support ongoing programs and special projects.
 - Allows flexibility to meet federal expenditure guidelines.
- 15% of HOME funds are set aside for Community Housing Development Organization (CHDOs).

Becoming a Community Housing Development Organization (CHDOs)

- CHDO: a private, community based, nonprofit organization that develops and provides affordable housing to low- and very low-income individuals and families.
- Requirements:
 - Must be a nonprofit with a 501©
 - Must demonstrate the capacity to develop HOME projects through their previous experience, experienced staffing team, or experienced consultants
 - Must demonstrate community service and have at least one year serving the community that it plans on developing the HOME funded property in.
 - Must have a board that consists of at least 1/3 of low-income residents or those representing the low-income neighborhood organizations.
 - Must demonstrate strong financial management
 - Cannot be controlled by for-profit entities or public agencies.

CDAC Timeline

- HOME Applications CLOSED – January 6, 2025
- CDAC Orientation – January 7, 2025
- HOME Project Presentations CDAC Meeting – February 4th
Committee Scoring Deadline HOME (2/4/25 to 2/20/25)
- Voting Recommendation CDAC Meeting – March 4, 2025

QUESTIONS

