

THROUGH THESE DOORS WALK ONLY THE FINEST PEOPLE – THE CITIZENS OF ESCAMBIA COUNTY. DECISIONS ARE MADE IN THIS ROOM AFFECTING THE DAILY LIVES OF OUR PEOPLE. DIGNIFIED CONDUCT IS APPRECIATED.

CHAMBER RULES

1. IF YOU WISH TO SPEAK, YOU WILL BE HEARD.
2. YOU MUST SIGN UP TO SPEAK. SIGN-UP SHEETS ARE AVAILABLE AT THE BACK OF THE ROOM.
3. YOU ARE REQUESTED TO KEEP YOUR REMARKS BRIEF AND FACTUAL.
4. BOTH SIDES ON AN ISSUE WILL BE GRANTED UNIFORM/MAXIMUM TIME TO SPEAK.
5. DURING QUASI-JUDICIAL HEARINGS (I.E., REZONINGS), CONDUCT IS VERY FORMAL AND REGULATED BY SUPREME COURT DECISIONS.

PLEASE NOTE THAT ALL BCC MEETINGS ARE RECORDED AND TELEVISED

AGENDA

Board of County Commissioners

Regular Meeting – April 21, 2016 – 5:30 p.m.

Ernie Lee Magaha Government Building – First Floor

1. Call to Order.

Please turn your cell phone to the vibrate, silence, or off setting.

The Board of County Commissioners allows any person to speak regarding an item on the Agenda. The speaker is limited to three (3) minutes, unless otherwise determined by the Chairman, to allow sufficient time for all speakers. Speakers shall refrain from abusive or profane remarks, disruptive outbursts, protests, or other conduct which interferes with the orderly conduct of the meeting. Upon completion of the Public comment period, discussion is limited to Board members and questions raised by the Board.

2. Invocation – Commissioner Robinson.
3. Pledge of Allegiance to the Flag.
4. Are there any items to be added to the agenda?

Recommendation: That the Board adopt the agenda as prepared **(or duly amended)**.

5. Commissioners' Forum.

6. Proclamations.

Recommendation: That the Board take the following action concerning the adoption of Proclamations:

A. Adopt the Proclamation proclaiming May 1, 2016, to be "Law Day" in Escambia County and expressing the Board's appreciation for all of the contributions made to the citizens of Escambia County and beyond;

B. Adopt the Proclamation proclaiming May 2016 as "Motorcycle Safety Awareness Month" in Escambia County and encouraging all motorists to share the road and look out for motorcyclists; and

C. Adopt the Proclamation proclaiming the week of May 1 through May 5, 2016, as "Family Values Week" in Escambia County and commending the Scottish Rite Masons, Valley of Pensacola, for their leadership, dedication, and service to the community.

7. Retirement Proclamation.

Recommendation: That the Board adopt the Proclamation commending and congratulating Geoffrey Neil Whigham, Emergency Medical Technician, Public Safety Department, on 33 years of faithful and dedicated service.

8. Written Communication.

April 4, 2016, communication from Joe Lauber requesting that the Board waive additional fees and penalties due on the unpaid Municipal Services Benefit Unit (MSBU) Lien placed against the property that he owns located at 702 Panferio Drive, Pensacola Beach, Florida.

9. Did the Clerk's Office receive the proofs of publication for the Public Hearing(s) on the agenda and the Board's Weekly Meeting Schedule?

Recommendation: That the Board waive the reading of the legal advertisement(s) and accept, for filing with the Board's Minutes, the certified affidavit(s) establishing proof of publication for the Public Hearing(s) on the agenda, and the Board of County Commissioners – Escambia County, Florida, Meeting Schedule.

10. Committee of the Whole Recommendation.

Recommendation: That the Board move forward with the jail infirmary upgrades, as presented by Chip Simmons, Assistant County Administrator, as recommended by the Committee of the Whole (C/W), at the April 14, 2016, C/W Workshop (C/W Item #4).

11. Reports:

CLERK & COMPTROLLER'S REPORT

Backup Not Included With The Clerk's Report Is Available For Review In
The Office Of The Clerk To The Board
Ernie Lee Magaha Government Building, Suite 130

I. Consent Agenda

1. Recommendation Concerning Acceptance of TDT Collection Data for the February 2016 Returns Received in March 2016

That the Board accept, for filing with the Board's Minutes, the Tourist Development Tax (TDT) Collections Data for the February 2016 returns received in the month of March 2016, as prepared by the Finance Department of the Clerk and Comptroller's Office; this is the sixth month of collections for the Fiscal Year 2016; total collections for the month of February 2016 returns was \$489,969.80; this is a 18.85% increase over the February 2015 returns; total collections year to-date are 15.59% more than the comparable time frame in Fiscal Year 2015.

2. Recommendation Concerning Acceptance of a Document Provided to the Clerk to the Board's Office

That the Board accept, for filing with the Board's Minutes, the *Notice of Limitation of Use and Site Dedication*, based on the Board's action of April 5, 2012, approving the State of Florida Department of Environmental Protection Recreational Trails Program Fiscal Year 2011 - 2012 Project Agreement (#T1115) between FDEP and Escambia County, for the development of the Southwest Greenway, Jones Swamp Trail Extension 3, authorizing the Chairman to sign the Agreement and any subsequent Grant-related documents.

3. Recommendation Concerning Disposition of Records

That the Board approve Records Disposition Document No. 596, for disposition of Board of County Commissioners' Records, Item 32a, Minutes: Official Meetings (Transcripts: Microfilmed on Rolls 499 through 510), for the period of September 24, 2013, through September 4, 2014, in accordance with State Retention Schedule GS1, since the permanent records have been scanned and/or microfilmed.

4. Recommendation Concerning Minutes and Reports Prepared by the Clerk to the Board's Office

That the Board take the following action concerning Minutes and Reports prepared by the Clerk to the Board's Office:

A. Accept, for filing with the Board's Minutes, the Report of the Agenda Work Session held April 7, 2016; and

B. Approve the Minutes of the Regular Board Meeting held April 7, 2016.

COUNTY ADMINISTRATOR'S REPORT

I. Technical/Public Service Consent Agenda

1. Recommendation Concerning the Request for Disposition of Property for the Office of the Court Administrator - Craig Van Brussel, Court Technology Officer

That the Board approve the Request for Disposition of Surplus Property for the Court Administrator's Office, for property which is described on the provided spreadsheet and which has been determined to be uneconomical to repair or has out-lived its ability to be useful technology to the Court system. The equipment listed may have been cannibalized to keep other court equipment operational. The items listed are whole, but may contain non-functioning parts.

2. Recommendation Concerning the Request for Disposition of Property for the Office of the Clerk of the Circuit Court and Comptroller - Pam Childers, Clerk of the Circuit Court

That the Board approve the Request for Disposition of Property for the Office of the Clerk of Circuit Court and Comptroller, for property which is to be auctioned or disposed of properly, all which is described and listed on the Form with the Agency and reason stated.

3. Recommendation Concerning Staff Appointment to the Surface Water Improvement and Management Plan Technical Advisory Committee for Perdido and Pensacola Bay Watersheds - J. Taylor "Chips" Kirschenfeld, Director, Department of Natural Resources Management

That the Board approve the appointment of Taylor "Chips" Kirschenfeld as the Escambia County Primary Point of Contact and Representative to the Technical Advisory Committee (TAC) for the updating of the Surface Water Improvement and Management (SWIM) plans for Northwest Florida as it relates to the Perdido River and Bay and Pensacola Bay Watersheds.

4. Recommendation Concerning the Board of County Commissioners' Substance Abuse Policy - Thomas G. Turner, Human Resources Department Director

That the Board take the following action concerning the Board of County Commissioners' Substance Abuse Policy, Section II, Part C.12:

A. Approve the following revisions:

1. In Section B. Scope, add "and Florida Statutes, Chapter 112.440," to adhere to requirements of the Florida statutes;
2. In Section D.3.b., add that the employee will be placed on paid administrative leave pending the results of the laboratory test;
3. In Section D.3.e.(4), where reasonable suspicion exists add that the employee will be placed on administrative leave pending results of the laboratory test and that a confirmed positive test result will end the paid administrative leave and will result in the employee's termination;
4. In Section D.5.b, add "a random sample of employees chosen for drug testing (which includes alcohol by definition) may not constitute more than 10 percent of the total employee population. Pool selection to be quarterly."
5. In Section H.3., add that a first incident of a reasonable suspicion or post-accident confirmed positive test shall result in termination of employment. A first incident of a random confirmed positive test shall result in the employee being placed in an unpaid leave status. This unpaid leave status will begin upon receipt of the confirmed positive result and will end upon the employee presenting a negative test result or the employee's termination if a negative sample is not provided as required under this paragraph. (If the employee has accrued annual or paid time off leave, they shall be permitted to use the leave. If the employee does not have accrued annual or paid time off leave, the employee shall be placed in a leave without pay status.) The employee shall have 30 calendar days from the date of the initial test sampling date to produce a negative test result in order to return to duty. If a negative test result is not received in the 30 day time period from the date of the initial test sampling date, the employee will be terminated. Any subsequent confirmed positive test whether from a reasonable suspicion, post accident or random test will result in the employee's termination;
6. In Section H.3.a., that add employees shall be required to make an appointment with the EAP or a Mental Health Counselor and show proof of participating in counseling to the Human Resources Department within the first two (2) days of being placed on leave;
7. Delete Section H.3.a.(1);

8. Delete Section H.3.b.(1-4);

9. Delete Section H.8;

10. Delete Section M;

B. Approve changes, such as verbiage cleanup, for clarity and conformity to current practices;

C. Adopt the revised Policy; and

D. Allow the Policy to become effective July 1, 2016, after approval to allow for an orderly transition and employee training on the new Policy.

5. Recommendation Concerning Community Redevelopment Agency Meeting Minutes, February 18, 2016 - Tonya Gant, Neighborhood & Human Services Department Director

That the Board accept for filing with the Board's Minutes, the corrected February 18, 2016, Community Redevelopment Agency's (CRA) Meeting Minutes, prepared by Melanie Johnson, CRA Administrative Assistant.

6. Recommendation Concerning Community Redevelopment Agency Meeting Minutes, March 17, 2016 - Tonya Gant, Neighborhood & Human Services Department Director

That the Board accept for filing with the Board's Minutes, the March 17, 2016, Community Redevelopment Agency's (CRA) Meeting Minutes, prepared by Melanie Johnson, CRA Administrative Assistant.

7. Recommendation Concerning the Northwest Florida Community Housing Development Corporation, Inc.'s Proposed Disaster Housing Recovery Program - Tonya Gant, Neighborhood & Human Services Department Director

That the Board take the following action concerning the Northwest Florida Community Housing Development Corporation, Inc.'s, proposed Disaster Recovery Housing Program, under the Community Contribution Tax Credit Program:

A. Adopt a Resolution certifying that the Northwest Florida Community Housing Development Corporation, Inc.'s proposed Disaster Recovery Housing Program, under the Community Contribution Tax Credit Program is consistent with local plans and regulations; and

B. Authorize the Chairman or Vice Chairman to execute the Resolution.

8. Recommendation Concerning the CareerSource Escarosa Local Workforce Development Board Services Plan - Tonya Gant, Neighborhood & Human Services Department Director

That the Board approve and authorize the Chairman to sign the CareerSource Escarosa Local Workforce Development Board Services Plan. As required by the Workforce Innovation and Opportunity Act (WIOA), all area Workforce Boards are required to submit a Local Workforce Development Area (LWDA) service plan.

9. Recommendation Concerning the Escambia-Pensacola Human Relations Commission - Jack R. Brown, County Administrator

That the Board take the following action concerning the Escambia-Pensacola Human Relations Commission:

A. Waive the Board's Policy, Section I, Part B 1. (D), Appointment Policy and Procedures, and reappoint Kathleen A. Wilks, for a two-year term, effective April 21, 2016, through April 20, 2018; and

B. Appoint Anita G. Hemphill, to complete the term of Robert C. Allen, effective April 21, 2016, through November 6, 2016.

Ms. Wilks and Ms. Hemphill are the only individuals who responded to a General Alert that was posted on the County's Website from February 16, 2016, to March 1, 2016, informing the public that the Escambia County Board of County Commissioners was seeking residents interested in volunteering to be considered for appointment to the Escambia-Pensacola Human Relations Commission.

II. Budget/Finance Consent Agenda

1. Recommendation Concerning Supplemental Budget Amendment #128 -
Stephan Hall, Budget Manager, Management and Budget Services

That the Board adopt the Resolution approving Supplemental Budget Amendment #128, Local Option Sales Tax (LOST) Fund 352, in the amount of (\$75,150), to recognize a reduction in the design and construction portion of the IIDC Water and Sewer Grant and to use the \$75,150 in Grant funding to cover the costs of the Kenneth Horne Study and City of Gulf Breeze service reimbursements.

2. Recommendation Concerning Supplemental Budget Amendment #134 -
Stephan Hall, Budget Manager, Management and Budget Services

That the Board adopt the Resolution approving Supplemental Budget Amendment #134, Library Fund (113), in the amount of \$10,260, to recognize Grant proceeds from the Panhandle Library Access Network, and to appropriate these funds to be used to purchase HP Sprout computers for West Florida Public Library to provide digital literary skills for adults and children. This Grant requires a 10% match from the County, and matching funds will be from the Library's Information Systems Cost Center (Fund 113).

3. Recommendation Concerning Supplemental Budget Amendment #139 -
Stephan Hall, Budget Manager, Management and Budget Services

That the Board adopt the Resolution approving Supplemental Budget Amendment #139, Transportation Trust Fund (175), in the amount of \$94,839, to recognize insurance proceeds received for damage to traffic equipment and other property at various locations throughout the County, and to appropriate these funds into the Traffic Operations Cost Center from where repair costs were expended.

4. Recommendation Concerning Engaging the Griffing Company, dba NAI Halford, to Search for Warehouse Space for Use by the Supervisor of Elections Office - Amy Lovoy, Assistant County Administrator

That the Board engage the Griffing Company, dba NAI Halford, to search for both short-term and long-term warehouse and training space for use by the Supervisor of Elections, per the terms and conditions of PD 15-16.008, and the corresponding Contract approved by the Board on March 3, 2016.

[Funding Source: Fund 352, Local Option Sales Tax III, Cost Center 110267]

5. Recommendation Concerning the Miscellaneous Appropriations Agreement between Escambia County and Gulf Coast Veterans Advocacy Council, Inc. - Amy Lovoy, Assistant County Administrator

That the Board take the following action concerning the Fiscal Year 2015/2016 Miscellaneous Appropriations Agreement between Escambia County and Gulf Coast Veterans Advocacy Council, Inc.:

A. Approve the Miscellaneous Appropriations Agreement between Escambia County and Gulf Coast Veterans Advocacy Council, Inc., in the amount of \$10,000, to be paid from Fund 001, General Fund, Cost Center 110201, Account 58201;

B. Authorize the Chairman to sign the Agreement and all other necessary documents; and

C. Authorize the execution of the necessary Purchase Order.

6. Recommendation Concerning the Perdido Landfill Stormwater Central Conveyance System Restoration - Patrick T. Johnson, Waste Services Department Director

That the Board approve and authorize the County Administrator to issue a Purchase Order, per PD 14-15.064, General Paving and Drainage Pricing Agreement, to J. Miller Construction, Inc., in an amount not to exceed \$92,281.44, in total, for the Perdido Landfill Stormwater Central Conveyance System Restoration. (The lowest bidder declined the job).

[Funding: Fund 401, Solid Waste Fund, Cost Center 230314, Object Code 54601]

7. Recommendation Concerning a Change Order to Purchase Order #160836 - Panhandle Grading and Paving, Inc. - Patrick T. Johnson, Waste Services Department Director

That the Board approve and authorize the County Administrator to execute the following Change Order #1, to Panhandle Grading and Paving, Inc., for stockpiling and stabilization of donated soil for the Perdido Landfill:

Department:	Waste Services
Division:	Operations
Type:	Addition
Amount:	\$76,760
Vendor:	Panhandle Grading and Paving, Inc.
Project Name:	Rental Equipment w/ Skilled Labor
PO#:	160836
CO#:	1
Cost Center for CO:	230314
Original PO Amount:	\$45,000
Cumulative Amount of Change Orders:	\$76,760
New PO Total:	\$121,760

[Funding Source: Fund 401, Solid Waste Fund, Cost Center 230314, Object Code 54601]

8. Recommendation Concerning Residential Rehab Grant Program Funding and Lien Agreements - Tonya Gant, Neighborhood & Human Services Department Director

That the Board ratify the following April 21, 2016, action of the Board of County Commissioners of Escambia County, acting as the Escambia County Community Redevelopment Agency (CRA) concerning the Residential Rehab Grant Program Funding and Lien Agreements:

A. Approving the following four Residential Rehab Grant Program Funding and Lien Agreements:

1. The Agreements between Escambia County CRA and David W. Fichter, owner of residential property located at 9 Brandywine Road, Barrancas Redevelopment District, each in the amount of \$3,299, representing an in-kind match through the Barrancas Tax Increment Financing (TIF), Fund 151, Cost Center 370116, Object Code 58301, for installation of new windows;
2. The Agreements between Escambia County CRA and Evan L. Jr. and Sheila J. Feltner, owners of residential property located at 6 Audusson Avenue, Barrancas Redevelopment District, each in the amount of \$5,957, representing an in-kind match through the Barrancas Tax Increment Financing (TIF), Fund 151, Cost Center 370116, Object Code 58301, for window replacement, new roof installation and storm shutter installation;
3. The Agreements between Escambia County CRA and Dell A. Reynolds, owner of residential property located at 807 Montclair Road, Palafox Redevelopment District, each in the amount of \$375, representing an in-kind match through the Palafox Tax Increment Financing (TIF), Fund 151, Cost Center 370115, Object Code 58301, for Electrical Rewiring;
4. The Agreements between Escambia County CRA and David and Carol Richtmyre, owners of residential property located at 403 Cary Memorial Drive, Palafox Redevelopment District, each in the amount of \$6,000, representing an in-kind match through the Palafox Tax Increment Financing (TIF), Fund 151, Cost Center 370115, Object Code 58301, for installation of new windows, and central heating and air conditioning system; and

B. Authorizing the Chairman to sign the Funding and Lien Agreements and any related documents necessary to implement the Grant awards.

9. Recommendation Concerning the Cancellation of one Residential Rehab Grant Program Lien - Tonya Gant, Neighborhood & Human Services Department Director

That the Board ratify the following April 21, 2016, action of the Board of County Commissioners of Escambia County, acting in its capacity as the Escambia County Community Redevelopment Agency (CRA) concerning the cancellation of one Residential Rehab Grant Program Lien:

A. Approving the following cancellation of one Residential Rehab Grant Program Lien, as the Grant recipient has met her Grant requirements:

<u>Property Owner</u>	<u>Address</u>	<u>Amount</u>
Mary T. Thomas	1105 West Jordan Street	\$2,925

B. Authorizing the Chairman to execute the Cancellation of Lien document.

10. Recommendation Concerning the Cancellation of Two Commercial Facade, Landscape, and Infrastructure Grant Program Liens - Tonya Gant, Neighborhood & Human Services, Department Director

That the Board ratify the following April 21, 2016, action of the Board of County Commissioners of Escambia County, acting in its capacity as the Escambia County Community Redevelopment Agency (CRA) concerning the cancellation of two Commercial Facade, Landscape, and Infrastructure Grant Program Liens:

A. Approving the following cancellation of two Commercial Facade, Landscape, and Infrastructure Grant Program Liens, as the Grant recipients have met their Grant requirements; and

<u>Property Owner's Name</u>	<u>Address</u>	<u>Lien Amount</u>
Kathleen A. Richardson	3420 Barrancas Avenue	\$10,000
Granger Development & Brokerage Service, Inc.	3770 Barrancas Avenue	\$3,975

B. Authorizing the Chairman to sign and execute the Cancellation of Lien documents.

11. Recommendation Concerning the Escambia/Pensacola 2017-2019 State Housing Initiatives Partnership Local Housing Assistance Plan - Tonya Gant, Neighborhood & Human Services Department Director

That the Board take the following action regarding the Escambia/Pensacola 2017-2019 State Housing Initiatives Partnership (SHIP) Local Housing Assistance Plan, Resolution, and Interlocal Agreement:

A. Adopt the Resolution approving the Escambia/Pensacola 2017-2019 SHIP Local Housing Assistance Plan, including SHIP financed affordable housing strategies, specified eligibility and beneficiary definitions, maximum SHIP award limitations, fiscal and administrative provisions, description of affordable housing incentives, annual program service delivery goals, and required SHIP certifications;

B. Approve the SHIP Program Escambia/Pensacola Interlocal Agreement with the City of Pensacola providing for joint implementation and administration of the Escambia/Pensacola SHIP Program and the Escambia/Pensacola Local Housing Assistance Plan;

C. Authorize staff to revise the SHIP budgetary allocations within the approved Plan or between the approved strategies to accurately reflect actual funding distributions provided by Florida Housing Finance Corporation (FHFC); and

D. Authorize the Chairman and/or the County Administrator, as appropriate, to execute all documents required to submit, receive, and implement the SHIP Plan and all related activities.

[Funding: Fund 120, 2017 SHIP, Cost Center 370204, 2018 & 2019 SHIP Cost Centers to be assigned]

12. Recommendation Concerning Amendment #1 to the State Housing Initiatives Partnership Program Interlocal Agreement with the Town of Century - Tonya Gant, Neighborhood & Human Services Department Director

That the Board take the following action concerning Amendment #1 to the State Housing Initiatives Partnership (SHIP) Program Interlocal Agreement with the Town of Century:

A. Approve Amendment #1 to the Interlocal Agreement for SHIP Housing Repair Assistance Project with the Town of Century to provide \$260,000, in SHIP funds to support housing repair activities within the Town of Century; and

B. Authorize the Chairman or Vice Chairman to execute the Amendment and all Project-related documents as required to implement the Project.

[Funding: Fund 120/2015 and 2016 SHIP, Cost Centers 370201 and 370202]

13. Recommendation Concerning the Acceptance of Three Drainage Easements for the Crescent Lake Outfall Project - Joy D. Blackmon, P.E., Public Works Department Director

That the Board take the following action concerning acceptance of the donation of three drainage easements for Crescent Lake Outfall improvements:

A. Accept the donation of three drainage easements located in Crescent Lake Subdivision for the Crescent Lake Outfall Improvement Project;

<u>Property Owner</u>	<u>Parcel Reference Number</u>	<u>Acreage</u>
Crescent Lake Preservation Association	44-1S-30-3001-012-001	0.03
John T. Davis	44-1S-30-1000-013-022	0.05
Robert C. and Linda L. Yearty	44-1S-30-1000-012-022	0.07

B. Authorize the payment of documentary stamps because the property is being donated for governmental use, which is for drainage improvements, and the County benefits from the acceptance of this property, which enhances the safety and well-being of the citizens of Escambia County;

C. Authorize the payment of incidental expenditures associated with the recording of documents; and

D. Authorize the Chairman or Vice Chairman to accept the Easements, as of the day of delivery of the Easements to the Chairman or Vice Chairman, and authorize the Chairman or Vice Chairman to acknowledge the Board's acceptance at that time.

[Funding: Funds for incidental expenses associated with recording of documents are available in an Engineering Escrow Account accessed by the Escambia County Clerk's Office]

14. Recommendation Concerning the Transportation Regional Incentive Program Application for the US 29 Connector Project - Joy D. Blackmon, P.E., Public Works Department Director

That the Board take the following action concerning the Transportation Regional Incentive Program (TRIP) Application for the US 29 (aka Beulah Beltway) Connector Project, from Nine Mile Road to North of Interstate 10:

A. Authorize staff to submit an Application for TRIP funds to the Florida Department of Transportation (FDOT) to request Grant funding for the US 29 (Beulah Beltway) Connector Project; and

B. Authorize the Chairman to sign the Application and any other documents related to the request for TRIP Funds, subject to Legal review and sign-off, without further action of the Board, if applicable.

[Funding: \$700,000 is available in Fund 352, "LOST III," Account Code 210107, Object Code 56301 Project #08EN0021, "Beulah/Beltway," Fiscal Year 2016/2017, to be used as a match for this Grant]

15. Recommendation Concerning the Purchase of a Fire/Water Rescue Vessel - Claudia Simmons, Purchasing Manager, Office of Purchasing

That the Board approve the purchase and authorize the County Administrator to sign the Purchase Order to Brown Helicopter, Inc., in the amount of \$144,636.50, for the purchase of one 2006 26-foot SeaArk Center Console Hull #SAMA1735A606, equipped with electronics and specified firefighting equipment, two 2006 225 HP Suzuki four stroke outboard motors, and one 2016 triple axle aluminum trailer, to be used by the Public Safety Department's Fire Rescue and Emergency Management Services Divisions as a rescue vessel.

The invitation to bid PD 15-16.023, for the purchase of one new or used Fire/Rescue Vessel, was advertised in the Pensacola News Journal on January 25, 2016, and posted on the Escambia County Website under current solicitations from January 25, 2016, through February 24, 2016. Two bids were received on February 24, 2016. The bid submitted by Brown Helicopter, Inc., the low bidder, met the specifications and was approved by the Public Safety Department for the award.

[Funding: Fund 352 ,LOST III, Cost Center 330228, Object code 56401, Project code 08FS0018]

COUNTY ATTORNEY'S REPORT

I. For Action

1. Recommendation Concerning Settlement of Workers' Compensation Claim Involving Dwight Booker.

That the Board approve payment to the claimant, Dwight Booker, in the amount of \$97,016.58 for an underpayment of Permanent Total Disability (PTD) benefits inclusive of penalties and interest regarding Mr. Booker's workers' compensation claim, which will be reimbursed by the Special Disability Trust Fund (SDTF), exclusive of penalties and interest.

[Funding: Fund 501, Internal Service Fund, Balance Sheet Account 239898]

2. Recommendation Concerning Settlement of Workers' Compensation Claim Involving Marilyn Brown.

That the Board approve a lump sum payment in the amount of \$75,000.00 in order to conclude a full, final, and complete settlement of the pending workers' compensation claim filed by former employee Marilyn Brown. The proposed settlement agreement would fully resolve all past and future medical benefits, indemnity benefits, attorney's fees, costs, and additional benefits available pursuant to the Florida workers' compensation statute.

[Funding: Fund 501, Internal Service Fund, Balance Sheet Account 239898]

3. Recommendation Concerning Settlement of *Barney Cash and Irene Cash v. Escambia County*, Case No.: 2014 CA 000500, Escambia County Circuit Court.

That the Board take the following action:

A. Approve a settlement payment of \$31,500.00 to Barney Cash and Irene Cash, his wife, in final settlement of the case styled: *Barney Cash and Irene Cash vs. Escambia County Board of County Commissioners*, Case No.: 2014 CA 000500, Escambia County Circuit Court; and

B. Authorize the County Attorney's Office to accept a general release and hold harmless agreement executed by Barney Cash and Irene Cash; and

C. Authorize the County Attorney's Office to execute a stipulation for dismissal with prejudice upon receipt of the general release and hold harmless agreement.

[Funding: Fund 501, Balance Sheet Account 239898]

4. Recommendation Concerning the Assignment and Amendment of Agreement Relating to Legal Services as Bond Counsel to Bryant Miller Olive, P.A.

That the Board approve and authorize the Chairman to execute the Assignment and Amendment of Agreement between Escambia County, Florida and McGuire Woods, LLP Relating to Legal Services as Bond Counsel to Bryant Miller Olive, P.A.

5. Recommendation Concerning Carver Park Drainage Project - Encroachment Agreement with Gulf South Pipeline Company, LP.

That the Board:

A. Authorize the Chairman to execute the Encroachment Agreement with Gulf South Pipeline Company, LP; and

B. Authorize payment of incidental expenses associated with recording the Encroachment Agreement in the public records.

Note there are issues to be addressed by the County Attorney.

6. Recommendation Concerning Dismissal of the Division of Administrative Hearings Action Contesting the Estimate and Reconciliation for Fiscal Year 2014-2015.

That the Board take the following action:

- A. Authorize the County Administrator Jack Brown to execute the conditional release on behalf of the County, a copy of which is attached; and
- B. Authorize dismissal with prejudice of the pending petition before the Division of Administrative Hearings, concerning Fiscal Year 2014-2015.

12. Items added to the agenda.

13. Announcements.

14. Adjournment.



BOARD OF COUNTY COMMISSIONERS

Escambia County, Florida

AI-10032

Proclamations 6.

BCC Regular Meeting

Meeting Date: 04/21/2016

Issue: Adoption of Proclamations

From: Jack Brown, County Administrator

Organization: County Administrator's Office

CAO Approval:

RECOMMENDATION:

Proclamations.

Recommendation: That the Board take the following action concerning the adoption of Proclamations:

- A. Adopt the Proclamation proclaiming May 1, 2016, to be "Law Day" in Escambia County and expressing the Board's appreciation for all of the contributions made to the citizens of Escambia County and beyond;
- B. Adopt the Proclamation proclaiming May 2016 as "Motorcycle Safety Awareness Month" in Escambia County and encouraging all motorists to share the road and look out for motorcyclists; and
- C. Adopt the Proclamation proclaiming the week of May 1 through May 5, 2016, as "Family Values Week" in Escambia County and commending the Scottish Rite Masons, Valley of Pensacola, for their leadership, dedication, and service to the community.

BACKGROUND:

Various departments, outside agencies, special interest groups, civic and religious organizations in recognition of specific events, occasions, people, etc., request Proclamations.

Information provided on the Proclamation is furnished by the requesting party and placed in the proper acceptable format for BCC approval by the County Administration staff. Board approval is required by Board Policy Section I, A (6).

BUDGETARY IMPACT:

The Employee of the Month Award Program will cost \$250 per month; the Employee of the Year Award Program will cost \$500 per year. Funding is available through Fund 001, General Fund, Cost Center 150101, Object code 55201.

LEGAL CONSIDERATIONS/SIGN-OFF:

N/A

PERSONNEL:

N/A

POLICY/REQUIREMENT FOR BOARD ACTION:

N/A

IMPLEMENTATION/COORDINATION:

The Human Resources Department and the County Administrator's Office will work together to coordinate this program.

Attachments

Law Day proc

Motorcycle Awareness proc

Scottish Rite proc

PROCLAMATION

WHEREAS, Law Day is an occasion of public acknowledgement of our Nation's and Florida's heritage of justice, liberty, and equality under the law; and

WHEREAS, Law Day has been annually proclaimed by the President of the United States since Dwight D. Eisenhower proclaimed the first Law Day on May 1, 1958; and

WHEREAS, the United States Congress in 1961 encoded the presidential practice into law, statutorily designating May 1 as Law Day; and

WHEREAS, the year 2016 marks the 50th anniversary of a milestone in legal history, the United States Supreme Court's landmark 1966 decision in *Miranda v. Arizona*, concluding that statements made by a suspect in police custody are generally inadmissible if the suspect has not been made aware of his or her Fifth and Sixth Amendment rights; and

WHEREAS, in response to this decision, law enforcement personnel throughout the country provide a *Miranda* Warning to suspects in custody apprising them of their right to remain silent, their right to an attorney, and their right to appointed counsel in cases where they cannot afford an attorney; and

WHEREAS, the *Miranda* Warning has become one of the nation's most recognizable legal expressions and a symbol of procedural fairness that represents much more than just the words of the warning; and

WHEREAS, the criminal justice system still faces many challenges and we must all rededicate ourselves to the great goal of ensuring that it provides fair and equal treatment for all; and

WHEREAS, promoting public understanding of the roots of our freedom is an important component in the civic education of the citizens of the United States and of the State of Florida; and

WHEREAS, the American Bar Association has identified the 2016 Law Day theme as "Miranda: More than Words"; and

WHEREAS, Law Day, May 1, 2016, will be commemorated in Escambia County, Florida, with a Law Day Luncheon on April 28th, a Religious Ceremony on May 1st, and a Judicial Reception on May 5th.

NOW, THEREFORE, BE IT PROCLAIMED, that the Board of County Commissioners of Escambia County, Florida, proclaims May 1, 2016, to be Law Day in Escambia County and expresses their appreciation for all of the contributions made to the citizens of Escambia County and beyond.

BOARD OF COUNTY COMMISSIONERS ESCAMBIA COUNTY, FLORIDA

Grover C. Robinson, IV, Chairman
District Four

Wilson B. Robertson, Vice Chairman
District One

Douglas Underhill, District Two

Lumon J. May, District Three

Steven Barry, District Five

ATTEST: Pam Childers
Clerk of the Circuit Court

Deputy Clerk

Adopted: April 21, 2016

PROCLAMATION

WHEREAS, motorcycle riding provides an exciting form of recreation and transportation for thousands of residents of Escambia County; and

WHEREAS, motorcycles have become more appreciated due to their energy efficiency and reduced fuel consumption, minimal impact on road wear, and ability to ease parking congestion; and

WHEREAS, motorcycles are appearing in greater numbers on our highways and require certified training and sound judgment by riders; and

WHEREAS, it is critical that all motor vehicle drivers be vigilant to the presence of motorcycles on streets and highways and strive to be more respectful and aware to reduce the number of injuries and fatalities; and

WHEREAS, safe motorcycle operation requires defensive driving habits by all motorists for the protection and safety of the entire motoring public; and

WHEREAS, "Motorcycle Safety Awareness Month" has been designated by the National Highway Traffic Safety Administration as a means to enhance public awareness of motorcycle safety.

NOW, THEREFORE, BE IT PROCLAIMED, that the Board of County Commissioners of Escambia County, Florida, does hereby proclaim May 2016 as

"MOTORCYCLE SAFETY AWARENESS MONTH"

in Escambia County and encourages all motorists to share the road and look out for motorcyclists.

BOARD OF COUNTY COMMISSIONERS ESCAMBIA COUNTY, FLORIDA

Grover C. Robinson, IV, Chairman
District Four

Wilson B. Robertson, Vice Chairman
District One

Doug Underhill, District Two

Lumon J. May, District Three

Steven Barry, District Five

ATTEST: Pam Childers
Clerk of the Circuit Court

Deputy Clerk

Adopted: April 21, 2016

PROCLAMATION

WHEREAS, the Supreme Council 33°, Ancient and Accepted Scottish Rite of Freemasonry, Southern Jurisdiction, USA, adopted a new year-round Family Development Program; and

WHEREAS, the Program focuses on the basic values of love, kindness, and respect for the benefit of youth and adult family members; and

WHEREAS, there are over 15,000 Masons in the surrounding area, who promote the message of toleration, dignity, and progress; and

WHEREAS, the Masons contribute their services to numerous charitable organizations throughout the year; and

WHEREAS, the Scottish Rite Masons, Valley of Pensacola, are sponsoring a celebration of family values during the first week of May 2016.

NOW, THEREFORE, BE IT PROCLAIMED, that the Board of County Commissioners of Escambia County, Florida, does hereby proclaim the week of May 1 through May 7, 2016, as

"FAMILY VALUES WEEK"

in Escambia County, Florida, and honors and commends the Scottish Rite Masons, Valley of Pensacola, for their leadership, dedication, and service to the community.

BOARD OF COUNTY COMMISSIONERS ESCAMBIA COUNTY, FLORIDA

Grover C. Robinson, IV, Chairman
District Four

Wilson B. Robertson, Vice Chairman
District One

Doug Underhill, District Two

Lumon J. May, District Three

Steven Barry, District Five

ATTEST: Pam Childers
Clerk of the Circuit Court

Deputy Clerk

Adopted: April 21, 2016



BOARD OF COUNTY COMMISSIONERS

Escambia County, Florida

AI-10120

Proclamations 7.

BCC Regular Meeting

Meeting Date: 04/21/2016

Issue: Adoption of Retirement Proclamation

From: Thomas Turner, Department Director

Organization: Human Resources

CAO Approval:

RECOMMENDATION:

Retirement Proclamation.

Recommendation: That the Board adopt the Proclamation commending and congratulating Geoffrey Neil Whigham, Emergency Medical Technician, Public Safety Department, on 33 years of faithful and dedicated service.

BACKGROUND:

N/A

BUDGETARY IMPACT:

N/A

LEGAL CONSIDERATIONS/SIGN-OFF:

N/A

PERSONNEL:

N/A

POLICY/REQUIREMENT FOR BOARD ACTION:

N/A

IMPLEMENTATION/COORDINATION:

N/A

Attachments

Ret Proc 042116

PROCLAMATION

WHEREAS, Geoffrey Neil Whigham, began employment with the Escambia County Board of County Commissioners on July 6, 1982, as an Emergency Medical Technician; and

WHEREAS, Neil worked as a County employee very faithfully for 33 years, retiring as an Emergency Medical Specialist with the Public Safety Department, EMS Operations Division; and

WHEREAS, throughout his career, Neil was dedicated in assisting the medical needs of the citizens and visitors of Escambia County; and

WHEREAS, Neil's service has been exemplary and is worthy of special notice.

NOW, THEREFORE BE IT PROCLAIMED that the Board of County Commissioners, on behalf of the citizens of Escambia County and fellow employees, commends and congratulates Geoffrey Neil Whigham on his retirement.

BE IT FURTHER PROCLAIMED that the Board of County Commissioners of Escambia County expresses its appreciation to Geoffrey Neil Whigham for 33 years of faithful and dedicated service as a County employee.

**BOARD OF COUNTY COMMISSIONERS
ESCAMBIA COUNTY, FLORIDA**

Grover C. Robinson, IV, Chairman, District Four

Wilson B. Robertson, Vice Chairman, District One

Douglas Underhill, District Two

Lumon J. May, District Three

Steven Barry, District Five

**ATTEST: PAM CHILDERS,
CLERK OF THE CIRCUIT COURT**

Deputy Clerk

Adopted: April 21, 2016



BOARD OF COUNTY COMMISSIONERS

Escambia County, Florida

AI-10134

Written Communication 8.

BCC Regular Meeting

Meeting Date: 04/21/2016

Issue: Written Communication - MSBU Lien - Joe Lauber

From: Jack Brown, County Administrator

Organization: County Administrator's Office

CAO Approval:

RECOMMENDATION:

April 4, 2016, communication from Joe Lauber requesting that the Board waive additional fees and penalties due on the unpaid Municipal Services Benefit Unit (MSBU) Lien placed against the property that he owns located at 702 Panferio Drive, Pensacola Beach, Florida.

BACKGROUND:

N/A

BUDGETARY IMPACT:

N/A

LEGAL CONSIDERATIONS/SIGN-OFF:

N/A

PERSONNEL:

N/A

POLICY/REQUIREMENT FOR BOARD ACTION:

Escambia County Ordinance 2012-10 adopted by the Board of County Commissioners on April 5, 2012, provides a process for applicants to request relief from penalties and interest on delinquent ad valorem special assessments against property located on Santa Rosa Island.

IMPLEMENTATION/COORDINATION:

N/A

Email from Mr. Lauber

BCC Notice of Intention to File Foreclosure Suit

Notice of Lien Chris & Marianne Crowdis

Payoff Calculations from the Clerk of the Circuit Court

Judy H. Witterstaeter

From: Hiltz-Lauber Flooring [hiltzlauberflooring@gmail.com]
Sent: Monday, April 04, 2016 10:16 AM
To: Judy H. Witterstaeter
Subject: MSBU Lien
Attachments: MSBU Lien.pdf

Judy,
Attached, please find the MSBU lien from 2011 MSBU taxes. I am asking to have the additional fees and penalties waived, since I never received the bill. It was sent to the previous owners. Please put this in written communication at the next board meeting. The issue is over 702 Panferio Drive on Pensacola Beach, which was purchased in late 2010. Your help in this matter would be greatly appreciated. Please let me know that you received this email.

Many thanks,



H I L T Z | A U B E R

Joe Lauber
2838 18th Street South
Birmingham, AL 35209
205.879.3455

BOARD OF COUNTY COMMISSIONERS
ESCAMBIA COUNTY, FLORIDA
221 PALAFOX PLACE
PENSACOLA, FLORIDA 32502



Date: March 31, 2016

Via Registered Mail

NOTICE OF INTENTION TO FILE FORECLOSURE SUIT

To: Joseph E. Lauber, Trustee of the
Joseph E. Lauber Trust, AND
Alice C. Lauber as Trustee of the
Alice C. Lauber Trust
2835 18th Street
Birmingham, AL 35209

Joseph E. Lauber, Trustee of the
Joseph E. Lauber Trust, AND
Alice C. Lauber as Trustee of the
Alice C. Lauber Trust
702 Panther Drive
Pensacola Beach, FL 32561

Joseph E. Lauber, Trustee of the
Joseph E. Lauber Trust, AND
Alice C. Lauber as Trustee of the
Alice C. Lauber Trust
303 Policians Drive
Homewood, AL 35209

Joseph E. Lauber, Trustee of the
Joseph E. Lauber Trust, AND
Alice C. Lauber as Trustee of the
Alice C. Lauber Trust
315 Panfello Drive
Pensacola Beach, FL 32561

Joseph E. Lauber, Trustee of the
Joseph E. Lauber Trust, AND
Alice C. Lauber as Trustee of the
Alice C. Lauber Trust
3 Portofino Drive, #603
Pensacola Beach, FL 32561

Re: Lot 7, Block 21, First Addition to Villa Segunda, Escambia County, Florida,
according to the Plat thereof recorded in Plat Book 4, at Page 17, of the public
records of said County

TAKE NOTICE that on or before thirty (30) days from the date of this Notice, Escambia
County shall file a bill in chancery to enforce payment of the following special
assessments against the above-referenced land upon which the special assessments
are delinquent.

\$413.50 Fire Protection and Island MSBU Assessment Lien dated June 1, 2011,
as recorded in Official Record Book 6725, at page 1365, of the public records of
Escambia County, Florida, plus interest and costs.

This action is taken pursuant to the County's authority to establish, levy and collect

special assessments, and to enforce payment of delinquent assessments under Chapters 125 and 173 of the Florida Statutes.

You may avoid the filing of the bill in chancery by paying the amounts listed above, together with accrued interest and costs. Total payoff amounts and other payment information may be obtained from the Clerk of Court, Official Records Department, 221 Palafox Place, Suite 110, Pensacola, FL 32502. Telephone (850) 596-3930.

**BOARD OF COUNTY COMMISSIONERS
ESCAMBIA COUNTY, FLORIDA
221 PALAFOX PLACE
PENSACOLA, FLORIDA 32502**



Date: March 31, 2016

Via Registered Mail

NOTICE OF INTENTION TO FILE FORECLOSURE SUIT

**To: Joseph E. Lauber, Trustee of the
Joseph E. Lauber Trust, AND
Alice C. Lauber as Trustee of the
Alice C. Lauber Trust
2838 18th Street
Birmingham, AL 35209**

**Joseph E. Lauber, Trustee of the
Joseph E. Lauber Trust, AND
Alice C. Lauber as Trustee of the
Alice C. Lauber Trust
702 Panfiero Drive
Pensacola Beach, FL 32561**

**Joseph E. Lauber, Trustee of the
Joseph E. Lauber Trust, AND
Alice C. Lauber as Trustee of the
Alice C. Lauber Trust
303 Poinciana Drive
Homewood, AL 35209**

**Joseph E. Lauber, Trustee of the
Joseph E. Lauber Trust, AND
Alice C. Lauber as Trustee of the
Alice C. Lauber Trust
315 Panferio Drive
Pensacola Beach, FL 32561**

**Joseph E. Lauber, Trustee of the
Joseph E. Lauber Trust, AND
Alice C. Lauber as Trustee of the
Alice C. Lauber Trust
3 Portofino Drive, #806
Pensacola Beach, FL 32561**

**Re: Lot 7, Block 21, First Addition to Villa Segunda, Escambia County, Florida,
according to the Plat thereof recorded in Plat Book 4, at Page 17, of the public
records of said County**

**TAKE NOTICE that on or before thirty (30) days from the date of this Notice, Escambia
County shall file a bill in chancery to enforce payment of the following special
assessments against the above-referenced land upon which the special assessments
are delinquent.**

**\$413.50 Fire Protection and Island MSBU Assessment Lien dated June 1, 2011,
as recorded in Official Record Book 6726, at page 1365, of the public records of
Escambia County, Florida, plus interest and costs.**

This action is taken pursuant to the County's authority to establish, levy and collect

special assessments and to enforce payment of delinquent assessments under Chapters 125 and 173 of the Florida Statutes.

You may avoid the filing of the bill in chancery by paying the amounts listed above, together with accrued interest and costs. Total payoff amounts and other payment information may be obtained from the Clerk of Court, Official Records Department, 221 Palafox Place, Suite 110, Pensacola, FL 32502. Telephone (850) 595-3930.

**NOTICE OF LIEN
SANTA ROSA ISLAND MSBU**

STATE OF FLORIDA
COUNTY OF ESCAMBIA

ACCOUNT NO. 99-0001-132
PRRF NO. 282S26-2150-007-021

RE: CROWDIS CHRIS & MARIANNE
P O BOX 893
GULF BREEZE FL 32562

THIS NOTICE OF LIEN is hereby filed pursuant to Section 46.212 of the Escambia County, Florida Code of Ordinances for delinquent annual assessments (fire protection and island assessments) for fiscal year 2010-2011 plus interest at 18 percent (18%) per year, calculated monthly, against a leasehold, more particularly described as:

LT 7 BLK 21 1ST ADDN VILLA SEGUNDA PB 4 P 17
OR 1638 P 276 SHEET 10 4002 P 574

vested in lessee pursuant to that certain document vesting title to the leasehold in the lessee filed in the public records of Escambia County. This claim of lien was included in the list of outstanding and uncollected annual assessments delivered to the Board of County Commissioners and shall remain and constitute a lien against the leasehold identified until satisfied by payment to the Clerk of the Circuit Court of the lien, as follows: Fire Protection \$212.12, and Island MSBU \$201.38 for the total amount of \$413.50 plus interest at the rate of 18 percent (18%) per year, calculated monthly (one and one-half percent per month) on the total amount (\$413.50) assessed per annum, accrued from the delinquent date of April 1, 2011, until said assessment and penalties are paid. Evidence of discharge and satisfaction of this lien shall be recorded in the public records of Escambia County, Florida, by the Clerk of the Circuit Court.

This lien shall not be assigned to any person. Until fully satisfied by payment, discharged or barred by law, this lien shall remain equal in rank and dignity with the liens of all state, county, district or municipal taxes and special assessments and superior in rank and dignity to all other subsequently filed liens, encumbrances, titles and claims in, to, or against the leasehold. This lien may be enforced at any time by the Board of County Commissioners subsequent to the date of recording of this Notice of Lien for the amount due under the recorded lien, including all penalties, plus costs and a reasonable attorney's fee by proceedings in a court of equity to foreclose liens in the manner in which a mortgage lien is foreclosed or under the provisions of Chapter 173, Florida Statutes or the collection and enforcement of payment thereof may be accomplished by any other method authorized by law.



ERNIE LEE MAGAHA
CLERK OF THE CIRCUIT COURT AND COMPTROLLER
ESCAMBIA COUNTY, FL

By: 
Deputy Clerk

STATE OF FLORIDA
COUNTY OF ESCAMBIA

Before the undersigned deputy clerk, personally appeared Brenda Robinson, personally known to me and known to me to be the individual described by said name who executed the foregoing as Deputy Clerk to Ernie Lee Magaha, Clerk of the Circuit Court and Comptroller, and acknowledged before me that she executed the same for the uses and purposes therein set forth.

Given under my hand and official seal this 15 day of June, A.D., 2011.



ERNIE LEE MAGAHA
CLERK OF THE CIRCUIT COURT AND COMPTROLLER
ESCAMBIA COUNTY, FLORIDA

By: 
Deputy Clerk



**PAM CHILDERS
CLERK OF THE CIRCUIT COURT
ESCAMBIA COUNTY, FLORIDA
SRI PAYOFF CALCULATIONS**

Account: 99-0001-132 Instrument: 2011036913

Year Of Lien

1998	<input type="checkbox"/>
1999	<input type="checkbox"/>
2000	<input type="checkbox"/>
2001	<input type="checkbox"/>
2002	<input type="checkbox"/>
2003	<input type="checkbox"/>
2004	<input type="checkbox"/>
2005	<input type="checkbox"/>
2006	<input type="checkbox"/>
2007	<input type="checkbox"/>
2008	<input type="checkbox"/>
2009	<input type="checkbox"/>
2010	<input type="checkbox"/>
2011	<input type="checkbox"/>

OFFICIAL RECORDS
P.O. Box 333
Pensacola, FL 32591-0333
Check payable to Pam Childers,
Clerk Of The Circuit Court

Escambia County Governmental Complex
221 Palafox Place, Suite 110
Pensacola, FL 32501-5844
850-595-3930
FAX 850-595-4827

Official Records Book: 6726 Page: 1365

[View Image](#)

Foreclosure ☒ Number Of Notices Sent 5 Number Of Title Searches 1 Title Search Fee

200.00
125.00
100.00
90.00

Original Principal \$413.50

Date Of Payoff 03/31/2016

Postage Fee

15.13 ☐
15.14 ☐
16.26

[Submit](#)

[Reset](#)

[Clear](#)

Year	Original Principal	Months Accrued from 04/01/2011	Interest Due	Preparing Fee For Lien	Recording Fee For Lien	Recording Fee For Cancellation	Preparing Fee For Cancellation	Title Search Fee	Postage Fee	Preparation Fee for Payoff Quote	Total Due
2011	\$413.50	59	\$365.95	\$7.00	\$10.00	\$10.00	\$7.00	\$75.00	\$77.45	\$7.00	\$972.90

702 Pantherio

Joseph E. Lauber (lien in name of Chris Crowdis)



Pam Childers

Clerk of the Circuit Court and Comptroller, Escambia County

Clerk of Courts • County Comptroller • Clerk of the Board of County Commissioners • Recorder • Auditor

AI-10151

10.

BCC Regular Meeting

Meeting Date: 04/21/2016

Issue: Committee of the Whole Recommendation

From: Pam Childers, Clerk of the Circuit Court & Comptroller

Recommendation:

Committee of the Whole Recommendation.

Recommendation: That the Board move forward with the jail infirmary upgrades, as presented by Chip Simmons, Assistant County Administrator, as recommended by the Committee of the Whole (C/W), at the April 14, 2016, C/W Workshop (C/W Item #4).

Attachments

CW Backup

Escambia County Main Jail Infirmary Proposed Nurses Station

4/8/2016

Purpose

The purpose of the project is to provide an area where inmates can be monitored first hand, 24/7 from an improved Nurses Station.

Description of Work

- * Modify existing space to accommodate a Nurses Station adjacent to 4 existing inmate cells.
- * Provide and Install 4 New Half Glass Detention Grade Doors.
- * The work shall include the installation of a New opening with a Hollow Metal Door.
- * Work shall also include minor Electrical work.
- * Work shall also include Casework modifications.

<u>Order of Magnitude Budget Estimate</u>	Unit Cost	Qty	Total Cost
Provide and Install Detention Grade Half Glass Doors	\$ 10,000.00	4	\$ 40,000.00
Cut Wall and Install New Hollow Metal Door	\$ 12,500.00	1	\$ 12,500.00
Casework	\$ 19,500.00	1	\$ 19,500.00
Windows	\$ 3,000.00	8	\$ 24,000.00
Installation	\$ 1,250.00	8	\$ 10,000.00
Removal of Existing Wall Mounted Beds	\$ 100.00	8	\$ 800.00
Material and Installation of 4 Electrical Outlets & 2 Conduits	\$ 1,000.00	6	\$ 6,000.00
Sub Total.....			\$ 112,800.00
General Conditions (10%)			\$ 11,280.00
Sub Total.....			\$ 124,080.00
Overhead and Profit (15%)			\$ 18,612.00
Total Construction Cost.....			\$ 142,692.00

Architectural Services (12%)	\$ 17,123.04
Sub Total.....	\$ 159,815.04

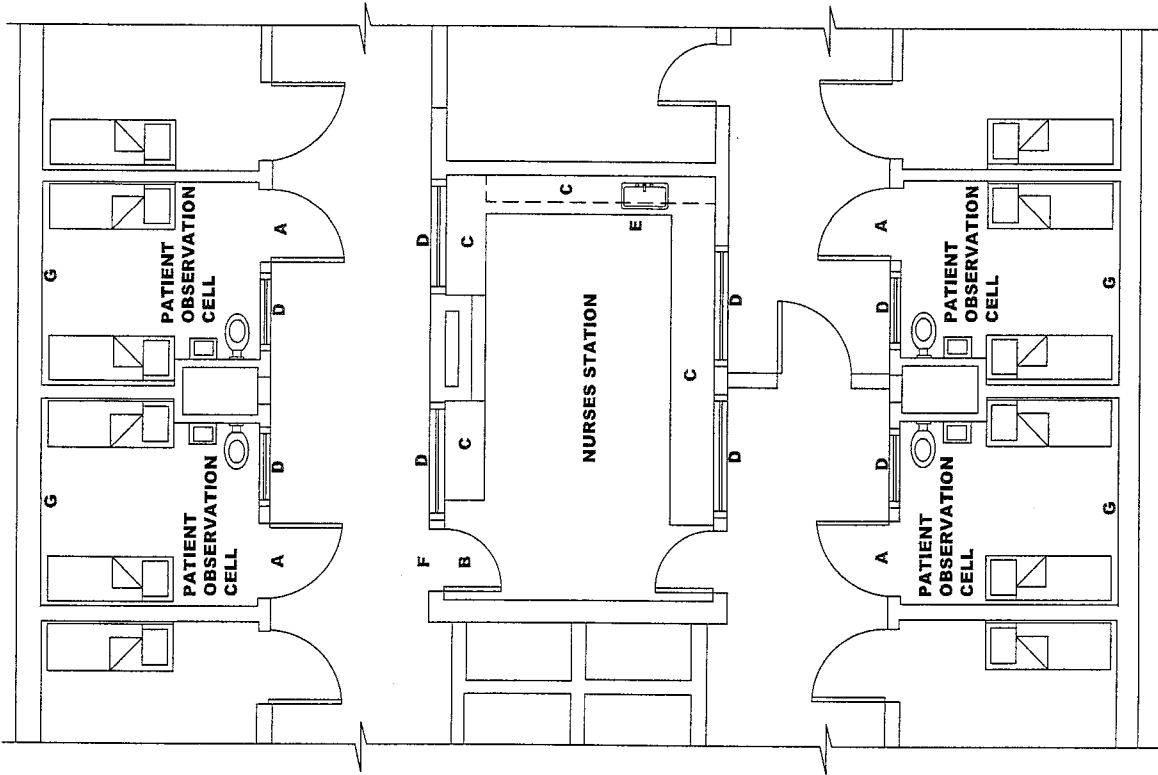
Escambia County Construction Management Fee (7%)	\$ 11,187.05
Total Project Cost.....	\$ 171,002.09

Notes from 3-18-15 Conceptual Project Meeting

- * If the Power Outlets are to be backed up by the Generator, add 5K
- * Monitors are not included in this estimate
- * Future use electrical conduits are included in the electrical cost
- * Construction project duration estimated to be 120 days including material lead time
- * Budget estimate includes 15% contingency



ESCAMBIA COUNTY MAIN JAIL INFIRMARY
NURSES STATION CHANGES
for the ESCAMBIA COUNTY
BOARD OF COUNTY COMMISSIONERS



NEW WORK LEGEND

- A** REPLACE EXISTING DOOR WITH NEW HALF SECURITY GRADE GLASS DOOR, KEY TO MATCH EXISTING AS ALLOWABLE BY INDUSTRY STANDARDS.
- B** INSTALL METAL DOOR WITH NEW HARDWARE, KEY TO MATCH EXISTING.
- C** INSTALL NEW CASEWORK
- D** INSTALL SECURITY GRADE WINDOWS TO MATCH EXISTING QUALITY AS ALLOWABLE BY INDUSTRY STANDARDS.
- E** INSTALL NEW SINK
- F** REPAIR FLOORING AT POINT OF WALL DEMOLITION.
- G** INSTALL NEW ELECTRICAL OUTLETS (1-QUAD AT EACH LOCATION).

Escambia County Facilities Management 100 East Blount Street, Pensacola, FL 32501 DAVID WHEELER, DIRECTOR (850) 995-3180	DATE: 4-6-16 DCAT PROJECT # CONCEPTUAL	DRAWN BY: BURKE PAGE	SHEET: NEW WORK PLAN
--	--	-------------------------	----------------------------



Pam Childers

Clerk of the Circuit Court and Comptroller, Escambia County

Clerk of Courts • County Comptroller • Clerk of the Board of County Commissioners • Recorder • Auditor

AI-10118

Clerk & Comptroller's Report 11. 1.

BCC Regular Meeting

Consent

Meeting Date: 04/21/2016

Issue: TDT Collection Data for the February 2016 Returns Received in March 2016

From: Pam Childers, Clerk of the Circuit Court & Comptroller

Organization: Clerk & Comptroller's Office

Recommendation:

Recommendation Concerning Acceptance of TDT Collection Data for the February 2016 Returns Received in March 2016

That the Board accept, for filing with the Board's Minutes, the Tourist Development Tax (TDT) Collections Data for the February 2016 returns received in the month of March 2016, as prepared by the Finance Department of the Clerk and Comptroller's Office; this is the sixth month of collections for the Fiscal Year 2016; total collections for the month of February 2016 returns was \$489,969.80; this is a 18.85% increase over the February 2015 returns; total collections year to-date are 15.59% more than the comparable time frame in Fiscal Year 2015.

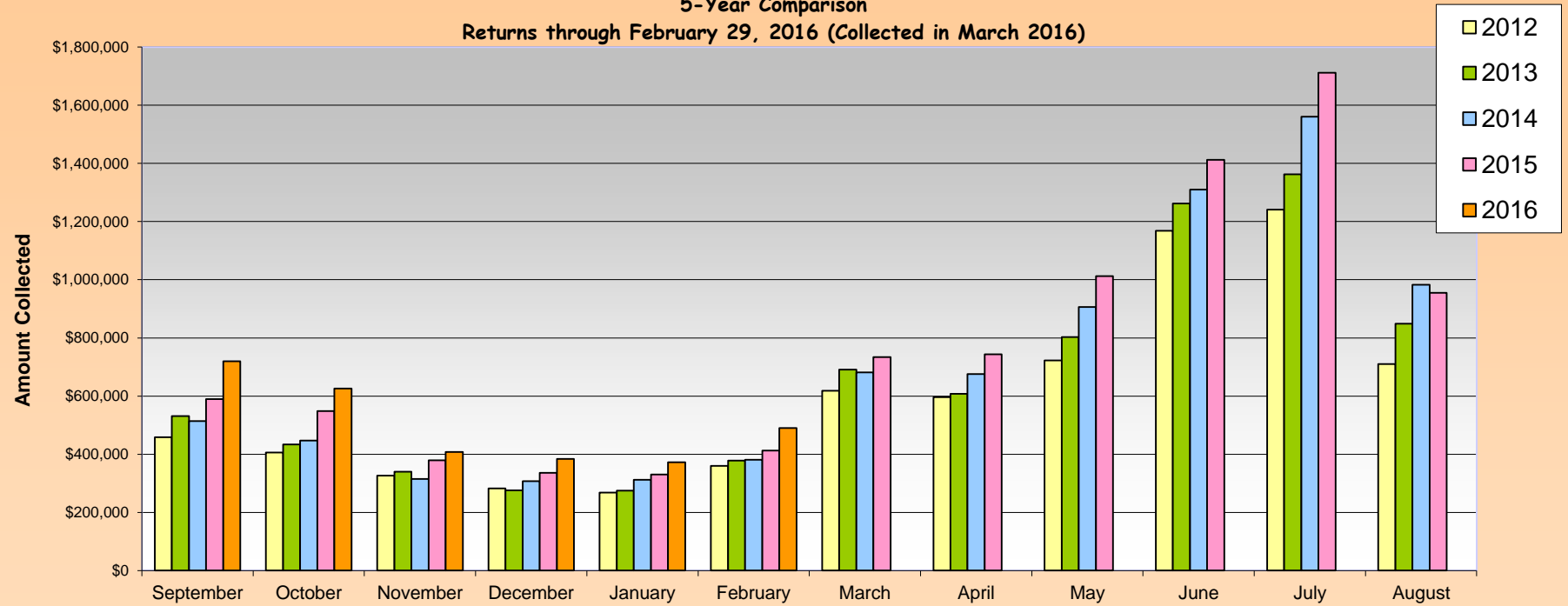
Attachments

February 2016 Returns Received in March 2016

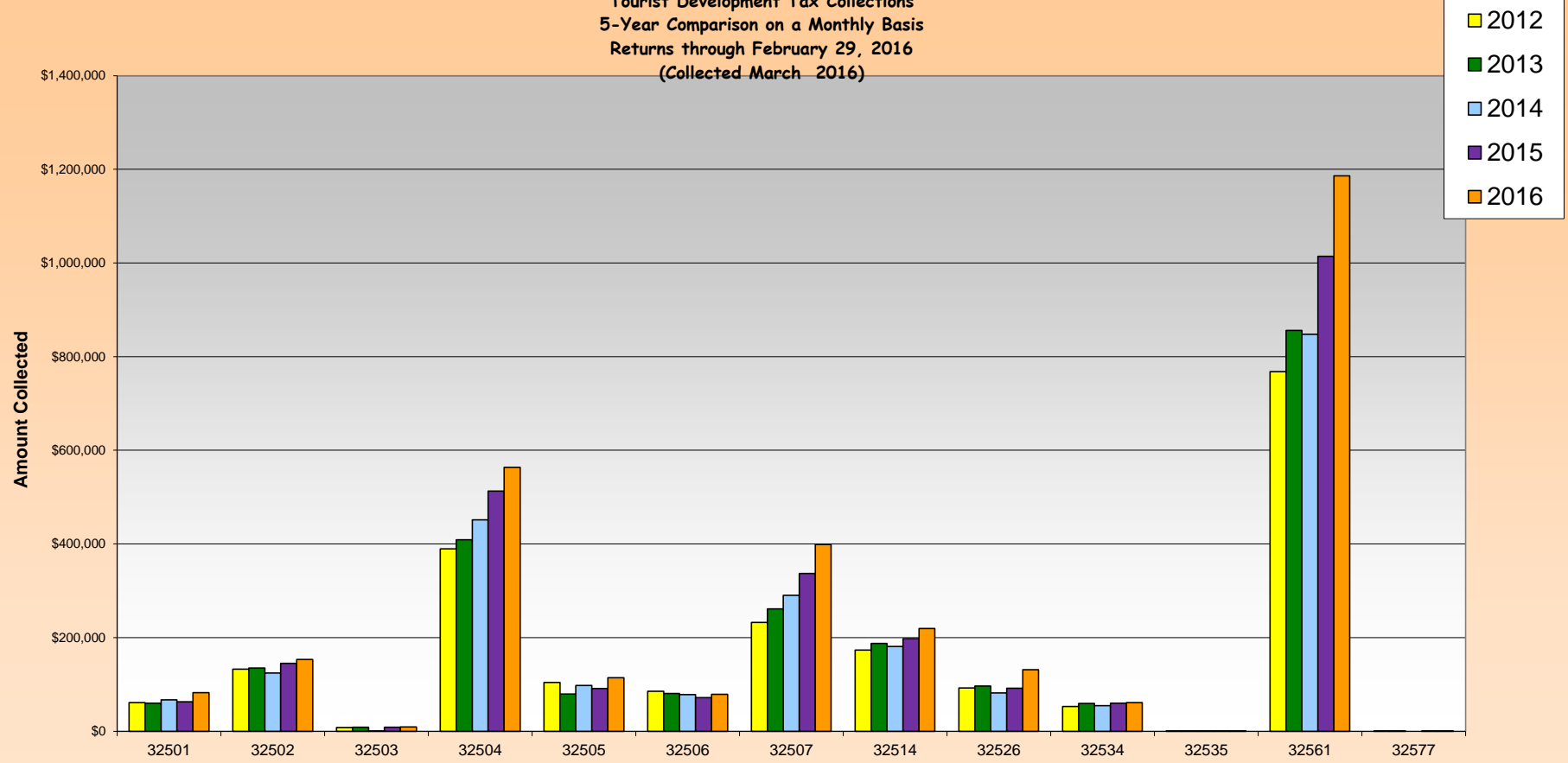
FOUR PERCENT TOURIST DEVELOPMENT TAX COLLECTION DATA
REPORTED IN FISCAL YEAR FORMAT
ESCAMBIA COUNTY FLORIDA
AS OF MARCH 2016

Zip Code	Fiscal Year 2016 YTD Collected	Fiscal Year 2015 YTD Collected	Difference	% Change
32501	82,705	63,013	19,692	31%
32502	153,199	144,995	8,204	6%
32503	9,391	8,832	559	6%
32504	563,499	513,093	50,406	10%
32505	114,251	91,491	22,760	25%
32506	78,756	71,639	7,117	10%
32507	398,850	337,177	61,673	18%
32514	219,367	197,809	21,558	11%
32526	131,316	91,731	39,585	43%
32534	61,445	59,990	1,455	2%
32535	751	759	(8)	-1%
32561	1,185,908	1,013,890	172,018	17%
32562	-	-	-	0%
32577	50	415	(365)	0%
Total	\$ 2,999,488	\$ 2,594,834	\$ 404,654	16%

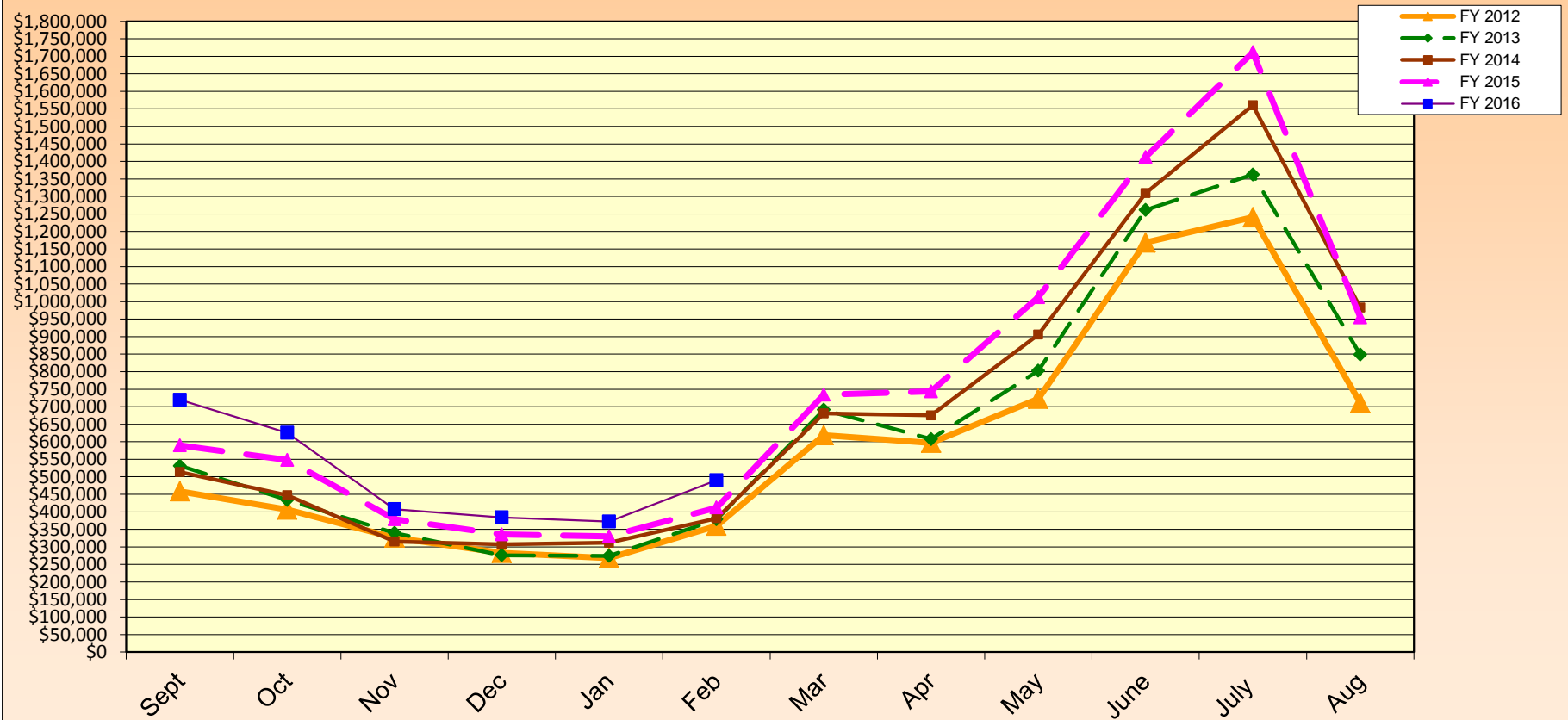
Tourist Development Tax Collections
5-Year Comparison
Returns through February 29, 2016 (Collected in March 2016)



Tourist Development Tax Collections
 5-Year Comparison on a Monthly Basis
 Returns through February 29, 2016
 (Collected March 2016)



**TOURIST DEVELOPMENT TAX
5 YEAR TRENDLINE
FY 2012 - FY 2016**
Returns through February 29, 2016 (Collected in March 2016)



FOUR PERCENT TOURIST DEVELOPMENT TAX COLLECTION DATA
ESCAMBIA COUNTY FLORIDA
FISCAL YEAR 2016
AS OF March 31, 2016

Month of Collection	Zip Code									
	32501		32502		32503		32504		32505	
	Downtown Area	% OF Total	Other Downtown Area	% OF Total	Cordova Mall & South Area	% OF Total	Davis & Scenic Hwy South of I-10 including Airport Area	% OF Total	South of Michigan Av East of Mobile Hwy West of Pace Blvd	% OF Total
10/15	13,893	2%	28,093	4%	1,582	0%	103,155	14%	23,956	3%
11/15	16,283	3%	31,883	5%	2,371	0%	102,729	16%	17,937	3%
12/15	12,524	3%	21,272	5%	1,996	0%	88,735	22%	12,756	3%
01/16	13,573	4%	20,368	5%	610	0%	83,364	22%	17,085	4%
02/16	13,032	4%	23,607	6%	1,025	0%	84,142	23%	14,337	4%
03/16	13,400	3%	27,976	6%	1,807	0%	101,374	21%	28,180	6%
Total	\$ 82,705	3%	\$ 153,199	5%	\$ 9,391	0%	\$ 563,499	19%	\$ 114,251	4%

Month of Collection	Zip Code									
	32506		32507		32514		32526		32534	
	Lillian Hwy & Highway 98 Area	% OF Total	Bayou Chico to Perdido Key South of Sorrento Area	% OF Total	Palafox & Scenic Hwy North of I-10 Area	% OF Total	Mobile Hwy North of Michigan Avenue Area	% OF Total	I-10 & Pensacola Blvd North Area	% OF Total
10/15	14,443	2%	118,368	16%	39,504	5%	22,563	3%	9,819	1%
11/15	13,073	2%	93,637	15%	38,664	6%	24,477	4%	11,627	2%
12/15	12,924	3%	41,978	10%	33,837	8%	21,065	5%	9,397	2%
01/16	10,738	3%	36,999	10%	34,083	9%	22,108	6%	9,416	2%
02/16	12,462	3%	46,390	12%	35,263	9%	19,997	5%	9,137	2%
03/16	15,117	3%	61,478	13%	38,016	8%	21,107	4%	12,049	2%
Total	\$ 78,756	3%	\$ 398,850	13%	\$ 219,367	7%	\$ 131,316	4%	\$ 61,445	2%

	Zip Code										
	32535		32561		32562		32577				
	Century		Pensacola								
Month of Collection	(Other)	% OF	Beach	% OF	Other	% OF	Molino	% OF		Total	% OF
	Area	Total	Area	Total		Total	Area	Total		Month	Total
10/15	115	0%	344,147	48%	-	0%	50	0%		719,688	100%
11/15	-	0%	273,123	44%	-	0%		0%		625,801	100%
12/15	310	0%	150,864	37%	-	0%		0%		407,658	100%
01/16	83	0%	135,746	35%	-	0%		0%		384,174	100%
02/16	120	0%	112,686	30%	-	0%		0%		372,197	100%
03/16	124	0%	169,342	35%	-	0%		0%		489,970	100%
Total	\$ 751	0%	\$ 1,185,908	40%	\$ -	0%	\$ 50	0%	\$	2,999,488	100%

FOUR PERCENT TOURIST DEVELOPMENT TAX COLLECTION DATA
ESCAMBIA COUNTY FLORIDA
FISCAL YEAR 2015
AS OF MARCH 31, 2015

Month of Collection	Zip Code									
	32501		32502		32503		32504		32505	
	Downtown Area	% OF Total	Other Downtown Area	% OF Total	Cordova Mall & South Area	% OF Total	Davis & Scenic Hwy South of I-10 including Airport Area	% OF Total	South of Michigan Av East of Mobile Hwy West of Pace Blvd	% OF Total
10/14	12,080	2%	28,345	5%	1,001	0%	90,113	15%	17,610	3%
11/14	11,576	2%	28,797	5%	1,508	0%	91,522	17%	19,570	4%
12/14	10,149	3%	23,205	6%	1,947	1%	85,208	22%	12,546	3%
01/15	8,965	3%	19,469	6%	1,080	0%	76,865	23%	14,358	4%
02/15	9,315	3%	20,156	6%	1,559	0%	78,723	24%	11,946	4%
03/15	10,927	3%	25,024	6%	1,737	0%	90,663	22%	15,462	4%
Total	\$ 63,013	2%	\$ 144,995	6%	\$ 8,832	0%	\$ 513,093	20%	\$ 91,491	4%

Month of Collection	Zip Code									
	32506		32507		32514		32526		32534	
	Lillian Hwy & Highway 98 Area	% OF Total	Bayou Chico to Perdido Key South of Sorrento Area	% OF Total	Palafox & Scenic Hwy North of I-10 Area	% OF Total	Mobile Hwy North of Michigan Avenue Area	% OF Total	I-10 & Pensacola Blvd North Area	% OF Total
10/14	13,395	2%	91,990	16%	34,533	6%	13,979	2%	10,808	2%
11/14	14,690	3%	75,256	14%	36,155	7%	14,418	3%	10,733	2%
12/14	12,374	3%	38,153	10%	31,823	8%	14,508	4%	9,370	2%
01/15	7,525	2%	31,710	9%	31,878	9%	9,581	3%	9,763	3%
02/15	10,575	3%	41,776	13%	31,056	9%	22,378	7%	9,109	3%
03/15	13,079	3%	58,292	14%	32,364	8%	16,867	4%	10,206	2%
Total	\$ 71,639	3%	\$ 337,177	13%	\$ 197,809	8%	\$ 91,731	4%	\$ 59,990	2%

	Zip Code										
	32535		32561		32562		32577				
	Century			Pensacola							
Month of Collection	(Other) Area	% OF Total		Beach Area	% OF Total	Other	% OF Total	Molino Area	% OF Total	Total Month	% OF Total
10/14	124	0%		275,712	47%	-	0%	-	0%	589,690	100%
11/14	213	0%		243,219	44%	-	0%	415	0%	548,073	100%
12/14	104	0%		139,615	37%	-	0%	-	0%	379,004	100%
01/15	102	0%		124,512	37%	-	0%	-	0%	335,808	100%
02/15	111	0%		93,287	28%	-	0%	-	0%	329,991	100%
03/15	104	0%		137,546	33%	-	0%	-	0%	412,271	100%
Total	\$ 759	0%	\$	1,013,890	39%	\$ -	0%	\$ 415	0%	\$ 2,594,834	100%

**Tourist Development Tax Collection Data
Reported in Fiscal Year Format
Escambia County Florida**

THREE (3%) PERCENT TOURIST TAX DOLLARS COLLECTED 2007-2016											
Month Of Collection	For The Month Of	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
OCT	SEP	\$245,125	\$288,077	\$277,444	\$274,902	\$321,850	\$343,637	\$398,300	\$385,209	\$442,268	\$539,766
NOV	OCT	224,646	238,591	231,361	238,423	276,214	304,579	325,198	335,284	411,054	469,351
DEC	NOV	212,939	206,205	185,367	214,475	226,459	244,845	254,898	236,608	284,253	305,743
JAN	DEC	179,798	163,665	169,734	164,750	192,546	212,164	207,117	230,300	251,856	288,130
FEB	JAN	179,184	180,694	176,773	171,885	192,262	200,843	205,954	233,879	247,492	279,148
MAR	FEB	212,686	227,362	215,131	201,473	241,571	270,226	283,812	286,019	309,204	367,477
TOTAL		\$1,254,377	\$1,304,594	\$1,255,810	\$1,265,908	\$1,450,903	\$1,576,294	\$1,675,279	\$1,421,280	\$1,946,126	\$2,249,616

TOURIST DEVELOPMENT TAX COLLECTION DATA
REPORTED IN FISCAL YEAR FORMAT
ESCAMBIA COUNTY, FLORIDA

		ADDITIONAL ONE (1%) PERCENT TOURIST TAX DOLLARS COLLECTED 2007-2016									
Month Of Collection	For The Month Of	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
OCT	SEP	\$81,708	\$96,026	\$92,482	\$91,634	\$107,283	\$114,546	\$132,767	\$128,403	\$147,422	\$179,922
NOV	OCT	74,882	79,530	77,120	79,474	92,072	101,526	108,399	111,761	137,018	156,450
DEC	NOV	70,980	68,735	61,789	71,492	75,487	81,615	84,966	78,869	94,751	101,914
JAN	DEC	59,933	54,555	56,578	54,917	64,182	70,721	69,039	76,767	83,952	96,043
FEB	JAN	59,728	60,231	58,924	57,295	64,087	66,948	68,651	77,960	82,497	93,049
MAR	FEB	70,895	75,787	71,710	67,158	80,524	90,075	94,604	95,340	103,068	122,492
TOTAL		\$418,126	\$434,865	\$418,603	\$421,969	\$483,634	\$525,431	\$558,426	\$569,099	\$648,708	\$749,872



Pam Childers

Clerk of the Circuit Court and Comptroller, Escambia County

Clerk of Courts • County Comptroller • Clerk of the Board of County Commissioners • Recorder • Auditor

AI-10123

Clerk & Comptroller's Report 11. 2.

BCC Regular Meeting

Consent

Meeting Date: 04/21/2016

Issue: Acceptance of a Document Provided to the Clerk to the Board's Office

From: Pam Childers, Clerk of the Circuit Court & Comptroller

Organization: Clerk & Comptroller's Office

Recommendation:

Recommendation Concerning Acceptance of a Document Provided to the Clerk to the Board's Office

That the Board accept, for filing with the Board's Minutes, the *Notice of Limitation of Use and Site Dedication*, based on the Board's action of April 5, 2012, approving the State of Florida Department of Environmental Protection Recreational Trails Program Fiscal Year 2011 - 2012 Project Agreement (#T1115) between FDEP and Escambia County, for the development of the Southwest Greenway, Jones Swamp Trail Extension 3, authorizing the Chairman to sign the Agreement and any subsequent Grant-related documents.

Attachments

20120405 Minutes Excerpt

MINUTES OF THE REGULAR BCC MEETING – Continued

COUNTY ADMINISTRATOR'S REPORT – Continued

II. BUDGET/FINANCE CONSENT AGENDA – Continued

1-17. Approval of Various Consent Agenda Items – Continued

14. Taking the following action concerning an Agreement from the State of Florida Department of Environmental Protection (FDEP) for the development of the Southwest Greenway, Jones Swamp Trail Extension 3, under the Recreational Trails Project Number T11015 (Funding: Fund 110, Other Grants and Projects, new Cost Center, in the amount of \$200,000; Grant match, in the amount of \$200,000, from Fund 352, Local Option Sales Tax III, Cost Center 220102, NESD Capital Projects, and from in-kind services):
 - A. Approving the *State of Florida Department of Environmental Protection Recreational Trails Program Fiscal Year 2011 - 2012 Project Agreement (#T1115)* between FDEP and Escambia County, for the development of the Southwest Greenway, Jones Swamp Trail Extension 3, based upon an FDEP \$200,000 Grant, effective upon execution of the Agreement; and
 - B. Authorizing the Chairman to sign the Agreement and any subsequent Grant-related documents.
15. Authorizing the County to piggyback off of the Florida Sheriff's Association Contract #11-19-0907, Specification #50, in accordance with the Escambia County Code of Ordinances, Chapter 46, Finance, Article II, Purchases and Contracts, Section 46-44, Application; exemptions, (*Subsection*) (6), and awarding a Purchase Order to Ward International for one 2012 International Workstar Cab & Chassis vehicle, with options as shown in the Contract, in the amount of \$157,398 (*which includes the \$87,043 base price and options totaling \$70,355*), for the Department of Solid Waste Management (Funding: Fund 401, Solid Waste, Cost Center 230306, Object Code 56401).



Pam Childers

Clerk of the Circuit Court and Comptroller, Escambia County

Clerk of Courts • County Comptroller • Clerk of the Board of County Commissioners • Recorder • Auditor

AI-10145

Clerk & Comptroller's Report 11. 3.

BCC Regular Meeting

Consent

Meeting Date: 04/21/2016

Issue: Disposition of Records

From: Pam Childers, Clerk of the Circuit Court & Comptroller

Organization: Clerk & Comptroller's Office

Recommendation:

Recommendation Concerning Disposition of Records

That the Board approve Records Disposition Document No. 596, for disposition of Board of County Commissioners' Records, Item 32a, Minutes: Official Meetings (Transcripts: Microfilmed on Rolls 499 through 510), for the period of September 24, 2013, through September 4, 2014, in accordance with State Retention Schedule GS1, since the permanent records have been scanned and/or microfilmed.

Attachments

Records Disposition Doc. No. 596

RECORDS DISPOSITION DOCUMENT

NO. 596

PAGE 1 OF 1 PAGES

1. AGENCY NAME and ADDRESS

HONORABLE PAM CHILDERS

CLERK OF THE CIRCUIT COURT AND COMPTROLLER
190 GOVERNMENTAL CENTER
PENSACOLA, FL 32502

2. AGENCY CONTACT (Name and Telephone Number)

Heather Mahoney

ARCHIVES AND RECORDS DIVISION
(CLERK TO THE BOARD)
(850) 595 - 3937 Ext.

3. NOTICE OF INTENTION: The scheduled records listed in Item 5 are to be disposed of in the manner checked below (specify only one).

☐ a. Destruction ☒ b. Microfilming and Destruction ☐ c. Other _____

4. SUBMITTED BY: I hereby certify that the records to be disposed of are correctly represented below, that any audit requirements for the records have been fully justified, and that further retention is not required for any litigation pending or imminent.

PAM CHILDERS

Escambia County Florida Clerk of the Circuit Court & Comptroller

Signature

Name and Title

Date

5. LIST OF RECORD SERIES

a. Schedule No.	b. Item No.	c. Title	d. Retention	e. Inclusive Dates	f. Volume In Cubic Feet	g. Disposition Action and Date Completed After Authorization
GS1	32	MINUTES: OFFICIAL MEETINGS (TRANSCRIPTS: MICROFILMED ON ROLLS 499 THROUGH 510)	Perman ent	September 24, 2013 through September 4, 2014	12.0	

6. DISPOSAL AUTHORIZATION: Disposal for the above listed records is authorized. Any deletions or modifications are indicated.

Custodian/Records Management Liaison Officer

Date

7. DISPOSAL CERTIFICATE: The above listed records have been disposed of in the manner and on the date shown in column g.

Signature

Date

Name and Title

Witness



Pam Childers

Clerk of the Circuit Court and Comptroller, Escambia County

Clerk of Courts • County Comptroller • Clerk of the Board of County Commissioners • Recorder • Auditor

AI-10122

Clerk & Comptroller's Report 11. 4.

BCC Regular Meeting

Consent

Meeting Date: 04/21/2016

Issue: Minutes and Reports

From: Pam Childers, Clerk of the Circuit Court & Comptroller

Organization: Clerk & Comptroller's Office

Recommendation:

Recommendation Concerning Minutes and Reports Prepared by the Clerk to the Board's Office

That the Board take the following action concerning Minutes and Reports prepared by the Clerk to the Board's Office:

A. Accept, for filing with the Board's Minutes, the Report of the Agenda Work Session held April 7, 2016; and

B. Approve the Minutes of the Regular Board Meeting held April 7, 2016.

Attachments

20160407 Agenda Work Session

REPORT OF THE BOARD OF COUNTY COMMISSIONERS AGENDA WORK SESSION
HELD APRIL 7, 2016
BOARD CHAMBERS, FIRST FLOOR, ERNIE LEE MAGAHA GOVERNMENT BUILDING
221 PALAFOX PLACE, PENSACOLA, FLORIDA
(9:05 a.m. – 10:39 a.m.)

Present: Commissioner Grover C. Robinson IV, Chairman, District 4
Commissioner Wilson B. Robertson, Vice Chairman, District 1
Commissioner Steven L. Barry, District 5
Commissioner Lumon J. May, District 3
Honorable Pam Childers, Clerk of the Circuit Court and Comptroller
Jack R. Brown, County Administrator
Alison Rogers, County Attorney
Kimberly McCord, Office Assistant III, Clerk and Comptroller's Office
Judy H. Witterstaeter, Program Coordinator, County Administrator's Office

Absent: Commissioner Douglas B. Underhill, District 2

1. FOR INFORMATION: The agenda for the April 7, 2016, Regular Board Meeting, was reviewed as follows:
 - A. Judy H. Witterstaeter, Program Coordinator, County Administrator's Office, reviewed the Regular BCC Agenda;
 - B. Honorable Pam Childers, Clerk of the Circuit Court and Comptroller, reviewed the Clerk's Report;
 - C. Horace Jones, Director, Development Services Department, reviewed the Growth Management Report;
 - D. Judy H. Witterstaeter, Program Coordinator, County Administrator's Office, reviewed the County Administrator's Report;
 - E. County Attorney Rogers reviewed the County Attorney's Report; and
 - F. Commissioner Barry reviewed his Add-on Item.



BOARD OF COUNTY COMMISSIONERS

Escambia County, Florida

AI-10034

County Administrator's Report 11. 1.

BCC Regular Meeting

Technical/Public Service Consent

Meeting Date: 04/21/2016

Issue: Property Disposal

From: Will Moore, Chief Deputy Court Administrator

Organization: Court Administration

CAO Approval:

RECOMMENDATION:

Recommendation Concerning the Request for Disposition of Property for the Office of the Court Administrator - Craig Van Brussel, Court Technology Officer

That the Board approve the Request for Disposition of Surplus Property for the Court Administrator's Office, for property which is described on the provided spreadsheet and which has been determined to be uneconomical to repair or has out-lived its ability to be useful technology to the Court system. The equipment listed may have been cannibalized to keep other court equipment operational. The items listed are whole, but may contain non-functioning parts.

BACKGROUND:

IT equipment purchased from Article 5 Funding by the Office of the Court Administrator.

BUDGETARY IMPACT:

n/a

LEGAL CONSIDERATIONS/SIGN-OFF:

Approved by Craig Van Brussel, Office of the Court Administrator.

PERSONNEL:

n/a

POLICY/REQUIREMENT FOR BOARD ACTION:

In compliance with FS 274.07 and BCC Policy B-1, 2, Section II, Procedures for Disposition of County Property.

IMPLEMENTATION/COORDINATION:

Items have no residual value other than scrap. Recommend Escambia County pick up items for disposal/destruction. Please contact Patt Ormerod at (850)595-4406 to schedule pickup.

Attachments

[Disposal form](#)

[Esc Oka Inventory for Disposal](#)

**REQUEST FOR DISPOSITION OF PROPERTY
ESCAMBIA COUNTY, FLORIDA**

TO: Clerk & Comptroller's Finance Department

FROM: Disposing Department: Court Administration

COST CENTER NO: 410516

Craig VanBrussel

DATE: 03/21/16

Property Custodian (PRINT FULL NAME)

Property Custodian (Signature):



Phone No: (850)595-4406

REQUEST THE FOLLOWING ITEM(S) TO BE DISPOSED:

TAG (Y / N)	PROPERTY NUMBER	DESCRIPTION OF ITEM	SERIAL NUMBER	MODEL	YEAR	CONDITION
		See attached spreadsheet				

Disposal Comments: The equipment list on the attached spreadsheet is either no longer of use to the Judiciary, antiquated or broken beyond repair.

INFORMATION TECHNOLOGY (IT Technician):

Patt Ormerod
Print Name

Conditions: Dispose-Good Condition-Unusable for BOCC

X Dispose-Bad Condition-Send for recycling-Unusable

Computer is Ready for Disposition

Date: 4/6/16 Information Technology Technician Signature:



Date: 4/6/14

FROM: Escambia County Department Director (Signature):



Director (Print Name):

Craig VanBrussel

RECOMMENDATION:

TO: Board of County Commissioners

Meeting Date: _____

Approved by the County Commission and Recorded in the Minutes of:

Pam Childers, Clerk of the Circuit Court & Comptroller

By (Deputy Clerk) _____

This Equipment Has Been Auctioned / Sold

by: _____

Print Name

Signature

Date

Property Tag Returned to Clerk & Comptroller's Finance Department

Clerk & Comptroller's Finance Signature of Receipt

Date

Property Custodian, please complete applicable portions of disposition form. See Disposal process charts for direction.

rev. sh 11.19.13

Escambia Asset Tag/Okaloosa County Funded Inventory

3/21/2016

Escambia County Asset Tag	Desc	Make	Model	Serial Number	Date Purchased	Condition
56380	Desktop	Dell	OptiPlex 745	4FBDBD1	7/22/2007	Antiquated
56381	Desktop	Dell	OptiPlex 745	JDBDBD1	7/22/2007	Antiquated
56382	Desktop	Dell	OptiPlex 745	FDBDBD1	7/22/2007	Antiquated
56383	Desktop	Dell	OptiPlex 745	2FBDBD1	7/22/2007	Antiquated
56651	Desktop	Dell	OptiPlex 745	4L1T9D1	7/17/2007	Antiquated



BOARD OF COUNTY COMMISSIONERS
Escambia County, Florida

AI-10061

County Administrator's Report 11. 2.

BCC Regular Meeting

Technical/Public Service Consent

Meeting Date: 04/21/2016

Issue: Request for Disposition of Property

From: Pam Childers, Clerk of the Circuit Court & Comptroller

Organization: Clerk & Comptroller's Office

CAO Approval:

RECOMMENDATION:

Recommendation Concerning the Request for Disposition of Property for the Office of the Clerk of the Circuit Court and Comptroller - Pam Childers, Clerk of the Circuit Court

That the Board approve the Request for Disposition of Property for the Office of the Clerk of Circuit Court and Comptroller, for property which is to be auctioned or disposed of properly, all which is described and listed on the Form with the Agency and reason stated.

BACKGROUND:

The Microfiche Cabinet is Obsolete and is to be Auctioned and/or Recycled.

BUDGETARY IMPACT:

N/A

LEGAL CONSIDERATIONS/SIGN-OFF:

N/A

PERSONNEL:

N/A

POLICY/REQUIREMENT FOR BOARD ACTION:

Board Policy established the procedure for disposing of surplus or obsolete equipment.

IMPLEMENTATION/COORDINATION:

N/A

Attachments

Clerk Disposal

**REQUEST FOR DISPOSITION OF PROPERTY
ESCAMBIA COUNTY, FLORIDA**

TO: Clerk & Comptroller's Finance Department

FROM: Disposing Department: Clerk of Court & Comptroller

COST CENTER NO: County Criminal

Pam Childers, Clerk of the Circuit Court & Comptroller

DATE: March 28, 2016

Property Custodian (PRINT FULL NAME)

Property Custodian (Signature):

Kana B. Cowen

Phone No:

595-4830

REQUEST THE FOLLOWING ITEM(S) TO BE DISPOSED:

TAG (Y / N)	PROPERTY NUMBER	DESCRIPTION OF ITEM	SERIAL NUMBER	MODEL	YEAR	CONDITION
Y	39204	Microfiche 8 Drawer Cabinet	N/A		1992	Obsolete

Disposal Comments: _____

INFORMATION TECHNOLOGY (IT Technician): _____

Print Name

Conditions: _____ Dispose-Good Condition-Unusable for BOCC

_____ Dispose-Bad Condition-Send for recycling-Unusable

Computer is Ready for Disposition

Date: _____ Information Technology Technician Signature: _____

Date: 3/28/16

FROM: Escambia County Department Director (Signature):

Pam Childers

Director (Print Name):

Pam Childers, Clerk of the Circuit Court & Comptroller

RECOMMENDATION:

TO: Board of County Commissioners

Meeting Date: _____

Approved by the County Commission and Recorded in the Minutes of:

Pam Childers, Clerk of the Circuit Court & Comptroller

By (Deputy Clerk) _____

This Equipment Has Been Auctioned / Sold

by: _____

Print Name

Signature

Date

Property Tag Returned to Clerk & Comptroller's Finance Department

Clerk & Comptroller's Finance Signature of Receipt

Date

Property Custodian, please complete applicable portions of disposition form. See Disposal process charts for direction.

rev. sh 11.19.13

SUNGAURD PENTAMATION
DATE: 03/28/2016
TIME: 08:56:18

ESCAMBIA COUNTY CLERK - LIVE
FIXED ASSETS LISTING

PAGE NUMBER: 1
REPORT10

SELECTION CRITERIA: assets.tagno='39204'

SORTED BY: assets.tagno,assets.improvement_num

ASSET ID	DESCRIPTIVE INFORMATION	ACQUISITION INFORMATION	DEPRECIATION INFORMATION
39204	MICROFICHE CABINET 8 DRAWER	FUNDING GENERAL CAPITAL ASSET Y	EST LIFE 3 DEP LIFE
-000	MFR STEELCASE	CLS M VENDOR MAYES PRINTING	DEP N POST DP N DEP METH
	MODEL TAN	CAT 104 PO UNITS 1	SALVAGE VALU .00
	S/N	LOC COCRIM CHECK UN CST 1150.00	ACCUM DEP 1150.00
	INVENTORY DATE	FUND TYPE G ACQUIRE 06/19/92 COST 1150.00	REM BOOK BASIS .00
	CONDITION GOOD STATUS	DPT CO CRIM INS CO	DEP BASIS 1150.00
	NEXT SCHEDULED MAINTENANCE	GRT INS VAL 0.00	LAST POSTING DATE 09/30/06
			SALE AMOUNT .00
			RETIRED DATE

DISTRIBUTION INFORMATION		ACTIVITY	DEP ORGN	ACCOUNT	PCT
FUNCTION		SPI			1.00
SPI	SPI DEFAULT				
REPORT TOTAL	1 RECORDS SELECTED				
COST		1,150.00			
INSURANCE VALUE		.00			
SALVAGE VALUE		.00			
ACCUMULATED DEPRECIATION		1,150.00			
SALE AMOUNT		.00			

Kara Cowen (COC)

From: Kara Cowen (COC)
Sent: Monday, March 28, 2016 8:34 AM
To: Shirlie Stevens (COC)
Cc: Brenda Van Brussel (COC)
Subject: RE: Property disposal - need to obtain BCC approval before it can go to auction

Hi Shirlie,

We still need to get the BCC to approve of the disposal. I will get the paperwork ready and submit for approval.

Thank you and have a great day!

Kara Cowen, Financial Reporting/Grants

Pam Childers, Clerk of the Circuit Court & Comptroller
First Judicial Circuit, Escambia County
221 Palafox Place, Suite 130
Pensacola, FL 32502
850-595-4830
kcowen@escambiaclerk.com
www.EscambiaClerk.com

From: Shirlie Stevens (COC)
Sent: Monday, March 28, 2016 8:06 AM
To: Kara Cowen (COC)
Subject: Property disposal

Kara:

We are sending the micro film filing cabinet with property tag 39204 from County Criminal, to Auction.

Thank you,

Shirlie Stevens, Executive Administration Human Resources

PAM CHILDERS, Clerk of the Circuit Court & Comptroller
First Judicial Circuit, Escambia County
190 W. Government St.
Pensacola, FL 32502
(850) 595-4199
shirlie.stevens@escambiaclerk.com
www.EscambiaClerk.com

Notice: Florida has a very broad public records law. Under Florida law, both the content of emails and email addresses are public record. If you do not want the content of your email or your email address released in response to a public records request, do not send electronic mail to this entity. Instead, contact this office by phone or in person.



BOARD OF COUNTY COMMISSIONERS

Escambia County, Florida

AI-10109

County Administrator's Report 11. 3.

BCC Regular Meeting

Technical/Public Service Consent

Meeting Date: 04/21/2016

Issue: Staff Appointment to the SWIM Plan TAC for Perdido River and Bay and Pensacola Bay Watersheds

From: Chips Kirschenfeld, Director

Organization: Natural Resources

CAO Approval:

RECOMMENDATION:

Recommendation Concerning Staff Appointment to the Surface Water Improvement and Management Plan Technical Advisory Committee for Perdido and Pensacola Bay Watersheds - J. Taylor "Chips" Kirschenfeld, Director, Department of Natural Resources Management

That the Board approve the appointment of Taylor "Chips" Kirschenfeld as the Escambia County Primary Point of Contact and Representative to the Technical Advisory Committee (TAC) for the updating of the Surface Water Improvement and Management (SWIM) plans for Northwest Florida as it relates to the Perdido River and Bay and Pensacola Bay Watersheds.

BACKGROUND:

The Northwest Florida Water Management District (NFWFMD) has initiated the process of updating the Surface Water Improvement and Management (SWIM) Plans for Northwest Florida Watersheds. These plans are developed pursuant to Florida Statutes to support water resource protection and restoration on a watershed basis. The NFWFMD has requested that Escambia County participate in this process and designate a staff Primary Point of Contact and Representative to the Technical Advisory Committee (TAC) for the updating of the SWIM Plans for the Perdido River and Bay and Pensacola Bay Watersheds. The first TAC Meeting for the Perdido River and Bay and Pensacola Bay Watersheds will be on May 5, 2016 at the Escambia County Central Office Complex from 1:00 PM to 4:00 PM.

BUDGETARY IMPACT:

No budgetary impact associated with this recommendation.

LEGAL CONSIDERATIONS/SIGN-OFF:

No legal considerations associated with this recommendation.

PERSONNEL:

Meetings will be attended by Department of Natural Resources Management staff.

POLICY/REQUIREMENT FOR BOARD ACTION:

Board Policy Section I, Part B.1

IMPLEMENTATION/COORDINATION:

Department of Natural Resources Management staff will coordinate with applicable parties.

Attachments

NWFWMD SWIM Appointment



Northwest Florida Water Management District

81 Water Management Drive, Havana, Florida 32333-4712
(U.S. Highway 90, 10 miles west of Tallahassee)

Brett J. Cyphers
Executive Director

Phone: (850) 539-5999 • Fax: (850) 539-2777

March 14, 2016

Mr. Jack Brown, County Administrator
Escambia County
221 Palafox Pl Ste 400
Pensacola, FL 32502

Surface Water Improvement and Management Plans for the Perdido River and Bay and Pensacola Bay System Watersheds

Dear Mr. Brown:

The Northwest Florida Water Management District (NFWFMD) has initiated the process of updating Surface Water Improvement and Management (SWIM) plans for northwest Florida. These plans are developed pursuant to Florida Statutes to support water resource protection and restoration on a watershed basis. I respectfully request Escambia County's participation in this process. In particular, it would be most helpful if Escambia County would designate a staff representative to serve on a technical advisory committee for the Perdido River and Bay and Pensacola Bay System watersheds.

We plan to hold a technical advisory meeting for the Pensacola Bay System and Perdido River and Bay watersheds on May 5, 2016, at the Escambia County Central Office Complex, Room 104 Conference Room, 3363 West Park Place, Pensacola, from 1:00-4:00 pm. During this meeting, committee members will be asked to provide information concerning watershed challenges and priorities. Over the next year, we then expect to request that committee members review draft plans and other documents prior to their finalization and provide comments and recommendations. These activities will be supported by a separate public outreach and review process. They will also be conducted in full coordination with Escambia County's important efforts to accomplish local and regional priorities under the Resources, Ecosystems Sustainability, Tourist Opportunities, and Revived Economies (RESTORE) Act and related initiatives.

At your convenience, please let me know if the County will be able to assist in this process and, if so, who among your staff will be your primary point of contact and representative.

Thank you for your participation. Please contact me at (850) 539-5999 or Paul.Thorpe@nwfwater.com if you have any questions or if you would like to discuss this further.

Sincerely,

A handwritten signature in cursive script, appearing to read "Paul Thorpe".

Paul Thorpe
Chief, Bureau of Environmental and Resource Planning

cc: Chair, Escambia County Board of County Commissioners

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BOARD OF COUNTY COMMISSIONERS

Escambia County, Florida

AI-10040

County Administrator's Report 11. 4.

BCC Regular Meeting

Technical/Public Service Consent

Meeting Date: 04/21/2016

Issue: Substance Abuse Policy - Section II, Part C.12

From: Thomas Turner, Department Director

Organization: Human Resources

CAO Approval:

RECOMMENDATION:

Recommendation Concerning the Board of County Commissioners' Substance Abuse Policy - Thomas G. Turner, Human Resources Department Director

That the Board take the following action concerning the Board of County Commissioners' Substance Abuse Policy, Section II, Part C.12:

A. Approve the following revisions:

1. In Section B. Scope, add "and Florida Statutes, Chapter 112.440," to adhere to requirements of the Florida statutes;
2. In Section D.3.b., add that the employee will be placed on paid administrative leave pending the results of the laboratory test;
3. In Section D.3.e.(4), where reasonable suspicion exists add that the employee will be placed on administrative leave pending results of the laboratory test and that a confirmed positive test result will end the paid administrative leave and will result in the employee's termination;
4. In Section D.5.b, add "a random sample of employees chosen for drug testing (which includes alcohol by definition) may not constitute more than 10 percent of the total employee population. Pool selection to be quarterly."
5. In Section H.3., add that a first incident of a reasonable suspicion or post-accident confirmed positive test shall result in termination of employment. A first incident of a random confirmed positive test shall result in the employee being placed in an unpaid leave status. This unpaid leave status will begin upon receipt of the confirmed positive result and will end upon the employee presenting a negative test result or the employee's termination if a negative sample is not provided as required under this paragraph. (If the employee has accrued annual or paid time off leave, they shall be permitted to use the leave. If the employee does not have accrued annual or paid time off leave, the employee shall be placed in a leave without pay status.) The employee shall have 30 calendar days from the date of the initial test sampling date to produce a negative test result in order to return to duty. If a negative test result is not received in the 30

day time period from the date of the initial test sampling date, the employee will be terminated. Any subsequent confirmed positive test whether from a reasonable suspicion, post accident or random test will result in the employee's termination;

6. In Section H.3.a., that add employees shall be required to make an appointment with the EAP or a Mental Health Counselor and show proof of participating in counseling to the Human Resources Department within the first two (2) days of being placed on leave;

7. Delete Section H.3.a.(1);

8. Delete Section H.3.b.(1-4);

9. Delete Section H.8;

10. Delete Section M;

B. Approve changes, such as verbiage cleanup, for clarity and conformity to current practices;

C. Adopt the revised Policy; and

D. Allow the Policy to become effective July 1, 2016, after approval to allow for an orderly transition and employee training on the new Policy.

BACKGROUND:

The Substance Abuse Policy was initially adopted by the Board of County Commissioners on December 16, 1997. Several revisions have been made to the policy to assure compliance with federal, state and local regulations. Upon receipt of a confirmed positive test result by the Human Resources Department for a reasonable suspicion or post-accident drug test, the County will immediately terminate the employee. Employees will be provided an opportunity for rehabilitation when they test positive for an illegal drug or substance resulting from a random drug test.

BUDGETARY IMPACT:

N/A

LEGAL CONSIDERATIONS/SIGN-OFF:

Kerra Smith, Assistant County Attorney has reviewed for compliance.

PERSONNEL:

N/A

POLICY/REQUIREMENT FOR BOARD ACTION:

N/A

IMPLEMENTATION/COORDINATION:

The Human Resources Director has provided the policy to those bargaining units with a contractual relationship with the BCC and met with them and discussed this policy as they desired. Several of their recommendations have been incorporated into the policy. The Substance Abuse Policy will be made available to the departments, divisions, and employees of the BCC by posting them on the County's web site and by electronic transmission upon request. Opportunities for training on the new policy will be provided.

Attachments

Substance Abuse Policy

Board of County Commissioners

Escambia County, Florida

Title: Substance Abuse Policy – Section II, Part C.12
Date Adopted: December 16, 1997
Effective Date: ~~July 1, 2012~~ _____ 2016, as amended
Policy Amended: July 28, 1998; June 22, 1999; October 7, 1999,
November 20, 2008, July 26, 2012

A. PURPOSE

Escambia County recognizes that employees are its most important resource and that the efficient functioning of the organization is directly related to the individual performance of each and every employee.

The use of drugs and alcohol is an increasing problem affecting many areas of our society and ranks as one of the major health problems in our country. Escambia County is no exception to this trend.

The County recognizes that employee alcohol and drug abuse can seriously impact the effective delivery of County services, the image of County employees, and the health, safety, and welfare of employees and the public. The pervasive presence of alcohol and substance abuse in our society, the resultant impact upon the workplace, and the County's obligation to its employees require the establishment of a drug-free workplace. The purpose of this policy is to establish a procedure for ensuring that a drug-free environment is maintained in the workplace, including all buildings, facilities, grounds, vehicles and any other property under the cognizance of the Board of County Commissioners and further to ensure that all employees are aware of this policy. ~~It's~~ The goal of the County is to provide a healthy, safe, and secure work environment for all employees. In return, employees must, as a condition of employment, abide by the terms of this policy.

B. SCOPE

This policy shall apply to all Escambia County employees under the Board of County Commissioners, ~~including regular, probationary, term, intermittent, emergency, provisional, grant-funded, relief, temporary, seasonal, student assistants, and volunteers.~~ Individuals working through a volunteer or temporary agency must adhere to the policy of that respective agency. Applicants and employees will adhere, when applicable, to 49 CFR Part 40 and the Omnibus Transportation Employee Testing Act of 1991, as amended and Florida Statutes, Chapter 112.440.

1. Definitions

The following definitions are used in this policy in accordance with the Florida Statutes, Chapter 440.102:

- a. Mandatory-testing – a job assignment that requires the employee to carry a firearm, work closely with an employee who carries a firearm, perform life-threatening procedures, work with heavy or dangerous machinery, work as a safety inspector, work with children, work with detainees in the correctional system, work with confidential information or documents pertaining to criminal investigations, work with controlled substances, or a job assignment that requires an employee security background check, pursuant to s. 110.1127, or a job assignment in which a momentary lapse in attention could result in injury or death to another person.
- b. Special Risk position – a position that is required to be filled by a person who is certified under Chapter 633 or Chapter 943 of the Florida Statutes.

2. Notice to Employees and Job Applicants

- a. One time only, prior to testing, the County shall give all employees and job applicants for employment a written policy statement with information ~~such as~~ which contains the following:
 - (1) A general statement of the County’s policy on drug use,
 - (2) A statement advising the employee or job applicant of the existence of this section of the policy,
 - (3) A general statement concerning confidentiality,
 - (4) Procedures for employees and job applicants to confidentially report to the Medical Review Officer (MRO) the use of prescription or nonprescription medications both before and after being tested,
 - (5) A list of the most common medications, by brand name or common name, as applicable, as well as by chemical name, which may alter or affect a drug test,
 - (6) The consequences of refusing to submit to a drug test,
 - (7) A representative sampling of names, addresses, and telephone number of employee assistance programs and local drug rehabilitation programs,
 - (8) A statement that an employee or job applicant who receives a possible confirmed test result may contest or explain the result to the MRO within 5 working days after receiving written notification of the test result,
 - (9) A statement informing the employee or job applicant of his or her responsibility to notify the laboratory of any administrative or civil action brought pursuant to this section,
 - (10) A list of all drugs for which the County will test, described by brand name or common name, as applicable, as well as by chemical name,
 - (11) A statement regarding any applicable collective bargaining agreement or contract and the right to appeal to the Public Employees Relations Commission (PERC) or applicable court,

- (12) A statement notifying employees and job applicants of their right to consult with a MRO for technical information regarding prescription or nonprescription medication, and
- (13) The County shall include notice of drug testing on vacancy announcement for positions for which drug testing is required.

C. GENERAL POLICY

Escambia County Policy strictly prohibits employees from:

1. Using, possessing, selling, distributing, dispensing, or manufacturing any controlled substance, alcohol, or illegal drugs ~~while at work~~, on Escambia County property, in County vehicles or while off County ~~the~~ premises performing work for the County;
2. Reporting for work or performing work under the influence of alcohol, a controlled substance, or illegal drug; or having evidence of usage detected by appropriate testing or;
3. Using County property or one's position to facilitate the manufacture, distribution, sale, dispensation, possession, or use of a controlled substance or illegal drug.

D. TYPES OF TESTING

1. Pre-Employment Testing
 - a. An applicant selected for initial employment by Escambia County in a mandatory-testing position, a special risk position or a position which requires testing by a federal, state or local regulatory agency must successfully pass a drug screen urinalysis prior to beginning work.
 - b. An applicant's failure to submit to the required pre-employment drug test shall be considered as a request for withdrawal from consideration for the position for which he or she applied.
 - c. If the applicant fails to pass the pre-employment drug screening, he or she will be disqualified from consideration for employment for a period of 12 months from the date of the ~~test~~ confirmed positive result.
2. Annual or Bi-Annual Physical Examinations
 - a. Employees in job classifications, which require an annual or bi-annual physical examination, will be required to submit to a drug screening as part of the physical examination.
 - b. A listing of job classifications which require an annual or bi-annual physical examination shall be maintained in the Human Resources Department.
3. Reasonable Suspicion
 - a. If the County has reason to suspect that an employee is violating this policy or when there is reasonable suspicion that the employee is under the influence of or is impaired by alcohol and/or an illegal controlled substance, the County will require the employee to submit immediately to medical tests administered for drug and/or alcohol testing which include the chemical analysis of breath, urine, and/or blood.

- b. An employee's time involved in testing shall be considered time worked and the County shall pay the cost of such tests. The County is responsible for transporting the employee to the laboratory and getting the employee home. The employee will be placed on paid administrative leave pending the results of the laboratory test.
- c. "Reasonable suspicion" is defined as a belief that an employee is using or has used drugs or alcohol in violation of this policy drawn from specific objective and articulable facts and reasonable inferences drawn from those facts, such as:
 - (1) Observable phenomena while at work, such as direct observation of drug use or of the physical or manifestations of being under the influence of a drug;
 - (2) Abnormal conduct or erratic behavior while at work or a significant, deterioration in work performance;
 - (3) A report of drug use, provided by a reliable and credible source. No action shall be taken on anonymous complaints;
 - (4) Evidence that an individual has tampered with a drug test during his or her employment with the County,
 - (5) Information that an employee has caused, contributed to, or been involved in an accident while at work, and
 - (6) Evidence that an employee has used, possessed, sold, solicited, or transferred drugs while working for the County or while on the employer's County ~~or off the premises~~ or while operating the employer's County's vehicle, machinery, or equipment.
- d. Common signs which may indicate a drug or alcohol problem or circumstances which together shall create reasonable suspicion, include, but are not limited to the following:
 - (1) Observed drug or alcohol use during working hours.
 - (2) Signs of alcohol use: slurred speech, impaired coordination, red eyes, relaxation, smell of alcohol, unsteady walk, slowed reflexes, drowsiness, relaxed inhibitions.
 - (3) Signs of drug use:
 - a) Immediate
Odor of marijuana, drowsiness, irritability or anxiety, reduced concentration, mood elevation, feeling of well-being, followed by depression, violent behavior, hyperactivity, lack of focus on detail, confused behavior, panic.
 - b) Long term
Weight loss, memory loss, argumentative, frequent absenteeism or tardiness, depression, withdrawal, frequent unexplained disappearances.
 - (4) Drug paraphernalia

Rolling papers, roach clips, pipes, including glass, glass vials, dried plant material, white crystalline powder.

e. Management actions where reasonable suspicion exists:

- (1) The requirement that an employee submit to alcohol and/or drug screening in accordance with this policy shall be approved or ratified by the Department Director and the County Administrator or designee.
- (2) Management must promptly document in writing the facts constituting reasonable suspicion or violation of this policy.
- (3) Appropriate management personnel shall accompany the subject employee to the testing facility and shall remain at the facility with the employee until testing is completed.
- (4) Once the alcohol/drug testing collection process has been completed, the subject employee shall be relieved of duty and placed on paid administrative leave pending the results of such test(s). A confirmed positive test result will end the paid administrative leave and will result in the employee's termination.
- (5) The subject employee shall not be permitted to operate a motor vehicle. Management shall arrange for the tested employee to be escorted home.
- (6) A supervisor is not required to transport an employee exhibiting violent or threatening behavior. In such cases, the supervisor shall immediately contact the appropriate law enforcement agency.

4. Post-Accident Testing

a. Post-accident testing will be required for all work-related accidents which result in:

- (1) Personal injury requiring ~~emergency medical treatment~~ medical attention which exceeds first aid;
- (2) Property damage to County or private property that is estimated to be in excess of \$1,000 where the initial assessment determines the employee was at fault or contributed to the accident. This assessment shall be made by the employee's supervisor or Risk Management; or,
- (3) Any accident involving a County vehicle/equipment.

b. State law provides for the denial of workers' compensation benefits for employees who are injured while working and subsequently have a positive, confirmed drug test (Florida Statute 440.102(12)).

c. Nothing in this section shall interfere with or prevent post-accident testing required under any regulatory agency.

5. Random Testing

- a. Random drug or alcohol testing shall be conducted for employees in job classifications which are classified as mandatory-testing or which fall under the jurisdiction of any Federal, State or Local regulatory agency which requires random drug or alcohol testing. A listing of these job classifications shall be maintained in the Human Resources Department.
 - b. Unless otherwise specified by a regulatory agency, ~~random drug testing shall be conducted at a minimum testing rate of 50% and random alcohol testing at 10%, spread reasonably throughout the year. "Reasonably" is defined as monthly~~ a random sample of employees chosen for drug testing (which includes alcohol by definition) may not constitute more than 10 percent of the total employee population. Pool selection to be quarterly.
 - c. To assure that the selection process is in fact random, all employees in a job classification for which random testing is required shall remain in the selections pool for each subsequent selection period, regardless of whether or not they have been selected for testing in the past.
 - d. A computerized, random number generating system operated by an independent agency shall be utilized to generate the list of employees to be tested.
 - e. All employees will be tested during their scheduled working hours. Advance notice of testing will not be given.
6. Post-Rehabilitative Testing
- a. If an employee in the course of employment enters an Employee Assistance Program (voluntarily or involuntarily) for alcohol or drug-related problems, or an alcohol/drug rehabilitation program, the County shall require the employee to submit to drug tests as a follow-up to such program. This follow-up testing shall be conducted at least once a year but no more than quarterly for a 2-year period after completion of the program. Advance notice of a follow-up testing date shall not be given to the employee to be tested.
 - b. Employees not complying with these conditions of employment, and employees testing positive at any time during or following rehabilitation shall be subject to termination in accordance with this policy.

E. TESTING METHODOLOGY

- 1. Every reasonable effort will be made to obtain the most accurate drug and/or alcohol test results. Substance Abuse and Mental Health Services Administration (SAMHSA) laboratories shall be used.
- 2. Drug testing procedures will include a two-tiered testing program to ensure maximum accuracy in the test results, controlled specimen collection, and chain of custody documentation.
- 3. A two-tiered procedure means that an initial positive test will be confirmed by use of a gas chromatography test with mass spectrometry (GC/MS) or an equivalent scientifically accepted method which provides quantitative data about the detected drug. A portion of the initial sample shall be used for confirmation testing.
- 4. Alcohol testing shall consist of a standard blood-alcohol procedure or use of a breath analyzer.

5. All test results shall be reviewed by a Medical Review Officer (MRO). An MRO is a licensed physician knowledgeable in the medical use of prescription drugs and in the pharmacology and toxicology of illicit drugs. The MRO shall interpret and evaluate all positive and negative test results together with an individual's medical history and other relevant bio-medical information. An applicant/employee may confidentially report the use of any medication to the MRO.
6. Drugs which may be tested for, listed by chemical name and brand or common name, include; but are not limited to the following:
 - a. Alcohol (booze, drink)
 - b. Amphetamines (bithetaine, desoxyn, dexedrine)
 - c. Cannabinoids (marijuana, hashish, hash, hash oil, pot, joint, roach, grass, weed, reefer)
 - d. Cocaine (coke, blow, nose candy, snow, flake, crack)
 - e. Phencyclidine (PCP, angel dust, hog)
 - f. Methaqualone (Quaaludes, ludes)
 - g. Opiates (opium, Dover's power, paregoric, parepectolin)
 - h. Barbiturates (Phenobarbital, tuinal, amytal)
 - i. Benzodiazepines (ativan, azene, clonopin, dalmane, diazepam, halcion, Librium, poxipam, restoril, serax, tranxene, valium, veratrin, xanax)
 - j. Methadone (dolophine, methadone)
 - k. Propoxyphene (darvocet, darvon N, dolene)
7. The following cutoff levels shall be used for the initial screening of specimens to determine whether they are positive or negative. All levels equal to or exceeding the following shall be reported as positive:

a. Alcohol	0.02 B.A.C. %
b. Amphetamines	1000 ng/ml
c. Cannabinoids	50 ng/ml
d. Cocaine	300 ng/ml
e. Phencyclidine	25 ng/ml
f. Methaqualone	300 ng/ml
g. Opiates	2000 ng/ml
h. Barbiturates	<u>2</u> 300 ng/ml
i. Benzodiazepines	<u>2</u> 300 ng/ml
j. Synthetic Narcotics: Methadone, Propoxyphene	300 ng/ml
8. All specimens identified as positive on the initial screening shall be confirmed by a second test. The following confirmation cutoff levels shall be used when analyzing specimens to determine whether they are positive or negative. All levels equal to or exceeding the following shall be reported as positive:

a. Alcohol	0.02 B.A.C. %
b. Amphetamines	500 ng/ml
c. Cannabinoids	15 ng/ml
d. Cocaine	150 ng/ml
e. Phencyclidine	25 ng/ml
f. Methaqualone	150 ng/ml
g. Opiates	2000 ng/ml
h. Barbiturates	20 150 ng/ml
i. Benzodiazepines	20 150 ng/ml
j. Synthetic Narcotics: Methadone, Propoxyphene	30 150 ng/ml

9. If a test for alcohol and/or drugs is not collectable because of possible tampering or adulteration, a second test will be requested, and may be observed. If a test for alcohol and/or drugs is rejected because of purposeful adulteration, the employee will be terminated. Any employee terminated for this reason, will forfeit unemployment compensation in accordance with Florida law. For applicants who fail this process, the job offer will be rescinded.

F. CONFIDENTIALITY

1. The results of drug or alcohol tests shall not be included in an applicant's or an employee's file but shall be retained by the Human Resources Department in a separate file, confidential and exempt from public inspection.
2. Any conditions of employment which may be established as a result of a positive drug or alcohol test will become part of the employee's personnel file.
3. Test results shall be considered confidential by the County and may be disclosed to management personnel only on a need-to-know basis or to any person upon the written consent of the employee or applicant.
4. Laboratories, employee assistance programs, drug and alcohol rehabilitation programs, and their agents who receive or have access to information concerning drug/alcohol test results shall be required to keep all information confidential.

G. EMPLOYEE ASSISTANCE PROGRAM

1. The County recognizes that alcoholism and drug use can and does interfere with an employee's ability to perform on the job. The County also recognizes that these problems can be successfully treated, enabling the employee to return to a satisfactory job performance level.
2. Employees who are concerned about their alcohol and/or drug abuse are strongly encouraged to voluntarily seek assistance. Eligible employees and their dependents may seek assistance through the County's Employee Assistance Program (EAP). The EAP provides confidential assessment, referral, and short-term counseling to employees whose personal problems are interfering with their job performance.
3. Voluntary participation in the EAP, or another mental health or substance abuse counseling program will not affect the employee's future career advancement or employment, nor will it protect an employee from disciplinary action if substandard job performance continues.
4. The Human Resources Department shall maintain a listing of employee assistance programs and local alcohol and drug rehabilitation programs available to employees.
5. The County will not discharge, discipline, or discriminate against an employee solely upon the employee's voluntarily seeking treatment for a drug or alcohol-related problem if the employee has not previously tested positive for drug or alcohol use.

H. EFFECT OF A POSITIVE DRUG/ALCOHOL TEST

1. When a confirmed positive drug or alcohol test result is received by the Human Resources Department, the Human Resources Director, or designee shall immediately notify the Department Director or Manager of the employee.

2. The Department Director or Manager shall immediately schedule the time and place for the employee, management and a representative from Human Resources to meet to inform the employee in writing of ~~the following:~~ the confirmed positive result, the leave, discipline, and counseling requirements, the appeal process, the return to work procedure, and the effect of a second positive result and the associated discipline.
3. A first incident of a reasonable suspicion or post-accident confirmed positive test shall ~~be implemented as follows result in termination of employment.~~ A first incident of a random confirmed positive test shall result in the employee being placed in an unpaid leave status. This unpaid leave status will begin upon receipt of the confirmed positive result and will end upon the employee presenting a negative test result or the employee's termination if a negative sample is not provided as required under this paragraph. (If the employee has accrued annual or paid time off leave, they shall be permitted to use the leave. If the employee does not have accrued annual or paid time off leave, the employee shall be placed in a leave without pay status.) The employee shall have 30 calendar days from the date of the initial test sampling date to produce a negative test result in order to return to duty. If a negative test result is not received in the 30 day time period from the date of the initial test sampling date, the employee will be terminated. Any subsequent confirmed positive test whether from a reasonable suspicion, post accident or random test will result in the employee's termination.
 - a. ~~Special Risk Job Classification Employees:~~
 - (1) ~~An employee who is in the special risk job classification shall receive disciplinary action in the form of suspension without pay for 240 hours. The regular schedule of the employee shall be used for this suspension. Prior discipline notification for an incident of a confirmed positive test for employees in the special risk classification is not reasonable; therefore, the Notice of Pending Disciplinary Action (NOPDA) will not be administered.~~
 - (2) ~~If eligible under the County's EAP, T~~he employee will be recommended-referred to utilize it the County's EAP. Employees not eligible for the EAP will be ~~recommended-referred~~ referred to meet with a Mental Health Counselor qualified in substance abuse evaluation. Any expenses incurred will be the responsibility of the employee. Employees shall be required to make an appointment with the EAP or a Mental Health Counselor and show proof of participating in counseling to the Human Resources Department within the first two (2) days of being placed on leave.
 - b. (3) ~~To return to work T~~he employee shall obtain a drug test form from the Human Resources Department and report to the designated laboratory to be retested within one week prior to the last day of the suspension-leave status. The employee shall report to the designated laboratory within 24 hours of receiving the drug test form. The employee shall remain on ~~suspension-leave status~~ suspension-leave status until a confirmed negative drug and/or alcohol test result has been received by the Human Resources Department. The date of receipt must be within 30 days of the date of the initial positive drug test.
- b. ~~Non-Special Risk Job Classification Employees:~~
 - (1) ~~An employee who is in a non-special risk job classification shall be placed in a leave status by the County. If the employee has accrued annual or paid time off leave, they shall be permitted to use the leave. If the employee does not have accrued annual or paid time off leave, the employee shall be placed in a leave without pay status.~~

- (2) ~~If eligible under the County's EAP, the employee shall be required to utilize it. Employees not eligible for the EAP will be required to meet with a Mental Health Counselor qualified in substance abuse evaluation. As a condition of returning to work, the employee must enroll in a complete alcohol and/or substance abuse counseling and/or an educational or rehabilitation program as recommended by the EAP or counselor. Any expenses incurred shall be the responsibility of the employee.~~
 - (3) ~~The employee shall be required to make an appointment with the EAP and show proof of participating in counseling within the first two (2) days of being placed on leave to the Human Resources Department. Failure to attend scheduled appointments may result in disciplinary action, up to and including termination.~~
 - (4) ~~The employee shall continue to be on leave until released to return to work by the EAP to return to work or a Mental Health Counselor if ineligible for EAP. The employee shall report to the designated laboratory to be retested within two (2) days 24 hours from this release. The employee shall also remain on leave until a confirmed negative drug or alcohol test has been received by the Human Resources Department.~~
4. The Human Resources Department will notify the employee and the supervisor when the employee has been cleared to return to work.
 5. An employee who declines to participate in counseling, or who fails to complete drug/alcohol counseling, education, or rehabilitation as recommended by the counselor shall be subject to disciplinary action, up to and including termination ~~terminated~~.
 6. Upon returning to work after a positive test result, in addition to being subject to the random testing pool, the employee shall be subject to drug and/or alcohol testing for at least once a year but no more than quarterly for a 2-year period after completion of the program.
 7. For a second positive confirmed test result, regardless of the time between tests or whether a negative result was obtained between tests, the employee will be terminated.
 8. ~~Employees who received disciplinary action who have a vested property interest in employment are entitled to typical due process protections.~~

I. REFUSAL TO SUBMIT TO DRUG AND/OR ALCOHOL TEST

1. Any employee, ~~whether regular, probationary, temporary, term, intermittent, emergency, provisional, grant-funded, student assistant~~ who refuses to submit to a test for alcohol or drugs which may be required in accordance with this policy shall be terminated.
2. An ~~injured~~ employee who is injured in a work related accident and refuses to submit to a test for alcohol and/or drugs forfeits eligibility for all medical and indemnity benefits under Florida Workers' Compensation law and is subject to termination consistent with this policy.
3. Employees who believe that reasonable suspicion has not been sufficiently demonstrated to require a drug test ~~should~~ shall, nevertheless, take the drug test and then may appeal the determination of reasonable suspicion, with the understanding that the drug test is null and void if it is found that reasonable suspicion has not been sufficiently demonstrated.

J. APPEAL PROCEDURE

1. Within five (5) working days after receiving notice of a positive, confirmed test result, an employee or job applicant may contest or explain the test results in writing to the Human Resources Department. Additionally, within (5) working days after receiving notice of a positive, confirmed test result, an employee must notify the laboratory conducting the test of any administrative or civil action regarding the test.
2. Within 72 hours of the MRO's notification, an employee may, at their option, have the same sample tested at a SAMHSA laboratory of their choice and at their cost.
3. The cost of drug testing not required by Escambia County is the responsibility of the employee or the applicant.
4. Employee appeals with respect to the determination of reasonable suspicion shall be considered by the County Administrator or his designee after meeting with the employee and the supervisory personnel supporting the test. Both parties shall be heard by the County Administrator or designee and this decision shall be binding upon them. This paragraph shall not be deemed to limit the legal recourse of either the County or the employee with respect to the finding of reasonable suspicion, to bring an action in a court of appropriate jurisdiction to appeal the County Administrator's decision.

K. MANAGEMNT ACTIONS IN GENERAL

1. Management personnel (County Administrator, Department Directors, Managers and Supervisors) shall be responsible for the implementation and ~~uniform~~ equitable enforcement of this policy.
2. An employee shall not be ~~disciplined-terminated~~ for a positive test result until a positive, confirmed test result is communicated to the County. However, if the employee's conduct in connection with the drug/alcohol testing amounts to conduct for which the County may otherwise discipline the employee, the County may take action prior to receipt of a ~~positive~~, confirmed test result. Such action will not be considered disciplining twice for the same infraction.
3. Communication of a negative test result of a sample formerly reported positive and appealed by the employee, shall result in the employee being ~~reinstated~~ returned to work without any loss of pay or benefits.
4. Management personnel shall take disciplinary action in accordance with this policy, the Human Resources Policies and Procedures, and the Escambia County Board Policies ~~and Procedures~~.

L. OVER-THE-COUNTER OR PRESCRIPTION DRUGS

1. An employee who has been prescribed or issued a drug for any medical or other condition which might in any way impair his/her ability to perform the job must immediately notify their supervisor. The employee in consultation with appropriate medical authority (their physician or the County's Employee Clinic physician) shall determine whether the employee can work while taking the medication.
2. The employee shall be responsible for providing notification to the supervisor if any over-the-counter or prescription medication would jeopardize the health or safety of themselves or others.

M. ~~COLLECTIVE BARGAINING AGREEMENTS~~

~~An employee who is a member of collective bargaining unit shall be subject to the drug/alcohol testing rules promulgated by agreement between the County and the bargaining unit.~~

~~N.~~ M. DRUG-FREE WORKPLACE ACT – FEDERAL LAW REQUIREMENTS

1. As a condition of employment, an employee must notify their supervisor in writing no later than five (5) calendar days after being convicted under a criminal drug statute for activity occurring at the workplace or for activity outside of the workplace if the offense could be reasonably expected to affect the employee's job function. (A criminal drug statute is any law, federal, state, or local, which makes unlawful the manufacture, distribution, dispensation, use, or possession of any controlled substance or illegal drug).
2. The County Administrator, or designee, is responsible for complying with the requirements of the Drug-Free Awareness Act of 1988 concerning reports to appropriate federal agencies with respect to employees convicted for violation of this Act.
3. This policy extends to private companies that work for the County under the terms of a management contract. This policy will be specifically referenced in future agreements with such firms.
4. Employees involved in Federally subsidized programs may be required to submit to drug testing in accordance with applicable Federal regulations.

~~O.~~ N. COMMUNICATION OF THIS POLICY

1. This policy will be made available to all employees via the County's internal website.
2. The Human Resources Department is responsible for communicating this policy to newly hired employees.



BOARD OF COUNTY COMMISSIONERS

Escambia County, Florida

AI-10088

County Administrator's Report 11. 5.

BCC Regular Meeting

Technical/Public Service Consent

Meeting Date: 04/21/2016

Issue: Community Redevelopment Agency Meeting Minutes, February 18, 2016

From: Tonya Gant, Director

Organization: Neighborhood & Human Svcs

CAO Approval:

RECOMMENDATION:

Recommendation Concerning Community Redevelopment Agency Meeting Minutes, February 18, 2016 - Tonya Gant, Neighborhood & Human Services Department Director

That the Board accept for filing with the Board's Minutes, the corrected February 18, 2016, Community Redevelopment Agency's (CRA) Meeting Minutes, prepared by Melanie Johnson, CRA Administrative Assistant.

BACKGROUND:

On February 18, 2016, a CRA meeting was convened to consider approval of multiple agenda items. A copy of the February 18, 2016, Meeting Minutes is attached.

On March 17, 2016, CRA Board Meeting was held and the Recommendation concerning the approval of February 18, 2016, Minutes was dropped from the Agenda due to scrivener error.

BUDGETARY IMPACT:

No budgetary impact is anticipated.

LEGAL CONSIDERATIONS/SIGN-OFF:

Legal consideration is not necessary for this recommendation.

PERSONNEL:

NHS/CRA staff compile the minutes for all CRA Board Meetings. No additional personnel is necessary.

POLICY/REQUIREMENT FOR BOARD ACTION:

It is policy that all Board Minutes be approved by the CRA Board.

IMPLEMENTATION/COORDINATION:

There are no implementation or coordination tasks associated with this recommendation.

Attachments

CRACorrectedFebruary2016Minutes_April2016



**MINUTES
COMMUNITY REDEVELOPMENT AGENCY
February 18, 2016
8:45 a.m.**

**BOARD CHAMBERS, FIRST FLOOR,
ERNIE LEE MAGAHA GOVERNMENT BUILDING
221 PALAFOX PLACE, PENSACOLA, FLORIDA**

Present: Commissioner, District 3 - Acting Chairman Lumon May
Commissioner, District 1 - Vice Chair Wilson Robertson
Commissioner, District 2 Doug Underhill
Commissioner, District 5 Steven Barry

Absent: Commissioner, District 4 - Chairman Grover Robinson

Staff Present: Jack R. Brown, County Administrator
Alison Rogers, County Attorney
Amy Lovoy, Assistant County Administrator
Chip Simmons, Assistant County Administrator
Clara Long, Division Manager
Melanie Johnson, Administrative Assistant
Tonya Gant, Department Director

Call to Order.

8:55 a.m.

(PLEASE TURN YOUR CELL PHONE TO THE VIBRATE, SILENCE, OR OFF SETTING)

Proof of publication

Escambia County Community Redevelopment Agency (CRA) Meeting was properly advertised in the Pensacola News Journal.

Motion made by Commissioner, District 1 - Vice Chair Wilson Robertson, Seconded by Commissioner, District 5 Steven Barry

Vote: 4 - 0

Other: Commissioner, District 4 - Chairman Grover Robinson (ABSENT)

I. Public Forum

II. Technical/Public Service

1 Recommendation Concerning Community Redevelopment Agency Meeting Minutes, February 18, 2016 - Tonya Gant, Neighborhood & Human Services Department Director

That the Board accept for filing with the Board's Minutes, the February 18, 2016, Community Redevelopment Agency's (CRA) Meeting Minutes, prepared by Melanie Johnson, CRA Administrative Assistant.

Motion made by Commissioner, District 1 - Vice Chair Wilson Robertson, Seconded by Commissioner, District 5 Steven Barry

Vote: 4 - 0

Other: Commissioner, District 4 - Chairman Grover Robinson (ABSENT)

III. Budget/Finance

1 Recommendation Concerning Residential Rehab Grant Program Funding and Lien Agreements – Tonya Gant, Neighborhood & Human Services Department Director

That the Board take the following action concerning the Residential Rehab Grant Program Funding and Lien Agreements:

A. Approve the following three Residential Rehab Grant Program Funding and Lien Agreements:

1. The Agreements between Escambia County CRA and Colin West, Brittany Ortega, and Robert E. West, Jr., owners of residential property located at 106 Payne Road, Warrington Redevelopment District, each in the amount of \$1,250 representing an in-kind match through the Warrington Tax Increment Financing (TIF), Fund 151, Cost Center 370114, Object Code 58301, for sanitary sewer connection;

2. The Agreements between Escambia County CRA and Mary Miller, owner of residential property located at 702 Roanne Lane, Palafox Redevelopment District, each in the amount of \$2,687 representing an in-kind match through the Palafox Tax Increment Financing (TIF), Fund 151, Cost Center 370115, Object Code 58301, to install a new roof;

3. The Agreements between Escambia County CRA and Robert E. Jr and Sandra L. West, owners of residential property located at 112 SE Kalash Road, Warrington Redevelopment District, each in the amount of \$1,250 representing an in-kind match through the Warrington Tax Increment Financing (TIF), Fund 151, Cost Center 370114, Object Code 58301, for sanitary sewer connection; and

B. Authorize the Chairman to sign the Funding and Lien Agreements and any related documents necessary to implement the Grant awards.

Motion made by Commissioner, District 5 Steven Barry, Seconded by Commissioner, District 1 - Vice Chair Wilson Robertson

Vote: 4 - 0

Other: Commissioner, District 4 - Chairman Grover Robinson (ABSENT)

2 Recommendation Concerning the Cancellation of two Residential Rehab Grant Program Liens - Tonya Gant, Neighborhood & Human Services Department Director

That the Board take the following action concerning the cancellation of the Residential Rehab Grant Program Liens:

A. Approve the following cancellation of two Residential Rehab Grant Program Liens, as the Grant

recipients have met their Grant requirements:

Property Owner	Address	Amount
Mattie R. Carter	1900 West Maxwell Street	\$2,874
Clark Lunt	4 Rowland Court A	\$2,401

B. Authorize the Chairman to execute the Cancellation of Lien documents.

Motion made by Commissioner, District 5 Steven Barry, Seconded by Commissioner, District 1 - Vice Chair Wilson Robertson

Vote: 4 - 0

Other: Commissioner, District 4 - Chairman Grover Robinson (ABSENT)

3 Recommendation Concerning Sponsoring the 3rd Annual Celebrating Brownsville Community Festival - Tonya Gant, Neighborhood and Human Services Department Director

That the Board take the following action to sponsor the 3rd Annual Celebrating Brownsville Community Festival, in the Brownsville Redevelopment Area, with a budget up to \$15,000 to be funded through the Brownsville Tax Increment Financing (TIF).

[Funding Source: CRA Brownsville TIF Cost Center 370113]

Motion made by Commissioner, District 5 Steven Barry, Seconded by Commissioner, District 2 Doug Underhill

Vote: 4 - 0

IV. Discussion/Information Items

To change the Community Redevelopment Agency meeting back to 9:00 a.m. instead of 8:45 a.m.

Motion made by Commissioner, District 1 - Vice Chair Wilson Robertson, Seconded by Commissioner, District 5 Steven Barry

Vote: 4 - 0

Other: Commissioner, District 4 - Chairman Grover Robinson (ABSENT)

1 That the Board review the Community Redevelopment Agency 5-year Expenditure Report.

Motion made by Commissioner, District 5 Steven Barry, Seconded by Commissioner, District 2 Doug Underhill

Vote: 4 - 0

Other: Commissioner, District 4 - Chairman Grover Robinson (ABSENT)

Adjournment.
9:25 a.m.



BOARD OF COUNTY COMMISSIONERS

Escambia County, Florida

AI-10089

County Administrator's Report 11. 6.

BCC Regular Meeting

Technical/Public Service Consent

Meeting Date: 04/21/2016

Issue: Community Redevelopment Agency Meeting Minutes, March 21, 2016

From: Tonya Gant, Director

Organization: Neighborhood & Human Svcs

CAO Approval:

RECOMMENDATION:

Recommendation Concerning Community Redevelopment Agency Meeting Minutes, March 17, 2016 - Tonya Gant, Neighborhood & Human Services Department Director

That the Board accept for filing with the Board's Minutes, the March 17, 2016, Community Redevelopment Agency's (CRA) Meeting Minutes, prepared by Melanie Johnson, CRA Administrative Assistant.

BACKGROUND:

On March 17, 2016, a CRA meeting was convened to consider approval of multiple agenda items. A copy of the meeting minutes is attached.

BUDGETARY IMPACT:

No budgetary impact is anticipated.

LEGAL CONSIDERATIONS/SIGN-OFF:

Legal consideration is not necessary for this recommendation.

PERSONNEL:

NHS/CRA staff compile the minutes for all CRA Board Meetings. No additional personnel is necessary.

POLICY/REQUIREMENT FOR BOARD ACTION:

It is policy that all Board Minutes be approved by the CRA Board.

IMPLEMENTATION/COORDINATION:

There are no implementation or coordination tasks associated with this recommendation.

Attachments

CRAMINUTES-MARCH2016



**MINUTES
COMMUNITY REDEVELOPMENT AGENCY
March 17, 2016
9:00 a.m.**

**BOARD CHAMBERS, FIRST FLOOR,
ERNIE LEE MAGAHA GOVERNMENT BUILDING
221 PALAFOX PLACE, PENSACOLA, FLORIDA**

Present: Lumon May, Commissioner, District 3 - Acting Chairman
Wilson Robertson, Commissioner, District 1 - Vice Chair
Doug Underhill, Commissioner, District 2
Grover Robinson IV, Commissioner, District 4
Steven Barry, Commissioner, District 5

Staff Present: Jack R. Brown, County Administrator
Tonya Gant, Department Director
Alison Rogers, County Attorney
Amy Lovoy, Assistant County Administrator
Chip Simmons, Assistant County Administrator
Clara Long, Division Manager
Melanie Johnson, Administrative Assistant

Call to Order. 9:05 a.m.

**(PLEASE TURN YOUR CELL PHONE TO THE VIBRATE, SILENCE, OR OFF
SETTING)**

Proof of publication

Escambia County Community Redevelopment Agency (CRA) Meeting was properly advertised in the Pensacola News Journal.

Motion made by Commissioner, District 1 - Vice Chair Wilson Robertson,
Seconded by Commissioner, District 4 Grover Robinson IV

Vote: 5 - 0 - Unanimously

I. Public Forum

1. Recommendation Concerning Community Redevelopment Agency Meeting Minutes, February 18, 2016 - Tonya Gant, Neighborhood & Human Services Department Director

~~That the Board accept for filing with the Board's Minutes, the February 18, 2016, Community Redevelopment Agency's (CRA) Meeting Minutes, prepared by Melanie Johnson, CRA Administrative Assistant.~~

CORRECTION TO THE MINUTES ON APRIL'S RECOMMENDATION

Motion made by Commissioner, District 1 - Vice Chair Wilson Robertson,
Seconded by Commissioner, District 4 Grover Robinson IV Commissioner
Lumon May, Acting Chairman to drop

Vote: 5 - 0 - Unanimously

II. Technical/Public Service

1. Recommendation Concerning Residential Rehab Grant Program Funding and Lien Agreements – Tonya Gant, Neighborhood & Human Services Department Director

That the Board take the following action concerning the Residential Rehab Grant Program Funding and Lien Agreements:

A. Approve the following nine Residential Rehab Grant Program Funding and Lien Agreements:

1. The Agreements between Escambia County CRA and Terry J. and Mary E. Teschel , owners of residential property located at 316 Payne Road, Warrington Redevelopment District, each in the amount of \$4,450 representing an in-kind match through the Warrington Tax Increment Financing (TIF), Fund 151, Cost Center 370114, Object Code 58301, to install a new roof;
2. The Agreements between Escambia County CRA and Terry J. Teschel, owner of residential property located at 314 Payne Road, Warrington Redevelopment District, each in the amount of \$2,600 representing an in-kind match through the Warrington Tax Increment Financing (TIF), Fund 151, Cost Center 370114, Object Code 58301, to install a new roof;
3. The Agreements between Escambia County CRA and Jack M. Stringfield, owner of residential property located at 638 Lakewood Road, Barrancas Redevelopment District, each in the amount of \$4,625 representing an in-kind match through the Barrancas Tax Increment Financing (TIF), Fund 151, Cost Center 370116, Object Code 58301, to install a new roof;
4. The Agreements between Escambia County CRA and Fireside Promenade, LLC, owner of residential property located at 315 East Palmetto Avenue, Warrington Redevelopment District, each in the amount of \$5,638 representing an in-kind match through the Warrington Tax Increment Financing (TIF), Fund 151, Cost Center 370114, Object Code 58301, to install new windows;
5. The Agreements between Escambia County CRA and Willie F. and Ulander

Palmer, owners of residential property located at 1608 Gary Avenue, Brownsville Redevelopment District, each in the amount of \$4,075 representing an in-kind match through the Brownsville Tax Increment Financing (TIF), Fund 151, Cost Center 370113, Object Code 58301, for electrical rewiring;

6.The Agreements between Escambia County CRA and Evan L. Jr and Sheila Feltner, owners of residential property located at 5 Audusson Avenue, Barrancas Redevelopment District, each in the amount of \$3,475 representing an in-kind match through the Barrancas Tax Increment Financing (TIF), Fund 151, Cost Center 370116, Object Code 58301, to install central heating and air conditioning system;

7.The Agreements between Escambia County CRA and Caroline D. Kirk, owner of residential property located at 401 South First Street, Warrington Redevelopment District, each in the amount of \$4,151 representing an in-kind match through the Warrington Tax Increment Financing (TIF), Fund 151, Cost Center 370114, Object Code 58301, to install new windows;

8.The Agreements between Escambia County CRA and Donna K. Gilmore, owner of residential property located at 636 Lakewood Road, Barrancas Redevelopment District, each in the amount of \$3,650 representing an in-kind match through the Barrancas Tax Increment Financing (TIF), Fund 151, Cost Center 370116, Object Code 58301, to install a new roof;

9.The Agreements between Escambia County CRA and Charles H. Wimberly and Elizabeth J. Wimberly, owner of residential property located at 8 Rowland Court, Warrington Redevelopment District, each in the amount of \$6,000 representing an in-kind match through the Warrington Tax Increment Financing (TIF), Fund 151, Cost Center 370114, Object Code 58301, to install a new roof; and

B. Authorize the Chairman to sign the Funding and Lien Agreements and any related documents necessary to implement the Grant awards.

Motion made by Commissioner, District 1 - Vice Chair Wilson Robertson,
Seconded by Commissioner, District 4 Grover Robinson IV Commissioner
Lumon May, Acting Chairman

Vote: 5 - 0 - Unanimously

III. Budget/Finance

1. That the Board review the Community Redevelopment Agency 5-year Tax Increment Financing (TIF) Expenditure Report.

Motion made by Commissioner, District 1 - Vice Chair Wilson Robertson,
Seconded by Commissioner, District 4 Grover Robinson IV Commissioner
Lumon May, Acting Chairman

Vote: 5 - 0 - Unanimously

IV. Discussion/Information Items:

Tabled for April 21, 2016 CRA Board Meeting

Motion made by Commissioner, District 1 - Vice Chair Wilson Robertson,
Seconded by Commissioner, District 4 Grover Robinson IV Commissioner
Lumon May, Acting Chairman

Vote: 4 - 0 - Unanimously

Adjournment. 9:10 a.m.



BOARD OF COUNTY COMMISSIONERS

Escambia County, Florida

AI-10114

County Administrator's Report 11. 7.

BCC Regular Meeting

Technical/Public Service Consent

Meeting Date: 04/21/2016

Issue: Resolution for Northwest Florida Community Housing Development Corporation, Inc.

From: Tonya Gant, Director

Organization: Neighborhood & Human Svcs

CAO Approval:

RECOMMENDATION:

Recommendation Concerning the Northwest Florida Community Housing Development Corporation, Inc.'s Proposed Disaster Housing Recovery Program - Tonya Gant, Neighborhood & Human Services Department Director

That the Board take the following action concerning the Northwest Florida Community Housing Development Corporation, Inc.'s, proposed Disaster Recovery Housing Program, under the Community Contribution Tax Credit Program:

A. Adopt a Resolution certifying that the Northwest Florida Community Housing Development Corporation, Inc.'s proposed Disaster Recovery Housing Program, under the Community Contribution Tax Credit Program is consistent with local plans and regulations; and

B. Authorize the Chairman or Vice Chairman to execute the Resolution.

BACKGROUND:

Northwest Florida Community Housing Development Corporation, Inc. (Corporation) wishes to apply as a sponsor for Community Contribution Tax Credit Program (CCTCP) funding through the State of Florida Department of Economic Opportunity. To submit an application to become a tax credit sponsor, Corporation must have a Resolution (Exhibit I) from the local government stating that the proposed project is consistent with local plans and regulations, including comprehensive plans. Corporation is a 501(c)3 entity that has the provision of affordable housing as part of its mission.

The CCTCP provides a financial incentive (up to 50 percent tax credit or sales tax refund) to encourage Florida businesses to make donations toward community development and housing projects for low-income persons. Corporation will partner with local businesses for contributions and volunteers to rebuild homes affected by the February tornados. An overview of the CCTCP is attached as Exhibit II.

BUDGETARY IMPACT:

Not applicable to this recommendation.

LEGAL CONSIDERATIONS/SIGN-OFF:

This Resolution has been approved by Kristin Hual, Assistant County Attorney.

PERSONNEL:

Not applicable to this recommendation.

POLICY/REQUIREMENT FOR BOARD ACTION:

Not applicable to this recommendation.

IMPLEMENTATION/COORDINATION:

Not applicable to this recommendation.

Attachments

Ex I-Resolution

EX II-CCTCP Info Sheet

RESOLUTION NUMBER R2016-_____

A RESOLUTION OF THE BOARD OF COUNTY COMMISSIONERS OF ESCAMBIA COUNTY, FLORIDA CERTIFYING THAT THE NORTHWEST FLORIDA COMMUNITY HOUSING DEVELOPMENT CORPORATION'S PROPOSED DISASTER RECOVERY HOUSING PROGRAM FOR LOW INCOME PERSONS IS CONSISTENT WITH LOCAL PLANS AND REGULATIONS INCLUDING COMPREHENSIVE PLANS; PROVIDING AN EFFECTIVE DATE.

WHEREAS, the Northwest Florida Community Housing Development Corporation, Inc. has proposed to provide a disaster recovery housing program for low income persons in Escambia County, Florida; and

WHEREAS, Northwest Florida Community Housing Development Corporation, Inc. wishes to participate in the Community Contribution Tax Credit Program, as authorized by §212.08(5)(p), §220.183, and §624.5105, Florida Statutes; and

WHEREAS, in order to comply with the application requirements of the Community Contribution Tax Credit Program, as provided in §220.183(3), Florida Statutes, Northwest Florida Community Housing Development Corporation, Inc. has requested that Escambia County certify that the proposed disaster recovery housing program is consistent with local plans and regulations.

NOW THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF ESCAMBIA COUNTY, FLORIDA, AS FOLLOWS:

Section 1. That the foregoing recitals are true and correct and incorporated herein by reference.

Section 2. That the Board of County Commissioners of Escambia County, Florida hereby certifies that the Northwest Florida Community Housing Development Corporation's proposed disaster recovery housing program for low income persons is consistent with local plans and regulations including comprehensive plans.

Section 3. That this Resolution shall take effect immediately upon its adoption by the Board of County Commissioners.

ADOPTED this _____ day of April, 2016.

BOARD OF COUNTY COMMISSIONERS
ESCAMBIA COUNTY, FLORIDA

Grover C. Robinson, IV, Chairman

ATTEST: Pam Childers
Clerk of the Circuit Court

BCC Approved _____

Deputy Clerk

(SEAL)

Approved as to form and legal
sufficiency.

By/Title: _____

Date: 4/17/16

THE COMMUNITY CONTRIBUTION TAX CREDIT PROGRAM

The Community Contribution Tax Credit Program (CCTCP) provides a financial incentive (up to 50% tax credit or sales tax refund) to encourage Florida businesses to make donations toward community development and housing projects for low-income persons.

The tax credit is easy for a business to receive. Businesses located anywhere in Florida that make donations to approved community development projects may receive a tax credit of up to 50 percent of the value of the donation. Businesses may take the credit on Florida corporate income tax, insurance premium tax or as a refund against sales tax (for businesses registered to collect and remit sales taxes with the Department of Revenue).

Before making a donation, please be sure it will qualify. A list of eligible organizations is available from the Department of Economic Opportunity (DEO). To receive approval, a business donating to an eligible sponsor need only submit a tax credit application with DEO. In order to claim the tax credit, simply attach proof of the approved donation when you file your state tax return. In order to claim a sales tax refund, submit an Application for a Sales Tax Refund. More details on the approval process are contained on page 4.

Non-profit organizations and units of state and local governments may apply to become eligible sponsors and solicit donations under the program. Eligibility requirements are listed on page 2.

This summary is based on Florida Statutes (sections 212.08 (5) (p), 220.183 and 624.5105). Readers are advised to consult these references for additional details.

FOR FURTHER INFORMATION, PLEASE CONTACT:

BURT C. VON HOFF

DEPARTMENT OF ECONOMIC OPPORTUNITY

DIVISION OF STRATEGIC BUSINESS DEVELOPMENT

107 EAST MADISON STREET; MSC 80

TALLAHASSEE, FLORIDA 32399

PHONE: 850/ 717-8974

FAX: 850/ 410-4770

E-mail: burt.vonhoff@deo.myflorida.com

Website: www.floridajobs.org

HOW TO BECOME AN APPROVED SPONSOR

To Qualify As A Sponsor, Your Organization Is Required To Meet The Following Criteria:

Be one of the following:

Community Action Program

Nonprofit community-based development organization providing community development projects, housing for low-income households, or increasing entrepreneurial and job development opportunities for low-income persons

Neighborhood Housing Services Corporation

Local Housing Authority

Community Redevelopment Agency

Historic Preservation District Agency or Organization

CareerSource Board (formerly Regional Workforce Board)

Direct-Support Organization (DSO)

Enterprise Zone Development Agency

Unit of Local Government

Unit of State Government

- Sponsor a project to provide, construct, improve, or substantially rehabilitate housing, commercial, industrial, or public facilities, or to promote entrepreneurial or job development opportunities for low-income persons in an area designated as a Florida Enterprise Zone as of May 1, 2015, or Front Porch Community (Please see page 3 for a list of zones and communities).

OR

- Sponsor a project to increase access to high-speed broadband capability in rural communities with enterprise zones (including projects that result in improvements to communication assets that are owned by a business).

HOUSING PROJECTS FOR LOW-INCOME PERSONS OR PERSONS WITH SPECIAL NEEDS

- A project designed to provide, construct or rehabilitate housing for low-income persons or for persons with special needs does not have to be located within an Enterprise Zone or a Front Porch Community.

FLORIDA ENTERPRISE ZONES *

AREAS LOCATED WITHIN THESE CITIES OR COUNTIES HAVE ENTERPRISE ZONES:

Bradenton	Glades County	Ocala
Brooksville/Hernando County	Gulf County	Okeechobee County
Broward County	Hamilton County	Orange County
Calhoun County	Hardee County	Pahokee
Century	Hendry County	Palm Bay
Charlotte County	Highlands County	Palm Beach County
Citrus County	Hillsborough County	Palmetto/Manatee County
Clearwater	Holmes County	Pensacola
Cocoa	Immokalee (Collier County)	Putnam County
Columbia County	Indian River County/Vero Beach	St. Marks
Crestview/Okaloosa County	Jackson County	St. Petersburg
Daytona Beach	Jacksonville	Sarasota
DeFuniak Springs	Kissimmee/Osceola County	Sumter County
DeSoto County	Lake Apopka	Suwannee County
Escambia County	Lake County	Tallahassee/Leon County
Everglades City	Lakeland	Tampa
Ft. Myers/Lee County	Levy County	Taylor County
Ft. Pierce	Liberty County	Wakulla County
Franklin County	Madison County	Walton County
Freeport	Martin County	Washington County
Gadsden County	Miami - Dade County	Winter Haven
Gainesville	Oak Hill	

FRONT PORCH COMMUNITIES *

Bartow	Immokalee	Sanford: Goldsboro
Bradenton	Jacksonville: Sherwood Forest	Sarasota: Newton
Daytona Beach	Miami: Riverside Community	St. Petersburg
Ft. Lauderdale	Ocala	Tallahassee
Ft. Walton: Sylvania Heights	Opa-Locka/North Dade County	Tampa
Gainesville	Orlando	West Palm Beach
Gifford	Pensacola	

* A project designed to provide, construct or rehabilitate housing for low-income persons does not have to be located within an Enterprise Zone or a Front Porch Community.

TO BECOME A SPONSOR, YOUR ORGANIZATION MUST SUBMIT A PROPOSAL TO THE DEPARTMENT OF ECONOMIC OPPORTUNITY WITH THE FOLLOWING INFORMATION:

- A copy of your organization's articles of incorporation, by-laws, or other documentation establishing eligibility as a sponsor.
- A project narrative describing the eligible activity and listing the type(s) of contributions to be sought and their intended use.
- Documentation that the project is located in an Enterprise Zone or a Front Porch Community. (not required if your agency is providing housing for low-income persons).
- A resolution from the local government (where the project is located) stating that the project is consistent with local plans and regulations (including comprehensive plans).

Once your agency has received written approval from DEO, you may begin accepting eligible contributions. Project approval expires on June 30 of each year. A sponsor must be recertified for each subsequent year to continue to be eligible to accept contributions.

HOW TO RECEIVE A TAX CREDIT OR REFUND

WHO IS ELIGIBLE?

Any business paying Florida corporate income tax or insurance premium tax is eligible to receive a tax credit of up to 50 percent of the value of donations to approved projects. Any business registered with the Department of Revenue to collect and remit sales tax is eligible to apply for a refund of up to 50 percent of the value of donations to approved projects.

WHAT IS AN ELIGIBLE CONTRIBUTION?

Cash, property, and goods donated to approved sponsors are eligible for the credit. **Donations must be directly used in the approved project.** Dues and services are not eligible donations. Contributions may not be used to pay the administrative or operational costs of the sponsor.

Donations to approved housing projects may include: project development impact and management fees; down payment and closing costs; housing counseling and marketing fees (not to exceed 10 percent of the donation); removal of liens recorded against residential property by municipal, county or special-district local governments.

An organization must be approved as a sponsor before it receives a donation eligible for this tax credit. A list of all approved sponsors is available from the DEO.

HOW MUCH CREDIT CAN A BUSINESS RECEIVE?

A business is eligible to receive credits of up to \$200,000 per tax year.

Unused corporate income tax credits may be carried over for up to 5 years. Unused sales tax refunds may be claimed for three years after the first refund application.

There are \$21.9 million dollars in state tax credits available each fiscal year (July 1 - June 30). There will be \$18.4 million tax credits for projects that provide homeownership opportunities for low-income persons or housing opportunities for persons with special needs. There will be \$3.5 million tax credits for all other projects. Tax credit applications will be received from July 1 – July 15 before they are processed and will be approved on a pro rata basis if requested applications exceed tax credit allocations. After July 15th tax credit applications will be processed on a first-come, first-served basis if tax credits are available.

TO CLAIM A 50 PERCENT TAX CREDIT YOUR BUSINESS NEEDS TO:

1. Contact DEO to determine whether or not the contribution qualifies for a tax credit.
2. Send a completed Application for a Community Contribution Tax Credit (Form 8E-17TCA#01) to DEO, with the following attachments:
 - A copy of the check, invoice(s), or deed and appraisal (within 12 months);
 - A copy of the sponsor's approval or recertification letter.
 - Proof that the donation was received (Sponsor Acknowledgement letter).
3. Submit a copy of the donation approval letter when you file your Florida Corporate Income Tax Return (form F-1120) or Insurance Premium Tax Return (DR-908).

TO CLAIM A SALES TAX REFUND YOUR BUSINESS NEEDS TO:

4. Complete steps 1 and 2 above and submit an Application for Refund (Form DR-26S) along with a copy of DEO's approval letter (only one sales tax refund application per year)

ENTERPRISE ZONE DEVELOPMENT AGENCY CONTACTS (As of October 28, 2014)

LOCATION	NUMBER	CONTACT	PHONE	FAX
Bradenton	EZ-4101	Volker Reiss	941/932-9402	941/932-9534
Brooksville/Hernando County	EZ-2701	Bill Geiger	352/540-3810	352/544-5424
Broward County	EZ-0601	Thomasina Turner	954/828-4514	954/828-4500
Calhoun County	EZ-0701	Kristy Terry	850/674-4519	850/674-4962
Century	EZ-1701	Kristina Wood	850/256-3208	850/256-0318
Charlotte County	EZ-0801	Debrah Forester	941/764-4943	941/764-4943
Citrus County	EZ-0901	Jim Faulkner	352/527-5532	352/527-5252
Clearwater	EZ-5202	Audra Aja	727/562-4022	727/562-4075
Cocoa	EZ-0501	Susan D. McGrady	321/433-8510	321/433-8513
Columbia County	EZ-1202	Glenn Hunter	386/758-1033	386/758-1167
Crestview/Okaloosa County	EZ-4601	Nathan Sparks	850/362-6467	850/362-6471
Daytona Beach	EZ-6401	Don Gooding	386/671-8055	386/671-8059
DeFuniak Springs	EZ-6601	Loretta Laird	850/892-8500	850/892-8570
DeSoto County	EZ-1401	Mandy Hines	863/993-4800	863/993-4809
Escambia County	EZ-1703	Victoria D' Angelo	850/595-3585	850/595-3218
Everglades City	EZ-1102	David Harraden	239/695-3299	239/695-4155
Ft. Myers/Lee County	EZ-3601	Warren Baucom	239/338-3161	239/338-3227
Ft. Pierce	EZ-5601	Linda Cox	772/467-3052	772/461-2954
Franklin County	EZ-1901	Alan C. Pierce	850/653-9783	850/653-9799
Freeport	EZ-6602	Latilda R. Hughes-Neel	850/835-2340	850/835-3137
Gadsden County	EZ-2001	Henry G. Grant	850/875-7255	850/875-7257
Gainesville	EZ-0101	Lynn Janoski	352/393-8206	352/334-2132
Glades County	EZ-2201	Tracy Whirls	863/946-0300	863/946-0777
Gulf County	EZ-2301	Donald Butler	850/229-6106	850/229-9252
Hamilton County	EZ-2401	Susan Ramsey	386/792-6828	386/792-0559
Hardee County	EZ-2501	Sarah Pelham	863/773-3030	863/773-4915
Hendry County	EZ-2601	Jennifer Price	863/675-6007	863/674-9024
Highlands County	EZ-2801	Stephen Weeks	863/453-2818	863/453-2822
Hillsborough County	EZ-2902	Lynn I. Schultz	813/914-4028	813/914-4027
Holmes County	EZ-3001	Raymon Thomas	850/547-6154	850/547-4206
Immokalee (Collier County)	EZ-1101	Bradley Muckel	239/867-0027	239/252-6455
Indian River County/Vero Beach	EZ-3101	Helene Caseltine	772/567-3491	772/778-3181
Jackson County	EZ-3201	Bill Stanton	850/526-4005	850/526-4008
Jacksonville	EZ-1601	Ed Randolph	904/630-1858	904/630-1019
Kissimmee/Osceola County	EZ-4901	Christina Morris	407/742-4207	407/742-4202
Lake Apopka	EZ-4802	Jason Reynolds	407/836-5547	407/836-0920
Lake County	EZ-3501	Robert Chandler	352-742-3905	352-343-9558
Lakeland	EZ-5301	Jason Willey	863/834-6011	863/834-8432
Levy County	EZ-3801	David J. Pieklik	352/493-6797	352/221-5113
Liberty County	EZ-3901	Johnny Eubanks	850/643-2359	850/643-3334
Madison County	EZ-4001	Sherilyn Pickels	850/973-3179	850/973-6880
Martin County	EZ-4301	Jill Marasa	772-221-1380	772-221-1380
Miami - Dade County	EZ-1301	Freenette Williams	305/375-2845	305/375-5262
Oak Hill	EZ-6402	Mike Arman	386/345-3522	386/345-1834
Ocala	EZ-4201	Melanie Gaboardi	352/629-8312	352/629-8242
Okeechobee County	EZ-4701	Robbie Chartier	863/763-9312	863/763-0118
Orange County	EZ-4801	Jason Reynolds	407/836-5547	407/836-0920
Pahokee	EZ-5001	Erica Washington	561/924-5534	561/924-8104
Palm Bay	EZ-0502	Edyie McCall	321-952-3413	321-952-3412
Palm Beach County	EZ-5002	Pam Nolan	561/233-3678	561/656-7546
Palmetto/Manatee County	EZ-4102	Cheri Coryea/Debbie DeLeon	941/749-3030	941/749-3040
Pensacola	EZ-1702	Ed Spears	850/436-5652	850/595-1143
Putnam County	EZ-5401	Dana C. Jones	386/328-1503	386/328-7076
St. Marks	EZ-6501	Zoe Mansfield	850/925-6224	850/925-5657
St. Petersburg	EZ-5201	Brian Caper	727/893-7035	727/892-5465
Sarasota County	EZ-5801	Bru Jones	941/365-2200	941/373-7766
Sumter County	EZ-6001	Bradley Arnold	352/689-4400	352/689-4401
Suwannee County	EZ-6101	Alvin Jackson	386/364-1700	386/362-4758
Tallahassee/Leon County	EZ-3701	Benjamin H. Pingree	850/521-3110	850/425-1056
Tampa	EZ-2901	Ed Johnson	813/242-3806	813/242-3830
Taylor County	EZ-6201	Clay Olson	850/838-3508	850/838-3546
Wakulla County	EZ-6502	Melissa Corbett	850/926-3695	850/926-1528
Walton County	EZ-6603	Dede Hinote	850/892-8155	850/892-8454
Washington County	EZ-6701	Chris MacBlain	850/638-4157	850/638-8770
Winter Haven	EZ-5302	Sean Byers	863/298-7932	863/297-3090

FRONT PORCH COMMUNITY LIAISONS

LOCATION	CONTACT	PHONE
Bartow: West Bartow Neighborhood	LeVonia Wynn	(863) 533-1773
Bradenton	Theodore Jenkins	(941) 747-8054
Daytona Beach: Central City of Daytona Beach	Francis Mobley	(386) 253-9474
Fort Lauderdale: Dorsey-Riverbend Neighborhood	Matt Walters	(954) 332-0230
Fort Walton Beach: Sylvania Heights	Robert Gray	(850) 244-2484
Gainesville: Duval Heights Neighborhood	Juanita Miles-Hamilton	(352) 334-7260
Gifford Front Porch (Vero Beach)	Aundrea Perry	(772) 453-4027
Immokalee: Greater Immokalee Southside Front Porch	Vicki Carr	(239) 634-4361
Jacksonville: Sherwood Forest	Gilbert Stokes	(904) 768-1515
Miami: Riverside Community of Little Havana	Vacant	N/A
Ocala: West Ocala Front Porch Community	Narvella Haynes	(352) 369-2921
Opa-Locka/North Dade	Mary Alice Brown	(305) 769-6369
Orlando: Holden Heights Neighborhood	Sharon Wiley	(407) 849-0135
Pensacola Northwest Florida Community Outreach Development Corporation	Jacqueline Miles	(850) 607-7627
Sanford: Goldsboro Neighborhood	Vernon McQueen	(407) 302-1377
Sarasota: Newtown Community	Lori Benton	(941) 373-7886
St. Petersburg Front Porch	Lolita Dash	(727) 898-6144
Tallahassee: Frenchtown Community	Darryl Scott	(850) 284-0172
Tampa: Heart of East Tampa	Johnetta Goldsmith	(813) 237-4127
West Palm Beach: Northwood, Pleasant City & Northwest Community	Coni Williams	(561) 352-3737



BOARD OF COUNTY COMMISSIONERS

Escambia County, Florida

AI-10119

County Administrator's Report 11. 8.

BCC Regular Meeting

Technical/Public Service Consent

Meeting Date: 04/21/2016

Issue: CareerSource Escarosa - Local Workforce Development Board Services Plan

From: Tonya Gant, Director

Organization: Neighborhood & Human Svcs

CAO Approval:

RECOMMENDATION:

Recommendation Concerning the CareerSource Escarosa Local Workforce Development Board Services Plan - Tonya Gant, Neighborhood & Human Services Department Director

That the Board approve and authorize the Chairman to sign the CareerSource Escarosa Local Workforce Development Board Services Plan. As required by the Workforce Innovation and Opportunity Act (WIOA), all area Workforce Boards are required to submit a Local Workforce Development Area (LWDA) service plan.

BACKGROUND:

In July of 2014, President Obama signed into law the Workforce Innovation and Opportunity Act (WIOA) which replaced the Workforce Investment Act of 1998. Under WIOA, States and local workforce development boards are required to submit a Services Plan addressing how career services will be delivered as required by federal law. The plan addresses the administrative and fiscal entity for the local area and includes the Interlocal Agreements with Escambia and Santa Rosa counties and the CareerSource Escarosa By-Laws. The plan also details involvement of local elected officials; Escarosa Board of Directors; community organizations; economic development; education; vocational rehabilitation and other related organizations that will be involved in the process. A Draft of the WIOA Plan was posted to CareerSource Escarosa website on February 26, 2016 and made available to our Chief Elected Officials (Escambia and Santa Rosa counties) and CareerSource Escarosa Board of Directors for initial review. The final draft was published on March 11, 2016 and posted to the CareerSource Escarosa website and noticed in the Pensacola News Journal. The final draft was sent to numerous entities to include the Transportation for the Disadvantaged; Early Learning Coalition; Escarosa Coalition on the Homeless and other organizations in the educational and economic development fields. The Board shall be responsible for the approval of the Services Plan as prepared every two to five years as required by United States Department of Labor (USDOL), or Department of Economic Opportunity (DEO). CareerSource Escarosa shall be responsible for any notifications of changes or

modifications necessary to keep the plan current to the County Commissioners, as required for information. The plan was available for public comment for thirty (30) days and no comments were received.

BUDGETARY IMPACT:

N/A

LEGAL CONSIDERATIONS/SIGN-OFF:

The County Attorney's office has approved the plan as to form and legal sufficiency by Meredith Crawford.

PERSONNEL:

N/A

POLICY/REQUIREMENT FOR BOARD ACTION:

N/A

IMPLEMENTATION/COORDINATION:

Upon approval by the Board, the plan shall be submitted to the Department of Economic Opportunity (DEO) by April 30, 2016. CareerSource Escarosa has coordinated with the Department of Neighborhood and Human Services in submission of this request.

Attachments

Services Plan

03/11/16

FINAL DRAFT – PUBLIC COMMENT

If you have comments regarding this document, please send them in writing to Cliff Krut at ckrut@careersourceescarosa.com . Comments must be received no later than 4:00 pm on April 8, 2016.



Local Workforce Development Area I

Tel 850-473-0939

3670 North "L" Street; 2nd Floor
Pensacola, FL 32505

www.careersourceescarosa.com
ckrut@careersourceescarosa.com

Date Submitted: April 29, 2016

Plan Contact: Cliff Krut, Executive Director

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INTRODUCTION

These guidelines direct the first local plan submitted by your area under the Workforce Innovation and Opportunity Act. WIOA requires each local workforce development board (LWDB or local board) to develop and submit, in partnership with the local chief elected official, a comprehensive four-year plan to the state. The WIOA four-year plan will be effective July 1, 2016 – June 30, 2020. The law emphasizes the importance of collaboration and transparency in the development and submission of the plan. Affected entities and the public must have an opportunity to provide input in the development of the plan. The local board must make the plan available through electronic means and in open meetings in order to ensure transparency to the public.

The LWDBs must provide leadership in assembling their plan. LWDBs also should seek broad stakeholder involvement in the development of their local plan. Local elected officials, local workforce development board members, core program partners and mandatory one-stop partners must be an integral part of the planning process. WIOA encourages an enhanced, integrated system by including new core programs in its planning and performance requirements. Each plan will address how the LWDB will coordinate service delivery with the new core programs of Vocational Rehabilitation, Blind Services and Adult Education.

Each LWDB's plan should be based on the current and projected needs of the workforce investment system, placing an increased emphasis on coordination and collaboration at all levels to ensure a seamless system for job seekers, including those with disabilities, and employers. The plan must include an identification of the education and skill needs of the workforce and employment needs of the local area and include an analysis of the strengths and weaknesses of services to address these identified needs. The assessment must include the best available information or evidence of effectiveness and performance information for specific service models as well as a plan to improve the effectiveness of such programs by adopting proven or promising practices as a part of the local vision. The LWDB should provide a complete view of the system-wide needs of the local workforce development area.

The plan must address how the LWDB will foster strategic alignment, improve service integration and ensure that the workforce system is industry-relevant, responding to the economic needs of the local workforce development area and matching employers with skilled workers. The local plan must lead to greater efficiencies by reducing duplication and maximizing financial and human resources. These plan guidelines require LWDBs to address current and future strategies and efficiencies to address the continuous improvement of Florida's workforce system and its focus on customer service excellence. This plan should align with the business- and market-driven principles of the CareerSource Florida network.

PROCESS FOR PLAN SUBMITTAL

All plans must be submitted no later than 5:00 p.m. (EST) on April 30, 2016 by emailing the completed plan to both WIOA-LocalPlans@deo.myflorida.com and FloridaWIOA@careersourceflorida.com.

Prior to plan submission, please ensure:

- The local board has reviewed and approved the plan;
- The board chair and the chief elected official have signed the signature page , with an original submitted to CareerSource Florida by mail and a scanned copy sent to both WIOA-LocalPlans@deo.myflorida.com and FloridaWIOA@careersourceflorida.com;
- The structure and numbering follows the plan instructions format;
- The plan is one continuous and searchable PDF document that includes all attachments;
- Responses to all questions are informative and concise;
- The name of the region, the page number and plan submission date are listed in the footer of the document;
- A table of contents with page numbers is included and each page of the plan is numbered; and
- Text typed with a font size of 11 or greater.

Please send an email to both WIOA-LocalPlans@deo.myflorida.com and FloridaWIOA@careersourceflorida.com to confirm plan submission and begin its official Department of Economic Opportunity (DEO) review. Upon submission, all plans will be reviewed immediately for completeness and adherence to plan formatting requirements. If there are questions or concerns, LWDBs will be notified. The content of plans will be reviewed by both DEO and CSF staff with a recommendation for approval/disapproval provided to the CSF Board of Directors at its meeting scheduled for May 26, 2016. A recommendation for approval will be made unless the staff review indicates that: (1) there are deficiencies in local workforce investment activities that have not been addressed, or (2) the plan is determined inconsistent with WIOA and the regulations of WIOA, including required public comment provisions.

KEY DATES

Local Plan Guidelines Issued.....	November 12, 2015
Local Plan Consultation Meeting.....	November 18, 2015
Local Plan Instruction Webinar	December 8, 2015
WIOA State Plan Due	March 3, 2016
Local Plans Due.....	April 30, 2016
Local Plans Approved	May 26, 2016
WIOA Program Year 2016 Begins	July 1, 2016

FLORIDA'S VISION FOR IMPLEMENTING THE WORKFORCE INNOVATION AND OPPORTUNITY ACT

Through the implementation of the Workforce Innovation and Opportunity Act (WIOA), Florida will have a business-led, market-responsive, results-oriented and integrated workforce development system. The enhanced system will foster customer service excellence, seek continuous improvement and demonstrate value by enhancing employment opportunities for all individuals, including those with disabilities. This focused and deliberate collaboration among education, workforce and economic development networks will maximize the competitiveness of Florida businesses and the productivity of Florida's workforce, thus increasing economic prosperity. Florida's strategic vision for WIOA implementation will be realized by accomplishing these three goals:

- Enhance alignment and market responsiveness of workforce, education and economic development systems through improved service integration that provides businesses with skilled, productive, and competitive talent and Floridians with employment, education, training and support services that reduce welfare dependence and increase opportunities for self-sufficiency, high-skill and high-wage careers and lifelong learning.
- Promote accountable, transparent and data-driven workforce investment through performance measures, monitoring and evaluation that informs strategies, drives operational excellence, leads to the identification and replication of best practices and empowers an effective and efficient workforce delivery system.
- Improve career exploration, educational attainment and skills training for in-demand industries and occupations for Florida youth that lead to enhanced employment, career development, and credentialing and post-secondary education opportunities.

ORGANIZATIONAL STRUCTURE

(1) Chief Elected Official(s) (CEO)

- A. Identify the chief elected official(s) by name, title, mailing address, phone number and email address.

Escambia Board of County Commissioners

Grover C. Robinson, IV – Chair

221 Palafox Place Suite 400

Pensacola, FL 32502

850-595-4940

District4@myescambia.com

Santa Rosa Board of County Commissioners

Lane Lynchard – Chair

6495 Caroline Street, Suite M

Milton, FL 32570

850-983-1877

Comm-lynchard@santarosa.fl.gov

- B. If the local area includes more than one unit of general local government in accordance with WIOA sec. 107(c)(1)(B), attach the agreement that has been executed to define how the parties will carry out the roles and responsibilities of the chief elected official.

The Interlocal Agreement between Santa Rosa Board of County Commissioners, Escambia County Board of County Commissioners AND Workforce Escarosa, Inc., (dba CareerSource Escarosa), hereinafter referred to as Escarosa, is **Attachment A**

- C. Attach a copy of the agreement executed between the chief elected official(s) and the Local Workforce Development Board.

Please see **Attachment A**.

- D. Describe the by-laws established by the CEO to address the criteria contained in §679.310(g) of the proposed WIOA regulations:
- i. The nomination process used by the CEO to elect the local board chair and members;

The Interlocal Agreement stipulates under Section II B) and C), the process and responsibility of each Board of County Commissioners appointments to the Board. A general purpose business organization submits nominees for private sector business appointments to the appropriate Board of County Commissioners for the county being represented. Private sector representation as stipulated in the Interlocal Agreement will be equal between both counties. Other required members such as labor, are approved by both boards of county commissioners.

- ii. The term limitations and how the term appointments will be staggered to ensure only a portion of membership expire in a given year;

Escarosa's By-Laws (Article III Section 4) stipulate Board membership and staggered terms (**Attachment B**). Escarosa was established in 1996 and at the initial process of implementing the organization, the terms were staggered. As the organization has been in existence for 20 years, the terms have remained staggered due to normal resignations and expirations or terms. The terms of the members are monitored by the Executive Director to insure vacancies are addressed.

- iii. The process to notify the CEO of a board member vacancy to ensure a prompt nominee;

The Boards of County Commissioners are not notified of vacancies at time they occur, as they appoint the members once nominated, but normally do not participate in the nomination process. For Private Sector Business representatives, local chambers and economic development entities for the county in which the vacancy exists, are notified of vacancies so that they can reach out and recruit members for the local workforce boards (LWBs). For required partners, such as labor, education, economic development, and vocational rehabilitation, those organizations normally provide a nomination to fill a spot being vacated by their previous representative. At the time the nominees are identified by the general business entity or required partner, the nominee(s) information is provided to the Boards of County Commissioners for their review and appointment.

- iv. The proxy and alternative designee process that will be used when a board member is unable to attend a meeting and assigns a designee as per the requirements at §679.110(d)(4) of the proposed WIOA regulations;

Escarosa's By-Laws do not allow for proxy voting or designees. (Article II Section 5). To allow for proxy voting, the By-Laws will need to be amended.. By-Laws are reviewed annually and any revisions occur at the September meeting of the Board of Directors.

- v. The use of technology, such as phone and Web-based meetings, that will be used to promote board member participation;

Teleconferencing and webinars are allowable and are used for LWB meetings. (Article II Section 6 – Escarosa By-Laws) Meetings of the Board are announced electronically and all Board materials are posted to Escarosa's website. In addition, a legal ad is placed in the Pensacola News Journal to direct the public to the website and to notify the public of the physical location of the meeting.

- vi. The process to ensure board members actively participate in convening the workforce development system's stakeholders, brokering relationships with a diverse range of employers, and leveraging support for workforce development activities; and,

Escarosa's Board of Directors is actively involved in brokering relations and support for Escarosa's workforce development activities. The Chair, Scott Ginnett, is an active member of the State's Workforce Development Chair's Association; sits on various community initiative advisory councils; other Boards, and promotes Escarosa and its services via these activities. The Chair and Vice Chair encourage interaction of all Board members and involve Board members in Committees of the Board and ensure Chairs of all Committees are Board members. The Escarosa By-Laws stipulate attendance and members can be removed for unexcused absences from the meetings.

- vii. Any other conditions governing appointments or membership on the local board.

As previously stated, for required partners/members – organizations that represent that specific partner/member are notified of vacancies and identify potential members for appointment. When the nominees are received, Escarosa provides those nominations to County representatives for review and submission to the Commissioners for appointment. The Board will review membership and may ask the County Commissioners for additional appointments once Florida Statutes are revised and signed by the Governor for the 2016 Legislative Session. This shall be reviewed also at the September Board of Director's meeting.

- E. Provide a description of how the CEO was involved in the development, review and approval of the plan.

The Chief Elected Officials and his/her representative were notified of the plan process and were provided updates throughout the process. A **rough draft** of the plan was posted to Escarosa website on February 26th and a notice was sent to interested parties, partners, CEOs and Board members for review and input. Any comments received from the rough draft were reviewed and incorporated as appropriate. The **final draft** plan was submitted to the CEOs and his/her representatives for review and comment on March 11, 2016 which also began the 30 day public comment period. Any public comment received was also provided to the Boards of County Commissioners prior to the final approval.

(2) Local Workforce Development Board (LWDB)

- A. Identify the chairperson of the Local Workforce Development Board by name, title, mailing address, phone number and email address. Identify the business that the chair represents.

Scott Ginnetti, Chair

3670 North "L" Street, 2nd Floor

Pensacola, FL 32505

850-291-2737

Scott.Ginnetti@bhcpns.org

Baptist Healthcare of Pensacola

- B. Provide a description of how the LWDB was involved in the development, review, and approval of the plan.

The LWDB was notified of the Plan instructions and timeline at the January 21, 2016 Board of Director's Meeting. The LWDB members were notified via a teleconference call on February 25, 2016, of the rough draft plan posting to our website on February 26th. The members were asked to review the rough draft and asked to participate by offering suggestions/comments throughout the process. On March 11, 2016, the final draft was completed and became available for public comment,. The final draft of the plan was provided to all members and posted to Escarosa's website for review on March 11th. Any public comment received was also provided to the Board of Directors prior to approval at the April 21th Board meeting.

(3) Local Grant Subrecipient (local fiscal agent or administrative entity)

- A. Identify the entity selected to receive and disburse grant funds (local fiscal agent) if other than the chief elected official. WIOA section 107(d)(12)(B)(1)(iii); 20 CFR 679.420

Please see Attachment A, Interlocal Agreement, Section III, D. Escarosa is designated by both Boards of County Commissioners as the administrative and fiscal entity for LWDA 1.

- B. Identify the entity selected to staff the LWDB (commonly referred to as the administrative entity) and assist it in carrying out its responsibilities as a board organized under WIOA. (May be the same as the fiscal agent). 20 CFR 679.430

Please see Attachment A, Interlocal Agreement, Section III, D.

- C. If a single entity has been selected to operate in more than one of the following roles: local fiscal agent, local board staff, one-stop operator or direct provider of career services or training services, attach the agreement that describes how the entity will carry out its multiple responsibilities including how it will develop appropriate firewalls to guard against any conflict of interest.

Escarosa does operate as the fiscal agent and administrative entity for the LWDB as approved in the Interlocal Agreement, and has been designated to do so since 1996. Escarosa is required to submit its annual budget to both Boards of County Commissioners as well as its fiscal audit as performed by an independent accounting firm. All monitoring reports are posted to Escarosa's website for not only their review, but also for public review. Escarosa's By-Laws (Attachment B) stipulates prohibitions of contracting with LWDB members in accordance with State policy. All financial statements are reviewed by the Executive Committee and full Board of Directors, and are posted on our website for anyone's review.

(4) One-Stop System

- A. Provide a description of the local one-stop system (including the number, type and location of full-service and other service delivery points).

The local one stop system consists of three centers. The full-service center is located in the highest populated area of Escambia County which is Pensacola. The center is located at 3670 North "L" Street. Milton also has a center that provides core services such as WIOA, Welfare Transition, Wagner Peyser, SNAP, PREP and Veteran Services and is located at 5270 Highway 90. Escarosa also operates a one stop in Century which is in the northern part of Escambia County. Information on the full array of services offered by Escarosa is provided via printed materials and posted on our website for the northern part of the county.

- B. Identify the days and times when service delivery offices are open to customers. Customers must have access to programs, services and activities during regular business days at a comprehensive one-stop center.

The center in Pensacola and Milton are open Monday – Friday, 7:30 a.m. to 4:30 p.m. The center in Century is open Monday - Thursday, 8:00 a.m. to 4:00 p.m.

C. Identify the entity or entities selected to operate the local one-stop center(s).

Currently Escarosa has a One Stop Consortium as our One Stop Operator, which consists of three or more required partners as identified under the Workforce Investment Act. The One Stop Operator will be competitively procured as required by WIOA once further direction and clarification are received from USDOL and/or the Florida Department of Economic Opportunity (DEO).

D. Identify the entity or entities selected to provide career services within the local one-stop system.

Currently all career services are provided by leased employees through Landrum Professional Services. Career Services will be competitively procured once further direction and clarification are received from USDOL and/or the Florida DEO.

E. Identify and describe what career services will be provided by the selected one-stop operator and what career services, if any, will be contracted out to service providers.

Until further direction and clarification are received from USDOL and/or Florida DEO, Escarosa is unable to provide an answer to this section. However, once this has been determined, a change to the plan to reflect the actions taken will be provided to DEO.

F. Pursuant to the CareerSource Florida Administrative Policy for One-Stop Certification, please provide the required attestation that at least one comprehensive one-stop center in your local area meets the certification requirements.

The Pensacola One Stop Center will be our comprehensive one-stop center. The Pensacola One Stop meets the requirements of the CareerSource Florida's draft policy on One Stop Career Center Certification – Comprehensive One-Stop Center Requirements.

For the past several years, Escarosa has met all performance measures and exceeds many of the measures. For FY 2014 -2015, Escarosa met 3 standards and exceeded the remaining 9 standards. Escarosa also had one of the top performances in the State regarding the Employer Retention Rate and Level 1 services provided to our business community. The performance indicators substantiate Escarosa as an effective organization in the services we deliver.

All centers are reviewed annually for physical and programmatic accessibility by our EEO Office and our internal monitors. The Pensacola center is equipped with wheelchair accessible computer desks, and monitors designed for use by the visually impaired. Information is posted on our website and all outreach materials including the notice regarding the availability of auxiliary aids and services is provided.

All staff meets the Tier I and Tier II certification requirements. In addition, staff is provided the opportunity to attend the Florida Workforce Summit, as funding permits.

The centers close once per quarter for ½ day so that cross-training and other staff training can be conducted. This supports continuous improvement within our centers.

ANALYSIS OF NEED AND AVAILABLE RESOURCES

(1) Please provide an analysis (or existing analysis pursuant to WIOA section 108(c)) of the regional economic conditions, which must include:

- A. Information on existing and emerging in-demand industry sectors and occupations; and
- B. The employment needs of employers in those industry sectors and occupations. WIOA §108(b)(1)(A)

Although unemployment data may indicate that the recession is over, Bureau of Labor Market Statistics show that the majority of the top 15 existing demand occupations are low-skill occupations characterized by relatively low wages and high rates of worker turnover. The top five existing demand occupations are related to customer service and hospitality which cater to our region's retirees and tourists.

Specifically: Leisure and Hospitality - In September 2015, the employment was 22,800 in this sector. The over the year change was +700 jobs (+3.2%). The number of jobs in this sector has been trending upwards over the past 5 years.

Education and Health Services - In September 2015, the employment was 28,000. The over the year change was +700 jobs (+2.6%). The number of jobs in this sector has been trending upward for over two decades.

Combined food preparation and serving workers, including fast food workers is the top existing demand occupation. Two of the top demand occupations are the healthcare occupations registered nurses and nursing assistant occupations, with 2,969 projected openings between 2015 and 2023.

TOP 15 EXISTING DEMAND OCCUPATIONS

(ranked by total job openings)

Workforce Development Area 1 - Escambia and Santa Rosa Counties

Rank	Occupation		Employment		2015 - 2023			2015 Hourly Wage (\$)		
	Code	Title	2015	2023	Level Change	Percent Change	Total Job Openings*	Median	Entry**	Exp***
1	353021	Combined Food Preparation and Serving Workers, Including Fast Food	6,053	7,055	1,002	16.6	2,969	8.93	8.80	9.20
2	412031	Retail Salespersons	7,034	7,758	724	10.3	2,685	9.98	8.83	13.66
3	412011	Cashiers	5,462	5,720	258	4.7	2,262	9.18	8.83	10.03
4	353031	Waiters and Waitresses	4,443	4,831	388	8.7	2,131	9.01	8.80	11.15
5	434051	Customer Service Representatives	3,776	4,466	690	18.3	1,505	11.52	9.97	14.20
6	291141	Registered Nurses	4,223	4,768	545	12.9	1,180	26.32	20.41	29.81
7	436014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	3,945	4,489	544	13.8	923	13.35	9.86	16.46
8	433071	Tellers	1,532	1,745	213	13.9	802	12.47	10.59	15.06
9	311014	Nursing Assistants	2,334	2,784	450	19.3	798	11.66	10.11	13.03
10	372011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	2,832	3,163	331	11.7	746	9.32	8.79	10.91
11	439061	Office Clerks, General	3,012	3,227	215	7.1	719	12.82	9.29	15.70
12	352014	Cooks, Restaurant	2,080	2,426	346	16.6	675	10.34	8.69	12.11
13	435081	Stock Clerks and Order Fillers	2,540	2,527	-13	-0.5	622	10.39	8.80	12.75
14	434171	Receptionists and Information Clerks	1,674	1,930	256	15.3	621	12.34	9.91	14.07
15	252021	Elementary School Teachers, Except Special Education	1,922	2,203	281	14.6	618	29.30	21.86	34.62

* Job openings result from economic growth and from replacement needs. For declining occupations, all job openings result from replacement needs.

** Entry Wage - The wage an entry-level worker might expect to make. It is defined as the average (mean) wage earned by the lowest third of all workers in a given occupation.

*** Experienced Wage - The wage an experienced worker might expect to make. It is defined as the average (mean) wage earned by the upper two-thirds of all workers in a given occupation.

Source: Florida Department of Economic Opportunity, Bureau of Labor Market Statistics, October 2015

Emerging Occupations: According to the Bureau of Labor Market Statistics, Emerging occupations occur in the healthcare and professional services industry sectors, which follow the overall Florida statewide distribution of top emerging occupations.

Based on recent economic development trends, occupations related to advanced manufacturing/assembly, financial services, Information Technology and skilled trades are also in the emerging category. The number of jobs in the manufacturing sector has been trending upwards over the past five years. The recent announcement of AIRBUS' first U.S. Final Assembly Line (FAL) in neighboring Mobile, AL has resulted in an increased interest in our region from AIRBUS suppliers and additional opportunities for existing manufacturers in aviation and related fields. In addition, our region's legacy employers include major manufacturing facilities from companies such as: International Paper, Armstrong World Industries, GE, Ascend Performance Materials and PALL Corporation. These facilities and clustered industry support companies have seen resurgence in production and are applying advanced manufacturing technologies which require upgraded skills and are providing wealth creating jobs.

The financial services industry sector will see additional growth due to Navy Federal Credit Union's major expansion at their Pensacola location. The largest credit Union in the world, Navy Federal will employ 10,000 personnel over the next decade. Due to innovations in technology and financial service products, knowledge content for current and future financial service occupations is constantly changing and will require properly prepared employees.

Homeland Defense/Cybersecurity opportunities have increased due to a recent expansion at Pensacola's Department of Homeland Security operations. This expansion, coupled with the presence of the U.S. Navy's Center for Information Dominance (CID) which provides multi-service training for the military's cryptologic professionals and its related defense contract opportunities provides enhanced opportunities for employment in a variety of Information Technology/Cybersecurity occupations.

The growth in the construction industry sector is due to some extent to activities related to solar energy installation and recent new construction in both commercial and residential development in support of our region's growth.

Our regional and local economic development entities have developed "target industry" attraction strategies which focus efforts on those industries which are considered best fits for Northwest Florida. These targets were developed using research-based methods and third party consultation.

These targets include:

- Advanced Manufacturing
- Aviation/Aerospace
- Defense/Homeland and Cybersecurity
- Health Services
- Information Technology and Business Process Outsourcing (BPO)
- Transportation, Logistics, Distribution

Additional information on the Economic Conditions is included under **Attachment c.**

LWDA1 has been involved in the strategic planning processes to develop these targets and considers each of these as potential emerging industries which will provide additional employment opportunities and training challenges for the future.

Top Emerging Industries

Workforce Development Area 1 - Escambia and Santa Rosa Counties

Industry		Employment		2015 - 2023 Change	
Code	Title	2015	2023	Total	Percent
5417	Scientific Research and Development Services	170	235	65	38.2
6213	Offices of Other Health Practitioners	1,023	1,348	325	31.8
6219	Other Ambulatory Health Care Services	481	620	139	28.9
5419	Other Professional, Scientific, and Technical Services	919	1,121	202	22.0
6215	Medical and Diagnostic Laboratories	220	266	46	20.9
5415	Computer Systems Design and Related Services	1,639	1,965	326	19.9
5416	Management, Scientific, and Technical Consulting Services	1,247	1,492	245	19.6
6214	Outpatient Care Centers	642	756	114	17.8
5414	Specialized Design Services	87	102	15	17.2
6114	Business Schools and Computer and Management Training	62	72	10	16.1
6111	Private Elementary and Secondary Schools	3,463	3,939	476	13.7
5413	Architectural, Engineering, and Related Services	1,469	1,651	182	12.4
6117	Educational Support Services	52	58	6	11.5
8129	Other Personal Services	147	162	15	10.2
5239	Other Financial Investment Activities	163	177	14	8.6
4452	Specialty Food Stores	479	516	37	7.7
5191	Other Information Services	57	60	3	5.3

Source: Florida Department of Economic Opportunity, Bureau of Labor Market Statistics, October 2015

Escarosa's Business Services team, outreach representative and management meet on a regular basis with industry sector leaders, local/regional economic development boards, industry

specific support organizations (i.e. Northwest Florida Manufacturer's Council, Innovation Coast, etc.) as well as public and private education providers to ensure that education and training

opportunities exist and are relevant to support these economic development and emerging industry targets. The skill gap analysis study was completed by the University of West Florida and is provided as an example of the type of collaborative activity being conducted in support of our region's employers. Please see **Attachment D**.

- (2) Please provide an analysis of the knowledge and skills needed to meet the employment needs of the employers in the region, including employment needs in in-demand industry sectors and occupations. WIOA §108(b)(1)(B)

The knowledge and skills needed to meet the needs of this region's in-demand sector occupations and target industries include strong soft skills, including: team skills, service and social skills, interpersonal communicative skills, critical thinking/problem solving and flexibility as well as the pertinent post-secondary and technical skills required for emerging and demand occupations, i.e. A&P certifications, Trades, CDL, Financial Services skills, Health Services and IT related certifications.

This plan will ensure that WIOA core programs are compliant with federal regulations through our One-Stop centers so that program services are coordinated, and when appropriate, integrated to make accessible a menu of customizable services available to clients on the basis of client needs.

- (3) Please provide an analysis of the workforce in the region, including current labor force employment (and unemployment) data, information on labor market trends, and the educational and skill levels of the workforce in the region, including individuals with barriers to employment. WIOA §108(b)(1)(C) Educational Attainment Statistics

Local Workforce Development Area One (LWDA1) is the Pensacola-Ferry Pass-Brent MSA which includes Escambia and Santa Rosa Counties with a population of 448,991 and a total labor force of 211,283.

The MSA unemployment rate is currently 4.7% (down from 10.5% in Jan 10). In reviewing the most recent census and poverty blocks in our two county area, only 27.9% have attained a high school diploma for individuals 25 years and older, but less than 40 years of age,

Barriers to Employment

The unemployment rate for those with disabilities in Escambia County is 14.6% (Santa Rosa County data not available)

CareerSource Escarosa is involved in a regional effort to address those with barriers to employment due to poverty.

Median earnings: \$29,877. (State of Florida: \$31,191)

Underemployment for the region is estimated to be at 16%.

Household Annual Income Distribution:

Nearly 8% of our region's households are below \$10K, 23% are between \$10 - \$30K, 20% are between \$30 - \$50K, 19% are between \$50 – \$75K 12% \$75 – 100K, and 16% are over \$100K

Residents with an associate's degree or higher – Working Age (25-64)

Region 37.0%

State 38.6%

U.S. 41.6%

Annual Median Earnings by Educational Attainment

Master's or Higher Region: \$85,908 State: \$96,314

Bachelor's Degree Region: \$56,532 State: \$63,993

Associate Degree Region: \$51,159 State: \$58,065

Postsecondary Adult Vocational Region: \$33,161 State: \$35,473

High School Diploma Region: \$25,777 State: \$26,109

Total, All Training Levels Region: \$29,877 State: \$31,191

(4) Please provide an analysis of the workforce development activities (including education and training) in the region, including an analysis of the strengths and weaknesses of such services and the capacity to provide such services, to address the identified education and skill needs of the workforce and employment needs of employers in the region. WIOA §108(b)(1)(D) and §108(b)(7)

CareerSource Escarosa maintains relationships with all regional economic development and business organizations. These relationships, coupled with our partnerships with public and private training providers and school districts allows us to facilitate the region's best training opportunities to meet the needs of our workforce. CareerSource Escarosa continues to be an engaged participant in our local and regional economic development agency's boards and committees, and often educational providers are included in these efforts.

Our largest strength regarding education and training, are our region's training providers and education partners have worked hard to become involved with business leaders and understand their workforce development and training needs. The career academies that have been developed in our secondary schools are aligned closely with employer needs, economic development initiatives and include business advisory councils. They remain flexible to

industry needs and strive to find the best possible training solutions at the pace of business. In addition, our educational partners which include Pensacola State College, the University of West Florida, Santa Rosa and Escambia County School Districts, as well as many private for-profit providers have excellent training programs that are aligned with our demand occupations and industry sectors. The public and private training providers work well with Escarosa and are very open to suggestions for training improvements based upon local employer input and need.

One of the weaknesses we see is the lack of registered apprenticeship programs and internships and cohort programs; however, Pensacola State College and the University of West Florida are diligently exploring all possibilities and are moving toward implementing these programs.

(5) Please provide a description and assessment of the type and availability of adult and dislocated worker employment and training activities in the local area. WIOA §108(b)(7)

- Adult and Dislocated Worker employment, education, and training services are extensively and continuously marketed through the local area.
- Orientations are offered to familiarize customers with programs, services and eligibility requirements.
- Current education and training services are designed and implemented in conjunction with local area labor market information/in-demand occupations and are designed and adjusted as necessary to meet customer and employer needs.
- CareerSource Escarosa offers a robust menu of employability skills, employment preparation and job retention workshops at full service one-stop career centers.
- Customers are counseled to assess work readiness, identify barriers and develop action plans to include education and training services.
- Customers who need additional assistance in addressing and overcoming barriers are referred to appropriate community services for assistance.
- WIOA customers are administered the Test of Adult Basic Education (*TABE*) to assess their current academic skill level and suitability for post-secondary training. Customers who are basic skills deficient are offered referrals to adult basic skills/literacy services for assistance.
- Individual Employment Plans are developed with customers so that they are able to move strategically along a career pathway.
- On-the-job training opportunities are developed with area employers to provide customers with access to a direct pathway to employment.
- WIOA Career Advisors provide ongoing counseling and support during enrollment, training, pre-placement and post placement follow-up.

At this point in time, Escarosa is unaware of any additional training programs that are needed to be developed and implemented in our local area to meet the needs of our current business community. Several years ago it was determined that the aerospace industry could have a

large effect on future businesses with several aerospace contracts being awarded to our neighbors to the west, Mobile, Alabama. George Stone Technical School stepped up to that challenge and has recently implemented an A&P certification specifically to address the economic projections. As other needs are identified, they are presented to our educational partners for input and development. In many cases, capital purchases and facility cost hinder processes. In addition, Pensacola State College has added a Cyber Security degree with the capacity to develop certificate programs within that industry. This was based on community business needs to include the Center for Information Dominance at Corey Station.

(6) Please provide a description and assessment of the type and availability of youth workforce investment activities in the local area, including activities for youth who are individuals with disabilities. The description and assessment must include an identification of successful models of such youth workforce investment activities. WIOA §108(b)(9)

CareerSource Escarosa currently contracts WIOA In-school and Out-of-School youth services to three service providers: Children's Home Society of Florida, The School Board of Escambia County, and The School Board of Santa Rosa County. These organizations provide resources and workforce activities to youth with barriers such as homelessness, DJJ youth/youth with criminal backgrounds, pregnant/parenting, youth with disabilities, youth in foster care or who have aged out of the foster care system, etc. Youth case managers conduct objective assessments of youth to identify appropriate services and career pathways for youth participants to support their attainment of a secondary diploma, entry into post-secondary education and career/job readiness. The services provided to youth participants include:

- Leadership
- Support Services
- Adult Mentoring
- Guidance Counseling, which may include drug and alcohol abuse counseling
- Financial Literacy
- Entrepreneurship training
- Labor Market Information
- Activities to assist the youth in transferring to post- secondary education
- Occupational Skills Training to lead to/or acquire a credential or post-secondary credential
- Workforce preparation activities for a specific occupation or occupational cluster
- Tutoring/Study Skills to prevent dropout prevention and/or recovery
- Alternative School services
- Paid and unpaid work experience which may include such activities as pre-apprenticeship, internships, job shadowing, and on-the-job training.
- Follow-up services for at least 12 months after program completion

Program components are career-oriented and aimed at high school diploma/GED attainment, post-secondary/advanced education, military enlistment, or unsubsidized employment. For all youth who are determined to be basic skills deficient (defined as having reading, math, or language skills below the 9th grade level) basic skills instruction is a required component.

Successful workforce investment models for out-of-school youth include pairing secondary education with work-based learning opportunities and post-secondary exposure. This provides career pathway development while the youth is in school. In-school youth are able to participate in work based learning opportunities such as subsidized work experience, job shadowing opportunities, work-place tours etc. to assist in the development of their career plan.

Successful workforce investment models for out-of-school youth include re-engaging disconnected youth who have dropped out of school, or obtained their high school diploma or equivalent. Out of school youth are exposed to post-secondary opportunities such as occupational skills training, two year and four year degree programs and the opportunity to participate in work based learning opportunities to determine their career interest. Youth create a career plan based on their desired career pathway and are given the tools and resources necessary to accomplish career goals.

LOCAL WORKFORCE DEVELOPMENT AREA VISION AND STRATEGIC GOALS

- (1) Please provide a description of the local board's strategic vision and goals for preparing an educated and skilled workforce (including youth and individuals with barriers to employment), including goals relating to primary indicators of performance described in WIOA section 116(b)(2)(A) in order to support regional economic growth and economic self-sufficiency. WIOA §108(b)(1)(E)

CareerSource Escarosa's strategic vision is that our region is recognized for its economic growth, driven by flourishing businesses and a skilled workforce.

Our goals it to help businesses succeed by linking them to the workforce resources they need; and to help prepare job seekers by providing them with the skills needed for employment. To accomplish these goals, Escarosa will:

- Create and sustain strategic partnerships dedicated to community prosperity through education, training and developing a climate for growing business and job creation.
- Provide exceptional service to each customer each day.
- Connect citizens to employment opportunities.

Over the next 6 – 9 months our local board will be conducting a strategic planning exercise which will revisit and address vision, mission and goals to ensure that these remain in line with community needs. This strategic planning session will include representatives of all of our educational partners, community partners and economic development, as well as our business leaders. LWDAs 2 - 4 will also be invited to ensure a regional perspective is achieved.

It is important that these goals also remain tied to the primary indicators of performance under WIOA in order to support economic growth and worker self-sufficiency. Common measures are listed under #7, below in this section.

- (2) Please describe the local area's strategy to work with entities that carry out the core programs to align resources available to the local area to achieve the strategic vision and goals established by the local board

The Executive Director as well as management staff is involved with many community partners through Board memberships. These include the Escarosa Coalition on the Homeless; both Early Learning Coalitions; Transportation for the Disadvantaged; several Juvenile Justice Advisory Councils; DCF Community and District meetings; Public Transportation for Escambia – ECAT; Catholic Charities; United Way, Community Action Program, as well as other organizations. Vocational Rehabilitation is a partner on our One Stop Consortium and works closely with One Stop Center staff for referrals to and from our programs.

Escarosa is closely aligned with our educational partners for ABE/GED programs as well as ESOL initiatives. Escarosa has a pre-GED class and once the participants are ready for the final exam, they are referred to our school districts or Pensacola State College for the exam. The Welfare Transition Program, SNAP, PREP, Wagner Peyser, WIOA and Veterans programs are all located with our One-Stop Centers and these core programs are also coordinated with Vocational Rehabilitation and education. In addition, we work with VR&E for our veteran services.

Our local strategy is and has been to ensure we each understand the services offered by all core programs and partners and to streamline referral processes and the sharing of information. Participants are asked to sign a “Release of Information” when they receive core program services (exception - Resource Room/General Public services). The Release of Information allows staff to work with our partners to design services specific to the needs of our customers.

(3) Please describe the actions the local board will take toward becoming or remaining a high-performing board, consistent with the factors developed by the state board pursuant to section 101(d)(6) of WIOA.

Traditionally, CareerSource Escarosa has been a high-performing board and expects to continue this high level of performance under WIOA. Internal quality assurance monitoring of all programs and processes is conducted at least twice annually. Management also conducts frequent monitoring and review of processes, services, and performance for continuous improvement purposes. Customer satisfaction surveys will continue to be promoted and available on the CareerSource Escarosa website to provide all customers (job seekers, businesses, staff, community agencies, general public, etc.) the opportunity to provide feedback, and to raise awareness regarding any deficiencies and/or needs. Management staff review these completed surveys and take action as appropriate. All front line staff members receive a minimum of 15 hours of continuing training annually to ensure that staff skills remain current and relevant.

(4) Please describe service strategies the LWDB has in place or will develop that will improve meeting the needs of customers with disabilities as well as other population groups protected under Section 188 of WIOA and 29 CFR Part §38.

Escarosa has been involved with a local initiative called Cradle to Careers. This initiative is targeting high poverty areas within Escambia County and is in the process of developing strategies to address the barriers individuals have in becoming self-sufficient. Major employers

within our two county area are involved in the initiative and include Gulf Power Company, Navy Federal Credit Union, and Baptist Healthcare, to name a few. In addition, local press/media are attending and offering support. Community leaders of city and county government have attend a community roundtable and are working to support the initiatives identified to address high poverty areas. Educational partners to include Pensacola State College, the Escambia School District; the UWF Haas Center; as well as other groups to include the Studer Group and CareerSource Escarosa are also involved. The main focus of Cradle to Careers is early childhood education and awareness; K-12 testing/ready rates; graduation rates; post-secondary school enrollments that lead to degrees and certifications in demand occupations, and finally long-term employment. High poverty areas normally contain individuals with numerous barriers to self-sufficiency such as basic skills deficiencies; low to no occupational skills; lack of high school diplomas/GEDs; homelessness; single parent families; public assistance and ex-offenders. In addition to the above, many individuals have mental health issues and/or physical disabilities. Cradle to Careers will be a major contributor on a strategy to address and improve services to our customers. Strategies and initiatives identified will be reviewed and incorporated as appropriate and will also be applied to high poverty areas in Santa Rosa County.,

Escarosa will also maintain employment of a Certified Supportive Employment Specialist Certified by the Agency for Person with Disabilities. In addition, Escarosa continues to serve customers who are low-skilled, low-wage, disconnected, disadvantaged and “at-risk”, with multiple employment challenges, many of whom have hidden disabilities

Escarosa ensures access for all individuals with disabilities to the full range of services available to all customers and those individuals with significant disabilities and significant barriers to employment are provided services that lead to competitive, integrated employment.

(5) Describe the process used to develop your area’s vision and goals, including a description of the participants in the process.

The local area’s vision and goals has been a long process that has transpired over many years. As this organization was incorporated in 1996 – and at that time developed visions and goals – those were the basis from which current visions and goals have evolved. Over the past ten (10) years key staff has attended numerous advisory councils, and groups have met that have centered on the local economy and educational needs of our customers and businesses. Participants involved include, but are not limited to, University of West Florida, Pensacola State College, both school districts, major industry sectors and businesses through industry advisory councils, economic development, chambers of commerce, other LWDAs in northwest Florida; Vocational Rehabilitation and other partners; the One Stop Consortium; Escarosa Board

members; involvement with Career Academies and CAPE. All of these organizations have contributed in one way or another to the forming of visions and goals over the years. Escarosa's visions and goals are ever changing and evolving based upon current labor market and customer needs. It is driven by the economy and our local employers as well as future employment initiatives. The Escarosa Board of Directors is involved in community initiatives and organizations and brings that expertise to our local operations and services which shape our vision and goals. Over the next 6 to 9 months, the Board of Directors will meet to discuss its vision and goals for 2017-2018 and the strategies to achieve results.

(6) Describe how the LWDB's goals relate to the achievement of federal performance accountability measures to support economic growth and self-sufficiency. WIOA §108(b)(1)(E).

Escarosa will address this item once further information from USDOL or DEO regarding federal performance accountability measures to support economic growth and self-sufficiency are received. Once the standards are known, these will be reviewed and services adjusted to meet our business needs and their future workforce expectations. Escarosa fully supports economic development efforts and meets regularly with our ED partners to understand their initiatives and to insure our support for training to job seekers will meet those needs. Job vacancies are reviewed for self-sufficient wages and are promoted to those customers seeking assistance with training. Information provided by CareerSource Florida's *Earnings and Economic Opportunity 2015 Fact Book* showed that participants who received services from Escarosa and entered full-time employment increased their earnings by 72%; part-time workers increased their wages by 57%.

(7) Please indicate the negotiated local levels of performance for the federal measures. WIOA §108(b)(17), Common measures for Escarosa for FY 2015 -2016 are as follows:

Adult Entered Employment Rate	80.50%
Adult Employment Retention Rate	94.20
Adult 6 Months Earnings	\$14,810.30
Dislocated Workers Entered Employment Rate	91.90%
Dislocated Workers Retention Rate	94.00%
Dislocated Worker Average 6 Month Earnings	\$13,445.30
Youth Placement in Employ/Education	80.70%

Youth Attainment of Degree/Cert	74.29%
Youth Literacy and Numeracy Gain	40.00%
Wagner Peyser Entered Employment Rate	56.00%
Employment Retention Rate	79.00%
Wagner Peyser Average 6 month Earnings	\$11,160.00

(8) Please describe indicators used by the LWDB to measure performance and effectiveness of the local fiscal agent (where appropriate), contracted service providers, and the one-stop delivery system in the local area. WIOA §108(b)(17).

Escarosa measures fiscal performance based upon several fiscal requirements. These include our Annual Independent Audit conducted by an outside firm; the Fiscal Monitoring conducted by DEO; our adherence to all required percentages such as 75% out of school youth, 20% work experience expenditure requirement, 10% or less for administrative costs, and staying within the negotiated indirect rate. All percentages and audits are reviewed with the board at its next regularly scheduled meeting, as well as monthly financial statements and year-end financial statements as they are completed. All of the above are posted to our website for full disclosure.

(9) Please describe the definition of “self-sufficiency” utilized by your local area. WIOA §108(b)(1)

The definition used by Escarosa to determine “self-sufficiency” for various groups is as follows:

Adult and Welfare Transition: Self-Sufficiency is defined as income, based upon the household size that exceeds 200% of poverty as defined on the Lower Living Standard Income Level (LLSIL).

Dislocated Worker: Self-Sufficiency is defined as income which is at least 80% of the income level of the participant at the time of his/her dislocation.

Employed Worker: Self-Sufficiency is defined as a worker earning over 200% of poverty based upon the household size of the individual, as defined in the Lower Living Standard Income Level (LLSIL)..

Once an individual has exceeded 200% of poverty as defined by USDOL’s LLSIL, that person is considered to have achieved self-sufficiency and is not in need of any public or government assistance.

COORDINATION OF SERVICES

- (1) Coordination of programs/partners:** Please describe how individualized career services will be coordinated across programs/partners in the one-stop centers, including Vocational Rehabilitation, TANF and Adult Education and Literacy activities. Specify how the local area will coordinate with these programs to prevent duplication and improve services to customers. TEGL 3-15

CareerSource Escarosa counselors, front line staff and career advisors receive cross training and on-going information regarding all partner services within the one-stop, and agency services within the local area, that provide support to address the barriers of the local workforce. Customers are provided with referrals to community agencies as appropriate to address and assist them in overcoming barriers, and to assist customers in accessing needed services.

The Board establishes and maintains communication and information exchange with community partners to include joint meetings, workshops, staff training, advisory councils, consortium meetings, etc. These joint communications maximize resources within the region and ensure that all programs are aware of each other's services and prevent duplication. CareerSource Escarosa has long standing relationships with community partners such as Vocational Rehabilitation, DCF, Lakeview (State mental health facility), Adult Education and Literacy Services. Customers are asked to sign a "Release of Information" so that information can be exchanged between One-Stop Career Center staff and these agencies, to allow for coordination of efforts and prevent duplication of services.

- (2) Coordination with Economic Development Activities:** Please provide a description of how the local board will coordinate workforce investment activities carried out in the local areas with economic development activities carried out in the region (or planning region) in which the local area is located, and promote entrepreneurial training and microenterprise services. WIOA §108(b)(4)(iii)

CareerSource Escarosa continues to be an engaged participant in our local and regional economic development agency's boards and committees. This active involvement ensures that our services, staff and participants are seen as solutions to the economic development challenge. Our new executive director is a Certified Economic Developer (CEcD), and has had many years of economic development experience in Northwest Florida. The relationships that he has developed with members of our region's economic development team as well as our region's major employers will further enhance our coordination with and participation in the economic development conversation.

Escarosa management is involved with and sits on the board of the Center for Innovation and Entrepreneurship, our regions business incubator. In addition, services may be made available with the Small Business Development Center associated with the UWF. Escarosa will continue to support entrepreneurial development efforts throughout the region.

Our larger regional economic development entity, Florida's Great Northwest is undergoing a strategic planning and restructuring process. LWDBs 1 – 4 are actively engaged in the planning process for this 12 county economic development marketing agency.

(3) Coordination of education and workforce investment activities: Please describe how the local board will coordinate education and workforce investment activities carried out in the local area with relevant secondary and postsecondary education programs and activities to coordinate strategies, enhance services, and avoid duplication of services. WIOA §108(b)(10)

Escarosa works very closely with our education and economic development partners. Escarosa's Business Services Team is involved in industry sector advisory councils tied to secondary career academies and nationally recognized industry certifications that lead to postsecondary degrees and certifications. The Business Services Team meets with our economic development partners when asked so that interactions can occur between local businesses and/or new businesses looking to locate within our two county areas. Escarosa partners with Pensacola State College (PSC) on numerous job fairs and recruitment events. We work closely with PSC and our Vocational Schools regarding programs and courses being offered which are tied to our demand occupational areas. Escarosa is involved with initiatives such as the Manufacturing Advisory Council regarding skill gaps and courses being offered to meet the needs of those employers; Cradle to Career – a community initiative to address poverty, high school completion, postsecondary courses, and employment. In addition, Florida's Great Northwest, Florida West Economic Development and Santa Rosa Economic Development initiatives are also attended by the Director of Escarosa as needed. The above involvement achieves the necessary interaction and building of strategies between education, economic development and Escarosa.

Escarosa also updates its Eligible Training Provider List to adjust programs offered in the local area. Approved ETPs review the courses approved and provide feedback regarding any revisions or additions to what they offer each year. Courses are reviewed by our WIOA Career Advisors and Business Services Team to ensure the training is in demand areas that result in employment. On occasion, if our placements in certain occupations are lagging due to oversaturating the workforce from the numerous training providers in our area, courses will be removed by Escarosa from our approved list to ensure federal resources are utilized to fill gaps in occupational areas. This reduces duplication within our two county areas and enhances the use of federal dollars to provide financial support to our customers.

- (4) Coordination of transportation and other supportive services:** Please describe how the local board will coordinate workforce investment activities carried out under this title in the local area with the provision of transportation, including public transportation, and other appropriate supportive services in the local area. WIOA §108(b)(10)

The Executive Director is a member of the Board of Transportation for the Disadvantaged for both Escambia and Santa Rosa Counties in Florida. The Director has been involved for the past seven (7) years and has acted as Chair of the Boards on occasion. Escarosa reports transportation expenses to the Boards to enhance services to non-sponsored riders. In addition, the Director has been asked to be involved in the Escambia Transit Development Plan review for public transportation.

Escarosa provides support services in the form of gas cards and bus tickets to our Welfare Transition program participants. In addition, bus tickets may be provided to our veteran populations on occasion to assist with job interviews and/or job search activities.

Escarosa has excellent relationships with the Escarosa Coalition on the Homeless, Community Action Program, Children's Home Society, United Way and Catholic Charities, to name a few, to understand services offered through those community based organizations and to provide information on the support services and transportation assistance that we provide. Referrals are made between organizations for various services dependent upon the specific needs of the participants.

The Executive Director for Escarosa is also on the Board of Directors for the Early Learning Coalition of Escambia and Santa Rosa Counties. This interaction assists in ensuring subsidized childcare for not only Welfare Transition participants, but also the working poor, to insure services are not duplicated.

- (5) Coordination of Wagner-Peyser Services:** Please provide a description of plans and strategies for, and assurances concerning, maximizing coordination of services provided by the state employment service under the Wagner-Peyser Act (29 U.S.C 49 et seq.) and services provided in the local area through the one-stop delivery system to improve service delivery and avoid duplication of services. WIOA §108(b)(10)

All available DEO partner programs ((Wagner-Peyser, LVER, DVOP) are located on-site at CareerSource Escarosa's One-Stop Career Centers. State Merit and OPS staff are co-located to ensure seamless delivery of services and program integration. Merit staff registers and

updates Employ Florida registration information ensuring data validity. They also notify Veteran and Eligible Persons of Priority of Service, and refer appropriate customers to the Veteran's Unit if the Veteran signifies that significant barriers to employment are present. After completion of registration and/or validation, customers are referred to appropriate programs and resources to complete the one-stop interaction. OPS staff is available for one-on-one career counseling and resume coaching to offer the customer an improvement in their employment outlook. Employment Security Representatives are on-site to perform Priority Re-Employment and Placement services to assist all claimants receiving Re-employment Compensation in decreasing their time to gainful employment. DEO staff are integrated into the one-stop center along with WIOA and TANF/WT staff. In addition, the National Caucus on Black Aged has office space in the one stop center to provide employment assistance to older job seekers. All partners are integrated into operations and function as part of the system as a whole.

(6) Coordination of Adult Education and Literacy: Please describe how the local board will coordinate workforce investment activities carried out under this title in the local area with the provision of adult education and literacy activities under Title II in the local area, including a description of how the local board will carry out, consistent with subparagraphs (A) and (B)(i) of section 107(d)(11) and section 232, the review of local applications submitted under Title II. WIOA §108(b)(10)

Customers are administered assessment instruments to determine their suitability and readiness for various career pathway activities. Barriers are identified and customers are assisted in addressing/overcoming barriers to employment or training. Customers are administered the Test of Adult Basic Education (TABE) to determine their suitability for post-secondary education or job training. Those customers who do not achieve the scores needed to enter training, are referred to Adult Education/Literacy programs in the local area to assist the customer in achieving the required basic skill levels necessary to enter post-secondary training programs. CareerSource Escarosa has existing relationships with providers of Adult Education and Literacy. We will follow the state's lead in establishing Adult Education's role in one-stop support. Any applications submitted to the Board will be reviewed consistent with the requirements of Title II, Section 232.

(7) Cooperative Agreements: Please provide a description of the replicated cooperative agreements (as defined in WIOA section 107(d)(11)) between the local board or other local entities described in section 101(a)(11)(B) of the Rehabilitation Act of 1973 (29U.S.C 721(a)(11)(B)) and the local office of a designated state agency or designated state unit administering programs carried out under Title I of such Act (29 U.S.C. 721(a)(11) with respect to efforts that will enhance the provision of services to individuals with disabilities and to other individuals, such as cross-training staff, technical assistance,

use and sharing of information, cooperative efforts with employers and other efforts of cooperation, collaboration and coordination.

Escarosa has existing Memorandum's of Understanding with numerous partners to include Vocational Rehabilitation. The MOUs delineate the relationships and VRs involvement as a member of the One Stop Consortium. Front line staff has met on numerous occasions with VR staff to exchange information on the services offered by each entity. The local Director is a member of the Escarosa Board of Directors and is an active member of the Board and the Consortium. Updates are given two to three times per year on initiatives being undertaken by each. Referrals are made by both VR and Escarosa to the other entity for assistance for participants. Escarosa is applying to become an Employer Network under the Ticket to Work program. At this point in time, no cooperative efforts have been finalized on employers or other collaboration/coordination due to lack of direction from the State. Once further direction is received, the MOU will be rewritten to define roles and responsibilities. The current MOU is attached and is included as **Attachment E**.

In addition to the above, the One Stop Consortium consists of the following partners which include: Santa Rosa Early Learning Coalition; Escambia Early Learning Coalition; Department of Children and Families; Community Action Program; SNAP; Santa Rosa School District; Escambia School District; Pensacola State College; Children's Home Society; Representatives of Wagner Peyser; Veterans; WIOA; Upfront Services; and the Welfare Transition Program.

From the meetings of the Consortium – cross training with partner agencies have been conducted between the above community based groups, education, and DEO operated programs and staff of the One Stop Center.

MOUs exist between Escarosa and the following entities:

Escambia Boys Base (AMIkids)

Community Action Program Committee, Inc.

Florida Department of Children and Family Services, Circuit I

Florida Department of Revenue – Child Support Enforcement

National Caucus Center on Black Aged, Inc. (NCBA)

Senior Community Service Employment Program (SCSEP)

The School District of Escambia County

School District of Santa Rosa County

The District Board of Trustees of Pensacola State College, Florida

Tri- County Community Council, Inc.

These are included as Attachment F.

DESCRIPTION OF THE LOCAL ONE-STOP SYSTEM

(1) General System Description: Describe the one-stop delivery system in your local area, including the roles and resource contributions of one-stop partners. WIOA §108(b)(6)

- A. Is each of the required WIOA partners included in your one-stop delivery system? Describe how they contribute to your planning and implementation efforts. If any required partner is not involved, explain the reason.

All required partners are included in the one stop delivery system. The current One Stop Consortium consist of the following required partners: Vocational Rehabilitation; Department of Children and Families; Santa Rosa School District; Escambia School District; and Pensacola State College;; Representatives of DEO Wagner Peyser; Veterans; WIOA; Upfront Services; and the Welfare Transition Program. The Consortium meets two to three times per year to review services being offered and coordination of these services with others in the community. Referrals are made to partner programs and services, as well as receiving referrals for the services offered by Escarosa. The Consortium met on February 24, 2016 and the date for release of the rough draft of the plan was provided. Comments from the Consortium members were solicited for inclusion into the plan. Any comments received were reviewed and where appropriate were included in the planning document.

- B. Identify any non-required partners included in the local one-stop delivery system.

Non required partners include Children's Home Society; Community Action Program; SNAP, the Santa Rosa Early Learning Coalition and Escambia Early Learning Coalition.

- C. The LWDB, with the agreement of the chief elected official, shall develop and enter into a memorandum of understanding between the local board and the one-stop partners. Please provide a copy of any executed MOUs. WIOA §108(b)(6)(D).

Please see **Attachment F**.

(2) Customer Access: Describe actions taken by the LWDB to promote maximum integration of service delivery through the one-stop delivery system for both business customers and individual customers.

- A. Describe how entities within the one-stop delivery system, including one-stop operators and one-stop partners, will comply with the Americans with Disabilities Act regarding physical and programmatic accessibility of facilities, programs and services, technology and materials for individuals with disabilities, including providing staff training and support for addressing needs of individuals with disabilities. WIOA §108(b)(6)(C)

- B. Please describe how entities within the one-stop delivery system are utilizing principles of universal design in their operation.
- C. Please describe how the LWDB facilitates access to services provided through the local delivery system, including remote areas, through the use of technology and through other means. WIOA §108(b)(6)(B)

CareerSource Escarosa operates three accessible one-stop career centers in Region 1. Our Pensacola and Milton Centers are full service centers feature accessible computer workstations and adaptive equipment to provide equitable use, flexibility in use and simple and intuitive use for persons with disabilities. Self-paced programs and software are available. Adaptable equipment is integrated into the Resource Areas to accommodate individuals with vision or hearing disabilities. Adequate space is provided to accommodate individuals in wheelchairs, those with assistive devices, or customers with service animals. There is on-site instant access available, via computer linkage, to American Sign Language (ASL) interpretation services. A Skype Interview room is available to provide job seekers with mobility issues, or transportation challenges, the opportunity to participate in remote job interviews worldwide. Web access and vital program information will be available in multiple languages.

Staff have received, and will continue to receive, periodic training regarding the American's with Disabilities Act and training regarding serving customers with unique needs. CareerSource Escarosa has partnered with the Social Security Administration to provide instant remote access to Social Security Administration staff, via a Kiosk located in our Century, Florida center.

The seven principles of universal design will be reviewed and considered in all plans and services provided to include;

- Equitable use
- Flexibility in use
- Simple and intuitive use
- Perceptible information
- Tolerance of error
- Low Physical effort
- Size and space for approach and use

(3) Integration of Services: Please describe how one-stop career centers are implementing and transitioning to an integrated, technology-enabled intake and case management information system for programs carried out under this Act and programs carried out by one-stop career center partners. WIOA §108(b)(21)

Escarosa began moving to a paperless system approximately 4 years ago. The WIOA pre-application is electronic and available on our website. Escarosa utilizes an electronic sign-in screen for all customers accessing universal services/resource room and gathers demographic information during that process. Escarosa also uses the swipe-card technology to track

services accessed by the general public at our career centers in Pensacola and Milton. Once the customer has signed in, an access card is issued for that participant. This technology is also used at job fairs and recruitment events so that paper registrations and sign-ins are very limited. All case management files and records are paperless. Paper records on participants are not used at this point in time. This includes all core programs operated within the Escarosa One Stop Centers.

The Welfare Transition program uses a paperless worksite timesheet for approved work activities that no longer require paper timesheets to be submitted.

(4) Competitive Selection of OSO: Describe the steps taken or to be taken to ensure a competitive process for selection of the one-stop operator(s). WIOA §121(d)(2)(A)

Once further direction is received from the State, Escarosa will adhere to those requirements. Escarosa has conducted many competitive procurement processes over the past 20 years. Escarosa will adhere to all state procurement guidelines as well as any additional guidelines issued by USDOL and/or DEO regarding the selection of the one stop operator as now required by WIOA.

(5) System Improvement: The state's certification policy has not been finalized by the state workforce board. Following its completion and issuance, please describe any additional criteria or higher levels of service than required in order to respond to labor market, economic and demographic conditions and trends in the local area. WIOA §108(b)(6)(A)

Once further information is received and reviewed, further additions to this section will be made as appropriate.

DESCRIPTION OF PROGRAM SERVICES

(1) System description: Please describe the local workforce development system. Identify the programs that are included in the system and how the local board will work with the entities carrying out core programs and other workforce development programs to support alignment in provision of services, including programs of study authorized under the Carl D. Perkins Career and Technical Education Act of 2006 (20 U.S.C. 2301 et seq.), that support the strategy identified in the State Plan under WIOA section 102(b)(1)(E). WIOA §108(b)(2)

Escarosa serves Escambia County and Santa Rosa County. Pensacola State College (PSC) and both school districts offer Carl Perkins services and technical educational services. Escarosa works very closely with those educational entities, and as required by law, they provide Escarosa with their annual Carl Perkins plan for our review and comment. PSC has provided GED classes at the Pensacola One Stop in conjunction with our Welfare Transition program. In addition, GED prep classes are offered at the Pensacola One Stop with referrals to our educational partners for GED testing. As previously mentioned, the above entities are members of the One Stop Consortium and offer input into the delivery of local services at our one stop centers.

Core programs include: WIOA Adult and Dislocated Workers; Wagner Peyser; Welfare Transition; Supplemental Nutrition Assistance Program (SNAP); PREP, Reemployment Services, Veterans and Veterans with Significant Barriers to Employment (SBE); Senior Community Service Employment Program (SCSEP); and Trade Adjustment Assistance (TAA).

(2) Subgrants and contracts: Please provide a description of the competitive process to be used to award subgrants and contracts in the local area for WIOA-funded activities. WIOA §108(b)(16)

Escarosa follows all applicable federal or state procurement guidelines for all services. The process normally used is a Request for Proposals (RFP) process, as well as an Invitation to Negotiate; written quotes and oral quotes depending upon the services/items being solicited and/or the amount of dollars associated with the contracts/services or items.. All of our procurement guidelines are detailed in Escarosa's Administrative Plan which can be viewed on our website careersourceescarosa.com.

(3) Expanding access to employment: Please describe how the local board, working with entities carrying out core programs, will expand access to employment, training, education and supportive services for eligible individuals, particularly eligible individuals with barriers to employment, including

how the local board will facilitate the development of career pathways and co-enrollment, as appropriate, in core programs, and improve access to activities leading to recognized postsecondary credential (including a credential that is an industry-recognized certificate or certification, portable, and stackable). WIOA §108(b)(3)

CareerSource Escarosa has an extensive outreach network in place to create community awareness regarding available employment and training services and all employment events. The one-stop career centers provide access to individuals with barriers to employment, and provide specialized services to meet the needs of customers with barriers. In addition to DEO and WIOA staff, TANF and SNAP staff and services are available at full service centers. The National Caucus on Black Aged has staff onsite at our Pensacola and Milton centers to provide employment and training services to job seekers age 55 and older. The Military Family Employment Advocate provides specialized employment and training services to meet the needs of the spouses and dependents of active duty military personnel. Disabled Veteran Opportunity Program (DVOP) Specialists provide intensive case management, and employment and training services to Veteran's with significant barriers. An Ex-Offender Advisor is available to provide employment counseling, mentoring and placement assistance to ex-offenders/offenders. Bi-lingual staff (Spanish/English) is available to communicate with our Spanish speaking customers. CareerSource Escarosa has a counselor who is a Certified Supportive Employment Coordinator, certified by the Agency for Persons' with Disabilities, to assist customers with disabilities in navigating CareerSource services and provide referrals to appropriate community agencies/services. All staff is cross trained regarding programs and services to allow for seamless service delivery and co-enrollment when appropriate. CareerSource Escarosa partnered with the City of Pensacola, Escambia County Board of County Commissioners, Escambia Department of Community Affairs and the Greater Pensacola Chamber to take employment and training services out of our centers and into low income/poverty areas of the local workforce area. This partnership, titled *Escarosa Community Occupational Talent Search (ECOTS)* provided remote access to career assessment and career planning activities. The purpose of ECOTS was to identify and assess interested local residents on their current skill levels, educational obtainments, and employability in regard to current demand occupations and future workforce needs, and to assist these individuals in developing their career pathways.

(4) Key Industry Sectors: Identify how the LWDB plans to better align its resources to support and meet the training and employment needs of key industry sectors in the local area. Describe policies adopted or planned for aligning training initiatives and Individual Training Accounts (ITAs) to sector strategies and demand occupations. WIOA §134(c)(1)(A)(v)

CareerSource Escarosa will facilitate and work with key industry partners established and yet to be established by participating in and promoting the Business and Advisory Councils that link secondary education to the needs of the surrounding business community. These collaborative efforts ensure that curriculum aligns with the knowledge, skills and abilities needed to produce a highly effective workforce.

Advisory Councils include Aviation, Manufacturing, Construction Trades, Marketing, Culinary and Hospitality, Multimedia, Engineering, Trade & Logistics, Health Sciences, Veterinary Assisting, Information Technology, and Law.

CareerSource Escarosa will also maintain and promote involvement in Career Academies throughout the region to ensure that that meaningful, needed education is provided in the following areas;

Criminal Justice

Emergency Medical Services and Fire Rescue

Aerospace Engineering

Civil Engineering & Architecture

Biomedical Science/Sports Medicine

Pre-Professional Nursing

Information Technology

Agri-science Technology

Promote and invest in Business by providing funding to help incumbent workers attain specialized skills, job retention, wage growth, upgrade employee's skills or divert a dislocation event with the use of Employed Worker Training (EWT) and Customized Training grants.

Assist Businesses in expanding their current workforce with the use of On-the-Job (OJT) training grants. Escarosa has actively pursued increasing OJT involvement opportunities in Paper Manufacturing, Durable Healthcare Manufacturing, Post-Secondary Recruiting and other growth areas.

All ITAs are tied to demand or emerging occupations for our two county area.

(5) Industry Partnerships: Describe how the LWDB will identify and work with key industry partnerships where they exist within the local area, and coordinate and invest in partnership infrastructure where they are not yet developed. WIOA §134(c)(1)(A)(iv)

CareerSource Escarosa's Business Services Representatives, Local Veteran's Opportunity Program Representatives and Management Team Representatives have strong industry partnerships within the local area. Representatives actively participate, and will continue to participate in numerous advisory councils and boards that represent occupational and industry sectors in the region. Established industry partnerships exist in: aviation, construction trades, culinary/hospitality, engineering, finance, health sciences, human resources, information technology, law, manufacturing, marketing, multimedia, and trade and logistics.

Representatives actively participate on these councils and boards and will strive to develop relevant memberships that increase effectiveness and guidance to the Local Workforce

Development Board. CareerSource Escarosa also actively partners with the area's chambers of commerce and economic development entities to develop and enhance industry partnerships. Finally, CareerSource Escarosa partners with business to offer industry specific hiring events. Past events have included aviation, manufacturing, health care, and construction and building trades.

(6) In-demand training: Describe the process utilized by the local board to ensure that training provided is linked to in-demand industry sectors or occupations in the local area, or in another area to which a participant is willing to relocate. WIOA §134(c)(G)(iii)

CareerSource Escarosa's Board of Directors meets annually to discuss current labor trends. Board members consist of private sector business owners/managers, large and small employers, educational institutions and economic development representatives. The members review the State Targeted Occupation List and also local business initiatives. Educational representatives review programs offered by their educational institutions to ensure courses are available as related to demand occupations. Economic development representatives review and discuss current initiatives, area business recruitment goals, and business retention needs to ensure the demand occupations are conducive to trends in the local economy. In addition, CareerSource Escarosa's Business Services Team reviews the list to determine whether or not individuals completing training and /or looking for employment, are finding employment within the demand occupations as presented by CareerSource Escarosa. The last items to be considered are the wage at placement and whether or not the occupations on the Local Workforce Development Area's Eligible Training Provider List (ETPL) are supporting the needs of local businesses. Opposite of that review, is also whether or not the local labor market is saturated and if staff are having difficulties finding employment opportunities for participants in the fields of training listed on the ETPL. Once the list has been reviewed, a final Eligible Training Provider List with the training programs for each provider is presented to the CareerSource Escarosa Board of Directors for approval.

(7) Employer Engagement: Please describe the strategies and services that will be used in the local area to:

- A. facilitate engagement of employers, including small employers and employers in in-demand industry sectors and occupations, in workforce development programs;
- B. support a local workforce development system that meets the needs of businesses in the local area;
- C. better coordinate workforce development programs and economic development; and
- D. Strengthen linkages between the one-stop delivery system and unemployment insurance programs. WIOA §134(c)

CareerSource Escarosa has an active Business Services Team made up of three Business Services Representatives, and an internal customer support/job order assistant, and two Local Veteran's Employment Representatives (LVER).

In order to facilitate engagement of local employers in in-demand industry sectors, CareerSource Escarosa's business representatives actively participate, and will continue to participate, in area business advisory councils and boards that bring together business and educational leaders in over a dozen in-demand occupational and industry sectors. These include:

- Aviation
- Construction Trades
- Culinary/Hospitality
- Engineering
- Finance
- Health Sciences
- Human Resources
- Information Technology
- Law
- Advanced Manufacturing
- Marketing
- Multimedia
- Trade and Logistics

Through these councils and advisory boards, workforce development and educational leaders communicate directly with area business leaders regarding the in-demand human resource needs, training needs, and skill sets that are currently being sought after by area businesses.

In addition, CareerSource Escarosa Business Services Team members frequently and actively partner with Chambers of Commerce/Economic Development entities throughout the Local Workforce Development Area.

CareerSource Escarosa business service representatives and LVERs are required to provide extensive outreach to employers in the local area. This is accomplished through employer visits (cold calls), community presentations, and hosting of and participation in job fairs, community fairs, and recruiting events. Employer information is also disseminated through communication outlets such as press releases, and the company's website and social media outlets.

The CareerSource Escarosa Business Services Team operates within the one-stop career centers and is integrated with the WIOA program, TANF/WT, and Wagner-Peyser/Re-employment programs. All job orders, job fairs, and recruiting events are accessible to and communicated to all CareerSource Escarosa and on-site DEO staff members and partners.

(8) Priority for Services: Describe the local policy and procedures that have been established to give priority to recipients of public assistance, other low-income individuals, and individuals who are basic skills deficient in the provision of individualized career services and training services in the Adult program.

Escarosa has established a priority/most in need policy to identify individuals with barriers to employment and to insure priority of service to veterans. The process will identify those who are veterans and/or have barriers to employment (TANF, SNAP recipients; homeless, basic skills deficient) and place them as the first to be served via an ITA. Once those who are a top priority have been served, others applying for assistance will be served on a first-come, first-serve basis. This is an electronic document that was developed and adapted from LWDA 3, with Executive Director's permission. It works extremely well and automatically prioritizes all WIOA participants during the eligibility process.

(9) Training Services: Please describe how training services will be provided, including, if contracts for training services are to be used, how such contracts will be coordinated with the use of ITAs. WIOA §134(c)(1)(A)(v)

Training services will be provided through the use of ITAs to eligible training providers. Escarosa also uses OJTs and Customized Training based upon the employer's needs. Escarosa does not use contracts for training services.

(10) Customer choice process: Describe processes utilized by the local board to ensure customer choice in the selection of training programs, regardless of how the training services are to be provided. WIOA §108(B)(19)

Training program and training provider information is available at all CareerSource Escarosa centers and at the CareerSource Escarosa website. Counselors provide career assessment and career counseling services to assist customers in developing their career pathways. Customers who are not eligible for WIOA funding, or those that choose training providers and/or training programs that are not included on the LWDA1's ETPL are referred to/assisted in accessing the Federal Application for Student Aid. Information regarding other educational grants is provided as appropriate and potential students are directed to the financial aid office of their training provider of choice. CareerSource Escarosa has a variety of online career exploration tools available to assist customers in developing their career pathways and in selecting both WIOA and non-WIOA training options and funding options. CareerSource Escarosa also provides information on educational grants and scholarships as available and appropriate. On-the-job training customized training, apprenticeship opportunities and internship opportunities are posted on the Employ Florida website for universal access.

(11) Individual training accounts: Describe the process and criteria for issuing Individual Training Accounts. WIOA §108(b)(19)

A. Describe any ITA limitations established by the board

ITAs are used to provide financial assistance to eligible WIOA adults and dislocated workers. Escarosa has established a priority/most in need policy to identify individuals with barriers to employment and to insure priority of service to veterans. The process will identify those who are veterans and/or have barriers to employment (TANF, SNAP recipients; homeless, basic skills deficient) and place them as the first to be served via an ITA. Once those who are a top priority have been served, others applying for assistance will be served on a first-come, first-serve basis. The ITA amount per fiscal year is capped at \$5,000; however this amount may be adjusted as approved by the Board.

B. Describe any exceptions to the use of ITA

Escarosa does not use any exceptions to ITAs.

(12) Microenterprise and Entrepreneurial Training: Please describe mechanisms that are currently in place or will be in place to provide microenterprise and entrepreneurial training, and support programs and co-enrollment, where appropriate, in core programs as described in WIOA section 134(a)(3)(A)(i). WIOA §108(b)(5)

Our director also serves on the board of the Center for Innovation and Entrepreneurship, our region's technology business incubator/accelerator. We will continue to support entrepreneurial development efforts throughout the region including the development and expansion of related training in support of entrepreneurial development. Escarosa also has access to UWF's Small Business Development Center for assistance with business plans; taxes; incorporation and other issues important to the development of a business. This section may be expanded once further clarification is received from USDOL/DEO.

(13) Enhancing Apprenticeships: Please describe how the LWDB enhances the use of apprenticeships to support the local economy and individuals' career advancement. Describe how job seekers are made aware of apprenticeship opportunities in the area's career centers. TEGL 3-15

Escarosa is unaware of any registered apprenticeship programs within our two county area; however, discussion have occurred at our local State College (Pensacola State College) looking to develop apprenticeship opportunities for our area.

(14) Other Program Initiatives: Describe the services to be provided that may include the implementation of initiatives such as incumbent worker training programs, on-the-job training programs, customized training programs, industry and sector strategies career pathway initiatives,

utilization of effective business intermediaries, and other initiatives in the support of the board's vision and strategic goals described in Section III. WIOA §134(c)

Escarosa does use On-the-Job-Training (OJT) and customized training for local employers and/or businesses locating or expanding into our area. Employed Worker training is offered to assist in skill upgrading of current employees. As previously mentioned, our Business Services Team works closely with our economic development partners; industry clusters; advisory councils; and educational partners to understand trends and workforce needs. Services are recorded in Salesforce, as well as, Employ Florida Marketplace (EFM). The Director is involved with advisory councils and the school districts regarding secondary career academies and how they translate into postsecondary degrees and/or certifications leading to career pathways.

(15) Service Provider Continuous Improvement: Describe the local board's efforts to ensure the continuous improvement of eligible providers of services, including contracted services providers and providers on the eligible training provider list, through the system and ensure that such providers meet the needs of local employers, workers and jobseekers. WIOA §108(b)(6)(A).

Escarosa employs two internal programmatic monitors. The Monitoring Specialists are assigned the core programs and services to be monitored to ensure all federal, state and local regulations and policies are followed. The Monitoring Specialists report directly to the Executive Director. All monitoring reports are posted to our website and the Board of Directors is notified at least twice a year of the postings for their review and comments. If areas of concern are noted, technical assistance and training are provided to front-line staff to ensure they understand the requirements. Corrective Action Plans are required if major issues are found.

Youth services are contracted out and a competitive procurement process will take place in the spring of 2016. The Monitoring Specialists are assigned to monitor the youth contractors to ensure all 14 program elements are made available to the youth; 75% of the youth served are out-of-school; and monitoring of all work experience job sites, agreements, safety and supervision are being provided. Corrective Action Plans (CAP) are required if major issues are found.

Eligible Training Providers are monitored regarding number of enrollees, both WIOA and non-WIOA participants; WIOA outcomes and performance, and placements. In addition, ETP must meet state requirements to become a provider and Escarosa reviews the programs they offer, and approves the individual training programs to ensure they align with local employer demands and economic development initiatives. If the ETP is a newly established school in our area, employers are surveyed to determine whether or not local employers will accept

degrees/certifications from those schools for local employment. Credibility of the training provider with local employers is vital to a participant's success in obtaining employment at the end of training.

DEO also monitors all programs and services offered at the One Stop Centers as well as youth contractors. All monitoring reports conducted by the State are provided to the Board for their review.

All performance statistics on common measures and the Employer Penetration Rate are provided to the Board of Directors. Performance of programs and the youth providers are reviewed annually with the Board.

(16) Youth Program Design: Describe the design framework for youth programs in the local area, and how the 14 program elements required in §681.460 of the proposed WIOA regulations are to be made available within that framework. WIOA §129(c)(1)

Through intensive assessment, mentoring and coaching, a career plan and career pathway will be developed with the WIOA youth participant. All 14 of the youth program elements will be available to youth participants within the region. The specific elements that will be utilized by each youth in achieving their career plan, will be customized and based upon the youth's assessed needs and career pathway. The specific program components are career-oriented and are directed at high school diploma/GED attainment, post-secondary/advanced education, military enlistment, or unsubsidized employment. All youth who are deemed to be basic skills deficient (reading, math, or language skills below the 9th grade level), will receive basic skills instruction.

During the competitive procurement process, the proposals will be required to address each of the 14 elements to provide information on how each will be made available to youth participants. Letters of support will be required for elements that will be made available through other agencies. Proposals and contracts will ensure all elements are made available. Internal monitors will review service provider contracts and ensure the 14 elements are being addressed.

- A. **Definition of the term “a youth who is unable to compute or solve problems, or read, write, or speak English at a level necessary to function on the job, in the individual's family, or in society.”** Describe how the local board defines whether a youth is unable to demonstrate these skills well enough to function on the job, in their family, or in society and what assessment instruments are used to make this determination. 20 C.F.R. §681.290

Escarosa shall define the above as a youth who meets **one** of the below criteria:

- 1) Reading or math or language comprehension at or below the 8th grade level as indicated on the Test for Adult Basic Education (TABE) assessment tool **or** the

Wonderlic assessment which measures thinking/logical capabilities. Wonderlic is an approved Department of Education assessment instrument.

- 2) A youth unable to compute or solve math problems to include word problems at or below the 8th grade level as indicated on the TABE assessment tool.
- 3) In interacting with the youth, the Teacher or Youth Case Manager or One Stop Center staff or Designated Youth Provider as approved by Escarosa, is unable to communicate in English with the youth via everyday conversation/interaction. Escarosa feels that if the youth cannot interact in a social or professional situation with professional staff that the youth would not be capable of sustaining a job or functioning in society. This shall be attested to by the Teacher, Youth Case Manager, One Stop Center staff or Escarosa designated Youth Provider.
- 4) Has been determined by the School District as having limited English and the youth has been placed in an English Speaking Other Language (ESOL) or English Language Learner (ELL) or Limited English Proficiency (LEP) program within the district.

B. **Definition of “requires additional assistance.”** Describe how the local board defines the term “requires additional assistance” used in determining eligibility for WIOA-funded youth programs.
20 CFR §681.300

Escarosa shall define the above as a youth who meets one of the below criteria:

- 1) The youth has reading, language or math skills level at or below the 8th grade as indicated on the TABE assessment tool.
- 2) Youth who are over the age of 18 who have no previous work history and/or less than 180 consecutive days of employment as documented by employer records, pay records or State system such as Suntax.
- 3) Youth that have one or more biological parent incarcerated, institutionalized or sentenced by a court of law to incarceration/institutionalization for more than one year. Documentation provided by court, institution or Department of Corrections.
- 4) Youth who have been victims of domestic violence or intimate partner violence as documented by local law enforcement or Favor House.
- 5) Is an individual who receives or is a member of a family that has received any form of public assistance for more than 6 consecutive months.

REGIONAL PLANNING ANALYSIS

The Workforce Innovation and Opportunity Act (WIOA) provides for a new regional planning process designed to promote alignment with economic development and education, improved services to employers, workers and job seekers, improved performance in the delivery of workforce services and more efficient delivery of services through coordinated administrative arrangements. The CareerSource Florida Network and its partners have a unique opportunity to engage in regional planning in order to meet the goals of both WIOA and, more importantly, Florida's vision for talent development.

Please describe your strategy toward analyzing potential WIOA planning regions as defined in WIOA section 106(a)(2). Such strategy should include, but not be limited to:

- (1) An analysis of the regional economy, labor market areas, and industry sectors in a region that include your local area

Although unemployment data may indicate that the recession is over, Bureau of Labor Market Statistics show that the majority of the top 15 existing demand occupations are low-skill occupations characterized by relatively low wages and high rates of worker turnover. The top five existing demand occupations are related to customer service and hospitality which cater to our region's retirees and tourists.

Specifically: Leisure and Hospitality - In September 2015, the employment was 22,800 in this sector. The over the year change was +700 jobs (+3.2%). The number of jobs in this sector has been trending upwards over the past 5 years.

Education and Health Services - In September 2015, the employment was 28,000. The over the year change was +700 jobs (+2.6%). The number of jobs in this sector has been trending upward for over two decades.

Combined food preparation and serving workers, including fast food workers is the top existing demand occupation. Two of the top demand occupations are the healthcare occupations registered nurses and nursing assistant occupations, with 2,969 projected openings between 2015 and 2023

Emerging Occupations: According to the Bureau of Labor Market Statistics, Emerging occupations occur in the healthcare and professional services industry sectors, which follow the overall Florida statewide distribution of top emerging occupations.

Based on recent economic development trends, occupations related to advanced manufacturing/assembly, financial services, Information Technology and skilled trades are also in the emerging category. The number of jobs in the manufacturing sector has been trending upwards over the past five years. The recent announcement of AIRBUS' first U.S. Final

Assembly Line (FAL) in neighboring Mobile, AL has resulted in an increased interest in our region from AIRBUS suppliers and additional opportunities for existing manufacturers in aviation and related fields. In addition, our region's legacy employers include major manufacturing facilities from companies such as: International Paper, Armstrong World Industries, GE, Ascend Performance Materials and PALL Corporation. These facilities and clustered industry support companies have seen resurgence in production and are applying advanced manufacturing technologies which require upgraded skills and are providing wealth creating jobs.

The financial services industry sector will see additional growth due to Navy Federal Credit Union's major expansion at their Pensacola location. The largest credit Union in the world, Navy Federal will employ 10,000 personnel over the next decade. Due to innovations in technology and financial service products, knowledge content for current and future financial service occupations is constantly changing and will require properly prepared employees.

Homeland Defense/Cybersecurity opportunities have increased due to a recent expansion at Pensacola's Department of Homeland Security operations. This expansion, coupled with the presence of the U.S. Navy's Center for Information Dominance (CID) which provides multi-service training for the military's cryptologic professionals and its related defense contract opportunities provides enhanced opportunities for employment in a variety of Information Technology/Cybersecurity occupations.

The growth in the construction industry sector is due to some extent to activities related to solar energy installation and recent new construction in both commercial and residential development in support of our region's growth.

Our regional and local economic development entities have developed "target industry" attraction strategies which focus efforts on those industries which are considered best fits for Northwest Florida. These targets were developed using research-based methods and third party consultation.

These targets include:

Advanced Manufacturing

Aviation/Aerospace

Defense/Homeland and Cybersecurity

Health Services

Information Technology and Business Process Outsourcing (BPO)

Transportation, Logistics, Distribution

LWDA1 has been involved in the strategic planning processes to develop these targets and considers each of these as potential emerging industries which will provide additional employment opportunities and training challenges for the future.

Also refer to Attachment C.

(2) Specific milestones and timelines for consultation with:

A. Other local workforce development boards:

Local Workforce Development Areas 1 – 4 met on February 19, 2016 at the Ft. Walton Beach One Stop Center. The four directors discussed the plan and local initiatives. In addition, the Directors have met on several occasions in conjunction with other meetings that were convened by Florida's Great Northwest. LWDA 1 and 2 also met to discuss sharing of resources to support Information Technology needs of the two workforce areas. Beginning in July, it is expected that the Network Systems Administrator for Escarosa will also assist LWDA 2 – Okaloosa/Walton with their IT needs.

B. Local elected officials

Our CEOs were notified of the rough draft of the plan and the plan timelines on February 26, 2016. In addition, the final draft of the plan was provided to them on March 11, 2016. The CEOs were asked to review the rough draft and draft plan and provide comments throughout the process. At the conclusion of the public comment period, April 8, 2016, any public comments received and the final plan were presented to both Boards of County Commissioners for final approval.

C. Economic development organizations;

Both economic development entities were notified of the rough draft of the plan and the plan timelines on February 26, 2016. In addition, the final draft of the plan was provided to them on March 11, 2016. The EDs were asked to review the rough draft and draft plan and provide comments throughout the process. The incoming Director for Escarosa was previously heavily involved in economic development throughout northwest Florida through his employment at Gulf Power. He also reached out to his partners and provided them the timelines and discussed the plan document prior to it being finalized.

D. Core and mandatory one-stop partners for potential regional implications;

A One Stop Consortium meeting was held on February 24, 2016. The members were notified of the rough draft of the plan and the plan which became available on February 26, 2016. In addition, the final draft of the plan was provided to them on March 11, 2016. The Consortium members were asked to review the rough draft and draft plan and provide comments throughout the process.

E. Analysis of coordination of services with potential regional implications.

LWDAs 1 -4 meet quarterly to discuss services and programs and how to coordinate within northwest Florida. In addition to these meetings, LWDA 1 and 2 have jointly hosted veteran job fairs that cross our two regions and have jointly participated in US Chamber Hire our Heroes job fairs. In addition, LWDA 2 is normally invited by our two economic development entities to meetings with site consultants and businesses looking to move to our area. Escarosa will also provide IT support to LWDA 2 through our IT department. The four LWDAs interact with Florida's Great Northwest for economic development initiatives and understand our shared labor market areas and commuting patterns. The LWDAs have been involved with Florida's Great Northwest and are also meeting independently. LWDAs 1-4 have/will participate as follows:

January 11	Meeting with regional/local economic development partners regarding comprehensive regional planning involving all topics from geographical strengths to roadways, social services, business climate, etc. There was consensus to move forward with a regional planning effort to stretch over the course of the year. State workforce partners presented their mission/programs.
February 18	Second Regional planning meeting; each county gave an overview including workforce and labor market information relative to planning.
February 19	Meeting of the Northwest Florida Workforce Consortium to discuss planning efforts, plan development and partner development.
March 17	Next meeting with regional planning partners
April	Regional Planning and Consortium meeting to discuss common labor market trends and service delivery methods. Final meeting to share local plan information prior to approval.
May	Regional Planning and development of consortium agreement of cross over services..
June	Regional Planning and Consortium meeting to finalize cross over services agreement and LMI for the consortium.

PUBLIC COMMENT PROCESS

Please describe the process used, in accordance with the five criteria below, to provide an opportunity for public comment and input into the development of the local plan:

- (1)** Make copies of the proposed local plan available to the public through electronic and other means, such as public hearings and local news media. WIOA §108(d)(1)

A rough draft of the plan was made available to our CEOs, Escarosa Board of Directors, local partner Boards with which the Director is a member (Transportation, Early Learning Coalitions, Homeless, etc.), One Stop Consortium members, Economic Development, Education, Vocational Rehabilitation and others on February 26, 2016. The Final Draft was advertised in the local paper and media through Public Service Announcement disbursements; and the previously mentioned entities noted above, and posted to our website on March 11, 2016. This began the public comment period of 30 days.

- (2)** Provide no more than a 30-day period for comment on the plan before its submission to the Governor, beginning on the date on which the proposed plan is made available, prior to its submission to the Governor. WIOA §108(d)(2)

The 30-day public comment period began on March 11, 2016 and closed on April 9, 2016. All comments were required to be in writing and provided to the Executive Director via email or regular postal service.

- (3)** Provide a description of the process used by the board to obtain input and comment by representatives of businesses and labor organizations for the development of the plan. WIOA §108(d)(2)

Escarosa has two labor representatives on the Board of Directors who were provided the documents within the timelines noted above in (1). The Pensacola Chamber of Commerce and the Santa Rosa Chamber of Commerce were also provided the same notices of the plan document within the above timelines to share with their members and partners. Comments were solicited from all of the above entities and members.

- (4)** Describe any other efforts to coordinate with other workforce partners to obtain input into the development of the plan.

Other workforce partners included those who are members of the One Stop Consortium; other community entities; and organizations that are closely aligned with our services and/or referral processes previously mentioned in the document.

- (5) Include, as an attachment with the plan to the Governor, any comments that express disagreement, the LWDB's response to those comments, and a copy of the published notice. WIOA §108(d)(3)

Any public comments received are included in **Attachment G**.

SIGNATURE PAGE

This plan represents the efforts of CareerSource Escarosa to implement the Workforce Innovation and Opportunity Act in the following counties:

- Santa Rosa County

We will operate in accordance with this plan and applicable federal and state laws, rules, and regulations.

Workforce Development Board Chair

Signature

Scott Ginnetti - Chair

Date

Chief Elected Official

Signature

Lane Lynchard - Chair

Date

This plan represents the efforts of CareerSource Escarosa to implement the Workforce Innovation and Opportunity Act in the following counties:

- Escambia County

We will operate in accordance with this plan and applicable federal and state laws, rules, and regulations.

Workforce Development Board Chair

Signature
Scott Ginnetti - Chair

Date

**Board of County Commissioners
Escambia County, Florida**

Signature
Grover C. Robinson, IV, Chairman

Date

ATTEST: Pam Childers
Clerk of the Circuit Court

Deputy Clerk

Approved as to form and legal
sufficiency.

By/Title: 

Date: 7/11/16

CAREERSOURCE ESCAROSA
LOCAL WORKFORCE DEVELOPMENT PLAN

ATTACHMENT A
INTERLOCAL AGREEMENT

**WORKFORCE INVESTMENT ACT
INTERLOCAL AGREEMENT
BETWEEN
SANTA ROSA COUNTY BOARD OF COMMISSIONERS
ESCAMBIA COUNTY BOARD OF COMMISSIONERS
WORKFORCE ESCAROSA, INC.**

This Inter-Local Agreement (hereinafter Agreement) is made and entered into by and between the Santa Rosa County Board of Commissioners (hereinafter Santa Rosa), the Escambia County Board of Commissioners (hereinafter Escambia), and Workforce Escarosa, Inc. (hereinafter Escarosa). Escarosa shall act as the regional workforce investment board for the two county area which constitutes Region I for the State of Florida under Workforce Florida, Inc. (WFI), and the Department of Economic Opportunity (DEO).

WHEREAS, the Workforce Investment Act of 1998, Public Law 105-220 (hereinafter Act), authorizes the expenditure of federal funds for adult, dislocated workers and youth programs as locally determined by Escarosa in coordination with Escambia and Santa Rosa; and

WHEREAS, the counties of Santa Rosa and Escambia were designated by the Governor of the State of Florida in 1996, as a two county Region.

NOW, therefore, the parties to this Agreement hereby agree:

I. Designation of Region I, Local Regional Workforce Board

- A) Escambia and Santa Rosa agree to the designation of the two counties as Region I for the delivery of services under the Act and consent to the continuation of Escarosa for the purposes of setting policy and overseeing services authorized by the Act.

II. Authorities and Responsibilities of Escambia and Santa Rosa:

- A) Santa Rosa and Escambia hereby consent to make appointments to the Board of Directors for Escarosa as described under items "B" and "C" below.
- B) A general purpose business organization shall collect nominations for private sector membership for Escarosa as vacancies and expirations of terms occur in accordance with the Act and submit those nominations to Escambia and Santa Rosa in accordance with the county to be represented, for approval. Escarosa shall strive to assure that the make-up of the Board provides equitable representation of the Region. Private sector representative nominees shall be owners of business concerns, chief executives or chief operating officers of non-governmental employers, or other private sector executives who have substantial management of policy responsibility. Nominations to fill vacancies and replace Board members whose terms have expired shall be made in a way that will work to maintain equitable representation as vacancies occur.

- C) Santa Rosa and Escambia hereby agree that fifty percent (50%) of the private sector members of Escarosa shall reside and/or own a business or work in Santa Rosa County, and fifty percent (50%) of the private sector members of the Board shall reside in Escambia County.
- D) Escambia and Santa Rosa shall be responsible for the approval of the Workforce Investment Services Plan as prepared every two to five years or as required by USDOL, WFI or DEO. Escarosa shall be responsible for any notifications of change or modifications necessary to keep the Plan current, and shall submit any changes or modifications to the County Commissioners, as required for information.
- E) The Santa Rosa and Escambia County Commissioners shall review appointments made to the Youth Council by Escarosa and may make recommendations, nominations and/or appointments to the Youth Council, as they deem necessary.
- F) Each Board of County Commissioners shall identify and designate an individual to serve as their designee on the Escarosa Board of Directors. The designee shall be an ex-officio, non-voting member.
- G) Each Board of County Commissioners shall have the authority to remove a Board Member for cause which was appointed by that Commission for their specific county to the Escarosa Board of Directors. Cause may include, but is not limited to, conviction of a crime involving moral turpitude or dishonesty; and/or intentional and flagrant violation of County or Escarosa standard of conduct to include ethical violations; and/or any conduct the Commissioners determine to be detrimental to Escarosa and/or the County or to the purposes and objectives of the workforce development system. Removal of the Chair or an Officer of the Board requires approval by both Escambia and Santa Rosa County Commissioners for his/her removal

III. Responsibilities of Escarosa Board of Directors:

- A) Escarosa shall prepare a Workforce Investment Services Plan (Plan) and any modifications thereof, for each two to five year planning period in accordance with the Act or as required by USDOL, WFI, or DEO, and submit that Plan for approval to Escambia and Santa Rosa.
- B) Escarosa will develop the Local Elected Official Interlocal Agreement (hereinafter Interlocal) as required by the Act, and submit to both Boards of County Commissioners for approval and signature.
- C) The By-Laws of Escarosa shall provide for up to 40 total members, of which 51% shall be private sector representatives, with the remaining membership to be composed of representatives from education, Department of Children and Family Services, veterans organizations, U.S. Military Liaison, Organized Labor, Vocational Rehabilitation, and community organizations representing the disabled population, or other related entities as required by the Act or as may be permitted or required by

state statute or regulation. The members shall be appointed for fixed terms and may serve until their successors are appointed.

- D) Escarosa shall be designated as the administrative entity, the fiscal agent and local regional workforce board with responsibilities to include, but not limited to, the oversight for the delivery of all federal employment and training services; development of an Annual Budget; establishment of the One Stop Centers; and selection of service providers, as assigned by the Act or the State of Florida.
- E) Escarosa agrees to operate in accordance with the Act and other applicable federal and state statutes and regulations.
- F) Escarosa shall negotiate and establish local performance standards with the State of Florida as required by WIA. Once standards have been negotiated and approved by Escarosa, these shall be provided to both Boards of County Commissioners for review and information.
- G) Escarosa shall select the One Stop Operator for the three One Stop Centers located in Pensacola, Milton, and Century, to be known as the Workforce Escarosa Career Centers. Escarosa shall submit the name(s) of the One Stop Operator to both Boards of county Commissioners for review. At the discretion of the County Commissioners, input may be provided and recommendations made regarding this item to Escarosa. Final selection shall be made by Escarosa. At this point in time, the One Stop Operator will continue to be a consortium of three or more of the required partners and shall include Pensacola State College, Santa Rosa County School District, Escambia County School District, Department of Economic Opportunity (DEO), Vocational Rehabilitation, and the Department of Children and Family Services. This consortium has been in place for the previous eight (8) years and continues to work well as the One Stop Operator for our Career Centers.
- H) Escarosa shall make available to the Commissioners and the general public through its website, www.workforceescarosa.com: the audit conducted in accordance with OMB Circular A-133/Single Audit Act annually; Office of Compliance Monitoring reports as they occur and are received; and Board of Directors meeting packets, minutes, summary of financial statements, and budgets, as they are presented to the Board. It is also understood that the Boards of County Commissioners may direct its staff to conduct audits and monitoring of any records of Escarosa; question any expenses or items noted in the budget; attend any and all meetings; and require other information as they deem necessary.

IV. Terms of Agreement:

- A) The terms of this Agreement commence effective on the date signed by all parties and shall run through June 30, 2015. This Agreement shall automatically renew for a subsequent two year period, unless either party notifies the other of its intention not to renew, at least one hundred eighty (180) days prior to the expiration of any two year

period. Upon proper execution, the Agreement will be legally valid and binding upon date of approval.

B) This Interlocal Agreement and any subsequent amendments thereto shall become effective upon filing with the Clerks of the Circuit Court for Escambia and Santa Rosa Counties.

**ESCAMBIA COUNTY BOARD
OF COUNTY COMMISSIONERS**

By: Wilson B. Robertson
Wilson B. Robertson, Chairman

Date: March 1, 2012



ATTEST: Ernie Lee Magaha
Clerk of the Circuit Court

Doris Harris
Deputy Clerk

BCC Approved: March 1, 2012

WORKFORCE ESCAROSA, INC.

By: Jay Overman
Jay Overman, Chairman

Date: 2/24/12

ATTEST: Annette D'Isa
Secretary/Treasurer

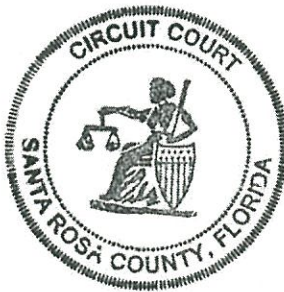
Annette D'Isa

**SANTA ROSA COUNTY BOARD
OF COUNTY COMMISSIONERS**

By: Jim Williamson
Jim Williamson, Chairman

Date: 2-17-2012

ATTEST: Mary M. Johnson
Clerk of the Circuit Court



Mary M. Johnson
Clerk

BCC Approved: 2/9/12

This document approved as to form
and legal sufficiency

By: [Signature]

Title: [Signature]

Date: 2/29/12

CAREERSOURCE ESCAROSA
LOCAL WORKFORCE DEVELOPMENT PLAN

ATTACHMENT B
BY-LAWS

WORKFORCE ESCAROSA, INC.

BY-LAWS

ARTICLE I

NAME OF ORGANIZATION

The name of this organization shall be Workforce Escarosa, Inc., dba CareerSource Escarosa, hereinafter referred to as Escarosa.

ARTICLE II

MEETINGS OF DIRECTORS

Section 1. Annual Meeting. The annual meeting of the Directors of this corporation shall be held in the first or second quarter of each fiscal year; if regulations and funding permits. Due to language applied during the 2010 legislative session, the annual meeting may be waived at the discretion of the Board of Directors.

Section 2. Special Meetings. Special meetings of the Directors shall be held when directed by the Chairman, or, in his absence, the Vice-Chairman or, in the absence of both the Chairman and Vice Chairman, upon the call of the Secretary or the Treasurer of the Corporation.

Section 3. Place. Meetings of Directors of this corporation may be held within either Escambia or Santa Rosa County.

Section 4. Notice. A notice of each meeting of Directors shall be provided to each Director at his or her address which may include e-mail addresses, as the case may be, as such appears on the records of the corporation at the time any such notice is mailed. The notice shall state the purpose of the meeting and the time and place it is to be held.

Section 5. Voting. Each Director shall be entitled to one vote upon each motion or issue placed before a meeting for decision or resolution by the vote of the Directors. No proxy votes shall be allowed. Items regarding membership contracts require a two-thirds (2/3rds) majority vote of members present when a quorum has been established. All contracts with current board members must be in compliance with the Workforce Florida, Inc., Contracting policy as Modified in August, 2011. All other action items/issues brought before the board require a simple majority vote.

Section 6. Quorum. Forty percent (40%) plus one of the Directors entitled to vote shall constitute a quorum at any Directors' meeting. Members participating by webinar/teleconferencing shall be counted present and shall be included in the count to determine a quorum. Members participating by webinar/teleconferencing shall be entitled to vote as members who are physically present at the meeting. If less than a quorum exists, the Chairman may continue the meeting for information and discussion only; or adjourn the meeting at his/her discretion with no action taken by members present.

Section 7. Attendance. The Chairman is authorized to request a replacement appointment for any member of the Board of Directors who has had unexcused absences for three or more consecutive meetings of the Board. For the purpose of this section, a member who is absent, but who is represented by a designee, shall be counted as an excused absence. The Chairman shall make the final determination whether non-attendance is excused or unexcused for all other absences of members.

ARTICLE III

DIRECTORS

Section 1. Function. The business of this corporation shall be managed and its corporate powers exercised by the Board of Directors.

Section 2. Number. Board membership shall be in compliance with all applicable federal and state requirements, and shall not exceed twenty-seven (27) members.

Section 3. Membership. The categories of membership shall be defined by the State of Florida through Workforce Florida, Inc. Board of Directors, as approved by the Governor. Members are expected to be the Chief Executive, Chief Operations Officer, Agency Head, owner of business (private sector) or other executive with substantial management or policy responsibility. Over 50% of the membership shall be from the private sector.

Section 4. Election and Term. Consistent with the Articles of Incorporation, the term of membership for each member of the Board of Directors shall commence on the 1st day of July of the year in which each such member is appointed, unless the member is appointed by the County Commissioners during the year to fill vacancies which may occur at any given point in time. Unless otherwise provided in the Articles of Incorporation, each term of membership shall be for staggered terms of one (1), two (2), or three (3) years for the initial member with three (3) year terms thereafter.

Section 5. Extensions. Upon review and approval of the Nominating Committee, the request for extensions will be sent to the Escambia or Santa Rosa County Board of Commissioners for approval.

Section 6. Vacancy. Vacancies in the Board of Directors shall be filled through the Escambia and Santa Rosa County Boards of Commissioners. Nominations for private sector members should be from general purpose business organizations. All other nominations must be by an agency, organization or non-profit corporation.

Section 7. Time of Meeting. The Board of Directors shall meet at least once per quarter. The first (1st) quarter Board of Directors meeting may be combined with the annual meeting of Directors, as provided in ARTICLE II, section 1, hereof. Special meetings of the Board of Directors may be called by the Chairperson; or in his/her absence by the Vice Chairperson; or in the absence of both the Chairperson and Vice Chairperson - - by the Secretary or Treasurer. The specific date and time for Board of Directors meetings shall be as fixed by the Board of Directors. Notice of each

meeting shall be given to each Director not less than forty-eight (48) hours before the meeting unless each Director shall waive notice thereof before, at, or after the meeting.

Section 8. Removal of a Member for Cause. Consistent with 29 U.S.C. 1512(f), a Board member may be removed from office before the expiration of his or her term for cause upon the affirmative vote of two-thirds (2/3) of the Board at a legally called Board of Directors meeting. For purposes hereof, "cause" shall be defined as:

- a. Conviction of a crime involving moral turpitude or dishonesty;
- b. An intentional and flagrant violation of Escarosa standard of conduct or any rules promulgated thereunder;

or

- c. Any conduct which 2/3 of the membership determines to be significantly detrimental to Escarosa or to the purposes and objectives of the workforce development system.

Before any final vote is taken by the Board on the question of removal or not of a Board member, such member shall first be advised in writing of the alleged cause for which his or her removal is sought no later than fifteen (15) days prior to the Board meeting, at which such final action is taken. At such meeting, the Board member sought to be removed shall be afforded the opportunity to be heard.

Section 9. Conflict of Interest of Members. The Board of Directors has elected to adopt the guidelines as issued by the U.S. Department of Labor, Training and Employment Guidance Letter (TEGL) No. 35-10, issued June 16, 2011.

ARTICLE IV

OFFICERS

Section 1. Officers. This corporation shall have a Chairman who shall be a Director. He/she shall be chosen by the Board of Directors prior to July 1st and shall serve

until his/her successor is chosen and qualifies, but shall not serve more than two, two-year terms (total of four years) in accordance with Florida Workforce Investment Act 2000. All other officers and agents shall be chosen, serve for such terms, and have such duties as may be determined by the Board of Directors.

The Board of Directors may establish additional officers for the corporation at a regular meeting of the Board of Directors or at a special meeting held for that purpose. However, in no event shall the Board of Directors establish an officer greater than that of the Chairman of the Corporation.

Section 2. Chairman. The Chairman shall be the chief elected officer of the corporation, shall have general oversight of the business and affairs of the corporation subject to the directives of the Board of Directors and shall preside at all meetings of the Board of Directors.

Section 3. Vice-Chairman. The Vice-Chairman shall, in the absence and inability of the Chairman to serve, exercise and discharge all the powers and duties of the Chairman and act in the Chairman's stead.

Section 4. Secretary and Treasurer. The Secretary shall review meeting minutes for submittal to the Board of Directors and shall sign all Board meeting minutes upon approval by the Board of Directors.

The Treasurer shall have access to all of the corporate records including the financial records; shall review all corporate funds and financial records, shall review accounts of receipts and disbursements and render reports thereof at the meetings of the Board of Directors, at his/her discretion; and whenever else required by the Board of Directors or Chairman.

ARTICLE V

STAFF

The corporation may hire or lease staff to serve the specific needs of the corporation.

ARTICLE VI

COMMITTEES

The officers, past chair, and the standing Committee Chairperson(s), as selected by the Chairman of the Corporation, shall constitute the Executive Committee. The Executive Committee shall act as the Financial/Audit Committee and Personnel Committee, and shall act on behalf of the Board for special circumstances if given the authority to do so by the Board of Directors. The Chairman may appoint all Committees for the proper management of the business of the corporation. The Chairpersons of all Committees shall be members of the Board of Directors. Other Committee members must be members of the Board of Directors, except in the case of the Youth Development Council which includes Board of Directors and non-Board of Directors as members.

Each Committee shall meet at least bi-annually or as required to conduct business, and report to the Board of Directors at the next scheduled Board of Director's meeting.

The work, duties, and functions of each such Committee shall be as prescribed by the Board of Directors.

ARTICLE VII

SEAL

Escarosa does not have a corporate seal; therefore this section is inapplicable.

ARTICLE VIII

AMENDMENT

These By-laws may be amended solely by the affirmative vote of at least one vote more than 50% of the entire membership of the Board of Directors at any meeting duly and properly called.

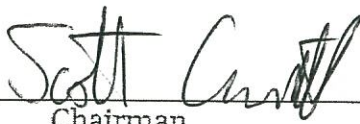
ARTICLE IX

MISCELLANEOUS

Section 1. Fiscal Year. The fiscal year of the Corporation shall commence on July 1 and end on June 30 of the next ensuing year.

Section 2. Annual Review of By-laws. The Executive Committee shall at least annually review these By-laws and report thereon to the Board of Directors.

WORKFORCE ESCAROSA, INC.


Chairman

Attest:


Secretary

Revised: May 29, 2014

CAREERSOURCE ESCAROSA LOCAL
WORKFORCE DEVELOPMENT PLAN

ATTACHMENT C
ECONOMIC CONDITIONS
HAAS CENTER STATISTICS

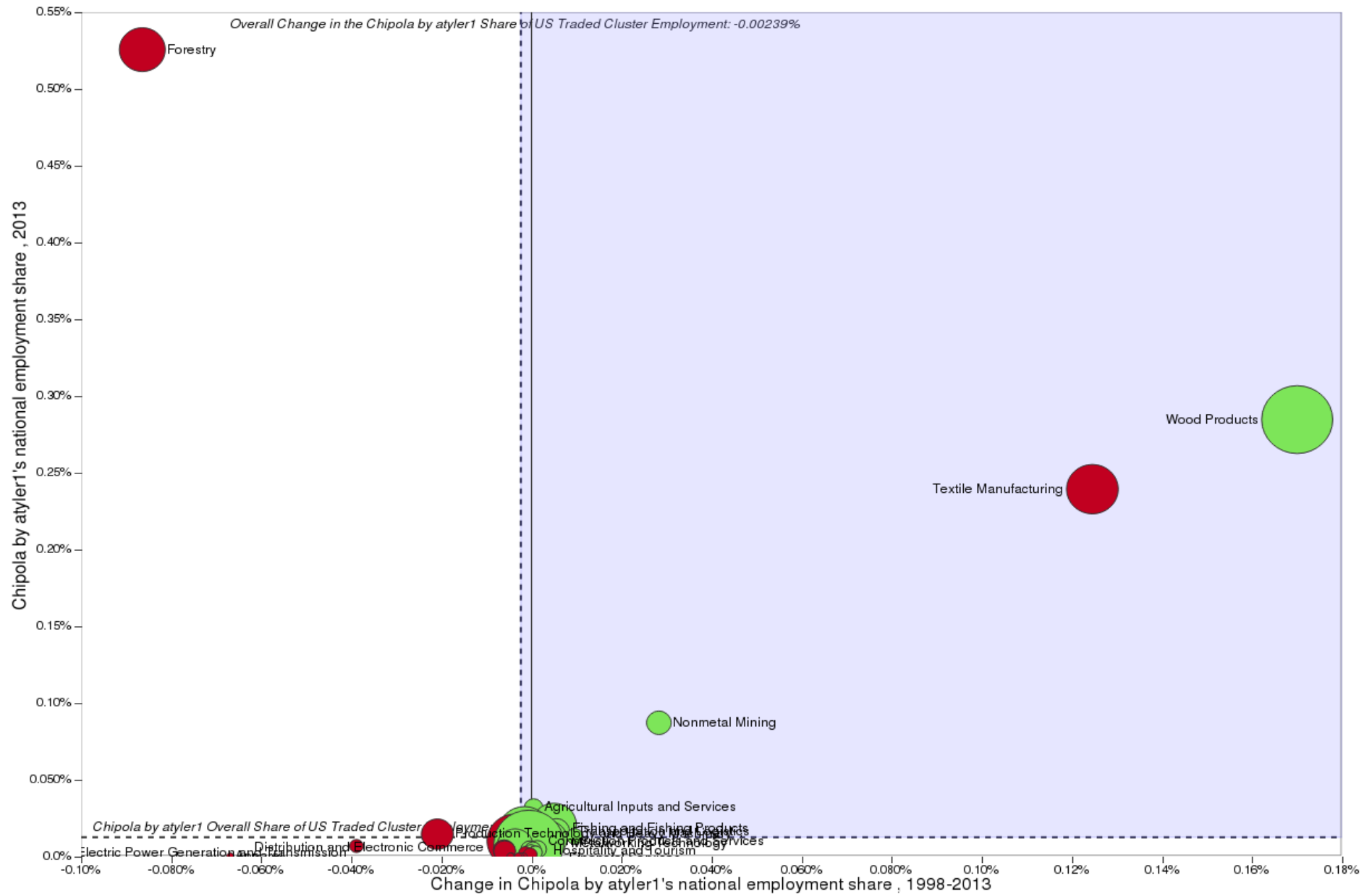
Chipola by atyler1

Specialization by Traded Cluster, 1998 to 2013

Click on a bubble or click and drag a box around an area to zoom.

Employment
1998-2013

- Added Jobs
- Lost Jobs



The sizes of circles in the chart are proportional to employment.

Demographic Profile
CareerSource Chipola

2015 Full-time Resident Population by County

Calhoun	Holmes	Jackson	Liberty	Washington	Total
14,932	20,085	49,536	8,607	24,898	118,058

Educational Attainment of Adult Population ages 25 and up

Education level	2015	2022	2015 % of Population	2015 % of State Population	2015 % of National Population
Less than 9th Grade	7,710	8,406	9%	6%	7%
9th Grade to 12th Grade	13,744	14,706	16%	8%	8%
High School Diploma	31,988	32,280	38%	30%	28%
Some College	16,258	15,534	20%	21%	21%
Associate's Degree	4,777	4,839	6%	9%	8%
Bachelor's Degree	5,267	4,706	6%	17%	18%
Graduate Degree or Higher	3,570	3,773	4%	9%	11%
Total	83,314	84,244		14,251,331	215,977,427

Cohort Totals

Area	2015	2022	Change	% Change
CareerSource Chipola	115,674	114,962	-712	-1%
State	20,122,020	21,316,356	1,194,336	6%
Nation	321,252,743	332,585,447	11,332,704	4%

Population by Age Cohort

Age Cohort	2015 Population	2022 Population	Change	% Change	2015 % of Cohort
Under 5 years	5,766	5,836	70	1%	4.98%
5 to 9 years	6,366	5,852	(514)	(8%)	5.50%
10 to 14 years	6,247	6,203	(44)	(1%)	5.40%
15 to 19 years	6,504	6,265	(239)	(4%)	5.62%
20 to 24 years	7,477	6,563	(914)	(12%)	6.46%
25 to 29 years	7,736	6,987	(749)	(10%)	6.69%
30 to 34 years	7,757	7,744	(13)	0%	6.71%

Age Cohort	2015 Population	2022 Population	Change	% Change	2015 % of Cohort
35 to 39 years	7,666	7,743	77	1%	6.63%
40 to 44 years	7,978	7,500	(478)	(6%)	6.90%
45 to 49 years	8,035	7,791	(244)	(3%)	6.95%
50 to 54 years	8,224	7,725	(499)	(6%)	7.11%
55 to 59 years	8,075	7,832	(243)	(3%)	6.98%
60 to 64 years	7,340	7,890	550	7%	6.35%
65 to 69 years	6,420	7,100	680	11%	5.55%
70 to 74 years	5,367	5,924	557	10%	4.64%
75 to 79 years	3,924	4,519	595	15%	3.39%
80 to 84 years	2,564	3,099	535	21%	2.22%
85 years and over	2,226	2,388	162	7%	1.92%
Total	115,674	114,962	(712)	(1%)	100.00%

Source: QCEW Employees – EMSI 2015.4 Class of Worker

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
1132	Forest Nurseries and Gathering of Forest Products	17	20	3	18%	50.33
3211	Sawmills and Wood Preservation	460	512	52	11%	26.67
1131	Timber Tract Operations	23	20	(3)	(13%)	23.52
1133	Logging	301	277	(24)	(8%)	20.12
6239	Other Residential Care Facilities	395	449	54	14%	12.54
2123	Nonmetallic Mineral Mining and Quarrying	118	169	51	43%	9.34
5612	Facilities Support Services	172	262	90	52%	7.99
9029	State Government, Excluding Education and Hospitals	3,670	3,586	(84)	(2%)	7.76
2373	Highway, Street, and Bridge Construction	372	469	97	26%	6.67
6243	Vocational Rehabilitation Services	302	363	61	20%	4.92
3219	Other Wood Product Manufacturing	173	185	12	7%	4.26
4248	Beer, Wine, and Distilled Alcoholic Beverage Merchant Wholesalers	106	179	73	69%	3.79
7112	Spectator Sports	136	149	13	10%	3.66
3362	Motor Vehicle Body and Trailer Manufacturing	71	114	43	61%	3.65
2211	Electric Power Generation, Transmission and Distribution	277	279	2	1%	3.53
4931	Warehousing and Storage	454	609	155	34%	3.45
6231	Nursing Care Facilities (Skilled Nursing Facilities)	1,048	1,266	218	21%	3.44
7132	Gambling Industries	63	93	30	48%	3.11
4882	Support Activities for Rail Transportation	16	23	7	44%	2.93
3334	Ventilation, Heating, Air-Conditioning, and Commercial Refrigeration Equipment Manufacturing	38	70	32	84%	2.81
4531	Florists	26	32	6	23%	2.76
8122	Death Care Services	74	80	6	8%	2.70
4413	Automotive Parts, Accessories, and Tire Stores	269	320	51	19%	2.65
4884	Support Activities for Road Transportation	48	66	18	38%	2.57
4529	Other General Merchandise Stores	1,016	1,108	92	9%	2.52
4859	Other Transit and Ground Passenger Transportation	56	59	3	5%	2.25
4471	Gasoline Stations	412	385	(27)	(7%)	2.12
2381	Foundation, Structure, and Building Exterior Contractors	346	424	78	23%	2.06
1141	Fishing	15	12	(3)	(20%)	2.03
4247	Petroleum and Petroleum Products Merchant Wholesalers	69	43	(26)	(38%)	2.00
9036	Education and Hospitals (Local Government)	3,492	3,604	112	3%	2.00

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
3222	Converted Paper Product Manufacturing	72	98	26	36%	1.98
2389	Other Specialty Trade Contractors	342	366	24	7%	1.79
4421	Furniture Stores	70	81	11	16%	1.76
5622	Waste Treatment and Disposal	38	32	(6)	(16%)	1.68
3273	Cement and Concrete Product Manufacturing	30	67	37	123%	1.68
8131	Religious Organizations	557	618	61	11%	1.64
9039	Local Government, Excluding Education and Hospitals	1,804	1,876	72	4%	1.61
1153	Support Activities for Forestry	<10	<10	Insf. Data	Insf. Data	1.52
2379	Other Heavy and Civil Engineering Construction	39	39	0	0%	1.48
4231	Motor Vehicle and Motor Vehicle Parts and Supplies Merchant Wholesalers	96	102	6	6%	1.47
7212	RV (Recreational Vehicle) Parks and Recreational Camps	14	19	5	36%	1.45
4451	Grocery Stores	751	809	58	8%	1.43
8133	Social Advocacy Organizations	68	69	1	1%	1.42
4442	Lawn and Garden Equipment and Supplies Stores	40	46	6	15%	1.40
4841	General Freight Trucking	311	337	26	8%	1.36
6244	Child Day Care Services	326	357	31	10%	1.35
3141	Textile Furnishings Mills	219	<10	Insf. Data	Insf. Data	1.34
4441	Building Material and Supplies Dealers	283	317	34	12%	1.33
5322	Consumer Goods Rental	28	46	18	64%	1.33
3212	Veneer, Plywood, and Engineered Wood Product Manufacturing	15	19	4	27%	1.32
1110	Crop Production	220	221	1	0%	1.30
1120	Animal Production and Aquaculture	87	103	16	18%	1.29
2382	Building Equipment Contractors	513	629	116	23%	1.28
8114	Personal and Household Goods Repair and Maintenance	35	38	3	9%	1.28
2372	Land Subdivision	41	10	(31)	(76%)	1.27
4512	Book Stores and News Dealers	13	16	3	23%	1.25
1151	Support Activities for Crop Production	110	119	9	8%	1.20
3132	Fabric Mills	<10	<10	Insf. Data	Insf. Data	1.15
5111	Newspaper, Periodical, Book, and Directory Publishers	65	81	16	25%	1.15
9011	Federal Government, Civilian	644	607	(37)	(6%)	1.12
1152	Support Activities for Animal Production	<10	<10	Insf. Data	Insf. Data	1.08

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
6216	Home Health Care Services	281	388	107	38%	1.06
4452	Specialty Food Stores	35	54	19	54%	1.05
2371	Utility System Construction	156	123	(33)	(21%)	1.05
5617	Services to Buildings and Dwellings	534	627	93	17%	1.03
7223	Special Food Services	179	170	(9)	(5%)	1.03
4422	Home Furnishings Stores	45	55	10	22%	1.02
4249	Miscellaneous Nondurable Goods Merchant Wholesalers	73	68	(5)	(7%)	1.01
2362	Nonresidential Building Construction	120	177	57	48%	1.00
4543	Direct Selling Establishments	46	39	(7)	(15%)	0.98
9026	Education and Hospitals (State Government)	634	624	(10)	(2%)	0.98
7225	Restaurants and Other Eating Places	1,871	2,063	192	10%	0.94
4461	Health and Personal Care Stores	201	216	15	7%	0.93
6213	Offices of Other Health Practitioners	184	215	31	17%	0.93
5221	Depository Credit Intermediation	319	328	9	3%	0.93
6212	Offices of Dentists	180	196	16	9%	0.90
2361	Residential Building Construction	244	215	(29)	(12%)	0.90
8112	Electronic and Precision Equipment Repair and Maintenance	18	24	6	33%	0.90
5171	Wired Telecommunications Carriers	108	103	(5)	(5%)	0.89
5413	Architectural, Engineering, and Related Services	238	298	60	25%	0.89
8111	Automotive Repair and Maintenance	200	204	4	2%	0.85
4539	Other Miscellaneous Store Retailers	63	64	1	2%	0.84
6219	Other Ambulatory Health Care Services	45	65	20	44%	0.83
2383	Building Finishing Contractors	192	197	5	3%	0.83
5242	Agencies, Brokerages, and Other Insurance Related Activities	218	243	25	11%	0.82
4411	Automobile Dealers	232	215	(17)	(7%)	0.81
8121	Personal Care Services	190	216	26	14%	0.81
8123	Drycleaning and Laundry Services	40	51	11	28%	0.81
4453	Beer, Wine, and Liquor Stores	32	25	(7)	(22%)	0.77
2213	Water, Sewage and Other Systems	<10	<10	Insf. Data	Insf. Data	0.75
4542	Vending Machine Operators	<10	<10	Insf. Data	Insf. Data	0.75
5323	General Rental Centers	10	<10	Insf. Data	Insf. Data	0.73

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
5412	Accounting, Tax Preparation, Bookkeeping, and Payroll Services	155	182	27	17%	0.72
5621	Waste Collection	21	29	8	38%	0.71
4842	Specialized Freight Trucking	58	73	15	26%	0.68
8113	Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance	35	38	3	9%	0.68
2122	Metal Ore Mining	<10	<10	Insf. Data	Insf. Data	0.66
4821	Rail Transportation	32	32	0	0%	0.66
6242	Community Food and Housing, and Emergency and Other Relief Services	15	24	9	60%	0.66
1142	Hunting and Trapping	<10	<10	Insf. Data	Insf. Data	0.66
3399	Other Miscellaneous Manufacturing	16	35	19	119%	0.61
6214	Outpatient Care Centers	125	119	(6)	(5%)	0.61
4244	Grocery and Related Product Merchant Wholesalers	62	93	31	50%	0.56
6223	Specialty (except Psychiatric and Substance Abuse) Hospitals	21	32	11	52%	0.55
3121	Beverage Manufacturing	17	24	7	41%	0.54
3329	Other Fabricated Metal Product Manufacturing	28	31	3	11%	0.53
6221	General Medical and Surgical Hospitals	464	528	64	14%	0.53
4238	Machinery, Equipment, and Supplies Merchant Wholesalers	69	75	6	9%	0.51
5311	Lessors of Real Estate	59	84	25	42%	0.50
5419	Other Professional, Scientific, and Technical Services	82	92	10	12%	0.50
4483	Jewelry, Luggage, and Leather Goods Stores	16	16	0	0%	0.50
5251	Insurance and Employee Benefit Funds	<10	0	Insf. Data	Insf. Data	0.49
5222	Nondepository Credit Intermediation	47	58	11	23%	0.48
5331	Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	<10	<10	Insf. Data	Insf. Data	0.48
4481	Clothing Stores	100	110	10	10%	0.47
5414	Specialized Design Services	19	28	9	47%	0.47
4881	Support Activities for Air Transportation	14	20	6	43%	0.47
9012	Federal Government, Military	191	192	1	1%	0.46
4533	Used Merchandise Stores	22	22	0	0%	0.45
4232	Furniture and Home Furnishing Merchant Wholesalers	<10	<10	Insf. Data	Insf. Data	0.45
7211	Traveler Accommodation	157	171	14	9%	0.44

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
4236	Household Appliances and Electrical and Electronic Goods Merchant Wholesalers	24	28	4	17%	0.43
6115	Technical and Trade Schools	<10	12	Insf. Data	Insf. Data	0.43
4412	Other Motor Vehicle Dealers	14	14	0	0%	0.43
6211	Offices of Physicians	267	258	(9)	(3%)	0.43
6215	Medical and Diagnostic Laboratories	17	27	10	59%	0.42
6113	Colleges, Universities, and Professional Schools	169	178	9	5%	0.41
3366	Ship and Boat Building	10	11	1	10%	0.41
4245	Farm Product Raw Material Merchant Wholesalers	10	<10	Insf. Data	Insf. Data	0.40
4239	Miscellaneous Durable Goods Merchant Wholesalers	29	28	(1)	(3%)	0.38
4872	Scenic and Sightseeing Transportation, Water	<10	<10	Insf. Data	Insf. Data	0.38
3112	Grain and Oilseed Milling	<10	<10	Insf. Data	Insf. Data	0.37
8141	Private Households	98	65	(33)	(34%)	0.36
4511	Sporting Goods, Hobby, and Musical Instrument Stores	39	42	3	8%	0.34
6111	Elementary and Secondary Schools	69	79	10	14%	0.33
4233	Lumber and Other Construction Materials Merchant Wholesalers	14	12	(2)	(14%)	0.31
5629	Remediation and Other Waste Management Services	<10	10	Insf. Data	Insf. Data	0.31
4532	Office Supplies, Stationery, and Gift Stores	19	17	(2)	(11%)	0.31
6241	Individual and Family Services	174	173	(1)	(1%)	0.30
3339	Other General Purpose Machinery Manufacturing	21	16	(5)	(24%)	0.29
5416	Management, Scientific, and Technical Consulting Services	87	115	28	32%	0.29
8129	Other Personal Services	21	24	3	14%	0.29
5615	Travel Arrangement and Reservation Services	10	12	2	20%	0.28
3391	Medical Equipment and Supplies Manufacturing	13	19	6	46%	0.28
4922	Local Messengers and Local Delivery	<10	<10	Insf. Data	Insf. Data	0.28
5411	Legal Services	76	69	(7)	(9%)	0.25
5223	Activities Related to Credit Intermediation	14	15	1	7%	0.24
5417	Scientific Research and Development Services	29	36	7	24%	0.24
4885	Freight Transportation Arrangement	<10	12	Insf. Data	Insf. Data	0.24
5152	Cable and Other Subscription Programming	<10	<10	Insf. Data	Insf. Data	0.23
5151	Radio and Television Broadcasting	15	10	(5)	(33%)	0.22
3352	Household Appliance Manufacturing	<10	<10	Insf. Data	Insf. Data	0.22

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
3115	Dairy Product Manufacturing	<10	<10	Insf. Data	Insf. Data	0.22
5313	Activities Related to Real Estate	48	38	(10)	(21%)	0.22
4482	Shoe Stores	16	<10	Insf. Data	Insf. Data	0.22
6116	Other Schools and Instruction	25	27	2	8%	0.22
5321	Automotive Equipment Rental and Leasing	<10	<10	Insf. Data	Insf. Data	0.21
3116	Animal Slaughtering and Processing	13	20	7	54%	0.20
3327	Machine Shops; Turned Product; and Screw, Nut, and Bolt Manufacturing	28	16	(12)	(43%)	0.19
7115	Independent Artists, Writers, and Performers	18	12	(6)	(33%)	0.19
4855	Charter Bus Industry	<10	<10	Insf. Data	Insf. Data	0.19
4541	Electronic Shopping and Mail-Order Houses	13	17	4	31%	0.18
5614	Business Support Services	32	40	8	25%	0.18
8139	Business, Professional, Labor, Political, and Similar Organizations	18	17	(1)	(6%)	0.18
6233	Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly	51	37	(14)	(27%)	0.17
7114	Agents and Managers for Artists, Athletes, Entertainers, and Other Public Figures	<10	<10	Insf. Data	Insf. Data	0.17
8134	Civic and Social Organizations	12	14	2	17%	0.17
5312	Offices of Real Estate Agents and Brokers	30	14	(16)	(53%)	0.17
7139	Other Amusement and Recreation Industries	62	47	(15)	(24%)	0.16
5241	Insurance Carriers	34	42	8	24%	0.16
7224	Drinking Places (Alcoholic Beverages)	<10	13	Insf. Data	Insf. Data	0.16
3311	Iron and Steel Mills and Ferroalloy Manufacturing	<10	<10	Insf. Data	Insf. Data	0.15
4831	Deep Sea, Coastal, and Great Lakes Water Transportation	<10	<10	Insf. Data	Insf. Data	0.14
4431	Electronics and Appliance Stores	16	14	(2)	(13%)	0.14
5121	Motion Picture and Video Industries	10	12	2	20%	0.13
3365	Railroad Rolling Stock Manufacturing	<10	<10	Insf. Data	Insf. Data	0.13
5619	Other Support Services	<10	<10	Insf. Data	Insf. Data	0.11
7111	Performing Arts Companies	<10	<10	Insf. Data	Insf. Data	0.11
3326	Spring and Wire Product Manufacturing	<10	<10	Insf. Data	Insf. Data	0.10
5239	Other Financial Investment Activities	<10	12	Insf. Data	Insf. Data	0.10
7113	Promoters of Performing Arts, Sports, and Similar Events	<10	<10	Insf. Data	Insf. Data	0.10

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
4853	Taxi and Limousine Service	<10	<10	Insf. Data	Insf. Data	0.10
3371	Household and Institutional Furniture and Kitchen Cabinet Manufacturing	<10	<10	Insf. Data	Insf. Data	0.09
7121	Museums, Historical Sites, and Similar Institutions	<10	<10	Insf. Data	Insf. Data	0.09
5611	Office Administrative Services	<10	<10	Insf. Data	Insf. Data	0.08
3118	Bakeries and Tortilla Manufacturing	<10	<10	Insf. Data	Insf. Data	0.08
9999	Unclassified Industry	<10	<10	Insf. Data	Insf. Data	0.08
3231	Printing and Related Support Activities	<10	<10	Insf. Data	Insf. Data	0.08
5616	Investigation and Security Services	12	15	3	25%	0.07
3323	Architectural and Structural Metals Manufacturing	<10	<10	Insf. Data	Insf. Data	0.06
3272	Glass and Glass Product Manufacturing	<10	<10	Insf. Data	Insf. Data	0.06
4237	Hardware, and Plumbing and Heating Equipment and Supplies Merchant Wholesalers	<10	<10	Insf. Data	Insf. Data	0.06
4243	Apparel, Piece Goods, and Notions Merchant Wholesalers	<10	<10	Insf. Data	Insf. Data	0.06
2131	Support Activities for Mining	<10	<10	Insf. Data	Insf. Data	0.06
4862	Pipeline Transportation of Natural Gas	<10	<10	Insf. Data	Insf. Data	0.06
5511	Management of Companies and Enterprises	23	27	4	17%	0.06
6232	Residential Intellectual and Developmental Disability, Mental Health, and Substance Abuse Facilities	34	<10	Insf. Data	Insf. Data	0.06
5182	Data Processing, Hosting, and Related Services	<10	<10	Insf. Data	Insf. Data	0.05
4921	Couriers and Express Delivery Services	13	<10	Insf. Data	Insf. Data	0.05
3363	Motor Vehicle Parts Manufacturing	<10	<10	Insf. Data	Insf. Data	0.05
5231	Securities and Commodity Contracts Intermediation and Brokerage	<10	<10	Insf. Data	Insf. Data	0.05
7131	Amusement Parks and Arcades	<10	<10	Insf. Data	Insf. Data	0.04
3254	Pharmaceutical and Medicine Manufacturing	<10	<10	Insf. Data	Insf. Data	0.04
5415	Computer Systems Design and Related Services	19	20	1	5%	0.04
3261	Plastics Product Manufacturing	<10	<10	Insf. Data	Insf. Data	0.04
5172	Wireless Telecommunications Carriers (except Satellite)	<10	<10	Insf. Data	Insf. Data	0.03
3335	Metalworking Machinery Manufacturing	<10	<10	Insf. Data	Insf. Data	0.03
5324	Commercial and Industrial Machinery and Equipment Rental and Leasing	<10	<10	Insf. Data	Insf. Data	0.03
6117	Educational Support Services	<10	<10	Insf. Data	Insf. Data	0.03

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
3152	Cut and Sew Apparel Manufacturing	<10	<10	Insf. Data	Insf. Data	0.02
4251	Wholesale Electronic Markets and Agents and Brokers	<10	<10	Insf. Data	Insf. Data	0.02
8132	Grantmaking and Giving Services	<10	<10	Insf. Data	Insf. Data	0.02
4242	Drugs and Druggists' Sundries Merchant Wholesalers	<10	<10	Insf. Data	Insf. Data	0.01
5418	Advertising, Public Relations, and Related Services	<10	<10	Insf. Data	Insf. Data	0.01
5613	Employment Services	13	<10	Insf. Data	Insf. Data	0.01
4234	Professional and Commercial Equipment and Supplies Merchant Wholesalers	<10	<10	Insf. Data	Insf. Data	0.01
4521	Department Stores	<10	<10	Insf. Data	Insf. Data	0.01
2111	Oil and Gas Extraction	0	0	0	0%	0.00
2121	Coal Mining	0	0	0	0%	0.00
2212	Natural Gas Distribution	0	0	0	0%	0.00
3111	Animal Food Manufacturing	0	0	0	0%	0.00
3113	Sugar and Confectionery Product Manufacturing	0	0	0	0%	0.00
3114	Fruit and Vegetable Preserving and Specialty Food Manufacturing	0	0	0	0%	0.00
3117	Seafood Product Preparation and Packaging	0	0	0	0%	0.00
3119	Other Food Manufacturing	0	0	0	0%	0.00
3122	Tobacco Manufacturing	0	0	0	0%	0.00
3131	Fiber, Yarn, and Thread Mills	0	0	0	0%	0.00
3133	Textile and Fabric Finishing and Fabric Coating Mills	0	0	0	0%	0.00
3149	Other Textile Product Mills	0	0	0	0%	0.00
3151	Apparel Knitting Mills	0	0	0	0%	0.00
3159	Apparel Accessories and Other Apparel Manufacturing	0	0	0	0%	0.00
3161	Leather and Hide Tanning and Finishing	0	0	0	0%	0.00
3162	Footwear Manufacturing	0	0	0	0%	0.00
3169	Other Leather and Allied Product Manufacturing	0	0	0	0%	0.00
3221	Pulp, Paper, and Paperboard Mills	0	0	0	0%	0.00
3241	Petroleum and Coal Products Manufacturing	0	0	0	0%	0.00
3251	Basic Chemical Manufacturing	0	0	0	0%	0.00
3252	Resin, Synthetic Rubber, and Artificial Synthetic Fibers and Filaments Manufacturing	0	0	0	0%	0.00

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
3253	Pesticide, Fertilizer, and Other Agricultural Chemical Manufacturing	0	0	0	0%	0.00
3255	Paint, Coating, and Adhesive Manufacturing	0	0	0	0%	0.00
3256	Soap, Cleaning Compound, and Toilet Preparation Manufacturing	0	0	0	0%	0.00
3259	Other Chemical Product and Preparation Manufacturing	0	0	0	0%	0.00
3262	Rubber Product Manufacturing	0	0	0	0%	0.00
3271	Clay Product and Refractory Manufacturing	0	0	0	0%	0.00
3274	Lime and Gypsum Product Manufacturing	0	0	0	0%	0.00
3279	Other Nonmetallic Mineral Product Manufacturing	0	0	0	0%	0.00
3312	Steel Product Manufacturing from Purchased Steel	0	0	0	0%	0.00
3313	Alumina and Aluminum Production and Processing	0	0	0	0%	0.00
3314	Nonferrous Metal (except Aluminum) Production and Processing	0	0	0	0%	0.00
3315	Foundries	0	0	0	0%	0.00
3321	Forging and Stamping	0	0	0	0%	0.00
3322	Cutlery and Handtool Manufacturing	0	0	0	0%	0.00
3324	Boiler, Tank, and Shipping Container Manufacturing	0	0	0	0%	0.00
3325	Hardware Manufacturing	0	0	0	0%	0.00
3328	Coating, Engraving, Heat Treating, and Allied Activities	0	0	0	0%	0.00
3331	Agriculture, Construction, and Mining Machinery Manufacturing	0	0	0	0%	0.00
3332	Industrial Machinery Manufacturing	0	0	0	0%	0.00
3333	Commercial and Service Industry Machinery Manufacturing	0	0	0	0%	0.00
3336	Engine, Turbine, and Power Transmission Equipment Manufacturing	0	0	0	0%	0.00
3341	Computer and Peripheral Equipment Manufacturing	0	0	0	0%	0.00
3342	Communications Equipment Manufacturing	0	0	0	0%	0.00
3343	Audio and Video Equipment Manufacturing	0	0	0	0%	0.00
3344	Semiconductor and Other Electronic Component Manufacturing	0	0	0	0%	0.00
3345	Navigational, Measuring, Electromedical, and Control Instruments Manufacturing	0	0	0	0%	0.00
3346	Manufacturing and Reproducing Magnetic and Optical Media	0	0	0	0%	0.00
3351	Electric Lighting Equipment Manufacturing	0	0	0	0%	0.00
3353	Electrical Equipment Manufacturing	0	0	0	0%	0.00
3359	Other Electrical Equipment and Component Manufacturing	0	0	0	0%	0.00

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
3361	Motor Vehicle Manufacturing	0	0	0	0%	0.00
3364	Aerospace Product and Parts Manufacturing	0	0	0	0%	0.00
3369	Other Transportation Equipment Manufacturing	0	0	0	0%	0.00
3372	Office Furniture (including Fixtures) Manufacturing	0	0	0	0%	0.00
3379	Other Furniture Related Product Manufacturing	0	0	0	0%	0.00
4235	Metal and Mineral (except Petroleum) Merchant Wholesalers	0	0	0	0%	0.00
4241	Paper and Paper Product Merchant Wholesalers	0	0	0	0%	0.00
4246	Chemical and Allied Products Merchant Wholesalers	0	0	0	0%	0.00
4811	Scheduled Air Transportation	0	0	0	0%	0.00
4812	Nonscheduled Air Transportation	0	0	0	0%	0.00
4832	Inland Water Transportation	0	0	0	0%	0.00
4851	Urban Transit Systems	0	0	0	0%	0.00
4852	Interurban and Rural Bus Transportation	0	0	0	0%	0.00
4854	School and Employee Bus Transportation	0	0	0	0%	0.00
4861	Pipeline Transportation of Crude Oil	0	0	0	0%	0.00
4869	Other Pipeline Transportation	0	0	0	0%	0.00
4871	Scenic and Sightseeing Transportation, Land	0	0	0	0%	0.00
4879	Scenic and Sightseeing Transportation, Other	0	0	0	0%	0.00
4883	Support Activities for Water Transportation	0	0	0	0%	0.00
4889	Other Support Activities for Transportation	0	0	0	0%	0.00
4911	Postal Service	0	0	0	0%	0.00
5112	Software Publishers	0	0	0	0%	0.00
5122	Sound Recording Industries	0	0	0	0%	0.00
5174	Satellite Telecommunications	0	0	0	0%	0.00
5179	Other Telecommunications	0	0	0	0%	0.00
5191	Other Information Services	0	0	0	0%	0.00
5211	Monetary Authorities-Central Bank	0	0	0	0%	0.00
5232	Securities and Commodity Exchanges	0	0	0	0%	0.00
5259	Other Investment Pools and Funds	0	0	0	0%	0.00
6112	Junior Colleges	0	0	0	0%	0.00
6114	Business Schools and Computer and Management Training	0	0	0	0%	0.00

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
6222	Psychiatric and Substance Abuse Hospitals	0	0	0	0%	0.00
7213	Rooming and Boarding Houses	0	0	0	0%	0.00

Source: EMSI 2015.4 – QCEW Employees, Non-QCEW Employees, and Self-Employed

Industry Data:

EMSI industry data have various sources depending on the class of worker. (1) For QCEW Employees, EMSI primarily uses the QCEW (Quarterly Census of Employment and Wages), with supplemental estimates from County Business Patterns and Current Employment Statistics. (2) Non-QCEW employees data are based on a number of sources including QCEW, Current Employment Statistics, County Business Patterns, BEA State and Local Personal Income reports, the National Industry-Occupation Employment Matrix (NIOEM), the American Community Survey, and Railroad Retirement Board statistics. (3) Self-Employed and Extended Proprietor classes of worker data are primarily based on the American Community Survey, Nonemployer Statistics, and BEA State and Local Personal Income Reports. Projections for QCEW and Non-QCEW Employees are informed by NIOEM and long-term industry projections published by individual states.

State Data Sources:

This report uses state data from the following agencies: Florida Department of Economic Opportunity

Traded Cluster Employment ranked over change from the 1998 to 2013 period

Cluster Name	1998 Employment	2013 Employment	Change
Wood Products	587	935	348
Business Services	658	906	248
Transportation and Logistics	240	328	88
Financial Services	140	214	74
Food Processing and Manufacturing	60	80	20
Hospitality and Tourism	475	485	10
Metalworking Technology	70	80	10
Nonmetal Mining	60	70	10
Livestock Processing	40	50	10
Oil and Gas Production and Transportation	20	30	10
Recreational and Small Electric Goods	10	20	10
Environmental Services		10	10
Information Technology and Analytical Instruments		10	10
Education and Knowledge Creation	195	195	0
Plastics	30	30	0
Agricultural Inputs and Services	30	30	0
Communications Equipment and Services	20	20	0
Fishing and Fishing Products	10	10	0
Upstream Metal Manufacturing	10	10	0
Water Transportation	10	10	0
Downstream Metal Products	10	10	0
Upstream Chemical Products	10	10	0
Trailers, Motor Homes, and Appliances	10	10	0
Construction Products and Services	150	140	-10
Automotive	20	10	-10
Vulcanized and Fired Materials	10		-10
Paper and Packaging	10		-10
Performing Arts	10		-10
Printing Services	30	10	-20
Furniture	30		-30
Marketing, Design, and Publishing	110	50	-60
Electric Power Generation and Transmission	70	10	-60

Cluster Name	1998 Employment	2013 Employment	Change
Distribution and Electronic Commerce	638	555	-83
Insurance Services	150	50	-100
Forestry	595	344	-251
Textile Manufacturing	750	455	-295
Production Technology and Heavy Machinery	445	140	-305
Apparel	420		-420
Total	6133	5317	-816

Source: [U.S. Cluster Mapping Project](#), Institute for Strategy and Competitiveness, Harvard Business School. [Data Sources](#)

Local (non-traded) cluster employment ranked by change from 1998 to 2013 period

Cluster Name	1998 Employment	2013 Employment	Change
Local Health Services	3355	5116	1761
Local Retailing of Clothing and General Merchandise	1137	1340	203
Local Personal Services (Non-Medical)	530	634	104
Local Hospitality Establishments	1872	1943	71
Local Food and Beverage Processing and Distribution	986	1039	53
Local Community and Civic Organizations	1144	1195	51
Local Household Goods and Services	382	376	-6
Local Logistical Services	390	373	-17
Local Financial Services	636	602	-34
Local Industrial Products and Services	170	90	-80
Local Commercial Services	661	578	-83
Local Entertainment and Media	290	202	-88
Local Education and Training	265	80	-185
Local Motor Vehicle Products and Services	1688	1445	-243
Local Utilities	703	441	-262
Local Real Estate, Construction, and Development	2356	2075	-281
	16565	17529	964

Source: [U.S. Cluster Mapping Project](#), Institute for Strategy and Competitiveness, Harvard Business School. [Data Sources](#)

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Chief Executives	28	32	4	14%	0.49	0.45	\$44.47
General and Operations Managers	169	198	29	17%	0.42	0.39	\$37.23
Legislators	59	60	1	2%	5.10	5.28	\$14.55
Advertising and Promotions Managers	<10	<10	Insf. Data	Insf. Data	0.24	0.21	Insf. Data
Marketing Managers	<10	<10	Insf. Data	Insf. Data	0.19	0.17	Insf. Data
Sales Managers	16	20	4	25%	0.25	0.21	\$38.75
Public Relations and Fundraising Managers	<10	<10	Insf. Data	Insf. Data	0.29	0.29	Insf. Data
Administrative Services Managers	34	36	2	6%	0.58	0.59	\$38.08
Computer and Information Systems Managers	<10	12	Insf. Data	Insf. Data	0.15	0.14	Insf. Data
Financial Managers	35	41	6	17%	0.34	0.32	\$38.14
Industrial Production Managers	<10	<10	Insf. Data	Insf. Data	0.25	0.20	Insf. Data
Purchasing Managers	<10	<10	Insf. Data	Insf. Data	0.27	0.23	Insf. Data
Transportation, Storage, and Distribution Managers	14	17	3	21%	0.70	0.61	\$33.63
Compensation and Benefits Managers	<10	<10	Insf. Data	Insf. Data	0.23	0.21	Insf. Data
Human Resources Managers	10	12	2	20%	0.41	0.39	\$33.95
Training and Development Managers	<10	<10	Insf. Data	Insf. Data	0.27	0.26	Insf. Data
Farmers, Ranchers, and Other Agricultural Managers	73	86	13	18%	0.91	0.72	\$19.59
Construction Managers	103	104	1	1%	1.43	1.40	\$27.61
Education Administrators, Preschool and Childcare Center/Program	<10	<10	Insf. Data	Insf. Data	0.59	0.58	Insf. Data
Education Administrators, Elementary and Secondary School	49	52	3	6%	1.03	1.04	\$39.11
Education Administrators, Postsecondary	<10	<10	Insf. Data	Insf. Data	0.14	0.15	Insf. Data
Education Administrators, All Other	<10	<10	Insf. Data	Insf. Data	0.48	0.49	Insf. Data
Architectural and Engineering Managers	29	32	3	10%	0.81	0.77	\$51.76
Food Service Managers	25	29	4	16%	0.48	0.44	\$17.97
Funeral Service Managers	<10	<10	Insf. Data	Insf. Data	1.56	1.35	Insf. Data
Gaming Managers	<10	<10	Insf. Data	Insf. Data	1.18	0.98	Insf. Data
Lodging Managers	<10	<10	Insf. Data	Insf. Data	0.51	0.53	Insf. Data
Medical and Health Services Managers	50	57	7	14%	0.76	0.75	\$36.44
Natural Sciences Managers	<10	<10	Insf. Data	Insf. Data	0.29	0.29	Insf. Data
Postmasters and Mail Superintendents	<10	<10	Insf. Data	Insf. Data	1.15	1.12	Insf. Data

Property, Real Estate, and Community Association Managers	37	33	(4)	(11%)	0.60	0.69	\$16.28
Social and Community Service Managers	22	26	4	18%	0.75	0.75	\$24.30
Emergency Management Directors	<10	<10	Insf. Data	Insf. Data	0.75	0.75	Insf. Data
Managers, All Other	118	129	11	9%	0.82	0.79	\$17.84
Agents and Business Managers of Artists, Performers, and Athletes	<10	<10	Insf. Data	Insf. Data	0.22	0.24	Insf. Data
Buyers and Purchasing Agents, Farm Products	<10	<10	Insf. Data	Insf. Data	0.68	0.68	Insf. Data
Wholesale and Retail Buyers, Except Farm Products	<10	<10	Insf. Data	Insf. Data	0.36	0.32	Insf. Data
Purchasing Agents, Except Wholesale, Retail, and Farm Products	32	35	3	9%	0.55	0.53	\$17.86
Claims Adjusters, Examiners, and Investigators	16	17	1	6%	0.29	0.28	\$23.69
Insurance Appraisers, Auto Damage	<10	<10	Insf. Data	Insf. Data	0.14	0.14	Insf. Data
Compliance Officers	33	34	1	3%	0.62	0.63	\$24.02
Cost Estimators	41	50	9	22%	0.99	0.89	\$28.32
Human Resources Specialists	60	61	1	2%	0.58	0.60	\$22.22
Farm Labor Contractors	<10	<10	Insf. Data	Insf. Data	1.02	1.03	Insf. Data
Labor Relations Specialists	<10	<10	Insf. Data	Insf. Data	0.24	0.17	Insf. Data
Logisticians	<10	<10	Insf. Data	Insf. Data	0.22	0.18	Insf. Data
Management Analysts	109	116	7	6%	0.65	0.69	\$20.76
Meeting, Convention, and Event Planners	<10	<10	Insf. Data	Insf. Data	0.36	0.34	Insf. Data
Fundraisers	<10	11	Insf. Data	Insf. Data	0.54	0.56	Insf. Data
Compensation, Benefits, and Job Analysis Specialists	<10	<10	Insf. Data	Insf. Data	0.45	0.44	Insf. Data
Training and Development Specialists	22	25	3	14%	0.45	0.44	\$19.93
Market Research Analysts and Marketing Specialists	23	30	7	30%	0.24	0.22	\$18.14
Business Operations Specialists, All Other	184	187	3	2%	0.88	0.93	\$24.54
Accountants and Auditors	187	206	19	10%	0.68	0.67	\$24.81
Appraisers and Assessors of Real Estate	21	20	(1)	(5%)	1.06	1.14	\$16.59
Budget Analysts	<10	10	Insf. Data	Insf. Data	0.81	0.82	Insf. Data
Credit Analysts	<10	<10	Insf. Data	Insf. Data	0.14	0.12	Insf. Data
Financial Analysts	<10	11	Insf. Data	Insf. Data	0.17	0.16	Insf. Data
Personal Financial Advisors	<10	10	Insf. Data	Insf. Data	0.18	0.16	Insf. Data
Insurance Underwriters	<10	<10	Insf. Data	Insf. Data	0.11	0.09	Insf. Data
Financial Examiners	<10	<10	Insf. Data	Insf. Data	0.22	0.20	Insf. Data
Credit Counselors	<10	<10	Insf. Data	Insf. Data	0.43	0.46	Insf. Data

Loan Officers	38	42	4	11%	0.65	0.62	\$28.26
Tax Examiners and Collectors, and Revenue Agents	22	21	(1)	(5%)	1.58	1.60	\$15.91
Tax Preparers	12	14	2	17%	0.65	0.58	\$14.78
Financial Specialists, All Other	15	15	0	0%	0.50	0.50	\$20.01
Computer and Information Research Scientists	<10	<10	Insf. Data	Insf. Data	0.14	0.14	Insf. Data
Computer Systems Analysts	20	25	5	25%	0.18	0.18	\$30.22
Information Security Analysts	<10	<10	Insf. Data	Insf. Data	0.24	0.24	Insf. Data
Computer Programmers	<10	<10	Insf. Data	Insf. Data	0.12	0.11	Insf. Data
Software Developers, Applications	18	20	2	11%	0.11	0.12	\$35.46
Software Developers, Systems Software	<10	<10	Insf. Data	Insf. Data	0.07	0.06	Insf. Data
Web Developers	<10	<10	Insf. Data	Insf. Data	0.20	0.18	Insf. Data
Database Administrators	<10	<10	Insf. Data	Insf. Data	0.28	0.28	Insf. Data
Network and Computer Systems Administrators	18	20	2	11%	0.24	0.24	\$30.12
Computer Network Architects	27	26	(1)	(4%)	0.80	0.92	\$21.22
Computer User Support Specialists	43	46	3	7%	0.31	0.33	\$17.20
Computer Network Support Specialists	11	11	0	0%	0.28	0.29	\$22.14
Computer Occupations, All Other	11	12	1	9%	0.24	0.24	\$31.01
Actuaries	<10	<10	Insf. Data	Insf. Data	0.16	0.13	Insf. Data
Mathematicians	<10	<10	Insf. Data	Insf. Data	0.46	0.49	Insf. Data
Operations Research Analysts	<10	<10	Insf. Data	Insf. Data	0.43	0.45	Insf. Data
Statisticians	<10	<10	Insf. Data	Insf. Data	0.27	0.26	Insf. Data
Mathematical Technicians	<10	<10	Insf. Data	Insf. Data	1.19	1.17	Insf. Data
Mathematical Science Occupations, All Other	0	0	0	0%	0.40	0.44	\$0.00
Architects, Except Landscape and Naval	18	21	3	17%	0.86	0.76	\$20.81
Landscape Architects	<10	<10	Insf. Data	Insf. Data	0.95	0.90	Insf. Data
Cartographers and Photogrammetrists	<10	<10	Insf. Data	Insf. Data	0.73	0.71	Insf. Data
Surveyors	29	31	2	7%	3.26	3.19	\$27.13
Aerospace Engineers	<10	<10	Insf. Data	Insf. Data	0.13	0.10	Insf. Data
Agricultural Engineers	<10	<10	Insf. Data	Insf. Data	2.10	2.12	Insf. Data
Biomedical Engineers	<10	<10	Insf. Data	Insf. Data	0.19	0.17	Insf. Data
Chemical Engineers	<10	<10	Insf. Data	Insf. Data	0.15	0.11	Insf. Data
Civil Engineers	71	83	12	17%	1.29	1.24	\$33.50
Computer Hardware Engineers	<10	<10	Insf. Data	Insf. Data	0.08	0.07	Insf. Data
Electrical Engineers	11	14	3	27%	0.36	0.31	\$33.23

Electronics Engineers, Except Computer	<10	<10	Insf. Data	Insf. Data	0.23	0.22	Insf. Data
Environmental Engineers	12	13	1	8%	1.08	1.11	\$26.80
Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	<10	<10	Insf. Data	Insf. Data	0.78	0.75	Insf. Data
Industrial Engineers	<10	<10	Insf. Data	Insf. Data	0.17	0.15	Insf. Data
Marine Engineers and Naval Architects	<10	<10	Insf. Data	Insf. Data	0.37	0.35	Insf. Data
Materials Engineers	<10	<10	Insf. Data	Insf. Data	0.15	0.14	Insf. Data
Mechanical Engineers	<10	11	Insf. Data	Insf. Data	0.18	0.13	Insf. Data
Mining and Geological Engineers, Including Mining Safety Engineers	<10	<10	Insf. Data	Insf. Data	0.46	0.39	Insf. Data
Nuclear Engineers	<10	<10	Insf. Data	Insf. Data	0.66	0.62	Insf. Data
Petroleum Engineers	<10	<10	Insf. Data	Insf. Data	0.07	0.07	Insf. Data
Engineers, All Other	28	28	0	0%	0.94	0.95	\$31.66
Architectural and Civil Drafters	36	36	0	0%	1.88	1.79	\$16.37
Electrical and Electronics Drafters	<10	<10	Insf. Data	Insf. Data	0.33	0.26	Insf. Data
Mechanical Drafters	<10	<10	Insf. Data	Insf. Data	0.29	0.20	Insf. Data
Drafters, All Other	<10	<10	Insf. Data	Insf. Data	0.46	0.38	Insf. Data
Aerospace Engineering and Operations Technicians	<10	<10	Insf. Data	Insf. Data	0.24	0.21	Insf. Data
Civil Engineering Technicians	35	34	(1)	(3%)	2.27	2.36	\$18.71
Electrical and Electronics Engineering Technicians	25	26	1	4%	0.90	0.89	\$17.26
Electro-Mechanical Technicians	<10	<10	Insf. Data	Insf. Data	0.23	0.22	Insf. Data
Environmental Engineering Technicians	<10	<10	Insf. Data	Insf. Data	0.71	0.68	Insf. Data
Industrial Engineering Technicians	<10	<10	Insf. Data	Insf. Data	0.20	0.19	Insf. Data
Mechanical Engineering Technicians	<10	<10	Insf. Data	Insf. Data	0.24	0.18	Insf. Data
Engineering Technicians, Except Drafters, All Other	<10	<10	Insf. Data	Insf. Data	0.32	0.30	Insf. Data
Surveying and Mapping Technicians	28	30	2	7%	2.49	2.50	\$14.60
Animal Scientists	<10	<10	Insf. Data	Insf. Data	0.42	0.46	Insf. Data
Food Scientists and Technologists	<10	<10	Insf. Data	Insf. Data	0.18	0.19	Insf. Data
Soil and Plant Scientists	<10	<10	Insf. Data	Insf. Data	0.28	0.29	Insf. Data
Biochemists and Biophysicists	<10	<10	Insf. Data	Insf. Data	0.20	0.21	Insf. Data
Microbiologists	<10	<10	Insf. Data	Insf. Data	0.27	0.28	Insf. Data
Zoologists and Wildlife Biologists	15	15	0	0%	3.48	3.76	\$15.44
Biological Scientists, All Other	<10	<10	Insf. Data	Insf. Data	0.60	0.62	Insf. Data
Conservation Scientists	<10	<10	Insf. Data	Insf. Data	0.97	1.02	Insf. Data
Foresters	<10	<10	Insf. Data	Insf. Data	4.07	4.12	Insf. Data

Epidemiologists	<10	<10	Insf. Data	Insf. Data	0.70	0.73	Insf. Data
Medical Scientists, Except Epidemiologists	<10	<10	Insf. Data	Insf. Data	0.30	0.30	Insf. Data
Life Scientists, All Other	<10	<10	Insf. Data	Insf. Data	0.30	0.26	Insf. Data
Astronomers	0	0	0	0%	0.49	0.51	\$0.00
Physicists	<10	<10	Insf. Data	Insf. Data	0.81	0.87	Insf. Data
Atmospheric and Space Scientists	<10	<10	Insf. Data	Insf. Data	0.35	0.38	Insf. Data
Chemists	<10	<10	Insf. Data	Insf. Data	0.26	0.26	Insf. Data
Materials Scientists	<10	<10	Insf. Data	Insf. Data	0.39	0.38	Insf. Data
Environmental Scientists and Specialists, Including Health	32	33	1	3%	1.56	1.68	\$19.38
Geoscientists, Except Hydrologists and Geographers	<10	<10	Insf. Data	Insf. Data	0.43	0.44	Insf. Data
Hydrologists	<10	<10	Insf. Data	Insf. Data	2.13	2.24	Insf. Data
Physical Scientists, All Other	<10	<10	Insf. Data	Insf. Data	0.42	0.44	Insf. Data
Economists	<10	<10	Insf. Data	Insf. Data	0.41	0.41	Insf. Data
Survey Researchers	<10	<10	Insf. Data	Insf. Data	0.55	0.57	Insf. Data
Clinical, Counseling, and School Psychologists	20	23	3	15%	0.65	0.64	\$25.23
Industrial-Organizational Psychologists	<10	<10	Insf. Data	Insf. Data	1.79	1.94	Insf. Data
Psychologists, All Other	<10	<10	Insf. Data	Insf. Data	1.54	1.60	Insf. Data
Sociologists	<10	<10	Insf. Data	Insf. Data	1.52	1.45	Insf. Data
Urban and Regional Planners	12	13	1	8%	1.63	1.66	\$23.26
Anthropologists and Archeologists	<10	<10	Insf. Data	Insf. Data	0.57	0.50	Insf. Data
Geographers	<10	<10	Insf. Data	Insf. Data	1.31	1.41	Insf. Data
Historians	<10	<10	Insf. Data	Insf. Data	1.27	1.31	Insf. Data
Political Scientists	<10	<10	Insf. Data	Insf. Data	0.88	0.88	Insf. Data
Social Scientists and Related Workers, All Other	<10	<10	Insf. Data	Insf. Data	1.11	1.14	Insf. Data
Agricultural and Food Science Technicians	<10	<10	Insf. Data	Insf. Data	0.44	0.45	Insf. Data
Biological Technicians	<10	<10	Insf. Data	Insf. Data	0.24	0.24	Insf. Data
Chemical Technicians	<10	<10	Insf. Data	Insf. Data	0.20	0.18	Insf. Data
Geological and Petroleum Technicians	<10	<10	Insf. Data	Insf. Data	0.20	0.20	Insf. Data
Nuclear Technicians	<10	<10	Insf. Data	Insf. Data	1.92	1.87	Insf. Data
Social Science Research Assistants	<10	<10	Insf. Data	Insf. Data	0.74	0.72	Insf. Data
Environmental Science and Protection Technicians, Including Health	<10	<10	Insf. Data	Insf. Data	1.03	1.09	Insf. Data
Forensic Science Technicians	<10	<10	Insf. Data	Insf. Data	3.17	3.36	Insf. Data
Forest and Conservation Technicians	<10	<10	Insf. Data	Insf. Data	0.30	0.29	Insf. Data

Life, Physical, and Social Science Technicians, All Other	<10	<10	Insf. Data	Insf. Data	0.47	0.49	Insf. Data
Substance Abuse and Behavioral Disorder Counselors	32	32	0	0%	1.37	1.60	\$14.81
Educational, Guidance, School, and Vocational Counselors	70	75	5	7%	1.38	1.39	\$25.15
Marriage and Family Therapists	19	20	1	5%	2.23	2.49	\$18.70
Mental Health Counselors	42	44	2	5%	1.31	1.46	\$15.13
Rehabilitation Counselors	36	42	6	17%	1.49	1.47	\$14.74
Counselors, All Other	19	19	0	0%	2.65	2.82	\$15.31
Child, Family, and School Social Workers	70	75	5	7%	1.07	1.11	\$16.79
Healthcare Social Workers	27	32	5	19%	0.84	0.84	\$20.17
Mental Health and Substance Abuse Social Workers	26	26	0	0%	0.94	1.05	\$13.84
Social Workers, All Other	19	19	0	0%	1.35	1.39	\$23.17
Health Educators	13	14	1	8%	1.04	1.08	\$15.67
Probation Officers and Correctional Treatment Specialists	109	105	(4)	(4%)	5.89	6.14	\$17.53
Social and Human Service Assistants	214	227	13	6%	2.50	2.70	\$11.47
Community Health Workers	10	11	1	10%	0.90	0.95	\$13.41
Community and Social Service Specialists, All Other	40	42	2	5%	1.82	1.96	\$18.26
Clergy	93	121	28	30%	2.00	1.77	\$17.19
Directors, Religious Activities and Education	40	42	2	5%	1.49	1.53	\$15.43
Religious Workers, All Other	20	24	4	20%	1.83	1.68	\$10.43
Lawyers	76	74	(2)	(3%)	0.44	0.47	\$31.95
Judicial Law Clerks	10	10	0	0%	3.94	4.09	\$25.92
Administrative Law Judges, Adjudicators, and Hearing Officers	<10	<10	Insf. Data	Insf. Data	0.51	0.51	Insf. Data
Arbitrators, Mediators, and Conciliators	<10	<10	Insf. Data	Insf. Data	0.36	0.39	Insf. Data
Judges, Magistrate Judges, and Magistrates	<10	<10	Insf. Data	Insf. Data	0.59	0.57	Insf. Data
Paralegals and Legal Assistants	21	21	0	0%	0.33	0.36	\$18.33
Court Reporters	<10	<10	Insf. Data	Insf. Data	0.74	0.67	Insf. Data
Title Examiners, Abstractors, and Searchers	<10	<10	Insf. Data	Insf. Data	0.16	0.16	Insf. Data
Legal Support Workers, All Other	<10	<10	Insf. Data	Insf. Data	0.62	0.64	Insf. Data
Postsecondary Teachers	98	101	3	3%	0.30	0.33	\$24.30
Preschool Teachers, Except Special Education	79	89	10	13%	0.89	0.87	\$12.93
Kindergarten Teachers, Except Special Education	53	57	4	8%	1.61	1.65	\$20.95
Elementary School Teachers, Except Special Education	424	460	36	8%	1.51	1.54	\$20.76
Middle School Teachers, Except Special and Career/Technical Education	229	247	18	8%	1.76	1.80	\$20.96

Career/Technical Education Teachers, Middle School	<10	<10	Insf. Data	Insf. Data	0.46	0.42	Insf. Data
Secondary School Teachers, Except Special and Career/Technical Education	366	377	11	3%	1.84	1.90	\$21.05
Career/Technical Education Teachers, Secondary School	171	171	0	0%	10.31	10.89	\$13.84
Special Education Teachers, Preschool	<10	<10	Insf. Data	Insf. Data	1.19	1.23	Insf. Data
Special Education Teachers, Kindergarten and Elementary School	26	28	2	8%	0.68	0.65	\$17.21
Special Education Teachers, Middle School	<10	<10	Insf. Data	Insf. Data	0.38	0.34	Insf. Data
Special Education Teachers, Secondary School	<10	11	Insf. Data	Insf. Data	0.40	0.35	Insf. Data
Special Education Teachers, All Other	86	87	1	1%	9.89	10.50	\$19.90
Adult Basic and Secondary Education and Literacy Teachers and Instructors	42	43	1	2%	2.69	2.79	\$22.72
Self-Enrichment Education Teachers	38	41	3	8%	0.48	0.50	\$13.30
Substitute Teachers	272	279	7	3%	2.14	2.22	\$9.23
Teachers and Instructors, All Other	109	112	3	3%	1.47	1.57	\$17.09
Archivists	<10	<10	Insf. Data	Insf. Data	1.15	1.22	Insf. Data
Curators	<10	<10	Insf. Data	Insf. Data	0.25	0.27	Insf. Data
Museum Technicians and Conservators	<10	<10	Insf. Data	Insf. Data	0.36	0.41	Insf. Data
Librarians	38	39	1	3%	1.36	1.40	\$20.84
Library Technicians	<10	<10	Insf. Data	Insf. Data	0.34	0.30	Insf. Data
Audio-Visual and Multimedia Collections Specialists	<10	<10	Insf. Data	Insf. Data	1.00	1.06	Insf. Data
Farm and Home Management Advisors	56	56	0	0%	23.70	25.77	\$17.06
Instructional Coordinators	25	26	1	4%	0.83	0.86	\$28.14
Teacher Assistants	469	490	21	4%	1.79	1.84	\$10.65
Education, Training, and Library Workers, All Other	<10	<10	Insf. Data	Insf. Data	0.38	0.39	Insf. Data
Art Directors	<10	<10	Insf. Data	Insf. Data	0.32	0.29	Insf. Data
Craft Artists	<10	<10	Insf. Data	Insf. Data	0.52	0.54	Insf. Data
Fine Artists, Including Painters, Sculptors, and Illustrators	<10	<10	Insf. Data	Insf. Data	0.44	0.49	Insf. Data
Multimedia Artists and Animators	<10	<10	Insf. Data	Insf. Data	0.26	0.27	Insf. Data
Artists and Related Workers, All Other	<10	<10	Insf. Data	Insf. Data	0.55	0.58	Insf. Data
Commercial and Industrial Designers	<10	<10	Insf. Data	Insf. Data	0.41	0.31	Insf. Data
Fashion Designers	<10	<10	Insf. Data	Insf. Data	0.15	0.14	Insf. Data
Floral Designers	16	20	4	25%	2.11	1.42	\$10.11
Graphic Designers	17	21	4	24%	0.36	0.29	\$13.62
Interior Designers	20	21	1	5%	1.08	1.11	\$15.11

Merchandise Displayers and Window Trimmers	<10	<10	Insf. Data	Insf. Data	0.39	0.27	Insf. Data
Set and Exhibit Designers	<10	<10	Insf. Data	Insf. Data	0.20	0.20	Insf. Data
Designers, All Other	<10	<10	Insf. Data	Insf. Data	0.22	0.17	Insf. Data
Actors	<10	<10	Insf. Data	Insf. Data	0.11	0.12	Insf. Data
Producers and Directors	<10	<10	Insf. Data	Insf. Data	0.15	0.18	Insf. Data
Athletes and Sports Competitors	12	14	2	17%	3.25	3.17	\$13.70
Coaches and Scouts	12	13	1	8%	0.23	0.23	\$12.29
Umpires, Referees, and Other Sports Officials	<10	<10	Insf. Data	Insf. Data	0.43	0.43	Insf. Data
Dancers	<10	<10	Insf. Data	Insf. Data	0.38	0.38	Insf. Data
Choreographers	0	<10	Insf. Data	Insf. Data	0.15	0.15	\$0.00
Music Directors and Composers	16	18	2	13%	1.17	1.12	\$17.52
Musicians and Singers	34	37	3	9%	0.93	0.91	\$15.23
Entertainers and Performers, Sports and Related Workers, All Other	<10	<10	Insf. Data	Insf. Data	0.69	0.73	Insf. Data
Radio and Television Announcers	<10	<10	Insf. Data	Insf. Data	0.28	0.27	Insf. Data
Public Address System and Other Announcers	<10	<10	Insf. Data	Insf. Data	0.40	0.42	Insf. Data
Broadcast News Analysts	<10	0	Insf. Data	Insf. Data	0.20	0.29	Insf. Data
Reporters and Correspondents	<10	<10	Insf. Data	Insf. Data	0.66	0.52	Insf. Data
Public Relations Specialists	17	19	2	12%	0.36	0.36	\$16.79
Editors	10	14	4	40%	0.54	0.39	Insf. Data
Technical Writers	<10	<10	Insf. Data	Insf. Data	0.15	0.14	Insf. Data
Writers and Authors	12	12	0	0%	0.43	0.42	\$14.19
Interpreters and Translators	<10	<10	Insf. Data	Insf. Data	0.40	0.39	Insf. Data
Media and Communication Workers, All Other	<10	<10	Insf. Data	Insf. Data	0.25	0.25	Insf. Data
Audio and Video Equipment Technicians	<10	<10	Insf. Data	Insf. Data	0.34	0.33	Insf. Data
Broadcast Technicians	<10	<10	Insf. Data	Insf. Data	0.23	0.30	Insf. Data
Radio Operators	<10	<10	Insf. Data	Insf. Data	2.32	2.33	Insf. Data
Sound Engineering Technicians	<10	<10	Insf. Data	Insf. Data	0.18	0.17	Insf. Data
Photographers	<10	11	Insf. Data	Insf. Data	0.39	0.37	Insf. Data
Camera Operators, Television, Video, and Motion Picture	<10	<10	Insf. Data	Insf. Data	0.20	0.20	Insf. Data
Film and Video Editors	<10	<10	Insf. Data	Insf. Data	0.08	0.09	Insf. Data
Media and Communication Equipment Workers, All Other	<10	<10	Insf. Data	Insf. Data	0.26	0.27	Insf. Data
Chiropractors	<10	<10	Insf. Data	Insf. Data	0.49	0.40	Insf. Data
Dentists, General	21	23	2	10%	0.76	0.78	\$63.99

Oral and Maxillofacial Surgeons	<10	<10	Insf. Data	Insf. Data	0.65	0.64	Insf. Data
Orthodontists	<10	<10	Insf. Data	Insf. Data	0.67	0.68	Insf. Data
Prosthodontists	<10	<10	Insf. Data	Insf. Data	4.14	4.49	Insf. Data
Dentists, All Other Specialists	<10	<10	Insf. Data	Insf. Data	0.75	0.77	Insf. Data
Dietitians and Nutritionists	18	20	2	11%	1.31	1.34	\$24.47
Optometrists	<10	<10	Insf. Data	Insf. Data	0.52	0.55	Insf. Data
Pharmacists	68	75	7	10%	1.14	1.13	\$48.34
Anesthesiologists	<10	<10	Insf. Data	Insf. Data	0.28	0.28	Insf. Data
Family and General Practitioners	45	42	(3)	(7%)	1.38	1.59	\$73.06
Internists, General	<10	<10	Insf. Data	Insf. Data	0.43	0.46	Insf. Data
Obstetricians and Gynecologists	<10	<10	Insf. Data	Insf. Data	0.54	0.60	Insf. Data
Pediatricians, General	<10	<10	Insf. Data	Insf. Data	0.31	0.30	Insf. Data
Psychiatrists	<10	<10	Insf. Data	Insf. Data	0.41	0.42	Insf. Data
Surgeons	<10	<10	Insf. Data	Insf. Data	0.35	0.36	Insf. Data
Physicians and Surgeons, All Other	37	40	3	8%	0.51	0.53	\$80.35
Physician Assistants	18	19	1	6%	0.80	0.91	\$33.67
Podiatrists	<10	<10	Insf. Data	Insf. Data	1.24	1.00	Insf. Data
Occupational Therapists	33	36	3	9%	1.29	1.38	\$30.22
Physical Therapists	47	52	5	11%	0.99	1.07	\$40.73
Radiation Therapists	<10	<10	Insf. Data	Insf. Data	0.60	0.62	Insf. Data
Recreational Therapists	<10	<10	Insf. Data	Insf. Data	0.75	0.69	Insf. Data
Respiratory Therapists	47	51	4	9%	1.86	1.92	\$22.13
Speech-Language Pathologists	39	42	3	8%	1.32	1.41	\$39.87
Exercise Physiologists	<10	<10	Insf. Data	Insf. Data	0.80	0.80	Insf. Data
Therapists, All Other	<10	<10	Insf. Data	Insf. Data	0.83	0.81	Insf. Data
Veterinarians	<10	<10	Insf. Data	Insf. Data	0.58	0.54	Insf. Data
Registered Nurses	497	556	59	12%	0.89	0.88	\$24.28
Nurse Anesthetists	<10	<10	Insf. Data	Insf. Data	0.40	0.41	Insf. Data
Nurse Midwives	<10	<10	Insf. Data	Insf. Data	0.58	0.53	Insf. Data
Nurse Practitioners	49	51	2	4%	1.64	1.86	\$40.24
Audiologists	<10	<10	Insf. Data	Insf. Data	0.35	0.39	Insf. Data
Health Diagnosing and Treating Practitioners, All Other	<10	<10	Insf. Data	Insf. Data	0.62	0.60	Insf. Data
Medical and Clinical Laboratory Technologists	34	37	3	9%	1.02	1.03	\$22.10
Medical and Clinical Laboratory Technicians	<10	12	Insf. Data	Insf. Data	0.32	0.27	Insf. Data

Dental Hygienists	62	67	5	8%	1.40	1.49	\$29.44
Cardiovascular Technologists and Technicians	<10	<10	Insf. Data	Insf. Data	0.67	0.64	Insf. Data
Diagnostic Medical Sonographers	12	15	3	25%	0.91	0.95	\$21.01
Nuclear Medicine Technologists	<10	<10	Insf. Data	Insf. Data	0.80	0.84	Insf. Data
Radiologic Technologists	47	50	3	6%	1.11	1.17	\$19.22
Magnetic Resonance Imaging Technologists	<10	<10	Insf. Data	Insf. Data	1.10	1.14	Insf. Data
Emergency Medical Technicians and Paramedics	85	89	4	5%	1.60	1.75	\$10.88
Dietetic Technicians	<10	<10	Insf. Data	Insf. Data	0.95	0.86	Insf. Data
Pharmacy Technicians	53	61	8	15%	0.72	0.69	\$11.54
Psychiatric Technicians	55	55	0	0%	3.88	4.08	\$12.86
Respiratory Therapy Technicians	<10	<10	Insf. Data	Insf. Data	0.77	0.76	Insf. Data
Surgical Technologists	12	14	2	17%	0.58	0.58	\$15.55
Veterinary Technologists and Technicians	14	17	3	21%	0.72	0.73	\$15.32
Ophthalmic Medical Technicians	<10	<10	Insf. Data	Insf. Data	0.44	0.49	Insf. Data
Licensed Practical and Licensed Vocational Nurses	368	419	51	14%	2.47	2.47	\$15.91
Medical Records and Health Information Technicians	29	32	3	10%	0.74	0.73	\$14.86
Opticians, Dispensing	<10	<10	Insf. Data	Insf. Data	0.27	0.27	Insf. Data
Orthotists and Prosthetists	<10	<10	Insf. Data	Insf. Data	0.33	0.28	Insf. Data
Hearing Aid Specialists	<10	<10	Insf. Data	Insf. Data	0.50	0.54	Insf. Data
Health Technologists and Technicians, All Other	<10	<10	Insf. Data	Insf. Data	0.41	0.39	Insf. Data
Occupational Health and Safety Specialists	<10	<10	Insf. Data	Insf. Data	0.63	0.61	Insf. Data
Occupational Health and Safety Technicians	<10	<10	Insf. Data	Insf. Data	0.39	0.38	Insf. Data
Athletic Trainers	<10	<10	Insf. Data	Insf. Data	0.48	0.51	Insf. Data
Genetic Counselors	0	0	0	0%	0.28	0.29	\$0.00
Healthcare Practitioners and Technical Workers, All Other	<10	<10	Insf. Data	Insf. Data	0.50	0.46	Insf. Data
Home Health Aides	128	160	32	25%	0.66	0.67	\$9.13
Psychiatric Aides	25	24	(1)	(4%)	1.52	1.63	\$11.41
Nursing Assistants	660	733	73	11%	2.18	2.20	\$10.02
Orderlies	14	15	1	7%	1.18	1.16	\$9.95
Occupational Therapy Assistants	16	18	2	13%	2.14	2.36	\$25.12
Occupational Therapy Aides	<10	<10	Insf. Data	Insf. Data	0.61	0.63	Insf. Data
Physical Therapist Assistants	34	37	3	9%	1.87	2.09	\$29.92
Physical Therapist Aides	13	13	0	0%	1.05	1.23	\$10.46
Massage Therapists	50	64	14	28%	1.71	1.55	\$9.28

Dental Assistants	63	68	5	8%	0.92	0.96	\$15.19
Medical Assistants	59	66	7	12%	0.46	0.48	\$10.98
Medical Equipment Preparers	18	20	2	11%	1.64	1.72	\$11.35
Medical Transcriptionists	<10	11	Insf. Data	Insf. Data	0.67	0.66	Insf. Data
Pharmacy Aides	<10	<10	Insf. Data	Insf. Data	0.49	0.46	Insf. Data
Veterinary Assistants and Laboratory Animal Caretakers	20	20	0	0%	1.14	1.21	\$9.15
Phlebotomists	25	31	6	24%	1.15	1.07	\$10.74
Healthcare Support Workers, All Other	11	13	2	18%	0.56	0.55	\$15.17
First-Line Supervisors of Correctional Officers	138	138	0	0%	14.22	14.84	\$21.23
First-Line Supervisors of Police and Detectives	17	18	1	6%	0.85	0.83	\$25.48
First-Line Supervisors of Fire Fighting and Prevention Workers	<10	11	Insf. Data	Insf. Data	0.83	0.80	Insf. Data
First-Line Supervisors of Protective Service Workers, All Other	14	15	1	7%	0.97	0.99	\$16.73
Firefighters	212	215	3	1%	3.26	3.37	\$16.75
Fire Inspectors and Investigators	<10	<10	Insf. Data	Insf. Data	1.78	1.82	Insf. Data
Forest Fire Inspectors and Prevention Specialists	<10	<10	Insf. Data	Insf. Data	4.34	4.56	Insf. Data
Bailiffs	13	13	0	0%	3.69	3.82	\$18.61
Correctional Officers and Jailers	2,058	2,076	18	1%	22.24	23.08	\$15.35
Detectives and Criminal Investigators	42	43	1	2%	1.78	1.83	\$19.57
Fish and Game Wardens	<10	<10	Insf. Data	Insf. Data	6.76	7.06	Insf. Data
Parking Enforcement Workers	<10	<10	Insf. Data	Insf. Data	0.63	0.61	Insf. Data
Police and Sheriff's Patrol Officers	199	207	8	4%	1.46	1.48	\$23.93
Transit and Railroad Police	<10	<10	Insf. Data	Insf. Data	1.89	1.93	Insf. Data
Animal Control Workers	<10	<10	Insf. Data	Insf. Data	0.78	0.76	Insf. Data
Private Detectives and Investigators	<10	<10	Insf. Data	Insf. Data	0.50	0.45	Insf. Data
Gaming Surveillance Officers and Gaming Investigators	<10	<10	Insf. Data	Insf. Data	1.80	1.59	Insf. Data
Security Guards	80	90	10	13%	0.34	0.34	\$10.31
Crossing Guards	<10	<10	Insf. Data	Insf. Data	0.51	0.47	Insf. Data
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	<10	11	Insf. Data	Insf. Data	0.34	0.34	Insf. Data
Transportation Security Screeners	28	30	2	7%	2.82	2.88	\$16.53
Protective Service Workers, All Other	70	73	3	4%	2.85	2.95	\$13.61
Chefs and Head Cooks	35	36	1	3%	1.22	1.29	\$19.78

First-Line Supervisors of Food Preparation and Serving Workers	211	233	22	10%	1.13	1.14	\$13.65
Cooks, Fast Food	<10	20	Insf. Data	Insf. Data	0.17	0.09	Insf. Data
Cooks, Institution and Cafeteria	81	91	10	12%	0.95	0.93	\$9.70
Cooks, Private Household	<10	<10	Insf. Data	Insf. Data	1.01	1.04	Insf. Data
Cooks, Restaurant	164	182	18	11%	0.69	0.70	\$10.65
Cooks, Short Order	<10	<10	Insf. Data	Insf. Data	0.24	0.20	Insf. Data
Cooks, All Other	<10	<10	Insf. Data	Insf. Data	0.58	0.55	Insf. Data
Food Preparation Workers	134	146	12	9%	0.77	0.75	\$10.63
Bartenders	75	82	7	9%	0.62	0.62	\$10.27
Combined Food Preparation and Serving Workers, Including Fast Food	1,194	1,305	111	9%	1.77	1.81	\$8.54
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	32	39	7	22%	0.38	0.32	\$8.75
Waiters and Waitresses	424	438	14	3%	0.81	0.83	\$14.08
Food Servers, Nonrestaurant	50	58	8	16%	0.99	0.96	\$8.70
Dining Room and Cafeteria Attendants and Bartender Helpers	101	105	4	4%	1.12	1.16	\$11.97
Dishwashers	70	75	5	7%	0.67	0.67	\$9.71
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	49	52	3	6%	0.63	0.63	\$9.76
Food Preparation and Serving Related Workers, All Other	<10	<10	Insf. Data	Insf. Data	0.73	0.71	Insf. Data
First-Line Supervisors of Housekeeping and Janitorial Workers	45	52	7	16%	1.09	1.03	\$11.24
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	40	42	2	5%	1.37	1.39	\$11.51
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	461	519	58	13%	0.91	0.89	\$9.48
Maids and Housekeeping Cleaners	192	207	15	8%	0.62	0.63	\$8.70
Building Cleaning Workers, All Other	<10	<10	Insf. Data	Insf. Data	0.82	0.82	Insf. Data
Pest Control Workers	23	29	6	26%	1.64	1.49	\$11.94
Landscaping and Groundskeeping Workers	307	337	30	10%	1.24	1.21	\$8.92
Pesticide Handlers, Sprayers, and Applicators, Vegetation	21	22	1	5%	3.22	3.33	\$13.39
Tree Trimmers and Pruners	14	16	2	14%	1.16	1.10	\$11.19
Grounds Maintenance Workers, All Other	<10	<10	Insf. Data	Insf. Data	0.99	0.97	Insf. Data
Gaming Supervisors	<10	<10	Insf. Data	Insf. Data	0.42	0.31	Insf. Data
Slot Supervisors	<10	<10	Insf. Data	Insf. Data	1.24	1.07	Insf. Data

First-Line Supervisors of Personal Service Workers	51	53	2	4%	1.22	1.28	\$14.46
Animal Trainers	10	11	1	10%	1.50	1.51	\$9.86
Nonfarm Animal Caretakers	29	32	3	10%	0.62	0.63	\$9.52
Gaming Dealers	<10	10	Insf. Data	Insf. Data	0.48	0.33	Insf. Data
Gaming and Sports Book Writers and Runners	<10	<10	Insf. Data	Insf. Data	1.47	1.33	Insf. Data
Gaming Service Workers, All Other	<10	<10	Insf. Data	Insf. Data	0.60	0.45	Insf. Data
Motion Picture Projectionists	<10	<10	Insf. Data	Insf. Data	0.84	0.76	Insf. Data
Ushers, Lobby Attendants, and Ticket Takers	16	17	1	6%	0.65	0.63	\$9.05
Amusement and Recreation Attendants	72	73	1	1%	1.11	1.21	\$8.73
Costume Attendants	0	<10	Insf. Data	Insf. Data	0.16	0.06	\$0.00
Locker Room, Coatroom, and Dressing Room Attendants	<10	<10	Insf. Data	Insf. Data	0.48	0.47	Insf. Data
Entertainment Attendants and Related Workers, All Other	<10	<10	Insf. Data	Insf. Data	1.22	1.18	Insf. Data
Embalmers	<10	<10	Insf. Data	Insf. Data	1.35	1.29	Insf. Data
Funeral Attendants	21	21	0	0%	3.03	3.03	\$12.91
Morticians, Undertakers, and Funeral Directors	16	17	1	6%	3.02	2.89	\$25.57
Barbers	<10	<10	Insf. Data	Insf. Data	0.49	0.63	Insf. Data
Hairdressers, Hairstylists, and Cosmetologists	137	150	13	9%	0.99	0.99	\$9.46
Makeup Artists, Theatrical and Performance	0	0	0	0%	0.25	0.22	\$0.00
Manicurists and Pedicurists	13	17	4	31%	0.61	0.51	\$7.05
Shampooers	<10	<10	Insf. Data	Insf. Data	0.75	0.63	Insf. Data
Skincare Specialists	<10	<10	Insf. Data	Insf. Data	0.56	0.51	Insf. Data
Baggage Porters and Bellhops	<10	<10	Insf. Data	Insf. Data	0.59	0.56	Insf. Data
Concierges	<10	<10	Insf. Data	Insf. Data	0.14	0.14	Insf. Data
Tour Guides and Escorts	<10	<10	Insf. Data	Insf. Data	0.37	0.37	Insf. Data
Travel Guides	<10	<10	Insf. Data	Insf. Data	0.39	0.39	Insf. Data
Childcare Workers	338	349	11	3%	1.30	1.31	\$9.16
Personal Care Aides	341	360	19	6%	0.80	0.96	\$9.93
Fitness Trainers and Aerobics Instructors	27	26	(1)	(4%)	0.38	0.46	\$13.26
Recreation Workers	56	64	8	14%	0.80	0.77	\$11.40
Residential Advisors	37	42	5	14%	1.51	1.50	\$10.00
Personal Care and Service Workers, All Other	17	20	3	18%	0.91	0.87	\$9.88
First-Line Supervisors of Retail Sales Workers	398	431	33	8%	1.41	1.36	\$15.38
First-Line Supervisors of Non-Retail Sales Workers	46	51	5	11%	0.70	0.64	\$18.39
Cashiers	1,020	1,045	25	2%	1.44	1.45	\$8.65

Gaming Change Persons and Booth Cashiers	<10	<10	Insf. Data	Insf. Data	0.57	0.36	Insf. Data
Counter and Rental Clerks	68	78	10	15%	0.82	0.75	\$10.90
Parts Salespersons	142	155	13	9%	3.03	2.94	\$11.43
Retail Salespersons	804	872	68	8%	0.87	0.85	\$10.15
Advertising Sales Agents	<10	11	Insf. Data	Insf. Data	0.30	0.27	Insf. Data
Insurance Sales Agents	111	124	13	12%	0.80	0.76	\$29.26
Securities, Commodities, and Financial Services Sales Agents	12	14	2	17%	0.19	0.17	\$30.08
Travel Agents	<10	<10	Insf. Data	Insf. Data	0.26	0.19	Insf. Data
Sales Representatives, Services, All Other	58	70	12	21%	0.33	0.30	\$22.55
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	16	18	2	13%	0.22	0.22	\$32.05
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	163	192	29	18%	0.60	0.54	\$15.15
Demonstrators and Product Promoters	<10	<10	Insf. Data	Insf. Data	0.18	0.16	Insf. Data
Models	<10	<10	Insf. Data	Insf. Data	0.47	0.44	Insf. Data
Real Estate Brokers	<10	<10	Insf. Data	Insf. Data	0.34	0.39	Insf. Data
Real Estate Sales Agents	58	49	(9)	(16%)	0.55	0.66	\$13.74
Sales Engineers	<10	<10	Insf. Data	Insf. Data	0.10	0.08	Insf. Data
Telemarketers	<10	<10	Insf. Data	Insf. Data	0.17	0.15	Insf. Data
Door-to-Door Sales Workers, News and Street Vendors, and Related Workers	21	20	(1)	(5%)	1.48	1.29	\$8.37
Sales and Related Workers, All Other	13	16	3	23%	0.62	0.57	\$15.13
First-Line Supervisors of Office and Administrative Support Workers	247	266	19	8%	0.82	0.83	\$17.44
Switchboard Operators, Including Answering Service	15	14	(1)	(7%)	0.64	0.65	\$10.04
Telephone Operators	<10	<10	Insf. Data	Insf. Data	0.42	0.44	Insf. Data
Communications Equipment Operators, All Other	<10	<10	Insf. Data	Insf. Data	1.10	1.14	Insf. Data
Bill and Account Collectors	28	32	4	14%	0.40	0.39	\$12.47
Billing and Posting Clerks	91	95	4	4%	0.81	0.85	\$12.76
Bookkeeping, Accounting, and Auditing Clerks	321	343	22	7%	0.88	0.89	\$14.25
Gaming Cage Workers	<10	<10	Insf. Data	Insf. Data	0.42	0.26	Insf. Data
Payroll and Timekeeping Clerks	38	41	3	8%	1.04	1.03	\$16.57
Procurement Clerks	<10	<10	Insf. Data	Insf. Data	0.34	0.29	Insf. Data
Tellers	144	144	0	0%	1.37	1.39	\$11.71
Financial Clerks, All Other	<10	<10	Insf. Data	Insf. Data	0.26	0.24	Insf. Data

Brokerage Clerks	<10	<10	Insf. Data	Insf. Data	0.07	0.06	Insf. Data
Correspondence Clerks	<10	<10	Insf. Data	Insf. Data	0.20	0.18	Insf. Data
Court, Municipal, and License Clerks	100	103	3	3%	3.59	3.73	\$13.39
Credit Authorizers, Checkers, and Clerks	<10	<10	Insf. Data	Insf. Data	0.26	0.24	Insf. Data
Customer Service Representatives	233	257	24	10%	0.44	0.44	\$11.99
Eligibility Interviewers, Government Programs	53	57	4	8%	2.05	2.07	\$11.39
File Clerks	27	26	(1)	(4%)	0.77	0.82	\$11.11
Hotel, Motel, and Resort Desk Clerks	14	16	2	14%	0.30	0.28	\$9.69
Interviewers, Except Eligibility and Loan	14	16	2	14%	0.34	0.32	\$11.61
Library Assistants, Clerical	31	34	3	10%	1.19	1.22	\$9.42
Loan Interviewers and Clerks	30	33	3	10%	0.72	0.69	\$16.11
New Accounts Clerks	<10	<10	Insf. Data	Insf. Data	0.19	0.15	Insf. Data
Order Clerks	10	12	2	20%	0.30	0.25	Insf. Data
Human Resources Assistants, Except Payroll and Timekeeping	24	25	1	4%	0.81	0.81	\$14.18
Receptionists and Information Clerks	157	162	5	3%	0.70	0.73	\$11.42
Reservation and Transportation Ticket Agents and Travel Clerks	<10	<10	Insf. Data	Insf. Data	0.31	0.28	Insf. Data
Information and Record Clerks, All Other	49	47	(2)	(4%)	1.17	1.22	\$14.35
Cargo and Freight Agents	<10	<10	Insf. Data	Insf. Data	0.22	0.15	Insf. Data
Couriers and Messengers	<10	<10	Insf. Data	Insf. Data	0.44	0.37	Insf. Data
Police, Fire, and Ambulance Dispatchers	56	57	1	2%	2.68	2.78	\$13.65
Dispatchers, Except Police, Fire, and Ambulance	25	31	6	24%	0.69	0.62	\$17.82
Meter Readers, Utilities	14	13	(1)	(7%)	1.91	2.00	\$17.41
Postal Service Clerks	39	32	(7)	(18%)	2.77	2.80	\$25.63
Postal Service Mail Carriers	117	102	(15)	(13%)	1.91	1.94	\$22.64
Postal Service Mail Sorters, Processors, and Processing Machine Operators	<10	<10	Insf. Data	Insf. Data	0.18	0.12	Insf. Data
Production, Planning, and Expediting Clerks	15	19	4	27%	0.29	0.24	\$16.17
Shipping, Receiving, and Traffic Clerks	68	75	7	10%	0.53	0.49	\$13.88
Stock Clerks and Order Fillers	350	376	26	7%	0.96	0.91	\$9.82
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	<10	12	Insf. Data	Insf. Data	0.75	0.67	Insf. Data
Executive Secretaries and Executive Administrative Assistants	128	125	(3)	(2%)	0.82	0.84	\$15.94
Legal Secretaries	<10	<10	Insf. Data	Insf. Data	0.22	0.23	Insf. Data

Medical Secretaries	65	75	10	15%	0.57	0.58	\$11.10
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	653	681	28	4%	1.16	1.21	\$12.47
Computer Operators	<10	<10	Insf. Data	Insf. Data	0.36	0.33	Insf. Data
Data Entry Keyers	34	30	(4)	(12%)	0.75	0.77	\$12.53
Word Processors and Typists	29	25	(4)	(14%)	1.41	1.45	\$10.72
Desktop Publishers	<10	<10	Insf. Data	Insf. Data	0.41	0.33	Insf. Data
Insurance Claims and Policy Processing Clerks	26	29	3	12%	0.51	0.49	\$15.89
Mail Clerks and Mail Machine Operators, Except Postal Service	<10	<10	Insf. Data	Insf. Data	0.37	0.33	Insf. Data
Office Clerks, General	629	637	8	1%	0.91	0.94	\$11.26
Office Machine Operators, Except Computer	<10	<10	Insf. Data	Insf. Data	0.24	0.23	Insf. Data
Proofreaders and Copy Markers	<10	<10	Insf. Data	Insf. Data	0.39	0.30	Insf. Data
Statistical Assistants	<10	<10	Insf. Data	Insf. Data	0.41	0.44	Insf. Data
Office and Administrative Support Workers, All Other	27	29	2	7%	0.40	0.40	\$12.15
First-Line Supervisors of Farming, Fishing, and Forestry Workers	70	66	(4)	(6%)	6.64	7.03	\$28.58
Agricultural Inspectors	39	38	(1)	(3%)	11.57	12.17	\$23.66
Animal Breeders	<10	<10	Insf. Data	Insf. Data	1.01	1.02	Insf. Data
Graders and Sorters, Agricultural Products	16	17	1	6%	1.42	1.41	\$12.19
Agricultural Equipment Operators	22	24	2	9%	1.52	1.51	\$15.82
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	215	219	4	2%	1.38	1.39	\$14.63
Farmworkers, Farm, Ranch, and Aquacultural Animals	18	19	1	6%	1.11	1.12	\$14.96
Agricultural Workers, All Other	<10	<10	Insf. Data	Insf. Data	1.44	1.53	Insf. Data
Fishers and Related Fishing Workers	10	<10	Insf. Data	Insf. Data	1.91	2.24	\$13.68
Hunters and Trappers	<10	<10	Insf. Data	Insf. Data	1.94	2.30	Insf. Data
Forest and Conservation Workers	13	13	0	0%	4.56	4.81	\$14.83
Fallers	10	<10	Insf. Data	Insf. Data	5.22	5.29	Insf. Data
Logging Equipment Operators	176	177	1	1%	21.91	20.92	\$17.11
Log Graders and Scalers	<10	<10	Insf. Data	Insf. Data	4.15	3.63	Insf. Data
Logging Workers, All Other	<10	<10	Insf. Data	Insf. Data	4.21	4.46	Insf. Data
First-Line Supervisors of Construction Trades and Extraction Workers	180	200	20	11%	1.51	1.43	\$22.33
Boilermakers	<10	<10	Insf. Data	Insf. Data	0.62	0.51	Insf. Data
Brickmasons and Blockmasons	15	18	3	20%	1.06	0.93	\$13.20

Stonemasons	<10	<10	Insf. Data	Insf. Data	0.86	0.77	Insf. Data
Carpenters	253	258	5	2%	1.22	1.22	\$13.18
Carpet Installers	<10	<10	Insf. Data	Insf. Data	0.63	0.60	Insf. Data
Floor Layers, Except Carpet, Wood, and Hard Tiles	<10	<10	Insf. Data	Insf. Data	0.62	0.62	Insf. Data
Floor Sanders and Finishers	<10	<10	Insf. Data	Insf. Data	0.78	0.76	Insf. Data
Tile and Marble Setters	<10	<10	Insf. Data	Insf. Data	0.84	0.82	Insf. Data
Cement Masons and Concrete Finishers	92	112	20	22%	3.01	2.70	\$13.21
Terrazzo Workers and Finishers	<10	<10	Insf. Data	Insf. Data	0.61	0.47	Insf. Data
Construction Laborers	487	535	48	10%	1.90	1.87	\$11.44
Paving, Surfacing, and Tamping Equipment Operators	12	18	6	50%	1.43	1.05	Insf. Data
Pile-Driver Operators	<10	<10	Insf. Data	Insf. Data	2.69	2.52	Insf. Data
Operating Engineers and Other Construction Equipment Operators	145	166	21	14%	2.04	1.93	\$12.87
Drywall and Ceiling Tile Installers	23	26	3	13%	1.13	0.95	\$11.55
Tapers	<10	<10	Insf. Data	Insf. Data	0.77	0.66	Insf. Data
Electricians	74	77	3	4%	0.53	0.56	\$20.12
Glaziers	<10	<10	Insf. Data	Insf. Data	0.47	0.46	Insf. Data
Insulation Workers, Floor, Ceiling, and Wall	<10	<10	Insf. Data	Insf. Data	0.88	0.63	Insf. Data
Insulation Workers, Mechanical	11	17	6	55%	2.17	1.66	Insf. Data
Painters, Construction and Maintenance	94	90	(4)	(4%)	1.08	1.15	\$13.40
Paperhangers	<10	<10	Insf. Data	Insf. Data	0.76	0.86	Insf. Data
Pipelayers	21	22	1	5%	2.07	2.18	\$12.74
Plumbers, Pipefitters, and Steamfitters	96	116	20	21%	1.15	1.05	\$15.26
Plasterers and Stucco Masons	<10	<10	Insf. Data	Insf. Data	1.27	1.00	Insf. Data
Reinforcing Iron and Rebar Workers	<10	<10	Insf. Data	Insf. Data	0.87	0.78	Insf. Data
Roofers	80	108	28	35%	3.49	2.73	\$13.67
Sheet Metal Workers	12	18	6	50%	0.57	0.42	\$10.41
Structural Iron and Steel Workers	<10	<10	Insf. Data	Insf. Data	0.61	0.53	Insf. Data
Solar Photovoltaic Installers	<10	<10	Insf. Data	Insf. Data	0.59	0.55	Insf. Data
Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	<10	<10	Insf. Data	Insf. Data	0.84	0.67	Insf. Data
Helpers--Carpenters	<10	<10	Insf. Data	Insf. Data	0.52	0.44	Insf. Data
Helpers--Electricians	<10	<10	Insf. Data	Insf. Data	0.41	0.43	Insf. Data
Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	<10	<10	Insf. Data	Insf. Data	0.59	0.58	Insf. Data

Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	<10	11	Insf. Data	Insf. Data	0.87	0.76	Insf. Data
Helpers--Roofers	<10	<10	Insf. Data	Insf. Data	1.86	1.10	Insf. Data
Helpers, Construction Trades, All Other	<10	<10	Insf. Data	Insf. Data	0.77	0.64	Insf. Data
Construction and Building Inspectors	29	32	3	10%	1.49	1.47	\$19.69
Elevator Installers and Repairers	10	15	5	50%	3.05	2.33	Insf. Data
Fence Erectors	<10	<10	Insf. Data	Insf. Data	0.82	0.76	Insf. Data
Hazardous Materials Removal Workers	<10	<10	Insf. Data	Insf. Data	0.29	0.25	Insf. Data
Highway Maintenance Workers	95	98	3	3%	3.20	3.26	\$12.44
Rail-Track Laying and Maintenance Equipment Operators	<10	<10	Insf. Data	Insf. Data	0.64	0.60	Insf. Data
Septic Tank Servicers and Sewer Pipe Cleaners	<10	<10	Insf. Data	Insf. Data	0.82	0.78	Insf. Data
Segmental Pavers	<10	<10	Insf. Data	Insf. Data	1.25	1.23	Insf. Data
Construction and Related Workers, All Other	17	17	0	0%	2.13	2.31	\$16.31
Derrick Operators, Oil and Gas	<10	0	Insf. Data	Insf. Data	0.04	0.07	\$0.00
Rotary Drill Operators, Oil and Gas	<10	<10	Insf. Data	Insf. Data	0.15	0.25	Insf. Data
Service Unit Operators, Oil, Gas, and Mining	<10	<10	Insf. Data	Insf. Data	0.06	0.09	Insf. Data
Earth Drillers, Except Oil and Gas	<10	<10	Insf. Data	Insf. Data	0.76	0.76	Insf. Data
Explosives Workers, Ordnance Handling Experts, and Blasters	<10	<10	Insf. Data	Insf. Data	0.72	0.66	Insf. Data
Continuous Mining Machine Operators	<10	<10	Insf. Data	Insf. Data	1.22	0.69	Insf. Data
Mine Cutting and Channeling Machine Operators	<10	<10	Insf. Data	Insf. Data	1.94	1.27	Insf. Data
Mining Machine Operators, All Other	<10	<10	Insf. Data	Insf. Data	1.95	1.48	Insf. Data
Rock Splitters, Quarry	<10	<10	Insf. Data	Insf. Data	6.90	4.97	Insf. Data
Roof Bolters, Mining	0	0	0	0%	0.13	0.09	\$0.00
Roustabouts, Oil and Gas	<10	<10	Insf. Data	Insf. Data	0.10	0.15	Insf. Data
Helpers--Extraction Workers	<10	<10	Insf. Data	Insf. Data	0.39	0.38	Insf. Data
Extraction Workers, All Other	<10	<10	Insf. Data	Insf. Data	0.54	0.42	Insf. Data
First-Line Supervisors of Mechanics, Installers, and Repairers	103	108	5	5%	1.12	1.12	\$27.89
Computer, Automated Teller, and Office Machine Repairers	<10	<10	Insf. Data	Insf. Data	0.33	0.29	Insf. Data
Radio, Cellular, and Tower Equipment Installers and Repairs	<10	<10	Insf. Data	Insf. Data	0.46	0.48	Insf. Data
Telecommunications Equipment Installers and Repairers, Except Line Installers	65	63	(2)	(3%)	1.36	1.44	\$28.08
Avionics Technicians	<10	<10	Insf. Data	Insf. Data	0.21	0.19	Insf. Data
Electric Motor, Power Tool, and Related Repairers	<10	<10	Insf. Data	Insf. Data	0.46	0.46	Insf. Data
Electrical and Electronics Installers and Repairers, Transportation Equipment	<10	<10	Insf. Data	Insf. Data	0.51	0.48	Insf. Data

Electrical and Electronics Repairers, Commercial and Industrial Equipment	25	26	1	4%	1.82	1.80	\$30.21
Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	11	12	1	9%	2.48	2.48	\$29.20
Electronic Equipment Installers and Repairers, Motor Vehicles	<10	<10	Insf. Data	Insf. Data	0.88	0.72	Insf. Data
Electronic Home Entertainment Equipment Installers and Repairers	<10	<10	Insf. Data	Insf. Data	0.96	0.74	Insf. Data
Security and Fire Alarm Systems Installers	<10	<10	Insf. Data	Insf. Data	0.23	0.21	Insf. Data
Aircraft Mechanics and Service Technicians	<10	<10	Insf. Data	Insf. Data	0.28	0.25	Insf. Data
Automotive Body and Related Repairers	45	44	(1)	(2%)	1.26	1.38	\$14.33
Automotive Glass Installers and Repairers	<10	<10	Insf. Data	Insf. Data	0.60	0.63	Insf. Data
Automotive Service Technicians and Mechanics	222	231	9	4%	1.39	1.41	\$13.13
Bus and Truck Mechanics and Diesel Engine Specialists	46	52	6	13%	0.92	0.87	\$17.34
Farm Equipment Mechanics and Service Technicians	<10	<10	Insf. Data	Insf. Data	0.30	0.28	Insf. Data
Mobile Heavy Equipment Mechanics, Except Engines	25	29	4	16%	1.03	0.94	\$16.36
Rail Car Repairers	<10	<10	Insf. Data	Insf. Data	1.01	0.83	Insf. Data
Motorboat Mechanics and Service Technicians	<10	<10	Insf. Data	Insf. Data	0.58	0.54	Insf. Data
Motorcycle Mechanics	<10	<10	Insf. Data	Insf. Data	0.36	0.31	Insf. Data
Outdoor Power Equipment and Other Small Engine Mechanics	<10	<10	Insf. Data	Insf. Data	0.57	0.54	Insf. Data
Bicycle Repairers	<10	<10	Insf. Data	Insf. Data	0.34	0.29	Insf. Data
Recreational Vehicle Service Technicians	<10	<10	Insf. Data	Insf. Data	0.48	0.39	Insf. Data
Tire Repairers and Changers	23	29	6	26%	1.24	1.06	\$9.60
Mechanical Door Repairers	<10	<10	Insf. Data	Insf. Data	1.08	0.75	Insf. Data
Control and Valve Installers and Repairers, Except Mechanical Door	<10	<10	Insf. Data	Insf. Data	0.57	0.58	Insf. Data
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	89	106	17	19%	1.53	1.42	\$15.06
Home Appliance Repairers	<10	<10	Insf. Data	Insf. Data	0.60	0.50	Insf. Data
Industrial Machinery Mechanics	19	24	5	26%	0.32	0.28	\$19.07
Maintenance Workers, Machinery	<10	<10	Insf. Data	Insf. Data	0.46	0.39	Insf. Data
Millwrights	<10	<10	Insf. Data	Insf. Data	0.95	0.59	Insf. Data
Refractory Materials Repairers, Except Brickmasons	<10	<10	Insf. Data	Insf. Data	1.35	1.00	Insf. Data
Electrical Power-Line Installers and Repairers	76	77	1	1%	2.92	3.16	\$27.31
Telecommunications Line Installers and Repairers	23	21	(2)	(9%)	0.85	0.93	\$21.04
Camera and Photographic Equipment Repairers	0	0	0	0%	0.17	0.09	\$0.00

Medical Equipment Repairers	<10	<10	Insf. Data	Insf. Data	0.49	0.40	Insf. Data
Musical Instrument Repairers and Tuners	<10	<10	Insf. Data	Insf. Data	0.60	0.63	Insf. Data
Watch Repairers	<10	<10	Insf. Data	Insf. Data	1.00	0.98	Insf. Data
Precision Instrument and Equipment Repairers, All Other	<10	<10	Insf. Data	Insf. Data	0.40	0.40	Insf. Data
Maintenance and Repair Workers, General	298	320	22	7%	1.03	1.03	\$13.08
Wind Turbine Service Technicians	<10	<10	Insf. Data	Insf. Data	1.57	1.75	Insf. Data
Coin, Vending, and Amusement Machine Servicers and Repairers	<10	<10	Insf. Data	Insf. Data	0.46	0.37	Insf. Data
Commercial Divers	<10	<10	Insf. Data	Insf. Data	0.53	0.56	Insf. Data
Fabric Menders, Except Garment	<10	0	Insf. Data	Insf. Data	0.17	5.24	Insf. Data
Locksmiths and Safe Repairers	<10	<10	Insf. Data	Insf. Data	0.67	0.58	Insf. Data
Manufactured Building and Mobile Home Installers	<10	<10	Insf. Data	Insf. Data	1.16	1.12	Insf. Data
Riggers	<10	<10	Insf. Data	Insf. Data	0.56	0.49	Insf. Data
Signal and Track Switch Repairers	<10	<10	Insf. Data	Insf. Data	0.88	0.81	Insf. Data
Helpers--Installation, Maintenance, and Repair Workers	27	30	3	11%	1.03	1.00	\$9.96
Installation, Maintenance, and Repair Workers, All Other	32	34	2	6%	0.87	0.87	\$11.79
First-Line Supervisors of Production and Operating Workers	77	77	0	0%	0.63	0.62	\$23.61
Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	<10	<10	Insf. Data	Insf. Data	0.55	0.55	Insf. Data
Coil Winders, Tapers, and Finishers	<10	<10	Insf. Data	Insf. Data	0.60	0.48	Insf. Data
Electrical and Electronic Equipment Assemblers	<10	<10	Insf. Data	Insf. Data	0.07	0.04	Insf. Data
Electromechanical Equipment Assemblers	<10	<10	Insf. Data	Insf. Data	0.21	0.10	Insf. Data
Engine and Other Machine Assemblers	<10	<10	Insf. Data	Insf. Data	0.11	0.04	Insf. Data
Structural Metal Fabricators and Fitters	<10	<10	Insf. Data	Insf. Data	0.24	0.17	Insf. Data
Fiberglass Laminators and Fabricators	<10	<10	Insf. Data	Insf. Data	0.25	0.14	Insf. Data
Team Assemblers	283	315	32	11%	1.30	1.19	\$11.59
Timing Device Assemblers and Adjusters	<10	<10	Insf. Data	Insf. Data	1.40	1.34	Insf. Data
Assemblers and Fabricators, All Other	11	15	4	36%	0.28	0.21	\$11.90
Bakers	20	25	5	25%	0.61	0.54	\$11.25
Butchers and Meat Cutters	45	49	4	9%	1.63	1.57	\$10.66
Meat, Poultry, and Fish Cutters and Trimmers	16	20	4	25%	0.62	0.53	\$11.62
Slaughterers and Meat Packers	<10	<10	Insf. Data	Insf. Data	0.15	0.12	Insf. Data
Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	<10	<10	Insf. Data	Insf. Data	0.29	0.27	Insf. Data
Food Batchmakers	<10	<10	Insf. Data	Insf. Data	0.09	0.07	Insf. Data

Food Cooking Machine Operators and Tenders	<10	<10	Insf. Data	Insf. Data	0.14	0.10	Insf. Data
Food Processing Workers, All Other	<10	<10	Insf. Data	Insf. Data	0.38	0.36	Insf. Data
Computer-Controlled Machine Tool Operators, Metal and Plastic	<10	<10	Insf. Data	Insf. Data	0.11	0.07	Insf. Data
Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	<10	<10	Insf. Data	Insf. Data	0.18	0.14	Insf. Data
Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	0	<10	Insf. Data	Insf. Data	0.05	0.02	\$0.00
Forging Machine Setters, Operators, and Tenders, Metal and Plastic	0	0	0	0%	0.00	0.00	\$0.00
Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	0	0	0	0%	0.00	0.00	\$0.00
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	<10	<10	Insf. Data	Insf. Data	0.12	0.07	Insf. Data
Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic	<10	<10	Insf. Data	Insf. Data	0.09	0.11	Insf. Data
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	<10	<10	Insf. Data	Insf. Data	0.09	0.07	Insf. Data
Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	<10	<10	Insf. Data	Insf. Data	0.16	0.16	Insf. Data
Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	<10	<10	Insf. Data	Insf. Data	0.09	0.12	Insf. Data
Machinists	11	13	2	18%	0.14	0.13	\$17.32
Metal-Refining Furnace Operators and Tenders	0	0	0	0%	0.00	0.00	\$0.00
Pourers and Casters, Metal	0	0	0	0%	0.00	0.00	\$0.00
Model Makers, Metal and Plastic	0	0	0	0%	0.17	0.01	\$0.00
Patternmakers, Metal and Plastic	0	0	0	0%	0.00	0.00	\$0.00
Foundry Mold and Coremakers	0	0	0	0%	0.00	0.00	\$0.00
Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	<10	<10	Insf. Data	Insf. Data	0.07	0.05	Insf. Data
Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	<10	<10	Insf. Data	Insf. Data	0.17	0.11	Insf. Data
Tool and Die Makers	<10	<10	Insf. Data	Insf. Data	0.10	0.08	Insf. Data
Welders, Cutters, Solderers, and Brazers	27	36	9	33%	0.42	0.33	\$14.48
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	<10	<10	Insf. Data	Insf. Data	0.25	0.18	Insf. Data
Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	0	0	0	0%	0.03	0.03	\$0.00

Layout Workers, Metal and Plastic	<10	<10	Insf. Data	Insf. Data	0.22	0.22	Insf. Data
Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	0	0	0	0%	0.01	0.01	\$0.00
Tool Grinders, Filers, and Sharpeners	<10	<10	Insf. Data	Insf. Data	1.27	1.01	Insf. Data
Metal Workers and Plastic Workers, All Other	<10	<10	Insf. Data	Insf. Data	0.17	0.10	Insf. Data
Prepress Technicians and Workers	<10	<10	Insf. Data	Insf. Data	0.24	0.13	Insf. Data
Printing Press Operators	<10	10	Insf. Data	Insf. Data	0.33	0.24	Insf. Data
Print Binding and Finishing Workers	<10	<10	Insf. Data	Insf. Data	0.16	0.11	Insf. Data
Laundry and Dry-Cleaning Workers	45	54	9	20%	1.18	1.01	\$9.90
Pressers, Textile, Garment, and Related Materials	<10	<10	Insf. Data	Insf. Data	0.44	0.40	Insf. Data
Sewing Machine Operators	31	<10	Insf. Data	Insf. Data	0.25	0.98	\$8.83
Shoe and Leather Workers and Repairers	<10	<10	Insf. Data	Insf. Data	0.47	0.39	Insf. Data
Shoe Machine Operators and Tenders	0	0	0	0%	0.01	0.01	\$0.00
Sewers, Hand	<10	<10	Insf. Data	Insf. Data	0.59	1.09	Insf. Data
Tailors, Dressmakers, and Custom Sewers	<10	<10	Insf. Data	Insf. Data	0.63	0.71	Insf. Data
Textile Bleaching and Dyeing Machine Operators and Tenders	<10	<10	Insf. Data	Insf. Data	0.30	0.88	Insf. Data
Textile Cutting Machine Setters, Operators, and Tenders	<10	<10	Insf. Data	Insf. Data	0.28	0.67	Insf. Data
Textile Knitting and Weaving Machine Setters, Operators, and Tenders	<10	<10	Insf. Data	Insf. Data	0.84	1.24	Insf. Data
Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders	<10	<10	Insf. Data	Insf. Data	0.34	0.54	Insf. Data
Extruding and Forming Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers	<10	<10	Insf. Data	Insf. Data	0.19	0.16	Insf. Data
Fabric and Apparel Patternmakers	<10	0	Insf. Data	Insf. Data	0.01	0.32	Insf. Data
Upholsterers	<10	<10	Insf. Data	Insf. Data	0.58	0.71	Insf. Data
Textile, Apparel, and Furnishings Workers, All Other	<10	<10	Insf. Data	Insf. Data	0.22	0.67	Insf. Data
Cabinetmakers and Bench Carpenters	<10	<10	Insf. Data	Insf. Data	0.40	0.29	Insf. Data
Furniture Finishers	<10	<10	Insf. Data	Insf. Data	0.61	0.51	Insf. Data
Model Makers, Wood	<10	<10	Insf. Data	Insf. Data	1.90	1.51	Insf. Data
Patternmakers, Wood	<10	<10	Insf. Data	Insf. Data	1.64	1.36	Insf. Data
Sawing Machine Setters, Operators, and Tenders, Wood	69	82	13	19%	8.04	6.88	\$16.41
Woodworking Machine Setters, Operators, and Tenders, Except Sawing	50	56	6	12%	3.95	3.46	\$10.71
Woodworkers, All Other	<10	<10	Insf. Data	Insf. Data	1.85	1.40	Insf. Data
Nuclear Power Reactor Operators	<10	<10	Insf. Data	Insf. Data	1.69	1.68	Insf. Data
Power Distributors and Dispatchers	<10	<10	Insf. Data	Insf. Data	0.90	0.86	Insf. Data

Power Plant Operators	<10	<10	Insf. Data	Insf. Data	0.82	0.78	Insf. Data
Stationary Engineers and Boiler Operators	<10	<10	Insf. Data	Insf. Data	0.65	0.57	Insf. Data
Water and Wastewater Treatment Plant and System Operators	22	23	1	5%	0.98	0.98	\$17.05
Chemical Plant and System Operators	0	0	0	0%	0.00	0.00	\$0.00
Gas Plant Operators	<10	<10	Insf. Data	Insf. Data	0.25	0.30	Insf. Data
Petroleum Pump System Operators, Refinery Operators, and Gaugers	<10	<10	Insf. Data	Insf. Data	0.08	0.10	Insf. Data
Plant and System Operators, All Other	<10	<10	Insf. Data	Insf. Data	0.70	0.50	Insf. Data
Chemical Equipment Operators and Tenders	0	0	0	0%	0.02	0.01	\$0.00
Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	<10	<10	Insf. Data	Insf. Data	0.25	0.18	Insf. Data
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	<10	<10	Insf. Data	Insf. Data	0.76	0.48	Insf. Data
Grinding and Polishing Workers, Hand	<10	<10	Insf. Data	Insf. Data	0.14	0.11	Insf. Data
Mixing and Blending Machine Setters, Operators, and Tenders	<10	<10	Insf. Data	Insf. Data	0.20	0.12	Insf. Data
Cutters and Trimmers, Hand	<10	<10	Insf. Data	Insf. Data	0.18	0.26	Insf. Data
Cutting and Slicing Machine Setters, Operators, and Tenders	<10	<10	Insf. Data	Insf. Data	0.44	0.31	Insf. Data
Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	<10	<10	Insf. Data	Insf. Data	0.22	0.14	Insf. Data
Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	<10	<10	Insf. Data	Insf. Data	0.70	0.52	Insf. Data
Inspectors, Testers, Sorters, Samplers, and Weighers	21	25	4	19%	0.23	0.20	\$14.21
Jewelers and Precious Stone and Metal Workers	<10	<10	Insf. Data	Insf. Data	0.47	0.38	Insf. Data
Dental Laboratory Technicians	<10	<10	Insf. Data	Insf. Data	0.32	0.24	Insf. Data
Medical Appliance Technicians	<10	<10	Insf. Data	Insf. Data	0.20	0.15	Insf. Data
Ophthalmic Laboratory Technicians	<10	<10	Insf. Data	Insf. Data	0.33	0.33	Insf. Data
Packaging and Filling Machine Operators and Tenders	48	46	(2)	(4%)	0.56	0.60	\$12.35
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	<10	<10	Insf. Data	Insf. Data	0.27	0.25	Insf. Data
Painters, Transportation Equipment	<10	<10	Insf. Data	Insf. Data	0.48	0.43	Insf. Data
Painting, Coating, and Decorating Workers	<10	<10	Insf. Data	Insf. Data	0.38	0.27	Insf. Data
Semiconductor Processors	0	0	0	0%	0.04	0.03	\$0.00
Photographic Process Workers and Processing Machine Operators	<10	<10	Insf. Data	Insf. Data	0.40	0.40	Insf. Data
Adhesive Bonding Machine Operators and Tenders	<10	<10	Insf. Data	Insf. Data	0.28	0.24	Insf. Data

Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	<10	<10	Insf. Data	Insf. Data	0.15	0.12	Insf. Data
Cooling and Freezing Equipment Operators and Tenders	<10	<10	Insf. Data	Insf. Data	0.28	0.20	Insf. Data
Etchers and Engravers	0	<10	Insf. Data	Insf. Data	0.17	0.12	\$0.00
Molders, Shapers, and Casters, Except Metal and Plastic	<10	<10	Insf. Data	Insf. Data	0.51	0.26	Insf. Data
Paper Goods Machine Setters, Operators, and Tenders	10	15	5	50%	0.91	0.56	\$12.41
Tire Builders	0	<10	Insf. Data	Insf. Data	0.08	0.07	\$0.00
Helpers--Production Workers	16	21	5	31%	0.24	0.18	\$9.06
Production Workers, All Other	25	25	0	0%	0.49	0.52	\$10.20
Aircraft Cargo Handling Supervisors	0	0	0	0%	0.01	0.01	\$0.00
First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	29	36	7	24%	0.95	0.81	\$21.26
First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	29	35	6	21%	0.80	0.71	\$22.53
Airline Pilots, Copilots, and Flight Engineers	<10	<10	Insf. Data	Insf. Data	0.07	0.06	Insf. Data
Commercial Pilots	<10	<10	Insf. Data	Insf. Data	0.27	0.23	Insf. Data
Air Traffic Controllers	<10	<10	Insf. Data	Insf. Data	0.92	0.93	Insf. Data
Airfield Operations Specialists	<10	<10	Insf. Data	Insf. Data	0.62	0.66	Insf. Data
Flight Attendants	0	0	0	0%	0.00	0.00	\$0.00
Ambulance Drivers and Attendants, Except Emergency Medical Technicians	<10	<10	Insf. Data	Insf. Data	0.19	0.19	Insf. Data
Bus Drivers, Transit and Intercity	<10	<10	Insf. Data	Insf. Data	0.21	0.16	Insf. Data
Bus Drivers, School or Special Client	246	244	(2)	(1%)	2.30	2.48	\$13.50
Driver/Sales Workers	138	158	20	14%	1.69	1.58	\$8.92
Heavy and Tractor-Trailer Truck Drivers	753	833	80	11%	2.04	1.97	\$15.41
Light Truck or Delivery Services Drivers	117	133	16	14%	0.73	0.67	\$10.89
Taxi Drivers and Chauffeurs	67	73	6	9%	1.12	1.20	\$9.76
Motor Vehicle Operators, All Other	20	21	1	5%	1.53	1.53	\$11.61
Locomotive Engineers	<10	<10	Insf. Data	Insf. Data	0.68	0.68	Insf. Data
Locomotive Firers	0	0	0	0%	0.66	0.67	\$0.00
Rail Yard Engineers, Dinkey Operators, and Hostlers	<10	<10	Insf. Data	Insf. Data	1.46	1.14	Insf. Data
Railroad Brake, Signal, and Switch Operators	<10	<10	Insf. Data	Insf. Data	0.80	0.75	Insf. Data
Railroad Conductors and Yardmasters	<10	<10	Insf. Data	Insf. Data	0.73	0.73	Insf. Data
Subway and Streetcar Operators	<10	<10	Insf. Data	Insf. Data	2.66	2.74	Insf. Data
Rail Transportation Workers, All Other	<10	<10	Insf. Data	Insf. Data	1.07	0.96	Insf. Data

Sailors and Marine Oilers	<10	<10	Insf. Data	Insf. Data	0.47	0.54	Insf. Data
Captains, Mates, and Pilots of Water Vessels	<10	<10	Insf. Data	Insf. Data	0.27	0.29	Insf. Data
Motorboat Operators	<10	<10	Insf. Data	Insf. Data	0.79	0.85	Insf. Data
Ship Engineers	<10	<10	Insf. Data	Insf. Data	0.62	0.68	Insf. Data
Bridge and Lock Tenders	<10	<10	Insf. Data	Insf. Data	2.37	2.42	Insf. Data
Parking Lot Attendants	<10	<10	Insf. Data	Insf. Data	0.26	0.27	Insf. Data
Automotive and Watercraft Service Attendants	29	30	1	3%	1.25	1.33	\$9.92
Traffic Technicians	<10	<10	Insf. Data	Insf. Data	2.50	2.64	Insf. Data
Transportation Inspectors	<10	<10	Insf. Data	Insf. Data	0.34	0.31	Insf. Data
Transportation Attendants, Except Flight Attendants	<10	<10	Insf. Data	Insf. Data	0.39	0.38	Insf. Data
Transportation Workers, All Other	<10	<10	Insf. Data	Insf. Data	0.38	0.36	Insf. Data
Conveyor Operators and Tenders	<10	11	Insf. Data	Insf. Data	1.36	1.21	Insf. Data
Crane and Tower Operators	12	15	3	25%	1.48	1.34	\$23.16
Dredge Operators	<10	<10	Insf. Data	Insf. Data	4.26	3.12	Insf. Data
Excavating and Loading Machine and Dragline Operators	20	25	5	25%	2.17	1.83	\$16.95
Loading Machine Operators, Underground Mining	<10	<10	Insf. Data	Insf. Data	1.05	0.61	Insf. Data
Hoist and Winch Operators	<10	<10	Insf. Data	Insf. Data	1.76	1.76	Insf. Data
Industrial Truck and Tractor Operators	88	102	14	16%	0.94	0.81	\$13.74
Cleaners of Vehicles and Equipment	36	40	4	11%	0.51	0.50	\$11.21
Laborers and Freight, Stock, and Material Movers, Hand	392	462	70	18%	0.84	0.77	\$10.57
Machine Feeders and Offbearers	19	25	6	32%	1.15	0.88	\$15.56
Packers and Packagers, Hand	106	116	10	9%	0.75	0.72	\$8.78
Gas Compressor and Gas Pumping Station Operators	0	0	0	0%	0.06	0.05	\$0.00
Pump Operators, Except Wellhead Pumps	<10	<10	Insf. Data	Insf. Data	0.37	0.48	Insf. Data
Wellhead Pumps	0	0	0	0%	0.00	0.00	\$0.00
Refuse and Recyclable Material Collectors	28	30	2	7%	1.04	1.05	\$13.17
Mine Shuttle Car Operators	0	0	0	0%	0.00	0.00	\$0.00
Tank Car, Truck, and Ship Loaders	<10	<10	Insf. Data	Insf. Data	0.96	0.68	Insf. Data
Material Moving Workers, All Other	<10	<10	Insf. Data	Insf. Data	0.63	0.60	Insf. Data
Military occupations	191	192	1	1%	0.46	0.46	\$14.53
Unclassified Occupation	0	0	0	0%	0.00	0.00	\$0.00

Source: EMSI 2015.4 – QCEW Employees, Non-QCEW Employees, and Self-Employed

Occupation Data

EMSI occupation employment data are based on final EMSI industry data and final EMSI staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and Non-QCEW Employees classes of worker) and the American Community Survey (Self-Employed and Extended Proprietors). Occupational wage estimates also affected by county-level EMSI earnings by industry.

State Data Sources

This report uses state data from the following agencies: Florida Department of Economic Opportunity

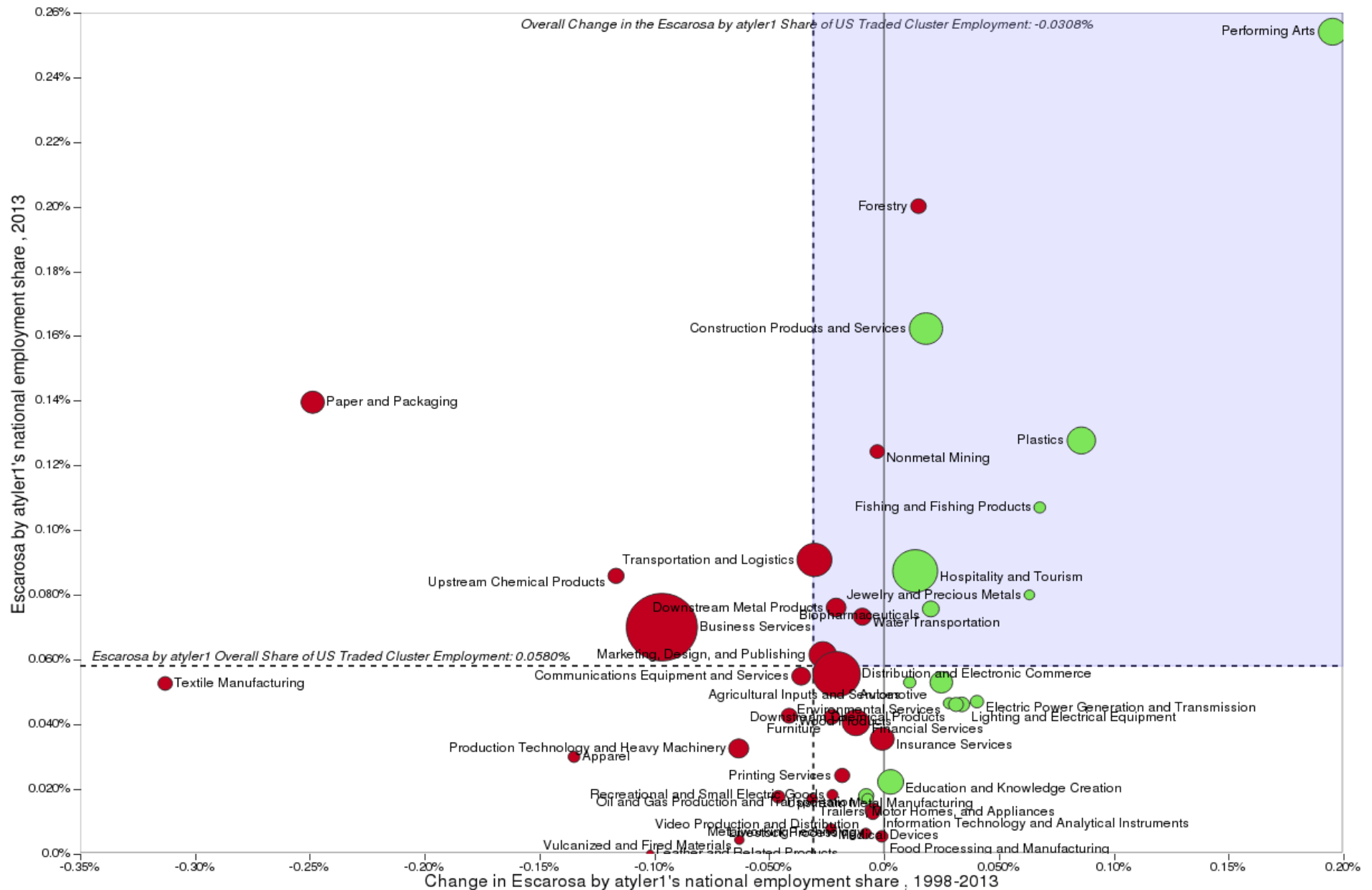
Escarosa by atyler1

Specialization by Traded Cluster, 1998 to 2013

Click on a bubble or click and drag a box around an area to zoom.

Employment
1998-2013

- Added Jobs
- Lost Jobs



The sizes of circles in the chart are proportional to employment.

Demographic Profile
CareerSource Escarosa (Escambia and Santa Rosa Counties)

2015 Full-time Resident Population by County

Escambia	Santa Rosa	Total
307,892	167,569	475,461

Educational Attainment of Adult Population ages 25 and up

Education level	2015	2022	2015 % of Population	2015 % of State Population	2015 % of National Population
Less than 9th Grade	11,203	11,561	5%	6%	7%
9th Grade to 12th Grade	25868	28025	8%	8%	8%
High School Diploma	93285	99914	29%	30%	28%
Some College	75243	79663	23%	21%	21%
Associate's Degree	37217	40638	12%	9%	8%
Bachelor's Degree	53514	58132	17%	17%	18%
Graduate Degree or Higher	26103	28336	8%	9%	11%
Total	322,433	346,269		14,251,331	215,977,427

Cohort Totals

Area	2015	2022	Change	% Change
CareerSource Escarosa	478,868	502,783	23,915	5%
State	20,122,020	21,316,356	1,194,336	6%
Nation	321,252,743	332,585,447	11,332,704	4%

Population by Age Cohort

Age Cohort	2015 Population	2022 Population	Change	% Change	2015 % of Cohort
Under 5 years	28,501	30,765	2,264	8%	5.95%
5 to 9 years	28,957	29,857	900	3%	6.05%
10 to 14 years	27,977	29,871	1,894	7%	5.84%
15 to 19 years	32,357	32,605	248	1%	6.76%
20 to 24 years	38,644	33,416	(5,228)	(14%)	8.07%
25 to 29 years	35,861	34,962	(899)	(3%)	7.49%
30 to 34 years	31,549	36,435	4,886	15%	6.59%

Age Cohort	2015 Population	2022 Population	Change	% Change	2015 % of Cohort
35 to 39 years	26,788	32,835	6,047	23%	5.59%
40 to 44 years	27,739	28,677	938	3%	5.79%
45 to 49 years	29,054	27,704	(1,350)	(5%)	6.07%
50 to 54 years	34,148	28,654	(5,494)	(16%)	7.13%
55 to 59 years	33,631	32,062	(1,569)	(5%)	7.02%
60 to 64 years	29,013	34,609	5,596	19%	6.06%
65 to 69 years	25,212	29,905	4,693	19%	5.26%
70 to 74 years	18,840	23,703	4,863	26%	3.93%
75 to 79 years	13,445	17,322	3,877	29%	2.81%
80 to 84 years	8,957	10,714	1,757	20%	1.87%
85 years and over	8,195	8,688	493	6%	1.71%
Total	478,868	502,783	23,915	5%	100.00%

Source: QCEW Employees – EMSI 2015.4 Class of Worker

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
3252	Resin, Synthetic Rubber, and Artificial Synthetic Fibers and Filaments Manufacturing	1,165	921	(244)	(21%)	8.51
9012	Federal Government, Military	15,495	15,539	44	0%	6.24
2213	Water, Sewage and Other Systems	332	412	80	24%	5.57
5612	Facilities Support Services	1,236	984	(252)	(20%)	5.00
3279	Other Nonmetallic Mineral Product Manufacturing	354	431	77	22%	4.42
1132	Forest Nurseries and Gathering of Forest Products	<10	<10	Insf. Data	Insf. Data	4.06
3336	Engine, Turbine, and Power Transmission Equipment Manufacturing	344	456	112	33%	3.80
3221	Pulp, Paper, and Paperboard Mills	365	354	(11)	(3%)	3.40
6115	Technical and Trade Schools	378	568	190	50%	3.30
5221	Depository Credit Intermediation	5,598	7,006	1,408	25%	3.29
4881	Support Activities for Air Transportation	710	819	109	15%	3.20
6111	Elementary and Secondary Schools	3,678	3,878	200	5%	2.69
4412	Other Motor Vehicle Dealers	366	451	85	23%	2.37
5322	Consumer Goods Rental	398	464	66	17%	2.25
5251	Insurance and Employee Benefit Funds	<10	<10	Insf. Data	Insf. Data	2.18
6232	Residential Intellectual and Developmental Disability, Mental Health, and Substance Abuse Facilities	1,989	1,890	(99)	(5%)	2.17
4452	Specialty Food Stores	532	658	126	24%	2.14
2211	Electric Power Generation, Transmission and Distribution	834	984	150	18%	2.07
4531	Florists	156	144	(12)	(8%)	2.05
6223	Specialty (except Psychiatric and Substance Abuse) Hospitals	360	720	360	100%	2.03
1141	Fishing	99	68	(31)	(31%)	1.96
4248	Beer, Wine, and Distilled Alcoholic Beverage Merchant Wholesalers	428	543	115	27%	1.91
9011	Federal Government, Civilian	6,552	6,209	(343)	(5%)	1.90
5614	Business Support Services	2,081	2,442	361	17%	1.83
4471	Gasoline Stations	1,952	1,993	41	2%	1.82
7224	Drinking Places (Alcoholic Beverages)	762	876	114	15%	1.81
7112	Spectator Sports	360	417	57	16%	1.70
5312	Offices of Real Estate Agents and Brokers	840	871	31	4%	1.70

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
4237	Hardware, and Plumbing and Heating Equipment and Supplies Merchant Wholesalers	415	522	107	26%	1.65
8123	Drycleaning and Laundry Services	552	631	79	14%	1.65
4861	Pipeline Transportation of Crude Oil	24	24	0	0%	1.64
6242	Community Food and Housing, and Emergency and Other Relief Services	318	359	41	13%	1.62
4533	Used Merchandise Stores	422	468	46	11%	1.60
4529	Other General Merchandise Stores	4,012	4,169	157	4%	1.58
6231	Nursing Care Facilities (Skilled Nursing Facilities)	2,558	3,430	872	34%	1.55
3366	Ship and Boat Building	167	254	87	52%	1.55
5151	Radio and Television Broadcasting	361	411	50	14%	1.47
4441	Building Material and Supplies Dealers	1,939	2,088	149	8%	1.45
2381	Foundation, Structure, and Building Exterior Contractors	1,589	1,747	158	10%	1.41
7113	Promoters of Performing Arts, Sports, and Similar Events	230	278	48	21%	1.40
2383	Building Finishing Contractors	1,935	1,961	26	1%	1.37
5321	Automotive Equipment Rental and Leasing	330	338	8	2%	1.37
6211	Offices of Physicians	4,385	4,829	444	10%	1.34
4512	Book Stores and News Dealers	115	106	(9)	(8%)	1.33
5171	Wired Telecommunications Carriers	1,090	913	(177)	(16%)	1.31
4539	Other Miscellaneous Store Retailers	540	595	55	10%	1.31
7225	Restaurants and Other Eating Places	16,337	17,182	845	5%	1.30
5616	Investigation and Security Services	1,366	1,571	205	15%	1.27
5617	Services to Buildings and Dwellings	3,894	4,594	700	18%	1.26
3365	Railroad Rolling Stock Manufacturing	29	43	14	48%	1.25
4532	Office Supplies, Stationery, and Gift Stores	422	408	(14)	(3%)	1.24
2382	Building Equipment Contractors	3,362	3,621	259	8%	1.23
4453	Beer, Wine, and Liquor Stores	205	239	34	17%	1.22
4421	Furniture Stores	319	331	12	4%	1.20
4233	Lumber and Other Construction Materials Merchant Wholesalers	264	287	23	9%	1.20
6239	Other Residential Care Facilities	255	257	2	1%	1.20
1131	Timber Tract Operations	12	<10	Insf. Data	Insf. Data	1.19
8111	Automotive Repair and Maintenance	1,686	1,705	19	1%	1.18

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
7212	RV (Recreational Vehicle) Parks and Recreational Camps	75	94	19	25%	1.18
8141	Private Households	1,128	1,273	145	13%	1.16
6215	Medical and Diagnostic Laboratories	368	453	85	23%	1.16
8122	Death Care Services	216	204	(12)	(6%)	1.15
4511	Sporting Goods, Hobby, and Musical Instrument Stores	803	853	50	6%	1.15
4411	Automobile Dealers	1,838	1,827	(11)	(1%)	1.14
3273	Cement and Concrete Product Manufacturing	243	271	28	12%	1.14
4483	Jewelry, Luggage, and Leather Goods Stores	211	214	3	1%	1.14
7223	Special Food Services	1,025	1,119	94	9%	1.12
2361	Residential Building Construction	1,703	1,601	(102)	(6%)	1.12
2373	Highway, Street, and Bridge Construction	416	460	44	11%	1.09
3212	Veneer, Plywood, and Engineered Wood Product Manufacturing	58	95	37	64%	1.08
3391	Medical Equipment and Supplies Manufacturing	394	442	48	12%	1.08
1142	Hunting and Trapping	<10	<10	Insf. Data	Insf. Data	1.08
6221	General Medical and Surgical Hospitals	6,972	6,435	(537)	(8%)	1.07
5411	Legal Services	1,778	1,800	22	1%	1.07
9029	State Government, Excluding Education and Hospitals	2,940	2,970	30	1%	1.07
8131	Religious Organizations	2,267	2,391	124	5%	1.06
4413	Automotive Parts, Accessories, and Tire Stores	793	764	(29)	(4%)	1.05
5419	Other Professional, Scientific, and Technical Services	997	1,161	164	16%	1.05
5242	Agencies, Brokerages, and Other Insurance Related Activities	1,573	1,856	283	18%	1.05
6216	Home Health Care Services	1,751	2,294	543	31%	1.04
4461	Health and Personal Care Stores	1,304	1,442	138	11%	1.04
4521	Department Stores	1,531	1,608	77	5%	1.04
5313	Activities Related to Real Estate	1,001	1,051	50	5%	1.03
6243	Vocational Rehabilitation Services	440	437	(3)	(1%)	0.99
4451	Grocery Stores	3,193	3,314	121	4%	0.98
5324	Commercial and Industrial Machinery and Equipment Rental and Leasing	181	198	17	9%	0.97
9036	Education and Hospitals (Local Government)	10,031	10,432	401	4%	0.96
8121	Personal Care Services	1,388	1,546	158	11%	0.96

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
3323	Architectural and Structural Metals Manufacturing	422	459	37	9%	0.96
4442	Lawn and Garden Equipment and Supplies Stores	205	187	(18)	(9%)	0.96
2362	Nonresidential Building Construction	958	994	36	4%	0.93
7139	Other Amusement and Recreation Industries	1,462	1,569	107	7%	0.90
4883	Support Activities for Water Transportation	127	112	(15)	(12%)	0.90
4482	Shoe Stores	225	244	19	8%	0.90
4543	Direct Selling Establishments	229	213	(16)	(7%)	0.90
5622	Waste Treatment and Disposal	100	103	3	3%	0.90
4922	Local Messengers and Local Delivery	65	75	10	15%	0.89
5412	Accounting, Tax Preparation, Bookkeeping, and Payroll Services	1,223	1,343	120	10%	0.88
8113	Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance	265	291	26	10%	0.87
3149	Other Textile Product Mills	64	68	4	6%	0.87
4855	Charter Bus Industry	39	31	(8)	(21%)	0.87
2389	Other Specialty Trade Contractors	1,230	1,058	(172)	(14%)	0.86
5621	Waste Collection	160	211	51	32%	0.86
8114	Personal and Household Goods Repair and Maintenance	198	153	(45)	(23%)	0.86
6213	Offices of Other Health Practitioners	1,006	1,179	173	17%	0.85
6244	Child Day Care Services	1,323	1,342	19	1%	0.84
4422	Home Furnishings Stores	263	274	11	4%	0.84
5611	Office Administrative Services	514	596	82	16%	0.83
4431	Electronics and Appliance Stores	560	513	(47)	(8%)	0.83
4481	Clothing Stores	1,159	1,152	(7)	(1%)	0.82
6212	Offices of Dentists	1,078	1,076	(2)	(0%)	0.82
4244	Grocery and Related Product Merchant Wholesalers	795	813	18	2%	0.81
4241	Paper and Paper Product Merchant Wholesalers	118	103	(15)	(13%)	0.80
6219	Other Ambulatory Health Care Services	358	371	13	4%	0.79
7211	Traveler Accommodation	1,766	1,841	75	4%	0.78
5629	Remediation and Other Waste Management Services	170	153	(17)	(10%)	0.78
4872	Scenic and Sightseeing Transportation, Water	22	18	(4)	(18%)	0.78
4242	Drugs and Druggists' Sundries Merchant Wholesalers	138	182	44	32%	0.76

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
9039	Local Government, Excluding Education and Hospitals	5,067	5,268	201	4%	0.75
4239	Miscellaneous Durable Goods Merchant Wholesalers	268	331	63	24%	0.75
5619	Other Support Services	216	296	80	37%	0.71
5311	Lessors of Real Estate	733	706	(27)	(4%)	0.70
4842	Specialized Freight Trucking	456	444	(12)	(3%)	0.70
5615	Travel Arrangement and Reservation Services	203	177	(26)	(13%)	0.70
6214	Outpatient Care Centers	634	801	167	26%	0.68
5111	Newspaper, Periodical, Book, and Directory Publishers	313	288	(25)	(8%)	0.68
2379	Other Heavy and Civil Engineering Construction	124	106	(18)	(15%)	0.67
8139	Business, Professional, Labor, Political, and Similar Organizations	333	375	42	13%	0.66
8132	Grantmaking and Giving Services	80	123	43	54%	0.65
4247	Petroleum and Petroleum Products Merchant Wholesalers	61	82	21	34%	0.64
9026	Education and Hospitals (State Government)	2,382	2,429	47	2%	0.64
7131	Amusement Parks and Arcades	120	170	50	42%	0.63
8112	Electronic and Precision Equipment Repair and Maintenance	136	98	(38)	(28%)	0.62
7115	Independent Artists, Writers, and Performers	268	230	(38)	(14%)	0.62
5414	Specialized Design Services	206	221	15	7%	0.61
5413	Architectural, Engineering, and Related Services	1,517	1,239	(278)	(18%)	0.61
2371	Utility System Construction	523	430	(93)	(18%)	0.61
5416	Management, Scientific, and Technical Consulting Services	1,323	1,464	141	11%	0.61
5415	Computer Systems Design and Related Services	1,542	1,817	275	18%	0.60
3364	Aerospace Product and Parts Manufacturing	273	351	78	29%	0.58
3117	Seafood Product Preparation and Packaging	17	25	8	47%	0.58
3251	Basic Chemical Manufacturing	114	100	(14)	(12%)	0.58
4238	Machinery, Equipment, and Supplies Merchant Wholesalers	489	505	16	3%	0.58
1153	Support Activities for Forestry	12	13	1	8%	0.58
3339	Other General Purpose Machinery Manufacturing	127	186	59	46%	0.57
3322	Cutlery and Handtool Manufacturing	12	23	11	92%	0.57
1133	Logging	52	47	(5)	(10%)	0.57
4231	Motor Vehicle and Motor Vehicle Parts and Supplies Merchant Wholesalers	331	236	(95)	(29%)	0.56

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
3371	Household and Institutional Furniture and Kitchen Cabinet Manufacturing	178	157	(21)	(12%)	0.56
6233	Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly	758	696	(62)	(8%)	0.54
5613	Employment Services	2,629	2,593	(36)	(1%)	0.54
7132	Gambling Industries	77	95	18	23%	0.53
4821	Rail Transportation	163	151	(12)	(7%)	0.52
4921	Couriers and Express Delivery Services	358	349	(9)	(3%)	0.52
6241	Individual and Family Services	1,434	1,774	340	24%	0.51
3359	Other Electrical Equipment and Component Manufacturing	65	75	10	15%	0.50
5121	Motion Picture and Video Industries	246	275	29	12%	0.49
4236	Household Appliances and Electrical and Electronic Goods Merchant Wholesalers	211	187	(24)	(11%)	0.49
7121	Museums, Historical Sites, and Similar Institutions	121	102	(19)	(16%)	0.49
3399	Other Miscellaneous Manufacturing	163	167	4	2%	0.49
6116	Other Schools and Instruction	309	365	56	18%	0.48
3161	Leather and Hide Tanning and Finishing	<10	<10	Insf. Data	Insf. Data	0.46
4859	Other Transit and Ground Passenger Transportation	58	72	14	24%	0.46
4541	Electronic Shopping and Mail-Order Houses	209	241	32	15%	0.43
2123	Nonmetallic Mineral Mining and Quarrying	50	45	(5)	(10%)	0.42
4246	Chemical and Allied Products Merchant Wholesalers	77	71	(6)	(8%)	0.41
8129	Other Personal Services	218	211	(7)	(3%)	0.41
5418	Advertising, Public Relations, and Related Services	321	294	(27)	(8%)	0.41
4245	Farm Product Raw Material Merchant Wholesalers	45	40	(5)	(11%)	0.41
4841	General Freight Trucking	523	607	84	16%	0.41
1152	Support Activities for Animal Production	14	19	5	36%	0.41
3121	Beverage Manufacturing	88	109	21	24%	0.41
3132	Fabric Mills	80	20	(60)	(75%)	0.40
5231	Securities and Commodity Contracts Intermediation and Brokerage	216	227	11	5%	0.39
3353	Electrical Equipment Manufacturing	45	64	19	42%	0.39
7114	Agents and Managers for Artists, Athletes, Entertainers, and Other Public Figures	13	17	4	31%	0.38
7111	Performing Arts Companies	74	70	(4)	(5%)	0.37

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
3341	Computer and Peripheral Equipment Manufacturing	67	65	(2)	(3%)	0.37
4234	Professional and Commercial Equipment and Supplies Merchant Wholesalers	265	297	32	12%	0.37
5172	Wireless Telecommunications Carriers (except Satellite)	198	74	(124)	(63%)	0.36
4854	School and Employee Bus Transportation	69	91	22	32%	0.36
4251	Wholesale Electronic Markets and Agents and Brokers	430	458	28	7%	0.35
5222	Nondepository Credit Intermediation	329	247	(82)	(25%)	0.35
4249	Miscellaneous Nondurable Goods Merchant Wholesalers	164	137	(27)	(16%)	0.34
4232	Furniture and Home Furnishing Merchant Wholesalers	71	42	(29)	(41%)	0.32
5239	Other Financial Investment Activities	191	225	34	18%	0.31
4853	Taxi and Limousine Service	69	68	(1)	(1%)	0.31
3259	Other Chemical Product and Preparation Manufacturing	33	27	(6)	(18%)	0.29
4811	Scheduled Air Transportation	142	137	(5)	(4%)	0.28
5331	Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	<10	<10	Insf. Data	Insf. Data	0.28
5417	Scientific Research and Development Services	178	245	67	38%	0.28
6117	Educational Support Services	83	64	(19)	(23%)	0.27
1151	Support Activities for Crop Production	116	162	46	40%	0.27
3231	Printing and Related Support Activities	188	129	(59)	(31%)	0.26
4235	Metal and Mineral (except Petroleum) Merchant Wholesalers	45	44	(1)	(2%)	0.26
5511	Management of Companies and Enterprises	1,074	735	(339)	(32%)	0.26
1110	Crop Production	224	262	38	17%	0.26
3254	Pharmaceutical and Medicine Manufacturing	73	93	20	27%	0.25
3211	Sawmills and Wood Preservation	31	29	(2)	(6%)	0.25
3351	Electric Lighting Equipment Manufacturing	<10	13	Insf. Data	Insf. Data	0.25
4542	Vending Machine Operators	36	11	(25)	(69%)	0.24
6114	Business Schools and Computer and Management Training	44	22	(22)	(50%)	0.24
8133	Social Advocacy Organizations	108	69	(39)	(36%)	0.24
4882	Support Activities for Rail Transportation	<10	10	Insf. Data	Insf. Data	0.22
3329	Other Fabricated Metal Product Manufacturing	71	76	5	7%	0.22
2372	Land Subdivision	73	10	(63)	(86%)	0.22
9999	Unclassified Industry	83	58	(25)	(30%)	0.21

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
3313	Alumina and Aluminum Production and Processing	17	13	(4)	(24%)	0.21
4831	Deep Sea, Coastal, and Great Lakes Water Transportation	<10	11	Insf. Data	Insf. Data	0.20
3345	Navigational, Measuring, Electromedical, and Control Instruments Manufacturing	84	91	7	8%	0.19
5191	Other Information Services	57	62	5	9%	0.18
5122	Sound Recording Industries	<10	<10	Insf. Data	Insf. Data	0.18
1120	Animal Production and Aquaculture	59	87	28	47%	0.18
3362	Motor Vehicle Body and Trailer Manufacturing	27	34	7	26%	0.18
2111	Oil and Gas Extraction	61	51	(10)	(16%)	0.18
6113	Colleges, Universities, and Professional Schools	621	467	(154)	(25%)	0.18
3332	Industrial Machinery Manufacturing	18	23	5	28%	0.18
4931	Warehousing and Storage	177	184	7	4%	0.17
5241	Insurance Carriers	370	268	(102)	(28%)	0.17
5182	Data Processing, Hosting, and Related Services	61	60	(1)	(2%)	0.16
3328	Coating, Engraving, Heat Treating, and Allied Activities	24	27	3	13%	0.16
3315	Foundries	19	23	4	21%	0.16
5323	General Rental Centers	34	<10	Insf. Data	Insf. Data	0.15
3219	Other Wood Product Manufacturing	38	39	1	3%	0.15
3271	Clay Product and Refractory Manufacturing	17	<10	Insf. Data	Insf. Data	0.14
4885	Freight Transportation Arrangement	43	42	(1)	(2%)	0.14
4812	Nonscheduled Air Transportation	<10	<10	Insf. Data	Insf. Data	0.14
3118	Bakeries and Tortilla Manufacturing	49	52	3	6%	0.13
6112	Junior Colleges	23	14	(9)	(39%)	0.13
4911	Postal Service	<10	<10	Insf. Data	Insf. Data	0.13
3363	Motor Vehicle Parts Manufacturing	238	88	(150)	(63%)	0.13
3261	Plastics Product Manufacturing	110	83	(27)	(25%)	0.13
8134	Civic and Social Organizations	119	64	(55)	(46%)	0.13
3321	Forging and Stamping	14	15	1	7%	0.12
4243	Apparel, Piece Goods, and Notions Merchant Wholesalers	25	23	(2)	(8%)	0.12
5259	Other Investment Pools and Funds	<10	<10	Insf. Data	Insf. Data	0.12
3311	Iron and Steel Mills and Ferroalloy Manufacturing	<10	12	Insf. Data	Insf. Data	0.11
3327	Machine Shops; Turned Product; and Screw, Nut, and Bolt Manufacturing	79	54	(25)	(32%)	0.11

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
5179	Other Telecommunications	28	<10	Insf. Data	Insf. Data	0.11
5223	Activities Related to Credit Intermediation	82	43	(39)	(48%)	0.11
3346	Manufacturing and Reproducing Magnetic and Optical Media	<10	<10	Insf. Data	Insf. Data	0.10
3324	Boiler, Tank, and Shipping Container Manufacturing	11	12	1	9%	0.10
4884	Support Activities for Road Transportation	31	15	(16)	(52%)	0.10
3272	Glass and Glass Product Manufacturing	<10	<10	Insf. Data	Insf. Data	0.10
4832	Inland Water Transportation	<10	<10	Insf. Data	Insf. Data	0.10
3326	Spring and Wire Product Manufacturing	13	<10	Insf. Data	Insf. Data	0.10
3369	Other Transportation Equipment Manufacturing	<10	<10	Insf. Data	Insf. Data	0.09
5211	Monetary Authorities-Central Bank	<10	<10	Insf. Data	Insf. Data	0.08
3241	Petroleum and Coal Products Manufacturing	<10	11	Insf. Data	Insf. Data	0.08
3141	Textile Furnishings Mills	<10	<10	Insf. Data	Insf. Data	0.08
3151	Apparel Knitting Mills	<10	<10	Insf. Data	Insf. Data	0.07
3334	Ventilation, Heating, Air-Conditioning, and Commercial Refrigeration Equipment Manufacturing	11	11	0	0%	0.07
3335	Metalworking Machinery Manufacturing	13	14	1	8%	0.07
7213	Rooming and Boarding Houses	<10	<10	Insf. Data	Insf. Data	0.07
3116	Animal Slaughtering and Processing	40	38	(2)	(5%)	0.06
3152	Cut and Sew Apparel Manufacturing	<10	<10	Insf. Data	Insf. Data	0.06
3333	Commercial and Service Industry Machinery Manufacturing	<10	<10	Insf. Data	Insf. Data	0.05
3372	Office Furniture (including Fixtures) Manufacturing	<10	<10	Insf. Data	Insf. Data	0.04
3342	Communications Equipment Manufacturing	20	<10	Insf. Data	Insf. Data	0.04
2131	Support Activities for Mining	33	22	(11)	(33%)	0.04
3119	Other Food Manufacturing	<10	<10	Insf. Data	Insf. Data	0.03
5112	Software Publishers	19	12	(7)	(37%)	0.03
4871	Scenic and Sightseeing Transportation, Land	<10	<10	Insf. Data	Insf. Data	0.02
3312	Steel Product Manufacturing from Purchased Steel	<10	<10	Insf. Data	Insf. Data	0.02
3113	Sugar and Confectionery Product Manufacturing	<10	<10	Insf. Data	Insf. Data	0.02
3133	Textile and Fabric Finishing and Fabric Coating Mills	<10	<10	Insf. Data	Insf. Data	0.02
5152	Cable and Other Subscription Programming	<10	<10	Insf. Data	Insf. Data	0.02
4889	Other Support Activities for Transportation	0	<10	Insf. Data	Insf. Data	0.01
3115	Dairy Product Manufacturing	<10	<10	Insf. Data	Insf. Data	0.01

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
3114	Fruit and Vegetable Preserving and Specialty Food Manufacturing	<10	<10	Insf. Data	Insf. Data	0.01
3344	Semiconductor and Other Electronic Component Manufacturing	<10	<10	Insf. Data	Insf. Data	0.01
3222	Converted Paper Product Manufacturing	99	<10	Insf. Data	Insf. Data	0.00
3352	Household Appliance Manufacturing	<10	0	Insf. Data	Insf. Data	0.00
3169	Other Leather and Allied Product Manufacturing	0	0	0	0%	0.00
3162	Footwear Manufacturing	0	0	0	0%	0.00
3159	Apparel Accessories and Other Apparel Manufacturing	0	0	0	0%	0.00
3253	Pesticide, Fertilizer, and Other Agricultural Chemical Manufacturing	0	0	0	0%	0.00
3256	Soap, Cleaning Compound, and Toilet Preparation Manufacturing	0	0	0	0%	0.00
3255	Paint, Coating, and Adhesive Manufacturing	0	0	0	0%	0.00
3262	Rubber Product Manufacturing	0	0	0	0%	0.00
3361	Motor Vehicle Manufacturing	0	0	0	0%	0.00
4879	Scenic and Sightseeing Transportation, Other	0	0	0	0%	0.00
3111	Animal Food Manufacturing	0	0	0	0%	0.00
5174	Satellite Telecommunications	0	0	0	0%	0.00
5232	Securities and Commodity Exchanges	0	0	0	0%	0.00
4869	Other Pipeline Transportation	0	0	0	0%	0.00
4862	Pipeline Transportation of Natural Gas	0	0	0	0%	0.00
4851	Urban Transit Systems	0	0	0	0%	0.00
4852	Interurban and Rural Bus Transportation	0	0	0	0%	0.00
3112	Grain and Oilseed Milling	0	0	0	0%	0.00
3122	Tobacco Manufacturing	0	0	0	0%	0.00
3379	Other Furniture Related Product Manufacturing	0	0	0	0%	0.00
2122	Metal Ore Mining	0	0	0	0%	0.00
2121	Coal Mining	0	0	0	0%	0.00
3325	Hardware Manufacturing	0	0	0	0%	0.00
3314	Nonferrous Metal (except Aluminum) Production and Processing	0	0	0	0%	0.00
6222	Psychiatric and Substance Abuse Hospitals	0	0	0	0%	0.00

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Traded Cluster Employment ranked over change from the 1998 to 2013 period			
Cluster Name	1998 Employment	2013 Employment	Change
Performing Arts	130	832	702
Hospitality and Tourism	2010	2669	659
Plastics	378	840	462
Education and Knowledge Creation	368	658	290
Construction Products and Services	1188	1273	85
Automotive	380	455	75
Lighting and Electrical Equipment	60	130	70
Downstream Chemical Products	50	110	60
Electric Power Generation and Transmission	10	70	60
Biopharmaceuticals	120	175	55
Environmental Services	10	40	30
Fishing and Fishing Products	20	40	20
Oil and Gas Production and Transportation	110	124	14
Agricultural Inputs and Services	40	50	10
Jewelry and Precious Metals	10	20	10
Music and Sound Recording		10	10
Video Production and Distribution	30	33	3
Food Processing and Manufacturing	60	50	-10
Water Transportation	238	220	-18
Nonmetal Mining	130	100	-30
Livestock Processing	70	30	-40
Forestry	180	131	-49
Metalworking Technology	110	60	-50
Insurance Services	585	534	-51
Medical Devices	80	20	-60
Trailers, Motor Homes, and Appliances	80	20	-60
Leather and Related Products	60		-60
Recreational and Small Electric Goods	120	28	-92
Information Technology and Analytical Instruments	284	140	-144
Marketing, Design, and Publishing	964	778	-186
Communications Equipment and Services	454	255	-199
Financial Services	966	765	-201

Traded Cluster Employment ranked over change from the 1998 to 2013 period			
Cluster Name	1998 Employment	2013 Employment	Change
Downstream Metal Products	546	297	-249
Printing Services	372	118	-254
Vulcanized and Fired Materials	275	10	-265
Furniture	419	134	-285
Wood Products	430	140	-290
Upstream Chemical Products	455	150	-305
Upstream Metal Manufacturing	385	70	-315
Transportation and Logistics	1857	1445	-412
Distribution and Electronic Commerce	3551	3062	-489
Production Technology and Heavy Machinery	1205	315	-890
Apparel	1035	40	-995
Paper and Packaging	2205	495	-1710
Textile Manufacturing	2390	100	-2290
Business Services	12372	7677	-4695
Totals	36792	24713	-12079
Source: U.S. Cluster Mapping Project , Institute for Strategy and Competitiveness, Harvard Business School. Data Sources			

Local (non-traded) cluster employment ranked by change from 1998 to 2013 period			
Cluster Name	1998 Employment	2013 Employment	Change
Local Hospitality Establishments	12550	15687	3137
Local Health Services	19117	21994	2877
Local Financial Services	3029	5331	2302
Local Education and Training	3355	5561	2206
Local Retailing of Clothing and General Merchandise	6191	7672	1481
Local Community and Civic Organizations	4744	5745	1001
Local Personal Services (Non-Medical)	2701	3326	625
Local Utilities	3146	3327	181
Local Logistical Services	1799	1967	168
Local Industrial Products and Services	435	290	-145
Local Entertainment and Media	2077	1899	-178
Local Household Goods and Services	2175	1552	-623
Local Motor Vehicle Products and Services	6296	5044	-1252
Local Real Estate, Construction, and Development	12767	11282	-1485
Local Food and Beverage Processing and Distribution	5878	4253	-1625
Local Commercial Services	11604	8390	-3214
Totals	97864	103320	5456
Source: U.S. Cluster Mapping Project , Institute for Strategy and Competitiveness, Harvard Business School. Data Sources			

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Chief Executives	245	256	11	4%	0.65	0.64	\$48.49
General and Operations Managers	1,499	1,632	133	9%	0.58	0.56	\$41.24
Legislators	42	45	3	7%	0.63	0.61	\$14.23
Advertising and Promotions Managers	14	14	0	0%	0.35	0.33	\$42.06
Marketing Managers	59	69	10	17%	0.25	0.23	\$59.50
Sales Managers	194	210	16	8%	0.42	0.41	\$46.88
Public Relations and Fundraising Managers	20	24	4	20%	0.29	0.26	\$46.91
Administrative Services Managers	250	265	15	6%	0.71	0.71	\$43.39
Computer and Information Systems Managers	139	156	17	12%	0.33	0.32	\$51.32
Financial Managers	340	404	64	19%	0.56	0.49	\$44.96
Industrial Production Managers	175	162	(13)	(7%)	0.78	0.81	\$43.85
Purchasing Managers	22	24	2	9%	0.26	0.24	\$50.36
Transportation, Storage, and Distribution Managers	55	56	1	2%	0.39	0.39	\$31.95
Compensation and Benefits Managers	<10	<10	Insf. Data	Insf. Data	0.30	0.28	Insf. Data
Human Resources Managers	67	73	6	9%	0.41	0.40	\$49.71
Training and Development Managers	13	15	2	15%	0.36	0.34	\$45.41
Farmers, Ranchers, and Other Agricultural Managers	67	93	26	39%	0.16	0.11	\$18.73
Construction Managers	539	494	(45)	(8%)	1.13	1.18	\$28.22
Education Administrators, Preschool and Childcare Center/Program	39	40	1	3%	0.45	0.46	\$23.08
Education Administrators, Elementary and Secondary School	224	240	16	7%	0.79	0.76	\$39.02
Education Administrators, Postsecondary	16	21	5	31%	0.12	0.10	\$40.80
Education Administrators, All Other	24	27	3	13%	0.54	0.51	\$35.10
Architectural and Engineering Managers	103	103	0	0%	0.43	0.45	\$47.16
Food Service Managers	151	155	4	3%	0.43	0.42	\$22.91
Funeral Service Managers	<10	<10	Insf. Data	Insf. Data	0.53	0.50	Insf. Data
Gaming Managers	<10	<10	Insf. Data	Insf. Data	0.43	0.34	Insf. Data
Lodging Managers	30	28	(2)	(7%)	0.56	0.58	\$20.58
Medical and Health Services Managers	260	289	29	11%	0.63	0.63	\$41.24
Natural Sciences Managers	16	18	2	13%	0.25	0.23	\$52.49
Postmasters and Mail Superintendents	13	12	(1)	(8%)	0.64	0.61	\$33.38

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Property, Real Estate, and Community Association Managers	354	347	(7)	(2%)	1.05	1.09	\$20.31
Social and Community Service Managers	98	119	21	21%	0.57	0.54	\$32.69
Emergency Management Directors	<10	<10	Insf. Data	Insf. Data	0.32	0.30	Insf. Data
Managers, All Other	663	669	6	1%	0.71	0.72	\$27.51
Agents and Business Managers of Artists, Performers, and Athletes	<10	10	Insf. Data	Insf. Data	0.39	0.37	\$16.17
Buyers and Purchasing Agents, Farm Products	<10	<10	Insf. Data	Insf. Data	0.24	0.24	Insf. Data
Wholesale and Retail Buyers, Except Farm Products	69	75	6	9%	0.46	0.44	\$21.42
Purchasing Agents, Except Wholesale, Retail, and Farm Products	198	203	5	3%	0.54	0.53	\$24.53
Claims Adjusters, Examiners, and Investigators	186	197	11	6%	0.55	0.53	\$26.44
Insurance Appraisers, Auto Damage	<10	<10	Insf. Data	Insf. Data	0.40	0.38	Insf. Data
Compliance Officers	182	192	10	5%	0.58	0.57	\$23.23
Cost Estimators	446	462	16	4%	1.51	1.57	\$21.32
Human Resources Specialists	457	454	(3)	(1%)	0.72	0.75	\$21.75
Farm Labor Contractors	<10	<10	Insf. Data	Insf. Data	4.75	3.98	Insf. Data
Labor Relations Specialists	59	51	(8)	(14%)	0.55	0.60	\$25.16
Logisticians	90	100	10	11%	0.53	0.54	\$32.37
Management Analysts	849	876	27	3%	0.82	0.87	\$32.00
Meeting, Convention, and Event Planners	66	83	17	26%	0.57	0.54	\$19.63
Fundraisers	53	60	7	13%	0.51	0.50	\$22.71
Compensation, Benefits, and Job Analysis Specialists	52	55	3	6%	0.51	0.50	\$19.76
Training and Development Specialists	411	426	15	4%	1.25	1.31	\$21.65
Market Research Analysts and Marketing Specialists	229	283	54	24%	0.37	0.35	\$21.66
Business Operations Specialists, All Other	1,684	1,664	(20)	(1%)	1.31	1.37	\$27.53
Accountants and Auditors	1,207	1,297	90	7%	0.71	0.70	\$27.44
Appraisers and Assessors of Real Estate	148	148	0	0%	1.34	1.33	\$23.02
Budget Analysts	40	42	2	5%	0.55	0.54	\$30.51
Credit Analysts	65	83	18	28%	0.91	0.75	\$27.30
Financial Analysts	166	188	22	13%	0.50	0.48	\$32.14
Personal Financial Advisors	144	182	38	26%	0.53	0.47	\$53.54

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Insurance Underwriters	40	39	(1)	(3%)	0.36	0.35	\$24.37
Financial Examiners	68	74	6	9%	1.52	1.43	\$36.51
Credit Counselors	42	49	7	17%	1.17	1.12	\$20.08
Loan Officers	516	617	101	20%	1.60	1.35	\$28.75
Tax Examiners and Collectors, and Revenue Agents	178	173	(5)	(3%)	2.13	2.15	\$15.56
Tax Preparers	131	144	13	10%	1.07	1.02	\$11.64
Financial Specialists, All Other	183	199	16	9%	1.07	1.01	\$34.16
Computer and Information Research Scientists	11	12	1	9%	0.33	0.33	\$42.18
Computer Systems Analysts	260	302	42	16%	0.37	0.36	\$35.58
Information Security Analysts	54	68	14	26%	0.54	0.52	\$41.10
Computer Programmers	246	254	8	3%	0.59	0.60	\$29.42
Software Developers, Applications	495	548	53	11%	0.53	0.54	\$31.67
Software Developers, Systems Software	124	147	23	19%	0.26	0.24	\$49.46
Web Developers	192	212	20	10%	0.91	0.94	\$18.92
Database Administrators	124	127	3	2%	0.81	0.85	\$33.51
Network and Computer Systems Administrators	239	252	13	5%	0.50	0.50	\$27.53
Computer Network Architects	212	202	(10)	(5%)	1.04	1.15	\$29.22
Computer User Support Specialists	644	687	43	7%	0.77	0.80	\$16.70
Computer Network Support Specialists	119	120	1	1%	0.49	0.49	\$22.26
Computer Occupations, All Other	317	311	(6)	(2%)	1.04	1.09	\$40.36
Actuaries	<10	<10	Insf. Data	Insf. Data	0.18	0.15	Insf. Data
Mathematicians	<10	<10	Insf. Data	Insf. Data	1.71	1.83	Insf. Data
Operations Research Analysts	65	75	10	15%	0.56	0.55	\$20.41
Statisticians	18	21	3	17%	0.50	0.48	\$23.28
Mathematical Technicians	<10	<10	Insf. Data	Insf. Data	3.81	4.13	Insf. Data
Mathematical Science Occupations, All Other	<10	<10	Insf. Data	Insf. Data	1.14	1.16	Insf. Data
Architects, Except Landscape and Naval	115	92	(23)	(20%)	0.63	0.79	\$36.14
Landscape Architects	25	23	(2)	(8%)	0.77	0.85	\$29.31
Cartographers and Photogrammetrists	11	11	0	0%	0.64	0.73	\$34.22
Surveyors	27	23	(4)	(15%)	0.41	0.48	\$26.54
Aerospace Engineers	21	25	4	19%	0.27	0.23	\$48.90
Agricultural Engineers	<10	<10	Insf. Data	Insf. Data	1.09	1.17	Insf. Data

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Biomedical Engineers	<10	<10	Insf. Data	Insf. Data	0.22	0.20	Insf. Data
Chemical Engineers	20	20	0	0%	0.45	0.47	\$38.91
Civil Engineers	175	172	(3)	(2%)	0.45	0.49	\$34.41
Computer Hardware Engineers	16	18	2	13%	0.17	0.16	\$47.84
Electrical Engineers	125	130	5	4%	0.56	0.56	\$49.61
Electronics Engineers, Except Computer	93	89	(4)	(4%)	0.51	0.54	\$43.15
Environmental Engineers	70	66	(4)	(6%)	0.90	1.02	\$29.95
Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	29	28	(1)	(3%)	0.86	0.94	\$33.64
Industrial Engineers	142	145	3	2%	0.47	0.47	\$27.61
Marine Engineers and Naval Architects	<10	<10	Insf. Data	Insf. Data	0.30	0.27	Insf. Data
Materials Engineers	30	28	(2)	(7%)	0.88	0.95	\$38.59
Mechanical Engineers	88	100	12	14%	0.28	0.25	\$39.01
Mining and Geological Engineers, Including Mining Safety Engineers	<10	<10	Insf. Data	Insf. Data	0.18	0.21	Insf. Data
Nuclear Engineers	<10	<10	Insf. Data	Insf. Data	0.40	0.32	Insf. Data
Petroleum Engineers	<10	<10	Insf. Data	Insf. Data	0.12	0.14	Insf. Data
Engineers, All Other	103	104	1	1%	0.57	0.58	\$37.88
Architectural and Civil Drafters	105	80	(25)	(24%)	0.69	0.86	\$21.56
Electrical and Electronics Drafters	13	14	1	8%	0.34	0.33	\$24.01
Mechanical Drafters	81	77	(4)	(5%)	0.97	0.99	\$31.12
Drafters, All Other	29	27	(2)	(7%)	1.36	1.51	\$15.74
Aerospace Engineering and Operations Technicians	18	16	(2)	(11%)	1.13	1.24	\$28.54
Civil Engineering Technicians	100	87	(13)	(13%)	0.96	1.11	\$19.67
Electrical and Electronics Engineering Technicians	124	118	(6)	(5%)	0.67	0.70	\$28.47
Electro-Mechanical Technicians	29	29	0	0%	1.57	1.62	\$30.09
Environmental Engineering Technicians	<10	<10	Insf. Data	Insf. Data	0.38	0.42	Insf. Data
Industrial Engineering Technicians	35	34	(1)	(3%)	0.43	0.43	\$23.87
Mechanical Engineering Technicians	18	20	2	11%	0.32	0.30	\$25.78
Engineering Technicians, Except Drafters, All Other	92	88	(4)	(4%)	0.98	1.05	\$32.60
Surveying and Mapping Technicians	95	79	(16)	(17%)	1.10	1.36	\$16.60
Animal Scientists	<10	<10	Insf. Data	Insf. Data	0.80	0.85	Insf. Data

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Food Scientists and Technologists	<10	<10	Insf. Data	Insf. Data	0.26	0.28	Insf. Data
Soil and Plant Scientists	<10	<10	Insf. Data	Insf. Data	0.26	0.27	Insf. Data
Biochemists and Biophysicists	12	14	2	17%	0.31	0.28	\$28.73
Microbiologists	<10	<10	Insf. Data	Insf. Data	0.23	0.22	Insf. Data
Zoologists and Wildlife Biologists	25	25	0	0%	0.95	1.00	\$20.77
Biological Scientists, All Other	29	29	0	0%	0.67	0.68	\$33.80
Conservation Scientists	<10	<10	Insf. Data	Insf. Data	0.33	0.32	Insf. Data
Foresters	<10	<10	Insf. Data	Insf. Data	0.41	0.40	Insf. Data
Epidemiologists	<10	<10	Insf. Data	Insf. Data	0.72	0.73	Insf. Data
Medical Scientists, Except Epidemiologists	27	34	7	26%	0.24	0.21	\$36.55
Life Scientists, All Other	<10	<10	Insf. Data	Insf. Data	0.30	0.29	Insf. Data
Astronomers	<10	<10	Insf. Data	Insf. Data	0.42	0.42	Insf. Data
Physicists	11	12	1	9%	0.51	0.53	\$55.15
Atmospheric and Space Scientists	<10	<10	Insf. Data	Insf. Data	0.36	0.34	Insf. Data
Chemists	44	43	(1)	(2%)	0.38	0.40	\$39.57
Materials Scientists	<10	<10	Insf. Data	Insf. Data	0.32	0.31	Insf. Data
Environmental Scientists and Specialists, Including Health	151	149	(2)	(1%)	1.18	1.29	\$20.41
Geoscientists, Except Hydrologists and Geographers	<10	10	Insf. Data	Insf. Data	0.21	0.22	Insf. Data
Hydrologists	<10	<10	Insf. Data	Insf. Data	0.91	0.97	Insf. Data
Physical Scientists, All Other	<10	10	Insf. Data	Insf. Data	0.29	0.29	Insf. Data
Economists	<10	<10	Insf. Data	Insf. Data	0.29	0.27	Insf. Data
Survey Researchers	<10	<10	Insf. Data	Insf. Data	0.31	0.21	Insf. Data
Clinical, Counseling, and School Psychologists	81	93	12	15%	0.44	0.42	\$31.75
Industrial-Organizational Psychologists	<10	<10	Insf. Data	Insf. Data	0.37	0.38	Insf. Data
Psychologists, All Other	93	98	5	5%	3.99	4.08	\$40.45
Sociologists	<10	<10	Insf. Data	Insf. Data	0.66	0.56	Insf. Data
Urban and Regional Planners	22	22	0	0%	0.47	0.48	\$27.03
Anthropologists and Archeologists	<10	<10	Insf. Data	Insf. Data	0.43	0.39	Insf. Data
Geographers	<10	<10	Insf. Data	Insf. Data	1.53	1.53	Insf. Data
Historians	<10	<10	Insf. Data	Insf. Data	0.55	0.55	Insf. Data
Political Scientists	<10	<10	Insf. Data	Insf. Data	0.39	0.34	Insf. Data
Social Scientists and Related Workers, All Other	52	52	0	0%	1.16	1.18	\$31.69

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Agricultural and Food Science Technicians	<10	<10	Insf. Data	Insf. Data	0.17	0.16	Insf. Data
Biological Technicians	15	18	3	20%	0.19	0.16	\$15.39
Chemical Technicians	49	43	(6)	(12%)	0.51	0.60	\$19.83
Geological and Petroleum Technicians	<10	<10	Insf. Data	Insf. Data	0.13	0.15	Insf. Data
Nuclear Technicians	<10	<10	Insf. Data	Insf. Data	1.03	0.82	Insf. Data
Social Science Research Assistants	16	19	3	19%	0.47	0.42	\$15.40
Environmental Science and Protection Technicians, Including Health	30	31	1	3%	0.63	0.68	\$16.86
Forensic Science Technicians	69	71	2	3%	3.97	4.00	\$18.84
Forest and Conservation Technicians	<10	<10	Insf. Data	Insf. Data	0.19	0.16	Insf. Data
Life, Physical, and Social Science Technicians, All Other	94	93	(1)	(1%)	1.00	1.08	\$22.14
Substance Abuse and Behavioral Disorder Counselors	237	289	52	22%	2.05	1.92	\$16.67
Educational, Guidance, School, and Vocational Counselors	297	310	13	4%	0.94	0.95	\$29.33
Marriage and Family Therapists	22	29	7	32%	0.55	0.47	\$21.05
Mental Health Counselors	127	156	29	23%	0.78	0.71	\$18.23
Rehabilitation Counselors	163	170	7	4%	1.01	1.07	\$15.07
Counselors, All Other	86	92	6	7%	2.08	2.13	\$14.69
Child, Family, and School Social Workers	291	335	44	15%	0.79	0.74	\$15.97
Healthcare Social Workers	94	114	20	21%	0.50	0.47	\$22.22
Mental Health and Substance Abuse Social Workers	85	107	22	26%	0.64	0.56	\$18.07
Social Workers, All Other	60	63	3	5%	0.73	0.73	\$36.12
Health Educators	95	100	5	5%	1.23	1.27	\$27.74
Probation Officers and Correctional Treatment Specialists	162	158	(4)	(2%)	1.48	1.48	\$18.15
Social and Human Service Assistants	305	364	59	19%	0.67	0.62	\$13.06
Community Health Workers	47	55	8	17%	0.73	0.70	\$15.43
Community and Social Service Specialists, All Other	193	202	9	5%	1.47	1.52	\$19.91
Clergy	361	421	60	17%	1.16	1.12	\$19.50
Directors, Religious Activities and Education	177	182	5	3%	1.07	1.09	\$17.06
Religious Workers, All Other	70	78	8	11%	0.98	0.96	\$10.69
Lawyers	788	800	12	2%	0.79	0.80	\$42.90
Judicial Law Clerks	12	13	1	8%	0.84	0.82	\$25.48
Administrative Law Judges, Adjudicators, and Hearing Officers	16	16	0	0%	0.85	0.85	\$35.28

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Arbitrators, Mediators, and Conciliators	<10	<10	Insf. Data	Insf. Data	0.91	0.89	Insf. Data
Judges, Magistrate Judges, and Magistrates	29	30	1	3%	0.85	0.82	\$52.11
Paralegals and Legal Assistants	438	471	33	8%	1.23	1.23	\$19.95
Court Reporters	25	25	0	0%	0.73	0.72	\$17.05
Title Examiners, Abstractors, and Searchers	68	70	2	3%	0.89	0.89	\$21.42
Legal Support Workers, All Other	175	172	(3)	(2%)	2.65	2.71	\$19.21
Postsecondary Teachers	1,516	1,530	14	1%	0.76	0.82	\$24.19
Preschool Teachers, Except Special Education	578	600	22	4%	1.00	1.04	\$10.32
Kindergarten Teachers, Except Special Education	315	338	23	7%	1.59	1.59	\$22.18
Elementary School Teachers, Except Special Education	2,003	2,165	162	8%	1.18	1.18	\$22.49
Middle School Teachers, Except Special and Career/Technical Education	822	893	71	9%	1.06	1.05	\$23.17
Career/Technical Education Teachers, Middle School	25	26	1	4%	1.49	1.49	\$24.39
Secondary School Teachers, Except Special and Career/Technical Education	1,340	1,406	66	5%	1.14	1.13	\$23.27
Career/Technical Education Teachers, Secondary School	131	135	4	3%	1.36	1.35	\$23.70
Special Education Teachers, Preschool	46	49	3	7%	1.42	1.47	\$24.20
Special Education Teachers, Kindergarten and Elementary School	244	256	12	5%	1.03	1.01	\$24.07
Special Education Teachers, Middle School	101	107	6	6%	0.92	0.89	\$23.16
Special Education Teachers, Secondary School	111	118	7	6%	0.71	0.68	\$23.09
Special Education Teachers, All Other	78	80	2	3%	1.51	1.55	\$25.93
Adult Basic and Secondary Education and Literacy Teachers and Instructors	172	174	2	1%	1.80	1.87	\$17.82
Self-Enrichment Education Teachers	287	309	22	8%	0.61	0.62	\$16.30
Substitute Teachers	1,590	1,631	41	3%	2.08	2.10	\$8.71
Teachers and Instructors, All Other	921	949	28	3%	2.07	2.15	\$21.99
Archivists	<10	<10	Insf. Data	Insf. Data	0.49	0.51	Insf. Data
Curators	<10	<10	Insf. Data	Insf. Data	0.27	0.29	Insf. Data
Museum Technicians and Conservators	<10	<10	Insf. Data	Insf. Data	0.50	0.55	Insf. Data
Librarians	164	168	4	2%	0.98	0.99	\$27.35
Library Technicians	60	62	2	3%	0.39	0.40	\$9.51
Audio-Visual and Multimedia Collections Specialists	10	<10	Insf. Data	Insf. Data	0.87	0.91	\$15.27

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Farm and Home Management Advisors	15	15	0	0%	1.08	1.10	\$16.83
Instructional Coordinators	395	406	11	3%	2.15	2.25	\$24.16
Teacher Assistants	1,380	1,454	74	5%	0.88	0.88	\$9.35
Education, Training, and Library Workers, All Other	221	217	(4)	(2%)	1.51	1.61	\$25.25
Art Directors	30	31	1	3%	0.44	0.44	\$18.82
Craft Artists	27	24	(3)	(11%)	0.71	0.76	\$4.88
Fine Artists, Including Painters, Sculptors, and Illustrators	53	49	(4)	(8%)	0.71	0.78	\$7.81
Multimedia Artists and Animators	25	24	(1)	(4%)	0.37	0.41	\$12.53
Artists and Related Workers, All Other	<10	<10	Insf. Data	Insf. Data	0.57	0.58	Insf. Data
Commercial and Industrial Designers	19	20	1	5%	0.38	0.37	\$23.33
Fashion Designers	<10	<10	Insf. Data	Insf. Data	0.19	0.18	Insf. Data
Floral Designers	73	69	(4)	(5%)	1.24	1.09	\$11.53
Graphic Designers	160	171	11	7%	0.48	0.46	\$17.95
Interior Designers	90	90	0	0%	0.78	0.81	\$17.19
Merchandise Displayers and Window Trimmers	83	90	7	8%	0.69	0.67	\$13.42
Set and Exhibit Designers	<10	<10	Insf. Data	Insf. Data	0.34	0.34	Insf. Data
Designers, All Other	<10	<10	Insf. Data	Insf. Data	0.32	0.34	Insf. Data
Actors	21	21	0	0%	0.21	0.22	\$12.13
Producers and Directors	58	60	2	3%	0.39	0.38	\$20.16
Athletes and Sports Competitors	53	58	5	9%	2.30	2.20	\$18.50
Coaches and Scouts	248	271	23	9%	0.78	0.78	\$15.92
Umpires, Referees, and Other Sports Officials	15	17	2	13%	0.59	0.55	\$11.36
Dancers	16	17	1	6%	0.78	0.77	\$10.97
Choreographers	<10	<10	Insf. Data	Insf. Data	0.45	0.42	Insf. Data
Music Directors and Composers	83	86	3	4%	0.91	0.92	\$17.34
Musicians and Singers	210	212	2	1%	0.87	0.91	\$10.70
Entertainers and Performers, Sports and Related Workers, All Other	51	53	2	4%	1.04	1.07	\$12.95
Radio and Television Announcers	57	66	9	16%	1.60	1.34	\$11.63
Public Address System and Other Announcers	16	16	0	0%	0.74	0.75	\$11.43
Broadcast News Analysts	<10	<10	Insf. Data	Insf. Data	0.83	0.76	Insf. Data
Reporters and Correspondents	45	38	(7)	(16%)	0.75	0.76	\$13.77

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Public Relations Specialists	162	173	11	7%	0.56	0.56	\$23.26
Editors	82	91	9	11%	0.59	0.51	\$20.43
Technical Writers	62	63	1	2%	0.88	0.93	\$36.78
Writers and Authors	119	123	4	3%	0.71	0.71	\$14.16
Interpreters and Translators	52	70	18	35%	0.61	0.55	\$15.61
Media and Communication Workers, All Other	12	14	2	17%	0.33	0.31	\$18.93
Audio and Video Equipment Technicians	43	48	5	12%	0.44	0.43	\$16.60
Broadcast Technicians	25	29	4	16%	0.83	0.72	\$17.62
Radio Operators	<10	<10	Insf. Data	Insf. Data	0.76	0.69	Insf. Data
Sound Engineering Technicians	<10	<10	Insf. Data	Insf. Data	0.33	0.34	Insf. Data
Photographers	116	120	4	3%	0.69	0.71	\$10.78
Camera Operators, Television, Video, and Motion Picture	11	12	1	9%	0.37	0.37	\$18.86
Film and Video Editors	12	11	(1)	(8%)	0.25	0.27	\$17.69
Media and Communication Equipment Workers, All Other	12	12	0	0%	0.43	0.44	\$31.90
Chiropractors	59	57	(2)	(3%)	0.89	0.97	\$51.23
Dentists, General	100	98	(2)	(2%)	0.54	0.59	\$73.18
Oral and Maxillofacial Surgeons	<10	<10	Insf. Data	Insf. Data	0.91	0.99	Insf. Data
Orthodontists	<10	<10	Insf. Data	Insf. Data	0.66	0.73	Insf. Data
Prosthodontists	<10	<10	Insf. Data	Insf. Data	0.71	0.78	Insf. Data
Dentists, All Other Specialists	<10	<10	Insf. Data	Insf. Data	0.50	0.52	Insf. Data
Dietitians and Nutritionists	77	86	9	12%	0.92	0.91	\$26.33
Optometrists	56	68	12	21%	1.17	1.06	\$52.12
Pharmacists	420	443	23	5%	1.12	1.13	\$60.56
Anesthesiologists	49	54	5	10%	1.15	1.15	\$91.92
Family and General Practitioners	182	187	5	3%	1.02	1.04	\$73.27
Internists, General	80	81	1	1%	1.15	1.18	\$117.24
Obstetricians and Gynecologists	48	49	1	2%	1.54	1.58	\$92.41
Pediatricians, General	35	37	2	6%	0.82	0.81	\$65.44
Psychiatrists	14	16	2	14%	0.42	0.39	\$76.86
Surgeons	49	54	5	10%	0.84	0.83	\$91.82
Physicians and Surgeons, All Other	244	262	18	7%	0.56	0.56	\$95.95
Physician Assistants	130	151	21	16%	1.05	1.07	\$45.28

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Podiatrists	12	14	2	17%	0.94	0.85	\$51.10
Occupational Therapists	144	167	23	16%	0.99	0.98	\$40.34
Physical Therapists	384	426	42	11%	1.35	1.42	\$42.10
Radiation Therapists	27	28	1	4%	1.23	1.30	\$29.66
Recreational Therapists	11	13	2	18%	0.55	0.48	\$16.72
Respiratory Therapists	243	252	9	4%	1.53	1.60	\$25.02
Speech-Language Pathologists	197	214	17	9%	1.13	1.15	\$36.90
Exercise Physiologists	19	19	0	0%	1.17	1.25	\$21.50
Therapists, All Other	22	25	3	14%	0.57	0.57	\$24.66
Veterinarians	104	111	7	7%	1.11	1.11	\$40.82
Registered Nurses	4,343	4,482	139	3%	1.19	1.25	\$25.76
Nurse Anesthetists	48	52	4	8%	0.99	1.01	\$59.55
Nurse Midwives	<10	<10	Insf. Data	Insf. Data	1.00	1.00	Insf. Data
Nurse Practitioners	152	176	24	16%	0.94	0.94	\$41.69
Audiologists	12	15	3	25%	0.79	0.79	\$33.07
Health Diagnosing and Treating Practitioners, All Other	72	75	3	4%	1.08	1.13	\$29.94
Medical and Clinical Laboratory Technologists	128	131	3	2%	0.60	0.62	\$27.69
Medical and Clinical Laboratory Technicians	89	104	15	17%	0.44	0.43	\$17.23
Dental Hygienists	337	346	9	3%	1.20	1.32	\$26.35
Cardiovascular Technologists and Technicians	81	86	5	6%	1.13	1.23	\$23.65
Diagnostic Medical Sonographers	109	125	16	15%	1.31	1.39	\$25.15
Nuclear Medicine Technologists	43	44	1	2%	1.55	1.67	\$34.15
Radiologic Technologists	269	277	8	3%	1.02	1.08	\$23.25
Magnetic Resonance Imaging Technologists	74	76	2	3%	1.64	1.74	\$29.45
Emergency Medical Technicians and Paramedics	436	427	(9)	(2%)	1.27	1.46	\$14.92
Dietetic Technicians	26	29	3	12%	0.74	0.70	\$11.22
Pharmacy Technicians	533	582	49	9%	1.13	1.13	\$13.44
Psychiatric Technicians	82	90	8	10%	1.06	0.99	\$12.87
Respiratory Therapy Technicians	12	12	0	0%	0.85	0.91	\$21.01
Surgical Technologists	121	126	5	4%	0.86	0.94	\$19.36
Veterinary Technologists and Technicians	184	212	28	15%	1.47	1.51	\$13.98
Ophthalmic Medical Technicians	64	73	9	14%	1.35	1.32	\$16.14

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Licensed Practical and Licensed Vocational Nurses	1,381	1,574	193	14%	1.54	1.50	\$17.93
Medical Records and Health Information Technicians	213	231	18	8%	0.87	0.88	\$15.02
Opticians, Dispensing	227	257	30	13%	2.41	2.39	\$15.28
Orthotists and Prosthetists	<10	<10	Insf. Data	Insf. Data	0.71	0.64	Insf. Data
Hearing Aid Specialists	11	12	1	9%	1.36	1.41	\$21.38
Health Technologists and Technicians, All Other	224	234	10	4%	1.59	1.71	\$16.43
Occupational Health and Safety Specialists	70	70	0	0%	0.80	0.85	\$34.18
Occupational Health and Safety Technicians	<10	<10	Insf. Data	Insf. Data	0.36	0.36	Insf. Data
Athletic Trainers	25	27	2	8%	0.80	0.84	\$19.68
Genetic Counselors	<10	<10	Insf. Data	Insf. Data	0.92	0.88	Insf. Data
Healthcare Practitioners and Technical Workers, All Other	41	43	2	5%	0.75	0.76	\$15.07
Home Health Aides	995	1,101	106	11%	0.76	0.84	\$9.38
Psychiatric Aides	36	42	6	17%	0.44	0.39	\$10.41
Nursing Assistants	2,415	2,708	293	12%	1.34	1.30	\$11.40
Orderlies	177	179	2	1%	2.30	2.45	\$10.54
Occupational Therapy Assistants	34	42	8	24%	0.83	0.81	\$29.47
Occupational Therapy Aides	<10	<10	Insf. Data	Insf. Data	0.35	0.23	Insf. Data
Physical Therapist Assistants	139	161	22	16%	1.34	1.40	\$27.71
Physical Therapist Aides	32	40	8	25%	0.53	0.51	\$11.10
Massage Therapists	236	295	59	25%	1.32	1.19	\$16.28
Dental Assistants	327	324	(3)	(1%)	0.73	0.80	\$17.64
Medical Assistants	1,075	1,177	102	9%	1.37	1.40	\$13.07
Medical Equipment Preparers	53	53	0	0%	0.75	0.80	\$12.10
Medical Transcriptionists	145	144	(1)	(1%)	1.52	1.58	\$12.72
Pharmacy Aides	17	20	3	18%	0.36	0.33	\$9.15
Veterinary Assistants and Laboratory Animal Caretakers	138	142	4	3%	1.33	1.39	\$9.26
Phlebotomists	280	302	22	8%	1.87	1.94	\$13.06
Healthcare Support Workers, All Other	89	92	3	3%	0.66	0.69	\$18.85
First-Line Supervisors of Correctional Officers	113	112	(1)	(1%)	1.92	1.98	\$23.13
First-Line Supervisors of Police and Detectives	122	124	2	2%	0.96	0.95	\$33.46
First-Line Supervisors of Fire Fighting and Prevention Workers	59	62	3	5%	0.81	0.80	\$28.04
First-Line Supervisors of Protective Service Workers, All Other	66	75	9	14%	0.82	0.77	\$17.31

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Firefighters	342	356	14	4%	0.90	0.88	\$17.42
Fire Inspectors and Investigators	10	10	0	0%	0.73	0.72	Insf. Data
Forest Fire Inspectors and Prevention Specialists	<10	<10	Insf. Data	Insf. Data	0.74	0.73	Insf. Data
Bailiffs	23	24	1	4%	1.14	1.12	\$20.97
Correctional Officers and Jailers	1,664	1,599	(65)	(4%)	2.85	3.02	\$16.42
Detectives and Criminal Investigators	190	194	4	2%	1.35	1.34	\$23.75
Fish and Game Wardens	<10	<10	Insf. Data	Insf. Data	0.98	0.96	Insf. Data
Parking Enforcement Workers	<10	<10	Insf. Data	Insf. Data	0.26	0.25	Insf. Data
Police and Sheriff's Patrol Officers	842	869	27	3%	1.02	1.01	\$18.50
Transit and Railroad Police	<10	<10	Insf. Data	Insf. Data	0.64	0.63	Insf. Data
Animal Control Workers	<10	<10	Insf. Data	Insf. Data	0.50	0.50	Insf. Data
Private Detectives and Investigators	31	34	3	10%	0.72	0.71	\$16.72
Gaming Surveillance Officers and Gaming Investigators	<10	<10	Insf. Data	Insf. Data	0.26	0.18	Insf. Data
Security Guards	1,279	1,480	201	16%	0.94	0.88	\$9.68
Crossing Guards	30	32	2	7%	0.39	0.36	\$11.59
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	93	100	7	8%	0.54	0.52	\$12.64
Transportation Security Screeners	85	91	6	7%	1.43	1.40	\$17.54
Protective Service Workers, All Other	101	108	7	7%	0.70	0.69	\$14.65
Chefs and Head Cooks	104	109	5	5%	0.62	0.62	\$19.80
First-Line Supervisors of Food Preparation and Serving Workers	1,495	1,607	112	7%	1.30	1.31	\$14.19
Cooks, Fast Food	346	355	9	3%	0.51	0.51	\$9.02
Cooks, Institution and Cafeteria	371	412	41	11%	0.72	0.69	\$10.67
Cooks, Private Household	<10	<10	Insf. Data	Insf. Data	0.82	0.78	Insf. Data
Cooks, Restaurant	2,094	2,282	188	9%	1.43	1.44	\$10.24
Cooks, Short Order	119	128	9	8%	0.54	0.51	\$13.00
Cooks, All Other	12	13	1	8%	0.43	0.41	\$10.82
Food Preparation Workers	935	975	40	4%	0.85	0.84	\$10.50
Bartenders	696	785	89	13%	0.99	0.93	\$9.22
Combined Food Preparation and Serving Workers, Including Fast Food	6,231	6,661	430	7%	1.50	1.53	\$8.82

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	904	910	6	1%	1.47	1.47	\$8.72
Waiters and Waitresses	4,423	4,581	158	4%	1.40	1.41	\$8.96
Food Servers, Nonrestaurant	327	353	26	8%	1.00	1.01	\$9.85
Dining Room and Cafeteria Attendants and Bartender Helpers	586	616	30	5%	1.09	1.10	\$8.89
Dishwashers	579	609	30	5%	0.90	0.90	\$9.00
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	654	678	24	4%	1.36	1.37	\$9.01
Food Preparation and Serving Related Workers, All Other	98	101	3	3%	1.54	1.57	\$9.93
First-Line Supervisors of Housekeeping and Janitorial Workers	168	195	27	16%	0.68	0.63	\$14.56
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	242	253	11	5%	1.39	1.35	\$16.06
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	2,763	3,136	373	13%	0.91	0.86	\$9.29
Maids and Housekeeping Cleaners	2,069	2,265	196	9%	1.13	1.10	\$8.44
Building Cleaning Workers, All Other	64	73	9	14%	2.85	2.73	\$11.84
Pest Control Workers	181	213	32	18%	1.99	1.90	\$12.94
Landscaping and Groundskeeping Workers	1,250	1,365	115	9%	0.83	0.80	\$10.74
Pesticide Handlers, Sprayers, and Applicators, Vegetation	147	157	10	7%	3.82	3.75	\$15.80
Tree Trimmers and Pruners	73	83	10	14%	0.99	0.94	\$13.32
Grounds Maintenance Workers, All Other	41	43	2	5%	1.30	1.29	\$11.83
Gaming Supervisors	35	42	7	20%	1.23	1.04	\$20.89
Slot Supervisors	11	13	2	18%	1.26	1.10	\$13.98
First-Line Supervisors of Personal Service Workers	207	204	(3)	(1%)	0.78	0.84	\$14.08
Animal Trainers	23	27	4	17%	0.64	0.57	\$10.39
Nonfarm Animal Caretakers	243	263	20	8%	0.84	0.86	\$9.20
Gaming Dealers	87	112	25	29%	0.86	0.71	\$9.75
Gaming and Sports Book Writers and Runners	11	13	2	18%	0.73	0.65	\$11.77
Gaming Service Workers, All Other	13	15	2	15%	0.64	0.58	\$11.86
Motion Picture Projectionists	37	38	1	3%	5.41	4.69	\$8.92
Ushers, Lobby Attendants, and Ticket Takers	174	196	22	13%	1.25	1.13	\$8.34
Amusement and Recreation Attendants	161	180	19	12%	0.46	0.44	\$9.37
Costume Attendants	<10	<10	Insf. Data	Insf. Data	0.37	0.34	Insf. Data

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Locker Room, Coatroom, and Dressing Room Attendants	13	14	1	8%	0.56	0.54	\$9.68
Entertainment Attendants and Related Workers, All Other	17	19	2	12%	0.73	0.73	\$11.03
Embalmers	<10	<10	Insf. Data	Insf. Data	0.72	0.80	Insf. Data
Funeral Attendants	62	55	(7)	(11%)	1.31	1.45	\$11.39
Morticians, Undertakers, and Funeral Directors	43	42	(1)	(2%)	1.21	1.27	\$29.27
Barbers	50	38	(12)	(24%)	0.45	0.60	\$10.91
Hairdressers, Hairstylists, and Cosmetologists	642	705	63	10%	0.78	0.75	\$10.99
Makeup Artists, Theatrical and Performance	<10	<10	Insf. Data	Insf. Data	0.66	0.66	Insf. Data
Manicurists and Pedicurists	103	132	29	28%	0.78	0.66	\$8.99
Shampooers	31	36	5	16%	1.07	0.95	\$8.29
Skincare Specialists	124	153	29	23%	1.75	1.70	\$18.50
Baggage Porters and Bellhops	46	50	4	9%	0.84	0.81	\$8.68
Concierges	15	17	2	13%	0.36	0.36	\$10.68
Tour Guides and Escorts	40	39	(1)	(3%)	0.64	0.70	\$12.04
Travel Guides	<10	<10	Insf. Data	Insf. Data	0.69	0.69	Insf. Data
Childcare Workers	1,612	1,684	72	4%	1.04	1.02	\$8.08
Personal Care Aides	1,113	1,196	83	7%	0.44	0.51	\$8.81
Fitness Trainers and Aerobics Instructors	263	294	31	12%	0.73	0.71	\$17.02
Recreation Workers	488	525	37	8%	1.09	1.09	\$11.70
Residential Advisors	125	134	9	7%	0.80	0.82	\$10.74
Personal Care and Service Workers, All Other	123	138	15	12%	1.04	1.00	\$9.62
First-Line Supervisors of Retail Sales Workers	2,315	2,408	93	4%	1.31	1.28	\$16.80
First-Line Supervisors of Non-Retail Sales Workers	438	445	7	2%	1.00	0.98	\$25.57
Cashiers	5,504	5,661	157	3%	1.30	1.27	\$9.04
Gaming Change Persons and Booth Cashiers	<10	<10	Insf. Data	Insf. Data	0.20	0.13	Insf. Data
Counter and Rental Clerks	732	767	35	5%	1.33	1.31	\$9.68
Parts Salespersons	411	415	4	1%	1.35	1.38	\$11.12
Retail Salespersons	7,073	7,411	338	5%	1.22	1.21	\$9.80
Advertising Sales Agents	157	155	(2)	(1%)	0.71	0.70	\$18.45
Insurance Sales Agents	788	881	93	12%	0.94	0.87	\$25.99
Securities, Commodities, and Financial Services Sales Agents	236	310	74	31%	0.71	0.55	\$28.52

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Travel Agents	107	93	(14)	(13%)	1.12	1.12	\$14.02
Sales Representatives, Services, All Other	1,322	1,356	34	3%	1.07	1.12	\$21.11
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	168	184	16	10%	0.39	0.37	\$24.05
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	1,429	1,498	69	5%	0.78	0.77	\$21.69
Demonstrators and Product Promoters	39	38	(1)	(3%)	0.28	0.31	\$12.62
Models	<10	<10	Insf. Data	Insf. Data	0.49	0.55	Insf. Data
Real Estate Brokers	150	150	0	0%	1.10	1.07	\$21.63
Real Estate Sales Agents	583	572	(11)	(2%)	1.08	1.07	\$13.74
Sales Engineers	18	22	4	22%	0.23	0.20	\$46.29
Telemarketers	270	314	44	16%	0.97	0.87	\$9.34
Door-to-Door Sales Workers, News and Street Vendors, and Related Workers	122	102	(20)	(16%)	1.26	1.20	\$7.49
Sales and Related Workers, All Other	138	151	13	9%	0.98	0.96	\$13.59
First-Line Supervisors of Office and Administrative Support Workers	1,813	1,995	182	10%	1.03	0.99	\$21.19
Switchboard Operators, Including Answering Service	149	140	(9)	(6%)	1.08	1.06	\$10.83
Telephone Operators	28	25	(3)	(11%)	1.71	1.91	\$14.16
Communications Equipment Operators, All Other	22	22	0	0%	6.59	6.87	\$17.17
Bill and Account Collectors	487	522	35	7%	1.10	1.08	\$14.79
Billing and Posting Clerks	771	819	48	6%	1.16	1.18	\$15.17
Bookkeeping, Accounting, and Auditing Clerks	2,068	2,177	109	5%	0.93	0.93	\$15.18
Gaming Cage Workers	18	21	3	17%	0.96	0.83	\$9.89
Payroll and Timekeeping Clerks	182	191	9	5%	0.80	0.81	\$17.05
Procurement Clerks	103	100	(3)	(3%)	1.05	1.09	\$19.95
Tellers	1,445	1,789	344	24%	2.83	2.26	\$12.24
Financial Clerks, All Other	81	90	9	11%	1.71	1.59	\$15.88
Brokerage Clerks	41	44	3	7%	0.63	0.57	\$16.20
Correspondence Clerks	14	15	1	7%	1.38	1.41	\$13.57
Court, Municipal, and License Clerks	154	164	10	6%	0.95	0.93	\$15.55
Credit Authorizers, Checkers, and Clerks	134	132	(2)	(1%)	2.36	2.32	\$17.76
Customer Service Representatives	3,729	4,132	403	11%	1.19	1.14	\$11.32

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Eligibility Interviewers, Government Programs	120	129	9	8%	0.77	0.75	\$18.97
File Clerks	309	291	(18)	(6%)	1.46	1.51	\$12.28
Hotel, Motel, and Resort Desk Clerks	379	383	4	1%	1.20	1.25	\$9.28
Interviewers, Except Eligibility and Loan	361	365	4	1%	1.27	1.31	\$13.60
Library Assistants, Clerical	81	86	5	6%	0.50	0.51	\$9.52
Loan Interviewers and Clerks	876	949	73	8%	3.46	3.27	\$16.18
New Accounts Clerks	140	168	28	20%	2.72	2.19	\$15.84
Order Clerks	123	124	1	1%	0.51	0.50	\$13.06
Human Resources Assistants, Except Payroll and Timekeeping	197	190	(7)	(4%)	1.04	1.07	\$16.72
Receptionists and Information Clerks	1,654	1,716	62	4%	1.23	1.25	\$12.11
Reservation and Transportation Ticket Agents and Travel Clerks	79	78	(1)	(1%)	0.47	0.45	\$15.52
Information and Record Clerks, All Other	409	380	(29)	(7%)	1.58	1.65	\$17.52
Cargo and Freight Agents	66	68	2	3%	0.64	0.66	\$17.76
Couriers and Messengers	132	125	(7)	(5%)	1.10	1.08	\$11.18
Police, Fire, and Ambulance Dispatchers	154	159	5	3%	1.24	1.24	\$14.18
Dispatchers, Except Police, Fire, and Ambulance	187	196	9	5%	0.74	0.74	\$15.13
Meter Readers, Utilities	64	64	0	0%	1.60	1.45	\$12.88
Postal Service Clerks	78	66	(12)	(15%)	0.94	0.92	\$26.72
Postal Service Mail Carriers	435	375	(60)	(14%)	1.17	1.17	\$27.50
Postal Service Mail Sorters, Processors, and Processing Machine Operators	147	125	(22)	(15%)	1.03	1.01	\$26.21
Production, Planning, and Expediting Clerks	143	151	8	6%	0.38	0.37	\$20.32
Shipping, Receiving, and Traffic Clerks	424	426	2	0%	0.50	0.50	\$13.85
Stock Clerks and Order Fillers	2,548	2,539	(9)	(0%)	1.08	1.08	\$10.17
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	30	35	5	17%	0.37	0.33	\$12.55
Executive Secretaries and Executive Administrative Assistants	986	940	(46)	(5%)	1.02	1.05	\$17.32
Legal Secretaries	236	228	(8)	(3%)	0.90	0.89	\$14.22
Medical Secretaries	596	680	84	14%	0.85	0.87	\$13.26
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	3,840	3,973	133	3%	1.13	1.15	\$13.07
Computer Operators	61	54	(7)	(11%)	0.78	0.78	\$16.42

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Data Entry Keyers	422	352	(70)	(17%)	1.48	1.53	\$11.72
Word Processors and Typists	147	124	(23)	(16%)	1.18	1.19	\$14.68
Desktop Publishers	18	17	(1)	(6%)	1.02	1.01	\$14.70
Insurance Claims and Policy Processing Clerks	125	140	15	12%	0.41	0.38	\$14.30
Mail Clerks and Mail Machine Operators, Except Postal Service	85	75	(10)	(12%)	0.61	0.64	\$13.06
Office Clerks, General	2,994	3,044	50	2%	0.72	0.73	\$12.57
Office Machine Operators, Except Computer	63	59	(4)	(6%)	0.74	0.73	\$12.27
Proofreaders and Copy Markers	13	12	(1)	(8%)	0.83	0.82	\$15.11
Statistical Assistants	<10	10	Insf. Data	Insf. Data	0.52	0.52	Insf. Data
Office and Administrative Support Workers, All Other	307	307	0	0%	0.71	0.72	\$9.44
First-Line Supervisors of Farming, Fishing, and Forestry Workers	34	34	0	0%	0.57	0.55	\$24.98
Agricultural Inspectors	34	33	(1)	(3%)	1.68	1.71	\$21.39
Animal Breeders	<10	<10	Insf. Data	Insf. Data	0.24	0.17	Insf. Data
Graders and Sorters, Agricultural Products	25	28	3	12%	0.39	0.36	\$11.42
Agricultural Equipment Operators	21	26	5	24%	0.28	0.23	\$14.32
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	212	256	44	21%	0.27	0.22	\$9.37
Farmworkers, Farm, Ranch, and Aquacultural Animals	23	28	5	22%	0.28	0.23	\$13.41
Agricultural Workers, All Other	<10	<10	Insf. Data	Insf. Data	0.38	0.34	Insf. Data
Fishers and Related Fishing Workers	65	46	(19)	(29%)	1.83	2.32	\$18.92
Hunters and Trappers	32	23	(9)	(28%)	1.86	2.36	\$15.37
Forest and Conservation Workers	<10	<10	Insf. Data	Insf. Data	0.50	0.54	Insf. Data
Fallers	<10	<10	Insf. Data	Insf. Data	0.53	0.49	Insf. Data
Logging Equipment Operators	22	23	1	5%	0.46	0.43	\$19.04
Log Graders and Scalers	<10	<10	Insf. Data	Insf. Data	0.35	0.27	Insf. Data
Logging Workers, All Other	<10	<10	Insf. Data	Insf. Data	0.47	0.45	Insf. Data
First-Line Supervisors of Construction Trades and Extraction Workers	841	832	(9)	(1%)	1.04	1.09	\$21.16
Boilermakers	<10	<10	Insf. Data	Insf. Data	0.42	0.41	Insf. Data
Brickmasons and Blockmasons	82	46	(36)	(44%)	0.46	0.81	\$16.17
Stonemasons	13	11	(2)	(15%)	0.59	0.71	\$12.33

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Carpenters	932	882	(50)	(5%)	0.69	0.73	\$14.31
Carpet Installers	36	38	2	6%	0.73	0.66	\$12.73
Floor Layers, Except Carpet, Wood, and Hard Tiles	11	12	1	9%	0.58	0.52	\$13.75
Floor Sanders and Finishers	<10	<10	Insf. Data	Insf. Data	0.65	0.59	Insf. Data
Tile and Marble Setters	99	103	4	4%	1.47	1.34	\$12.68
Cement Masons and Concrete Finishers	251	297	46	18%	1.33	1.19	\$14.10
Terrazzo Workers and Finishers	<10	<10	Insf. Data	Insf. Data	0.89	0.68	Insf. Data
Construction Laborers	1,442	1,399	(43)	(3%)	0.83	0.90	\$13.17
Paving, Surfacing, and Tamping Equipment Operators	56	60	4	7%	0.82	0.80	\$14.40
Pile-Driver Operators	<10	<10	Insf. Data	Insf. Data	0.65	0.67	Insf. Data
Operating Engineers and Other Construction Equipment Operators	308	307	(1)	(0%)	0.63	0.67	\$16.31
Drywall and Ceiling Tile Installers	118	70	(48)	(41%)	0.51	0.80	\$13.23
Tapers	11	11	0	0%	0.38	0.35	Insf. Data
Electricians	736	689	(47)	(6%)	0.80	0.90	\$16.68
Glaziers	141	154	13	9%	2.49	2.32	\$14.35
Insulation Workers, Floor, Ceiling, and Wall	37	23	(14)	(38%)	0.67	1.10	\$13.24
Insulation Workers, Mechanical	44	55	11	25%	1.16	1.10	\$15.89
Painters, Construction and Maintenance	609	674	65	11%	1.36	1.20	\$14.50
Paperhangers	17	17	0	0%	2.46	2.32	\$13.93
Pipelayers	81	84	3	4%	1.34	1.36	\$13.98
Plumbers, Pipefitters, and Steamfitters	555	615	60	11%	1.01	0.99	\$17.06
Plasterers and Stucco Masons	46	21	(25)	(54%)	0.72	1.38	\$13.83
Reinforcing Iron and Rebar Workers	28	30	2	7%	0.95	0.86	\$15.75
Roofers	360	444	84	23%	2.39	1.99	\$12.08
Sheet Metal Workers	447	479	32	7%	2.50	2.46	\$11.59
Structural Iron and Steel Workers	74	82	8	11%	0.95	0.89	\$16.38
Solar Photovoltaic Installers	<10	<10	Insf. Data	Insf. Data	0.82	0.89	Insf. Data
Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	29	18	(11)	(38%)	0.54	0.94	\$9.81
Helpers--Carpenters	45	48	3	7%	0.87	0.86	\$11.09
Helpers--Electricians	131	131	0	0%	1.25	1.41	\$12.82

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	27	29	2	7%	1.96	1.75	\$11.20
Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	208	226	18	9%	2.93	3.00	\$11.66
Helpers--Roofers	21	31	10	48%	1.87	1.39	\$11.15
Helpers, Construction Trades, All Other	20	21	1	5%	0.78	0.79	\$11.60
Construction and Building Inspectors	139	131	(8)	(6%)	1.03	1.14	\$24.28
Elevator Installers and Repairers	31	43	12	39%	1.42	1.13	\$32.01
Fence Erectors	22	20	(2)	(9%)	0.55	0.64	\$13.22
Hazardous Materials Removal Workers	27	25	(2)	(7%)	0.43	0.50	\$14.73
Highway Maintenance Workers	56	59	3	5%	0.32	0.31	\$18.61
Rail-Track Laying and Maintenance Equipment Operators	<10	<10	Insf. Data	Insf. Data	0.39	0.40	Insf. Data
Septic Tank Servicers and Sewer Pipe Cleaners	54	53	(1)	(2%)	1.44	1.62	\$11.60
Segmental Pavers	<10	<10	Insf. Data	Insf. Data	0.90	0.91	Insf. Data
Construction and Related Workers, All Other	151	157	6	4%	3.28	3.29	\$15.83
Derrick Operators, Oil and Gas	<10	<10	Insf. Data	Insf. Data	0.06	0.09	Insf. Data
Rotary Drill Operators, Oil and Gas	<10	<10	Insf. Data	Insf. Data	0.05	0.06	Insf. Data
Service Unit Operators, Oil, Gas, and Mining	<10	<10	Insf. Data	Insf. Data	0.03	0.04	Insf. Data
Earth Drillers, Except Oil and Gas	15	15	0	0%	0.51	0.58	\$16.80
Explosives Workers, Ordnance Handling Experts, and Blasters	<10	<10	Insf. Data	Insf. Data	0.23	0.26	Insf. Data
Continuous Mining Machine Operators	<10	<10	Insf. Data	Insf. Data	0.15	0.15	Insf. Data
Mine Cutting and Channeling Machine Operators	<10	<10	Insf. Data	Insf. Data	0.05	0.05	Insf. Data
Mining Machine Operators, All Other	<10	<10	Insf. Data	Insf. Data	0.08	0.10	Insf. Data
Rock Splitters, Quarry	<10	<10	Insf. Data	Insf. Data	0.42	0.44	Insf. Data
Roof Bolters, Mining	0	0	0	0%	0.00	0.00	\$0.00
Roustabouts, Oil and Gas	51	47	(4)	(8%)	0.47	0.61	\$19.73
Helpers--Extraction Workers	<10	<10	Insf. Data	Insf. Data	0.20	0.25	Insf. Data
Extraction Workers, All Other	<10	<10	Insf. Data	Insf. Data	0.12	0.18	Insf. Data
First-Line Supervisors of Mechanics, Installers, and Repairers	668	667	(1)	(0%)	1.15	1.19	\$29.21
Computer, Automated Teller, and Office Machine Repairers	233	216	(17)	(7%)	1.25	1.34	\$16.90
Radio, Cellular, and Tower Equipment Installers and Repairs	15	11	(4)	(27%)	0.60	0.83	\$25.40
Telecommunications Equipment Installers and Repairers, Except Line Installers	314	277	(37)	(12%)	1.00	1.13	\$24.51

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Avionics Technicians	58	63	5	9%	2.79	2.65	\$28.03
Electric Motor, Power Tool, and Related Repairers	22	20	(2)	(9%)	0.98	0.99	\$16.76
Electrical and Electronics Installers and Repairers, Transportation Equipment	12	12	0	0%	0.66	0.66	\$22.45
Electrical and Electronics Repairers, Commercial and Industrial Equipment	88	84	(4)	(5%)	0.98	1.05	\$27.07
Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	55	64	9	16%	2.24	1.96	\$28.27
Electronic Equipment Installers and Repairers, Motor Vehicles	<10	<10	Insf. Data	Insf. Data	0.52	0.55	Insf. Data
Electronic Home Entertainment Equipment Installers and Repairers	33	32	(1)	(3%)	0.84	0.83	\$16.82
Security and Fire Alarm Systems Installers	80	81	1	1%	0.90	0.97	\$15.53
Aircraft Mechanics and Service Technicians	423	463	40	9%	2.98	2.77	\$26.87
Automotive Body and Related Repairers	171	156	(15)	(9%)	0.75	0.85	\$19.44
Automotive Glass Installers and Repairers	33	30	(3)	(9%)	1.20	1.35	\$18.96
Automotive Service Technicians and Mechanics	1,005	1,008	3	0%	1.01	1.03	\$16.53
Bus and Truck Mechanics and Diesel Engine Specialists	277	279	2	1%	0.82	0.85	\$18.14
Farm Equipment Mechanics and Service Technicians	18	32	14	78%	0.65	0.37	\$14.08
Mobile Heavy Equipment Mechanics, Except Engines	122	120	(2)	(2%)	0.71	0.75	\$15.91
Rail Car Repairers	12	12	0	0%	0.44	0.44	\$23.71
Motorboat Mechanics and Service Technicians	56	60	4	7%	1.89	1.76	\$14.23
Motorcycle Mechanics	84	95	11	13%	4.39	3.88	\$13.72
Outdoor Power Equipment and Other Small Engine Mechanics	63	63	0	0%	1.52	1.56	\$12.61
Bicycle Repairers	19	19	0	0%	1.24	1.44	\$14.21
Recreational Vehicle Service Technicians	17	21	4	24%	1.39	1.14	\$17.81
Tire Repairers and Changers	147	145	(2)	(1%)	1.05	1.11	\$9.29
Mechanical Door Repairers	20	28	8	40%	1.10	0.89	\$17.79
Control and Valve Installers and Repairers, Except Mechanical Door	35	39	4	11%	0.73	0.68	\$20.44
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	545	592	47	9%	1.42	1.41	\$16.83
Home Appliance Repairers	51	44	(7)	(14%)	0.87	0.96	\$11.74
Industrial Machinery Mechanics	409	430	21	5%	0.94	0.98	\$25.12

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Maintenance Workers, Machinery	41	44	3	7%	0.36	0.35	\$13.65
Millwrights	18	24	6	33%	0.45	0.34	\$23.99
Refractory Materials Repairers, Except Brickmasons	<10	<10	Insf. Data	Insf. Data	0.42	0.78	Insf. Data
Electrical Power-Line Installers and Repairers	229	238	9	4%	1.51	1.54	\$22.90
Telecommunications Line Installers and Repairers	171	138	(33)	(19%)	0.91	1.14	\$21.53
Camera and Photographic Equipment Repairers	<10	<10	Insf. Data	Insf. Data	0.43	0.46	Insf. Data
Medical Equipment Repairers	48	54	6	13%	0.84	0.87	\$19.29
Musical Instrument Repairers and Tuners	21	21	0	0%	1.49	1.43	\$12.54
Watch Repairers	<10	<10	Insf. Data	Insf. Data	1.21	1.26	Insf. Data
Precision Instrument and Equipment Repairers, All Other	<10	<10	Insf. Data	Insf. Data	0.38	0.42	Insf. Data
Maintenance and Repair Workers, General	1,607	1,643	36	2%	0.88	0.90	\$14.80
Wind Turbine Service Technicians	<10	<10	Insf. Data	Insf. Data	0.43	0.47	Insf. Data
Coin, Vending, and Amusement Machine Servicers and Repairers	74	64	(10)	(14%)	1.56	1.70	\$12.27
Commercial Divers	<10	<10	Insf. Data	Insf. Data	1.10	1.11	Insf. Data
Fabric Menders, Except Garment	<10	0	Insf. Data	Insf. Data	0.22	0.19	Insf. Data
Locksmiths and Safe Repairers	58	59	1	2%	1.91	1.96	\$14.72
Manufactured Building and Mobile Home Installers	<10	<10	Insf. Data	Insf. Data	1.63	1.60	Insf. Data
Riggers	19	22	3	16%	0.76	0.73	\$19.38
Signal and Track Switch Repairers	<10	<10	Insf. Data	Insf. Data	0.42	0.45	Insf. Data
Helpers--Installation, Maintenance, and Repair Workers	180	186	6	3%	1.05	1.08	\$10.06
Installation, Maintenance, and Repair Workers, All Other	124	135	11	9%	0.57	0.54	\$17.42
First-Line Supervisors of Production and Operating Workers	473	472	(1)	(0%)	0.63	0.62	\$23.48
Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	44	56	12	27%	1.01	0.88	\$26.15
Coil Winders, Tapers, and Finishers	<10	<10	Insf. Data	Insf. Data	0.21	0.15	Insf. Data
Electrical and Electronic Equipment Assemblers	71	74	3	4%	0.30	0.28	\$21.89
Electromechanical Equipment Assemblers	27	29	2	7%	0.51	0.46	\$13.91
Engine and Other Machine Assemblers	22	29	7	32%	0.62	0.45	\$20.97
Structural Metal Fabricators and Fitters	100	110	10	10%	1.10	1.01	\$15.21
Fiberglass Laminators and Fabricators	52	60	8	15%	2.57	2.15	\$15.74
Team Assemblers	314	331	17	5%	0.23	0.21	\$13.31
Timing Device Assemblers and Adjusters	<10	<10	Insf. Data	Insf. Data	0.45	0.62	Insf. Data

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Assemblers and Fabricators, All Other	170	174	4	2%	0.54	0.54	\$10.29
Bakers	214	230	16	7%	0.93	0.91	\$10.89
Butchers and Meat Cutters	223	238	15	7%	1.32	1.27	\$14.46
Meat, Poultry, and Fish Cutters and Trimmers	59	66	7	12%	0.34	0.31	\$11.98
Slaughterers and Meat Packers	15	15	0	0%	0.14	0.14	\$12.56
Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	<10	<10	Insf. Data	Insf. Data	0.25	0.23	Insf. Data
Food Batchmakers	16	17	1	6%	0.11	0.10	\$14.32
Food Cooking Machine Operators and Tenders	<10	<10	Insf. Data	Insf. Data	0.18	0.17	Insf. Data
Food Processing Workers, All Other	31	33	2	6%	0.56	0.56	\$13.44
Computer-Controlled Machine Tool Operators, Metal and Plastic	20	27	7	35%	0.14	0.11	\$19.73
Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	<10	<10	Insf. Data	Insf. Data	0.26	0.22	Insf. Data
Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	39	31	(8)	(21%)	0.37	0.43	\$15.25
Forging Machine Setters, Operators, and Tenders, Metal and Plastic	<10	<10	Insf. Data	Insf. Data	0.13	0.13	Insf. Data
Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	<10	<10	Insf. Data	Insf. Data	0.15	0.15	Insf. Data
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	54	52	(2)	(4%)	0.23	0.23	\$13.20
Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic	<10	<10	Insf. Data	Insf. Data	0.22	0.18	Insf. Data
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	13	16	3	23%	0.21	0.15	\$16.84
Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	<10	<10	Insf. Data	Insf. Data	0.17	0.14	Insf. Data
Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	<10	<10	Insf. Data	Insf. Data	0.19	0.18	Insf. Data
Machinists	111	129	18	16%	0.24	0.22	\$20.58
Metal-Refining Furnace Operators and Tenders	<10	<10	Insf. Data	Insf. Data	0.08	0.08	Insf. Data
Pourers and Casters, Metal	<10	<10	Insf. Data	Insf. Data	0.12	0.09	Insf. Data
Model Makers, Metal and Plastic	<10	<10	Insf. Data	Insf. Data	0.24	0.20	Insf. Data
Patternmakers, Metal and Plastic	<10	<10	Insf. Data	Insf. Data	0.19	0.15	Insf. Data

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Foundry Mold and Coremakers	<10	<10	Insf. Data	Insf. Data	0.09	0.08	Insf. Data
Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	22	21	(1)	(5%)	0.14	0.14	\$14.63
Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	12	16	4	33%	0.14	0.10	\$17.59
Tool and Die Makers	12	12	0	0%	0.13	0.12	\$24.32
Welders, Cutters, Solderers, and Brazers	303	331	28	9%	0.65	0.61	\$15.34
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	17	22	5	29%	0.27	0.23	\$19.38
Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	<10	<10	Insf. Data	Insf. Data	0.15	0.13	Insf. Data
Layout Workers, Metal and Plastic	<10	<10	Insf. Data	Insf. Data	0.30	0.16	Insf. Data
Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	<10	<10	Insf. Data	Insf. Data	0.13	0.12	Insf. Data
Tool Grinders, Filers, and Sharpeners	<10	<10	Insf. Data	Insf. Data	0.30	0.26	Insf. Data
Metal Workers and Plastic Workers, All Other	<10	<10	Insf. Data	Insf. Data	0.21	0.21	Insf. Data
Prepress Technicians and Workers	38	25	(13)	(34%)	0.69	0.87	\$12.54
Printing Press Operators	104	77	(27)	(26%)	0.41	0.49	\$12.37
Print Binding and Finishing Workers	21	17	(4)	(19%)	0.30	0.34	\$14.83
Laundry and Dry-Cleaning Workers	325	368	43	13%	1.34	1.20	\$9.59
Pressers, Textile, Garment, and Related Materials	67	76	9	13%	1.28	1.06	\$10.52
Sewing Machine Operators	94	90	(4)	(4%)	0.56	0.48	\$10.43
Shoe and Leather Workers and Repairers	<10	<10	Insf. Data	Insf. Data	0.63	0.65	Insf. Data
Shoe Machine Operators and Tenders	0	0	0	0%	0.01	0.01	\$0.00
Sewers, Hand	<10	<10	Insf. Data	Insf. Data	0.56	0.55	Insf. Data
Tailors, Dressmakers, and Custom Sewers	35	32	(3)	(9%)	0.67	0.68	\$10.83
Textile Bleaching and Dyeing Machine Operators and Tenders	<10	<10	Insf. Data	Insf. Data	0.11	0.24	Insf. Data
Textile Cutting Machine Setters, Operators, and Tenders	<10	<10	Insf. Data	Insf. Data	0.16	0.15	Insf. Data
Textile Knitting and Weaving Machine Setters, Operators, and Tenders	16	<10	Insf. Data	Insf. Data	0.30	0.57	\$11.09
Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders	17	13	(4)	(24%)	0.48	0.51	\$11.47
Extruding and Forming Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers	36	29	(7)	(19%)	1.33	1.44	\$21.61

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Fabric and Apparel Patternmakers	<10	<10	Insf. Data	Insf. Data	0.11	0.10	Insf. Data
Upholsterers	37	33	(4)	(11%)	0.70	0.73	\$12.65
Textile, Apparel, and Furnishings Workers, All Other	<10	<10	Insf. Data	Insf. Data	0.48	0.45	Insf. Data
Cabinetmakers and Bench Carpenters	86	83	(3)	(3%)	0.71	0.67	\$13.02
Furniture Finishers	17	15	(2)	(12%)	0.77	0.80	\$13.67
Model Makers, Wood	<10	<10	Insf. Data	Insf. Data	0.57	0.50	Insf. Data
Patternmakers, Wood	<10	<10	Insf. Data	Insf. Data	0.42	0.43	Insf. Data
Sawing Machine Setters, Operators, and Tenders, Wood	13	15	2	15%	0.24	0.21	\$12.92
Woodworking Machine Setters, Operators, and Tenders, Except Sawing	42	48	6	14%	0.56	0.46	\$10.97
Woodworkers, All Other	12	12	0	0%	0.73	0.69	\$13.71
Nuclear Power Reactor Operators	20	24	4	20%	2.51	2.15	\$41.19
Power Distributors and Dispatchers	16	18	2	13%	1.32	1.12	\$36.00
Power Plant Operators	47	54	7	15%	1.14	0.94	\$35.12
Stationary Engineers and Boiler Operators	27	28	1	4%	0.60	0.58	\$23.16
Water and Wastewater Treatment Plant and System Operators	176	198	22	13%	1.38	1.26	\$19.93
Chemical Plant and System Operators	108	87	(21)	(19%)	1.92	2.28	\$28.46
Gas Plant Operators	<10	<10	Insf. Data	Insf. Data	0.33	0.32	Insf. Data
Petroleum Pump System Operators, Refinery Operators, and Gaugers	<10	<10	Insf. Data	Insf. Data	0.16	0.16	Insf. Data
Plant and System Operators, All Other	19	19	0	0%	1.31	1.32	\$24.43
Chemical Equipment Operators and Tenders	166	133	(33)	(20%)	1.72	2.03	\$22.69
Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	21	21	0	0%	0.37	0.37	\$17.60
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	28	30	2	7%	0.84	0.76	\$16.00
Grinding and Polishing Workers, Hand	13	15	2	15%	0.43	0.35	\$14.51
Mixing and Blending Machine Setters, Operators, and Tenders	55	53	(2)	(4%)	0.35	0.35	\$14.49
Cutters and Trimmers, Hand	<10	<10	Insf. Data	Insf. Data	0.26	0.21	Insf. Data
Cutting and Slicing Machine Setters, Operators, and Tenders	75	73	(2)	(3%)	1.00	0.93	\$18.24
Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	32	32	0	0%	0.40	0.37	\$14.19
Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	<10	<10	Insf. Data	Insf. Data	0.41	0.35	Insf. Data

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Inspectors, Testers, Sorters, Samplers, and Weighers	328	330	2	1%	0.51	0.52	\$15.99
Jewelers and Precious Stone and Metal Workers	38	36	(2)	(5%)	0.89	0.84	\$15.79
Dental Laboratory Technicians	203	214	11	5%	4.34	4.13	\$16.44
Medical Appliance Technicians	<10	<10	Insf. Data	Insf. Data	0.54	0.47	Insf. Data
Ophthalmic Laboratory Technicians	40	46	6	15%	1.22	1.12	\$11.46
Packaging and Filling Machine Operators and Tenders	147	150	3	2%	0.31	0.30	\$13.12
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	41	42	1	2%	0.37	0.36	\$13.27
Painters, Transportation Equipment	63	63	0	0%	0.87	0.90	\$20.25
Painting, Coating, and Decorating Workers	26	27	1	4%	1.24	1.15	\$14.05
Semiconductor Processors	<10	<10	Insf. Data	Insf. Data	0.10	0.08	Insf. Data
Photographic Process Workers and Processing Machine Operators	50	45	(5)	(10%)	1.28	1.35	\$12.71
Adhesive Bonding Machine Operators and Tenders	<10	<10	Insf. Data	Insf. Data	0.25	0.23	Insf. Data
Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	<10	<10	Insf. Data	Insf. Data	0.36	0.35	Insf. Data
Cooling and Freezing Equipment Operators and Tenders	<10	<10	Insf. Data	Insf. Data	0.54	0.48	Insf. Data
Etchers and Engravers	<10	<10	Insf. Data	Insf. Data	0.57	0.51	Insf. Data
Molders, Shapers, and Casters, Except Metal and Plastic	48	53	5	10%	1.05	0.94	\$14.43
Paper Goods Machine Setters, Operators, and Tenders	170	128	(42)	(25%)	1.27	1.49	\$16.31
Tire Builders	<10	<10	Insf. Data	Insf. Data	0.03	0.03	Insf. Data
Helpers--Production Workers	107	113	6	6%	0.21	0.20	\$14.34
Production Workers, All Other	181	176	(5)	(3%)	0.57	0.60	\$13.57
Aircraft Cargo Handling Supervisors	<10	<10	Insf. Data	Insf. Data	0.63	0.57	Insf. Data
First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	177	186	9	5%	0.80	0.80	\$17.87
First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	149	156	7	5%	0.59	0.59	\$25.65
Airline Pilots, Copilots, and Flight Engineers	94	96	2	2%	0.96	0.94	\$61.22
Commercial Pilots	156	178	22	14%	3.27	3.04	\$49.89
Air Traffic Controllers	83	86	3	4%	2.69	2.67	\$46.67
Airfield Operations Specialists	15	15	0	0%	1.73	1.68	\$20.48
Flight Attendants	88	85	(3)	(3%)	0.68	0.70	\$23.37

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Ambulance Drivers and Attendants, Except Emergency Medical Technicians	<10	<10	Insf. Data	Insf. Data	0.14	0.13	Insf. Data
Bus Drivers, Transit and Intercity	26	29	3	12%	0.14	0.13	\$14.11
Bus Drivers, School or Special Client	366	389	23	6%	0.61	0.60	\$11.07
Driver/Sales Workers	476	505	29	6%	0.90	0.89	\$10.04
Heavy and Tractor-Trailer Truck Drivers	1,351	1,432	81	6%	0.58	0.57	\$15.16
Light Truck or Delivery Services Drivers	953	975	22	2%	0.89	0.89	\$12.85
Taxi Drivers and Chauffeurs	201	210	9	4%	0.54	0.58	\$9.35
Motor Vehicle Operators, All Other	55	54	(1)	(2%)	0.65	0.68	\$9.88
Locomotive Engineers	27	26	(1)	(4%)	0.52	0.54	\$26.25
Locomotive Firers	<10	<10	Insf. Data	Insf. Data	0.53	0.56	Insf. Data
Rail Yard Engineers, Dinkey Operators, and Hostlers	<10	<10	Insf. Data	Insf. Data	0.34	0.35	Insf. Data
Railroad Brake, Signal, and Switch Operators	15	14	(1)	(7%)	0.50	0.52	\$22.78
Railroad Conductors and Yardmasters	31	30	(1)	(3%)	0.53	0.56	\$22.65
Subway and Streetcar Operators	11	11	0	0%	0.73	0.72	\$27.70
Rail Transportation Workers, All Other	<10	<10	Insf. Data	Insf. Data	0.45	0.46	Insf. Data
Sailors and Marine Oilers	18	17	(1)	(6%)	0.44	0.50	\$15.56
Captains, Mates, and Pilots of Water Vessels	47	45	(2)	(4%)	0.96	1.10	\$26.96
Motorboat Operators	25	23	(2)	(8%)	3.47	4.02	\$13.21
Ship Engineers	<10	<10	Insf. Data	Insf. Data	0.52	0.55	Insf. Data
Bridge and Lock Tenders	<10	<10	Insf. Data	Insf. Data	1.14	1.15	Insf. Data
Parking Lot Attendants	54	54	0	0%	0.28	0.30	\$9.19
Automotive and Watercraft Service Attendants	216	238	22	10%	1.65	1.61	\$9.25
Traffic Technicians	<10	<10	Insf. Data	Insf. Data	0.73	0.74	Insf. Data
Transportation Inspectors	10	11	1	10%	0.33	0.32	Insf. Data
Transportation Attendants, Except Flight Attendants	<10	10	Insf. Data	Insf. Data	0.45	0.44	Insf. Data
Transportation Workers, All Other	74	80	6	8%	1.48	1.41	\$16.97
Conveyor Operators and Tenders	19	20	1	5%	0.39	0.39	\$12.60
Crane and Tower Operators	55	58	3	5%	0.94	0.96	\$19.87
Dredge Operators	<10	<10	Insf. Data	Insf. Data	0.39	0.46	Insf. Data
Excavating and Loading Machine and Dragline Operators	44	42	(2)	(5%)	0.62	0.66	\$14.06
Loading Machine Operators, Underground Mining	0	0	0	0%	0.04	0.04	\$0.00

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Hoist and Winch Operators	<10	<10	Insf. Data	Insf. Data	0.35	0.34	Insf. Data
Industrial Truck and Tractor Operators	177	179	2	1%	0.27	0.26	\$14.04
Cleaners of Vehicles and Equipment	457	492	35	8%	1.05	1.02	\$9.77
Laborers and Freight, Stock, and Material Movers, Hand	1,691	1,770	79	5%	0.54	0.54	\$10.58
Machine Feeders and Offbearers	15	16	1	7%	0.12	0.12	\$13.06
Packers and Packagers, Hand	530	539	9	2%	0.58	0.59	\$9.12
Gas Compressor and Gas Pumping Station Operators	<10	<10	Insf. Data	Insf. Data	0.11	0.12	Insf. Data
Pump Operators, Except Wellhead Pumpers	<10	<10	Insf. Data	Insf. Data	0.34	0.35	Insf. Data
Wellhead Pumpers	<10	<10	Insf. Data	Insf. Data	0.13	0.18	Insf. Data
Refuse and Recyclable Material Collectors	208	232	24	12%	1.35	1.27	\$14.82
Mine Shuttle Car Operators	0	0	0	0%	0.00	0.00	\$0.00
Tank Car, Truck, and Ship Loaders	<10	<10	Insf. Data	Insf. Data	0.21	0.19	Insf. Data
Material Moving Workers, All Other	20	20	0	0%	0.62	0.64	\$12.90
Military occupations	15,495	15,539	44	0%	6.24	6.06	\$15.88
Unclassified Occupation	0	0	0	0%	0.00	0.00	\$0.00
	193,432	202,580	9,148	5%			\$16.97

Source: EMSI 2015.4 – QCEW Employees, Non-QCEW Employees, and Self-Employed

Occupation Data

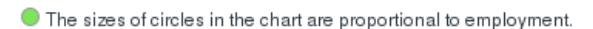
EMSI occupation employment data are based on final EMSI industry data and final EMSI staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and Non-QCEW Employees classes of worker) and the American Community Survey (Self-Employed and Extended Proprietors). Occupational wage estimates also affected by county-level EMSI earnings by industry.

State Data Sources

This report uses state data from the following agencies: Florida Department of Economic Opportunity

Employment 1998-2013

Click on a bubble or click and drag a box around an area to zoom.



Demographic Profile
CareerSource Gulf Coast

2015 Full-time Resident Population by County

Bay	Franklin	Gulf	Total
178,539	11,875	15,975	206,389

Educational Attainment of Adult Population ages 25 and up

Education level	2015	2022	2015 % of Population	2015 % of State Population	2015 % of National Population
Less than 9th Grade	7438	8205	5%	6%	7%
9th Grade to 12th Grade	14740	16790	10%	8%	8%
High School Diploma	47422	51232	32%	30%	28%
Some College	32438	33339	22%	21%	21%
Associate's Degree	15430	16654	10%	9%	8%
Bachelor's Degree	19014	19624	13%	17%	18%
Graduate Degree or Higher	10739	11525	7%	9%	11%
Total	147221	157370		100%	100%

Cohort Totals

	Area	2015	2022	Change	% Change
CareerSource Gulf Coast		208,452	220,678	12,226	6%
State		20,122,020	21,316,356	1,194,336	6%
Nation		321,252,743	332,585,447	11,332,704	4%

Population by Age Cohort

Age Cohort	2015 Population	2022 Population	Change	% Change	2015 % of Cohort
Under 5 years	12,310	13,263	953	8%	5.91%
5 to 9 years	12,372	12,503	131	1%	5.94%
10 to 14 years	11,489	12,689	1,200	10%	5.51%
15 to 19 years	11,374	11,908	534	5%	5.46%
20 to 24 years	13,686	12,946	(740)	(5%)	6.57%
25 to 29 years	15,520	14,224	(1,296)	(8%)	7.45%

Age Cohort	2015 Population	2022 Population	Change	% Change	2015 % of Cohort
30 to 34 years	14,499	16,203	1,704	12%	6.96%
35 to 39 years	12,438	15,368	2,930	24%	5.97%
40 to 44 years	12,904	13,677	773	6%	6.19%
45 to 49 years	13,394	13,123	(271)	(2%)	6.43%
50 to 54 years	15,453	13,066	(2,387)	(15%)	7.41%
55 to 59 years	15,062	14,573	(489)	(3%)	7.23%
60 to 64 years	13,025	15,748	2,723	21%	6.25%
65 to 69 years	11,668	13,461	1,793	15%	5.60%
70 to 74 years	8,768	10,730	1,962	22%	4.21%
75 to 79 years	6,194	7,849	1,655	27%	2.97%
80 to 84 years	4,223	4,912	689	16%	2.03%
85 years and over	4,073	4,436	363	9%	1.95%
Total	208,452	220,678	12,226	6%	100.00%

Source: QCEW Employees, Non-QCEW Employees & Self-Employed - EMSI 2015.4 Class of Worker

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
3366	Ship and Boat Building	1,410	2,013	603	43%	24.74
1141	Fishing	267	179	(88)	(33%)	10.46
4872	Scenic and Sightseeing Transportation, Water	108	91	(17)	(16%)	7.84
4879	Scenic and Sightseeing Transportation, Other	14	16	2	14%	7.08
4881	Support Activities for Air Transportation	687	882	195	28%	6.93
3117	Seafood Product Preparation and Packaging	144	149	5	3%	6.92
3221	Pulp, Paper, and Paperboard Mills	419	340	(79)	(19%)	6.54
4237	Hardware, and Plumbing and Heating Equipment and Supplies Merchant Wholesalers	729	917	188	26%	5.83
3274	Lime and Gypsum Product Manufacturing	41	43	2	5%	5.47
6222	Psychiatric and Substance Abuse Hospitals	272	343	71	26%	5.01
4831	Deep Sea, Coastal, and Great Lakes Water Transportation	97	131	34	35%	4.97
1133	Logging	171	191	20	12%	4.66
5615	Travel Arrangement and Reservation Services	453	575	122	27%	4.55
3312	Steel Product Manufacturing from Purchased Steel	143	155	12	8%	4.15
5612	Facilities Support Services	553	344	(209)	(38%)	3.52
5313	Activities Related to Real Estate	1,601	1,764	163	10%	3.46
9012	Federal Government, Military	4,056	4,067	11	0%	3.29
6223	Specialty (except Psychiatric and Substance Abuse) Hospitals	320	571	251	78%	3.23
4883	Support Activities for Water Transportation	155	178	23	15%	2.88
7212	RV (Recreational Vehicle) Parks and Recreational Camps	78	113	35	45%	2.84
7131	Amusement Parks and Arcades	330	379	49	15%	2.84
7213	Rooming and Boarding Houses	21	27	6	29%	2.81
5322	Consumer Goods Rental	226	278	52	23%	2.71
3251	Basic Chemical Manufacturing	244	225	(19)	(8%)	2.62
5614	Business Support Services	964	1,645	681	71%	2.48
3339	Other General Purpose Machinery Manufacturing	341	377	36	11%	2.34
4431	Electronics and Appliance Stores	549	706	157	29%	2.31
1131	Timber Tract Operations	17	<10	Insf. Data	Insf. Data	2.25
9011	Federal Government, Civilian	3,741	3,628	(113)	(3%)	2.23
5259	Other Investment Pools and Funds	<10	<10	Insf. Data	Insf. Data	2.19
4521	Department Stores	1,382	1,643	261	19%	2.13

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
4453	Beer, Wine, and Liquor Stores	166	203	37	22%	2.09
7224	Drinking Places (Alcoholic Beverages)	437	495	58	13%	2.05
4421	Furniture Stores	234	271	37	16%	1.97
8139	Business, Professional, Labor, Political, and Similar Organizations	469	540	71	15%	1.92
5321	Automotive Equipment Rental and Leasing	181	232	51	28%	1.89
4539	Other Miscellaneous Store Retailers	358	416	58	16%	1.84
5311	Lessors of Real Estate	697	861	164	24%	1.72
7225	Restaurants and Other Eating Places	10,363	11,186	823	8%	1.70
4422	Home Furnishings Stores	243	274	31	13%	1.69
4529	Other General Merchandise Stores	2,085	2,215	130	6%	1.68
7211	Traveler Accommodation	2,000	1,958	(42)	(2%)	1.68
9029	State Government, Excluding Education and Hospitals	2,167	2,244	77	4%	1.62
8114	Personal and Household Goods Repair and Maintenance	143	144	1	1%	1.62
4481	Clothing Stores	941	1,103	162	17%	1.58
5172	Wireless Telecommunications Carriers (except Satellite)	242	162	(80)	(33%)	1.58
3279	Other Nonmetallic Mineral Product Manufacturing	49	76	27	55%	1.57
4441	Building Material and Supplies Dealers	964	1,053	89	9%	1.47
3315	Foundries	99	106	7	7%	1.47
5621	Waste Collection	153	178	25	16%	1.46
4482	Shoe Stores	165	195	30	18%	1.45
4412	Other Motor Vehicle Dealers	166	137	(29)	(17%)	1.44
2373	Highway, Street, and Bridge Construction	367	302	(65)	(18%)	1.44
6211	Offices of Physicians	2,149	2,571	422	20%	1.43
6231	Nursing Care Facilities (Skilled Nursing Facilities)	1,149	1,551	402	35%	1.41
2381	Foundation, Structure, and Building Exterior Contractors	849	841	(8)	(1%)	1.37
5622	Waste Treatment and Disposal	75	78	3	4%	1.37
2211	Electric Power Generation, Transmission and Distribution	313	322	9	3%	1.36
4483	Jewelry, Luggage, and Leather Goods Stores	125	127	2	2%	1.36
5617	Services to Buildings and Dwellings	2,097	2,424	327	16%	1.34
6243	Vocational Rehabilitation Services	184	279	95	52%	1.27
7121	Museums, Historical Sites, and Similar Institutions	113	130	17	15%	1.25
5417	Scientific Research and Development Services	426	551	125	29%	1.24

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
2383	Building Finishing Contractors	827	875	48	6%	1.23
4511	Sporting Goods, Hobby, and Musical Instrument Stores	448	455	7	2%	1.23
5312	Offices of Real Estate Agents and Brokers	377	312	(65)	(17%)	1.22
1153	Support Activities for Forestry	12	13	1	8%	1.20
2382	Building Equipment Contractors	1,474	1,754	280	19%	1.20
5413	Architectural, Engineering, and Related Services	1,202	1,201	(1)	(0%)	1.20
4471	Gasoline Stations	697	641	(56)	(8%)	1.18
7139	Other Amusement and Recreation Industries	961	1,013	52	5%	1.17
4411	Automobile Dealers	869	931	62	7%	1.17
5221	Depository Credit Intermediation	1,113	1,212	99	9%	1.15
5171	Wired Telecommunications Carriers	360	384	24	7%	1.11
4852	Interurban and Rural Bus Transportation	11	12	1	9%	1.11
3219	Other Wood Product Manufacturing	93	142	49	53%	1.10
6213	Offices of Other Health Practitioners	680	745	65	10%	1.08
4451	Grocery Stores	1,808	1,805	(3)	(0%)	1.07
4884	Support Activities for Road Transportation	70	82	12	17%	1.07
5111	Newspaper, Periodical, Book, and Directory Publishers	192	224	32	17%	1.06
8111	Automotive Repair and Maintenance	690	759	69	10%	1.06
5151	Radio and Television Broadcasting	150	147	(3)	(2%)	1.06
8131	Religious Organizations	1,098	1,177	79	7%	1.05
4413	Automotive Parts, Accessories, and Tire Stores	365	373	8	2%	1.03
9036	Education and Hospitals (Local Government)	5,146	5,518	372	7%	1.03
9039	Local Government, Excluding Education and Hospitals	3,292	3,543	251	8%	1.02
4461	Health and Personal Care Stores	609	696	87	14%	1.01
4532	Office Supplies, Stationery, and Gift Stores	199	163	(36)	(18%)	1.00
6244	Child Day Care Services	755	787	32	4%	0.99
2212	Natural Gas Distribution	52	65	13	25%	0.99
4911	Postal Service	<10	<10	Insf. Data	Insf. Data	0.98
8141	Private Households	429	531	102	24%	0.97
4452	Specialty Food Stores	137	148	11	8%	0.97
6221	General Medical and Surgical Hospitals	2,366	2,865	499	21%	0.96
2371	Utility System Construction	246	335	89	36%	0.96

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
4244	Grocery and Related Product Merchant Wholesalers	425	474	49	12%	0.95
4232	Furniture and Home Furnishing Merchant Wholesalers	50	59	9	18%	0.91
3333	Commercial and Service Industry Machinery Manufacturing	53	45	(8)	(15%)	0.91
3255	Paint, Coating, and Adhesive Manufacturing	58	30	(28)	(48%)	0.87
8121	Personal Care Services	612	692	80	13%	0.87
2389	Other Specialty Trade Contractors	586	520	(66)	(11%)	0.85
2361	Residential Building Construction	824	603	(221)	(27%)	0.85
4543	Direct Selling Establishments	105	99	(6)	(6%)	0.84
3149	Other Textile Product Mills	31	32	1	3%	0.83
3231	Printing and Related Support Activities	216	199	(17)	(8%)	0.82
5242	Agencies, Brokerages, and Other Insurance Related Activities	590	694	104	18%	0.79
4533	Used Merchandise Stores	118	114	(4)	(3%)	0.78
5231	Securities and Commodity Contracts Intermediation and Brokerage	177	223	46	26%	0.78
6212	Offices of Dentists	460	505	45	10%	0.78
8129	Other Personal Services	165	192	27	16%	0.75
8122	Death Care Services	73	66	(7)	(10%)	0.75
4248	Beer, Wine, and Distilled Alcoholic Beverage Merchant Wholesalers	93	106	13	14%	0.75
7223	Special Food Services	293	372	79	27%	0.75
4239	Miscellaneous Durable Goods Merchant Wholesalers	129	160	31	24%	0.73
1152	Support Activities for Animal Production	13	17	4	31%	0.71
3399	Other Miscellaneous Manufacturing	127	119	(8)	(6%)	0.69
4235	Metal and Mineral (except Petroleum) Merchant Wholesalers	44	55	11	25%	0.66
5411	Legal Services	509	548	39	8%	0.66
5412	Accounting, Tax Preparation, Bookkeeping, and Payroll Services	493	497	4	1%	0.65
4859	Other Transit and Ground Passenger Transportation	40	51	11	28%	0.65
3259	Other Chemical Product and Preparation Manufacturing	19	29	10	53%	0.65
8123	Drycleaning and Laundry Services	136	120	(16)	(12%)	0.63
3359	Other Electrical Equipment and Component Manufacturing	40	47	7	18%	0.62
5323	General Rental Centers	23	15	(8)	(35%)	0.62
4921	Couriers and Express Delivery Services	200	206	6	3%	0.62
7113	Promoters of Performing Arts, Sports, and Similar Events	52	60	8	15%	0.61
4542	Vending Machine Operators	15	14	(1)	(7%)	0.61

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
3212	Veneer, Plywood, and Engineered Wood Product Manufacturing	25	26	1	4%	0.59
5419	Other Professional, Scientific, and Technical Services	272	325	53	19%	0.59
6216	Home Health Care Services	477	645	168	35%	0.59
6111	Elementary and Secondary Schools	356	423	67	19%	0.59
6214	Outpatient Care Centers	388	338	(50)	(13%)	0.58
2362	Nonresidential Building Construction	227	303	76	33%	0.57
1142	Hunting and Trapping	<10	<10	Insf. Data	Insf. Data	0.56
5414	Specialized Design Services	77	98	21	27%	0.55
6215	Medical and Diagnostic Laboratories	74	104	30	41%	0.53
4249	Miscellaneous Nondurable Goods Merchant Wholesalers	80	105	25	31%	0.52
5121	Motion Picture and Video Industries	125	143	18	14%	0.52
4442	Lawn and Garden Equipment and Supplies Stores	43	50	7	16%	0.51
7115	Independent Artists, Writers, and Performers	104	94	(10)	(10%)	0.51
5629	Remediation and Other Waste Management Services	110	49	(61)	(55%)	0.50
5416	Management, Scientific, and Technical Consulting Services	491	578	87	18%	0.48
6112	Junior Colleges	18	26	8	44%	0.48
4531	Florists	35	17	(18)	(51%)	0.48
7132	Gambling Industries	54	42	(12)	(22%)	0.47
6239	Other Residential Care Facilities	82	49	(33)	(40%)	0.46
4242	Drugs and Druggists' Sundries Merchant Wholesalers	52	52	0	0%	0.44
4842	Specialized Freight Trucking	182	139	(43)	(24%)	0.44
5616	Investigation and Security Services	289	269	(20)	(7%)	0.44
6233	Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly	269	265	(4)	(1%)	0.42
6241	Individual and Family Services	610	712	102	17%	0.41
5611	Office Administrative Services	147	147	0	0%	0.41
6116	Other Schools and Instruction	154	155	1	1%	0.41
2213	Water, Sewage and Other Systems	13	15	2	15%	0.41
3329	Other Fabricated Metal Product Manufacturing	60	69	9	15%	0.39
4855	Charter Bus Industry	11	<10	Insf. Data	Insf. Data	0.39
5613	Employment Services	850	944	94	11%	0.39

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
5324	Commercial and Industrial Machinery and Equipment Rental and Leasing	35	39	4	11%	0.38
4231	Motor Vehicle and Motor Vehicle Parts and Supplies Merchant Wholesalers	92	79	(13)	(14%)	0.38
3345	Navigational, Measuring, Electromedical, and Control Instruments Manufacturing	55	87	32	58%	0.37
5415	Computer Systems Design and Related Services	685	543	(142)	(21%)	0.36
4821	Rail Transportation	51	50	(1)	(2%)	0.35
4247	Petroleum and Petroleum Products Merchant Wholesalers	32	22	(10)	(31%)	0.34
6219	Other Ambulatory Health Care Services	57	77	20	35%	0.33
4811	Scheduled Air Transportation	56	79	23	41%	0.32
4853	Taxi and Limousine Service	27	36	9	33%	0.32
8113	Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance	60	52	(8)	(13%)	0.31
3328	Coating, Engraving, Heat Treating, and Allied Activities	31	26	(5)	(16%)	0.30
3371	Household and Institutional Furniture and Kitchen Cabinet Manufacturing	73	42	(31)	(42%)	0.30
4882	Support Activities for Rail Transportation	<10	<10	Insf. Data	Insf. Data	0.30
4238	Machinery, Equipment, and Supplies Merchant Wholesalers	150	129	(21)	(14%)	0.30
4233	Lumber and Other Construction Materials Merchant Wholesalers	56	35	(21)	(38%)	0.29
6232	Residential Intellectual and Developmental Disability, Mental Health, and Substance Abuse Facilities	254	120	(134)	(53%)	0.28
4841	General Freight Trucking	167	197	30	18%	0.27
9026	Education and Hospitals (State Government)	473	500	27	6%	0.26
2379	Other Heavy and Civil Engineering Construction	93	20	(73)	(78%)	0.25
7112	Spectator Sports	28	31	3	11%	0.25
4812	Nonscheduled Air Transportation	<10	<10	Insf. Data	Insf. Data	0.25
3353	Electrical Equipment Manufacturing	22	20	(2)	(9%)	0.25
5122	Sound Recording Industries	<10	<10	Insf. Data	Insf. Data	0.25
4931	Warehousing and Storage	111	129	18	16%	0.24
3314	Nonferrous Metal (except Aluminum) Production and Processing	14	<10	Insf. Data	Insf. Data	0.24
8133	Social Advocacy Organizations	43	34	(9)	(21%)	0.24
1120	Animal Production and Aquaculture	25	50	25	100%	0.21

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
3121	Beverage Manufacturing	18	27	9	50%	0.20
8112	Electronic and Precision Equipment Repair and Maintenance	68	16	(52)	(76%)	0.20
3327	Machine Shops; Turned Product; and Screw, Nut, and Bolt Manufacturing	51	48	(3)	(6%)	0.20
2372	Land Subdivision	78	<10	Insf. Data	Insf. Data	0.19
8132	Grantmaking and Giving Services	20	18	(2)	(10%)	0.19
9999	Unclassified Industry	34	27	(7)	(21%)	0.19
8134	Civic and Social Organizations	51	47	(4)	(8%)	0.18
7111	Performing Arts Companies	15	17	2	13%	0.18
4512	Book Stores and News Dealers	39	<10	Insf. Data	Insf. Data	0.16
6114	Business Schools and Computer and Management Training	<10	<10	Insf. Data	Insf. Data	0.15
3391	Medical Equipment and Supplies Manufacturing	23	31	8	35%	0.15
4236	Household Appliances and Electrical and Electronic Goods Merchant Wholesalers	43	28	(15)	(35%)	0.15
3241	Petroleum and Coal Products Manufacturing	<10	<10	Insf. Data	Insf. Data	0.15
6117	Educational Support Services	15	17	2	13%	0.14
5418	Advertising, Public Relations, and Related Services	76	51	(25)	(33%)	0.14
3323	Architectural and Structural Metals Manufacturing	37	31	(6)	(16%)	0.13
5182	Data Processing, Hosting, and Related Services	14	23	9	64%	0.12
3116	Animal Slaughtering and Processing	26	36	10	38%	0.12
5179	Other Telecommunications	13	<10	Insf. Data	Insf. Data	0.12
5239	Other Financial Investment Activities	44	42	(2)	(5%)	0.12
5331	Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	<10	<10	Insf. Data	Insf. Data	0.11
4234	Professional and Commercial Equipment and Supplies Merchant Wholesalers	61	45	(16)	(26%)	0.11
7114	Agents and Managers for Artists, Athletes, Entertainers, and Other Public Figures	<10	<10	Insf. Data	Insf. Data	0.11
4241	Paper and Paper Product Merchant Wholesalers	<10	<10	Insf. Data	Insf. Data	0.10
4862	Pipeline Transportation of Natural Gas	<10	<10	Insf. Data	Insf. Data	0.10
4541	Electronic Shopping and Mail-Order Houses	27	28	1	4%	0.10
6242	Community Food and Housing, and Emergency and Other Relief Services	27	10	(17)	(63%)	0.09

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
4832	Inland Water Transportation	<10	<10	Insf. Data	Insf. Data	0.09
5511	Management of Companies and Enterprises	173	119	(54)	(31%)	0.08
5222	Nondepository Credit Intermediation	99	29	(70)	(71%)	0.08
3344	Semiconductor and Other Electronic Component Manufacturing	<10	16	Insf. Data	Insf. Data	0.07
5241	Insurance Carriers	85	59	(26)	(31%)	0.07
3379	Other Furniture Related Product Manufacturing	<10	<10	Insf. Data	Insf. Data	0.07
4922	Local Messengers and Local Delivery	<10	<10	Insf. Data	Insf. Data	0.07
5152	Cable and Other Subscription Programming	<10	<10	Insf. Data	Insf. Data	0.07
1110	Crop Production	36	33	(3)	(8%)	0.07
5619	Other Support Services	17	13	(4)	(24%)	0.06
3152	Cut and Sew Apparel Manufacturing	<10	<10	Insf. Data	Insf. Data	0.06
3272	Glass and Glass Product Manufacturing	<10	<10	Insf. Data	Insf. Data	0.06
5191	Other Information Services	<10	10	Insf. Data	Insf. Data	0.06
1151	Support Activities for Crop Production	18	17	(1)	(6%)	0.06
3132	Fabric Mills	<10	<10	Insf. Data	Insf. Data	0.05
4251	Wholesale Electronic Markets and Agents and Brokers	50	36	(14)	(28%)	0.05
3324	Boiler, Tank, and Shipping Container Manufacturing	<10	<10	Insf. Data	Insf. Data	0.05
3114	Fruit and Vegetable Preserving and Specialty Food Manufacturing	<10	<10	Insf. Data	Insf. Data	0.05
2123	Nonmetallic Mineral Mining and Quarrying	<10	<10	Insf. Data	Insf. Data	0.05
6115	Technical and Trade Schools	<10	<10	Insf. Data	Insf. Data	0.05
3273	Cement and Concrete Product Manufacturing	12	<10	Insf. Data	Insf. Data	0.05
4885	Freight Transportation Arrangement	11	<10	Insf. Data	Insf. Data	0.04
5223	Activities Related to Credit Intermediation	15	<10	Insf. Data	Insf. Data	0.04
3118	Bakeries and Tortilla Manufacturing	<10	<10	Insf. Data	Insf. Data	0.04
2131	Support Activities for Mining	<10	<10	Insf. Data	Insf. Data	0.03
3342	Communications Equipment Manufacturing	<10	<10	Insf. Data	Insf. Data	0.03
4243	Apparel, Piece Goods, and Notions Merchant Wholesalers	<10	<10	Insf. Data	Insf. Data	0.03
3362	Motor Vehicle Body and Trailer Manufacturing	<10	<10	Insf. Data	Insf. Data	0.03
3141	Textile Furnishings Mills	<10	<10	Insf. Data	Insf. Data	0.03
3311	Iron and Steel Mills and Ferroalloy Manufacturing	<10	<10	Insf. Data	Insf. Data	0.03
3372	Office Furniture (including Fixtures) Manufacturing	<10	<10	Insf. Data	Insf. Data	0.02
6113	Colleges, Universities, and Professional Schools	15	27	12	80%	0.02

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
3364	Aerospace Product and Parts Manufacturing	12	<10	Insf. Data	Insf. Data	0.02
5112	Software Publishers	<10	<10	Insf. Data	Insf. Data	0.02
3261	Plastics Product Manufacturing	<10	<10	Insf. Data	Insf. Data	0.01
4246	Chemical and Allied Products Merchant Wholesalers	23	<10	Insf. Data	Insf. Data	0.01
3363	Motor Vehicle Parts Manufacturing	10	0	(10)	(100%)	0.00
1132	Forest Nurseries and Gathering of Forest Products	0	0	0	0%	0.00
2111	Oil and Gas Extraction	0	0	0	0%	0.00
2121	Coal Mining	0	0	0	0%	0.00
2122	Metal Ore Mining	0	0	0	0%	0.00
3111	Animal Food Manufacturing	0	0	0	0%	0.00
3112	Grain and Oilseed Milling	0	0	0	0%	0.00
3113	Sugar and Confectionery Product Manufacturing	0	0	0	0%	0.00
3115	Dairy Product Manufacturing	0	0	0	0%	0.00
3119	Other Food Manufacturing	0	0	0	0%	0.00
3122	Tobacco Manufacturing	0	0	0	0%	0.00
3131	Fiber, Yarn, and Thread Mills	0	0	0	0%	0.00
3133	Textile and Fabric Finishing and Fabric Coating Mills	0	0	0	0%	0.00
3151	Apparel Knitting Mills	0	0	0	0%	0.00
3159	Apparel Accessories and Other Apparel Manufacturing	0	0	0	0%	0.00
3161	Leather and Hide Tanning and Finishing	0	0	0	0%	0.00
3162	Footwear Manufacturing	0	0	0	0%	0.00
3169	Other Leather and Allied Product Manufacturing	0	0	0	0%	0.00
3211	Sawmills and Wood Preservation	0	0	0	0%	0.00
3222	Converted Paper Product Manufacturing	0	0	0	0%	0.00
3252	Resin, Synthetic Rubber, and Artificial Synthetic Fibers and Filaments Manufacturing	0	0	0	0%	0.00
3253	Pesticide, Fertilizer, and Other Agricultural Chemical Manufacturing	0	0	0	0%	0.00
3254	Pharmaceutical and Medicine Manufacturing	0	0	0	0%	0.00
3256	Soap, Cleaning Compound, and Toilet Preparation Manufacturing	0	0	0	0%	0.00
3262	Rubber Product Manufacturing	0	0	0	0%	0.00
3271	Clay Product and Refractory Manufacturing	0	0	0	0%	0.00
3313	Alumina and Aluminum Production and Processing	0	0	0	0%	0.00

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
3321	Forging and Stamping	0	0	0	0%	0.00
3322	Cutlery and Handtool Manufacturing	0	0	0	0%	0.00
3325	Hardware Manufacturing	0	0	0	0%	0.00
3326	Spring and Wire Product Manufacturing	0	0	0	0%	0.00
3331	Agriculture, Construction, and Mining Machinery Manufacturing	0	0	0	0%	0.00
3332	Industrial Machinery Manufacturing	0	0	0	0%	0.00
3334	Ventilation, Heating, Air-Conditioning, and Commercial Refrigeration Equipment Manufacturing	0	0	0	0%	0.00
3335	Metalworking Machinery Manufacturing	0	0	0	0%	0.00
3336	Engine, Turbine, and Power Transmission Equipment Manufacturing	0	0	0	0%	0.00
3341	Computer and Peripheral Equipment Manufacturing	0	0	0	0%	0.00
3343	Audio and Video Equipment Manufacturing	0	0	0	0%	0.00
3346	Manufacturing and Reproducing Magnetic and Optical Media	0	0	0	0%	0.00
3351	Electric Lighting Equipment Manufacturing	0	0	0	0%	0.00
3352	Household Appliance Manufacturing	0	0	0	0%	0.00
3361	Motor Vehicle Manufacturing	0	0	0	0%	0.00
3365	Railroad Rolling Stock Manufacturing	0	0	0	0%	0.00
3369	Other Transportation Equipment Manufacturing	0	0	0	0%	0.00
4245	Farm Product Raw Material Merchant Wholesalers	0	0	0	0%	0.00
4851	Urban Transit Systems	0	0	0	0%	0.00
4854	School and Employee Bus Transportation	0	0	0	0%	0.00
4861	Pipeline Transportation of Crude Oil	0	0	0	0%	0.00
4869	Other Pipeline Transportation	0	0	0	0%	0.00
4871	Scenic and Sightseeing Transportation, Land	0	0	0	0%	0.00
4889	Other Support Activities for Transportation	0	0	0	0%	0.00
5174	Satellite Telecommunications	0	0	0	0%	0.00
5211	Monetary Authorities-Central Bank	0	0	0	0%	0.00
5232	Securities and Commodity Exchanges	0	0	0	0%	0.00
5251	Insurance and Employee Benefit Funds	0	0	0	0%	0.00

Industry Data

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
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EMSI industry data have various sources depending on the class of worker. (1) For QCEW Employees, EMSI primarily uses the QCEW (Quarterly Census of Employment and Wages), with supplemental estimates from County Business Patterns and Current Employment Statistics. (2) Non-QCEW employees data are based on a number of sources including QCEW, Current Employment Statistics, County Business Patterns, BEA State and Local Personal Income reports, the National Industry-Occupation Employment Matrix (NIOEM), the American Community Survey, and Railroad Retirement Board statistics. (3) Self-Employed and Extended Proprietor classes of worker data are primarily based on the American Community Survey, Nonemployer Statistics, and BEA State

State Data Sources

This report uses state data from the following agencies: Florida Department of Economic Opportunity

Traded Cluster Employment ranked over change from the 1998 to 2013 period

Cluster Name	1998 Employment	2013 Employment	Change
Water Transportation	661	2086	1425
Production Technology and Heavy Machinery	205	945	740
Business Services	3178	3608	430
Insurance Services	170	525	355
Transportation and Logistics	396	724	328
Communications Equipment and Services	140	446	306
Oil and Gas Production and Transportation	10	185	175
Distribution and Electronic Commerce	1304	1439	135
Lighting and Electrical Equipment	70	150	80
Metalworking Technology		70	70
Printing Services	210	251	41
Performing Arts	46	70	24
Food Processing and Manufacturing	10	30	20
Nonmetal Mining		20	20
Upstream Metal Manufacturing	375	385	10
Information Technology and Analytical Instruments	20	30	10
Trailers, Motor Homes, and Appliances	9	10	1
Upstream Chemical Products	185	185	0
Downstream Chemical Products	70	70	0
Jewelry and Precious Metals	10	10	0
Video Production and Distribution	10	10	0
Music and Sound Recording	10	10	0
Electric Power Generation and Transmission	70	60	-10
Leather and Related Products	20	10	-10
Aerospace Vehicles and Defense	20	10	-10
Downstream Metal Products	60	42	-18
Medical Devices	20		-20
Textile Manufacturing	20		-20
Apparel	40	10	-30
Agricultural Inputs and Services	70	30	-40
Fishing and Fishing Products	150	100	-50

Cluster Name	1998 Employment	2013 Employment	Change
Marketing, Design, and Publishing	263	211	-52
Furniture	150	90	-60
Recreational and Small Electric Goods	90	30	-60
Vulcanized and Fired Materials	70	10	-60
Wood Products	210	110	-100
Environmental Services	130	30	-100
Forestry	235	101	-134
Plastics	200	10	-190
Education and Knowledge Creation	907	562	-345
Construction Products and Services	669	319	-350
Automotive	560	185	-375
Paper and Packaging	1195	810	-385
Hospitality and Tourism	3758	3174	-584
Financial Services	1607	318	-1289
Totals	17603	17481	-122

Source: [U.S. Cluster Mapping Project](#), Institute for Strategy and Competitiveness, Harvard Business School. [Data Sources](#)

Local (non-traded) cluster employment ranked by change from 1998 to 2013 period

Cluster Name	1998 Employment	2013 Employment	Change
Local Health Services	8569	10687	2118
Local Retailing of Clothing and General Merchandise	3175	4694	1519
Local Hospitality Establishments	8373	9717	1344
Local Logistical Services	541	1039	498
Local Financial Services	1511	1762	251
Local Food and Beverage Processing and Distribution	2752	2977	225
Local Industrial Products and Services	280	355	75
Local Education and Training	479	503	24
Local Household Goods and Services	979	971	-8
Local Personal Services (Non-Medical)	1686	1548	-138
Local Utilities	1207	1041	-166
Local Entertainment and Media	1198	1010	-188
Local Community and Civic Organizations	2638	2439	-199
Local Motor Vehicle Products and Services	3083	2820	-263
Local Real Estate, Construction, and Development	6108	5760	-348
Local Commercial Services	3222	2836	-386
Total	45801	50159	4358

Source: [U.S. Cluster Mapping Project](#), Institute for Strategy and Competitiveness, Harvard Business School. [Data Sources](#)

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Chief Executives	125	135	10	8%	0.69	0.68	\$48.49
General and Operations Managers	641	725	84	13%	0.52	0.50	\$40.89
Legislators	48	51	3	6%	1.46	1.44	\$14.95
Advertising and Promotions Managers	<10	<10	Insf. Data	Insf. Data	0.35	0.34	Insf. Data
Marketing Managers	30	34	4	13%	0.25	0.25	\$42.89
Sales Managers	81	93	12	15%	0.38	0.35	\$49.87
Public Relations and Fundraising Managers	14	15	1	7%	0.36	0.37	\$46.79
Administrative Services Managers	76	86	10	13%	0.46	0.44	\$35.24
Computer and Information Systems Managers	56	57	1	2%	0.24	0.26	\$40.98
Financial Managers	128	141	13	10%	0.40	0.38	\$46.87
Industrial Production Managers	42	48	6	14%	0.46	0.41	\$43.06
Purchasing Managers	14	16	2	14%	0.35	0.32	\$45.12
Transportation, Storage, and Distribution Managers	30	33	3	10%	0.45	0.44	\$36.33
Compensation and Benefits Managers	<10	<10	Insf. Data	Insf. Data	0.25	0.26	Insf. Data
Human Resources Managers	32	37	5	16%	0.42	0.40	\$39.54
Training and Development Managers	<10	<10	Insf. Data	Insf. Data	0.34	0.31	Insf. Data
Farmers, Ranchers, and Other Agricultural Managers	26	37	11	42%	0.13	0.09	\$16.48
Construction Managers	230	207	(23)	(10%)	0.95	1.05	\$26.07
Education Administrators, Preschool and Childcare Center/Program	19	20	1	5%	0.44	0.47	\$22.17
Education Administrators, Elementary and Secondary School	63	71	8	13%	0.47	0.44	\$35.28
Education Administrators, Postsecondary	<10	<10	Insf. Data	Insf. Data	0.09	0.08	Insf. Data
Education Administrators, All Other	12	13	1	8%	0.53	0.55	\$32.08
Architectural and Engineering Managers	152	158	6	4%	1.34	1.37	\$54.52
Food Service Managers	140	148	8	6%	0.82	0.82	\$23.08
Funeral Service Managers	<10	<10	Insf. Data	Insf. Data	0.47	0.50	Insf. Data
Gaming Managers	<10	<10	Insf. Data	Insf. Data	0.27	0.28	Insf. Data
Lodging Managers	37	35	(2)	(5%)	1.41	1.51	\$19.60
Medical and Health Services Managers	141	170	29	21%	0.75	0.71	\$40.13
Natural Sciences Managers	13	16	3	23%	0.44	0.40	\$46.75

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Postmasters and Mail Superintendents	<10	<10	Insf. Data	Insf. Data	0.60	0.57	Insf. Data
Property, Real Estate, and Community Association Managers	369	395	26	7%	2.40	2.36	\$24.15
Social and Community Service Managers	37	42	5	14%	0.40	0.42	\$26.91
Emergency Management Directors	<10	<10	Insf. Data	Insf. Data	0.37	0.33	Insf. Data
Managers, All Other	256	272	16	6%	0.58	0.58	\$24.13
Agents and Business Managers of Artists, Performers, and Athletes	<10	<10	Insf. Data	Insf. Data	0.26	0.32	Insf. Data
Buyers and Purchasing Agents, Farm Products	<10	<10	Insf. Data	Insf. Data	0.31	0.30	Insf. Data
Wholesale and Retail Buyers, Except Farm Products	24	27	3	13%	0.34	0.32	\$21.25
Purchasing Agents, Except Wholesale, Retail, and Farm Products	198	208	10	5%	1.10	1.10	\$34.03
Claims Adjusters, Examiners, and Investigators	53	57	4	8%	0.32	0.31	\$24.43
Insurance Appraisers, Auto Damage	<10	<10	Insf. Data	Insf. Data	0.20	0.24	Insf. Data
Compliance Officers	106	111	5	5%	0.67	0.68	\$20.53
Cost Estimators	148	158	10	7%	1.04	1.09	\$26.03
Human Resources Specialists	244	252	8	3%	0.80	0.83	\$22.29
Farm Labor Contractors	<10	<10	Insf. Data	Insf. Data	1.19	2.03	Insf. Data
Labor Relations Specialists	52	65	13	25%	1.40	1.11	\$26.25
Logisticians	92	101	9	10%	1.09	1.15	\$35.59
Management Analysts	339	359	20	6%	0.68	0.72	\$29.45
Meeting, Convention, and Event Planners	38	48	10	26%	0.66	0.65	\$18.46
Fundraisers	17	18	1	6%	0.32	0.33	\$22.78
Compensation, Benefits, and Job Analysis Specialists	16	19	3	19%	0.36	0.33	\$23.75
Training and Development Specialists	69	80	11	16%	0.47	0.45	\$18.46
Market Research Analysts and Marketing Specialists	134	160	26	19%	0.42	0.43	\$20.97
Business Operations Specialists, All Other	839	858	19	2%	1.35	1.42	\$31.01
Accountants and Auditors	546	580	34	6%	0.64	0.66	\$28.11
Appraisers and Assessors of Real Estate	81	85	4	5%	1.54	1.51	\$19.73

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Budget Analysts	23	24	1	4%	0.64	0.63	\$27.47
Credit Analysts	<10	<10	Insf. Data	Insf. Data	0.22	0.19	Insf. Data
Financial Analysts	40	46	6	15%	0.25	0.24	\$36.22
Personal Financial Advisors	57	68	11	19%	0.40	0.38	\$58.33
Insurance Underwriters	<10	<10	Insf. Data	Insf. Data	0.12	0.11	Insf. Data
Financial Examiners	<10	<10	Insf. Data	Insf. Data	0.23	0.22	Insf. Data
Credit Counselors	<10	<10	Insf. Data	Insf. Data	0.40	0.40	Insf. Data
Loan Officers	151	146	(5)	(3%)	0.76	0.82	\$37.94
Tax Examiners and Collectors, and Revenue Agents	48	48	0	0%	1.19	1.22	\$17.56
Tax Preparers	37	39	2	5%	0.58	0.60	\$15.86
Financial Specialists, All Other	69	71	2	3%	0.77	0.79	\$31.77
Computer and Information Research Scientists	23	24	1	4%	1.36	1.44	\$49.27
Computer Systems Analysts	114	116	2	2%	0.29	0.33	\$28.71
Information Security Analysts	24	27	3	13%	0.42	0.47	\$41.17
Computer Programmers	95	84	(11)	(12%)	0.39	0.48	\$21.90
Software Developers, Applications	139	133	(6)	(4%)	0.26	0.31	\$38.24
Software Developers, Systems Software	66	64	(2)	(3%)	0.23	0.27	\$46.04
Web Developers	84	88	4	5%	0.76	0.86	\$28.48
Database Administrators	36	38	2	6%	0.49	0.52	\$36.50
Network and Computer Systems Administrators	76	79	3	4%	0.32	0.33	\$32.55
Computer Network Architects	80	78	(2)	(3%)	0.81	0.91	\$22.43
Computer User Support Specialists	159	172	13	8%	0.39	0.41	\$19.02
Computer Network Support Specialists	43	42	(1)	(2%)	0.35	0.37	\$26.50
Computer Occupations, All Other	74	72	(2)	(3%)	0.48	0.53	\$38.20
Actuaries	<10	<10	Insf. Data	Insf. Data	0.16	0.15	Insf. Data
Mathematicians	<10	<10	Insf. Data	Insf. Data	1.25	1.29	Insf. Data
Operations Research Analysts	67	74	7	10%	1.12	1.20	\$41.72
Statisticians	<10	12	Insf. Data	Insf. Data	0.54	0.53	Insf. Data
Mathematical Technicians	<10	<10	Insf. Data	Insf. Data	2.91	2.89	Insf. Data
Mathematical Science Occupations, All Other	<10	<10	Insf. Data	Insf. Data	1.54	1.69	Insf. Data
Architects, Except Landscape and Naval	43	43	0	0%	0.59	0.61	\$32.42

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Landscape Architects	<10	<10	Insf. Data	Insf. Data	0.55	0.54	Insf. Data
Cartographers and Photogrammetrists	<10	<10	Insf. Data	Insf. Data	0.38	0.37	Insf. Data
Surveyors	31	31	0	0%	1.08	1.15	\$27.47
Aerospace Engineers	32	35	3	9%	0.77	0.75	\$50.91
Agricultural Engineers	<10	<10	Insf. Data	Insf. Data	2.40	2.51	Insf. Data
Biomedical Engineers	<10	<10	Insf. Data	Insf. Data	0.31	0.26	Insf. Data
Chemical Engineers	19	19	0	0%	0.88	0.93	\$40.52
Civil Engineers	306	324	18	6%	1.68	1.80	\$37.87
Computer Hardware Engineers	26	26	0	0%	0.50	0.54	\$50.67
Electrical Engineers	65	71	6	9%	0.62	0.60	\$45.77
Electronics Engineers, Except Computer	275	270	(5)	(2%)	3.10	3.31	\$49.99
Environmental Engineers	33	33	0	0%	0.91	0.99	\$27.31
Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	19	20	1	5%	1.22	1.27	\$39.76
Industrial Engineers	54	62	8	15%	0.41	0.37	\$30.46
Marine Engineers and Naval Architects	<10	13	Insf. Data	Insf. Data	2.38	1.82	Insf. Data
Materials Engineers	12	13	1	8%	0.80	0.80	\$43.57
Mechanical Engineers	325	353	28	9%	1.99	1.94	\$48.35
Mining and Geological Engineers, Including Mining Safety Engineers	<10	<10	Insf. Data	Insf. Data	1.15	1.23	Insf. Data
Nuclear Engineers	<10	<10	Insf. Data	Insf. Data	0.76	0.67	Insf. Data
Petroleum Engineers	<10	<10	Insf. Data	Insf. Data	0.18	0.20	Insf. Data
Engineers, All Other	125	129	4	3%	1.43	1.46	\$47.92
Architectural and Civil Drafters	89	81	(8)	(9%)	1.39	1.50	\$22.23
Electrical and Electronics Drafters	15	16	1	7%	0.80	0.79	\$27.49
Mechanical Drafters	40	51	11	28%	1.29	1.02	\$26.47
Drafters, All Other	10	11	1	10%	1.12	1.09	Insf. Data
Aerospace Engineering and Operations Technicians	19	17	(2)	(11%)	2.41	2.85	\$32.05
Civil Engineering Technicians	47	46	(1)	(2%)	1.03	1.08	\$21.37
Electrical and Electronics Engineering Technicians	104	105	1	1%	1.20	1.23	\$33.95
Electro-Mechanical Technicians	<10	<10	Insf. Data	Insf. Data	0.90	0.84	Insf. Data

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Environmental Engineering Technicians	12	12	0	0%	0.95	1.11	\$21.03
Industrial Engineering Technicians	38	42	4	11%	1.03	0.95	\$25.51
Mechanical Engineering Technicians	26	29	3	12%	0.94	0.90	\$27.49
Engineering Technicians, Except Drafters, All Other	39	41	2	5%	0.93	0.94	\$34.80
Surveying and Mapping Technicians	62	64	2	3%	1.77	1.86	\$16.11
Animal Scientists	<10	<10	Insf. Data	Insf. Data	0.58	0.55	Insf. Data
Food Scientists and Technologists	<10	<10	Insf. Data	Insf. Data	0.28	0.27	Insf. Data
Soil and Plant Scientists	<10	<10	Insf. Data	Insf. Data	0.42	0.39	Insf. Data
Biochemists and Biophysicists	<10	11	Insf. Data	Insf. Data	0.48	0.38	Insf. Data
Microbiologists	<10	<10	Insf. Data	Insf. Data	0.43	0.41	Insf. Data
Zoologists and Wildlife Biologists	23	23	0	0%	1.82	1.89	\$23.33
Biological Scientists, All Other	34	35	1	3%	1.63	1.68	\$43.17
Conservation Scientists	<10	<10	Insf. Data	Insf. Data	0.67	0.72	Insf. Data
Foresters	<10	<10	Insf. Data	Insf. Data	1.10	1.13	Insf. Data
Epidemiologists	<10	<10	Insf. Data	Insf. Data	0.54	0.49	Insf. Data
Medical Scientists, Except Epidemiologists	27	37	10	37%	0.53	0.43	\$42.95
Life Scientists, All Other	<10	<10	Insf. Data	Insf. Data	0.40	0.37	Insf. Data
Astronomers	<10	<10	Insf. Data	Insf. Data	2.51	2.58	Insf. Data
Physicists	11	13	2	18%	1.11	1.08	\$65.08
Atmospheric and Space Scientists	<10	<10	Insf. Data	Insf. Data	0.64	0.63	Insf. Data
Chemists	48	48	0	0%	0.87	0.91	\$27.78
Materials Scientists	<10	<10	Insf. Data	Insf. Data	0.72	0.69	Insf. Data
Environmental Scientists and Specialists, Including Health	101	105	4	4%	1.66	1.81	\$19.27
Geoscientists, Except Hydrologists and Geographers	<10	<10	Insf. Data	Insf. Data	0.31	0.35	Insf. Data
Hydrologists	<10	<10	Insf. Data	Insf. Data	2.07	2.23	Insf. Data
Physical Scientists, All Other	10	11	1	10%	0.63	0.63	\$47.87
Economists	<10	<10	Insf. Data	Insf. Data	0.33	0.35	Insf. Data
Survey Researchers	<10	<10	Insf. Data	Insf. Data	0.30	0.28	Insf. Data
Clinical, Counseling, and School Psychologists	43	49	6	14%	0.46	0.46	\$38.80
Industrial-Organizational Psychologists	<10	<10	Insf. Data	Insf. Data	0.48	0.38	Insf. Data

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Psychologists, All Other	37	40	3	8%	3.28	3.35	\$51.47
Sociologists	<10	<10	Insf. Data	Insf. Data	0.36	0.36	Insf. Data
Urban and Regional Planners	23	24	1	4%	1.03	1.05	\$31.18
Anthropologists and Archeologists	<10	<10	Insf. Data	Insf. Data	0.48	0.51	Insf. Data
Geographers	<10	<10	Insf. Data	Insf. Data	3.11	3.25	Insf. Data
Historians	<10	<10	Insf. Data	Insf. Data	0.58	0.57	Insf. Data
Political Scientists	<10	<10	Insf. Data	Insf. Data	0.38	0.40	Insf. Data
Social Scientists and Related Workers, All Other	37	37	0	0%	1.66	1.76	\$38.68
Agricultural and Food Science Technicians	<10	<10	Insf. Data	Insf. Data	0.18	0.16	Insf. Data
Biological Technicians	15	19	4	27%	0.39	0.34	\$21.95
Chemical Technicians	18	18	0	0%	0.42	0.46	\$23.66
Geological and Petroleum Technicians	<10	<10	Insf. Data	Insf. Data	0.15	0.17	Insf. Data
Nuclear Technicians	<10	<10	Insf. Data	Insf. Data	1.19	1.09	Insf. Data
Social Science Research Assistants	<10	<10	Insf. Data	Insf. Data	0.33	0.31	Insf. Data
Environmental Science and Protection Technicians, Including Health	19	19	0	0%	0.79	0.87	\$21.57
Forensic Science Technicians	<10	10	Insf. Data	Insf. Data	1.15	1.15	Insf. Data
Forest and Conservation Technicians	<10	<10	Insf. Data	Insf. Data	0.38	0.41	Insf. Data
Life, Physical, and Social Science Technicians, All Other	21	23	2	10%	0.50	0.50	\$20.60
Substance Abuse and Behavioral Disorder Counselors	66	59	(7)	(11%)	0.83	1.12	\$12.06
Educational, Guidance, School, and Vocational Counselors	102	112	10	10%	0.68	0.68	\$21.10
Marriage and Family Therapists	29	30	1	3%	1.13	1.28	\$20.47
Mental Health Counselors	73	73	0	0%	0.73	0.85	\$18.95
Rehabilitation Counselors	52	59	7	13%	0.70	0.71	\$19.22
Counselors, All Other	23	23	0	0%	1.07	1.15	\$15.61
Child, Family, and School Social Workers	189	199	10	5%	0.95	1.00	\$16.22
Healthcare Social Workers	64	78	14	22%	0.69	0.66	\$20.70
Mental Health and Substance Abuse Social Workers	39	39	0	0%	0.47	0.54	\$19.61

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Social Workers, All Other	35	36	1	3%	0.83	0.87	\$25.71
Health Educators	44	48	4	9%	1.18	1.21	\$18.68
Probation Officers and Correctional Treatment Specialists	83	83	0	0%	1.55	1.58	\$17.09
Social and Human Service Assistants	180	186	6	3%	0.68	0.76	\$12.37
Community Health Workers	21	23	2	10%	0.62	0.66	\$14.23
Community and Social Service Specialists, All Other	125	128	3	2%	1.88	2.05	\$19.80
Clergy	167	194	27	16%	1.07	1.07	\$18.23
Directors, Religious Activities and Education	84	88	4	5%	1.04	1.08	\$15.20
Religious Workers, All Other	39	43	4	10%	1.09	1.13	\$10.58
Lawyers	265	283	18	7%	0.57	0.56	\$36.72
Judicial Law Clerks	<10	<10	Insf. Data	Insf. Data	0.70	0.67	Insf. Data
Administrative Law Judges, Adjudicators, and Hearing Officers	<10	<10	Insf. Data	Insf. Data	0.85	0.87	Insf. Data
Arbitrators, Mediators, and Conciliators	<10	<10	Insf. Data	Insf. Data	0.84	0.83	Insf. Data
Judges, Magistrate Judges, and Magistrates	10	11	1	10%	0.61	0.59	Insf. Data
Paralegals and Legal Assistants	176	193	17	10%	1.01	1.02	\$20.29
Court Reporters	11	13	2	18%	0.80	0.65	\$18.11
Title Examiners, Abstractors, and Searchers	23	24	1	4%	0.61	0.63	\$18.34
Legal Support Workers, All Other	47	47	0	0%	1.46	1.51	\$16.66
Postsecondary Teachers	177	202	25	14%	0.20	0.20	\$23.58
Preschool Teachers, Except Special Education	211	226	15	7%	0.76	0.79	\$11.45
Kindergarten Teachers, Except Special Education	123	136	13	11%	1.28	1.29	\$18.42
Elementary School Teachers, Except Special Education	828	928	100	12%	1.02	1.01	\$19.06
Middle School Teachers, Except Special and Career/Technical Education	381	428	47	12%	1.02	1.01	\$19.23
Career/Technical Education Teachers, Middle School	<10	<10	Insf. Data	Insf. Data	1.04	1.03	Insf. Data
Secondary School Teachers, Except Special and Career/Technical Education	403	441	38	9%	0.72	0.70	\$20.56

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Career/Technical Education Teachers, Secondary School	95	100	5	5%	2.02	2.05	\$18.34
Special Education Teachers, Preschool	15	16	1	7%	0.96	0.99	\$20.23
Special Education Teachers, Kindergarten and Elementary School	123	132	9	7%	1.07	1.06	\$19.15
Special Education Teachers, Middle School	33	37	4	12%	0.64	0.61	\$20.56
Special Education Teachers, Secondary School	33	37	4	12%	0.45	0.42	\$20.92
Special Education Teachers, All Other	162	167	5	3%	6.36	6.72	\$20.46
Adult Basic and Secondary Education and Literacy Teachers and Instructors	16	18	2	13%	0.38	0.37	\$20.28
Self-Enrichment Education Teachers	121	128	7	6%	0.51	0.54	\$12.73
Substitute Teachers	533	566	33	6%	1.45	1.47	\$8.95
Teachers and Instructors, All Other	119	125	6	5%	0.55	0.58	\$20.43
Archivists	<10	<10	Insf. Data	Insf. Data	0.70	0.71	Insf. Data
Curators	<10	<10	Insf. Data	Insf. Data	0.52	0.53	Insf. Data
Museum Technicians and Conservators	<10	<10	Insf. Data	Insf. Data	0.75	0.77	Insf. Data
Librarians	65	69	4	6%	0.82	0.81	\$22.67
Library Technicians	13	16	3	23%	0.20	0.18	\$13.32
Audio-Visual and Multimedia Collections Specialists	<10	<10	Insf. Data	Insf. Data	0.63	0.64	Insf. Data
Farm and Home Management Advisors	12	13	1	8%	1.90	1.92	\$18.65
Instructional Coordinators	72	79	7	10%	0.84	0.85	\$25.89
Teacher Assistants	941	1,005	64	7%	1.23	1.24	\$10.99
Education, Training, and Library Workers, All Other	73	75	2	3%	1.05	1.10	\$20.71
Art Directors	13	14	1	8%	0.40	0.38	\$20.08
Craft Artists	<10	<10	Insf. Data	Insf. Data	0.55	0.60	\$4.83
Fine Artists, Including Painters, Sculptors, and Illustrators	20	19	(1)	(5%)	0.56	0.61	\$7.95
Multimedia Artists and Animators	<10	<10	Insf. Data	Insf. Data	0.29	0.32	Insf. Data
Artists and Related Workers, All Other	<10	<10	Insf. Data	Insf. Data	0.65	0.66	Insf. Data
Commercial and Industrial Designers	<10	12	Insf. Data	Insf. Data	0.44	0.34	Insf. Data
Fashion Designers	<10	<10	Insf. Data	Insf. Data	0.18	0.17	Insf. Data
Floral Designers	28	20	(8)	(29%)	0.74	0.86	\$11.00

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Graphic Designers	111	123	12	11%	0.69	0.66	\$17.07
Interior Designers	34	42	8	24%	0.73	0.64	\$18.44
Merchandise Displayers and Window Trimmers	94	101	7	7%	1.55	1.58	\$11.54
Set and Exhibit Designers	<10	<10	Insf. Data	Insf. Data	0.40	0.37	Insf. Data
Designers, All Other	<10	<10	Insf. Data	Insf. Data	0.34	0.31	Insf. Data
Actors	<10	<10	Insf. Data	Insf. Data	0.18	0.19	Insf. Data
Producers and Directors	22	24	2	9%	0.31	0.31	\$24.13
Athletes and Sports Competitors	<10	<10	Insf. Data	Insf. Data	0.75	0.77	Insf. Data
Coaches and Scouts	40	47	7	18%	0.27	0.26	\$17.05
Umpires, Referees, and Other Sports Officials	<10	<10	Insf. Data	Insf. Data	0.42	0.38	Insf. Data
Dancers	<10	<10	Insf. Data	Insf. Data	0.85	0.81	Insf. Data
Choreographers	<10	<10	Insf. Data	Insf. Data	0.36	0.39	Insf. Data
Music Directors and Composers	34	37	3	9%	0.78	0.78	\$17.29
Musicians and Singers	86	90	4	5%	0.75	0.77	\$14.78
Entertainers and Performers, Sports and Related Workers, All Other	26	28	2	8%	1.13	1.14	\$12.94
Radio and Television Announcers	13	12	(1)	(8%)	0.57	0.64	\$15.13
Public Address System and Other Announcers	<10	<10	Insf. Data	Insf. Data	0.56	0.59	Insf. Data
Broadcast News Analysts	<10	<10	Insf. Data	Insf. Data	0.60	0.54	Insf. Data
Reporters and Correspondents	22	24	2	9%	0.95	0.76	\$15.52
Public Relations Specialists	54	60	6	11%	0.39	0.39	\$23.53
Editors	34	41	7	21%	0.54	0.44	\$21.18
Technical Writers	<10	<10	Insf. Data	Insf. Data	0.24	0.25	Insf. Data
Writers and Authors	44	46	2	5%	0.53	0.54	\$14.67
Interpreters and Translators	20	27	7	35%	0.47	0.44	\$17.55
Media and Communication Workers, All Other	<10	<10	Insf. Data	Insf. Data	0.21	0.20	Insf. Data
Audio and Video Equipment Technicians	16	18	2	13%	0.33	0.33	\$16.21
Broadcast Technicians	<10	11	Insf. Data	Insf. Data	0.62	0.59	Insf. Data
Radio Operators	<10	<10	Insf. Data	Insf. Data	0.71	0.85	Insf. Data
Sound Engineering Technicians	<10	<10	Insf. Data	Insf. Data	0.26	0.26	Insf. Data
Photographers	45	61	16	36%	0.71	0.57	\$11.79

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Camera Operators, Television, Video, and Motion Picture	<10	<10	Insf. Data	Insf. Data	0.30	0.26	Insf. Data
Film and Video Editors	<10	<10	Insf. Data	Insf. Data	0.16	0.16	Insf. Data
Media and Communication Equipment Workers, All Other	<10	<10	Insf. Data	Insf. Data	0.30	0.31	Insf. Data
Chiropractors	19	17	(2)	(11%)	0.54	0.66	\$31.15
Dentists, General	83	88	5	6%	0.98	1.01	\$54.69
Oral and Maxillofacial Surgeons	<10	<10	Insf. Data	Insf. Data	0.69	0.69	Insf. Data
Orthodontists	<10	<10	Insf. Data	Insf. Data	0.53	0.54	Insf. Data
Prosthodontists	<10	<10	Insf. Data	Insf. Data	2.20	2.31	Insf. Data
Dentists, All Other Specialists	<10	<10	Insf. Data	Insf. Data	1.14	1.22	Insf. Data
Dietitians and Nutritionists	46	54	8	17%	1.16	1.13	\$21.28
Optometrists	32	34	2	6%	1.17	1.29	\$35.30
Pharmacists	179	205	26	15%	1.04	1.00	\$58.95
Anesthesiologists	21	26	5	24%	1.11	1.03	\$90.23
Family and General Practitioners	99	112	13	13%	1.23	1.18	\$93.35
Internists, General	40	45	5	13%	1.28	1.22	\$71.49
Obstetricians and Gynecologists	24	27	3	13%	1.68	1.63	\$88.45
Pediatricians, General	15	18	3	20%	0.82	0.74	\$59.85
Psychiatrists	<10	<10	Insf. Data	Insf. Data	0.53	0.49	Insf. Data
Surgeons	24	29	5	21%	0.92	0.84	\$89.59
Physicians and Surgeons, All Other	190	223	33	17%	0.96	0.91	\$95.08
Physician Assistants	40	54	14	35%	0.76	0.68	\$45.77
Podiatrists	<10	<10	Insf. Data	Insf. Data	1.15	1.14	Insf. Data
Occupational Therapists	60	75	15	25%	0.90	0.85	\$34.01
Physical Therapists	106	134	28	26%	0.85	0.81	\$38.14
Radiation Therapists	11	14	3	27%	1.23	1.12	\$29.33
Recreational Therapists	<10	<10	Insf. Data	Insf. Data	0.67	0.58	Insf. Data
Respiratory Therapists	83	105	22	27%	1.29	1.14	\$23.44
Speech-Language Pathologists	71	84	13	18%	0.89	0.86	\$32.13
Exercise Physiologists	<10	<10	Insf. Data	Insf. Data	0.85	0.84	Insf. Data

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Therapists, All Other	<10	11	Insf. Data	Insf. Data	0.51	0.53	Insf. Data
Veterinarians	29	30	1	3%	0.60	0.65	\$32.06
Registered Nurses	1,572	1,900	328	21%	1.01	0.94	\$25.66
Nurse Anesthetists	19	23	4	21%	0.89	0.82	\$54.63
Nurse Midwives	<10	<10	Insf. Data	Insf. Data	1.10	1.03	Insf. Data
Nurse Practitioners	81	103	22	27%	1.10	1.04	\$45.90
Audiologists	<10	<10	Insf. Data	Insf. Data	0.87	0.82	Insf. Data
Health Diagnosing and Treating Practitioners, All Other	38	41	3	8%	1.18	1.25	\$25.17
Medical and Clinical Laboratory Technologists	57	70	13	23%	0.64	0.58	\$26.70
Medical and Clinical Laboratory Technicians	37	51	14	38%	0.44	0.37	\$13.02
Dental Hygienists	102	116	14	14%	0.81	0.83	\$29.39
Cardiovascular Technologists and Technicians	30	40	10	33%	1.06	0.96	\$18.23
Diagnostic Medical Sonographers	57	75	18	32%	1.59	1.51	\$23.95
Nuclear Medicine Technologists	14	17	3	21%	1.24	1.16	\$26.35
Radiologic Technologists	123	147	24	20%	1.09	1.03	\$22.21
Magnetic Resonance Imaging Technologists	32	38	6	19%	1.63	1.56	\$30.91
Emergency Medical Technicians and Paramedics	78	87	9	12%	0.52	0.54	\$13.30
Dietetic Technicians	<10	12	Insf. Data	Insf. Data	0.59	0.49	Insf. Data
Pharmacy Technicians	258	294	36	14%	1.15	1.14	\$13.33
Psychiatric Technicians	80	90	10	13%	2.14	2.00	\$10.86
Respiratory Therapy Technicians	<10	11	Insf. Data	Insf. Data	1.52	1.38	Insf. Data
Surgical Technologists	53	67	14	26%	0.91	0.85	\$17.16
Veterinary Technologists and Technicians	57	61	4	7%	0.85	0.96	\$11.94
Ophthalmic Medical Technicians	35	39	4	11%	1.46	1.50	\$15.05
Licensed Practical and Licensed Vocational Nurses	660	785	125	19%	1.55	1.49	\$17.30
Medical Records and Health Information Technicians	84	105	21	25%	0.79	0.73	\$15.75
Opticians, Dispensing	27	31	4	15%	0.58	0.59	\$15.79
Orthotists and Prosthetists	<10	<10	Insf. Data	Insf. Data	0.49	0.38	Insf. Data
Hearing Aid Specialists	<10	<10	Insf. Data	Insf. Data	1.71	1.74	Insf. Data
Health Technologists and Technicians, All Other	74	85	11	15%	1.17	1.17	\$14.21

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Occupational Health and Safety Specialists	33	35	2	6%	0.80	0.81	\$32.78
Occupational Health and Safety Technicians	<10	<10	Insf. Data	Insf. Data	0.45	0.40	Insf. Data
Athletic Trainers	<10	<10	Insf. Data	Insf. Data	0.50	0.46	Insf. Data
Genetic Counselors	<10	<10	Insf. Data	Insf. Data	2.52	2.46	Insf. Data
Healthcare Practitioners and Technical Workers, All Other	16	20	4	25%	0.68	0.63	\$14.90
Home Health Aides	213	247	34	16%	0.34	0.37	\$10.00
Psychiatric Aides	28	33	5	18%	0.69	0.62	\$12.05
Nursing Assistants	1,203	1,432	229	19%	1.42	1.35	\$10.63
Orderlies	18	23	5	28%	0.61	0.51	\$11.03
Occupational Therapy Assistants	16	22	6	38%	0.86	0.80	\$28.88
Occupational Therapy Aides	<10	<10	Insf. Data	Insf. Data	1.22	1.10	Insf. Data
Physical Therapist Assistants	71	86	15	21%	1.45	1.48	\$25.83
Physical Therapist Aides	19	26	7	37%	0.69	0.63	\$11.86
Massage Therapists	72	94	22	31%	0.85	0.76	\$14.05
Dental Assistants	162	176	14	9%	0.79	0.82	\$14.81
Medical Assistants	394	469	75	19%	1.09	1.07	\$13.18
Medical Equipment Preparers	23	29	6	26%	0.80	0.73	\$13.90
Medical Transcriptionists	34	45	11	32%	0.95	0.77	\$15.15
Pharmacy Aides	<10	<10	Insf. Data	Insf. Data	0.25	0.22	Insf. Data
Veterinary Assistants and Laboratory Animal Caretakers	11	12	1	9%	0.22	0.24	\$10.41
Phlebotomists	44	57	13	30%	0.70	0.64	\$13.04
Healthcare Support Workers, All Other	17	21	4	24%	0.31	0.27	\$16.81
First-Line Supervisors of Correctional Officers	112	109	(3)	(3%)	3.79	4.08	\$21.75
First-Line Supervisors of Police and Detectives	67	71	4	6%	1.10	1.09	\$30.75
First-Line Supervisors of Fire Fighting and Prevention Workers	45	48	3	7%	1.27	1.26	\$28.25
First-Line Supervisors of Protective Service Workers, All Other	54	53	(1)	(2%)	1.17	1.30	\$18.66
Firefighters	395	414	19	5%	2.10	2.12	\$16.39

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Fire Inspectors and Investigators	<10	<10	Insf. Data	Insf. Data	0.79	0.76	Insf. Data
Forest Fire Inspectors and Prevention Specialists	<10	<10	Insf. Data	Insf. Data	1.09	1.08	Insf. Data
Bailiffs	<10	<10	Insf. Data	Insf. Data	0.81	0.78	Insf. Data
Correctional Officers and Jailers	895	897	2	0%	3.21	3.38	\$15.23
Detectives and Criminal Investigators	77	80	3	4%	1.12	1.13	\$26.92
Fish and Game Wardens	<10	<10	Insf. Data	Insf. Data	1.47	1.46	Insf. Data
Parking Enforcement Workers	<10	<10	Insf. Data	Insf. Data	0.28	0.26	Insf. Data
Police and Sheriff's Patrol Officers	540	573	33	6%	1.36	1.35	\$19.10
Transit and Railroad Police	<10	<10	Insf. Data	Insf. Data	0.82	0.80	Insf. Data
Animal Control Workers	<10	<10	Insf. Data	Insf. Data	0.56	0.55	Insf. Data
Private Detectives and Investigators	12	14	2	17%	0.60	0.56	\$16.79
Gaming Surveillance Officers and Gaming Investigators	<10	<10	Insf. Data	Insf. Data	0.62	0.63	Insf. Data
Security Guards	428	426	(2)	(0%)	0.55	0.61	\$10.09
Crossing Guards	18	19	1	6%	0.48	0.47	\$9.12
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	48	52	4	8%	0.56	0.55	\$9.02
Transportation Security Screeners	55	59	4	7%	1.86	1.89	\$17.04
Protective Service Workers, All Other	111	116	5	5%	1.52	1.58	\$11.59
Chefs and Head Cooks	69	73	4	6%	0.84	0.85	\$23.40
First-Line Supervisors of Food Preparation and Serving Workers	953	1,057	104	11%	1.73	1.74	\$13.06
Cooks, Fast Food	63	89	26	41%	0.26	0.19	\$9.82
Cooks, Institution and Cafeteria	134	159	25	19%	0.56	0.52	\$10.50
Cooks, Private Household	<10	<10	Insf. Data	Insf. Data	0.69	0.70	Insf. Data
Cooks, Restaurant	1,384	1,508	124	9%	1.91	1.98	\$10.51
Cooks, Short Order	124	130	6	5%	1.11	1.10	\$9.40
Cooks, All Other	<10	<10	Insf. Data	Insf. Data	0.55	0.50	Insf. Data
Food Preparation Workers	754	791	37	5%	1.39	1.41	\$9.80
Bartenders	534	587	53	10%	1.49	1.48	\$9.23

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Combined Food Preparation and Serving Workers, Including Fast Food	2,678	3,055	377	14%	1.39	1.37	\$8.85
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	175	197	22	13%	0.64	0.59	\$8.87
Waiters and Waitresses	3,569	3,677	108	3%	2.26	2.36	\$9.28
Food Servers, Nonrestaurant	142	163	21	15%	0.93	0.92	\$8.97
Dining Room and Cafeteria Attendants and Bartender Helpers	314	333	19	6%	1.19	1.22	\$9.32
Dishwashers	539	563	24	4%	1.68	1.73	\$8.89
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	455	471	16	4%	1.90	1.98	\$8.99
Food Preparation and Serving Related Workers, All Other	88	92	4	5%	2.80	2.93	\$9.99
First-Line Supervisors of Housekeeping and Janitorial Workers	175	193	18	10%	1.36	1.36	\$13.17
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	168	183	15	9%	2.02	1.95	\$14.89
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1,230	1,398	168	14%	0.82	0.80	\$10.75
Maids and Housekeeping Cleaners	1,337	1,470	133	10%	1.47	1.47	\$9.16
Building Cleaning Workers, All Other	20	22	2	10%	1.69	1.73	\$12.13
Pest Control Workers	100	101	1	1%	1.91	2.19	\$12.67
Landscaping and Groundskeeping Workers	755	861	106	14%	1.06	1.01	\$11.10
Pesticide Handlers, Sprayers, and Applicators, Vegetation	85	92	7	8%	4.49	4.49	\$15.52
Tree Trimmers and Pruners	26	30	4	15%	0.73	0.68	\$14.87
Grounds Maintenance Workers, All Other	10	12	2	20%	0.73	0.68	\$13.72
Gaming Supervisors	<10	<10	Insf. Data	Insf. Data	0.49	0.51	Insf. Data
Slot Supervisors	<10	<10	Insf. Data	Insf. Data	1.30	1.38	Insf. Data
First-Line Supervisors of Personal Service Workers	122	124	2	2%	0.95	1.03	\$17.91
Animal Trainers	<10	12	Insf. Data	Insf. Data	0.59	0.51	Insf. Data

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Nonfarm Animal Caretakers	158	183	25	16%	1.18	1.17	\$9.54
Gaming Dealers	<10	<10	Insf. Data	Insf. Data	0.14	0.13	Insf. Data
Gaming and Sports Book Writers and Runners	<10	<10	Insf. Data	Insf. Data	0.21	0.21	Insf. Data
Gaming Service Workers, All Other	<10	<10	Insf. Data	Insf. Data	0.23	0.24	Insf. Data
Motion Picture Projectionists	<10	<10	Insf. Data	Insf. Data	1.97	1.71	Insf. Data
Ushers, Lobby Attendants, and Ticket Takers	32	38	6	19%	0.48	0.43	\$8.86
Amusement and Recreation Attendants	336	358	22	7%	1.84	1.89	\$8.97
Costume Attendants	<10	<10	Insf. Data	Insf. Data	0.39	0.36	Insf. Data
Locker Room, Coatroom, and Dressing Room Attendants	14	15	1	7%	1.15	1.16	\$8.69
Entertainment Attendants and Related Workers, All Other	<10	<10	Insf. Data	Insf. Data	0.77	0.81	Insf. Data
Embalmers	<10	<10	Insf. Data	Insf. Data	0.91	1.10	Insf. Data
Funeral Attendants	27	22	(5)	(19%)	1.06	1.29	\$9.57
Morticians, Undertakers, and Funeral Directors	22	20	(2)	(9%)	1.17	1.36	\$20.62
Barbers	16	14	(2)	(13%)	0.32	0.40	\$13.55
Hairdressers, Hairstylists, and Cosmetologists	342	375	33	10%	0.83	0.83	\$12.52
Makeup Artists, Theatrical and Performance	<10	<10	Insf. Data	Insf. Data	0.85	0.83	Insf. Data
Manicurists and Pedicurists	38	52	14	37%	0.61	0.51	\$9.54
Shampooers	14	17	3	21%	1.00	0.90	\$8.05
Skincare Specialists	26	35	9	35%	0.82	0.75	\$13.27
Baggage Porters and Bellhops	48	56	8	17%	1.91	1.75	\$8.59
Concierges	14	17	3	21%	0.73	0.71	\$11.13
Tour Guides and Escorts	46	48	2	4%	1.58	1.67	\$12.20
Travel Guides	<10	<10	Insf. Data	Insf. Data	1.18	1.25	Insf. Data
Childcare Workers	645	685	40	6%	0.85	0.84	\$8.87
Personal Care Aides	259	312	53	20%	0.23	0.24	\$10.44
Fitness Trainers and Aerobics Instructors	72	83	11	15%	0.42	0.41	\$19.81
Recreation Workers	153	174	21	14%	0.73	0.71	\$10.98
Residential Advisors	48	40	(8)	(17%)	0.48	0.66	\$9.76
Personal Care and Service Workers, All Other	56	65	9	16%	0.98	0.95	\$9.56

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
First-Line Supervisors of Retail Sales Workers	1,352	1,450	98	7%	1.59	1.56	\$17.08
First-Line Supervisors of Non-Retail Sales Workers	187	207	20	11%	0.94	0.87	\$23.29
Cashiers	3,077	3,168	91	3%	1.46	1.48	\$9.04
Gaming Change Persons and Booth Cashiers	<10	<10	Insf. Data	Insf. Data	0.55	0.57	Insf. Data
Counter and Rental Clerks	671	762	91	14%	2.66	2.49	\$10.01
Parts Salespersons	185	193	8	4%	1.26	1.29	\$13.93
Retail Salespersons	4,062	4,550	488	12%	1.51	1.44	\$9.82
Advertising Sales Agents	58	56	(2)	(3%)	0.52	0.53	\$15.49
Insurance Sales Agents	266	308	42	16%	0.66	0.61	\$24.27
Securities, Commodities, and Financial Services Sales Agents	119	137	18	15%	0.63	0.58	\$27.36
Travel Agents	150	188	38	25%	4.53	3.29	\$13.00
Sales Representatives, Services, All Other	494	548	54	11%	0.87	0.87	\$20.35
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	67	68	1	1%	0.29	0.31	\$29.40
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	486	538	52	11%	0.56	0.55	\$17.49
Demonstrators and Product Promoters	14	15	1	7%	0.22	0.23	\$13.51
Models	<10	<10	Insf. Data	Insf. Data	0.61	0.62	Insf. Data
Real Estate Brokers	71	70	(1)	(1%)	1.04	1.05	\$23.40
Real Estate Sales Agents	567	560	(7)	(1%)	2.12	2.17	\$15.41
Sales Engineers	<10	10	Insf. Data	Insf. Data	0.21	0.23	Insf. Data
Telemarketers	94	127	33	35%	0.78	0.63	\$11.06
Door-to-Door Sales Workers, News and Street Vendors, and Related Workers	42	33	(9)	(21%)	0.82	0.85	\$11.16
Sales and Related Workers, All Other	52	58	6	12%	0.76	0.75	\$14.39
First-Line Supervisors of Office and Administrative Support Workers	937	1,045	108	12%	1.08	1.06	\$19.72
Switchboard Operators, Including Answering Service	44	49	5	11%	0.76	0.65	\$12.19

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Telephone Operators	<10	<10	Insf. Data	Insf. Data	0.44	0.35	Insf. Data
Communications Equipment Operators, All Other	<10	<10	Insf. Data	Insf. Data	1.50	1.49	Insf. Data
Bill and Account Collectors	302	417	115	38%	1.76	1.40	\$14.78
Billing and Posting Clerks	345	387	42	12%	1.10	1.09	\$13.87
Bookkeeping, Accounting, and Auditing Clerks	924	996	72	8%	0.85	0.86	\$14.82
Gaming Cage Workers	<10	<10	Insf. Data	Insf. Data	0.28	0.30	Insf. Data
Payroll and Timekeeping Clerks	70	77	7	10%	0.65	0.64	\$17.12
Procurement Clerks	40	42	2	5%	0.89	0.89	\$18.61
Tellers	546	569	23	4%	1.81	1.78	\$13.08
Financial Clerks, All Other	<10	<10	Insf. Data	Insf. Data	0.33	0.30	Insf. Data
Brokerage Clerks	14	17	3	21%	0.48	0.41	\$17.02
Correspondence Clerks	<10	<10	Insf. Data	Insf. Data	0.38	0.29	Insf. Data
Court, Municipal, and License Clerks	70	77	7	10%	0.90	0.88	\$13.60
Credit Authorizers, Checkers, and Clerks	13	15	2	15%	0.53	0.49	\$13.71
Customer Service Representatives	1,149	1,483	334	29%	0.86	0.73	\$13.40
Eligibility Interviewers, Government Programs	34	39	5	15%	0.47	0.45	\$13.95
File Clerks	87	89	2	2%	0.90	0.89	\$12.41
Hotel, Motel, and Resort Desk Clerks	386	389	3	1%	2.44	2.65	\$9.85
Interviewers, Except Eligibility and Loan	48	59	11	23%	0.41	0.37	\$14.59
Library Assistants, Clerical	52	58	6	12%	0.69	0.68	\$9.62
Loan Interviewers and Clerks	143	129	(14)	(10%)	0.95	1.11	\$17.65
New Accounts Clerks	<10	<10	Insf. Data	Insf. Data	0.26	0.19	Insf. Data
Order Clerks	37	42	5	14%	0.35	0.31	\$14.05
Human Resources Assistants, Except Payroll and Timekeeping	75	77	2	3%	0.85	0.85	\$16.47
Receptionists and Information Clerks	915	979	64	7%	1.41	1.44	\$11.26
Reservation and Transportation Ticket Agents and Travel Clerks	121	144	23	19%	1.77	1.41	\$13.19
Information and Record Clerks, All Other	129	125	(4)	(3%)	1.05	1.08	\$17.39
Cargo and Freight Agents	29	34	5	17%	0.64	0.61	\$19.05
Couriers and Messengers	20	20	0	0%	0.35	0.35	\$10.90

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Police, Fire, and Ambulance Dispatchers	113	121	8	7%	1.89	1.88	\$14.48
Dispatchers, Except Police, Fire, and Ambulance	91	100	9	10%	0.75	0.75	\$16.85
Meter Readers, Utilities	14	13	(1)	(7%)	0.65	0.65	\$15.07
Postal Service Clerks	36	32	(4)	(11%)	0.90	0.87	\$27.13
Postal Service Mail Carriers	159	149	(10)	(6%)	0.93	0.89	\$27.38
Postal Service Mail Sorters, Processors, and Processing Machine Operators	<10	<10	Insf. Data	Insf. Data	0.09	0.08	Insf. Data
Production, Planning, and Expediting Clerks	82	99	17	21%	0.50	0.44	\$20.07
Shipping, Receiving, and Traffic Clerks	171	191	20	12%	0.45	0.42	\$13.70
Stock Clerks and Order Fillers	1,425	1,478	53	4%	1.26	1.25	\$10.83
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	20	23	3	15%	0.48	0.46	\$10.79
Executive Secretaries and Executive Administrative Assistants	405	401	(4)	(1%)	0.88	0.90	\$17.60
Legal Secretaries	100	99	(1)	(1%)	0.79	0.79	\$16.27
Medical Secretaries	242	310	68	28%	0.78	0.73	\$12.69
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1,417	1,525	108	8%	0.87	0.88	\$13.59
Computer Operators	11	10	(1)	(9%)	0.30	0.28	Insf. Data
Data Entry Keyers	66	61	(5)	(8%)	0.52	0.50	\$12.39
Word Processors and Typists	54	48	(6)	(11%)	0.92	0.91	\$12.52
Desktop Publishers	<10	<10	Insf. Data	Insf. Data	0.35	0.30	Insf. Data
Insurance Claims and Policy Processing Clerks	95	101	6	6%	0.60	0.61	\$16.60
Mail Clerks and Mail Machine Operators, Except Postal Service	31	36	5	16%	0.59	0.49	\$11.20
Office Clerks, General	1,786	1,864	78	4%	0.89	0.90	\$11.63
Office Machine Operators, Except Computer	33	41	8	24%	1.02	0.81	\$12.53
Proofreaders and Copy Markers	<10	<10	Insf. Data	Insf. Data	0.38	0.28	Insf. Data
Statistical Assistants	<10	<10	Insf. Data	Insf. Data	0.25	0.25	Insf. Data
Office and Administrative Support Workers, All Other	88	94	6	7%	0.44	0.43	\$13.90

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
First-Line Supervisors of Farming, Fishing, and Forestry Workers	30	29	(1)	(3%)	0.99	1.02	\$27.94
Agricultural Inspectors	29	30	1	3%	3.02	3.11	\$23.51
Animal Breeders	0	0	0	0%	0.12	0.10	\$0.00
Graders and Sorters, Agricultural Products	14	15	1	7%	0.42	0.41	\$12.53
Agricultural Equipment Operators	<10	<10	Insf. Data	Insf. Data	0.15	0.13	Insf. Data
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	49	56	7	14%	0.12	0.11	\$11.98
Farmworkers, Farm, Ranch, and Aquacultural Animals	<10	11	Insf. Data	Insf. Data	0.22	0.18	Insf. Data
Agricultural Workers, All Other	<10	<10	Insf. Data	Insf. Data	0.31	0.29	Insf. Data
Fishers and Related Fishing Workers	154	98	(56)	(36%)	7.83	11.32	\$18.39
Hunters and Trappers	74	46	(28)	(38%)	7.70	11.35	\$14.99
Forest and Conservation Workers	12	<10	Insf. Data	Insf. Data	1.12	1.44	\$11.78
Fallers	<10	<10	Insf. Data	Insf. Data	1.18	0.87	Insf. Data
Logging Equipment Operators	72	85	13	18%	3.55	2.87	\$18.54
Log Graders and Scalers	<10	<10	Insf. Data	Insf. Data	0.59	0.46	Insf. Data
Logging Workers, All Other	<10	<10	Insf. Data	Insf. Data	2.81	2.35	Insf. Data
First-Line Supervisors of Construction Trades and Extraction Workers	404	390	(14)	(3%)	0.98	1.09	\$23.18
Boilermakers	<10	<10	Insf. Data	Insf. Data	0.75	0.62	Insf. Data
Brickmasons and Blockmasons	39	17	(22)	(56%)	0.35	0.79	\$15.45
Stonemasons	<10	<10	Insf. Data	Insf. Data	0.56	0.92	Insf. Data
Carpenters	701	640	(61)	(9%)	1.01	1.14	\$16.04
Carpet Installers	20	19	(1)	(5%)	0.75	0.75	\$14.02
Floor Layers, Except Carpet, Wood, and Hard Tiles	<10	<10	Insf. Data	Insf. Data	0.60	0.63	Insf. Data
Floor Sanders and Finishers	<10	<10	Insf. Data	Insf. Data	0.57	0.63	Insf. Data
Tile and Marble Setters	48	45	(3)	(6%)	1.29	1.36	\$13.97
Cement Masons and Concrete Finishers	176	114	(62)	(35%)	1.02	1.73	\$15.51
Terrazzo Workers and Finishers	<10	<10	Insf. Data	Insf. Data	0.65	0.57	Insf. Data
Construction Laborers	772	707	(65)	(8%)	0.84	1.00	\$13.04

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Paving, Surfacing, and Tamping Equipment Operators	21	19	(2)	(10%)	0.51	0.63	\$12.66
Pile-Driver Operators	<10	<10	Insf. Data	Insf. Data	0.68	1.08	Insf. Data
Operating Engineers and Other Construction Equipment Operators	275	252	(23)	(8%)	1.04	1.24	\$15.03
Drywall and Ceiling Tile Installers	110	94	(16)	(15%)	1.38	1.54	\$13.37
Tapers	<10	<10	Insf. Data	Insf. Data	0.48	0.44	Insf. Data
Electricians	414	408	(6)	(1%)	0.95	1.05	\$18.43
Glaziers	39	44	5	13%	1.42	1.33	\$14.74
Insulation Workers, Floor, Ceiling, and Wall	16	14	(2)	(13%)	0.86	0.98	\$13.76
Insulation Workers, Mechanical	18	19	1	6%	0.79	0.92	\$16.97
Painters, Construction and Maintenance	293	345	52	18%	1.39	1.20	\$15.21
Paperhangers	<10	<10	Insf. Data	Insf. Data	1.77	1.70	Insf. Data
Pipelayers	134	137	3	2%	4.39	4.68	\$13.96
Plumbers, Pipefitters, and Steamfitters	434	560	126	29%	1.85	1.60	\$11.93
Plasterers and Stucco Masons	20	13	(7)	(35%)	0.87	1.27	\$15.81
Reinforcing Iron and Rebar Workers	14	14	0	0%	0.92	0.93	\$17.54
Roofers	211	280	69	33%	3.04	2.43	\$15.37
Sheet Metal Workers	81	112	31	38%	1.18	0.93	\$16.14
Structural Iron and Steel Workers	44	50	6	14%	1.17	1.10	\$15.62
Solar Photovoltaic Installers	<10	<10	Insf. Data	Insf. Data	0.97	0.90	Insf. Data
Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	11	<10	Insf. Data	Insf. Data	0.29	0.74	\$11.40
Helpers--Carpenters	23	20	(3)	(13%)	0.73	0.92	\$11.78
Helpers--Electricians	53	50	(3)	(6%)	0.97	1.17	\$11.54
Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	14	15	1	7%	2.06	1.85	\$11.17
Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	54	71	17	31%	1.86	1.60	\$11.53
Helpers--Roofers	11	19	8	73%	2.24	1.49	\$11.44
Helpers, Construction Trades, All Other	12	11	(1)	(8%)	0.85	0.96	\$11.93

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Construction and Building Inspectors	134	137	3	2%	2.17	2.28	\$25.74
Elevator Installers and Repairers	<10	<10	Insf. Data	Insf. Data	0.07	0.20	Insf. Data
Fence Erectors	14	13	(1)	(7%)	0.70	0.84	\$13.57
Hazardous Materials Removal Workers	24	17	(7)	(29%)	0.58	0.91	\$15.48
Highway Maintenance Workers	108	113	5	5%	1.24	1.25	\$13.86
Rail-Track Laying and Maintenance Equipment Operators	<10	<10	Insf. Data	Insf. Data	0.31	0.35	Insf. Data
Septic Tank Servicers and Sewer Pipe Cleaners	25	17	(8)	(32%)	0.93	1.58	\$13.73
Segmental Pavers	<10	<10	Insf. Data	Insf. Data	0.75	0.76	Insf. Data
Construction and Related Workers, All Other	44	51	7	16%	2.14	2.01	\$14.57
Derrick Operators, Oil and Gas	<10	<10	Insf. Data	Insf. Data	0.03	0.03	Insf. Data
Rotary Drill Operators, Oil and Gas	<10	<10	Insf. Data	Insf. Data	0.06	0.07	Insf. Data
Service Unit Operators, Oil, Gas, and Mining	<10	<10	Insf. Data	Insf. Data	0.04	0.05	Insf. Data
Earth Drillers, Except Oil and Gas	11	11	0	0%	0.80	0.86	\$17.13
Explosives Workers, Ordnance Handling Experts, and Blasters	<10	<10	Insf. Data	Insf. Data	0.34	0.42	Insf. Data
Continuous Mining Machine Operators	<10	<10	Insf. Data	Insf. Data	0.05	0.07	Insf. Data
Mine Cutting and Channeling Machine Operators	<10	<10	Insf. Data	Insf. Data	0.23	0.28	Insf. Data
Mining Machine Operators, All Other	<10	<10	Insf. Data	Insf. Data	0.34	0.61	Insf. Data
Rock Splitters, Quarry	<10	<10	Insf. Data	Insf. Data	0.28	0.31	Insf. Data
Roof Bolters, Mining	0	0	0	0%	0.00	0.00	\$0.00
Roustabouts, Oil and Gas	<10	<10	Insf. Data	Insf. Data	0.07	0.06	Insf. Data
Helpers--Extraction Workers	<10	<10	Insf. Data	Insf. Data	0.27	0.31	Insf. Data
Extraction Workers, All Other	0	0	0	0%	0.04	0.05	\$0.00
First-Line Supervisors of Mechanics, Installers, and Repairers	575	600	25	4%	2.07	2.12	\$19.91
Computer, Automated Teller, and Office Machine Repairers	67	62	(5)	(7%)	0.72	0.80	\$17.56
Radio, Cellular, and Tower Equipment Installers and Repairs	11	<10	Insf. Data	Insf. Data	0.97	1.28	\$23.38

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Telecommunications Equipment Installers and Repairers, Except Line Installers	186	184	(2)	(1%)	1.34	1.39	\$18.98
Avionics Technicians	28	34	6	21%	3.04	2.66	\$25.85
Electric Motor, Power Tool, and Related Repairers	<10	<10	Insf. Data	Insf. Data	0.78	0.89	Insf. Data
Electrical and Electronics Installers and Repairers, Transportation Equipment	<10	13	Insf. Data	Insf. Data	1.43	1.14	Insf. Data
Electrical and Electronics Repairers, Commercial and Industrial Equipment	39	38	(1)	(3%)	0.91	0.96	\$31.36
Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	23	24	1	4%	1.67	1.70	\$29.38
Electronic Equipment Installers and Repairers, Motor Vehicles	<10	<10	Insf. Data	Insf. Data	0.91	0.79	Insf. Data
Electronic Home Entertainment Equipment Installers and Repairers	19	16	(3)	(16%)	0.84	0.97	\$18.09
Security and Fire Alarm Systems Installers	27	30	3	11%	0.66	0.69	\$18.07
Aircraft Mechanics and Service Technicians	237	289	52	22%	3.74	3.23	\$26.46
Automotive Body and Related Repairers	80	80	0	0%	0.77	0.82	\$17.35
Automotive Glass Installers and Repairers	<10	<10	Insf. Data	Insf. Data	0.46	0.51	Insf. Data
Automotive Service Technicians and Mechanics	715	765	50	7%	1.54	1.53	\$15.06
Bus and Truck Mechanics and Diesel Engine Specialists	88	96	8	9%	0.57	0.56	\$19.62
Farm Equipment Mechanics and Service Technicians	<10	<10	Insf. Data	Insf. Data	0.09	0.09	Insf. Data
Mobile Heavy Equipment Mechanics, Except Engines	47	45	(2)	(4%)	0.54	0.60	\$18.94
Rail Car Repairers	<10	<10	Insf. Data	Insf. Data	0.32	0.31	Insf. Data
Motorboat Mechanics and Service Technicians	61	62	1	2%	3.93	4.02	\$13.33
Motorcycle Mechanics	13	11	(2)	(15%)	1.03	1.23	\$15.28
Outdoor Power Equipment and Other Small Engine Mechanics	43	45	2	5%	2.17	2.21	\$13.79
Bicycle Repairers	12	10	(2)	(17%)	1.36	1.82	\$13.02
Recreational Vehicle Service Technicians	<10	<10	Insf. Data	Insf. Data	0.93	1.09	Insf. Data
Tire Repairers and Changers	88	91	3	3%	1.33	1.38	\$9.17

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Mechanical Door Repairers	<10	<10	Insf. Data	Insf. Data	0.48	0.54	Insf. Data
Control and Valve Installers and Repairers, Except Mechanical Door	20	23	3	15%	0.86	0.81	\$19.26
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	489	584	95	19%	2.81	2.62	\$16.22
Home Appliance Repairers	30	34	4	13%	1.36	1.18	\$12.81
Industrial Machinery Mechanics	136	147	11	8%	0.65	0.68	\$19.96
Maintenance Workers, Machinery	22	28	6	27%	0.47	0.39	\$20.24
Millwrights	<10	10	Insf. Data	Insf. Data	0.38	0.37	Insf. Data
Refractory Materials Repairers, Except Brickmasons	<10	<10	Insf. Data	Insf. Data	3.37	3.89	Insf. Data
Electrical Power-Line Installers and Repairers	216	229	13	6%	2.92	3.03	\$25.60
Telecommunications Line Installers and Repairers	97	98	1	1%	1.30	1.34	\$16.87
Camera and Photographic Equipment Repairers	<10	<10	Insf. Data	Insf. Data	0.21	0.33	Insf. Data
Medical Equipment Repairers	27	24	(3)	(11%)	0.77	1.01	\$16.21
Musical Instrument Repairers and Tuners	10	11	1	10%	1.60	1.49	\$13.61
Watch Repairers	<10	<10	Insf. Data	Insf. Data	1.92	1.81	Insf. Data
Precision Instrument and Equipment Repairers, All Other	<10	<10	Insf. Data	Insf. Data	0.42	0.52	Insf. Data
Maintenance and Repair Workers, General	1,089	1,183	94	9%	1.28	1.26	\$15.21
Wind Turbine Service Technicians	<10	<10	Insf. Data	Insf. Data	0.54	0.59	Insf. Data
Coin, Vending, and Amusement Machine Servicers and Repairers	17	17	0	0%	0.81	0.79	\$11.64
Commercial Divers	<10	<10	Insf. Data	Insf. Data	0.50	1.03	Insf. Data
Fabric Menders, Except Garment	0	0	0	0%	0.12	0.11	\$0.00
Locksmiths and Safe Repairers	22	25	3	14%	1.64	1.58	\$14.14
Manufactured Building and Mobile Home Installers	<10	<10	Insf. Data	Insf. Data	2.00	2.00	Insf. Data
Riggers	23	31	8	35%	2.13	1.82	\$18.10
Signal and Track Switch Repairers	<10	<10	Insf. Data	Insf. Data	0.45	0.46	Insf. Data
Helpers--Installation, Maintenance, and Repair Workers	59	69	10	17%	0.79	0.74	\$9.58

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Installation, Maintenance, and Repair Workers, All Other	74	84	10	14%	0.72	0.67	\$12.82
First-Line Supervisors of Production and Operating Workers	317	350	33	10%	0.95	0.86	\$22.77
Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	40	43	3	8%	1.57	1.64	\$19.83
Coil Winders, Tapers, and Finishers	<10	<10	Insf. Data	Insf. Data	0.25	0.20	Insf. Data
Electrical and Electronic Equipment Assemblers	39	45	6	15%	0.36	0.31	\$13.40
Electromechanical Equipment Assemblers	<10	<10	Insf. Data	Insf. Data	0.23	0.20	Insf. Data
Engine and Other Machine Assemblers	<10	<10	Insf. Data	Insf. Data	0.14	0.11	Insf. Data
Structural Metal Fabricators and Fitters	89	108	19	21%	2.15	1.87	\$18.83
Fiberglass Laminators and Fabricators	114	147	33	29%	12.76	9.71	\$12.49
Team Assemblers	312	361	49	16%	0.50	0.44	\$11.43
Timing Device Assemblers and Adjusters	<10	<10	Insf. Data	Insf. Data	2.66	2.63	Insf. Data
Assemblers and Fabricators, All Other	146	162	16	11%	1.02	0.97	\$10.68
Bakers	76	81	5	7%	0.67	0.67	\$11.75
Butchers and Meat Cutters	124	126	2	2%	1.41	1.47	\$14.82
Meat, Poultry, and Fish Cutters and Trimmers	119	124	5	4%	1.28	1.28	\$11.39
Slaughterers and Meat Packers	<10	<10	Insf. Data	Insf. Data	0.14	0.11	Insf. Data
Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	<10	<10	Insf. Data	Insf. Data	0.46	0.45	Insf. Data
Food Batchmakers	15	16	1	7%	0.22	0.20	\$10.83
Food Cooking Machine Operators and Tenders	<10	<10	Insf. Data	Insf. Data	0.15	0.12	Insf. Data
Food Processing Workers, All Other	19	21	2	11%	0.72	0.71	\$10.20
Computer-Controlled Machine Tool Operators, Metal and Plastic	33	40	7	21%	0.40	0.36	\$16.18
Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	<10	<10	Insf. Data	Insf. Data	0.30	0.29	Insf. Data
Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	<10	10	Insf. Data	Insf. Data	0.25	0.22	Insf. Data

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Forging Machine Setters, Operators, and Tenders, Metal and Plastic	<10	<10	Insf. Data	Insf. Data	0.14	0.14	Insf. Data
Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	<10	<10	Insf. Data	Insf. Data	0.30	0.27	Insf. Data
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	18	20	2	11%	0.18	0.16	\$12.53
Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic	<10	<10	Insf. Data	Insf. Data	0.30	0.21	Insf. Data
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	12	15	3	25%	0.39	0.30	\$12.70
Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	<10	<10	Insf. Data	Insf. Data	0.30	0.27	Insf. Data
Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	<10	<10	Insf. Data	Insf. Data	0.51	0.49	Insf. Data
Machinists	125	151	26	21%	0.58	0.52	\$18.15
Metal-Refining Furnace Operators and Tenders	<10	<10	Insf. Data	Insf. Data	0.42	0.39	Insf. Data
Pourers and Casters, Metal	<10	<10	Insf. Data	Insf. Data	0.92	0.85	Insf. Data
Model Makers, Metal and Plastic	<10	<10	Insf. Data	Insf. Data	0.50	0.46	Insf. Data
Patternmakers, Metal and Plastic	<10	<10	Insf. Data	Insf. Data	1.16	1.04	Insf. Data
Foundry Mold and Coremakers	<10	<10	Insf. Data	Insf. Data	0.64	0.57	Insf. Data
Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	12	13	1	8%	0.18	0.15	\$12.58
Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	<10	<10	Insf. Data	Insf. Data	0.12	0.11	Insf. Data
Tool and Die Makers	<10	<10	Insf. Data	Insf. Data	0.17	0.16	Insf. Data
Welders, Cutters, Solderers, and Brazers	353	432	79	22%	1.70	1.47	\$16.45
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	17	27	10	59%	0.66	0.48	\$15.20
Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	<10	<10	Insf. Data	Insf. Data	0.24	0.22	Insf. Data

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Layout Workers, Metal and Plastic	16	33	17	106%	3.99	1.99	\$18.17
Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	<10	<10	Insf. Data	Insf. Data	0.44	0.44	Insf. Data
Tool Grinders, Filers, and Sharpeners	<10	<10	Insf. Data	Insf. Data	0.40	0.35	Insf. Data
Metal Workers and Plastic Workers, All Other	<10	<10	Insf. Data	Insf. Data	0.21	0.19	Insf. Data
Prepress Technicians and Workers	17	16	(1)	(6%)	0.87	0.80	\$13.94
Printing Press Operators	53	53	0	0%	0.57	0.52	\$12.56
Print Binding and Finishing Workers	24	23	(1)	(4%)	0.83	0.79	\$12.35
Laundry and Dry-Cleaning Workers	184	187	3	2%	1.38	1.41	\$9.21
Pressers, Textile, Garment, and Related Materials	32	28	(4)	(13%)	0.93	1.07	\$8.82
Sewing Machine Operators	57	62	5	9%	0.78	0.61	\$9.93
Shoe and Leather Workers and Repairers	<10	<10	Insf. Data	Insf. Data	0.89	0.78	Insf. Data
Shoe Machine Operators and Tenders	0	0	0	0%	0.00	0.00	\$0.00
Sewers, Hand	<10	<10	Insf. Data	Insf. Data	0.53	0.49	Insf. Data
Tailors, Dressmakers, and Custom Sewers	22	22	0	0%	0.92	0.87	\$10.95
Textile Bleaching and Dyeing Machine Operators and Tenders	<10	<10	Insf. Data	Insf. Data	0.26	0.17	Insf. Data
Textile Cutting Machine Setters, Operators, and Tenders	<10	<10	Insf. Data	Insf. Data	0.15	0.10	Insf. Data
Textile Knitting and Weaving Machine Setters, Operators, and Tenders	<10	<10	Insf. Data	Insf. Data	0.11	0.06	Insf. Data
Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders	<10	<10	Insf. Data	Insf. Data	0.05	0.04	Insf. Data
Extruding and Forming Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers	<10	<10	Insf. Data	Insf. Data	0.14	0.10	Insf. Data
Fabric and Apparel Patternmakers	0	0	0	0%	0.07	0.06	\$0.00
Upholsterers	41	46	5	12%	1.96	1.68	\$12.76
Textile, Apparel, and Furnishings Workers, All Other	<10	<10	Insf. Data	Insf. Data	0.47	0.42	Insf. Data
Cabinetmakers and Bench Carpenters	49	38	(11)	(22%)	0.65	0.80	\$13.59
Furniture Finishers	<10	<10	Insf. Data	Insf. Data	0.93	0.93	Insf. Data

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Model Makers, Wood	<10	<10	Insf. Data	Insf. Data	1.12	0.96	Insf. Data
Patternmakers, Wood	0	0	0	0%	0.23	0.21	\$0.00
Sawing Machine Setters, Operators, and Tenders, Wood	<10	12	Insf. Data	Insf. Data	0.39	0.32	Insf. Data
Woodworking Machine Setters, Operators, and Tenders, Except Sawing	27	33	6	22%	0.78	0.61	\$11.55
Woodworkers, All Other	<10	<10	Insf. Data	Insf. Data	0.95	0.80	Insf. Data
Nuclear Power Reactor Operators	<10	10	Insf. Data	Insf. Data	2.09	2.02	Insf. Data
Power Distributors and Dispatchers	<10	<10	Insf. Data	Insf. Data	1.21	1.22	Insf. Data
Power Plant Operators	20	20	0	0%	0.84	0.83	\$28.62
Stationary Engineers and Boiler Operators	18	18	0	0%	0.79	0.80	\$21.31
Water and Wastewater Treatment Plant and System Operators	120	123	3	3%	1.72	1.79	\$17.64
Chemical Plant and System Operators	44	41	(3)	(7%)	1.84	1.94	\$23.22
Gas Plant Operators	<10	10	Insf. Data	Insf. Data	1.00	0.93	Insf. Data
Petroleum Pump System Operators, Refinery Operators, and Gaugers	<10	<10	Insf. Data	Insf. Data	0.25	0.28	Insf. Data
Plant and System Operators, All Other	14	13	(1)	(7%)	1.86	2.04	\$22.49
Chemical Equipment Operators and Tenders	47	42	(5)	(11%)	1.08	1.18	\$18.15
Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	14	13	(1)	(7%)	0.44	0.50	\$15.08
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	12	13	1	8%	0.73	0.65	\$13.28
Grinding and Polishing Workers, Hand	11	16	5	45%	0.88	0.64	\$11.96
Mixing and Blending Machine Setters, Operators, and Tenders	19	17	(2)	(11%)	0.23	0.25	\$13.81
Cutters and Trimmers, Hand	<10	<10	Insf. Data	Insf. Data	0.28	0.22	Insf. Data
Cutting and Slicing Machine Setters, Operators, and Tenders	37	35	(2)	(5%)	0.96	0.95	\$12.67
Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	29	28	(1)	(3%)	0.69	0.70	\$12.61

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	<10	<10	Insf. Data	Insf. Data	0.49	0.47	Insf. Data
Inspectors, Testers, Sorters, Samplers, and Weighers	154	165	11	7%	0.51	0.50	\$18.78
Jewelers and Precious Stone and Metal Workers	22	22	0	0%	1.09	1.03	\$13.95
Dental Laboratory Technicians	13	15	2	15%	0.61	0.56	\$15.23
Medical Appliance Technicians	<10	<10	Insf. Data	Insf. Data	0.39	0.31	Insf. Data
Ophthalmic Laboratory Technicians	33	34	1	3%	1.79	1.91	\$12.02
Packaging and Filling Machine Operators and Tenders	114	117	3	3%	0.48	0.48	\$11.66
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	32	35	3	9%	0.62	0.57	\$13.25
Painters, Transportation Equipment	60	74	14	23%	2.05	1.77	\$12.74
Painting, Coating, and Decorating Workers	14	14	0	0%	1.33	1.32	\$12.06
Semiconductor Processors	<10	<10	Insf. Data	Insf. Data	0.18	0.12	Insf. Data
Photographic Process Workers and Processing Machine Operators	33	35	2	6%	2.01	1.84	\$10.24
Adhesive Bonding Machine Operators and Tenders	<10	<10	Insf. Data	Insf. Data	0.36	0.32	Insf. Data
Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	<10	<10	Insf. Data	Insf. Data	0.70	0.75	Insf. Data
Cooling and Freezing Equipment Operators and Tenders	<10	<10	Insf. Data	Insf. Data	0.91	0.83	Insf. Data
Etchers and Engravers	<10	<10	Insf. Data	Insf. Data	0.79	0.73	Insf. Data
Molders, Shapers, and Casters, Except Metal and Plastic	14	15	1	7%	0.59	0.58	\$12.42
Paper Goods Machine Setters, Operators, and Tenders	186	155	(31)	(17%)	3.07	3.41	\$14.81
Tire Builders	<10	<10	Insf. Data	Insf. Data	0.03	0.03	Insf. Data
Helpers--Production Workers	150	166	16	11%	0.62	0.59	\$11.52
Production Workers, All Other	60	67	7	12%	0.44	0.41	\$11.28
Aircraft Cargo Handling Supervisors	<10	<10	Insf. Data	Insf. Data	1.56	1.30	Insf. Data

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	58	66	8	14%	0.58	0.54	\$19.37
First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	70	78	8	11%	0.59	0.58	\$25.45
Airline Pilots, Copilots, and Flight Engineers	14	19	5	36%	0.39	0.29	\$60.51
Commercial Pilots	46	51	5	11%	1.90	1.85	\$37.45
Air Traffic Controllers	25	27	2	8%	1.73	1.70	\$62.54
Airfield Operations Specialists	<10	<10	Insf. Data	Insf. Data	1.16	0.94	Insf. Data
Flight Attendants	20	28	8	40%	0.45	0.33	\$24.61
Ambulance Drivers and Attendants, Except Emergency Medical Technicians	<10	<10	Insf. Data	Insf. Data	0.13	0.12	Insf. Data
Bus Drivers, Transit and Intercity	19	22	3	16%	0.21	0.20	\$16.97
Bus Drivers, School or Special Client	207	216	9	4%	0.68	0.70	\$13.63
Driver/Sales Workers	209	236	27	13%	0.84	0.81	\$9.89
Heavy and Tractor-Trailer Truck Drivers	715	732	17	2%	0.60	0.63	\$14.92
Light Truck or Delivery Services Drivers	423	455	32	8%	0.84	0.82	\$15.20
Taxi Drivers and Chauffeurs	88	107	19	22%	0.55	0.53	\$8.85
Motor Vehicle Operators, All Other	57	59	2	4%	1.40	1.48	\$13.13
Locomotive Engineers	<10	<10	Insf. Data	Insf. Data	0.34	0.35	Insf. Data
Locomotive Firers	<10	<10	Insf. Data	Insf. Data	0.35	0.37	Insf. Data
Rail Yard Engineers, Dinkey Operators, and Hostlers	<10	<10	Insf. Data	Insf. Data	0.30	0.29	Insf. Data
Railroad Brake, Signal, and Switch Operators	<10	<10	Insf. Data	Insf. Data	0.34	0.35	Insf. Data
Railroad Conductors and Yardmasters	11	11	0	0%	0.39	0.40	\$22.48
Subway and Streetcar Operators	<10	<10	Insf. Data	Insf. Data	1.02	1.00	Insf. Data
Rail Transportation Workers, All Other	<10	<10	Insf. Data	Insf. Data	0.40	0.42	Insf. Data
Sailors and Marine Oilers	16	19	3	19%	0.98	0.92	\$14.36
Captains, Mates, and Pilots of Water Vessels	35	38	3	9%	1.63	1.71	\$32.44
Motorboat Operators	53	52	(1)	(2%)	15.83	17.28	\$22.78
Ship Engineers	<10	<10	Insf. Data	Insf. Data	1.38	1.22	Insf. Data
Bridge and Lock Tenders	<10	<10	Insf. Data	Insf. Data	1.48	1.52	Insf. Data
Parking Lot Attendants	54	63	9	17%	0.66	0.62	\$9.67

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Automotive and Watercraft Service Attendants	46	52	6	13%	0.73	0.71	\$10.64
Traffic Technicians	<10	<10	Insf. Data	Insf. Data	1.06	1.06	Insf. Data
Transportation Inspectors	<10	<10	Insf. Data	Insf. Data	0.59	0.53	Insf. Data
Transportation Attendants, Except Flight Attendants	<10	<10	Insf. Data	Insf. Data	0.64	0.50	Insf. Data
Transportation Workers, All Other	62	75	13	21%	2.78	2.43	\$10.78
Conveyor Operators and Tenders	<10	<10	Insf. Data	Insf. Data	0.40	0.40	Insf. Data
Crane and Tower Operators	43	48	5	12%	1.54	1.56	\$22.06
Dredge Operators	<10	0	Insf. Data	Insf. Data	0.06	0.45	Insf. Data
Excavating and Loading Machine and Dragline Operators	57	49	(8)	(14%)	1.46	1.78	\$16.30
Loading Machine Operators, Underground Mining	0	0	0	0%	0.00	0.00	\$0.00
Hoist and Winch Operators	<10	<10	Insf. Data	Insf. Data	1.16	0.99	Insf. Data
Industrial Truck and Tractor Operators	76	85	9	12%	0.26	0.24	\$11.80
Cleaners of Vehicles and Equipment	196	225	29	15%	0.97	0.91	\$10.79
Laborers and Freight, Stock, and Material Movers, Hand	990	1,107	117	12%	0.67	0.65	\$11.43
Machine Feeders and Offbearers	16	18	2	13%	0.27	0.25	\$16.67
Packers and Packagers, Hand	233	246	13	6%	0.53	0.54	\$8.88
Gas Compressor and Gas Pumping Station Operators	<10	<10	Insf. Data	Insf. Data	0.21	0.22	Insf. Data
Pump Operators, Except Wellhead Pumpers	<10	<10	Insf. Data	Insf. Data	0.38	0.40	Insf. Data
Wellhead Pumpers	0	0	0	0%	0.00	0.01	\$0.00
Refuse and Recyclable Material Collectors	86	97	11	13%	1.14	1.09	\$11.94
Mine Shuttle Car Operators	0	0	0	0%	0.00	0.00	\$0.00
Tank Car, Truck, and Ship Loaders	<10	<10	Insf. Data	Insf. Data	0.46	0.35	Insf. Data
Material Moving Workers, All Other	12	14	2	17%	0.86	0.81	\$12.69
Military occupations	4,056	4,067	11	0%	3.29	3.30	\$16.05
Unclassified Occupation	0	0	0	0%	0.00	0.00	\$0.00

Source: EMSI 2015.4 – QCEW Employees, Non-QCEW Employees, and Self-Employed

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
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Occupation Data

EMSI occupation employment data are based on final EMSI industry data and final EMSI staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and Non-QCEW Employees classes of worker) and the American Community Survey (Self-Employed and Extended Proprietors). Occupational wage estimates also affected by county-level EMSI earnings by industry.

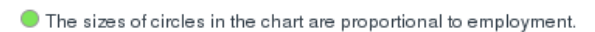
State Data Sources

This report uses state data from the following agencies: Florida Department of Economic Opportunity

Click on a bubble or click and drag a box around an area to zoom.

1998-2013

● Lost Jobs



Demographic Profile
CareerSource Okaloosa Walton

2015 Full-time Resident Population by County

Okaloosa	Walton	Total
196,757	68,342	265,099

Educational Attainment of Adult Population ages 25 and up

Education level	2015	2022	2015 % of Population	2015 % of State Population	2015 % of National Population
Less than 9th Grade	7,126	8,350	4%	6%	7%
9th Grade to 12th Grade	13,695	16,047	8%	8%	8%
High School Diploma	49,355	52,309	27%	30%	28%
Some College	44,936	47,960	25%	21%	21%
Associate's Degree	16,992	18,205	9%	9%	8%
Bachelor's Degree	30,340	32,439	17%	17%	18%
Graduate Degree or Higher	18,950	21,120	10%	9%	11%
Total	181,395	196,430	100%	100%	100%

Cohort Totals

Area	2015	2022	Change	% Change
CareerSource Okaloosa Walton	262,102	283,359	21,257	8%
State	20,122,020	21,316,356	1,194,336	6%
Nation	321,252,743	332,585,447	11,332,704	4%

Population by Age Cohort

Age Cohort	2015 Population	2022 Population	Change	% Change	2015 % of Cohort
Under 5 years	16,823	18,320	1,497	9%	6.42%
5 to 9 years	16,156	17,307	1,151	7%	6.16%
10 to 14 years	14,918	16,849	1,931	13%	5.69%
15 to 19 years	14,740	16,153	1,413	10%	5.62%
20 to 24 years	18,070	18,301	231	1%	6.89%
25 to 29 years	20,785	18,674	(2,111)	(10%)	7.93%
30 to 34 years	19,021	20,886	1,865	10%	7.26%
35 to 39 years	15,587	19,861	4,274	27%	5.95%
40 to 44 years	14,925	17,211	2,286	15%	5.69%
45 to 49 years	15,384	15,592	208	1%	5.87%
50 to 54 years	18,862	15,355	(3,507)	(19%)	7.20%
55 to 59 years	18,692	17,785	(907)	(5%)	7.13%
60 to 64 years	15,771	19,610	3,839	24%	6.02%
65 to 69 years	14,140	16,560	2,420	17%	5.40%
70 to 74 years	10,570	13,427	2,857	27%	4.03%
75 to 79 years	7,843	9,886	2,043	26%	2.99%
80 to 84 years	5,443	6,222	779	14%	2.08%
85 years and over	4,371	5,361	990	23%	1.67%
Total	262,102	283,359	21,257	8%	100.00%

Source: QCEW Employees, Non-QCEW Employees & Self-Employed - EMSI 2015.4 Class of Worker

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
336419	Other Guided Missile and Space Vehicle Parts and Auxiliary Equipment Manufacturing	628	829	201	32%	112.37
524128	Other Direct Insurance (except Life, Health, and Medical) Carriers	10	24	14	140%	60.50
525120	Health and Welfare Funds	449	548	99	22%	54.44
811213	Communication Equipment Repair and Maintenance	301	453	152	50%	42.08
532292	Recreational Goods Rental	13	19	6	46%	32.51
212392	Phosphate Rock Mining	303	90	(213)	(70%)	15.00
336415	Guided Missile and Space Vehicle Propulsion Unit and Propulsion Unit Parts Manufacturing	11	14	3	27%	13.89
114119	Other Marine Fishing	87	130	43	49%	13.46
334412	Bare Printed Circuit Board Manufacturing	47	88	41	87%	12.81
451212	News Dealers and Newsstands	17,481	17,532	51	0%	10.47
901200	Federal Government, Military	789	975	186	24%	10.22
813990	Other Similar Organizations (except Business, Professional, Labor, and Political Organizations)	633	867	234	37%	9.70
336413	Other Aircraft Parts and Auxiliary Equipment Manufacturing	365	579	214	59%	8.83
561510	Travel Agencies	209	318	109	52%	7.59
221310	Water Supply and Irrigation Systems	143	158	15	10%	7.06
441222	Boat Dealers	108	95	(13)	(12%)	5.99
487210	Scenic and Sightseeing Transportation, Water	71	81	10	14%	5.88
445220	Fish and Seafood Markets	57	91	34	60%	5.74
448320	Luggage and Leather Goods Stores	175	198	23	13%	5.72
713930	Marinas	183	136	(47)	(26%)	5.50
335999	All Other Miscellaneous Electrical Equipment and Component Manufacturing	115	126	11	10%	5.27
326140	Polystyrene Foam Product Manufacturing	302	449	147	49%	4.97
622210	Psychiatric and Substance Abuse Hospitals	65	82	17	26%	4.73
811113	Automotive Transmission Repair	31	35	4	13%	4.70
442291	Window Treatment Stores	77	100	23	30%	4.67
445292	Confectionery and Nut Stores	73	67	(6)	(8%)	4.57
311340	Nonchocolate Confectionery Manufacturing	874	591	(283)	(32%)	4.51
561210	Facilities Support Services	7,870	7,897	27	0%	4.36
901199	Federal Government, Civilian, Excluding Postal Service	63	89	26	41%	4.34
713120	Amusement Arcades	84	80	(4)	(5%)	4.31

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
336612	Boat Building	1,149	1,316	167	15%	3.99
531210	Offices of Real Estate Agents and Brokers	40	48	8	20%	3.72
721199	All Other Traveler Accommodation	2,459	3,187	728	30%	3.48
541330	Engineering Services	540	625	85	16%	3.47
448210	Shoe Stores	930	1,148	218	23%	3.35
448140	Family Clothing Stores	414	606	192	46%	3.09
238350	Finish Carpentry Contractors	51	67	16	31%	3.07
811412	Appliance Repair and Maintenance	104	128	24	23%	2.91
451211	Book Stores	<10	13	Insf. Data	Insf. Data	2.76
512230	Music Publishers	291	366	75	26%	2.74
445310	Beer, Wine, and Liquor Stores	189	223	34	18%	2.71
541410	Interior Design Services	64	90	26	41%	2.70
722330	Mobile Food Services	141	202	61	43%	2.67
448130	Children's and Infants' Clothing Stores	48	66	18	38%	2.57
311119	Other Animal Food Manufacturing	52	88	36	69%	2.53
441210	Recreational Vehicle Dealers	222	265	43	19%	2.49
561710	Exterminating and Pest Control Services	10,462	11,618	1,156	11%	2.48
722511	Full-Service Restaurants	24	24	0	0%	2.46
333243	Sawmill, Woodworking, and Paper Machinery Manufacturing	30	32	2	7%	2.42
721310	Rooming and Boarding Houses	317	466	149	47%	2.39
238160	Roofing Contractors	69	84	15	22%	2.35
712130	Zoos and Botanical Gardens	195	274	79	41%	2.34
561790	Other Services to Buildings and Dwellings	100	169	69	69%	2.34
238150	Glass and Glazing Contractors	42	43	1	2%	2.32
321214	Truss Manufacturing	235	279	44	19%	2.32
453998	All Other Miscellaneous Store Retailers (except Tobacco Stores)	55	30	(25)	(45%)	2.29
114111	Finfish Fishing	<10	13	Insf. Data	Insf. Data	2.28
337125	Household Furniture (except Wood and Metal) Manufacturing	2,868	3,040	172	6%	2.26
721110	Hotels (except Casino Hotels) and Motels	82	86	4	5%	2.24
541370	Surveying and Mapping (except Geophysical) Services	81	97	16	20%	2.23
561740	Carpet and Upholstery Cleaning Services	2,662	3,169	507	19%	2.11
813110	Religious Organizations	266	331	65	24%	2.04

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
442299	All Other Home Furnishings Stores	<10	15	Insf. Data	Insf. Data	2.02
316998	All Other Leather Good and Allied Product Manufacturing	53	105	52	98%	2.01
334418	Printed Circuit Assembly (Electronic Assembly) Manufacturing	<10	<10	Insf. Data	Insf. Data	2.00
113110	Timber Tract Operations	442	566	124	28%	1.98
448120	Women's Clothing Stores	164	196	32	20%	1.97
532111	Passenger Car Rental	94	123	29	31%	1.97
811191	Automotive Oil Change and Lubrication Shops	364	411	47	13%	1.97
623220	Residential Mental Health and Substance Abuse Facilities	23	36	13	57%	1.96
327331	Concrete Block and Brick Manufacturing	102	101	(1)	(1%)	1.93
442210	Floor Covering Stores	36	32	(4)	(11%)	1.88
453920	Art Dealers	56	56	0	0%	1.87
531320	Offices of Real Estate Appraisers	39	34	(5)	(13%)	1.86
561622	Locksmiths	378	440	62	16%	1.86
522130	Credit Unions	116	154	38	33%	1.86
484210	Used Household and Office Goods Moving	74	112	38	51%	1.77
624221	Temporary Shelters	93	129	36	39%	1.77
562910	Remediation Services	424	529	105	25%	1.74
624310	Vocational Rehabilitation Services	69	133	64	93%	1.73
611699	All Other Miscellaneous Schools and Instruction	305	335	30	10%	1.71
221122	Electric Power Distribution	188	198	10	5%	1.71
531390	Other Activities Related to Real Estate	193	203	10	5%	1.71
511110	Newspaper Publishers	42	61	19	45%	1.68
485999	All Other Transit and Ground Passenger Transportation	510	673	163	32%	1.67
623312	Assisted Living Facilities for the Elderly	870	1,082	212	24%	1.67
444110	Home Centers	13	11	(2)	(15%)	1.65
811112	Automotive Exhaust System Repair	222	290	68	31%	1.60
237130	Power and Communication Line and Related Structures Construction	73	92	19	26%	1.60
492210	Local Messengers and Local Delivery	115	144	29	25%	1.59
339113	Surgical Appliance and Supplies Manufacturing	189	257	68	36%	1.58
451120	Hobby, Toy, and Game Stores	42	69	27	64%	1.58
611430	Professional and Management Development Training	161	178	17	11%	1.56
448310	Jewelry Stores	194	232	38	20%	1.56

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
562111	Solid Waste Collection	252	294	42	17%	1.56
442110	Furniture Stores	189	201	12	6%	1.54
444130	Hardware Stores	130	195	65	50%	1.54
621492	Kidney Dialysis Centers	524	629	105	20%	1.52
541712	Research and Development in the Physical, Engineering, and Life Sciences (except Biotechnology)	656	495	(161)	(25%)	1.52
236115	New Single-Family Housing Construction (except For-Sale Builders)	31	54	23	74%	1.51
236116	New Multifamily Housing Construction (except For-Sale Builders)	12	21	9	75%	1.48
541922	Commercial Photography	1,259	1,469	210	17%	1.48
561730	Landscaping Services	96	115	19	20%	1.47
531130	Lessors of Miniwarehouses and Self-Storage Units	189	241	52	28%	1.47
713110	Amusement and Theme Parks	165	211	46	28%	1.46
621310	Offices of Chiropractors	103	211	108	105%	1.46
238290	Other Building Equipment Contractors	52	57	5	10%	1.45
445230	Fruit and Vegetable Markets	242	260	18	7%	1.44
713990	All Other Amusement and Recreation Industries	2,130	2,055	(75)	(4%)	1.43
452910	Warehouse Clubs and Supercenters	42	19	(23)	(55%)	1.43
511140	Directory and Mailing List Publishers	62	73	11	18%	1.42
327390	Other Concrete Product Manufacturing	603	984	381	63%	1.42
452112	Discount Department Stores	30	42	12	40%	1.41
721214	Recreational and Vacation Camps (except Campgrounds)	33	32	(1)	(3%)	1.41
562991	Septic Tank and Related Services	36	38	2	6%	1.41
451140	Musical Instrument and Supplies Stores	1,080	1,412	332	31%	1.40
238220	Plumbing, Heating, and Air-Conditioning Contractors	403	537	134	33%	1.38
452990	All Other General Merchandise Stores	174	151	(23)	(13%)	1.38
722514	Cafeterias, Grill Buffets, and Buffets	81	120	39	48%	1.37
424820	Wine and Distilled Alcoholic Beverage Merchant Wholesalers	174	242	68	39%	1.37
812199	Other Personal Care Services	188	206	18	10%	1.36
445120	Convenience Stores	28	38	10	36%	1.35
327991	Cut Stone and Stone Product Manufacturing	88	122	34	39%	1.35
541618	Other Management Consulting Services	69	70	1	1%	1.35
541191	Title Abstract and Settlement Offices	93	133	40	43%	1.35
541620	Environmental Consulting Services	49	50	1	2%	1.33

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
451130	Sewing, Needlework, and Piece Goods Stores	101	101	0	0%	1.33
811490	Other Personal and Household Goods Repair and Maintenance	4,668	4,939	271	6%	1.32
722513	Limited-Service Restaurants	83	82	(1)	(1%)	1.32
515112	Radio Stations	<10	16	Insf. Data	Insf. Data	1.32
491110	Postal Service	151	194	43	28%	1.32
237110	Water and Sewer Line and Related Structures Construction	31	41	10	32%	1.32
561611	Investigation Services	13	16	3	23%	1.31
488999	All Other Support Activities for Transportation	449	745	296	66%	1.30
236118	Residential Remodelers	98	132	34	35%	1.30
488190	Other Support Activities for Air Transportation	459	620	161	35%	1.29
722310	Food Service Contractors	304	351	47	15%	1.29
238320	Painting and Wall Covering Contractors	15	27	12	80%	1.27
339115	Ophthalmic Goods Manufacturing	48	70	22	46%	1.27
453991	Tobacco Stores	21	12	(9)	(43%)	1.27
114112	Shellfish Fishing	298	145	(153)	(51%)	1.26
448190	Other Clothing Stores	26	36	10	38%	1.26
321918	Other Millwork (including Flooring)	60	31	(29)	(48%)	1.25
721211	RV (Recreational Vehicle) Parks and Campgrounds	130	175	45	35%	1.24
446120	Cosmetics, Beauty Supplies, and Perfume Stores	71	84	13	18%	1.24
445299	All Other Specialty Food Stores	79	133	54	68%	1.23
424810	Beer and Ale Merchant Wholesalers	50	56	6	12%	1.23
711219	Other Spectator Sports	13	16	3	23%	1.23
541340	Drafting Services	43	48	5	12%	1.22
541320	Landscape Architectural Services	216	185	(31)	(14%)	1.21
238140	Masonry Contractors	367	400	33	9%	1.21
541940	Veterinary Services	346	469	123	36%	1.21
621340	Offices of Physical, Occupational and Speech Therapists, and Audiologists	60	84	24	40%	1.20
423310	Lumber, Plywood, Millwork, and Wood Panel Merchant Wholesalers	364	402	38	10%	1.20
713910	Golf Courses and Country Clubs	196	236	40	20%	1.19
238110	Poured Concrete Foundation and Structure Contractors	100	81	(19)	(19%)	1.19
238340	Tile and Terrazzo Contractors	70	58	(12)	(17%)	1.19
446191	Food (Health) Supplement Stores	16	<10	Insf. Data	Insf. Data	1.17

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
453930	Manufactured (Mobile) Home Dealers	118	129	11	9%	1.17
512131	Motion Picture Theaters (except Drive-Ins)	247	314	67	27%	1.17
332710	Machine Shops	36	55	19	53%	1.16
561439	Other Business Service Centers (including Copy Shops)	<10	<10	Insf. Data	Insf. Data	1.15
811411	Home and Garden Equipment Repair and Maintenance	39	41	2	5%	1.13
532291	Home Health Equipment Rental	54	39	(15)	(28%)	1.13
448110	Men's Clothing Stores	43	67	24	56%	1.12
812331	Linen Supply	73	80	7	10%	1.12
488119	Other Airport Operations	34	44	10	29%	1.11
488490	Other Support Activities for Road Transportation	204	189	(15)	(7%)	1.11
444190	Other Building Material Dealers	98	53	(45)	(46%)	1.11
238130	Framing Contractors	754	725	(29)	(4%)	1.10
447110	Gasoline Stations with Convenience Stores	329	357	28	9%	1.08
441310	Automotive Parts and Accessories Stores	92	127	35	38%	1.08
561621	Security Systems Services (except Locksmiths)	18	19	1	6%	1.07
561492	Court Reporting and Stenotype Services	85	51	(34)	(40%)	1.05
453110	Florists	119	140	21	18%	1.05
812990	All Other Personal Services	161	209	48	30%	1.04
424490	Other Grocery and Related Products Merchant Wholesalers	77	100	23	30%	1.03
812210	Funeral Homes and Funeral Services	312	292	(20)	(6%)	1.03
451110	Sporting Goods Stores	26	31	5	19%	1.02
811122	Automotive Glass Replacement Shops	144	176	32	22%	1.02
722320	Caterers	68	135	67	99%	1.02
522320	Financial Transactions Processing, Reserve, and Clearinghouse Activities	145	154	9	6%	1.02
522292	Real Estate Credit	75	70	(5)	(7%)	1.01
441228	Motorcycle, ATV, and All Other Motor Vehicle Dealers	61	66	5	8%	1.01
446130	Optical Goods Stores	<10	<10	Insf. Data	Insf. Data	1.01
221117	Biomass Electric Power Generation	58	72	14	24%	1.00
621512	Diagnostic Imaging Centers	236	248	12	5%	1.00
811121	Automotive Body, Paint, and Interior Repair and Maintenance	87	109	22	25%	1.00
237990	Other Heavy and Civil Engineering Construction	2,053	2,180	127	6%	1.00
445110	Supermarkets and Other Grocery (except Convenience) Stores	23	49	26	113%	1.00

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
561920	Convention and Trade Show Organizers	18	26	8	44%	0.99
523999	Miscellaneous Financial Investment Activities	465	548	83	18%	0.99
713940	Fitness and Recreational Sports Centers	357	328	(29)	(8%)	0.99
722410	Drinking Places (Alcoholic Beverages)	858	897	39	5%	0.98
441110	New Car Dealers	378	394	16	4%	0.97
811111	General Automotive Repair	<10	13	Insf. Data	Insf. Data	0.97
333923	Overhead Traveling Crane, Hoist, and Monorail System Manufacturing	20	32	12	60%	0.97
488210	Support Activities for Rail Transportation	27	26	(1)	(4%)	0.97
444210	Outdoor Power Equipment Stores	64	77	13	20%	0.96
238120	Structural Steel and Precast Concrete Contractors	713	972	259	36%	0.96
541512	Computer Systems Design Services	153	124	(29)	(19%)	0.96
453220	Gift, Novelty, and Souvenir Stores	23	0	(23)	(100%)	0.95
532230	Video Tape and Disc Rental	49	61	12	24%	0.94
813312	Environment, Conservation and Wildlife Organizations	12	27	15	125%	0.94
423330	Roofing, Siding, and Insulation Material Merchant Wholesalers	5,322	5,793	471	9%	0.94
903611	Elementary and Secondary Schools (Local Government)	1,916	2,237	321	17%	0.93
621111	Offices of Physicians (except Mental Health Specialists)	220	87	(133)	(60%)	0.92
334511	Search, Detection, Navigation, Guidance, Aeronautical, and Nautical System and Instrument Manufacturing	18	29	11	61%	0.92
523910	Miscellaneous Intermediation	574	635	61	11%	0.91
812112	Beauty Salons	<10	<10	Insf. Data	Insf. Data	0.91
483212	Inland Water Passenger Transportation	995	1,119	124	12%	0.90
561720	Janitorial Services	15	21	6	40%	0.90
532210	Consumer Electronics and Appliances Rental	93	95	2	2%	0.90
238330	Flooring Contractors	766	761	(5)	(1%)	0.88
238210	Electrical Contractors and Other Wiring Installation Contractors	125	126	1	1%	0.88
531312	Nonresidential Property Managers	<10	<10	Insf. Data	Insf. Data	0.87
114210	Hunting and Trapping	20	20	0	0%	0.87
445291	Baked Goods Stores	95	88	(7)	(7%)	0.87
454390	Other Direct Selling Establishments	3,713	4,116	403	11%	0.86
903999	Local Government, Excluding Education and Hospitals	754	353	(401)	(53%)	0.85
531311	Residential Property Managers	44	59	15	34%	0.85
339950	Sign Manufacturing	14	26	12	86%	0.85

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
333511	Industrial Mold Manufacturing	147	170	23	16%	0.85
453310	Used Merchandise Stores	<10	<10	Insf. Data	Insf. Data	0.84
525910	Open-End Investment Funds	70	65	(5)	(7%)	0.84
447190	Other Gasoline Stations	<10	<10	Insf. Data	Insf. Data	0.83
487990	Scenic and Sightseeing Transportation, Other	37	62	25	68%	0.83
522298	All Other Nondepository Credit Intermediation	16	25	9	56%	0.83
811198	All Other Automotive Repair and Maintenance	997	1,260	263	26%	0.83
623110	Nursing Care Facilities (Skilled Nursing Facilities)	95	134	39	41%	0.83
621498	All Other Outpatient Care Centers	949	924	(25)	(3%)	0.82
522110	Commercial Banking	188	180	(8)	(4%)	0.82
621420	Outpatient Mental Health and Substance Abuse Centers	<10	<10	Insf. Data	Insf. Data	0.82
339940	Office Supplies (except Paper) Manufacturing	62	63	1	2%	0.82
327320	Ready-Mix Concrete Manufacturing	308	303	(5)	(2%)	0.81
443142	Electronics Stores	616	711	95	15%	0.80
524210	Insurance Agencies and Brokerages	82	91	9	11%	0.80
453910	Pet and Pet Supplies Stores	411	444	33	8%	0.79
722515	Snack and Nonalcoholic Beverage Bars	<10	<10	Insf. Data	Insf. Data	0.79
813940	Political Organizations	194	199	5	3%	0.78
711510	Independent Artists, Writers, and Performers	130	83	(47)	(36%)	0.78
423690	Other Electronic Parts and Equipment Merchant Wholesalers	278	298	20	7%	0.78
531110	Lessors of Residential Buildings and Dwellings	<10	<10	Insf. Data	Insf. Data	0.77
313220	Narrow Fabric Mills and Schiffli Machine Embroidery	14	17	3	21%	0.76
541840	Media Representatives	1,368	1,457	89	7%	0.76
902999	State Government, Excluding Education and Hospitals	26	38	12	46%	0.76
339999	All Other Miscellaneous Manufacturing	373	328	(45)	(12%)	0.75
238990	All Other Specialty Trade Contractors	<10	<10	Insf. Data	Insf. Data	0.75
532420	Office Machinery and Equipment Rental and Leasing	39	42	3	8%	0.74
551112	Offices of Other Holding Companies	526	554	28	5%	0.73
814110	Private Households	26	35	9	35%	0.73
541921	Photography Studios, Portrait	27	47	20	74%	0.72
423420	Office Equipment Merchant Wholesalers	<10	14	Insf. Data	Insf. Data	0.71
512191	Teleproduction and Other Postproduction Services	43	45	2	5%	0.70

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
532299	All Other Consumer Goods Rental	94	91	(3)	(3%)	0.70
621320	Offices of Optometrists	323	297	(26)	(8%)	0.69
901149	US Postal Service	407	443	36	9%	0.69
446110	Pharmacies and Drug Stores	68	72	4	6%	0.69
813910	Business Associations	90	89	(1)	(1%)	0.69
541213	Tax Preparation Services	133	115	(18)	(14%)	0.69
441320	Tire Dealers	19	16	(3)	(16%)	0.68
812191	Diet and Weight Reducing Centers	300	313	13	4%	0.68
492110	Couriers and Express Delivery Services	61	67	6	10%	0.68
424690	Other Chemical and Allied Products Merchant Wholesalers	40	29	(11)	(28%)	0.68
423850	Service Establishment Equipment and Supplies Merchant Wholesalers	753	732	(21)	(3%)	0.67
624410	Child Day Care Services	42	61	19	45%	0.67
561499	All Other Business Support Services	70	71	1	1%	0.67
444220	Nursery, Garden Center, and Farm Supply Stores	47	66	19	40%	0.66
238390	Other Building Finishing Contractors	36	38	2	6%	0.66
113310	Logging	16	11	(5)	(31%)	0.66
562998	All Other Miscellaneous Waste Management Services	<10	<10	Insf. Data	Insf. Data	0.66
562119	Other Waste Collection	111	116	5	5%	0.66
531120	Lessors of Nonresidential Buildings (except Miniwarehouses)	577	590	13	2%	0.66
621210	Offices of Dentists	212	317	105	50%	0.65
561422	Telemarketing Bureaus and Other Contact Centers	29	<10	Insf. Data	Insf. Data	0.65
611512	Flight Training	86	108	22	26%	0.65
611620	Sports and Recreation Instruction	105	72	(33)	(31%)	0.65
812320	Drycleaning and Laundry Services (except Coin-Operated)	20	24	4	20%	0.64
812310	Coin-Operated Laundries and Drycleaners	<10	<10	Insf. Data	Insf. Data	0.64
483112	Deep Sea Passenger Transportation	72	86	14	19%	0.63
812113	Nail Salons	18	31	13	72%	0.63
423440	Other Commercial Equipment Merchant Wholesalers	258	265	7	3%	0.63
541211	Offices of Certified Public Accountants	22	46	24	109%	0.63
423810	Construction and Mining (except Oil Well) Machinery and Equipment Merchant Wholesalers	<10	<10	Insf. Data	Insf. Data	0.63
312140	Distilleries	<10	<10	Insf. Data	Insf. Data	0.61
424950	Paint, Varnish, and Supplies Merchant Wholesalers	51	54	3	6%	0.60

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
813319	Other Social Advocacy Organizations	35	37	2	6%	0.60
524291	Claims Adjusting	2,379	2,430	51	2%	0.59
622110	General Medical and Surgical Hospitals	<10	<10	Insf. Data	Insf. Data	0.59
522293	International Trade Financing	<10	<10	Insf. Data	Insf. Data	0.59
333241	Food Product Machinery Manufacturing	47	52	5	11%	0.59
485320	Limousine Service	237	286	49	21%	0.58
561110	Office Administrative Services	101	136	35	35%	0.58
541990	All Other Professional, Scientific, and Technical Services	44	47	3	7%	0.58
423720	Plumbing and Heating Equipment and Supplies (Hydronics) Merchant Wholesalers	68	54	(14)	(21%)	0.57
453210	Office Supplies and Stationery Stores	256	228	(28)	(11%)	0.57
238910	Site Preparation Contractors	15	12	(3)	(20%)	0.56
314910	Textile Bag and Canvas Mills	<10	<10	Insf. Data	Insf. Data	0.56
339992	Musical Instrument Manufacturing	12	<10	Insf. Data	Insf. Data	0.56
337122	Nonupholstered Wood Household Furniture Manufacturing	13	20	7	54%	0.56
332323	Ornamental and Architectural Metal Work Manufacturing	92	99	7	8%	0.55
441120	Used Car Dealers	43	51	8	19%	0.55
423820	Farm and Garden Machinery and Equipment Merchant Wholesalers	47	65	18	38%	0.55
541430	Graphic Design Services	76	75	(1)	(1%)	0.55
423610	Electrical Apparatus and Equipment, Wiring Supplies, and Related Equipment Merchant Wholesalers	740	494	(246)	(33%)	0.55
541511	Custom Computer Programming Services	26	18	(8)	(31%)	0.54
444120	Paint and Wallpaper Stores	24	31	7	29%	0.54
446199	All Other Health and Personal Care Stores	177	157	(20)	(11%)	0.54
237310	Highway, Street, and Bridge Construction	309	331	22	7%	0.54
903612	Colleges, Universities, and Professional Schools (Local Government)	108	134	26	24%	0.54
523120	Securities Brokerage	46	53	7	15%	0.53
621330	Offices of Mental Health Practitioners (except Physicians)	158	170	12	8%	0.53
541219	Other Accounting Services	528	802	274	52%	0.53
621610	Home Health Care Services	24	18	(6)	(25%)	0.53
532310	General Rental Centers	<10	<10	Insf. Data	Insf. Data	0.53
314120	Curtain and Linen Mills	12	16	4	33%	0.53
541199	All Other Legal Services	11	11	0	0%	0.53

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
311111	Dog and Cat Food Manufacturing	586	563	(23)	(4%)	0.52
541110	Offices of Lawyers	57	21	(36)	(63%)	0.52
524127	Direct Title Insurance Carriers	96	86	(10)	(10%)	0.51
811192	Car Washes	28	33	5	18%	0.51
485310	Taxi Service	61	79	18	30%	0.51
621399	Offices of All Other Miscellaneous Health Practitioners	13	22	9	69%	0.51
423940	Jewelry, Watch, Precious Stone, and Precious Metal Merchant Wholesalers	15	15	0	0%	0.51
424920	Book, Periodical, and Newspaper Merchant Wholesalers	<10	24	Insf. Data	Insf. Data	0.50
336414	Guided Missile and Space Vehicle Manufacturing	21	21	0	0%	0.50
339116	Dental Laboratories	40	53	13	33%	0.49
311812	Commercial Bakeries	11	<10	Insf. Data	Insf. Data	0.49
811420	Reupholstery and Furniture Repair	24	28	4	17%	0.49
532490	Other Commercial and Industrial Machinery and Equipment Rental and Leasing	<10	<10	Insf. Data	Insf. Data	0.48
333992	Welding and Soldering Equipment Manufacturing	<10	17	Insf. Data	Insf. Data	0.47
517919	All Other Telecommunications	113	16	(97)	(86%)	0.47
237210	Land Subdivision	301	304	3	1%	0.47
541611	Administrative Management and General Management Consulting Services	23	32	9	39%	0.47
561410	Document Preparation Services	25	23	(2)	(8%)	0.46
531190	Lessors of Other Real Estate Property	63	94	31	49%	0.46
624110	Child and Youth Services	22	12	(10)	(45%)	0.46
541350	Building Inspection Services	36	24	(12)	(33%)	0.45
713950	Bowling Centers	<10	<10	Insf. Data	Insf. Data	0.45
488390	Other Support Activities for Water Transportation	32	44	12	38%	0.45
332322	Sheet Metal Work Manufacturing	<10	13	Insf. Data	Insf. Data	0.44
115112	Soil Preparation, Planting, and Cultivating	385	430	45	12%	0.44
611110	Elementary and Secondary Schools	10	<10	Insf. Data	Insf. Data	0.43
519120	Libraries and Archives	55	104	49	89%	0.43
622310	Specialty (except Psychiatric and Substance Abuse) Hospitals	28	38	10	36%	0.42
511120	Periodical Publishers	<10	<10	Insf. Data	Insf. Data	0.42
511199	All Other Publishers	<10	12	Insf. Data	Insf. Data	0.42
314999	All Other Miscellaneous Textile Product Mills	25	29	4	16%	0.42
621999	All Other Miscellaneous Ambulatory Health Care Services	53	31	(22)	(42%)	0.41

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
448150	Clothing Accessories Stores	<10	<10	Insf. Data	Insf. Data	0.40
611692	Automobile Driving Schools	19	26	7	37%	0.40
561599	All Other Travel Arrangement and Reservation Services	<10	<10	Insf. Data	Insf. Data	0.39
481212	Nonscheduled Chartered Freight Air Transportation	15	36	21	140%	0.39
336611	Ship Building and Repairing	<10	10	Insf. Data	Insf. Data	0.39
561613	Armored Car Services	<10	<10	Insf. Data	Insf. Data	0.39
485510	Charter Bus Industry	45	48	3	7%	0.39
523110	Investment Banking and Securities Dealing	43	48	5	12%	0.39
611610	Fine Arts Schools	26	20	(6)	(23%)	0.38
424450	Confectionery Merchant Wholesalers	15	25	10	67%	0.38
711110	Theater Companies and Dinner Theaters	<10	10	Insf. Data	Insf. Data	0.38
561431	Private Mail Centers	87	112	25	29%	0.37
541690	Other Scientific and Technical Consulting Services	<10	21	Insf. Data	Insf. Data	0.37
511130	Book Publishers	135	164	29	21%	0.36
624190	Other Individual and Family Services	<10	<10	Insf. Data	Insf. Data	0.36
212321	Construction Sand and Gravel Mining	14	12	(2)	(14%)	0.36
541860	Direct Mail Advertising	94	82	(12)	(13%)	0.36
811310	Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance	<10	<10	Insf. Data	Insf. Data	0.36
488330	Navigational Services to Shipping	16	15	(1)	(6%)	0.36
711130	Musical Groups and Artists	11	17	6	55%	0.36
561312	Executive Search Services	16	21	5	31%	0.36
454310	Fuel Dealers	16	24	8	50%	0.35
621991	Blood and Organ Banks	45	20	(25)	(56%)	0.34
238190	Other Foundation, Structure, and Building Exterior Contractors	92	57	(35)	(38%)	0.34
541310	Architectural Services	45	33	(12)	(27%)	0.34
812910	Pet Care (except Veterinary) Services	<10	<10	Insf. Data	Insf. Data	0.34
423490	Other Professional Equipment and Supplies Merchant Wholesalers	37	30	(7)	(19%)	0.33
337110	Wood Kitchen Cabinet and Countertop Manufacturing	<10	<10	Insf. Data	Insf. Data	0.33
721191	Bed-and-Breakfast Inns	224	155	(69)	(31%)	0.32
517110	Wired Telecommunications Carriers	<10	<10	Insf. Data	Insf. Data	0.32
483111	Deep Sea Freight Transportation	288	120	(168)	(58%)	0.32
452111	Department Stores (except Discount Department Stores)	94	104	10	11%	0.32

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
481111	Scheduled Passenger Air Transportation	<10	<10	Insf. Data	Insf. Data	0.32
561491	Repossession Services	205	123	(82)	(40%)	0.32
623210	Residential Intellectual and Developmental Disability Facilities	20	23	3	15%	0.32
532412	Construction, Mining, and Forestry Machinery and Equipment Rental and Leasing	<10	14	Insf. Data	Insf. Data	0.31
312120	Breweries	22	15	(7)	(32%)	0.31
713290	Other Gambling Industries	39	34	(5)	(13%)	0.31
541890	Other Services Related to Advertising	<10	<10	Insf. Data	Insf. Data	0.31
711190	Other Performing Arts Companies	<10	<10	Insf. Data	Insf. Data	0.30
423520	Coal and Other Mineral and Ore Merchant Wholesalers	45	43	(2)	(4%)	0.30
517210	Wireless Telecommunications Carriers (except Satellite)	<10	<10	Insf. Data	Insf. Data	0.30
551111	Offices of Bank Holding Companies	<10	<10	Insf. Data	Insf. Data	0.30
611420	Computer Training	<10	<10	Insf. Data	Insf. Data	0.30
711410	Agents and Managers for Artists, Athletes, Entertainers, and Other Public Figures	<10	<10	Insf. Data	Insf. Data	0.29
332994	Small Arms, Ordnance, and Ordnance Accessories Manufacturing	166	68	(98)	(59%)	0.29
238310	Drywall and Insulation Contractors	27	32	5	19%	0.29
454113	Mail-Order Houses	14	14	0	0%	0.29
811212	Computer and Office Machine Repair and Maintenance	<10	<10	Insf. Data	Insf. Data	0.28
811430	Footwear and Leather Goods Repair	<10	<10	Insf. Data	Insf. Data	0.28
812220	Cemeteries and Crematories	144	181	37	26%	0.28
561612	Security Guards and Patrol Services	12	17	5	42%	0.27
541513	Computer Facilities Management Services	30	16	(14)	(47%)	0.27
621112	Offices of Physicians, Mental Health Specialists	23	38	15	65%	0.27
621493	Freestanding Ambulatory Surgical and Emergency Centers	54	13	(41)	(76%)	0.27
236117	New Housing For-Sale Builders	<10	<10	Insf. Data	Insf. Data	0.26
481219	Other Nonscheduled Air Transportation	50	61	11	22%	0.26
561311	Employment Placement Agencies	93	66	(27)	(29%)	0.26
518210	Data Processing, Hosting, and Related Services	<10	<10	Insf. Data	Insf. Data	0.25
541870	Advertising Material Distribution Services	18	23	5	28%	0.25
424480	Fresh Fruit and Vegetable Merchant Wholesalers	24	37	13	54%	0.25
423120	Motor Vehicle Supplies and New Parts Merchant Wholesalers	<10	<10	Insf. Data	Insf. Data	0.25
115210	Support Activities for Animal Production	36	38	2	6%	0.25

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
236210	Industrial Building Construction	14	14	0	0%	0.25
423730	Warm Air Heating and Air-Conditioning Equipment and Supplies Merchant Wholesalers	<10	<10	Insf. Data	Insf. Data	0.25
424340	Footwear Merchant Wholesalers	20	27	7	35%	0.25
611691	Exam Preparation and Tutoring	83	75	(8)	(10%)	0.25
541613	Marketing Consulting Services	<10	<10	Insf. Data	Insf. Data	0.24
323117	Books Printing	<10	18	Insf. Data	Insf. Data	0.24
336350	Motor Vehicle Transmission and Power Train Parts Manufacturing	23	29	6	26%	0.24
423930	Recyclable Material Merchant Wholesalers	<10	<10	Insf. Data	Insf. Data	0.24
483113	Coastal and Great Lakes Freight Transportation	14	<10	Insf. Data	Insf. Data	0.24
621391	Offices of Podiatrists	<10	<10	Insf. Data	Insf. Data	0.24
712190	Nature Parks and Other Similar Institutions	27	36	9	33%	0.23
611710	Educational Support Services	<10	<10	Insf. Data	Insf. Data	0.23
335121	Residential Electric Lighting Fixture Manufacturing	<10	<10	Insf. Data	Insf. Data	0.22
813219	Other Grantmaking and Giving Services	<10	<10	Insf. Data	Insf. Data	0.22
454112	Electronic Auctions	18	<10	Insf. Data	Insf. Data	0.22
238170	Siding Contractors	<10	10	Insf. Data	Insf. Data	0.21
423220	Home Furnishing Merchant Wholesalers	<10	<10	Insf. Data	Insf. Data	0.21
221330	Steam and Air-Conditioning Supply	<10	<10	Insf. Data	Insf. Data	0.21
562920	Materials Recovery Facilities	<10	<10	Insf. Data	Insf. Data	0.21
481112	Scheduled Freight Air Transportation	11	15	4	36%	0.21
321113	Sawmills	17	17	0	0%	0.21
424990	Other Miscellaneous Nondurable Goods Merchant Wholesalers	13	<10	Insf. Data	Insf. Data	0.21
811219	Other Electronic and Precision Equipment Repair and Maintenance	11	13	2	18%	0.20
541820	Public Relations Agencies	29	53	24	83%	0.20
423830	Industrial Machinery and Equipment Merchant Wholesalers	<10	<10	Insf. Data	Insf. Data	0.19
561591	Convention and Visitors Bureaus	25	<10	Insf. Data	Insf. Data	0.19
443141	Household Appliance Stores	<10	<10	Insf. Data	Insf. Data	0.19
311821	Cookie and Cracker Manufacturing	<10	<10	Insf. Data	Insf. Data	0.19
561520	Tour Operators	50	36	(14)	(28%)	0.19
999999	Unclassified Industry	<10	<10	Insf. Data	Insf. Data	0.19
424460	Fish and Seafood Merchant Wholesalers	13	<10	Insf. Data	Insf. Data	0.19
541850	Outdoor Advertising	<10	12	Insf. Data	Insf. Data	0.18

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
333415	Air-Conditioning and Warm Air Heating Equipment and Commercial and Industrial Refrigeration Equipment Manufacturing	<10	<10	Insf. Data	Insf. Data	0.18
624229	Other Community Housing Services	11	<10	Insf. Data	Insf. Data	0.18
562212	Solid Waste Landfill	244	105	(139)	(57%)	0.18
236220	Commercial and Institutional Building Construction	10	11	1	10%	0.18
532120	Truck, Utility Trailer, and RV (Recreational Vehicle) Rental and Leasing	<10	<10	Insf. Data	Insf. Data	0.18
519190	All Other Information Services	20	12	(8)	(40%)	0.18
812111	Barber Shops	<10	<10	Insf. Data	Insf. Data	0.18
541360	Geophysical Surveying and Mapping Services	15	16	1	7%	0.18
541910	Marketing Research and Public Opinion Polling	473	492	19	4%	0.17
561320	Temporary Help Services	<10	<10	Insf. Data	Insf. Data	0.17
325992	Photographic Film, Paper, Plate, and Chemical Manufacturing	27	31	4	15%	0.16
423450	Medical, Dental, and Hospital Equipment and Supplies Merchant Wholesalers	30	12	(18)	(60%)	0.16
485991	Special Needs Transportation	<10	<10	Insf. Data	Insf. Data	0.16
811211	Consumer Electronics Repair and Maintenance	37	32	(5)	(14%)	0.16
541810	Advertising Agencies	18	29	11	61%	0.16
541214	Payroll Services	<10	<10	Insf. Data	Insf. Data	0.16
331222	Steel Wire Drawing	32	20	(12)	(38%)	0.16
541614	Process, Physical Distribution, and Logistics Consulting Services	43	30	(13)	(30%)	0.16
561990	All Other Support Services	<10	<10	Insf. Data	Insf. Data	0.15
541720	Research and Development in the Social Sciences and Humanities	49	40	(9)	(18%)	0.15
484110	General Freight Trucking, Local	21	18	(3)	(14%)	0.15
812930	Parking Lots and Garages	<10	<10	Insf. Data	Insf. Data	0.15
313310	Textile and Fabric Finishing Mills	<10	<10	Insf. Data	Insf. Data	0.15
423460	Ophthalmic Goods Merchant Wholesalers	<10	<10	Insf. Data	Insf. Data	0.15
321999	All Other Miscellaneous Wood Product Manufacturing	<10	<10	Insf. Data	Insf. Data	0.15
532112	Passenger Car Leasing	37	29	(8)	(22%)	0.15
523930	Investment Advice	19	24	5	26%	0.15
541380	Testing Laboratories	24	26	2	8%	0.15
621910	Ambulance Services	10	<10	Insf. Data	Insf. Data	0.14
454210	Vending Machine Operators	<10	<10	Insf. Data	Insf. Data	0.14

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
424720	Petroleum and Petroleum Products Merchant Wholesalers (except Bulk Stations and Terminals)	361	270	(91)	(25%)	0.14
551114	Corporate, Subsidiary, and Regional Managing Offices	<10	<10	Insf. Data	Insf. Data	0.14
425110	Business to Business Electronic Markets	11	<10	Insf. Data	Insf. Data	0.14
315210	Cut and Sew Apparel Contractors	26	12	(14)	(54%)	0.14
524298	All Other Insurance Related Activities	<10	<10	Insf. Data	Insf. Data	0.14
311520	Ice Cream and Frozen Dessert Manufacturing	31	31	0	0%	0.14
523920	Portfolio Management	124	42	(82)	(66%)	0.14
511210	Software Publishers	34	33	(1)	(3%)	0.13
454111	Electronic Shopping	<10	<10	Insf. Data	Insf. Data	0.13
813211	Grantmaking Foundations	<10	<10	Insf. Data	Insf. Data	0.13
533110	Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	<10	<10	Insf. Data	Insf. Data	0.13
423860	Transportation Equipment and Supplies (except Motor Vehicle) Merchant Wholesalers	<10	<10	Insf. Data	Insf. Data	0.13
339910	Jewelry and Silverware Manufacturing	260	224	(36)	(14%)	0.13
624120	Services for the Elderly and Persons with Disabilities	<10	<10	Insf. Data	Insf. Data	0.13
493190	Other Warehousing and Storage	66	64	(2)	(3%)	0.12
484121	General Freight Trucking, Long-Distance, Truckload	<10	<10	Insf. Data	Insf. Data	0.12
424710	Petroleum Bulk Stations and Terminals	18	<10	Insf. Data	Insf. Data	0.12
221320	Sewage Treatment Facilities	20	21	1	5%	0.11
519130	Internet Publishing and Broadcasting and Web Search Portals	112	100	(12)	(11%)	0.11
425120	Wholesale Trade Agents and Brokers	18	11	(7)	(39%)	0.11
541519	Other Computer Related Services	23	11	(12)	(52%)	0.11
522291	Consumer Lending	<10	<10	Insf. Data	Insf. Data	0.11
611511	Cosmetology and Barber Schools	<10	<10	Insf. Data	Insf. Data	0.11
621410	Family Planning Centers	<10	<10	Insf. Data	Insf. Data	0.10
711120	Dance Companies	55	23	(32)	(58%)	0.10
484220	Specialized Freight (except Used Goods) Trucking, Local	<10	<10	Insf. Data	Insf. Data	0.10
115310	Support Activities for Forestry	65	64	(1)	(2%)	0.10
493110	General Warehousing and Storage	<10	<10	Insf. Data	Insf. Data	0.10
813930	Labor Unions and Similar Labor Organizations	<10	<10	Insf. Data	Insf. Data	0.10
334515	Instrument Manufacturing for Measuring and Testing Electricity and Electrical Signals	<10	<10	Insf. Data	Insf. Data	0.10

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
624210	Community Food Services	<10	<10	Insf. Data	Insf. Data	0.10
325510	Paint and Coating Manufacturing	11	<10	Insf. Data	Insf. Data	0.10
813920	Professional Organizations	<10	<10	Insf. Data	Insf. Data	0.10
311811	Retail Bakeries	<10	<10	Insf. Data	Insf. Data	0.10
515111	Radio Networks	<10	<10	Insf. Data	Insf. Data	0.10
424930	Flower, Nursery Stock, and Florists' Supplies Merchant Wholesalers	<10	<10	Insf. Data	Insf. Data	0.10
711320	Promoters of Performing Arts, Sports, and Similar Events without Facilities	16	<10	Insf. Data	Insf. Data	0.10
813212	Voluntary Health Organizations	<10	<10	Insf. Data	Insf. Data	0.09
812332	Industrial Launderers	<10	<10	Insf. Data	Insf. Data	0.09
424420	Packaged Frozen Food Merchant Wholesalers	16	18	2	13%	0.09
621511	Medical Laboratories	93	32	(61)	(66%)	0.09
813410	Civic and Social Organizations	<10	<10	Insf. Data	Insf. Data	0.09
523140	Commodity Contracts Brokerage	13	14	1	8%	0.09
424210	Drugs and Druggists' Sundries Merchant Wholesalers	16	13	(3)	(19%)	0.09
623990	Other Residential Care Facilities	<10	<10	Insf. Data	Insf. Data	0.09
335110	Electric Lamp Bulb and Part Manufacturing	<10	<10	Insf. Data	Insf. Data	0.08
517911	Telecommunications Resellers	<10	<10	Insf. Data	Insf. Data	0.08
325998	All Other Miscellaneous Chemical Product and Preparation Manufacturing	<10	<10	Insf. Data	Insf. Data	0.08
512240	Sound Recording Studios	<10	<10	Insf. Data	Insf. Data	0.08
532220	Formal Wear and Costume Rental	<10	<10	Insf. Data	Insf. Data	0.08
811118	Other Automotive Mechanical and Electrical Repair and Maintenance	34	19	(15)	(44%)	0.08
323111	Commercial Printing (except Screen and Books)	<10	<10	Insf. Data	Insf. Data	0.08
333611	Turbine and Turbine Generator Set Units Manufacturing	<10	<10	Insf. Data	Insf. Data	0.08
339930	Doll, Toy, and Game Manufacturing	<10	<10	Insf. Data	Insf. Data	0.08
611519	Other Technical and Trade Schools	<10	<10	Insf. Data	Insf. Data	0.08
312230	Tobacco Manufacturing	<10	<10	Insf. Data	Insf. Data	0.07
541930	Translation and Interpretation Services	<10	<10	Insf. Data	Insf. Data	0.07
481211	Nonscheduled Chartered Passenger Air Transportation	<10	<10	Insf. Data	Insf. Data	0.07
115116	Farm Management Services	<10	<10	Insf. Data	Insf. Data	0.07
423910	Sporting and Recreational Goods and Supplies Merchant Wholesalers	16	<10	Insf. Data	Insf. Data	0.07
541612	Human Resources Consulting Services	<10	<10	Insf. Data	Insf. Data	0.07
711310	Promoters of Performing Arts, Sports, and Similar Events with Facilities	<10	<10	Insf. Data	Insf. Data	0.07

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
424910	Farm Supplies Merchant Wholesalers	17	17	0	0%	0.07
512110	Motion Picture and Video Production	<10	<10	Insf. Data	Insf. Data	0.07
523991	Trust, Fiduciary, and Custody Activities	<10	<10	Insf. Data	Insf. Data	0.07
321920	Wood Container and Pallet Manufacturing	<10	<10	Insf. Data	Insf. Data	0.06
541490	Other Specialized Design Services	<10	<10	Insf. Data	Insf. Data	0.06
541420	Industrial Design Services	<10	<10	Insf. Data	Insf. Data	0.06
334419	Other Electronic Component Manufacturing	11	13	2	18%	0.06
326199	All Other Plastics Product Manufacturing	<10	<10	Insf. Data	Insf. Data	0.06
327215	Glass Product Manufacturing Made of Purchased Glass	<10	<10	Insf. Data	Insf. Data	0.06
423620	Household Appliances, Electric Housewares, and Consumer Electronics Merchant Wholesalers	11	<10	Insf. Data	Insf. Data	0.06
336310	Motor Vehicle Gasoline Engine and Engine Parts Manufacturing	20	10	(10)	(50%)	0.06
336411	Aircraft Manufacturing	<10	12	Insf. Data	Insf. Data	0.05
484122	General Freight Trucking, Long-Distance, Less Than Truckload	<10	<10	Insf. Data	Insf. Data	0.05
423210	Furniture Merchant Wholesalers	<10	<10	Insf. Data	Insf. Data	0.05
711211	Sports Teams and Clubs	13	10	(3)	(23%)	0.05
488510	Freight Transportation Arrangement	<10	<10	Insf. Data	Insf. Data	0.05
487110	Scenic and Sightseeing Transportation, Land	<10	<10	Insf. Data	Insf. Data	0.05
332811	Metal Heat Treating	<10	<10	Insf. Data	Insf. Data	0.05
213113	Support Activities for Coal Mining	<10	<10	Insf. Data	Insf. Data	0.05
522390	Other Activities Related to Credit Intermediation	30	22	(8)	(27%)	0.05
623311	Continuing Care Retirement Communities	<10	<10	Insf. Data	Insf. Data	0.05
315240	Women's, Girls', and Infants' Cut and Sew Apparel Manufacturing	<10	<10	Insf. Data	Insf. Data	0.05
336214	Travel Trailer and Camper Manufacturing	<10	<10	Insf. Data	Insf. Data	0.04
482110	Rail transportation	<10	<10	Insf. Data	Insf. Data	0.04
424330	Women's, Children's, and Infants' Clothing and Accessories Merchant Wholesalers	<10	<10	Insf. Data	Insf. Data	0.04
488410	Motor Vehicle Towing	<10	<10	Insf. Data	Insf. Data	0.04
331511	Iron Foundries	<10	<10	Insf. Data	Insf. Data	0.04
323113	Commercial Screen Printing	13	<10	Insf. Data	Insf. Data	0.03
423990	Other Miscellaneous Durable Goods Merchant Wholesalers	<10	0	Insf. Data	Insf. Data	0.03
525920	Trusts, Estates, and Agency Accounts	<10	<10	Insf. Data	Insf. Data	0.03
115115	Farm Labor Contractors and Crew Leaders	<10	0	Insf. Data	Insf. Data	0.03

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
334210	Telephone Apparatus Manufacturing	17	<10	Insf. Data	Insf. Data	0.03
561440	Collection Agencies	<10	<10	Insf. Data	Insf. Data	0.03
327110	Pottery, Ceramics, and Plumbing Fixture Manufacturing	<10	<10	Insf. Data	Insf. Data	0.03
611630	Language Schools	39	56	17	44%	0.03
611310	Colleges, Universities, and Professional Schools	<10	<10	Insf. Data	Insf. Data	0.03
423140	Motor Vehicle Parts (Used) Merchant Wholesalers	34	12	(22)	(65%)	0.03
524126	Direct Property and Casualty Insurance Carriers	61	63	2	3%	0.03
902612	Colleges, Universities, and Professional Schools (State Government)	<10	<10	Insf. Data	Insf. Data	0.03
312130	Wineries	<10	<10	Insf. Data	Insf. Data	0.03
423510	Metal Service Centers and Other Metal Merchant Wholesalers	<10	<10	Insf. Data	Insf. Data	0.03
561910	Packaging and Labeling Services	<10	<10	Insf. Data	Insf. Data	0.03
423390	Other Construction Material Merchant Wholesalers	<10	<10	Insf. Data	Insf. Data	0.02
488991	Packing and Crating	<10	<10	Insf. Data	Insf. Data	0.02
337212	Custom Architectural Woodwork and Millwork Manufacturing	<10	0	Insf. Data	Insf. Data	0.02
812922	One-Hour Photofinishing	<10	<10	Insf. Data	Insf. Data	0.02
562219	Other Nonhazardous Waste Treatment and Disposal	<10	<10	Insf. Data	Insf. Data	0.02
334510	Electromedical and Electrotherapeutic Apparatus Manufacturing	<10	<10	Insf. Data	Insf. Data	0.02
423710	Hardware Merchant Wholesalers	<10	<10	Insf. Data	Insf. Data	0.02
332111	Iron and Steel Forging	<10	<10	Insf. Data	Insf. Data	0.02
711212	Racetracks	<10	<10	Insf. Data	Insf. Data	0.02
332812	Metal Coating, Engraving (except Jewelry and Silverware), and Allied Services to Manufacturers	<10	<10	Insf. Data	Insf. Data	0.02
334118	Computer Terminal and Other Computer Peripheral Equipment Manufacturing	24	<10	Insf. Data	Insf. Data	0.02
423430	Computer and Computer Peripheral Equipment and Software Merchant Wholesalers	<10	0	Insf. Data	Insf. Data	0.02
424440	Poultry and Poultry Product Merchant Wholesalers	<10	<10	Insf. Data	Insf. Data	0.02
332721	Precision Turned Product Manufacturing	<10	0	Insf. Data	Insf. Data	0.02
333991	Power-Driven Handtool Manufacturing	<10	<10	Insf. Data	Insf. Data	0.02
325412	Pharmaceutical Preparation Manufacturing	<10	<10	Insf. Data	Insf. Data	0.02
522310	Mortgage and Nonmortgage Loan Brokers	<10	<10	Insf. Data	Insf. Data	0.02
325211	Plastics Material and Resin Manufacturing	<10	<10	Insf. Data	Insf. Data	0.02
423320	Brick, Stone, and Related Construction Material Merchant Wholesalers	<10	<10	Insf. Data	Insf. Data	0.02
524292	Third Party Administration of Insurance and Pension Funds	<10	<10	Insf. Data	Insf. Data	0.02

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
424410	General Line Grocery Merchant Wholesalers	60	<10	Insf. Data	Insf. Data	0.02
561330	Professional Employer Organizations	<10	<10	Insf. Data	Insf. Data	0.02
332999	All Other Miscellaneous Fabricated Metal Product Manufacturing	<10	<10	Insf. Data	Insf. Data	0.01
337121	Upholstered Household Furniture Manufacturing	<10	<10	Insf. Data	Insf. Data	0.01
333318	Other Commercial and Service Industry Machinery Manufacturing	<10	<10	Insf. Data	Insf. Data	0.01
334220	Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing	<10	<10	Insf. Data	Insf. Data	0.01
712110	Museums	<10	<10	Insf. Data	Insf. Data	0.01
524113	Direct Life Insurance Carriers	<10	<10	Insf. Data	Insf. Data	0.01
213111	Drilling Oil and Gas Wells	<10	<10	Insf. Data	Insf. Data	0.01
331110	Iron and Steel Mills and Ferroalloy Manufacturing	24	0	(24)	(100%)	0.01
326191	Plastics Plumbing Fixture Manufacturing	11	<10	Insf. Data	Insf. Data	0.01
111000	Crop Production	<10	<10	Insf. Data	Insf. Data	0.01
332321	Metal Window and Door Manufacturing	<10	<10	Insf. Data	Insf. Data	0.01
813311	Human Rights Organizations	<10	<10	Insf. Data	Insf. Data	0.01
522220	Sales Financing	<10	<10	Insf. Data	Insf. Data	0.01
484230	Specialized Freight (except Used Goods) Trucking, Long-Distance	44	<10	Insf. Data	Insf. Data	0.01
336412	Aircraft Engine and Engine Parts Manufacturing	<10	<10	Insf. Data	Insf. Data	0.01
339920	Sporting and Athletic Goods Manufacturing	<10	<10	Insf. Data	Insf. Data	0.01
332312	Fabricated Structural Metal Manufacturing	<10	<10	Insf. Data	Insf. Data	0.01
522210	Credit Card Issuing	<10	<10	Insf. Data	Insf. Data	0.01
237120	Oil and Gas Pipeline and Related Structures Construction	<10	<10	Insf. Data	Insf. Data	0.01
423840	Industrial Supplies Merchant Wholesalers	<10	<10	Insf. Data	Insf. Data	0.01
423110	Automobile and Other Motor Vehicle Merchant Wholesalers	<10	<10	Insf. Data	Insf. Data	0.01
541711	Research and Development in Biotechnology	<10	0	Insf. Data	Insf. Data	0.00
522294	Secondary Market Financing	<10	<10	Insf. Data	Insf. Data	0.00
213112	Support Activities for Oil and Gas Operations	<10	0	Insf. Data	Insf. Data	0.00
321911	Wood Window and Door Manufacturing	<10	<10	Insf. Data	Insf. Data	0.00
112000	Animal Production and Aquaculture	<10	<10	Insf. Data	Insf. Data	0.00
524114	Direct Health and Medical Insurance Carriers	<10	0	Insf. Data	Insf. Data	0.00
321213	Engineered Wood Member (except Truss) Manufacturing	<10	0	Insf. Data	Insf. Data	0.00
334112	Computer Storage Device Manufacturing	<10	0	Insf. Data	Insf. Data	0.00
611410	Business and Secretarial Schools	<10	0	Insf. Data	Insf. Data	0.00

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
313110	Fiber, Yarn, and Thread Mills	<10	0	Insf. Data	Insf. Data	0.00
336320	Motor Vehicle Electrical and Electronic Equipment Manufacturing	<10	0	Insf. Data	Insf. Data	0.00
561450	Credit Bureaus	0	0	0	0%	0.00
113210	Forest Nurseries and Gathering of Forest Products	0	0	0	0%	0.00
115111	Cotton Ginning	0	0	0	0%	0.00
115113	Crop Harvesting, Primarily by Machine	0	0	0	0%	0.00
115114	Postharvest Crop Activities (except Cotton Ginning)	0	0	0	0%	0.00
211111	Crude Petroleum and Natural Gas Extraction	0	0	0	0%	0.00
211112	Natural Gas Liquid Extraction	0	0	0	0%	0.00
212111	Bituminous Coal and Lignite Surface Mining	0	0	0	0%	0.00
212112	Bituminous Coal Underground Mining	0	0	0	0%	0.00
212113	Anthracite Mining	0	0	0	0%	0.00
212210	Iron Ore Mining	0	0	0	0%	0.00
212221	Gold Ore Mining	0	0	0	0%	0.00
212222	Silver Ore Mining	0	0	0	0%	0.00
212231	Lead Ore and Zinc Ore Mining	0	0	0	0%	0.00
212234	Copper Ore and Nickel Ore Mining	0	0	0	0%	0.00
212291	Uranium-Radium-Vanadium Ore Mining	0	0	0	0%	0.00
212299	All Other Metal Ore Mining	0	0	0	0%	0.00
212311	Dimension Stone Mining and Quarrying	0	0	0	0%	0.00
212312	Crushed and Broken Limestone Mining and Quarrying	0	0	0	0%	0.00
212313	Crushed and Broken Granite Mining and Quarrying	0	0	0	0%	0.00
212319	Other Crushed and Broken Stone Mining and Quarrying	0	0	0	0%	0.00
212322	Industrial Sand Mining	0	0	0	0%	0.00
212324	Kaolin and Ball Clay Mining	0	0	0	0%	0.00
212325	Clay and Ceramic and Refractory Minerals Mining	0	0	0	0%	0.00
212391	Potash, Soda, and Borate Mineral Mining	0	0	0	0%	0.00
212393	Other Chemical and Fertilizer Mineral Mining	0	0	0	0%	0.00
212399	All Other Nonmetallic Mineral Mining	0	0	0	0%	0.00
213114	Support Activities for Metal Mining	0	0	0	0%	0.00
213115	Support Activities for Nonmetallic Minerals (except Fuels) Mining	0	0	0	0%	0.00
221111	Hydroelectric Power Generation	0	0	0	0%	0.00

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
221112	Fossil Fuel Electric Power Generation	0	0	0	0%	0.00
221113	Nuclear Electric Power Generation	0	0	0	0%	0.00
221114	Solar Electric Power Generation	0	0	0	0%	0.00
221115	Wind Electric Power Generation	0	0	0	0%	0.00
221116	Geothermal Electric Power Generation	0	0	0	0%	0.00
221118	Other Electric Power Generation	0	0	0	0%	0.00
221121	Electric Bulk Power Transmission and Control	0	0	0	0%	0.00
221210	Natural Gas Distribution	0	0	0	0%	0.00
311211	Flour Milling	0	0	0	0%	0.00
311212	Rice Milling	0	0	0	0%	0.00
311213	Malt Manufacturing	0	0	0	0%	0.00
311221	Wet Corn Milling	0	0	0	0%	0.00
311224	Soybean and Other Oilseed Processing	0	0	0	0%	0.00
311225	Fats and Oils Refining and Blending	0	0	0	0%	0.00
311230	Breakfast Cereal Manufacturing	0	0	0	0%	0.00
311313	Beet Sugar Manufacturing	0	0	0	0%	0.00
311314	Cane Sugar Manufacturing	0	0	0	0%	0.00
311351	Chocolate and Confectionery Manufacturing from Cacao Beans	0	0	0	0%	0.00
311352	Confectionery Manufacturing from Purchased Chocolate	0	0	0	0%	0.00
311411	Frozen Fruit, Juice, and Vegetable Manufacturing	0	0	0	0%	0.00
311412	Frozen Specialty Food Manufacturing	0	0	0	0%	0.00
311421	Fruit and Vegetable Canning	0	0	0	0%	0.00
311422	Specialty Canning	0	0	0	0%	0.00
311423	Dried and Dehydrated Food Manufacturing	0	0	0	0%	0.00
311511	Fluid Milk Manufacturing	0	0	0	0%	0.00
311512	Creamery Butter Manufacturing	0	0	0	0%	0.00
311513	Cheese Manufacturing	0	0	0	0%	0.00
311514	Dry, Condensed, and Evaporated Dairy Product Manufacturing	0	0	0	0%	0.00
311611	Animal (except Poultry) Slaughtering	0	0	0	0%	0.00
311612	Meat Processed from Carcasses	0	0	0	0%	0.00
311613	Rendering and Meat Byproduct Processing	0	0	0	0%	0.00
311615	Poultry Processing	0	0	0	0%	0.00

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
311710	Seafood Product Preparation and Packaging	0	0	0	0%	0.00
311813	Frozen Cakes, Pies, and Other Pastries Manufacturing	0	0	0	0%	0.00
311824	Dry Pasta, Dough, and Flour Mixes Manufacturing from Purchased Flour	0	0	0	0%	0.00
311830	Tortilla Manufacturing	0	0	0	0%	0.00
311911	Roasted Nuts and Peanut Butter Manufacturing	0	0	0	0%	0.00
311919	Other Snack Food Manufacturing	0	0	0	0%	0.00
311920	Coffee and Tea Manufacturing	0	0	0	0%	0.00
311930	Flavoring Syrup and Concentrate Manufacturing	0	0	0	0%	0.00
311941	Mayonnaise, Dressing, and Other Prepared Sauce Manufacturing	0	0	0	0%	0.00
311942	Spice and Extract Manufacturing	0	0	0	0%	0.00
311991	Perishable Prepared Food Manufacturing	0	0	0	0%	0.00
311999	All Other Miscellaneous Food Manufacturing	0	0	0	0%	0.00
312111	Soft Drink Manufacturing	0	0	0	0%	0.00
312112	Bottled Water Manufacturing	0	0	0	0%	0.00
312113	Ice Manufacturing	0	0	0	0%	0.00
313210	Broadwoven Fabric Mills	0	0	0	0%	0.00
313230	Nonwoven Fabric Mills	0	0	0	0%	0.00
313240	Knit Fabric Mills	0	0	0	0%	0.00
313320	Fabric Coating Mills	0	0	0	0%	0.00
314110	Carpet and Rug Mills	0	0	0	0%	0.00
314994	Rope, Cordage, Twine, Tire Cord, and Tire Fabric Mills	0	0	0	0%	0.00
315110	Hosiery and Sock Mills	0	0	0	0%	0.00
315190	Other Apparel Knitting Mills	0	0	0	0%	0.00
315220	Men's and Boys' Cut and Sew Apparel Manufacturing	0	0	0	0%	0.00
315280	Other Cut and Sew Apparel Manufacturing	0	0	0	0%	0.00
315990	Apparel Accessories and Other Apparel Manufacturing	0	0	0	0%	0.00
316110	Leather and Hide Tanning and Finishing	0	0	0	0%	0.00
316210	Footwear Manufacturing	0	0	0	0%	0.00
316992	Women's Handbag and Purse Manufacturing	0	0	0	0%	0.00
321114	Wood Preservation	0	0	0	0%	0.00
321211	Hardwood Veneer and Plywood Manufacturing	0	0	0	0%	0.00
321212	Softwood Veneer and Plywood Manufacturing	0	0	0	0%	0.00

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
321219	Reconstituted Wood Product Manufacturing	0	0	0	0%	0.00
321912	Cut Stock, Resawing Lumber, and Planing	0	0	0	0%	0.00
321991	Manufactured Home (Mobile Home) Manufacturing	0	0	0	0%	0.00
321992	Prefabricated Wood Building Manufacturing	0	0	0	0%	0.00
322110	Pulp Mills	0	0	0	0%	0.00
322121	Paper (except Newsprint) Mills	0	0	0	0%	0.00
322122	Newsprint Mills	0	0	0	0%	0.00
322130	Paperboard Mills	0	0	0	0%	0.00
322211	Corrugated and Solid Fiber Box Manufacturing	0	0	0	0%	0.00
322212	Folding Paperboard Box Manufacturing	0	0	0	0%	0.00
322219	Other Paperboard Container Manufacturing	0	0	0	0%	0.00
322220	Paper Bag and Coated and Treated Paper Manufacturing	0	0	0	0%	0.00
322230	Stationery Product Manufacturing	0	0	0	0%	0.00
322291	Sanitary Paper Product Manufacturing	0	0	0	0%	0.00
322299	All Other Converted Paper Product Manufacturing	0	0	0	0%	0.00
323120	Support Activities for Printing	0	0	0	0%	0.00
324110	Petroleum Refineries	0	0	0	0%	0.00
324121	Asphalt Paving Mixture and Block Manufacturing	0	0	0	0%	0.00
324122	Asphalt Shingle and Coating Materials Manufacturing	0	0	0	0%	0.00
324191	Petroleum Lubricating Oil and Grease Manufacturing	0	0	0	0%	0.00
324199	All Other Petroleum and Coal Products Manufacturing	0	0	0	0%	0.00
325110	Petrochemical Manufacturing	0	0	0	0%	0.00
325120	Industrial Gas Manufacturing	0	0	0	0%	0.00
325130	Synthetic Dye and Pigment Manufacturing	0	0	0	0%	0.00
325180	Other Basic Inorganic Chemical Manufacturing	0	0	0	0%	0.00
325193	Ethyl Alcohol Manufacturing	0	0	0	0%	0.00
325194	Cyclic Crude, Intermediate, and Gum and Wood Chemical Manufacturing	0	0	0	0%	0.00
325199	All Other Basic Organic Chemical Manufacturing	0	0	0	0%	0.00
325212	Synthetic Rubber Manufacturing	0	0	0	0%	0.00
325220	Artificial and Synthetic Fibers and Filaments Manufacturing	0	0	0	0%	0.00
325311	Nitrogenous Fertilizer Manufacturing	0	0	0	0%	0.00
325312	Phosphatic Fertilizer Manufacturing	0	0	0	0%	0.00

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
325314	Fertilizer (Mixing Only) Manufacturing	0	0	0	0%	0.00
325320	Pesticide and Other Agricultural Chemical Manufacturing	0	0	0	0%	0.00
325411	Medicinal and Botanical Manufacturing	0	0	0	0%	0.00
325413	In-Vitro Diagnostic Substance Manufacturing	0	0	0	0%	0.00
325414	Biological Product (except Diagnostic) Manufacturing	0	0	0	0%	0.00
325520	Adhesive Manufacturing	0	0	0	0%	0.00
325611	Soap and Other Detergent Manufacturing	0	0	0	0%	0.00
325612	Polish and Other Sanitation Good Manufacturing	0	0	0	0%	0.00
325613	Surface Active Agent Manufacturing	0	0	0	0%	0.00
325620	Toilet Preparation Manufacturing	0	0	0	0%	0.00
325910	Printing Ink Manufacturing	0	0	0	0%	0.00
325920	Explosives Manufacturing	0	0	0	0%	0.00
325991	Custom Compounding of Purchased Resins	0	0	0	0%	0.00
326111	Plastics Bag and Pouch Manufacturing	0	0	0	0%	0.00
326112	Plastics Packaging Film and Sheet (including Laminated) Manufacturing	0	0	0	0%	0.00
326113	Unlaminated Plastics Film and Sheet (except Packaging) Manufacturing	0	0	0	0%	0.00
326121	Unlaminated Plastics Profile Shape Manufacturing	0	0	0	0%	0.00
326122	Plastics Pipe and Pipe Fitting Manufacturing	0	0	0	0%	0.00
326130	Laminated Plastics Plate, Sheet (except Packaging), and Shape Manufacturing	0	0	0	0%	0.00
326150	Urethane and Other Foam Product (except Polystyrene) Manufacturing	0	0	0	0%	0.00
326160	Plastics Bottle Manufacturing	0	0	0	0%	0.00
326211	Tire Manufacturing (except Retreading)	0	0	0	0%	0.00
326212	Tire Retreading	0	0	0	0%	0.00
326220	Rubber and Plastics Hoses and Belting Manufacturing	0	0	0	0%	0.00
326291	Rubber Product Manufacturing for Mechanical Use	0	0	0	0%	0.00
326299	All Other Rubber Product Manufacturing	0	0	0	0%	0.00
327120	Clay Building Material and Refractories Manufacturing	0	0	0	0%	0.00
327211	Flat Glass Manufacturing	0	0	0	0%	0.00
327212	Other Pressed and Blown Glass and Glassware Manufacturing	0	0	0	0%	0.00
327213	Glass Container Manufacturing	0	0	0	0%	0.00
327310	Cement Manufacturing	0	0	0	0%	0.00
327332	Concrete Pipe Manufacturing	0	0	0	0%	0.00

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
327410	Lime Manufacturing	0	0	0	0%	0.00
327420	Gypsum Product Manufacturing	0	0	0	0%	0.00
327910	Abrasive Product Manufacturing	0	0	0	0%	0.00
327992	Ground or Treated Mineral and Earth Manufacturing	0	0	0	0%	0.00
327993	Mineral Wool Manufacturing	0	0	0	0%	0.00
327999	All Other Miscellaneous Nonmetallic Mineral Product Manufacturing	0	0	0	0%	0.00
331210	Iron and Steel Pipe and Tube Manufacturing from Purchased Steel	0	0	0	0%	0.00
331221	Rolled Steel Shape Manufacturing	0	0	0	0%	0.00
331313	Alumina Refining and Primary Aluminum Production	0	0	0	0%	0.00
331314	Secondary Smelting and Alloying of Aluminum	0	0	0	0%	0.00
331315	Aluminum Sheet, Plate, and Foil Manufacturing	0	0	0	0%	0.00
331318	Other Aluminum Rolling, Drawing, and Extruding	0	0	0	0%	0.00
331410	Nonferrous Metal (except Aluminum) Smelting and Refining	0	0	0	0%	0.00
331420	Copper Rolling, Drawing, Extruding, and Alloying	0	0	0	0%	0.00
331491	Nonferrous Metal (except Copper and Aluminum) Rolling, Drawing, and Extruding	0	0	0	0%	0.00
331492	Secondary Smelting, Refining, and Alloying of Nonferrous Metal (except Copper and Aluminum)	0	0	0	0%	0.00
331512	Steel Investment Foundries	0	0	0	0%	0.00
331513	Steel Foundries (except Investment)	0	0	0	0%	0.00
331523	Nonferrous Metal Die-Casting Foundries	0	0	0	0%	0.00
331524	Aluminum Foundries (except Die-Casting)	0	0	0	0%	0.00
331529	Other Nonferrous Metal Foundries (except Die-Casting)	0	0	0	0%	0.00
332112	Nonferrous Forging	0	0	0	0%	0.00
332114	Custom Roll Forming	0	0	0	0%	0.00
332117	Powder Metallurgy Part Manufacturing	0	0	0	0%	0.00
332119	Metal Crown, Closure, and Other Metal Stamping (except Automotive)	0	0	0	0%	0.00
332215	Metal Kitchen Cookware, Utensil, Cutlery, and Flatware (except Precious) Manufacturing	0	0	0	0%	0.00
332216	Saw Blade and Handtool Manufacturing	0	0	0	0%	0.00
332311	Prefabricated Metal Building and Component Manufacturing	0	0	0	0%	0.00
332313	Plate Work Manufacturing	0	0	0	0%	0.00
332410	Power Boiler and Heat Exchanger Manufacturing	0	0	0	0%	0.00

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
332420	Metal Tank (Heavy Gauge) Manufacturing	0	0	0	0%	0.00
332431	Metal Can Manufacturing	0	0	0	0%	0.00
332439	Other Metal Container Manufacturing	0	0	0	0%	0.00
332510	Hardware Manufacturing	0	0	0	0%	0.00
332613	Spring Manufacturing	0	0	0	0%	0.00
332618	Other Fabricated Wire Product Manufacturing	0	0	0	0%	0.00
332722	Bolt, Nut, Screw, Rivet, and Washer Manufacturing	0	0	0	0%	0.00
332813	Electroplating, Plating, Polishing, Anodizing, and Coloring	0	0	0	0%	0.00
332911	Industrial Valve Manufacturing	0	0	0	0%	0.00
332912	Fluid Power Valve and Hose Fitting Manufacturing	0	0	0	0%	0.00
332913	Plumbing Fixture Fitting and Trim Manufacturing	0	0	0	0%	0.00
332919	Other Metal Valve and Pipe Fitting Manufacturing	0	0	0	0%	0.00
332991	Ball and Roller Bearing Manufacturing	0	0	0	0%	0.00
332992	Small Arms Ammunition Manufacturing	0	0	0	0%	0.00
332993	Ammunition (except Small Arms) Manufacturing	0	0	0	0%	0.00
332996	Fabricated Pipe and Pipe Fitting Manufacturing	0	0	0	0%	0.00
333111	Farm Machinery and Equipment Manufacturing	0	0	0	0%	0.00
333112	Lawn and Garden Tractor and Home Lawn and Garden Equipment Manufacturing	0	0	0	0%	0.00
333120	Construction Machinery Manufacturing	0	0	0	0%	0.00
333131	Mining Machinery and Equipment Manufacturing	0	0	0	0%	0.00
333132	Oil and Gas Field Machinery and Equipment Manufacturing	0	0	0	0%	0.00
333242	Semiconductor Machinery Manufacturing	0	0	0	0%	0.00
333244	Printing Machinery and Equipment Manufacturing	0	0	0	0%	0.00
333249	Other Industrial Machinery Manufacturing	0	0	0	0%	0.00
333314	Optical Instrument and Lens Manufacturing	0	0	0	0%	0.00
333316	Photographic and Photocopying Equipment Manufacturing	0	0	0	0%	0.00
333413	Industrial and Commercial Fan and Blower and Air Purification Equipment Manufacturing	0	0	0	0%	0.00
333414	Heating Equipment (except Warm Air Furnaces) Manufacturing	0	0	0	0%	0.00
333514	Special Die and Tool, Die Set, Jig, and Fixture Manufacturing	0	0	0	0%	0.00
333515	Cutting Tool and Machine Tool Accessory Manufacturing	0	0	0	0%	0.00
333517	Machine Tool Manufacturing	0	0	0	0%	0.00

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
333519	Rolling Mill and Other Metalworking Machinery Manufacturing	0	0	0	0%	0.00
333612	Speed Changer, Industrial High-Speed Drive, and Gear Manufacturing	0	0	0	0%	0.00
333613	Mechanical Power Transmission Equipment Manufacturing	0	0	0	0%	0.00
333618	Other Engine Equipment Manufacturing	0	0	0	0%	0.00
333911	Pump and Pumping Equipment Manufacturing	0	0	0	0%	0.00
333912	Air and Gas Compressor Manufacturing	0	0	0	0%	0.00
333913	Measuring and Dispensing Pump Manufacturing	0	0	0	0%	0.00
333921	Elevator and Moving Stairway Manufacturing	0	0	0	0%	0.00
333922	Conveyor and Conveying Equipment Manufacturing	0	0	0	0%	0.00
333924	Industrial Truck, Tractor, Trailer, and Stacker Machinery Manufacturing	0	0	0	0%	0.00
333993	Packaging Machinery Manufacturing	0	0	0	0%	0.00
333994	Industrial Process Furnace and Oven Manufacturing	0	0	0	0%	0.00
333995	Fluid Power Cylinder and Actuator Manufacturing	0	0	0	0%	0.00
333996	Fluid Power Pump and Motor Manufacturing	0	0	0	0%	0.00
333997	Scale and Balance Manufacturing	0	0	0	0%	0.00
333999	All Other Miscellaneous General Purpose Machinery Manufacturing	0	0	0	0%	0.00
334111	Electronic Computer Manufacturing	0	0	0	0%	0.00
334290	Other Communications Equipment Manufacturing	0	0	0	0%	0.00
334310	Audio and Video Equipment Manufacturing	0	0	0	0%	0.00
334413	Semiconductor and Related Device Manufacturing	0	0	0	0%	0.00
334416	Capacitor, Resistor, Coil, Transformer, and Other Inductor Manufacturing	0	0	0	0%	0.00
334417	Electronic Connector Manufacturing	0	0	0	0%	0.00
334512	Automatic Environmental Control Manufacturing for Residential, Commercial, and Appliance Use	0	0	0	0%	0.00
334513	Instruments and Related Products Manufacturing for Measuring, Displaying, and Controlling Industrial Process Variables	0	0	0	0%	0.00
334514	Totalizing Fluid Meter and Counting Device Manufacturing	0	0	0	0%	0.00
334516	Analytical Laboratory Instrument Manufacturing	0	0	0	0%	0.00
334517	Irradiation Apparatus Manufacturing	0	0	0	0%	0.00
334519	Other Measuring and Controlling Device Manufacturing	0	0	0	0%	0.00
334613	Blank Magnetic and Optical Recording Media Manufacturing	0	0	0	0%	0.00
334614	Software and Other Prerecorded Compact Disc, Tape, and Record Reproducing	0	0	0	0%	0.00

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
335122	Commercial, Industrial, and Institutional Electric Lighting Fixture Manufacturing	0	0	0	0%	0.00
335129	Other Lighting Equipment Manufacturing	0	0	0	0%	0.00
335210	Small Electrical Appliance Manufacturing	0	0	0	0%	0.00
335221	Household Cooking Appliance Manufacturing	0	0	0	0%	0.00
335222	Household Refrigerator and Home Freezer Manufacturing	0	0	0	0%	0.00
335224	Household Laundry Equipment Manufacturing	0	0	0	0%	0.00
335228	Other Major Household Appliance Manufacturing	0	0	0	0%	0.00
335311	Power, Distribution, and Specialty Transformer Manufacturing	0	0	0	0%	0.00
335312	Motor and Generator Manufacturing	0	0	0	0%	0.00
335313	Switchgear and Switchboard Apparatus Manufacturing	0	0	0	0%	0.00
335314	Relay and Industrial Control Manufacturing	0	0	0	0%	0.00
335911	Storage Battery Manufacturing	0	0	0	0%	0.00
335912	Primary Battery Manufacturing	0	0	0	0%	0.00
335921	Fiber Optic Cable Manufacturing	0	0	0	0%	0.00
335929	Other Communication and Energy Wire Manufacturing	0	0	0	0%	0.00
335931	Current-Carrying Wiring Device Manufacturing	0	0	0	0%	0.00
335932	Noncurrent-Carrying Wiring Device Manufacturing	0	0	0	0%	0.00
335991	Carbon and Graphite Product Manufacturing	0	0	0	0%	0.00
336111	Automobile Manufacturing	0	0	0	0%	0.00
336112	Light Truck and Utility Vehicle Manufacturing	0	0	0	0%	0.00
336120	Heavy Duty Truck Manufacturing	0	0	0	0%	0.00
336211	Motor Vehicle Body Manufacturing	0	0	0	0%	0.00
336212	Truck Trailer Manufacturing	0	0	0	0%	0.00
336213	Motor Home Manufacturing	0	0	0	0%	0.00
336330	Motor Vehicle Steering and Suspension Components (except Spring) Manufacturing	0	0	0	0%	0.00
336340	Motor Vehicle Brake System Manufacturing	0	0	0	0%	0.00
336360	Motor Vehicle Seating and Interior Trim Manufacturing	0	0	0	0%	0.00
336370	Motor Vehicle Metal Stamping	0	0	0	0%	0.00
336390	Other Motor Vehicle Parts Manufacturing	0	0	0	0%	0.00
336510	Railroad Rolling Stock Manufacturing	0	0	0	0%	0.00
336991	Motorcycle, Bicycle, and Parts Manufacturing	0	0	0	0%	0.00

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
336992	Military Armored Vehicle, Tank, and Tank Component Manufacturing	0	0	0	0%	0.00
336999	All Other Transportation Equipment Manufacturing	0	0	0	0%	0.00
337124	Metal Household Furniture Manufacturing	0	0	0	0%	0.00
337127	Institutional Furniture Manufacturing	0	0	0	0%	0.00
337211	Wood Office Furniture Manufacturing	0	0	0	0%	0.00
337214	Office Furniture (except Wood) Manufacturing	0	0	0	0%	0.00
337215	Showcase, Partition, Shelving, and Locker Manufacturing	0	0	0	0%	0.00
337910	Mattress Manufacturing	0	0	0	0%	0.00
337920	Blind and Shade Manufacturing	0	0	0	0%	0.00
339112	Surgical and Medical Instrument Manufacturing	0	0	0	0%	0.00
339114	Dental Equipment and Supplies Manufacturing	0	0	0	0%	0.00
339991	Gasket, Packing, and Sealing Device Manufacturing	0	0	0	0%	0.00
339993	Fastener, Button, Needle, and Pin Manufacturing	0	0	0	0%	0.00
339994	Broom, Brush, and Mop Manufacturing	0	0	0	0%	0.00
339995	Burial Casket Manufacturing	0	0	0	0%	0.00
423130	Tire and Tube Merchant Wholesalers	0	0	0	0%	0.00
423410	Photographic Equipment and Supplies Merchant Wholesalers	0	0	0	0%	0.00
423740	Refrigeration Equipment and Supplies Merchant Wholesalers	0	0	0	0%	0.00
423920	Toy and Hobby Goods and Supplies Merchant Wholesalers	0	0	0	0%	0.00
424110	Printing and Writing Paper Merchant Wholesalers	0	0	0	0%	0.00
424120	Stationery and Office Supplies Merchant Wholesalers	0	0	0	0%	0.00
424130	Industrial and Personal Service Paper Merchant Wholesalers	0	0	0	0%	0.00
424310	Piece Goods, Notions, and Other Dry Goods Merchant Wholesalers	0	0	0	0%	0.00
424320	Men's and Boys' Clothing and Furnishings Merchant Wholesalers	0	0	0	0%	0.00
424430	Dairy Product (except Dried or Canned) Merchant Wholesalers	0	0	0	0%	0.00
424470	Meat and Meat Product Merchant Wholesalers	0	0	0	0%	0.00
424510	Grain and Field Bean Merchant Wholesalers	0	0	0	0%	0.00
424520	Livestock Merchant Wholesalers	0	0	0	0%	0.00
424590	Other Farm Product Raw Material Merchant Wholesalers	0	0	0	0%	0.00
424610	Plastics Materials and Basic Forms and Shapes Merchant Wholesalers	0	0	0	0%	0.00
424940	Tobacco and Tobacco Product Merchant Wholesalers	0	0	0	0%	0.00
445210	Meat Markets	0	0	0	0%	0.00

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
483114	Coastal and Great Lakes Passenger Transportation	0	0	0	0%	0.00
483211	Inland Water Freight Transportation	0	0	0	0%	0.00
485111	Mixed Mode Transit Systems	0	0	0	0%	0.00
485112	Commuter Rail Systems	0	0	0	0%	0.00
485113	Bus and Other Motor Vehicle Transit Systems	0	0	0	0%	0.00
485119	Other Urban Transit Systems	0	0	0	0%	0.00
485210	Interurban and Rural Bus Transportation	0	0	0	0%	0.00
485410	School and Employee Bus Transportation	0	0	0	0%	0.00
486110	Pipeline Transportation of Crude Oil	0	0	0	0%	0.00
486210	Pipeline Transportation of Natural Gas	0	0	0	0%	0.00
486910	Pipeline Transportation of Refined Petroleum Products	0	0	0	0%	0.00
486990	All Other Pipeline Transportation	0	0	0	0%	0.00
488111	Air Traffic Control	0	0	0	0%	0.00
488310	Port and Harbor Operations	0	0	0	0%	0.00
488320	Marine Cargo Handling	0	0	0	0%	0.00
493120	Refrigerated Warehousing and Storage	0	0	0	0%	0.00
493130	Farm Product Warehousing and Storage	0	0	0	0%	0.00
511191	Greeting Card Publishers	0	0	0	0%	0.00
512120	Motion Picture and Video Distribution	0	0	0	0%	0.00
512132	Drive-In Motion Picture Theaters	0	0	0	0%	0.00
512199	Other Motion Picture and Video Industries	0	0	0	0%	0.00
512210	Record Production	0	0	0	0%	0.00
512220	Integrated Record Production/Distribution	0	0	0	0%	0.00
512290	Other Sound Recording Industries	0	0	0	0%	0.00
515120	Television Broadcasting	0	0	0	0%	0.00
515210	Cable and Other Subscription Programming	0	0	0	0%	0.00
517410	Satellite Telecommunications	0	0	0	0%	0.00
519110	News Syndicates	0	0	0	0%	0.00
521110	Monetary Authorities-Central Bank	0	0	0	0%	0.00
522120	Savings Institutions	0	0	0	0%	0.00
522190	Other Depository Credit Intermediation	0	0	0	0%	0.00
523130	Commodity Contracts Dealing	0	0	0	0%	0.00

NAICS	Description	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient
523210	Securities and Commodity Exchanges	0	0	0	0%	0.00
524130	Reinsurance Carriers	0	0	0	0%	0.00
525110	Pension Funds	0	0	0	0%	0.00
525190	Other Insurance Funds	0	0	0	0%	0.00
525990	Other Financial Vehicles	0	0	0	0%	0.00
532411	Commercial Air, Rail, and Water Transportation Equipment Rental and Leasing	0	0	0	0%	0.00
541830	Media Buying Agencies	0	0	0	0%	0.00
561421	Telephone Answering Services	0	0	0	0%	0.00
562112	Hazardous Waste Collection	0	0	0	0%	0.00
562211	Hazardous Waste Treatment and Disposal	0	0	0	0%	0.00
562213	Solid Waste Combustors and Incinerators	0	0	0	0%	0.00
611210	Junior Colleges	0	0	0	0%	0.00
611513	Apprenticeship Training	0	0	0	0%	0.00
621491	HMO Medical Centers	0	0	0	0%	0.00
624230	Emergency and Other Relief Services	0	0	0	0%	0.00
712120	Historical Sites	0	0	0	0%	0.00
713210	Casinos (except Casino Hotels)	0	0	0	0%	0.00
713920	Skiing Facilities	0	0	0	0%	0.00
721120	Casino Hotels	0	0	0	0%	0.00
812921	Photofinishing Laboratories (except One-Hour)	0	0	0	0%	0.00
902611	Elementary and Secondary Schools (State Government)	0	0	0	0%	0.00
902619	All Other Schools and Educational Support Services (State Government)	0	0	0	0%	0.00
902622	Hospitals (State Government)	0	0	0	0%	0.00
903619	All Other Schools and Educational Support Services (Local Government)	0	0	0	0%	0.00
903622	Hospitals (Local Government)					0.00
		129,130	139,630	10,500	8%	

Industry Data

EMSI industry data have various sources depending on the class of worker. (1) For QCEW Employees, EMSI primarily uses the QCEW (Quarterly Census of Employment and Wages), with supplemental estimates from County Business Patterns and Current Employment Statistics. (2) Non-QCEW employees data are based on a number of sources including QCEW, Current Employment Statistics, County Business Patterns, BEA State and Local Personal Income reports, the National Industry-Occupation Employment Matrix (NIOEM), the American Community Survey, and Railroad Retirement Board statistics. (3) Self-Employed and Extended Proprietor classes of worker data are primarily based on the American Community Survey, Nonemployer Statistics, and BEA State and Local Personal Income Reports. Projections for QCEW and Non-QCEW Employees are informed by NIOEM and long-term industry projections published by individual states.

State Data Sources

This report uses state data from the following agencies: Florida Department of Economic Opportunity

Traded Cluster Employment ranked over change from the 1998 to 2013 period

Cluster Name	1998 Employment	2013 Employment	Change
Business Services	6080	5480	-600
Hospitality and Tourism	3202	4113	911
Distribution and Electronic Commerce	1430	1681	251
Aerospace Vehicles and Defense	1414	2695	1281
Livestock Processing	750		-750
Apparel	525	30	-495
Education and Knowledge Creation	480	497	17
Lighting and Electrical Equipment	445	175	-270
Financial Services	440	637	197
Construction Products and Services	371	370	-1
Information Technology and Analytical Instruments	302	110	-192
Marketing, Design, and Publishing	252	420	168
Transportation and Logistics	246	812	566
Insurance Services	210	435	225
Recreational and Small Electric Goods	205	20	-185
Environmental Services	185	50	-135
Water Transportation	170	80	-90
Downstream Metal Products	170	20	-150
Plastics	153	80	-73
Wood Products	150	90	-60
Communications Equipment and Services	150	205	55
Printing Services	117	69	-48
Furniture	100	40	-60
Automotive	90	60	-30
Metalworking Technology	80	40	-40
Leather and Related Products	70	20	-50
Performing Arts	60	80	20
Forestry	43	30	-13
Nonmetal Mining	40	20	-20
Textile Manufacturing	40	50	10
Food Processing and Manufacturing	30	20	-10
Fishing and Fishing Products	30	20	-10
Agricultural Inputs and Services	27	15	-12
Oil and Gas Production and Transportation	20	20	0
Video Production and Distribution	20	10	-10
Production Technology and Heavy Machinery	20	30	10
Upstream Metal Manufacturing	10		-10
Vulcanized and Fired Materials	10	10	0
Medical Devices	10	10	0
Music and Sound Recording	10	10	0
Jewelry and Precious Metals		10	10
Trailers, Motor Homes, and Appliances		10	10

Cluster Name	1998 Employment	2013 Employment	Change
Metal Mining		10	10
Electric Power Generation and Transmission		10	10
Total	18157	18594	437

Source: [U.S. Cluster Mapping Project](#), Institute for Strategy and Competitiveness, Harvard Business School. [Data Sources](#)

Local (non-traded) cluster employment ranked by change from 1998 to 2013 period

Cluster Name	1998 Employment	2013 Employment	Change
Local Hospitality Establishments	9395	13461	4066
Local Health Services	7687	11017	3330
Local Real Estate, Construction, and Development	7744	8486	742
Local Retailing of Clothing and General Merchandise	4329	6528	2199
Local Community and Civic Organizations	2571	3891	1320
Local Food and Beverage Processing and Distribution	2761	3641	880
Local Motor Vehicle Products and Services	3170	3160	-10
Local Commercial Services	5031	3134	-1897
Local Personal Services (Non-Medical)	1900	2101	201
Local Financial Services	2016	1971	-45
Local Household Goods and Services	1607	1551	-56
Local Entertainment and Media	1493	1373	-120
Local Logistical Services	762	1087	325
Local Utilities	1260	1005	-255
Local Education and Training	296	473	177
Local Industrial Products and Services	227	185	-42
	52249	63064	10815

Source: [U.S. Cluster Mapping Project](#), Institute for Strategy and Competitiveness, Harvard Business School. [Data Sources](#)

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Chief Executives	140	154	14	10%	0.57	0.54	\$76.76
General and Operations Managers	978	1,123	145	15%	0.58	0.55	\$46.49
Legislators	43	51	8	19%	1.05	0.94	\$15.91
Advertising and Promotions Managers	<10	<10	Insf. Data	Insf. Data	0.31	0.28	Insf. Data
Marketing Managers	47	55	8	17%	0.30	0.28	\$47.34
Sales Managers	109	128	19	17%	0.38	0.34	\$43.26
Public Relations and Fundraising Managers	17	21	4	24%	0.37	0.34	\$43.97
Administrative Services Managers	123	137	14	11%	0.53	0.52	\$43.29
Computer and Information Systems Managers	192	199	7	4%	0.61	0.66	\$45.55
Financial Managers	176	194	18	10%	0.39	0.38	\$50.23
Industrial Production Managers	32	35	3	9%	0.25	0.23	\$48.42
Purchasing Managers	28	30	2	7%	0.47	0.45	\$55.20
Transportation, Storage, and Distribution Managers	31	34	3	10%	0.34	0.33	\$42.48
Compensation and Benefits Managers	<10	<10	Insf. Data	Insf. Data	0.28	0.26	Insf. Data
Human Resources Managers	35	41	6	17%	0.34	0.32	\$45.36
Training and Development Managers	<10	<10	Insf. Data	Insf. Data	0.34	0.33	Insf. Data
Farmers, Ranchers, and Other Agricultural Managers	<10	<10	Insf. Data	Insf. Data	0.02	0.02	Insf. Data
Construction Managers	302	291	(11)	(4%)	0.97	1.00	\$31.84
Education Administrators, Preschool and Childcare Center/Program	25	26	1	4%	0.43	0.45	\$25.13
Education Administrators, Elementary and Secondary School	78	89	11	14%	0.42	0.40	\$46.17
Education Administrators, Postsecondary	<10	<10	Insf. Data	Insf. Data	0.05	0.04	Insf. Data
Education Administrators, All Other	35	37	2	6%	1.09	1.13	\$40.47
Architectural and Engineering Managers	236	267	31	13%	1.62	1.53	\$56.03
Food Service Managers	167	179	12	7%	0.72	0.71	\$23.90
Funeral Service Managers	<10	<10	Insf. Data	Insf. Data	0.72	0.57	Insf. Data
Gaming Managers	<10	<10	Insf. Data	Insf. Data	0.41	0.41	Insf. Data
Lodging Managers	51	52	1	2%	1.53	1.49	\$19.04
Medical and Health Services Managers	138	163	25	18%	0.52	0.50	\$39.64
Natural Sciences Managers	17	20	3	18%	0.41	0.38	\$46.35
Postmasters and Mail Superintendents	<10	<10	Insf. Data	Insf. Data	0.39	0.35	Insf. Data

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Property, Real Estate, and Community Association Managers	449	375	(74)	(16%)	1.65	2.07	\$17.97
Social and Community Service Managers	37	50	13	35%	0.35	0.31	\$29.91
Emergency Management Directors	<10	<10	Insf. Data	Insf. Data	0.38	0.32	Insf. Data
Managers, All Other	394	435	41	10%	0.67	0.64	\$30.73
Agents and Business Managers of Artists, Performers, and Athletes	<10	<10	Insf. Data	Insf. Data	0.35	0.37	Insf. Data
Buyers and Purchasing Agents, Farm Products	<10	<10	Insf. Data	Insf. Data	0.15	0.14	Insf. Data
Wholesale and Retail Buyers, Except Farm Products	30	35	5	17%	0.32	0.29	\$28.30
Purchasing Agents, Except Wholesale, Retail, and Farm Products	406	414	8	2%	1.58	1.62	\$33.90
Claims Adjusters, Examiners, and Investigators	114	131	17	15%	0.53	0.48	\$34.14
Insurance Appraisers, Auto Damage	<10	<10	Insf. Data	Insf. Data	0.70	0.58	Insf. Data
Compliance Officers	89	97	8	9%	0.42	0.42	\$28.57
Cost Estimators	159	185	26	16%	0.88	0.84	\$26.32
Human Resources Specialists	256	264	8	3%	0.61	0.63	\$27.80
Farm Labor Contractors	<10	<10	Insf. Data	Insf. Data	1.09	0.86	Insf. Data
Labor Relations Specialists	<10	11	Insf. Data	Insf. Data	0.16	0.14	Insf. Data
Logisticians	261	289	28	11%	2.23	2.35	\$36.72
Management Analysts	1,141	1,174	33	3%	1.60	1.76	\$35.84
Meeting, Convention, and Event Planners	48	66	18	38%	0.66	0.60	\$21.87
Fundraisers	26	31	5	19%	0.39	0.37	\$25.39
Compensation, Benefits, and Job Analysis Specialists	16	18	2	13%	0.25	0.23	\$27.04
Training and Development Specialists	107	123	16	15%	0.52	0.51	\$29.98
Market Research Analysts and Marketing Specialists	199	243	44	22%	0.47	0.46	\$21.07
Business Operations Specialists, All Other	1,382	1,416	34	2%	1.61	1.69	\$32.19
Accountants and Auditors	713	771	58	8%	0.61	0.62	\$30.20
Appraisers and Assessors of Real Estate	68	65	(3)	(4%)	0.86	0.91	\$18.67
Budget Analysts	145	151	6	4%	2.88	2.95	\$32.48
Credit Analysts	<10	11	Insf. Data	Insf. Data	0.17	0.16	Insf. Data

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Financial Analysts	58	66	8	14%	0.26	0.25	\$33.63
Personal Financial Advisors	60	66	6	10%	0.28	0.29	\$32.78
Insurance Underwriters	15	22	7	47%	0.28	0.19	\$28.92
Financial Examiners	<10	<10	Insf. Data	Insf. Data	0.28	0.27	Insf. Data
Credit Counselors	<10	<10	Insf. Data	Insf. Data	0.19	0.19	Insf. Data
Loan Officers	184	198	14	8%	0.75	0.72	\$26.86
Tax Examiners and Collectors, and Revenue Agents	51	52	1	2%	0.93	0.93	\$14.49
Tax Preparers	38	44	6	16%	0.47	0.45	\$16.10
Financial Specialists, All Other	163	165	2	1%	1.29	1.35	\$36.53
Computer and Information Research Scientists	174	186	12	7%	7.45	7.85	\$41.83
Computer Systems Analysts	173	197	24	14%	0.35	0.36	\$43.45
Information Security Analysts	46	53	7	15%	0.62	0.66	\$30.14
Computer Programmers	206	193	(13)	(6%)	0.65	0.75	\$32.96
Software Developers, Applications	488	492	4	1%	0.69	0.80	\$45.23
Software Developers, Systems Software	409	419	10	2%	1.07	1.20	\$49.71
Web Developers	62	74	12	19%	0.46	0.45	\$23.15
Database Administrators	75	78	3	4%	0.72	0.77	\$31.54
Network and Computer Systems Administrators	165	174	9	5%	0.50	0.52	\$39.65
Computer Network Architects	97	100	3	3%	0.75	0.79	\$36.24
Computer User Support Specialists	277	302	25	9%	0.49	0.51	\$21.58
Computer Network Support Specialists	48	52	4	8%	0.30	0.30	\$24.75
Computer Occupations, All Other	278	281	3	1%	1.36	1.43	\$36.20
Actuaries	<10	10	Insf. Data	Insf. Data	0.45	0.43	Insf. Data
Mathematicians	<10	<10	Insf. Data	Insf. Data	1.52	1.58	Insf. Data
Operations Research Analysts	206	222	16	8%	2.42	2.63	\$43.45
Statisticians	<10	11	Insf. Data	Insf. Data	0.38	0.37	Insf. Data
Mathematical Technicians	0	<10	Insf. Data	Insf. Data	0.23	0.07	\$0.00
Mathematical Science Occupations, All Other	<10	<10	Insf. Data	Insf. Data	1.04	1.12	Insf. Data
Architects, Except Landscape and Naval	61	63	2	3%	0.63	0.63	\$30.28
Landscape Architects	14	16	2	14%	0.78	0.72	\$30.10
Cartographers and Photogrammetrists	<10	<10	Insf. Data	Insf. Data	0.60	0.54	Insf. Data
Surveyors	46	53	7	15%	1.34	1.23	\$27.87

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Aerospace Engineers	154	166	12	8%	2.59	2.62	\$43.68
Agricultural Engineers	<10	<10	Insf. Data	Insf. Data	0.97	0.87	Insf. Data
Biomedical Engineers	<10	<10	Insf. Data	Insf. Data	0.40	0.35	Insf. Data
Chemical Engineers	14	18	4	29%	0.58	0.48	\$39.08
Civil Engineers	222	316	94	42%	1.19	0.94	\$40.12
Computer Hardware Engineers	62	67	5	8%	0.94	0.94	\$44.96
Electrical Engineers	263	302	39	15%	1.89	1.76	\$45.66
Electronics Engineers, Except Computer	331	339	8	2%	2.81	2.86	\$44.42
Environmental Engineers	55	67	12	22%	1.31	1.21	\$36.85
Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	15	16	1	7%	0.72	0.70	\$43.12
Industrial Engineers	207	228	21	10%	1.08	1.03	\$32.81
Marine Engineers and Naval Architects	<10	<10	Insf. Data	Insf. Data	0.75	0.64	Insf. Data
Materials Engineers	17	20	3	18%	0.89	0.82	\$48.15
Mechanical Engineers	178	221	43	24%	0.90	0.77	\$41.47
Mining and Geological Engineers, Including Mining Safety Engineers	<10	<10	Insf. Data	Insf. Data	1.01	0.87	Insf. Data
Nuclear Engineers	<10	<10	Insf. Data	Insf. Data	0.44	0.37	Insf. Data
Petroleum Engineers	<10	<10	Insf. Data	Insf. Data	0.22	0.23	Insf. Data
Engineers, All Other	541	559	18	3%	4.49	4.56	\$51.15
Architectural and Civil Drafters	64	75	11	17%	0.93	0.78	\$21.21
Electrical and Electronics Drafters	20	27	7	35%	0.95	0.74	\$26.54
Mechanical Drafters	33	40	7	21%	0.74	0.60	\$22.13
Drafters, All Other	10	13	3	30%	0.93	0.82	\$23.13
Aerospace Engineering and Operations Technicians	46	47	1	2%	4.87	4.90	\$26.52
Civil Engineering Technicians	61	76	15	25%	1.22	1.01	\$21.33
Electrical and Electronics Engineering Technicians	217	235	18	8%	1.94	1.85	\$28.87
Electro-Mechanical Technicians	<10	<10	Insf. Data	Insf. Data	0.47	0.42	Insf. Data
Environmental Engineering Technicians	13	16	3	23%	0.94	0.83	\$20.15
Industrial Engineering Technicians	58	61	3	5%	1.10	1.05	\$22.00
Mechanical Engineering Technicians	22	28	6	27%	0.66	0.55	\$25.47
Engineering Technicians, Except Drafters, All Other	250	248	(2)	(1%)	4.03	4.29	\$29.56

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Surveying and Mapping Technicians	102	110	8	8%	2.21	2.21	\$17.68
Animal Scientists	<10	<10	Insf. Data	Insf. Data	0.36	0.35	Insf. Data
Food Scientists and Technologists	<10	<10	Insf. Data	Insf. Data	0.26	0.25	Insf. Data
Soil and Plant Scientists	11	12	1	9%	0.75	0.76	\$22.21
Biochemists and Biophysicists	<10	11	Insf. Data	Insf. Data	0.34	0.29	Insf. Data
Microbiologists	<10	<10	Insf. Data	Insf. Data	0.29	0.26	Insf. Data
Zoologists and Wildlife Biologists	26	27	1	4%	1.53	1.58	\$25.78
Biological Scientists, All Other	41	42	1	2%	1.41	1.44	\$41.80
Conservation Scientists	<10	<10	Insf. Data	Insf. Data	0.47	0.46	Insf. Data
Foresters	<10	<10	Insf. Data	Insf. Data	0.73	0.74	Insf. Data
Epidemiologists	<10	<10	Insf. Data	Insf. Data	0.47	0.47	Insf. Data
Medical Scientists, Except Epidemiologists	22	28	6	27%	0.29	0.25	\$45.15
Life Scientists, All Other	<10	<10	Insf. Data	Insf. Data	0.47	0.44	Insf. Data
Astronomers	<10	<10	Insf. Data	Insf. Data	1.43	1.50	Insf. Data
Physicists	<10	<10	Insf. Data	Insf. Data	0.57	0.57	Insf. Data
Atmospheric and Space Scientists	<10	<10	Insf. Data	Insf. Data	0.42	0.40	Insf. Data
Chemists	17	20	3	18%	0.26	0.24	\$34.20
Materials Scientists	<10	<10	Insf. Data	Insf. Data	0.36	0.34	Insf. Data
Environmental Scientists and Specialists, Including Health	61	71	10	16%	0.81	0.78	\$28.65
Geoscientists, Except Hydrologists and Geographers	11	14	3	27%	0.41	0.35	\$41.96
Hydrologists	12	13	1	8%	2.00	1.97	\$39.41
Physical Scientists, All Other	<10	<10	Insf. Data	Insf. Data	0.41	0.40	Insf. Data
Economists	<10	<10	Insf. Data	Insf. Data	0.34	0.34	Insf. Data
Survey Researchers	<10	<10	Insf. Data	Insf. Data	0.27	0.25	Insf. Data
Clinical, Counseling, and School Psychologists	37	45	8	22%	0.31	0.29	\$39.67
Industrial-Organizational Psychologists	<10	<10	Insf. Data	Insf. Data	0.39	0.41	Insf. Data
Psychologists, All Other	45	50	5	11%	2.94	2.95	\$54.98
Sociologists	<10	<10	Insf. Data	Insf. Data	0.25	0.19	Insf. Data
Urban and Regional Planners	20	24	4	20%	0.73	0.68	\$32.76
Anthropologists and Archeologists	<10	<10	Insf. Data	Insf. Data	0.52	0.53	Insf. Data

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Geographers	<10	<10	Insf. Data	Insf. Data	3.80	3.80	Insf. Data
Historians	<10	<10	Insf. Data	Insf. Data	0.63	0.64	Insf. Data
Political Scientists	<10	<10	Insf. Data	Insf. Data	0.53	0.50	Insf. Data
Social Scientists and Related Workers, All Other	48	48	0	0%	1.56	1.62	\$36.85
Agricultural and Food Science Technicians	<10	<10	Insf. Data	Insf. Data	0.19	0.18	Insf. Data
Biological Technicians	16	19	3	19%	0.28	0.26	\$19.52
Chemical Technicians	<10	10	Insf. Data	Insf. Data	0.18	0.15	Insf. Data
Geological and Petroleum Technicians	<10	<10	Insf. Data	Insf. Data	0.20	0.17	Insf. Data
Nuclear Technicians	<10	<10	Insf. Data	Insf. Data	0.55	0.47	Insf. Data
Social Science Research Assistants	<10	<10	Insf. Data	Insf. Data	0.21	0.19	Insf. Data
Environmental Science and Protection Technicians, Including Health	14	17	3	21%	0.50	0.48	\$20.02
Forensic Science Technicians	<10	<10	Insf. Data	Insf. Data	0.72	0.69	Insf. Data
Forest and Conservation Technicians	12	12	0	0%	0.44	0.44	\$20.75
Life, Physical, and Social Science Technicians, All Other	30	33	3	10%	0.51	0.51	\$24.35
Substance Abuse and Behavioral Disorder Counselors	89	104	15	17%	1.07	1.09	\$17.70
Educational, Guidance, School, and Vocational Counselors	116	128	12	10%	0.57	0.56	\$23.14
Marriage and Family Therapists	48	50	2	4%	1.36	1.53	\$16.29
Mental Health Counselors	84	100	16	19%	0.72	0.70	\$18.19
Rehabilitation Counselors	74	86	12	16%	0.74	0.73	\$11.83
Counselors, All Other	22	25	3	14%	0.81	0.81	\$18.14
Child, Family, and School Social Workers	121	137	16	13%	0.47	0.46	\$17.31
Healthcare Social Workers	56	69	13	23%	0.44	0.42	\$18.44
Mental Health and Substance Abuse Social Workers	39	54	15	38%	0.47	0.39	\$17.34
Social Workers, All Other	38	41	3	8%	0.69	0.69	\$25.05
Health Educators	32	36	4	13%	0.64	0.64	\$18.75
Probation Officers and Correctional Treatment Specialists	63	65	2	3%	0.88	0.87	\$17.81
Social and Human Service Assistants	231	261	30	13%	0.69	0.71	\$13.53

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Community Health Workers	23	28	5	22%	0.53	0.52	\$14.77
Community and Social Service Specialists, All Other	80	87	7	9%	0.92	0.95	\$19.02
Clergy	394	506	112	28%	2.02	1.82	\$19.99
Directors, Religious Activities and Education	199	231	32	16%	1.97	1.83	\$16.53
Religious Workers, All Other	90	112	22	24%	2.05	1.86	\$11.29
Lawyers	289	301	12	4%	0.43	0.44	\$37.79
Judicial Law Clerks	<10	<10	Insf. Data	Insf. Data	0.49	0.45	Insf. Data
Administrative Law Judges, Adjudicators, and Hearing Officers	29	29	0	0%	2.31	2.35	\$33.45
Arbitrators, Mediators, and Conciliators	<10	<10	Insf. Data	Insf. Data	1.30	1.37	Insf. Data
Judges, Magistrate Judges, and Magistrates	24	25	1	4%	1.01	1.01	\$50.01
Paralegals and Legal Assistants	156	163	7	4%	0.62	0.65	\$19.86
Court Reporters	15	16	1	7%	0.70	0.66	\$20.33
Title Examiners, Abstractors, and Searchers	86	89	3	3%	1.64	1.69	\$23.69
Legal Support Workers, All Other	45	46	1	2%	1.02	1.04	\$22.03
Postsecondary Teachers	192	214	22	11%	0.15	0.16	\$25.44
Preschool Teachers, Except Special Education	363	394	31	9%	0.96	0.98	\$10.54
Kindergarten Teachers, Except Special Education	172	191	19	11%	1.30	1.30	\$21.85
Elementary School Teachers, Except Special Education	933	1,055	122	13%	0.84	0.82	\$22.33
Middle School Teachers, Except Special and Career/Technical Education	417	474	57	14%	0.81	0.79	\$22.82
Career/Technical Education Teachers, Middle School	10	11	1	10%	0.90	0.90	\$19.55
Secondary School Teachers, Except Special and Career/Technical Education	665	727	62	9%	0.86	0.84	\$20.36
Career/Technical Education Teachers, Secondary School	147	163	16	11%	2.38	2.28	\$17.34
Special Education Teachers, Preschool	20	21	1	5%	0.90	0.93	\$22.61
Special Education Teachers, Kindergarten and Elementary School	116	125	9	8%	0.73	0.72	\$18.92
Special Education Teachers, Middle School	38	42	4	11%	0.52	0.51	\$19.18
Special Education Teachers, Secondary School	38	42	4	11%	0.37	0.35	\$19.58
Special Education Teachers, All Other	178	188	10	6%	5.16	5.30	\$22.99

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Adult Basic and Secondary Education and Literacy Teachers and Instructors	29	34	5	17%	0.50	0.47	\$22.24
Self-Enrichment Education Teachers	305	370	65	21%	1.06	0.98	\$12.99
Substitute Teachers	272	310	38	14%	0.57	0.54	\$9.50
Teachers and Instructors, All Other	323	362	39	12%	1.15	1.13	\$28.19
Archivists	<10	<10	Insf. Data	Insf. Data	0.81	0.80	Insf. Data
Curators	<10	<10	Insf. Data	Insf. Data	0.88	0.92	Insf. Data
Museum Technicians and Conservators	12	12	0	0%	1.37	1.44	\$13.21
Librarians	50	56	6	12%	0.48	0.45	\$22.23
Library Technicians	18	20	2	11%	0.18	0.18	\$14.90
Audio-Visual and Multimedia Collections Specialists	<10	<10	Insf. Data	Insf. Data	0.50	0.50	Insf. Data
Farm and Home Management Advisors	11	13	2	18%	1.32	1.28	\$19.38
Instructional Coordinators	128	140	12	9%	1.07	1.09	\$30.02
Teacher Assistants	619	689	70	11%	0.61	0.59	\$14.27
Education, Training, and Library Workers, All Other	126	129	3	2%	1.30	1.37	\$16.87
Art Directors	23	24	1	4%	0.50	0.49	\$26.31
Craft Artists	15	15	0	0%	0.62	0.66	\$6.24
Fine Artists, Including Painters, Sculptors, and Illustrators	34	34	0	0%	0.72	0.74	\$10.98
Multimedia Artists and Animators	22	22	0	0%	0.49	0.52	\$19.56
Artists and Related Workers, All Other	<10	<10	Insf. Data	Insf. Data	0.87	0.89	Insf. Data
Commercial and Industrial Designers	14	18	4	29%	0.50	0.40	\$30.08
Fashion Designers	<10	<10	Insf. Data	Insf. Data	0.29	0.26	Insf. Data
Floral Designers	58	41	(17)	(29%)	1.07	1.28	\$12.42
Graphic Designers	127	150	23	18%	0.61	0.54	\$18.51
Interior Designers	97	114	17	18%	1.42	1.29	\$21.09
Merchandise Displayers and Window Trimmers	58	68	10	17%	0.75	0.70	\$13.26
Set and Exhibit Designers	<10	<10	Insf. Data	Insf. Data	0.31	0.30	Insf. Data
Designers, All Other	<10	<10	Insf. Data	Insf. Data	0.41	0.34	Insf. Data
Actors	14	16	2	14%	0.24	0.22	\$14.63
Producers and Directors	30	33	3	10%	0.31	0.30	\$25.98
Athletes and Sports Competitors	15	16	1	7%	0.93	0.95	\$23.61

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Coaches and Scouts	61	76	15	25%	0.32	0.29	\$18.48
Umpires, Referees, and Other Sports Officials	<10	<10	Insf. Data	Insf. Data	0.49	0.45	Insf. Data
Dancers	<10	<10	Insf. Data	Insf. Data	0.67	0.65	Insf. Data
Choreographers	<10	<10	Insf. Data	Insf. Data	0.58	0.43	Insf. Data
Music Directors and Composers	102	116	14	14%	1.78	1.69	\$21.68
Musicians and Singers	174	199	25	14%	1.19	1.13	\$17.42
Entertainers and Performers, Sports and Related Workers, All Other	34	37	3	9%	1.07	1.06	\$15.47
Radio and Television Announcers	22	22	0	0%	0.76	0.78	\$16.52
Public Address System and Other Announcers	<10	<10	Insf. Data	Insf. Data	0.57	0.59	Insf. Data
Broadcast News Analysts	<10	<10	Insf. Data	Insf. Data	0.27	0.28	Insf. Data
Reporters and Correspondents	30	29	(1)	(3%)	0.82	0.76	\$16.87
Public Relations Specialists	85	103	18	21%	0.48	0.44	\$23.19
Editors	57	66	9	16%	0.62	0.53	\$28.19
Technical Writers	200	198	(2)	(1%)	4.02	4.48	\$28.72
Writers and Authors	69	75	6	9%	0.63	0.61	\$17.54
Interpreters and Translators	47	60	13	28%	0.75	0.75	\$16.56
Media and Communication Workers, All Other	<10	<10	Insf. Data	Insf. Data	0.22	0.21	Insf. Data
Audio and Video Equipment Technicians	23	29	6	26%	0.38	0.35	\$17.38
Broadcast Technicians	<10	<10	Insf. Data	Insf. Data	0.25	0.23	Insf. Data
Radio Operators	<10	<10	Insf. Data	Insf. Data	0.55	0.54	Insf. Data
Sound Engineering Technicians	<10	<10	Insf. Data	Insf. Data	0.38	0.31	Insf. Data
Photographers	103	116	13	13%	0.97	0.95	\$11.21
Camera Operators, Television, Video, and Motion Picture	<10	<10	Insf. Data	Insf. Data	0.27	0.25	Insf. Data
Film and Video Editors	<10	<10	Insf. Data	Insf. Data	0.26	0.25	Insf. Data
Media and Communication Equipment Workers, All Other	13	13	0	0%	0.71	0.72	\$41.32
Chiropractors	14	20	6	43%	0.44	0.35	\$30.44
Dentists, General	55	55	0	0%	0.44	0.49	\$89.02
Oral and Maxillofacial Surgeons	<10	<10	Insf. Data	Insf. Data	0.55	0.60	Insf. Data
Orthodontists	<10	<10	Insf. Data	Insf. Data	0.88	0.98	Insf. Data

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Prosthodontists	<10	<10	Insf. Data	Insf. Data	4.29	4.77	Insf. Data
Dentists, All Other Specialists	<10	<10	Insf. Data	Insf. Data	1.33	1.43	Insf. Data
Dietitians and Nutritionists	47	55	8	17%	0.85	0.84	\$23.43
Optometrists	26	28	2	8%	0.69	0.74	\$39.18
Pharmacists	202	217	15	7%	0.80	0.81	\$59.77
Anesthesiologists	18	21	3	17%	0.66	0.64	\$96.32
Family and General Practitioners	213	224	11	5%	1.78	1.82	\$87.60
Internists, General	30	33	3	10%	0.68	0.67	\$80.66
Obstetricians and Gynecologists	19	20	1	5%	0.91	0.91	\$93.05
Pediatricians, General	10	12	2	20%	0.39	0.35	Insf. Data
Psychiatrists	<10	<10	Insf. Data	Insf. Data	0.38	0.31	Insf. Data
Surgeons	21	24	3	14%	0.55	0.53	\$94.83
Physicians and Surgeons, All Other	160	180	20	13%	0.56	0.55	\$83.48
Physician Assistants	50	64	14	28%	0.65	0.61	\$42.17
Podiatrists	<10	<10	Insf. Data	Insf. Data	0.52	0.54	Insf. Data
Occupational Therapists	45	61	16	36%	0.52	0.46	\$39.53
Physical Therapists	119	157	38	32%	0.72	0.66	\$43.71
Radiation Therapists	10	11	1	10%	0.71	0.75	\$30.79
Recreational Therapists	<10	10	Insf. Data	Insf. Data	0.60	0.52	Insf. Data
Respiratory Therapists	96	105	9	9%	0.93	0.95	\$24.15
Speech-Language Pathologists	162	185	23	14%	1.41	1.42	\$39.13
Exercise Physiologists	<10	10	Insf. Data	Insf. Data	0.90	0.98	Insf. Data
Therapists, All Other	12	14	2	17%	0.48	0.47	\$28.38
Veterinarians	54	57	3	6%	0.82	0.86	\$36.75
Registered Nurses	1,507	1,669	162	11%	0.64	0.65	\$27.59
Nurse Anesthetists	21	24	3	14%	0.65	0.66	\$57.72
Nurse Midwives	<10	<10	Insf. Data	Insf. Data	0.47	0.44	Insf. Data
Nurse Practitioners	80	104	24	30%	0.81	0.75	\$44.63
Audiologists	<10	<10	Insf. Data	Insf. Data	0.61	0.55	Insf. Data
Health Diagnosing and Treating Practitioners, All Other	62	65	3	5%	1.35	1.46	\$26.43
Medical and Clinical Laboratory Technologists	92	96	4	4%	0.64	0.67	\$25.81
Medical and Clinical Laboratory Technicians	48	57	9	19%	0.35	0.35	\$16.35

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Dental Hygienists	70	76	6	9%	0.38	0.41	\$29.82
Cardiovascular Technologists and Technicians	24	27	3	13%	0.52	0.55	\$19.13
Diagnostic Medical Sonographers	50	58	8	16%	0.89	0.95	\$24.28
Nuclear Medicine Technologists	12	12	0	0%	0.64	0.67	\$27.69
Radiologic Technologists	126	139	13	10%	0.74	0.76	\$22.77
Magnetic Resonance Imaging Technologists	36	37	1	3%	1.15	1.28	\$27.70
Emergency Medical Technicians and Paramedics	93	105	12	13%	0.45	0.47	\$12.19
Dietetic Technicians	<10	11	Insf. Data	Insf. Data	0.39	0.34	Insf. Data
Pharmacy Technicians	201	225	24	12%	0.63	0.64	\$14.08
Psychiatric Technicians	134	163	29	22%	2.80	2.42	\$9.83
Respiratory Therapy Technicians	<10	<10	Insf. Data	Insf. Data	0.34	0.30	Insf. Data
Surgical Technologists	81	85	4	5%	0.84	0.95	\$18.99
Veterinary Technologists and Technicians	110	128	18	16%	1.29	1.35	\$14.72
Ophthalmic Medical Technicians	24	28	4	17%	0.74	0.75	\$18.03
Licensed Practical and Licensed Vocational Nurses	586	693	107	18%	0.99	0.96	\$17.95
Medical Records and Health Information Technicians	90	103	13	14%	0.56	0.56	\$15.75
Opticians, Dispensing	76	80	4	5%	1.09	1.20	\$17.56
Orthotists and Prosthetists	<10	<10	Insf. Data	Insf. Data	0.62	0.59	Insf. Data
Hearing Aid Specialists	<10	<10	Insf. Data	Insf. Data	1.20	1.21	Insf. Data
Health Technologists and Technicians, All Other	40	48	8	20%	0.48	0.46	\$19.36
Occupational Health and Safety Specialists	53	55	2	4%	0.91	0.95	\$34.74
Occupational Health and Safety Technicians	<10	<10	Insf. Data	Insf. Data	0.27	0.25	Insf. Data
Athletic Trainers	10	13	3	30%	0.58	0.53	\$18.89
Genetic Counselors	<10	<10	Insf. Data	Insf. Data	0.59	0.64	Insf. Data
Healthcare Practitioners and Technical Workers, All Other	22	25	3	14%	0.62	0.63	\$15.66
Home Health Aides	223	304	81	36%	0.30	0.28	\$10.39
Psychiatric Aides	21	31	10	48%	0.47	0.34	\$11.14
Nursing Assistants	759	917	158	21%	0.66	0.61	\$10.83
Orderlies	14	19	5	36%	0.36	0.30	\$12.12
Occupational Therapy Assistants	18	26	8	44%	0.73	0.63	\$30.39
Occupational Therapy Aides	<10	<10	Insf. Data	Insf. Data	0.70	0.63	Insf. Data

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Physical Therapist Assistants	58	78	20	34%	0.95	0.87	\$29.20
Physical Therapist Aides	20	31	11	55%	0.59	0.48	\$12.54
Massage Therapists	140	179	39	28%	1.16	1.06	\$13.20
Dental Assistants	229	234	5	2%	0.76	0.84	\$17.99
Medical Assistants	263	323	60	23%	0.54	0.51	\$13.64
Medical Equipment Preparers	27	31	4	15%	0.64	0.61	\$13.00
Medical Transcriptionists	22	27	5	23%	0.41	0.36	\$16.55
Pharmacy Aides	<10	<10	Insf. Data	Insf. Data	0.22	0.20	Insf. Data
Veterinary Assistants and Laboratory Animal Caretakers	82	86	4	5%	1.17	1.24	\$9.88
Phlebotomists	64	71	7	11%	0.63	0.67	\$12.73
Healthcare Support Workers, All Other	35	40	5	14%	0.42	0.40	\$16.29
First-Line Supervisors of Correctional Officers	61	64	3	5%	1.60	1.58	\$26.93
First-Line Supervisors of Police and Detectives	42	46	4	10%	0.52	0.50	\$39.04
First-Line Supervisors of Fire Fighting and Prevention Workers	45	48	3	7%	0.92	0.90	\$29.74
First-Line Supervisors of Protective Service Workers, All Other	38	41	3	8%	0.65	0.66	\$20.27
Firefighters	447	483	36	8%	1.77	1.73	\$18.94
Fire Inspectors and Investigators	<10	<10	Insf. Data	Insf. Data	0.71	0.68	Insf. Data
Forest Fire Inspectors and Prevention Specialists	<10	<10	Insf. Data	Insf. Data	0.61	0.58	Insf. Data
Bailiffs	14	16	2	14%	1.10	1.06	\$21.53
Correctional Officers and Jailers	800	858	58	7%	2.22	2.18	\$17.00
Detectives and Criminal Investigators	69	75	6	9%	0.76	0.73	\$32.54
Fish and Game Wardens	<10	<10	Insf. Data	Insf. Data	0.72	0.69	Insf. Data
Parking Enforcement Workers	<10	<10	Insf. Data	Insf. Data	0.20	0.19	Insf. Data
Police and Sheriff's Patrol Officers	406	443	37	9%	0.76	0.73	\$19.99
Transit and Railroad Police	<10	<10	Insf. Data	Insf. Data	0.58	0.54	Insf. Data
Animal Control Workers	<10	<10	Insf. Data	Insf. Data	0.37	0.34	Insf. Data
Private Detectives and Investigators	13	14	1	8%	0.43	0.45	\$17.83
Gaming Surveillance Officers and Gaming Investigators	<10	<10	Insf. Data	Insf. Data	0.43	0.42	Insf. Data
Security Guards	403	465	62	15%	0.43	0.41	\$10.40
Crossing Guards	16	17	1	6%	0.31	0.29	\$11.31

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	59	68	9	15%	0.52	0.50	\$9.70
Transportation Security Screeners	69	76	7	10%	1.73	1.70	\$17.06
Protective Service Workers, All Other	92	98	6	7%	0.93	0.95	\$15.47
Chefs and Head Cooks	214	234	20	9%	1.93	1.91	\$24.39
First-Line Supervisors of Food Preparation and Serving Workers	1,199	1,329	130	11%	1.57	1.58	\$14.60
Cooks, Fast Food	92	106	14	15%	0.22	0.20	\$8.59
Cooks, Institution and Cafeteria	218	261	43	20%	0.66	0.61	\$11.19
Cooks, Private Household	<10	<10	Insf. Data	Insf. Data	1.90	1.71	Insf. Data
Cooks, Restaurant	2,235	2,545	310	14%	2.32	2.30	\$11.29
Cooks, Short Order	156	161	5	3%	0.99	0.99	\$9.68
Cooks, All Other	17	21	4	24%	1.01	0.90	\$11.65
Food Preparation Workers	644	710	66	10%	0.90	0.87	\$10.65
Bartenders	1,075	1,140	65	6%	2.09	2.15	\$11.01
Combined Food Preparation and Serving Workers, Including Fast Food	4,384	4,796	412	9%	1.57	1.62	\$9.08
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	333	348	15	5%	0.81	0.81	\$8.73
Waiters and Waitresses	5,165	5,595	430	8%	2.48	2.47	\$11.38
Food Servers, Nonrestaurant	223	257	34	15%	1.06	1.04	\$9.85
Dining Room and Cafeteria Attendants and Bartender Helpers	894	971	77	9%	2.50	2.51	\$10.93
Dishwashers	667	740	73	11%	1.59	1.55	\$9.94
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	707	769	62	9%	2.24	2.22	\$9.78
Food Preparation and Serving Related Workers, All Other	55	60	5	9%	1.31	1.33	\$14.41
First-Line Supervisors of Housekeeping and Janitorial Workers	217	237	20	9%	1.21	1.21	\$17.09
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	169	186	17	10%	1.49	1.41	\$19.03

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1,594	1,801	207	13%	0.76	0.75	\$10.80
Maids and Housekeeping Cleaners	1,594	1,700	106	7%	1.23	1.27	\$9.38
Building Cleaning Workers, All Other	20	23	3	15%	1.29	1.28	\$12.97
Pest Control Workers	157	185	28	18%	2.52	2.47	\$14.69
Landscaping and Groundskeeping Workers	1,341	1,504	163	12%	1.33	1.29	\$10.89
Pesticide Handlers, Sprayers, and Applicators, Vegetation	50	58	8	16%	2.05	1.90	\$14.72
Tree Trimmers and Pruners	33	40	7	21%	0.69	0.63	\$14.66
Grounds Maintenance Workers, All Other	16	18	2	13%	0.78	0.77	\$13.29
Gaming Supervisors	<10	<10	Insf. Data	Insf. Data	0.39	0.39	Insf. Data
Slot Supervisors	<10	<10	Insf. Data	Insf. Data	0.61	0.58	Insf. Data
First-Line Supervisors of Personal Service Workers	154	163	9	6%	0.91	0.94	\$14.46
Animal Trainers	13	14	1	8%	0.48	0.46	\$11.46
Nonfarm Animal Caretakers	146	161	15	10%	0.75	0.77	\$10.96
Gaming Dealers	10	12	2	20%	0.13	0.12	Insf. Data
Gaming and Sports Book Writers and Runners	<10	<10	Insf. Data	Insf. Data	0.26	0.27	Insf. Data
Gaming Service Workers, All Other	<10	<10	Insf. Data	Insf. Data	0.26	0.29	Insf. Data
Motion Picture Projectionists	<10	<10	Insf. Data	Insf. Data	1.94	1.77	\$10.39
Ushers, Lobby Attendants, and Ticket Takers	101	101	0	0%	0.93	0.99	\$8.65
Amusement and Recreation Attendants	369	415	46	12%	1.54	1.50	\$9.33
Costume Attendants	<10	<10	Insf. Data	Insf. Data	0.52	0.44	Insf. Data
Locker Room, Coatroom, and Dressing Room Attendants	17	19	2	12%	1.07	1.08	\$9.43
Entertainment Attendants and Related Workers, All Other	14	14	0	0%	0.78	0.87	\$11.50
Embalmers	<10	<10	Insf. Data	Insf. Data	0.51	0.40	Insf. Data
Funeral Attendants	33	38	5	15%	1.33	1.14	\$11.21
Morticians, Undertakers, and Funeral Directors	25	31	6	24%	1.29	1.10	\$22.17
Barbers	21	18	(3)	(14%)	0.30	0.37	\$11.87
Hairdressers, Hairstylists, and Cosmetologists	561	626	65	12%	1.00	0.98	\$10.62
Makeup Artists, Theatrical and Performance	<10	<10	Insf. Data	Insf. Data	1.00	0.92	Insf. Data
Manicurists and Pedicurists	61	81	20	33%	0.69	0.59	\$10.36

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Shampooers	24	28	4	17%	1.20	1.11	\$8.53
Skincare Specialists	46	60	14	30%	1.00	0.93	\$14.80
Baggage Porters and Bellhops	64	68	4	6%	1.67	1.69	\$9.32
Concierges	13	16	3	23%	0.50	0.49	\$12.67
Tour Guides and Escorts	47	47	0	0%	1.13	1.23	\$12.41
Travel Guides	<10	<10	Insf. Data	Insf. Data	1.23	1.08	Insf. Data
Childcare Workers	838	844	6	1%	0.76	0.79	\$8.74
Personal Care Aides	551	612	61	11%	0.33	0.38	\$9.35
Fitness Trainers and Aerobics Instructors	178	210	32	18%	0.76	0.72	\$16.00
Recreation Workers	268	294	26	10%	0.89	0.90	\$11.77
Residential Advisors	97	102	5	5%	0.89	0.96	\$9.99
Personal Care and Service Workers, All Other	93	101	8	9%	1.10	1.13	\$10.44
First-Line Supervisors of Retail Sales Workers	1,721	1,869	148	9%	1.48	1.43	\$17.53
First-Line Supervisors of Non-Retail Sales Workers	247	266	19	8%	0.87	0.83	\$25.58
Cashiers	3,454	3,637	183	5%	1.21	1.19	\$9.26
Gaming Change Persons and Booth Cashiers	<10	<10	Insf. Data	Insf. Data	0.33	0.33	Insf. Data
Counter and Rental Clerks	459	502	43	9%	1.26	1.23	\$12.35
Parts Salespersons	179	196	17	9%	0.93	0.90	\$12.70
Retail Salespersons	5,973	6,671	698	12%	1.60	1.53	\$10.76
Advertising Sales Agents	78	77	(1)	(1%)	0.51	0.51	\$18.20
Insurance Sales Agents	397	461	64	16%	0.72	0.66	\$24.10
Securities, Commodities, and Financial Services Sales Agents	127	136	9	7%	0.45	0.44	\$25.30
Travel Agents	156	269	113	72%	4.68	2.47	\$15.16
Sales Representatives, Services, All Other	698	757	59	8%	0.87	0.89	\$19.78
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	149	148	(1)	(1%)	0.45	0.49	\$32.16
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	448	511	63	14%	0.39	0.36	\$18.15
Demonstrators and Product Promoters	23	24	1	4%	0.26	0.27	\$13.33
Models	<10	<10	Insf. Data	Insf. Data	0.75	0.77	Insf. Data
Real Estate Brokers	246	255	9	4%	2.71	2.63	\$21.68

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Real Estate Sales Agents	802	800	(2)	(0%)	2.19	2.21	\$15.02
Sales Engineers	19	19	0	0%	0.29	0.30	\$47.49
Telemarketers	84	109	25	30%	0.48	0.41	\$11.67
Door-to-Door Sales Workers, News and Street Vendors, and Related Workers	70	62	(8)	(11%)	1.13	1.03	\$9.07
Sales and Related Workers, All Other	61	71	10	16%	0.67	0.64	\$16.85
First-Line Supervisors of Office and Administrative Support Workers	915	1,011	96	10%	0.76	0.75	\$20.75
Switchboard Operators, Including Answering Service	53	53	0	0%	0.60	0.57	\$12.34
Telephone Operators	<10	<10	Insf. Data	Insf. Data	0.22	0.22	Insf. Data
Communications Equipment Operators, All Other	<10	<10	Insf. Data	Insf. Data	0.66	0.67	Insf. Data
Bill and Account Collectors	78	97	19	24%	0.30	0.26	\$14.24
Billing and Posting Clerks	287	330	43	15%	0.68	0.66	\$14.49
Bookkeeping, Accounting, and Auditing Clerks	1,232	1,353	121	10%	0.84	0.83	\$15.63
Gaming Cage Workers	<10	<10	Insf. Data	Insf. Data	0.26	0.26	Insf. Data
Payroll and Timekeeping Clerks	88	99	11	13%	0.60	0.58	\$17.39
Procurement Clerks	50	51	1	2%	0.77	0.79	\$19.98
Tellers	594	608	14	2%	1.39	1.39	\$12.72
Financial Clerks, All Other	<10	10	Insf. Data	Insf. Data	0.29	0.27	Insf. Data
Brokerage Clerks	20	22	2	10%	0.46	0.43	\$19.42
Correspondence Clerks	<10	<10	Insf. Data	Insf. Data	0.41	0.34	Insf. Data
Court, Municipal, and License Clerks	108	121	13	12%	1.02	0.98	\$15.14
Credit Authorizers, Checkers, and Clerks	19	20	1	5%	0.51	0.48	\$14.51
Customer Service Representatives	1,797	1,986	189	11%	0.83	0.83	\$13.97
Eligibility Interviewers, Government Programs	55	63	8	15%	0.54	0.52	\$15.80
File Clerks	97	96	(1)	(1%)	0.70	0.71	\$12.61
Hotel, Motel, and Resort Desk Clerks	466	489	23	5%	2.22	2.31	\$10.58
Interviewers, Except Eligibility and Loan	51	57	6	12%	0.29	0.28	\$13.87
Library Assistants, Clerical	69	78	9	13%	0.67	0.65	\$11.51
Loan Interviewers and Clerks	146	159	13	9%	0.84	0.82	\$16.26
New Accounts Clerks	14	14	0	0%	0.33	0.32	\$14.05
Order Clerks	53	56	3	6%	0.33	0.32	\$13.36

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Human Resources Assistants, Except Payroll and Timekeeping	70	72	2	3%	0.57	0.57	\$17.16
Receptionists and Information Clerks	977	1,056	79	8%	1.10	1.11	\$12.23
Reservation and Transportation Ticket Agents and Travel Clerks	53	64	11	21%	0.57	0.45	\$13.02
Information and Record Clerks, All Other	313	300	(13)	(4%)	1.81	1.89	\$19.59
Cargo and Freight Agents	20	20	0	0%	0.27	0.30	\$16.22
Couriers and Messengers	33	33	0	0%	0.42	0.40	\$12.23
Police, Fire, and Ambulance Dispatchers	83	91	8	10%	1.03	1.00	\$14.96
Dispatchers, Except Police, Fire, and Ambulance	90	103	13	14%	0.56	0.54	\$16.83
Meter Readers, Utilities	35	36	1	3%	1.32	1.19	\$16.04
Postal Service Clerks	63	56	(7)	(11%)	1.15	1.11	\$26.94
Postal Service Mail Carriers	228	213	(15)	(7%)	0.96	0.92	\$26.80
Postal Service Mail Sorters, Processors, and Processing Machine Operators	<10	<10	Insf. Data	Insf. Data	0.11	0.08	Insf. Data
Production, Planning, and Expediting Clerks	178	182	4	2%	0.67	0.69	\$20.12
Shipping, Receiving, and Traffic Clerks	226	245	19	8%	0.42	0.40	\$15.38
Stock Clerks and Order Fillers	1,469	1,526	57	4%	0.94	0.93	\$10.96
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	26	28	2	8%	0.43	0.43	\$13.54
Executive Secretaries and Executive Administrative Assistants	408	419	11	3%	0.66	0.65	\$21.31
Legal Secretaries	78	74	(4)	(5%)	0.42	0.44	\$12.59
Medical Secretaries	142	194	52	37%	0.35	0.31	\$13.83
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	2,340	2,570	230	10%	1.06	1.05	\$14.26
Computer Operators	13	13	0	0%	0.26	0.25	\$16.17
Data Entry Keyers	74	70	(4)	(5%)	0.43	0.40	\$14.22
Word Processors and Typists	36	34	(2)	(6%)	0.46	0.43	\$14.09
Desktop Publishers	<10	<10	Insf. Data	Insf. Data	0.41	0.39	Insf. Data
Insurance Claims and Policy Processing Clerks	58	77	19	33%	0.33	0.26	\$15.91

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Mail Clerks and Mail Machine Operators, Except Postal Service	57	55	(2)	(4%)	0.65	0.64	\$12.26
Office Clerks, General	1,722	1,884	162	9%	0.65	0.63	\$12.95
Office Machine Operators, Except Computer	17	18	1	6%	0.32	0.30	\$13.28
Proofreaders and Copy Markers	<10	<10	Insf. Data	Insf. Data	0.34	0.30	Insf. Data
Statistical Assistants	<10	<10	Insf. Data	Insf. Data	0.42	0.40	Insf. Data
Office and Administrative Support Workers, All Other	79	86	7	9%	0.29	0.28	\$19.35
First-Line Supervisors of Farming, Fishing, and Forestry Workers	<10	11	Insf. Data	Insf. Data	0.26	0.24	Insf. Data
Agricultural Inspectors	<10	11	Insf. Data	Insf. Data	0.82	0.76	Insf. Data
Animal Breeders	0	0	0	0%	0.05	0.01	\$0.00
Graders and Sorters, Agricultural Products	<10	<10	Insf. Data	Insf. Data	0.15	0.13	Insf. Data
Agricultural Equipment Operators	<10	<10	Insf. Data	Insf. Data	0.05	0.04	Insf. Data
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	39	41	2	5%	0.06	0.06	\$10.26
Farmworkers, Farm, Ranch, and Aquacultural Animals	<10	<10	Insf. Data	Insf. Data	0.10	0.09	Insf. Data
Agricultural Workers, All Other	<10	<10	Insf. Data	Insf. Data	0.32	0.28	Insf. Data
Fishers and Related Fishing Workers	63	43	(20)	(32%)	2.49	3.36	\$14.87
Hunters and Trappers	27	18	(9)	(33%)	2.18	3.04	\$11.92
Forest and Conservation Workers	<10	<10	Insf. Data	Insf. Data	0.42	0.41	Insf. Data
Fallers	<10	<10	Insf. Data	Insf. Data	0.49	0.41	Insf. Data
Logging Equipment Operators	15	17	2	13%	0.52	0.43	\$15.69
Log Graders and Scalers	<10	<10	Insf. Data	Insf. Data	0.14	0.11	Insf. Data
Logging Workers, All Other	<10	<10	Insf. Data	Insf. Data	0.41	0.35	Insf. Data
First-Line Supervisors of Construction Trades and Extraction Workers	502	522	20	4%	0.95	0.97	\$23.58
Boilermakers	<10	<10	Insf. Data	Insf. Data	0.64	0.61	Insf. Data
Brickmasons and Blockmasons	83	77	(6)	(7%)	1.11	1.23	\$16.85
Stonemasons	13	13	0	0%	1.01	1.02	\$13.44
Carpenters	864	904	40	5%	1.03	1.02	\$15.47
Carpet Installers	36	45	9	25%	1.28	1.01	\$14.14
Floor Layers, Except Carpet, Wood, and Hard Tiles	10	13	3	30%	0.94	0.72	\$14.90

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Floor Sanders and Finishers	<10	<10	Insf. Data	Insf. Data	1.14	0.87	Insf. Data
Tile and Marble Setters	77	93	16	21%	1.93	1.57	\$14.50
Cement Masons and Concrete Finishers	132	146	14	11%	0.95	0.94	\$14.12
Terrazzo Workers and Finishers	<10	<10	Insf. Data	Insf. Data	1.23	0.83	Insf. Data
Construction Laborers	977	1,044	67	7%	0.90	0.91	\$13.01
Paving, Surfacing, and Tamping Equipment Operators	17	17	0	0%	0.34	0.36	\$13.01
Pile-Driver Operators	<10	<10	Insf. Data	Insf. Data	0.72	0.72	Insf. Data
Operating Engineers and Other Construction Equipment Operators	200	209	9	5%	0.62	0.65	\$19.10
Drywall and Ceiling Tile Installers	91	54	(37)	(41%)	0.57	0.92	\$14.02
Tapers	<10	<10	Insf. Data	Insf. Data	0.36	0.43	Insf. Data
Electricians	511	512	1	0%	0.86	0.93	\$25.62
Glaziers	46	51	5	11%	1.19	1.14	\$13.80
Insulation Workers, Floor, Ceiling, and Wall	20	14	(6)	(30%)	0.61	0.90	\$12.37
Insulation Workers, Mechanical	29	45	16	55%	1.39	1.08	\$17.10
Painters, Construction and Maintenance	324	349	25	8%	1.02	0.96	\$15.77
Paperhangers	11	11	0	0%	2.22	2.14	\$13.47
Pipelayers	104	110	6	6%	2.53	2.62	\$15.88
Plumbers, Pipefitters, and Steamfitters	383	479	96	25%	1.14	1.02	\$16.45
Plasterers and Stucco Masons	36	25	(11)	(31%)	1.25	1.59	\$15.73
Reinforcing Iron and Rebar Workers	18	18	0	0%	0.82	0.85	\$17.20
Roofers	212	294	82	39%	2.30	1.76	\$15.76
Sheet Metal Workers	102	128	26	25%	0.97	0.84	\$15.71
Structural Iron and Steel Workers	42	43	1	2%	0.72	0.76	\$17.18
Solar Photovoltaic Installers	<10	<10	Insf. Data	Insf. Data	1.12	1.11	Insf. Data
Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	29	30	1	3%	1.37	1.40	\$11.14
Helpers--Carpenters	31	35	4	13%	0.92	0.90	\$12.27
Helpers--Electricians	54	57	3	6%	0.80	0.88	\$11.10
Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	15	16	1	7%	1.58	1.44	\$9.99

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	68	84	16	24%	1.58	1.46	\$11.67
Helpers--Roofers	18	29	11	61%	2.50	1.78	\$12.27
Helpers, Construction Trades, All Other	14	16	2	14%	0.86	0.84	\$11.70
Construction and Building Inspectors	122	137	15	12%	1.56	1.49	\$25.34
Elevator Installers and Repairers	20	36	16	80%	1.71	1.09	\$33.95
Fence Erectors	14	13	(1)	(7%)	0.52	0.59	\$13.51
Hazardous Materials Removal Workers	30	34	4	13%	0.87	0.83	\$16.49
Highway Maintenance Workers	66	74	8	12%	0.59	0.55	\$13.66
Rail-Track Laying and Maintenance Equipment Operators	<10	<10	Insf. Data	Insf. Data	0.17	0.14	Insf. Data
Septic Tank Servicers and Sewer Pipe Cleaners	36	43	7	19%	1.69	1.61	\$13.73
Segmental Pavers	<10	<10	Insf. Data	Insf. Data	0.54	0.55	Insf. Data
Construction and Related Workers, All Other	93	103	10	11%	3.14	3.04	\$15.39
Derrick Operators, Oil and Gas	0	0	0	0%	0.00	0.00	\$0.00
Rotary Drill Operators, Oil and Gas	<10	<10	Insf. Data	Insf. Data	0.06	0.06	Insf. Data
Service Unit Operators, Oil, Gas, and Mining	<10	<10	Insf. Data	Insf. Data	0.01	0.01	Insf. Data
Earth Drillers, Except Oil and Gas	12	14	2	17%	0.70	0.68	\$18.00
Explosives Workers, Ordnance Handling Experts, and Blasters	<10	<10	Insf. Data	Insf. Data	0.64	0.69	Insf. Data
Continuous Mining Machine Operators	<10	<10	Insf. Data	Insf. Data	0.08	0.06	Insf. Data
Mine Cutting and Channeling Machine Operators	<10	<10	Insf. Data	Insf. Data	0.43	0.38	Insf. Data
Mining Machine Operators, All Other	0	0	0	0%	0.07	0.03	\$0.00
Rock Splitters, Quarry	<10	<10	Insf. Data	Insf. Data	0.27	0.23	Insf. Data
Roof Bolters, Mining	0	0	0	0%	0.00	0.00	\$0.00
Roustabouts, Oil and Gas	<10	<10	Insf. Data	Insf. Data	0.06	0.06	Insf. Data
Helpers--Extraction Workers	<10	<10	Insf. Data	Insf. Data	0.23	0.23	Insf. Data
Extraction Workers, All Other	<10	<10	Insf. Data	Insf. Data	0.07	0.09	Insf. Data
First-Line Supervisors of Mechanics, Installers, and Repairers	397	420	23	6%	1.05	1.05	\$28.82
Computer, Automated Teller, and Office Machine Repairers	61	72	11	18%	0.60	0.52	\$18.36

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Radio, Cellular, and Tower Equipment Installers and Repairs	22	24	2	9%	1.87	1.79	\$27.75
Telecommunications Equipment Installers and Repairers, Except Line Installers	141	143	2	1%	0.75	0.76	\$27.18
Avionics Technicians	87	87	0	0%	5.60	5.91	\$17.92
Electric Motor, Power Tool, and Related Repairers	14	12	(2)	(14%)	0.87	0.99	\$20.70
Electrical and Electronics Installers and Repairers, Transportation Equipment	11	12	1	9%	0.94	0.92	\$28.94
Electrical and Electronics Repairers, Commercial and Industrial Equipment	147	149	2	1%	2.53	2.63	\$29.85
Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	28	30	2	7%	1.56	1.49	\$32.86
Electronic Equipment Installers and Repairers, Motor Vehicles	10	<10	Insf. Data	Insf. Data	1.04	1.08	Insf. Data
Electronic Home Entertainment Equipment Installers and Repairers	42	47	5	12%	1.80	1.57	\$20.56
Security and Fire Alarm Systems Installers	73	81	8	11%	1.31	1.31	\$16.73
Aircraft Mechanics and Service Technicians	339	343	4	1%	3.19	3.33	\$27.89
Automotive Body and Related Repairers	184	192	8	4%	1.34	1.37	\$16.26
Automotive Glass Installers and Repairers	24	26	2	8%	1.47	1.51	\$18.13
Automotive Service Technicians and Mechanics	666	706	40	6%	1.02	1.03	\$17.44
Bus and Truck Mechanics and Diesel Engine Specialists	77	86	9	12%	0.37	0.35	\$18.61
Farm Equipment Mechanics and Service Technicians	<10	10	Insf. Data	Insf. Data	0.29	0.25	Insf. Data
Mobile Heavy Equipment Mechanics, Except Engines	48	52	4	8%	0.45	0.45	\$22.20
Rail Car Repairers	<10	<10	Insf. Data	Insf. Data	0.40	0.30	Insf. Data
Motorboat Mechanics and Service Technicians	63	66	3	5%	3.00	2.95	\$20.18
Motorcycle Mechanics	19	22	3	16%	1.50	1.33	\$17.55
Outdoor Power Equipment and Other Small Engine Mechanics	27	30	3	11%	1.04	1.00	\$15.59
Bicycle Repairers	21	19	(2)	(10%)	1.87	2.34	\$15.35
Recreational Vehicle Service Technicians	15	17	2	13%	1.62	1.48	\$20.30
Tire Repairers and Changers	93	97	4	4%	1.01	1.05	\$8.98

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Mechanical Door Repairers	14	23	9	64%	1.33	0.92	\$19.68
Control and Valve Installers and Repairers, Except Mechanical Door	21	24	3	14%	0.65	0.59	\$21.98
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	370	440	70	19%	1.53	1.43	\$17.44
Home Appliance Repairers	37	39	2	5%	1.13	1.03	\$16.74
Industrial Machinery Mechanics	116	131	15	13%	0.42	0.42	\$26.32
Maintenance Workers, Machinery	14	17	3	21%	0.20	0.18	\$21.59
Millwrights	<10	15	Insf. Data	Insf. Data	0.40	0.23	Insf. Data
Refractory Materials Repairers, Except Brickmasons	<10	<10	Insf. Data	Insf. Data	1.35	1.44	Insf. Data
Electrical Power-Line Installers and Repairers	113	134	21	19%	1.23	1.14	\$25.48
Telecommunications Line Installers and Repairers	78	76	(2)	(3%)	0.72	0.77	\$22.15
Camera and Photographic Equipment Repairers	<10	<10	Insf. Data	Insf. Data	0.75	0.67	Insf. Data
Medical Equipment Repairers	90	115	25	28%	2.62	2.47	\$21.09
Musical Instrument Repairers and Tuners	16	17	1	6%	1.81	1.61	\$14.37
Watch Repairers	<10	<10	Insf. Data	Insf. Data	2.05	1.87	Insf. Data
Precision Instrument and Equipment Repairers, All Other	<10	11	Insf. Data	Insf. Data	1.03	0.97	Insf. Data
Maintenance and Repair Workers, General	1,314	1,316	2	0%	1.02	1.10	\$14.74
Wind Turbine Service Technicians	<10	<10	Insf. Data	Insf. Data	0.76	0.71	Insf. Data
Coin, Vending, and Amusement Machine Servicers and Repairers	19	18	(1)	(5%)	0.64	0.65	\$14.39
Commercial Divers	<10	<10	Insf. Data	Insf. Data	1.06	1.07	Insf. Data
Fabric Menders, Except Garment	<10	<10	Insf. Data	Insf. Data	1.29	1.08	Insf. Data
Locksmiths and Safe Repairers	36	39	3	8%	1.81	1.84	\$16.31
Manufactured Building and Mobile Home Installers	<10	<10	Insf. Data	Insf. Data	2.58	2.61	Insf. Data
Riggers	14	17	3	21%	0.83	0.82	\$21.15
Signal and Track Switch Repairers	<10	<10	Insf. Data	Insf. Data	0.22	0.20	Insf. Data
Helpers--Installation, Maintenance, and Repair Workers	83	96	13	16%	0.79	0.75	\$10.99
Installation, Maintenance, and Repair Workers, All Other	244	262	18	7%	1.61	1.61	\$18.07

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
First-Line Supervisors of Production and Operating Workers	210	229	19	9%	0.45	0.41	\$29.62
Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	281	297	16	6%	7.85	8.40	\$21.25
Coil Winders, Tapers, and Finishers	<10	<10	Insf. Data	Insf. Data	0.28	0.27	Insf. Data
Electrical and Electronic Equipment Assemblers	186	168	(18)	(10%)	0.98	1.08	\$15.44
Electromechanical Equipment Assemblers	18	16	(2)	(11%)	0.42	0.45	\$14.64
Engine and Other Machine Assemblers	<10	<10	Insf. Data	Insf. Data	0.12	0.09	Insf. Data
Structural Metal Fabricators and Fitters	23	28	5	22%	0.40	0.35	\$16.52
Fiberglass Laminators and Fabricators	<10	<10	Insf. Data	Insf. Data	0.55	0.51	Insf. Data
Team Assemblers	496	528	32	6%	0.53	0.51	\$12.82
Timing Device Assemblers and Adjusters	<10	<10	Insf. Data	Insf. Data	1.06	1.36	Insf. Data
Assemblers and Fabricators, All Other	73	81	8	11%	0.37	0.35	\$14.56
Bakers	151	165	14	9%	0.97	0.96	\$11.89
Butchers and Meat Cutters	153	164	11	7%	1.32	1.31	\$14.49
Meat, Poultry, and Fish Cutters and Trimmers	26	28	2	8%	0.21	0.20	\$13.40
Slaughterers and Meat Packers	<10	<10	Insf. Data	Insf. Data	0.05	0.04	Insf. Data
Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	<10	<10	Insf. Data	Insf. Data	0.17	0.15	Insf. Data
Food Batchmakers	<10	11	Insf. Data	Insf. Data	0.10	0.09	Insf. Data
Food Cooking Machine Operators and Tenders	<10	<10	Insf. Data	Insf. Data	0.14	0.12	Insf. Data
Food Processing Workers, All Other	<10	11	Insf. Data	Insf. Data	0.28	0.26	Insf. Data
Computer-Controlled Machine Tool Operators, Metal and Plastic	68	83	15	22%	0.59	0.54	\$20.33
Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	<10	<10	Insf. Data	Insf. Data	0.25	0.21	Insf. Data
Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	<10	<10	Insf. Data	Insf. Data	0.10	0.09	Insf. Data
Forging Machine Setters, Operators, and Tenders, Metal and Plastic	<10	<10	Insf. Data	Insf. Data	0.10	0.10	Insf. Data
Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	<10	<10	Insf. Data	Insf. Data	0.05	0.05	Insf. Data

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	<10	11	Insf. Data	Insf. Data	0.07	0.05	Insf. Data
Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic	<10	<10	Insf. Data	Insf. Data	0.12	0.10	Insf. Data
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	<10	<10	Insf. Data	Insf. Data	0.13	0.10	Insf. Data
Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	<10	<10	Insf. Data	Insf. Data	0.12	0.10	Insf. Data
Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	<10	<10	Insf. Data	Insf. Data	0.26	0.23	Insf. Data
Machinists	94	118	24	26%	0.33	0.28	\$17.96
Metal-Refining Furnace Operators and Tenders	0	0	0	0%	0.00	0.00	\$0.00
Pourers and Casters, Metal	0	0	0	0%	0.00	0.00	\$0.00
Model Makers, Metal and Plastic	<10	<10	Insf. Data	Insf. Data	0.33	0.26	Insf. Data
Patternmakers, Metal and Plastic	0	<10	Insf. Data	Insf. Data	0.08	0.08	Insf. Data
Foundry Mold and Coremakers	<10	<10	Insf. Data	Insf. Data	0.08	0.08	Insf. Data
Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	<10	<10	Insf. Data	Insf. Data	0.10	0.08	Insf. Data
Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	<10	<10	Insf. Data	Insf. Data	0.12	0.10	Insf. Data
Tool and Die Makers	<10	11	Insf. Data	Insf. Data	0.18	0.15	Insf. Data
Welders, Cutters, Solderers, and Brazers	86	101	15	17%	0.29	0.26	\$19.27
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	<10	<10	Insf. Data	Insf. Data	0.14	0.12	Insf. Data
Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	<10	<10	Insf. Data	Insf. Data	0.11	0.10	Insf. Data
Layout Workers, Metal and Plastic	<10	<10	Insf. Data	Insf. Data	0.45	0.39	Insf. Data
Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	<10	<10	Insf. Data	Insf. Data	0.11	0.11	Insf. Data
Tool Grinders, Filers, and Sharpeners	<10	<10	Insf. Data	Insf. Data	0.29	0.25	Insf. Data
Metal Workers and Plastic Workers, All Other	<10	<10	Insf. Data	Insf. Data	0.18	0.18	Insf. Data
Prepress Technicians and Workers	<10	<10	Insf. Data	Insf. Data	0.17	0.15	Insf. Data

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Printing Press Operators	37	33	(4)	(11%)	0.25	0.26	\$18.64
Print Binding and Finishing Workers	<10	<10	Insf. Data	Insf. Data	0.11	0.12	Insf. Data
Laundry and Dry-Cleaning Workers	217	226	9	4%	1.20	1.19	\$9.72
Pressers, Textile, Garment, and Related Materials	18	17	(1)	(6%)	0.42	0.43	\$9.98
Sewing Machine Operators	40	39	(1)	(3%)	0.36	0.30	\$14.75
Shoe and Leather Workers and Repairers	<10	<10	Insf. Data	Insf. Data	0.75	0.56	Insf. Data
Shoe Machine Operators and Tenders	0	0	0	0%	0.07	0.00	\$0.00
Sewers, Hand	<10	<10	Insf. Data	Insf. Data	0.80	0.70	Insf. Data
Tailors, Dressmakers, and Custom Sewers	24	24	0	0%	0.74	0.70	\$12.82
Textile Bleaching and Dyeing Machine Operators and Tenders	<10	<10	Insf. Data	Insf. Data	0.19	0.16	Insf. Data
Textile Cutting Machine Setters, Operators, and Tenders	<10	<10	Insf. Data	Insf. Data	0.08	0.06	Insf. Data
Textile Knitting and Weaving Machine Setters, Operators, and Tenders	<10	<10	Insf. Data	Insf. Data	0.09	0.03	Insf. Data
Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders	<10	<10	Insf. Data	Insf. Data	0.03	0.04	Insf. Data
Extruding and Forming Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers	<10	<10	Insf. Data	Insf. Data	0.13	0.11	Insf. Data
Fabric and Apparel Patternmakers	<10	<10	Insf. Data	Insf. Data	0.29	0.34	Insf. Data
Upholsterers	19	20	1	5%	0.62	0.55	\$13.03
Textile, Apparel, and Furnishings Workers, All Other	<10	<10	Insf. Data	Insf. Data	0.27	0.23	Insf. Data
Cabinetmakers and Bench Carpenters	37	38	1	3%	0.47	0.43	\$12.57
Furniture Finishers	<10	<10	Insf. Data	Insf. Data	0.46	0.39	Insf. Data
Model Makers, Wood	<10	<10	Insf. Data	Insf. Data	0.47	0.39	Insf. Data
Patternmakers, Wood	0	0	0	0%	0.24	0.21	\$0.00
Sawing Machine Setters, Operators, and Tenders, Wood	<10	<10	Insf. Data	Insf. Data	0.17	0.14	Insf. Data
Woodworking Machine Setters, Operators, and Tenders, Except Sawing	13	15	2	15%	0.26	0.21	\$10.63
Woodworkers, All Other	<10	<10	Insf. Data	Insf. Data	0.69	0.53	Insf. Data
Nuclear Power Reactor Operators	<10	<10	Insf. Data	Insf. Data	1.00	0.92	Insf. Data
Power Distributors and Dispatchers	<10	<10	Insf. Data	Insf. Data	0.59	0.56	Insf. Data
Power Plant Operators	12	12	0	0%	0.38	0.35	\$30.39

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Stationary Engineers and Boiler Operators	<10	<10	Insf. Data	Insf. Data	0.26	0.23	Insf. Data
Water and Wastewater Treatment Plant and System Operators	140	167	27	19%	1.69	1.51	\$22.08
Chemical Plant and System Operators	<10	<10	Insf. Data	Insf. Data	0.01	0.02	Insf. Data
Gas Plant Operators	<10	<10	Insf. Data	Insf. Data	0.10	0.09	Insf. Data
Petroleum Pump System Operators, Refinery Operators, and Gaugers	<10	<10	Insf. Data	Insf. Data	0.05	0.06	Insf. Data
Plant and System Operators, All Other	<10	<10	Insf. Data	Insf. Data	0.84	0.88	Insf. Data
Chemical Equipment Operators and Tenders	<10	<10	Insf. Data	Insf. Data	0.04	0.04	Insf. Data
Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	<10	<10	Insf. Data	Insf. Data	0.09	0.07	Insf. Data
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	<10	<10	Insf. Data	Insf. Data	0.19	0.14	Insf. Data
Grinding and Polishing Workers, Hand	<10	<10	Insf. Data	Insf. Data	0.18	0.15	Insf. Data
Mixing and Blending Machine Setters, Operators, and Tenders	<10	12	Insf. Data	Insf. Data	0.11	0.08	Insf. Data
Cutters and Trimmers, Hand	<10	<10	Insf. Data	Insf. Data	0.16	0.13	Insf. Data
Cutting and Slicing Machine Setters, Operators, and Tenders	<10	<10	Insf. Data	Insf. Data	0.14	0.11	Insf. Data
Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	<10	11	Insf. Data	Insf. Data	0.19	0.16	Insf. Data
Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	<10	<10	Insf. Data	Insf. Data	0.07	0.06	Insf. Data
Inspectors, Testers, Sorters, Samplers, and Weighers	176	197	21	12%	0.44	0.41	\$21.03
Jewelers and Precious Stone and Metal Workers	17	21	4	24%	0.74	0.58	\$14.48
Dental Laboratory Technicians	23	27	4	17%	0.79	0.70	\$16.00
Medical Appliance Technicians	<10	<10	Insf. Data	Insf. Data	0.28	0.24	Insf. Data
Ophthalmic Laboratory Technicians	18	20	2	11%	0.76	0.73	\$13.00
Packaging and Filling Machine Operators and Tenders	52	61	9	17%	0.18	0.16	\$12.89
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	<10	<10	Insf. Data	Insf. Data	0.12	0.10	Insf. Data
Painters, Transportation Equipment	36	38	2	6%	0.76	0.76	\$20.20

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Painting, Coating, and Decorating Workers	<10	<10	Insf. Data	Insf. Data	0.51	0.43	Insf. Data
Semiconductor Processors	<10	<10	Insf. Data	Insf. Data	0.54	0.34	Insf. Data
Photographic Process Workers and Processing Machine Operators	16	16	0	0%	0.65	0.64	\$12.80
Adhesive Bonding Machine Operators and Tenders	<10	<10	Insf. Data	Insf. Data	0.19	0.18	Insf. Data
Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	<10	<10	Insf. Data	Insf. Data	0.15	0.13	Insf. Data
Cooling and Freezing Equipment Operators and Tenders	<10	<10	Insf. Data	Insf. Data	0.16	0.13	Insf. Data
Etchers and Engravers	<10	<10	Insf. Data	Insf. Data	0.38	0.28	Insf. Data
Molders, Shapers, and Casters, Except Metal and Plastic	16	19	3	19%	0.56	0.48	\$15.16
Paper Goods Machine Setters, Operators, and Tenders	<10	<10	Insf. Data	Insf. Data	0.04	0.05	Insf. Data
Tire Builders	<10	<10	Insf. Data	Insf. Data	0.03	0.03	Insf. Data
Helpers--Production Workers	45	52	7	16%	0.14	0.13	\$9.05
Production Workers, All Other	113	116	3	3%	0.55	0.56	\$14.33
Aircraft Cargo Handling Supervisors	<10	<10	Insf. Data	Insf. Data	0.49	0.45	Insf. Data
First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	76	85	9	12%	0.53	0.51	\$20.78
First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	69	79	10	14%	0.43	0.40	\$25.68
Airline Pilots, Copilots, and Flight Engineers	50	53	3	6%	0.77	0.74	\$55.01
Commercial Pilots	150	132	(18)	(12%)	3.53	4.38	\$43.17
Air Traffic Controllers	129	138	9	7%	6.29	6.19	\$44.20
Airfield Operations Specialists	<10	<10	Insf. Data	Insf. Data	0.53	0.50	Insf. Data
Flight Attendants	64	68	4	6%	0.79	0.76	\$21.22
Ambulance Drivers and Attendants, Except Emergency Medical Technicians	<10	<10	Insf. Data	Insf. Data	0.13	0.13	Insf. Data
Bus Drivers, Transit and Intercity	25	30	5	20%	0.20	0.18	\$15.32
Bus Drivers, School or Special Client	367	382	15	4%	0.87	0.90	\$12.41
Driver/Sales Workers	399	442	43	11%	1.14	1.11	\$9.22
Heavy and Tractor-Trailer Truck Drivers	539	584	45	8%	0.34	0.34	\$14.46
Light Truck or Delivery Services Drivers	521	579	58	11%	0.77	0.73	\$11.76
Taxi Drivers and Chauffeurs	153	174	21	14%	0.64	0.66	\$9.61

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Motor Vehicle Operators, All Other	67	71	4	6%	1.22	1.26	\$10.06
Locomotive Engineers	<10	<10	Insf. Data	Insf. Data	0.06	0.06	Insf. Data
Locomotive Firers	0	0	0	0%	0.04	0.04	\$0.00
Rail Yard Engineers, Dinkey Operators, and Hostlers	<10	<10	Insf. Data	Insf. Data	0.39	0.29	Insf. Data
Railroad Brake, Signal, and Switch Operators	<10	<10	Insf. Data	Insf. Data	0.11	0.10	Insf. Data
Railroad Conductors and Yardmasters	<10	<10	Insf. Data	Insf. Data	0.10	0.10	Insf. Data
Subway and Streetcar Operators	<10	<10	Insf. Data	Insf. Data	0.73	0.69	Insf. Data
Rail Transportation Workers, All Other	<10	<10	Insf. Data	Insf. Data	0.34	0.29	Insf. Data
Sailors and Marine Oilers	18	18	0	0%	0.68	0.74	\$14.36
Captains, Mates, and Pilots of Water Vessels	23	24	1	4%	0.73	0.81	\$26.51
Motorboat Operators	19	18	(1)	(5%)	3.84	4.38	\$13.49
Ship Engineers	<10	<10	Insf. Data	Insf. Data	0.75	0.74	Insf. Data
Bridge and Lock Tenders	<10	<10	Insf. Data	Insf. Data	1.78	1.81	Insf. Data
Parking Lot Attendants	75	79	4	5%	0.60	0.62	\$9.71
Automotive and Watercraft Service Attendants	137	148	11	8%	1.49	1.52	\$10.62
Traffic Technicians	<10	<10	Insf. Data	Insf. Data	1.05	0.92	Insf. Data
Transportation Inspectors	<10	11	Insf. Data	Insf. Data	0.46	0.45	Insf. Data
Transportation Attendants, Except Flight Attendants	<10	<10	Insf. Data	Insf. Data	0.30	0.30	Insf. Data
Transportation Workers, All Other	12	14	2	17%	0.37	0.34	\$12.44
Conveyor Operators and Tenders	<10	<10	Insf. Data	Insf. Data	0.27	0.25	Insf. Data
Crane and Tower Operators	16	18	2	13%	0.41	0.41	\$20.17
Dredge Operators	<10	<10	Insf. Data	Insf. Data	0.48	0.39	Insf. Data
Excavating and Loading Machine and Dragline Operators	18	19	1	6%	0.41	0.41	\$16.50
Loading Machine Operators, Underground Mining	0	0	0	0%	0.01	0.01	\$0.00
Hoist and Winch Operators	<10	<10	Insf. Data	Insf. Data	0.12	0.13	Insf. Data
Industrial Truck and Tractor Operators	112	119	7	6%	0.26	0.25	\$13.70
Cleaners of Vehicles and Equipment	222	248	26	12%	0.77	0.74	\$10.43
Laborers and Freight, Stock, and Material Movers, Hand	1,009	1,114	105	10%	0.49	0.48	\$10.45
Machine Feeders and Offbearers	14	14	0	0%	0.15	0.15	\$16.86
Packers and Packagers, Hand	234	247	13	6%	0.39	0.39	\$9.15
Gas Compressor and Gas Pumping Station Operators	0	0	0	0%	0.01	0.01	\$0.00
Pump Operators, Except Wellhead Pumps	<10	<10	Insf. Data	Insf. Data	0.10	0.10	Insf. Data

Occupation	2015 Jobs	2022 Jobs	2015 - 2022 Change	2015 - 2022 % Change	2022 Location Quotient	2015 Location Quotient	Median Hourly Earnings
Wellhead Pumpers	0	0	0	0%	0.00	0.01	\$0.00
Refuse and Recyclable Material Collectors	73	84	11	15%	0.71	0.67	\$12.59
Mine Shuttle Car Operators	0	0	0	0%	0.00	0.00	\$0.00
Tank Car, Truck, and Ship Loaders	<10	<10	Insf. Data	Insf. Data	0.09	0.06	Insf. Data
Material Moving Workers, All Other	<10	<10	Insf. Data	Insf. Data	0.30	0.30	Insf. Data
Military occupations	17,481	17,532	51	0%	10.22	10.24	\$16.08
Unclassified Occupation	0	0	0	0%	0.00	0.00	\$0.00

Source: EMSI 2015.4 – QCEW Employees, Non-QCEW Employees, and Self-Employed

Occupation Data

EMSI occupation employment data are based on final EMSI industry data and final EMSI staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and Non-QCEW Employees classes of worker) and the American Community Survey (Self-Employed and Extended Proprietors). Occupational wage estimates also affected by county-level EMSI earnings by industry.

State Data Sources

This report uses state data from the following agencies: Florida Department of Economic Opportunity

CAREERSOURCE ESCAROSA LOCAL
WORKFORCE DEVELOPMENT PLAN

ATTACHMENT D

LABOR MARKET ANALYSIS – SKILL GAP ANALYSIS

Information Technology and Advanced Manufacturing

LABOR MARKET ANALYSIS FOR INFORMATION TECHNOLOGY AND ADVANCED MANUFACTURING



INTRODUCTION

The Greater Pensacola Chamber, in late 2013, commissioned a regional study of the talent supply situation as it related to critical industry clusters within the Pensacola area economy. Over the course of the intervening months, dozens of businesses and individuals, as well as regional education institutions convened together to a) analyze current and future market demands; b) determine how best to meet those demands and c) structure a pathway forward that would encourage regional education/training providers to align themselves to key market needs and close the gap between industry workforce needs and local training/education outcomes.

The process began with the Chamber workforce committee examining high-level data which provided them with a holistic overview of labor market outcomes in the region as those outcomes related to Pensacola's targeted industry clusters. Based on an in-depth analysis of the talent supply situation as well as market forecasts related to each industry cluster, the Chamber elected to pursue an in-depth analysis of two key industry clusters: Information Technology and Advanced Manufacturing (as defined in Appendix C). These clusters were chosen because they are high-impact clusters which offer substantial benefits to the community in terms of economic impact and wage earnings and they suffer labor shortages which, if not corrected could potentially stunt economic development in the region.

PROJECT LEADERSHIP

- ◇ **University of West Florida's Haas Center for Business and Economic Research**
- ◇ **Greater Pensacola Chamber**
- ◇ **CareerSource Florida**
- ◇ **Gulf Power Company**

INTRODUCTION



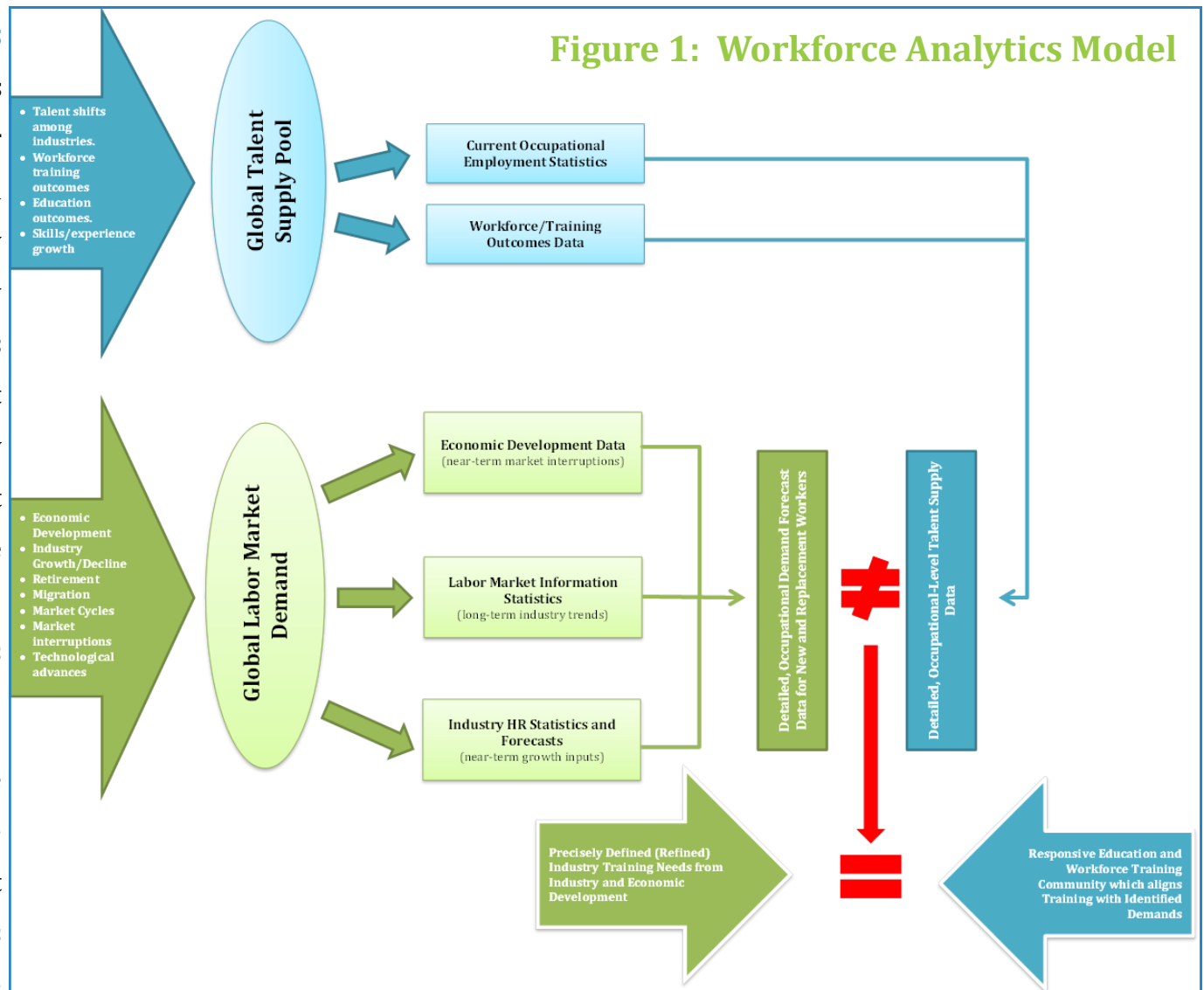
Workforce Analytics

Process. Once the clusters were identified, the Chamber implemented a well defined process that would allow them to hone in on the key critical skills/occupations that were in short supply but high demand and identify the types of programs that would ensure that those gaps could be closed. We highlight the model of this process in Figure 1.

Global talent supply, in the model, is a function of several processes: shifting talent demands among industries which free up talent, work-

force and education training outcomes and the growth in skills and experience among existing workers. These various elements manifest themselves in two critical data series: Current Occupational Employment Statistics which indicate the

Figure 1: Workforce Analytics Model



INTRODUCTION

current skills base of the workforce and Workforce/Training Outcomes Data which indicate, at a general level, who is currently being trained with what skills for which occupations.

On the other side, global labor market demand is a function of number of activities including economic development/industry recruitment, industry growth or decline, retirements, migration patterns, market cycles and technological advances. Demand elements manifest themselves in three data series which include data provided by economic development professionals which forecasts which industries will be recruited to the region, industry-level human resource statistics which offer detailed projections of skills demands as well as occupational demands and labor market information statistics which forecast longer-term growth patterns based on traditional industry structures. These traditional and non-traditional data series combine to paint a detailed picture of skills and occupational demands for a labor market.

When supply and demand are roughly equal, and when industry, economic development and education/workforce training partners are comfortable with available talent as well as available talent production, then the system is in balance. However, when this is not the case the system must be adjusted. Severe over-production of talent in certain fields can lead to unemployment problems for trainees because you have too many workers chasing too few jobs. Underproduction, on the other hand, can stunt industry and economic growth and lead to long-term labor shortag-

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es. A realignment, in these cases, is critical in order to ensure that sustained economic growth and development can continue to occur in the regional market.

The process adopted by the Pensacola Chamber involved dozens of industry and education experts who gathered to feed data into the model at the appropriate points. This included economic development experts who estimated occupational/skills growth patterns based on industry recruitment, a diverse array of companies who provided vital data from the human resources perspective coupled with their medium-term growth forecasts and workforce data analytics experts who added traditional labor market information statistics to the mix. Once the critical gaps were identified at a high level based on these data inputs, participating industry professionals returned to the table to flesh out the types of skills upgrades that were necessary to close those gaps. The end result was a clearly defined picture of workforce/education training needs in the sectors of information technology and advanced manufacturing for the Pensacola regional economy.

The process also involved separate, but parallel meetings of the education/training community who, informed by their internal knowledge of education/training practices, attempted to identify program modifications which were necessary to meet the talent requirement of local industry. These two processes merged in the end with economic development and industry experts coming together with workforce training and education providers to chart a course towards the future. In the two sections that follow, we highlight key data relevant to each of the two industry clus-

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ters, identify the overarching outcomes of the workforce analytics process for each of the two clusters and we also present the recommendations that were agreed upon by the industry and education participants at the final joint meetings. We begin with the Information Technology Cluster.

INFORMATION TECHNOLOGY

Cluster Overview: The Information Technology cluster is unique in that it serves as a solid foundation for nearly all high-impact, high-wage industry clusters present in the modern economy including healthcare, financial services, call centers, government, etc. We consider the IT cluster as a “super cluster” which encompasses the following traditional clusters: Back Office/Professional Services; Research and Development in IT and Cybersecurity. Because the skill sets relevant to these particular clusters overlap significantly coalesce around the IT talent pool, these clusters were combined under the banner of the IT cluster.

Cluster Outlook: The outlook for the information technology cluster, on a global level, is exceedingly strong with rapid sustained growth forecast across the broader economy. The Pensacola area has been a beneficiary of these growth patterns. We outline past growth patterns and future industry recruitment projections as provided by the Pensacola Chamber below:

- ◇ **Since 2010:** 7 announced projects in the cluster; 440 net new jobs (IT); 2,581 net new jobs (contact center/financial services/3rd party administrator); 315 retained jobs
- ◇ **Currently:** 3 active existing industry expansion projects; 20 net new jobs

Information Technology Cluster Industry Experts:

Silver Bullet
AppRiver
SpectrumIT
Internet Solutions
CollegeFrog
IHMC
Verteks Consulting
Navy Federal Credit Union
Santa Rosa Medical Center
AT&T
Baptist Health Care System
Global Business Solutions, Inc.
Techsoft
Digital Boardwalk
Innovation Coast
Apogee
PayCellSystems
iGate/CHCS

INFORMATION TECHNOLOGY



- ◇ **Currently:** 2 active attraction projects; 210 net new jobs
- ◇ **Calendar year 2014:** 2 requests for proposal; 8 net new jobs

Cluster Impact: Sustained growth in the IT cluster is critical not only to a diverse workforce and a high-tech economy, but also offers a significant wage premium relative to traditional Pensacola metro occupations. For example, the average earnings per job (defined in Appendix C) in the IT cluster is \$70,667 per year for the Pensacola metro area (Escambia and Santa Rosa Counties). As a comparative example, the tourism dependent Accommodation and Food Services sector reports an average earnings per job figure of \$17,962 —well below the IT cluster average. Average earnings per job across all job for the Pensacola metro area is \$46,345. Thus IT cluster earnings are well over the metro average and exceed, by a wide margin, the Accommodation and Food Services sector average.

Cluster Workforce: The cluster is reliant on a number of occupations which form the backbone of the cluster. Industry representatives identified the 10 occupations/skills groupings presented in the top table to the right as “most critical” for the regional economy. These occupations translate roughly into the 7 standard occupations (as recognized by the Bureau of Labor Statistics) presented in the bottom table. Utilizing traditional supply demand analytics techniques, analysts discovered that the region will need approximately 752 individuals over the next five years to meet demand for the Pensacola metro. Net new demand resulting from economic development projects will add 340 to this total for a total demand of 1092. Education/training programs will produce approximately 1052 trained indi-

Industry Recognized Occupations in IT

Software developers and Programmers
Information Security
Network Administration/Security
Database Administration/Developers
Data Transformation/Analyst
Project Management
Desktop Support
Quality Assurance/Testing
Designer/User Experience (UX)
Electronics Engineering

Standard Occupations in IT

Computer Engineers
Computer Repair and Maintenance
Computer Systems
Digital Design
Electrical/Electronic Technology
Electrical Engineers
Electrical Installation and Repair

INFORMATION TECHNOLOGY

viduals with various baskets of skill sets to meet this need—however, there is a significant skills type mismatch between supply and demand. For example, the region is forecast to need roughly 119 digital designers over the next five years; however, local institutions will produce 282—an oversupply. In three critical areas—computer engineers, computer repair & maintenance and computer systems, the supply of available talent will fail to meet the demands of long-term growth and economic development opportunities. Moreover, for computer engineering, the nation-wide shortage of talent will make it extremely difficult to recruit these individuals to the region as well. Support for the IT cluster therefore requires a nuanced approach with significant funding devoted to attracting potential trainees towards areas of most critical need.

Key Findings And Recommendations:

1. **Finding:** Cross curricular opportunities are not occurring in skill areas of priority to industry.
Recommendation: Programs in both graphical design and software programming need to cross train.
2. **Finding:** “Soft skills” such as problem solving and critical thinking can be further imbedded into existing student evaluations.
Recommendation: Faculty implements skills such as problem solving and critical thinking into **all** assignments, projects and grading rubrics.
3. **Finding:** Industry strongly desires an external project based work and learn opportunity coupled with a mentoring component.
Recommendation: Business leaders develop private apprentice program

INFORMATION TECHNOLOGY

for students centered on project/application learning that has a mentoring component. Convene task force to begin implementation.

4. **Finding:** Various adjustments need to be made to curriculum to align outcomes with industry needs.

Recommendation: Amend and adjust curriculum to address industry relevance and demand. Specific curricular changes can be found in Appendix A.

ADVANCED MANUFACTURING

Cluster Overview: The Advanced Manufacturing cluster is considered, for the purposes of this analysis, to be a “super cluster” which encompasses aviation manufacturing and maintenance, offshore vessel services and the technologically evolving (and increasingly technologically dependent) traditional manufacturing clusters. It encompasses skills associated with traditional manufacturing such as craft labor but it also requires advanced skills beyond traditional manufacturing with overlap with IT and other critical occupational groups across the American economy.

Cluster Outlook: The Advanced Manufacturing cluster has, consistent with nationwide trends, experienced relatively flat growth over the past two decades. There are two explanations for these trends: the tendency of American companies to offshore production in order to reduce labor costs and the tendency of companies to leverage technological advances to replace human labor with mechanical labor. The latter trend will continue and will perhaps accelerate. The upside of the acceleration of technological advances will reverse the inclination to offshore and will result in jobs flowing back into the American economy. This trend is manifest-

Advanced Manufacturing Cluster Industry Experts:

ARCO
Arizona Chemical
Armstrong World Industries
Ascend Performance Materials
Cerex Advanced Fabrics
Custom Control Solutions
ExxonMobil
GE Wind & Energy
Gulf Power Company
Hitachi Cable
International Paper
K2 Mansfield Industrial
Marianna Airmotive
OffShore Inland
OREN International
Overhead Door
Pensacola Energy
Taminco
The Mundy Companies

ADVANCED MANUFACTURING



ing itself in economic development activity regionally. Below, we highlight economic development trends as reported by the Greater Pensacola Chamber for Advanced Manufacturing:

- ◇ **Since 2010:** 6 announced projects in the cluster; 207 net new jobs; 39 retained jobs
- ◇ **Currently:** 8 active existing industry expansion projects; 225 net new jobs
- ◇ **Currently:** 8 active attraction projects; 815 net new jobs
- ◇ **Calendar year 2014:** 5 requests for proposal; 755 net new jobs

Cluster Impact: The advanced manufacturing cluster currently accounts for 5,932 jobs over 320 establishments generating an earnings per job total of \$68,635. As a comparative example, the tourism dependent Accommodation and Food Services sector reports an average earnings per job figure of \$17,962 —well below the Manufacturing cluster average. Average earnings per job across all jobs for the Pensacola metro area is \$46,345. Thus, Manufacturing cluster earnings are well over the metro average and exceed, by a wide margin, the Accommodation and Food Services sector average.

Cluster Workforce: The cluster draws from a substantial variety of occupations for its staffing needs ranging from civil engineers to welders. Industry cluster representatives identified the five occupational groupings presented in the table to the right which represent the key sources of demand over the next few years. The titles in bold are broadly descriptive of the skill sets that were defined by the industry. The five core occupational groups included Industrial Maintenance Techni-

Industry Recognized Occupations Advanced Manufacturing

Maintenance Technicians: Industrial Maintenance, Welding, Industrial Engineering Technicians, Aircraft/General Mechanics

Advanced Manufacturing Technicians: Instrumentation, Electrical, Mechanical and Technical, Programmable Logic Control, Motor Control, Electrical & Instrumentation/Controls

Process Technicians: Process operator, Process technologist, Machinist

Industrial Plumbing: Plumbing, Pipefitting, Industrial Piping, and Tubing Mechanics

Quality Assurance Technicians: Quality Assurance, Inspection, Statistical Process Control, Laboratory Technician

ADVANCED MANUFACTURING

cians, Advanced Manufacturing Technicians, Process Technicians, Industrial Plumbers and Pipefitters and Quality Assurance Technicians. These broad categories of skill sets equate roughly to the eight standard occupations presented in the table on the previous page.

Over the next five years, total demand for new and replacement workers is forecast, in the eight critical occupations to the right, to total approximately 1,305 workers. Expanded economic development opportunities are forecast to add approximately 745 to this baseline for a total demand figure of 2,150 new and replacement workers. Regional education and workforce training programs are forecast to train 300. A substantial gap therefore exists between total workforce demand and total production of a trained workforce in the region - at least as it relates to the formal training structure.

Key Findings And Recommendations:

1. **Finding:** Three key training programs should be implemented to meet industry demand.

Recommendation: Develop task forces to research and implement best practices/programs, industry certifications, resources needed and curriculum for the following training programs at the post-secondary level:

- Process Technician
- Electrical & Instrumentation
- Industrial Maintenance (Millwright)

2. **Finding:** The Pensacola MSA has an overproduction of training programs

Standard Occupations In Advanced Manufacturing

Aircraft Mechanics
Civil Engineers
Communication Electronics
Electrical
Installation, Maintenance and Repair Workers/ Industrial Machinery Repair
Metal, Plastic and Machine Work
Plumbing
Welding/Soldering

ADVANCED MANUFACTURING



that are taught in a silo. Most jobs in manufacturing require a cross-cutting skillsets and only a small portion of these positions are focused on solitary crafts such as welding or electrical..

Recommendation: Evaluate programs at George Stone Technical Center, Locklin Technical Center and Pensacola State College such as welding and electricity to analyze duplication and develop multi-craft or cross discipline training programs to meet industry needs.

3. **Finding:** Various adjustments need to be made to curriculum to align outcomes with industry needs.

Recommendation: Amend and adjust curriculum to address industry relevance and demand. Specific curricular changes can be found in Appendix A.

SUMMARY

The exercise of walking the Greater Pensacola community through the workforce analytics model from the stage of selecting which target industries and skills to include in the analysis through the process of refining and defining those skill sets to suit the needs of industry resulted in substantial business, education and community engagement. The process led to the high-level findings highlighted in this executive summary and the more granular curriculum changes outlined in the Appendix. The conclusions in this document are supported by data provided by the participating experts, the education partners and the experts who provided secondary data analysis on market and workforce trends and outcomes. A further description of data sources and methodologies can be found in Appendix B. For further details on the underlying data and tables, please contact UWF's Haas Center for Business and

Participating Education Partners:

Escambia County School District
 Santa Rosa County School District
 George Stone Technical Center
 Locklin Technical Center
 Pensacola State College
 University of West Florida

SUMMARY

Economic Research.

As participants reflected on the process (as compared to the outcomes) additional process-related findings and recommendations arose which we present below:

1. **Finding:** Continual primary data collection from business and industry partners is needed to maintain an accurate outlook of demand.

Recommendation: Survey business and industry partners annually on future workforce needs in key occupational clusters to determine the following:

- ⇒ Certifications desired or required
- ⇒ Current vacancies
- ⇒ Net new jobs in the next year
- ⇒ Openings due to retirements and natural attrition in the next year
- ⇒ Net new jobs in the next five years
- ⇒ Openings due to retirements and natural attrition in the next five years

Partner with industry organizations such as the Northwest Florida Manufacturers Council and ITGulfCoast or Innovation Coast to gather, distribute and share results.

2. **Finding:** Education and training organizations and institutions need to strategically work together to implement a training pipeline in key industries.

Recommendation: Continue meaningful conversations between Economic Development Organizations and education to include an annual meeting led by the Economic Development Organizations in Escambia & Santa Rosa Counties with the following partners in education:

SUMMARY

- ⇒ Escambia County School District
- ⇒ Santa Rosa County School District
- ⇒ George Stone Technical Center
- ⇒ Locklin Technical Center
- ⇒ Pensacola State College
- ⇒ University of West Florida

Agenda needs to include: economic development project activity and trends, new training programs under consideration and implementation thereof, articulation among secondary and post-secondary training programs in each industry clusters, shared funding opportunities, etc.

3. **Finding:** Training programs need annual updates on new trends and technology emerging in local industry clusters.

Recommendation: Continue meaningful conversations between industry and education to include holding an annual combined advisory council in the two “macro-clusters” of advanced manufacturing and information technology with partners in education and business/industry to discuss new trends and technology in demand occupations as identified in the future workforce survey.

Suggested annual schedule:

- February: future workforce needs survey to business/industry
- June: EDO & Education Meeting
- June: Combined Advisory Meeting

Many thanks to co-authors:

Rod Lewis, PhD—CareerSource Florida
Aaron Schmerbeck, PhD—University of West Florida, Haas Center
Jennifer Grove—Gulf Power Company
Jennifer McFarren—Greater Pensacola Chamber

SUMMARY

APPENDIX A: SUGGESTED CURRICULUM ADJUSTMENTS

Information Technology

Software Developers and Programmers

- Students need skills in “requirements gathering” for when they are looking to build systems or products.
- Preferred or required certifications:
 - Security Certifications such as CompTIA Security+ (if they do not have a security plus certifications on the government side, workers are unable to even touch the computers).
 - Computing environment certifications.

Information Security

- Students need skills on the infrastructure side
 - Have to know how to write “secured” programs
 - From a DoD side, have to have processes down to validate security
- Students need to know how to read/understand how encryption works.

Network Admin/Security

- Security Certifications such as CompTIA Security+
- Align to focus more on day to day operational
- Not only need to know how to use tools but also how to use them as required by regulations that are in place.
- Business partners would like to see a lab with practical experience touching routers and switches.

Database Admin/Development

- Students need broad based exposure from small to large databases.
- Need to look at both hierarchical and non-hierarchical.

Data Transformation/Analysts

- Students need to practice taking large data sets and playing with big data tools.
- Need better understanding on how to analyze data from a business perspective, to meet the end goals.

APPENDIX A

APPENDIX A: SUGGESTED CURRICULUM ADJUSTMENTS

- Students also need training on linking data sets to maps and satellite imagery.
- Also need to look into doing emulation/simulation for data transformation.

Project Management

- Need PMP certification and process.

QA Testing

- Getting experience with automated testing tools is important. Students need to build software that can be tested. And need understanding of the software development life cycle and processing requirements.
- This is a position that is touch to educate on though as it really needs to be grown into. It is often grown out of an individual business process.

Designers/User Experience

- Programmers typically do not have the graphical experience to show usefulness to a user.
- Some businesses are currently using adobe tools and others are using visual studio.

Advanced Manufacturing

Industrial Maintenance, Welding, Industrial Engineering Technicians, Aircraft General Mechanics

- Students need to know industrial codes. Transition from residential and commercial training to industrial. NFPA79 was brought up as a specific example as the electrical standard for industrial machinery.
- On the mechanical side most industry has gone to multi-craft. It was discussed teaching the basics of techniques such as precision alignment, oil analysis, vibration analysis, etc.
- Another specific example of education that needed to change was the teaching

APPENDIX A

APPENDIX A: SUGGESTED CURRICULUM ADJUSTMENTS

of Solid Works. Students need to be learning Auto CAD.

Instrumentation, Electrical, Mechanical and Technical, Programmable Logic Control (PLC), Motor Control, Electrical & Instrumentation

- PLC program students need to understand AC/DC drives, pneumatic controls, and switch gears.
- Experience in high voltage work is preferred but industry recognizes this training is most appropriate as a learned skill on the job.
- Troubleshooting was also identified as being a key. This does not mean just parts exchanging either. IP and Armstrong both have a hands on test environment for their potential new hires for PLC, but students need to know the basics of PLC.
- SAP experience is preferred for applicants.

Process Operator, Process Technologist, Machinists

- General mechanic and machinist knowledge.
- Consideration of PTECH programs with implementation from best practices from existing programs below:
 - Remington College
 - Mississippi Gulf Coast Community College
 - Alabama Southern (not PTECH specific program)
 - Lee College

Plumbing, Pipefitting, Industrial Piping, and Tubing Mechanics

- Emphasis on pneumatic fittings and pipefitting.

Quality Assurance, Inspections, Statistical Process Control, Laboratory Technician.

- No specific curricular changes.

Preferred Certifications for most Job Categories

- Lean Manufacturing and Six Sigma

APPENDIX A

APPENDIX B: DATA SOURCES & METHODOLOGIES

This appendix describes the data sources and methodologies used to inform the analysis presented in the document and which guided the course of the focus groups discussed in the main document.

For both Manufacturing and Information Technology clusters the North American Industry Classification codes were used to delineate workforce composition. The goal was to ensure that data was sufficiently detailed to allow stakeholders and decision makers to focus on important gaps between the workforce/education training system in the area and the needs of the two industry clusters.

To begin, we inventory the relevant workforce/education training programs in the state and determine the degree to which they meet current and projected workforce needs. The process used is as follows: after identifying the critical occupations associated with the Information Technology and Manufacturing clusters in the Pensacola area, we identified the education and workforce training programs that support those occupations. We utilized two primary sources to identify the linkages between occupations and training programs.

The first is the National Crosswalk Service Center's crosswalk, which connects Standard Occupation Codes (SOCs) to Classification of Instructional Program (CIP) codes. The second is Georgia State University's Occupational Supply and Demand System, which provides the same type of information on linkages from an alternative theoretical perspective. The inputs to this process are then the classification of

APPENDIX B

APPENDIX B: DATA SOURCES & METHODOLOGIES

every training program to a CIP code and every occupation to a SOC code. To determine potential gaps, we link demand for occupations (via SOC) to the production of trained graduates (via CIP) and examine balance.

In many cases this process requires the combination of occupations into occupational groups rather than looking at specific occupation-level supply/demand numbers. The end results are tables that allow us to use the occupational data to identify critical occupations. The metrics used included details on the demand for occupations and occupational groups within the two relevant clusters, the total demand for trained works across the occupational groups, the total supply of available workers to meet those demands and both one-year and five-year forecast gaps between the demand for workers and the available supply in the critical occupation groups.

Part of this process was informed by a market snapshot of job seeker/postings data for the region from by Help Wanted Online and the Conference Board. These data indicate the number individuals seeking a job in each occupational code and how many jobs are currently available for that code. This does not capture the entire market for a given occupational category but it does present a broad overview of current market conditions.

Supply information was enhanced by data extracted from the National Center for Educational Statistics (NCES) for all relevant education institutions within the area.

APPENDIX B

APPENDIX B: DATA SOURCES & METHODOLOGIES

One and five-year forecasts are derived from internal Haas Center models based on market conditions, historical enrollment patterns, and overall economic activity, among other factors. These data indicate how well the education/workforce training system could be expected to meet workforce demands in the relevant occupations/groups over the next year and the next five years.

APPENDIX B

APPENDIX C: DEFINITIONS

For the purposes of the earnings analyses presented in the document, industry clusters are defined as follows:

- ◇ **Information Technology** = NAICS Codes 425110, 511210, 518210, 541511, 541512, 541513 and 541519
- ◇ **Advanced Manufacturing** = NAICS Codes 31-33
- ◇ **Accommodation and Food Services** = NAICS Code 72

Average earnings per job = Total annual earnings of a regional industry (wages, salaries, profits, benefits, and other compensation) divided by the number of jobs in the industry.

APPENDIX C

CAREERSOURCE ESCAROSA
LOCAL WORKFORCE DEVELOPMENT PLAN

ATTACHMENT E
MEMORANDUM OF UNDERSTANDING
VOCATIONAL REHABILITATION

REGION #1
ESCAROSA CAREER CENTER
MEMORANDUM OF UNDERSTANDING
BETWEEN
WORKFORCE ESCAROSA, INC.
AND
THE DIVISION OF VOCATIONAL REHABILITATION, AREA 1

1. INTRODUCTION: Various agencies provide specific and diverse employment and training services at and from varying locations in Escambia and Santa Rosa Counties, Florida. In order to provide such services in a way to better serve customers and help them benefit from such services, the local area partners deem it appropriate to agree and cooperate with each other for the establishment and operation of the Escarosa Career Center/System for the two county area.

The Escarosa Career Center/System provides an integrated delivery of employment and training services for our customers in Escambia and Santa Rosa Counties seeking employment services, labor market information, extensive job linkages, services and resources broadened via technology, easier access to training, and quality assurances for the universal customer.

2. PARTIES TO THIS MEMORANDUM OF UNDERSTANDING: This Memorandum of Understanding (MOU) is hereby entered into by and between the Workforce Escarosa, Inc. (Escarosa) and The Division Vocational Rehabilitation, Area 1 (VR).

3. PURPOSE OF THIS MOU: The purpose of this MOU is to set forth the general conditions under and by which agencies will participate and contribute to the establishment and operation of the Escarosa Career Center/System.

The purpose of this MOU is to establish an agreement between the above mentioned entities concerning their respective roles and responsibilities for implementation of the provisions of section 121(c)(2) of Title I of the Workforce Investment Act (WIA) of 1998.

This agreement is to coordinate resources to prevent duplication and ensure the effective and efficient delivery of workforce services in Santa Rosa and Escambia Counties, Florida. In addition, this agreement will establish joint processes and procedures that will enable partners to integrate the current service delivery system resulting in a seamless and comprehensive array of education, human services, job training, and other workforce development services within Escambia and Santa Rosa Counties, Florida.

Parties to this document shall coordinate and perform the activities and services described herein within the scope of legislative requirements governing the parties' respective programs, services, and agencies. Functions or separateness mandated by state statute or public law will not be violated or abridged in the pursuit of co-location of center partners. The parties to this MOU, together, hereby agree to ensure that the following WIA principles are

implemented:

Universal Eligibility -- All customers, including those with special needs and barriers to employment, will have access to a core set of services at each Escarosa Career Center, designed to provide information to make career and labor market decisions. Core, intensive training, and support services will be made available on-site and through multiple off-site locations. Both electronic access and personal service delivery choices also will be a part of our services.

One-Stop Approach -- All customers may explore work preparations and career development services and have access to information on employment, training, and adult occupational education programs. Services will be made available through the Escarosa Career Centers, through multiple off-site locations, or through an electronic system convenient to the customer.

Individual Choice -- Customers will have access to a multitude of career, skill, employment, and training information to obtain the services and skills they need to enhance their employment opportunities, based on their individual needs.

Greater State and Local Flexibility -- With the integration of services through a one-stop delivery system, the state and local entities will have the flexibility to implement an innovative and comprehensive workforce investment system. All partners will jointly negotiate processes for client flow, job development, referrals and placement, staff capacity building, space requirements, standards of operations, and resolution of problems/disputes with other Escarosa Career Center/System partners.

Greater Role for Elected Officials -- State and local one-stop partners have the flexibility to tailor delivery systems to meet the particular needs of individual communities. Escarosa has designated a One Stop Consortium, known as the One Stop Governance Committee, as the one stop operated for our two county area. This designation requires a joint planning process to develop and require participation by all Escarosa Career Center/System partners and operators. This process will assist with identifying the needs of the local workforce and the business community, and with setting priorities for services based on those needs. Furthermore, all partners will participate in a process of program review (to include feedback on customer satisfaction) and continuous improvement to offer the best possible services and seize opportunities for further integration/coordination. VR is a partner to our service delivery and is therefore considered to be a member of the One Stop Consortium.

Greater Accountability -- State, localities and training providers will be accountable for their performance. The design and management of the Escarosa Career Centers and the delivery of services must be responsive to meeting the needs of the customers. Customer satisfaction will be a key measure of accountability. Subject to confidentiality constraints, all partners will participate in an integrated intake, referral, client tracking system, and customer satisfaction surveys operated through the Escarosa Career Center/System.

The establishment of a network of One-Stop Career Centers is designed to accomplish the following:

- To eliminate unwarranted duplication of services, reduce administrative costs, and enhance participation and performance of customers serviced through the system.
- To establish guidelines for creating and maintaining a cooperative working relationship, to facilitate joint planning and evaluation of services, and to develop more efficient management of limited financial and human resources.
- To build a workforce development system that will dramatically upgrade Florida's workplace skills -- economically benefiting employees, employers, the state, and the nation.

4. GOVERNANCE STRUCTURE FOR THE ONE-STOP CENTER:

a. **GOVERNANCE COMMITTEE** -- Escarosa Career Center partner agencies/organizations will designate a representative in writing-- to include The Division Vocational Rehabilitation, Area I -- to serve as a member of the One-Stop Governance Committee. Escarosa's Director shall act as the facilitator of the Governance Committee and will work with our partners to identify issues or concerns regarding customer flow and services within the Escarosa Career Centers.

Items not resolved by the Governance Committee will be taken to Escarosa's Career Council Committee for review and consideration.

b. **GOVERNANCE COMMITTEE RESPONSIBILITIES** --
In tier fashion: The One-Stop Governance Committee reports to the Career Council Committee as needed; the Career Council Committee reports to the Escarosa Board of Directors. One-Stop Governance Committee duties and responsibilities include, but are not limited to:

- (1) Identifying issues, problems, or concerns related to Escarosa Career Center staff, agency/organizational interaction, center/program operations and performance, customer flow, and customer services.
- (2) Resolving those issues, problems, or concerns at the lowest possible tier level.
- (3) Advising and assisting the Escarosa Career Center with personnel, fiscal and operational matters, as required.
- (4) Accepting and reviewing Career Center performance reports from the partner agencies/organizations and Career Center Operator each month. Coordinating with those same entities to sustain/improve operations, services, performance, and staff/customer satisfaction.

(5) Providing Career Center performance summaries to the Career Council Committee at least once each quarter.

(6) Ensuring that all relevant federal, state, and local policies and procedures are properly incorporated into Escarosa Career Center operations.

5. THE DIVISION VOCATIONAL REHABILITATION, AREA 1 RESPONSIBILITIES:

As a partner in the Escarosa Career Centers in Pensacola, Century and Milton, Florida and party to this MOU, THE DIVISION OF VOCATIONAL REHABILITATION (VR) shall:

a. OPERATIONAL --

- (1) Retain management and supervisory authority for VR staff employees assigned to the Escarosa Career Center.
- (2) Maintain and provide up-to-date VR information to customers via Escarosa Career Center Core Services.
- (3) Arrange to have VR staff available to respond to customer questions related to VR that may arise during Core Service activities.
- (4) Accept and process customers referred by other Escarosa Career Center/System partners, and provide VR program eligibility determination services to all customers interested in VR program services.
- (5) Provide VR services to program eligible customers.
- (6) Refer customers demonstrating an interest in and possibly eligible for partner agency/organization program services, as appropriate. Referrals and customer-related information may be coordinated/forwarded directly or via electronic linkages.
- (7) Coordinate customer needs with Escarosa Career Center System partner agencies/organizations to reduce or eliminate duplicated services and, whenever possible, to develop the best mix of services.
- (8) Ensure VR staff attend, participate in, and contribute Escarosa Career Center cross training activities, as needed.
- (9) Comply with Escarosa Career Center common area rules and responsibilities presented in **Attachment A**.
- (10) Provide reports on VR program performance and customer satisfaction to and in accordance with Escarosa Career Center Operator requirements.

(11) Support and cooperate with the Escarosa Career Center and other Career Center/System partner agencies/organizations to ensure all federal, state, and local laws, regulations, policies and procedures are applied to Career Center/System operations; to successfully integrate staffs; to develop and streamline multiple program/funding procedures; to eliminate duplicative services; and to maximize Escarosa Career Center operations, customer services and customer satisfaction.

b. FISCAL --

- (1) Provide wages and fringe benefits for all VR staff assigned to the Escarosa Career Center.
- (2) Fund eligible customer services not funded by comparable benefits and services.
- (3) Fund all VR supplies and resource materials.
- (4) Coordinate with the Escarosa Career Centers regarding staff numbers and schedules, office space and equipment requirements, and cost sharing responsibilities – all of which will be clearly defined in a separate document.

6. ESCAROSA RESPONSIBILITIES: As an Escarosa Career Center partner and a party to this MOU, Escarosa shall:

- (1) Administer and oversee Workforce Investment Act (WIA), Welfare Transition Program, Wagner-Peyser services to include Unemployment Compensation, and other programs as funded by the Workforce Florida, Inc., and/or the Agency for Workforce Innovation, and activities within Escambia and Santa Rosa Counties, Florida, as directed by federal, state and local authorities.
- (2) Provide, coordinate, and – when necessary -- interpret federal, state and local laws, regulations, policies and procedures applicable to program operations.
- (3) Provide funding in support of local operations, as available and authorized.
- (4) Coordinate, assist with, and arrange for office space and equipment to support VR staff participating in Escarosa Career Center operations. When possible and necessary, attempt to assist VR with space and equipment requirements. When equipment becomes available, Escarosa will notify all Escarosa Career Center partners and will honor requests on a first to ask/most in need – first to receive basis.

- (5) Serve as a primary point-of-contact and – when necessary serve as a mediator – for issues and concerns that arise and threaten Escarosa Career Center operations, customers, service providers, and/or performance outcomes.
- (6) Serve as the focal point for all Escarosa Career Center performance measures and performance outcomes.
- (7) Identify partner agencies to participate in the One Stop Consortium to serve as the Escarosa Career Center operator. Closely coordinate with the Operator to optimize Escarosa Career Center System operations and customer services.

7. CONFIDENTIALITY POLICY: All client/customer files and personal information will be processed and maintained as CONFIDENTIAL information, in accordance with applicable federal, state and local laws, regulations, policies and procedures. Client/customer information sharing between Escarosa Career Center partner agencies and organizations is permitted; however information sharing will be conducted on a strict need-to-know basis. Information sharing is allowed only after the organization/staff having the information cites the client/customer's written authorization to release personal information, verifies that the person(s)/organization(s) to receive the information are authorized recipients, and confirms that the recipient(s) understands the need to maintain the information as confidential. A copy of the client/customer authorization form and a detailed record of all information exchanges shall be maintained in the client/customer file.

8. ESCAROSA GRIEVANCE PROCEDURES: Attachment B provides Escarosa Grievance Procedures applicable to all Escarosa Career Center operations and participants, subcontractors, employers and interested persons or their representatives. Escarosa partner agencies must ensure that all staff assigned to the Escarosa Career Center, program participants, and employers who receive program funding/services (e.g., On-the-Job Training wage reimbursements) read and sign a copy of B. An authorized, parent agency/organization staff member must also sign the form as witness. Forms with the program participant's/employer's original signature are placed into participant files. Forms with the subcontractor's and program staff member's original signatures are delivered to the Escarosa Equal Opportunity Officer for file.

Grievances not involving the Escarosa Career Center or Escarosa funded programs/activities will be processed using Vocational Rehabilitation procedures only. However, grievances that do concern the Escarosa Career Center or Escarosa Board funded programs/activities must be processed in accordance with Escarosa grievance procedures.

9. AMENDMENTS/CANCELLATION: Amendments to this MOU must be provided in writing and in advance of effective date(s) to the One-Stop Governance Committee and must be signed by both parties. After being reviewed by the Governance Committee and Career Council the MOU and any amendments shall be considered approved.

Federal and state laws and regulations require that an MOU exist between the Workforce Investment Board and an agency/organization providing services at One-Stop Centers. Federal and state laws and regulations further mandate that certain agencies/organizations participate in One-Stop Centers. Therefore, it is incumbent upon all parties to negotiate solutions to differences/problems that threaten the MOU and/or the Escarosa Career Center/System. In a case where all internal efforts fail to correct the situation, the unresolved issue(s) will be forwarded to higher authorities at local, state and/or federal levels. A jointly signed cover letter will be attached to that correspondence. Vocational Rehabilitation is a required One-Stop Center participant. This MOU is subject to availability of resources and funds, and may not be cancelled without specific written approval from a properly empowered government authority.

10. MOU EFFECTIVE PERIOD: The MOU becomes effective on the date signed by both parties, whichever is later, and remains in effect until terminated, in writing, by either party.


11. AUTHORIZATION FOR SIGNATURE:


By signing this document, all parties agree that the provisions contained herein are Subject to all applicable federal, state and local laws, regulations and/or guidelines relating to nondiscrimination, equal opportunity, displacement, privacy rights of participants, and maintenance of records and other confidential information relating to one-stop customers.

IN WITNESS WHEREOF, the parties hereto cause this MOU to be executed by their undersigned officials as duly authorized.

WORKFORCE ESCAROSA, INC.

**THE DIVISION OF VOCATIONAL
REHABILITATION, AREA 1**

BY: 
Susan B. Nelms, Executive Director

BY: 
Brenda D. Moorer, Area Director

DATE: 11/7/08

DATE: 11/6/08

ATTACHMENT A
COMMON AREA RULES AND RESPONSIBILITIES
ESCAROSA CAREER CENTER
(PARTNERS ONLY APPLY THOSE RULES AND REGULATIONS FOR THE
CENTER(S) IN WHICH THEIR STAFF IS PHYSICALLY LOCATED.)

Common area requirements and responsibilities are overseen, coordinated and managed by the Escarosa and shared by all partner agencies/organizations physically co-located in the One-Stop Career Center. In the case of Pensacola One-Stop Career Center, common area requirements and responsibilities include:

a. AC/HEAT - Controlled by the landlord (building owner). There are locks on the thermostats. Adjustments to temperatures must be made by the landlord. Issues regarding building temperatures should be directed to the WIA Administrative Assistant (Pensacola), for the AWI Supervisor (Milton).

b. ALARM SYSTEM/BUILDING ACCESS - The janitorial staff normally sets the building alarm system at 7:30 or 8:00 p.m., except on Fridays. Designated One-Stop Career Center Operator staff arm the alarm system on Friday at 5:00 p.m. The alarm system automatically clears itself each work day at 6:45 a.m. Staff not assigned an alarm system code may gain entry or remain in the building between 5:00 p.m. and 6:45 a.m. and on holidays and weekends. To do so, staff must advise the designated center staff member in advance of the days on which they require special access. (Applies to Pensacola only)

c. APPEARANCE/DRESS - One-Stop Career Center staff must maintain a consistent and professional, business office appearance. While no specific written dress code policy has been published; most agencies/organizations have a verbal code/expectations. Dress should be consistent with the type of work being performed and degree of staff visibility to the public (customers). More relaxed dress down codes may be designated to accommodate specific occasions/activities -- e.g., cleaning/moving days, special staff activities, etc. Designated dress down should be the exception. Escarosa together with in-house partner managers, determine, disseminates and enforces routine and relaxed dress code requirements. Dress codes define the accepted minimum and describe the clearly unacceptable.

d. BATHROOMS – Specific restrooms have been designated for staff and customers. In Pensacola, staff restrooms are located near first and second floor break rooms/kitchens. Customer restrooms are located in the first floor lobby and near in proximity of the second floor elevator/stairway. In Milton, all bathrooms are customer and staff facilities. To promote building security and safety, all customers should be directed to use customer restrooms. Special circumstances may lead staff to make occasional exceptions. In those cases, staff should escort the customer between the work area and restroom.

e. CLERICAL SUPPORT - Each partner agency/organization provides its own clerical support and may occasionally be required to assist with core services and general reception area clerical requirements. Core services and reception clerical duties include, but are

not limited to: answering telephones; taking/routing telephone messages and FAX copies; light typing, copying forms and correspondence; collecting, sorting, routing and delivering mail, etc. Core services and general reception clerical assignments will be made by Escarosa's designee in conjunction with partner agency/organization management. Those assignments are scheduled on a rotating basis and will be fair and equitable.

f. COFFEE/KITCHEN: All One-Stop Career Center partner agencies/organizations contribute to covering kitchen cleaning costs. The One-Stop Career Center Operator is responsible for managing those contributions and expenses. Partner staff who use the kitchen should clean behind themselves immediately after using the facilities. The One-Stop Career Center facilities designee may establish an end-of-day clean-up schedule, with all One-Stop Center partners participating on an equitable, rotating basis. The janitorial service staff are not required to perform kitchen clean-up.

g. COMMUNITY REALITY - The community views the One-Stop Career Center as a single organization. While One-Stop staff come from different agencies, we all work together to serve the universal customer. Therefore, One-Stop staff must cooperate so that we may assist all our customers. It is important that staff consistently demonstrate friendly and courteous attitudes. Staff members are expected to work together as a team toward customer satisfaction and One-Stop performance objectives.

h. COMPUTER USAGE - Computers are to be used for business purposes only. One-Stop Career Center resource room computers are for customer use. Computer games and inappropriate use of INTERNET services are unacceptable practices. Customers have priority on resource room computers. The Resource Room Specialist monitors computer usage.

i. CONFERENCE ROOMS - Conference rooms and training/testing rooms are controlled by the WIA Administrative Assistant – Pensacola, and the AWI Supervisor - Milton. All One-Stop staff and their parent agencies/organizations may use those facilities. Staff supervisors may schedule use of conference rooms and training/testing rooms via the One-Stop Career Center's computer system. Master schedules are maintained in the "Schedule Plus" program. Supervisors will attempt to resolve competing schedule conflicts at the lowest level. When necessary, the designee for the appropriate center will have final say on conference room and training/test room scheduling.

j. COPIERS – One-Stop Career Center staff may use any/all copiers located in the Career Center. Copiers or logs track agency/organization usage by program and volume. Accurate tracking supports equitable cost sharing. All users must identify themselves to the copier or log in usage. Staff who experience a problem with a copier should ask for assistance from the designated point-of-contact for the copier in question. Name and location of the point-of-contact is posted on the copier.

k. COURTESY - Staff are to be always courteous to each other and to customers. Apply the Golden Rule.

1. CUSTOMER SERVICE - The customer is our number one priority. Meeting/exceeding customer needs is our livelihood, purpose and reason for being a part of the One-Stop Career Center. Information/job seekers and employers are both primary customers.

m. DOOR CODES - Career Center door codes promote personal safety and building security. Staff will not give out door codes to unauthorized people. The WIA Administrative Assistant changes door codes whenever a possible compromise has been determined to have occurred. Before a staff member keys in the door code, he/she must ask all non-staff persons to move back from the door/ or block their view of the key panel. Staff are to report any possible door code compromise to the WIA Administrative Assistant immediately. (Pensacola Only)

n. EMERGENCY/DISASTER PREPAREDNESS - For the safety of all persons working in and visiting the Escarosa Career Centers, all staff -- regardless of parent agency -- must familiarize themselves with and closely follow One-Stop Career Center emergency/evacuation policies and procedures that are developed and implemented by Escarosa.

o. FAX MACHINE USAGE - Like computers, One-Stop Career Center FAX machines are for business use only. Document confidentiality is a critical concern. Staff expecting to receive FAXed information must ensure all staff attending the FAX machine(s) are aware of the sensitivity level of the unit's information and are properly instructed on handling/routing procedures. When especially sensitive information is expected via FAX, unit staff may elect to attend the FAX machine until such information is received. One-Stop staff may authorize customers to use FAX machines. If so, staff must ensure that those customers understand FAX operating procedures and further ensure that sensitive/confidential material is not compromised to customers. Staff who attend FAX machines must ensure that all incoming FAXes are properly handled and routed. When necessary, FAXed material will be placed into an envelope, properly routed via the mail distribution center or -- when required -- personally delivered to its recipient.

p. JANITORIAL SERVICE: Janitorial services are provided by the landlord (building owner) -- Pensacola, and under contract for Milton. Any One-Stop Career Center staff member noticing areas that require additional attention should provide appropriate details in writing to the WIA Administrative Assistant -- Pensacola, and to the AWI Supervisor - Milton. Those items will be brought to the attention of the janitorial crew and/or landlord as appropriate. For minor discrepancies, staff may leave written notes for the janitorial crew.

q. MAIL - Mail Center procedures are established and overseen by the One-Stop WIA Administrative Assistant - Pensacola. In emergency situations, other One-Stop Career Center partner agencies/organizations may be asked to help with mail center responsibilities

r. PARKING - The Escarosa Career Centers do not have assigned parking spaces. However, staff are asked to park not part directly in front of the building and to save front spaces for customers. Staff should not use handicapped spaces unless they have an appropriate sticker or decal.

s. RECEPTIONISTS – The One-Stop Career Center has a front door greeter Station. Greeters are provided by Older Workers and Escarosa with some assistance from other partner agencies/organizations as required. All partner staff who schedule appointments should instruct their clients to ask for the staff member by name or program activity. The greeter will then direct or escort the customer to the proper room/location. Any staff member who sees a customer who is unattended, appears confused or in need of help should immediately offer assistance. For special events, please notify the front desk so that they will be able to provide directions to the meeting room for the special event. Good coordination between partners will result in more seamless and professional services to our customers.

t. RECYCLING - If possible, recycling should be promoted within the Career Centers. Escarosa is seeking to reinstate a recycling program within all career centers.

u. SMOKING – Designated smoking areas are posted for all career centers. Staff will be required to adhere to those smoking areas.

v. SOCIALIZING - Friendship and sharing is encouraged. However, anything that would appear to the customer as a waste of time must be avoided. Loitering (standing around) should not occur. All staff must be aware of customers and sensitive to the needs of co-workers when talking near work spaces, especially when in switchboard and clerical areas.

w. STORAGE - Storage space is very limited in the One-Stop Career Centers. Staff needing to store something temporarily should coordinate storage requirements with the designated facility manager. Long term storage may be very difficult. If the Escarosa Career Center can not accommodate the requirement, long term storage will be the sole responsibility of the partner agency/organization which owns the items(s). Career Center partners must ensure that useless, unwanted and broken items are not abandoned and are quickly removed from the work area. Property owners are responsible for removing and disposing of such items.

x. SUPPLIES - Each partner agency/organization is responsible for its staff supplies. Staff may borrow supplies from another unit, once they have first checked with that unit to determine if the required supplies are available. Borrowed items will be returned or replaced as soon as possible.

y. TELEPHONE USAGE – Local personal calls are allowed as long as they are kept to a minimum and short duration. Customers may use telephones for local business calls. Specific One Stop staff has access to long-distance codes. Long distance is only allowed for business related calls, and all participants wishing to make a long-distance call must have staff approval and involvement.

z. VENDING MACHINES. All One-Stop staff are welcome to use the vending machines. Any staff member who loses money in a vending machine should place a post-it note on the machine, indicating his/her name, location, and the amount of money lost. The vending company representative will return your money. (Pensacola Only)

Workforce Investment Act (WIA), Trade Adjustment Act (TAA), Welfare Transition (WT/TANF) and Wagner-Peyser (WP) Program participants and other interested parties (e.g., contractors, One-Stop partners, and employers) affected by a decision or actions of the local workforce system have a right to file grievances/complaints with the local Workforce Investment Board (WIB). The grievance/complaint should be filed with Workforce Escarosa, Inc., in accordance with the below listed procedures. In the event you submit a grievance/complaint not under the authority of Workforce Escarosa, Inc., Workforce Escarosa will notify you within 5 working days from the receipt of the grievance/complaint of the relevant agency responsible for the grievance/complaint.

Sexual Harassment Policy

An individual or entity desiring a copy of the Workforce Escarosa Sexual Harassment Policy should write or call Workforce Escarosa, Inc., 9111 Sturdevant Street, Suite A, Pensacola, FL 32514; telephone number (850) 473-0939, or visit our website at www.workforceescarosa.com; Workforce Escarosa.

Criminal Fraud and Abuse

The procedures for reporting such incidents and instructions for completing the incident reporting form can be found at the following web site: <http://www2.myflorida.com/awi/pdg/incidentreport/default.htm> The form should be completed and mailed to: USDOL Office of Inspector General, Office of Investigations, Room S5514, 200 Constitution Avenue NW, Washington, D.C. 20210 or to USDOL South East Regional Inspector General for Investigations, Office of Investigations, Sam Nunn Atlanta Federal Center, 61 Forsyth Street, SW, Suite 6T1, Atlanta, Georgia 30303. Reports or complaints alleging fraud and abuse may also be reported through the USDOL Hotline at 1-800-347-3756.

Reporting Discrimination Complaints

To receive forms and procedures for filing discrimination complaints call AWI at (850) 488-7228 ext 1330, 1340, 1338 or visit the following website: <http://www2.myflorida.com/awi/pdg/civilrights/forms.pdf>

You may file a discrimination complaint directly with the Workforce Escarosa EO Officer, Mrs. Janay Sims, 9111 Sturdevant Street, Suite A, Pensacola, FL 32514, (850) 473-0939. A **WIA/TAA** complaint file with the U.S. Department of Labor, Civil Rights Center Discrimination Complaints 200 Constitution Ave., NW, Room N-4123 Washington, D.C. 20210 **and** a copy mailed to AWI, Office for Civil Rights, Suite 150, Caldwell Building, 107 East Madison Street, Tallahassee, FL 32399-4129; **and** with the EEOC Tampa Area Office 501 East Polk Street, 10th floor Tampa, FL 33602 (813) 228-2310 or TTY (813) 228-2003. A **WT** complaint must be filed with U. S. Department of Health and Human Services, Office of Civil Rights, Inspector General, Sam Nunn Atlanta Federal Center, 61 Forsyth Street, SW, Suite 3B70, Atlanta, GA 30303 **and** a copy mailed to AWI, Office for Civil Rights, Suite 150, Caldwell Building, 107 East Madison Street, Tallahassee, FL 32399-4129; **and** with the EEOC Tampa Area Office 501 East Polk Street, 10th floor Tampa, FL 33602 (813) 228-2310 or TTY (813) 228-2003. You may file electronically at the following address civil.rights@awi.state.fl.us. A **WP** complaint may be filed directly with a local-office EO Officer or with the U.S. Department of Labor, Civil Rights Center Discrimination Complaints 200 Constitution Ave., NM, Room N-4123 Washington, D.C. 20210. If the person filing the complaint is sight or speech impaired, they should call the Florida Relay System at 1-800-955-8771 (TDD) or 1-800-955-8770 for voice assistance.

Filing a Grievance/Complaint and request for Hearing/Appeal with Workforce Escarosa, Inc.

An **WIA/TAA/WT** individual or entity, adversely affected by a Workforce Escarosa action, to include but not limited to: displacement of employee; denial or termination as a **WIA** training provider; denial of eligibility as a **WIA OJT/EWT** or customized training provider; participant sanctioned for using controlled substances; termination of program eligibility or sanctioning for non-compliance with work activities, may submit a Grievance/Complaint or hearing request. Submissions should be concise and clearly written or typed; state the facts, laws, procedures, etc. that the grievant/complainant believes to be relevant for review; and must include a legible address where official notices may be mailed to the grievant/complainant; include the words **REQUEST FOR A HEARING** at the top of the first page in capital letters; and specifically state the type of violation and nature of the action that is the subject of the grievance. The grievance shall be no longer than five pages (exhibits and attachments

are not included in the five-page limit) and submitted to Workforce Escarosa, Inc., Executive Director, 9111 Sturdevant Street, Suite A, Pensacola, FL 32514. If possible Workforce Escarosa will attempt to resolve the grievance/complaint informally. If the matter cannot be resolved informally, Workforce Escarosa must establish a hearing date, complete the hearing and issue a decision within a 60-calendar day time frame from the date the grievance/complaint was filed. When the matter is not resolved informally, you will be notified by certified mail return receipt at least 15 calendar days prior to the hearing. The written hearing notice will include: hearing procedures, date, time, and place of the hearing; pertinent sections of the **WIA, WT**, and any federal regulations involved. Affected parties may be represented at the hearing by an attorney or other representative, and may present witnesses or documentary evidence at the hearing. The parties will receive a written decision of the hearing within **30 calendar days** after the hearing by certified mail return receipt requested. Individuals alleging a labor standards violation may submit the grievance/complaint to binding arbitration procedure if the affected parties are covered by a collective bargaining agreement. **WP** participants may file discrimination complaints against the Agency for Workforce Innovation (AWI) or its employees or complaints alleging discrimination by an employer. Special handling procedures are required for complaints filed by Migrant and Seasonal Farm Workers (MSFW). Workforce Escarosa shall attempt to resolve the MSFW complaint. If the MSFW complaints cannot be resolved within five working days of receipt of complaint by Workforce Escarosa, the complaint form and copies of all documents in the complaint file are forwarded to the Agency for Workforce Innovation, Monitor Advocate Office, Caldwell Building-Suite 150, 107 East Madison St, Tallahassee, FL 32399-4133. Attention: Senior Monitor Advocate.

***Note:** Individuals with a disability needing special accommodations shall call Workforce Escarosa at (850) 473-0939 or fax at (850) 473-0935 at least five working days prior to the hearing and state what special accommodation requirements are needed in order to participate in the hearing.

Right to Appeal

An individual, or entity, adversely affected by Workforce Escarosa's actions or decisions can file an appeal with the State WIA/TAA Administrative entity. An appeal may be made to the federal level (USDOL) if the state has not conducted a hearing or made a decision regarding the grievance/complaint **within the mandated 60-calendar day timeframe**, or if either party is dissatisfied with the state hearing decision. If the AWI Administrative Entity in conjunction with State Board staff determines that a grievance/complaint filed at the State level should have been decided at the local level, then the grievance/complaint may be remanded back to Workforce Escarosa.

Filing a Grievance/Complaint and request for Hearing/Appeal at the State Level

Because of the many types of grievances/complaints and level of hearing/appeals allowed under WIA/TAA/WT regulations, AWI staff working in conjunction with the State Board staff will be responsible for reviewing and determining the appropriate processing of requests/appeals filed at the State level. The following procedures should be followed when filing a grievance/complaint and/or requesting a hearing/appeal regarding a Workforce Escarosa decision. The request and/or grievance/complaint for a hearing appeal should be clearly identified at top of the first page, i.e., REQUEST FOR HEARING. The written hearing request should not exceed five pages (not including attachments) and should state the facts, procedures, etc. that the grievant/complainant believes to be relevant for review and, if applicable, shall include any written decision made by Workforce Escarosa and an address where official notices may be mailed to the grievant/complainant. The request shall be sent by certified mail return receipt to AWI, Office of General Counsel, Caldwell Building-Suite 150, 107 East Madison Street, Tallahassee, FL, 32399-4128. The grievant/complainant and Workforce Escarosa will be contacted at least 5 working days of receipt of the complaint to attempt an informal resolution. If informal methods do not resolve the issue, then a hearing will be scheduled. The complainant/ grievant will be notified of the specific procedures for the hearing and will receive a decision within 60 calendar days from receipt.

State and Federal Level Appeal Process

If AWI has not reached a decision on the appeal of a local decision or the grievant disagrees with the decision, the grievant/complainant can file an appeal to USDOL no later than 60 calendar days of receipt of the decision being appealed. That request is submitted by certified mail, return receipt to Secretary USDOL, Attention: ASET, Washington, D.C. 20210. A copy of the appeal must be simultaneously provided to AWI (address above). Actions that may not be appealed to USDOL include: sanctions applied at the local level for using a controlled substance; sanction for non-compliance with work activities; or denial of eligibility as a WIA/TAA training provider. WP states that non-ES related complaints (employment, discrimination, health and safety, etc.) must be forwarded as soon as possible after being received, to AWI, Office of General Counsel, Caldwell Building-Suite 150, 107 East Madison St, Tallahassee, FL, 32399-4128, or to the appropriate federal agency with a copy of the complaint sent to AWI Office of General Counsel. If the WP complaint is not resolved within 15 working days, then the complaint and associated file documents are forwarded to the AWI, Office of One-Stop and Program Support, Caldwell Building-Suite 105, 107 East Madison St, Tallahassee FL 32399-4133, Attention: ES Complaint Coordinator.

I certify that I have read and understand my rights and responsibilities as enumerated above.

Participant/Service Provider/ Employee/ Employer or Other Signature & Date

As a representative of Workforce Escarosa, I verify that the above-signed individual has read the Grievance Hearing/Appeal Procedures and has indicated an understanding of it.

Workforce Escarosa Representative Signature & Date

CAREERSOURCE ESCAROSA
LOCAL WORKFORCE DEVELOPMENT PLAN

ATTACHMENT F
MEMORANDUM OF UNDERSTANDINGS
OTHER PARTNER AGENCIES

EXHIBIT "A"

MEMORANDUM OF UNDERSTANDING BETWEEN WORKFORCE ESCAROSA, INC. AND THE DEPARTMENT OF ECONOMIC OPPORTUNITY

FOR THE DELIVERY OF WAGNER-PEYSER FUNDED EMPLOYMENT SERVICES AND OTHER WORKFORCE PROGRAM SERVICES PROVIDED BY THE DEPARTMENT

The following Memorandum of Understanding (Agreement or MOU) sets forth the terms of agreement for cooperation and consultation between the Department of Economic Opportunity (Department or DEO), and WORKFORCE ESCAROSA, INC. (Board), with regard to the workforce program services delivered by Department staff in the One-Stop System established within Workforce Region 1.

I. Applicable Workforce Programs

This Agreement covers the delivery of the following Department program services, hereinafter collectively referred to as "Department program services":

- Employment services funded under the Wagner-Peyser Act of 1933, as amended, including services to reemployment assistance claimants, veterans and migrant and seasonal farm workers.
- Workforce activities authorized under Title 38 U.S.C., Chapter 41, including dedicated job counseling, training, and placement for veterans.
- Trade Adjustment Assistance Program (TAA)
- Other workforce program services that may be directly provided by the Department.

II. Governing Law

The Workforce Investment Act (WIA) of 1998 and Chapter 445, Florida Statutes, are the principal laws that govern the Board and the Department relative to the delivery of Department services within the One-Stop system established by the Board. The Department and the Board shall also comply with the applicable federal and state laws and rules including relevant provisions of the Code of Federal Regulations and Office of Management and Budget (OMB) Circulars that govern each of the above referenced Department program services.

III. Purpose of MOU

It is the purpose of this Agreement to establish an organizational framework to integrate the delivery of Department program services into the One-Stop delivery system established by the Board. The Agreement satisfies the requirements contained in the Workforce Investment Act of 1998 for a MOU between the Department and the Board and the requirements contained in Chapter 445, Florida Statutes for the delivery of these services within the locally managed One-

Stop delivery system. The MOU defines the partnership between the Department and the Board to provide Department program services in a coordinated, seamless and customer friendly manner within the locally established One-Stop delivery system. The relationship between the Board and the Department is also defined by the performance agreement executed between the Department and the Board.

IV. Duration of Agreement

This MOU shall be in effect for the duration that the Board continues to provide the services under the Grantee - Subgrantee Agreement.

V. Description of the One-Stop System

The WIA regulations at 20 CFR 652.216 state: "The One-Stop system delivery envisions a partnership in which Wagner-Peyser Act labor exchange services are coordinated with other activities provided by other partners in a One-Stop setting. As part of the local Memorandum of Understanding, the State agency, as a One-Stop partner may agree to have staff receive guidance from the One-Stop operator regarding the provision of labor-exchange services. Personnel matters, including compensation, personnel actions, terms and conditions of employment, performance appraisals, and accountability of merit-staff employees funded under the Act, remain under the authority of the State agency. The guidance given to employees must be consistent with the provisions of the Act, the local MOU, and applicable collective bargaining agreements."

Subsection 445.009 (3)(b), Florida Statutes states: "Employment services must be provided through the one stop delivery system, under the guidance of one-stop delivery system operators. One-stop delivery system operators shall have overall authority for directing the staff of the workforce system. Personnel matters shall remain under the ultimate authority of the Department. However, the one-stop delivery system operator shall submit to the Department, information concerning the job performance of employees of the Department who deliver employment services. The Department shall consider any such information submitted by the one-stop delivery system operator in conducting performance appraisals of the employees."

A staffing structure chart that describes the site location and identifies the designated operator or managing partner for each One-Stop system/center established by the Board is attached to this MOU. The chart will identify the position classification and program assignment for Department staff assigned to each One-Stop system/center. Changes made to the designated operator or managing partner and changes made to the program assignment of staff shall be reflected on revised charts and submitted as a notice of change to the MOU by the party making the change to the other party.

All Department workforce program services will be integrated at these locations and delivered under the functional direction and management of the designated operator or managing partner of the One-Stop system/center where Department program staff is assigned. Although the One-Stop system operator or managing partner shall have overall authority for directing Department

staff assigned to local One-Stop centers, personnel matters, such as hiring and discipline, shall remain under the ultimate authority of the Department.

VI. Statement of Work

The Department shall retain fiscal responsibility and accountability for the administration of the funds allocated to it under the Wagner-Peyser Act and any other applicable federal and state laws for the workforce program services directly delivered by the Department. Each party to this agreement shall fulfill its responsibilities under the MOU in accordance with the provisions of laws and regulations that govern their respective activities. Nothing in this MOU is intended to negate or otherwise render ineffective any such provision or mandated operating procedure.

Department staff assigned to local one-stop centers shall follow the following procedures established by the One-Stop operator for referral of customers to other One-Stop partners.

DEO staff assigned to the local One-Stop centers shall deliver the Department program services listed in Section I of this Agreement. The delivery of these services shall be done in compliance with all applicable federal and state laws, including all required equal opportunity and non-discrimination laws. The Department shall be responsible for funding, directing, controlling, and delivering the workforce services provided by the DEO staff consistent with Federal guidelines and consistent with the direction provided by the Board. The day-to-day management of these services and DEO staff will be done under the supervision of the One-Stop operator or managing partner within the overall direction and guidance provided by the Department and as described in this Agreement. Any identified or perceived conflict in the direction provided to Department staff assigned to deliver these workforce services will be referred by the Board to the designated Department representative for resolution.

A. Workforce Investment Act/Wagner-Peyser

The Board and the Department agree to jointly plan for the use of resources available to each partner to ensure a coordinated and efficient approach to the delivery of customer services. The Department will notify the Board of the amount of anticipated revenue allocated to the workforce region for each program administered by the Board to use for planning purposes. The Department shall ensure that it meets the requirement in section 445.009, Florida Statutes that at least 90 percent of the Wagner-Peyser funding go to fund direct customer services. Both parties agree to share resources in supporting those core, intensive, and training related services common to each of the programs administered by each party according to an approved cost allocation plan. The approved cost allocation plan is incorporated by reference into this MOU.

The Department will support the Board in providing the following common core and intensive One-Stop services.

CORE SERVICES:

- Eligibility determination for Department program services

- Outreach, initial customer intake, and orientation to the information and other services available through the one-stop delivery system
- Initial assessment of skill levels, aptitudes, abilities and supportive service needs
- Job search and placement assistance, and where appropriate, career counseling
- Provision of Labor Market Information, including job vacancy listings in labor market areas, information on job skills necessary to obtain these jobs, and information relating to local occupations in demand and the earnings and skill requirements for such occupations
- Provision of information regarding the availability of supportive services available in the local area, and referral of such services, as appropriate
- Provision of information regarding performance and costs for eligible training providers
- Provision of information regarding how the local area is performing on the local performance measures
- Provision of information regarding filing of claims for reemployment assistance
- Provision of providing reemployment services.
- Unassisted access to job placement resources
- Referral to other appropriate workforce services
- Other core services as determined by the Board and allowable as an eligible activity under Department program services

INTENSIVE SERVICES (included but not limited to):

- Comprehensive and specialized assessments of customers' needs
- Development of an individual employment plan and service strategy to meet identified customer needs
- Group and specialized customer counseling
- Career planning
- Staff assisted job placement
- Referral to other appropriate workforce services
- Other intensive services as determined by the Board and allowable as an eligible activity under Department program services

TRAINING SERVICES:

- Referral to training services as appropriate

B. Trade Adjustment Assistance Act

When warranted because of trade-affected dislocations, Department staff will be assigned to the local One-Stop Center to determine the eligibility of trade-affected workers clients who are eligible for Trade Adjustment Assistance (TAA) benefits and services.

These staff, as well as other merit staff who provide case management for eligible TAA clients will ensure that eligible trade-affected workers receive all appropriate TAA benefits and services, consistent with federal and state requirements.

VII. Staffing

The Board has the authority to provide day-to-day supervision and direction to DEO merit staff employees and Other Personal Services employees as it relates to the operation of the One-Stop centers. Subsection 445.009(3)(b), Florida Statutes, limits the Department's right to delegate personnel management to the Board and requires that the ultimate authority remains with the Department. The Department can and will accept recommendations from the Board on all personnel matters with respect to the Department employees they supervise. Final action resulting from such recommendations will remain with the Department. The Board and the Department shall determine how the Board will provide recommendations to the Department regarding personnel matters with respect to Department employees and those procedures shall be incorporated by reference into this MOU.

The Board and the Department shall jointly complete a staffing structure chart that describes the Department staff structure within the Board's One-Stop delivery system. The staff chart shall be retained as the official organizational chart by the Department's Human Resources Management.

The One-Stop operator or managing partner shall designate a One-Stop site manager who shall be responsible for supervising the day-to-day operations for each local One-Stop center. Department staff shall follow the day-to-day guidance provided by the One-Stop site manager to ensure coordination and integration of Department program services with the operation of the local One-Stop center. The One-Stop site manager may designate other staff to assist and provide direction in the management of the center. Such designations must be clearly defined and communicated to prevent any confusion for Department staff. Department employees continue to be subject to the Department's leave and time distribution policies and procedures but shall notify and obtain concurrence from the designated One-Stop site manager regarding absences to ensure that leave is coordinated with other site partners and does not interfere with the on-going operation of the One-Stop center. Any disputes regarding leave requests by a Department employee shall be resolved by the Department's representative, as described in the following paragraph.

The Department shall designate a primary Department representative to resolve any personnel issues and disputes and be the signatory official for all personnel actions relative to Department staff assigned to the Board's local One-Stop centers. The designated Department representative will accept recommendations from the Board when determining the number and classification of assigned Department staff positions. The designated Department representative shall accept input and recommendations from the designated One-Stop site manager regarding personnel matters such as recruitment and selection of staff, assignment of staff, disciplinary and termination actions, performance evaluations, and other similar type personnel actions. Although recommendations provided by the One-Stop Site Manager shall be accepted by the Department when taking personnel actions, the ultimate decision for any personnel action

remains with the Department. The Department shall follow Chapters 110 and 112, Florida Statutes, Chapter 60L of the Florida Administrative Code, and as applicable, the Master Contract between the State of Florida and Public Employees Council 79 of the American Federation of State, County and Municipal Employees Union, AFL-CIO when conducting any personnel action.

Under the direction of the Board, the recruitment and selection of Department staff assigned to a local One-Stop center shall be coordinated with the local One-Stop Operator's or managing partner's regular recruitment and selection process. The Department shall notify the Board and the local One-Stop operator or managing partner of its staff needs including any hiring deadlines dictated by contractual and grant obligations. The Department shall solicit recommendations from the One-Stop operator or managing partner regarding staffing requirements, essential job functions, and relevant selection criteria. The Department shall ensure that the recruitment and selection process complies with Chapter 110, Florida Statutes, and Chapter 60K of the Florida Administrative Code, and that Department staff recruited and placed Other Personal Services (OPS) employment are hired consistent with Chapter 60L of the Florida Administrative Code.

State merit staff employees who have been offered or who are occupying a position that has been designated as special trust are required to have a Level 2 background screening conducted before an offer of employment is made or disciplinary action is taken as a result of background screening. Background screening shall be conducted in accordance with DEO Policy 1.08 Position of Special Trust. Re-screening shall occur every five years of consecutive employment and upon re-employment or employment in a new or different position of special trust. The five-year re-screening date is calculated from the initial screening date.

VIII. Communications

Both the Board and the Department agree to fully cooperate and communicate in their mutual efforts to implement the provisions of the Agreement and to ensure a seamless delivery of workforce services. Both parties agree to facilitate and maintain collaboration, cooperation and on-going communications between staff of the Department and the Board and its designated One-Stop operator or managing partner. The Board will ensure that all correspondence and mail relating to the Department's programs is expeditiously distributed. Local Department staff will coordinate with and use any correspondence and mail distribution system established by the Board's One-Stop operator or managing partner. The Department will coordinate with the Board and its One-Stop operator or managing partner before distributing any locally developed material and agrees to coordinate and use any marketing and communication design specifications developed by the Board.

IX. Leasing

The Board is responsible for managing real property and leases for all space utilized in the One-Stop delivery system. The Board and its designated One-Stop operator(s) or managing partner(s) shall be responsible for all activities involved with securing space for local One-Stop centers, insuring payment to lessors and cost allocating rent charges and otherwise managing leases. The

Department will provide administrative consultation, support and assistance as requested by the Board.

X. Travel

Department employees shall comply with the travel guidelines contained in Chapter 112, Florida Statutes. Department employees assigned to a local One-Stop Center shall confer with the One-Stop site manager to coordinate and obtain appropriate authorization for travel on behalf of the RWB that the RWB will fund or reimburse in connection with the employees' assigned duties. For travel of any Department employee assigned to a local One-Stop Center that DEO will directly pay for or reimburse, the employee must obtain advance authorization from the Department. A Department representative will be designated to address questions and to help resolve disputes regarding travel by Department staff assigned to the local One-Stop delivery system.

XI. Impasse Resolution

In the event that an impasse should arise between the Department and the Board's designated One-Stop operator(s) or managing partner(s), either party may request an informal hearing with the Chair of the Board. If either party is not satisfied with the outcome of the hearing, a request may be made to have the matter referred to the full Board of Directors. An impasse situation between the Board and the Department regarding the terms and conditions of this Agreement shall be referred to the President of Workforce Florida, Inc. (WFI) for mediation. The President of WFI shall meet with the Director of the Department, or a representative of the Department designated by the Director, and the Chair of the Board, or a representative of the Board designated by the Chair, to mediate the impasse. The President of WFI shall refer the issue to the Executive Committee of WFI for a final resolution if the attempt to mediate a resolution is unsuccessful.

**ESCAROSA CAREER CENTERS
MEMORANDUM OF UNDERSTANDING
BETWEEN
WORKFORCE ESCAROSA, INC.
AND**

FLORIDA DEPARTMENT OF CHILDREN AND FAMILY SERVICES, CIRCUIT I

1. INTRODUCTION: Various agencies provide specific and diverse employment and training services at and from varying locations in Escambia and Santa Rosa Counties, Florida. In order to provide such services in a way to better serve customers and help them benefit from such services, the local area partners deem it appropriate to agree and cooperate with each other for the establishment and operation of the Escarosa Career Center/System for the two county area.

It is believed that Escarosa Career Center/System will provide an integrated delivery of employment and training services for our customers in Escambia and Santa Rosa Counties seeking employment services, labor market information, extensive job linkages, services and resources broadened via technology, easier access to training; and quality assurances for the universal customer.

2. PARTIES TO THIS MEMORANDUM OF UNDERSTANDING: This Memorandum of Understanding (MOU) is hereby entered into by and between Workforce Escarosa, Inc. (Escarosa) and Florida Department of Children and Family Services, Circuit I (DCF).

3. PURPOSE OF THIS MOU: The purpose of this MOU is to set forth the general conditions under and by which agencies will participate and contribute to the establishment and operation of the Escarosa Career Center/System.

The purpose of this MOU is to establish an agreement between the above mentioned entities concerning their respective roles and responsibilities for implementation of the provisions of section 121(c)(2) of Title I of the Workforce Investment Act (WIA) of 1998.

This agreement is to coordinate resources to prevent duplication and ensure the effective and efficient delivery of workforce services in Santa Rosa and Escambia Counties, Florida. In addition, this agreement will establish joint processes and procedures that will enable partners to integrate the current service delivery system resulting in a seamless and comprehensive array of education, human services, job training, and other workforce development services within Escambia and Santa Rosa Counties, Florida.

Parties to this document shall coordinate and perform the activities and services described herein within the scope of legislative requirements governing the parties' respective programs, services, and agencies. Functions or separateness mandated by state statute

or public law will not be violated or abridged in the pursuit of co-location of center partners. The parties to this MOU, together, hereby agree to ensure that the following WIA principles are implemented:

Universal Eligibility -- All customers, including those with special needs and barriers to employment, will have access to a core set of services at each Escarosa Career Center, designed to provide information to make career and labor market decisions. Core, intensive training, and support services will be made available on-site and through multiple off-site locations. Both electronic access and personal service delivery choices also will be a part of our services.

One-Stop Approach -- All customers may explore work preparations and career development services and have access to information on a range of employment, training, and adult and occupational education programs. Services will be made available through the Escarosa Career Centers, through multiple off-site locations, or through an electronic system convenient to the customer.

Individual Choice -- Customers will have access to a multitude of career, skill, employment, and training information to obtain the services and skills they need to enhance their employment opportunities, based on their individual needs.

Greater State and Local Flexibility -- With the integration of services through a one-stop delivery system, the state and local entities will have the flexibility to implement an innovative and comprehensive workforce investment system. All partners will jointly negotiate processes for client flow, assessment/career management, job development, referrals and placement, staff capacity building, space requirements, standards of operations, and resolution of problems/disputes with other Escarosa Career Center/System partners.

Greater Role for Workforce Partners -- State and local one-stop partners have the flexibility to tailor delivery systems to meet the particular needs of individual communities. A joint planning process will be developed and will require participation by all Escarosa Career Center/System partners and operators. This process will assist with identifying the needs of the local workforce and the business community, and with setting priorities for services based on those needs. Furthermore, all partners will participate in a process of program review (to include feedback on customer satisfaction) and continuous improvement to offer the best possible services and seize opportunities for further integration/coordination.

Greater Accountability -- State, localities and training providers will be accountable for their performance. The design and management of the Escarosa Career Centers and the delivery of services must be responsive to meeting the needs of the customers. Customer satisfaction will be a key measure of accountability. Subject to confidentiality constraints, all partners will participate in an integrated intake, referral, client tracking system, and customer satisfaction surveys operated through the Escarosa Career Center/System.

The establishment of a network of One-Stop Career Centers is designed to accomplish the following:

- To eliminate unwarranted duplication of services, reduce administrative costs, and enhance participation and performance of customers serviced through the system.
- To establish guidelines for creating and maintaining a cooperative working relationship, to facilitate joint planning and evaluation of services, and to develop more efficient management of limited financial and human resources.
- To build a workforce development system that will dramatically upgrade Florida's workplace skills -- economically benefiting employees, employers, the state, and the nation.

4. GOVERNANCE STRUCTURE FOR THE CAREER CENTERS:

a. **GOVERNANCE COMMITTEE** -- Escarosa Career Center partner agencies/organizations -- to include DCF -- will provide a representative to attend and participate in the One-Stop Governance Committee. The Executive Director of Escarosa will act as the facilitator for the Governance Committee, to include scheduling meetings, preparation of an agenda, notes of meeting discussions, etc. The Governance Committee shall act as the One Stop Consortium and therefore the One Stop Operator for Escarosa Career Centers in Escambia and Santa Rosa Counties, Florida.

All partner agencies identified in WIA legislation shall be a member of the One Stop Governance Committee and shall be responsible for bringing issues or concerns to the Consortium. The Consortium as a whole shall have decision making authority for all services delivered through Escarosa Career Centers. If for some reason, a consensus is not achievable through the Governance Committee, the Escarosa Career Council shall have final decision making authority over those issues. All partner agencies shall:

(1) Identify issues, problems, or concerns related to One-Stop Career Center staff, agency/organizational interaction, center/program operations and performance, customer flow, and customer services.

(2) Resolving those issues, problems, or concerns at the lowest possible level.

(3) Advising and assisting with personnel, fiscal and operational matters, as required and as approved by DCF.

(4) Accepting and reviewing Career Center performance reports from the partner agencies/organizations as needed. Coordinating with those same entities to sustain/improve operations, services, performance, and staff/customer satisfaction.

(5) Ensuring that all relevant federal, state, and local policies and procedures are properly incorporated into Escarosa Career Center operations.

5. DCF RESPONSIBILITIES: As a partner to the Escarosa Career Centers and party to this MOU, DCF shall:

a. OPERATIONAL --

(1) Maintain up-to-date DCF information offered to customers in Escarosa Career Center Core Services.

(2) Work with Escarosa's Welfare Transition staff to insure open communication between both entities so that issues or problems can be resolved as soon as possible.

(3) Accept and process customers referred by other Escarosa Career Center System partner agencies/organizations to determine their eligibility for DCF screening and services. This may be accomplished through ACCESS points at Escarosa Career Centers.

(4) Refer customers demonstrating interests in and possibly eligible for partner agency/organization program services, as appropriate. Referrals and customer-related information may be coordinated/forwarded directly or via electronic linkages.

(6) Coordinate customer needs with Escarosa Career Center/System partner agencies/organizations to reduce or eliminate duplicated services and, whenever possible, to develop the best mix of services.

(7) Ensure DCF staff attend, participate in, and contribute to Escarosa Career Center cross training activities, as required.

(8) Support and cooperate with the other Career Center/System partner agencies/organizations to ensure all federal, state, and local laws, regulations, policies and procedures are applied to Career Center/System operations; to successfully integrate staffs; to develop and streamline multiple program/funding procedures; to eliminate duplicative services; and to maximize Escarosa Career Center operations, customer services and customer satisfaction.

b. FISCAL --

DCF is not co-located with Escarosa Career Centers; therefore, DCF is not required to contribute financially to Escarosa for services.

6. ESCAROSA RESPONSIBILITIES: As an Escarosa Career Center partner and a party to this MOU, ESCAROSA shall:

- (1) Administer and oversee Workforce Investment Act (WIA), Welfare Transition services, Wagner-Peyser, Vets, and other federal employment and training programs within Escambia and Santa Rosa Counties, Florida, as directed by federal, state and local authorities.
- (2) Provide, coordinate, and – when necessary -- interpret federal, state and local laws, regulations, policies and procedures applicable to programmatic services.
- (3) Provide funding in support of local operations, as available and authorized. Communicate with other entities having other funding resources or services that could contribute to Career Center/System activities.
- (4) Serve as a primary point-of-contact and – when necessary, serve as a mediator – for issues and concerns that arise and threaten Escarosa Career Center operations, customers, service providers, and/or performance.
- (5) Serve as the focal point for all Escarosa Career Center performance measures and performance outcomes.
- (6) Act as an ACCESS point for DCF if funding permits.

7. CONFIDENTIALITY POLICY: All client/customer files and personal information will be processed and maintained as CONFIDENTIAL information, in accordance with applicable federal, state and local laws, regulations, policies and procedures. Client/customer information sharing between Escarosa Career Center partner agencies and organizations is permitted; however information sharing will be conducted on a strict need-to-know basis. Information sharing is allowed only after the organization/staff having the information cites the client/customer's written authorization to release personal information, verifies that the person(s)/organization(s) to receive the information are authorized recipients, and confirms that the recipient(s) understands the need to maintain the information as confidential. A copy of the client/customer authorization form and a detailed record of all information exchanges shall be maintained in the client/customer file.

8. ESCAROSA GRIEVANCE PROCEDURES: Attachment A provides Escarosa Grievance Procedures applicable to all Temporary Assistance for Needy Families (TANF) and WIA participants, subcontractors, employers and interested persons or their representatives. Escarosa partner agencies must ensure that all staff assigned to the Escarosa Career Center, program participants, and employers who receive program funding/services (e.g., On-the-Job Training wage reimbursements) read and sign a copy of Attachment A. An authorized, parent agency/organization staff member must also sign the form as witness. Forms with the program participant's/employer's original signature are placed into participant files. Forms with the subcontractor's and program staff member's original signatures are delivered to the Escarosa Equal Opportunity Officer for file.

Grievances not involving the Escarosa Career Center or Escarosa funded programs/activities will be processed using DCF procedures only. However, grievances

that do concern the Escarosa Career Center or Escarosa funded programs/activities must be processed in accordance with Escarosa grievance procedures.

9. AMENDMENTS/CANCELLATION: Amendments to this MOU must be provided in writing and in advance of effective date(s) of such amendments.

Federal and state laws and regulations require that an MOU exist between the Regional Workforce Development Board and an agency/organization providing services considered to be partner agencies. Federal and state laws and regulations further mandate that certain agencies/ organizations participate in One-Stop Centers. Therefore, it is incumbent upon all parties to negotiate solutions to differences/problems that threaten the MOU and/or the Escarosa Career Center/System. In a case where all internal efforts fail to correct the situation, the unresolved issue(s) will be forwarded to higher authorities at local, state and/or federal levels. A jointly signed cover letter will be attached to that correspondence. DCF is a required One-Stop Center partner. This MOU is subject to availability of resources and funding, and may not be cancelled without specific written approval from a properly empowered government authority.

10. MOU EFFECTIVE PERIOD: The MOU becomes effective on the date signed by both parties and remains in effect until terminated by either party in writing.

11. AUTHORIZATION FOR SIGNATURE:

By signing this document, all parties agree that the provisions contained herein are subject to all applicable federal, state and local laws, regulations and/or guidelines relating to nondiscrimination, equal opportunity, maintenance of effort of current employees, privacy rights of participants, and maintenance of records and other confidential information relating to one-stop customers.

WHEREOF, the parties hereto cause this MOU to be executed by their undersigned officials as duly authorized.

WORKFORCE ESCAROSA, INC

BY: 

TITLE: Executive Director

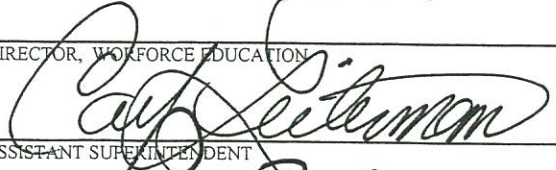
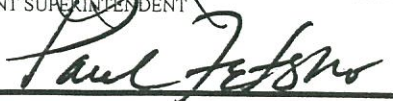
DATE: 1/26/09

FLORIDA DEPARTMENT OF
CHILDREN AND FAMILY SERVICES,
CIRCUIT I

BY: 

TITLE: Circuit Administrator

DATE: 01/23/09

THE SCHOOL DISTRICT OF ESCAMBIA COUNTY Curriculum & Instruction/Human Resource Services/ Risk Management		SCHOOL BOARD AGENDA EXECUTIVE SUMMARY	
TITLE MEMORANDUM OF UNDERSTANDING BETWEEN WORKFORCE ESCAROSA, INC AND SCHOOL BOARD OF ESCAMBIA COUNTY, FLORIDA		SUBMITTED BY: PAUL FETSKO ASSISTANT SUPERINTENDENT, CURRICULUM AND INSTRUCTION	
PERIOD OF GRANT/CONTRACT/REQUEST Continual until either party terminates	FUNDING SOURCE NA	PROJECT COORDINATOR AND DEPARTMENT CARL LEITERMAN DIRECTOR, WORKFORCE EDUCATION	
AMOUNT OF FUNDING REQUEST - \$ <u>0</u> Is amount more, less or same as last year? (Explain differences at end of Purpose section if additional space is required)		TOTAL PROJECT - \$ <u>0</u> Is amount more, less or same as last year?	
PURPOSE This agreement is to coordinate resources to prevent duplication and ensure the effective and efficient delivery of workforce services in Santa Rosa and Escambia Counties, Florida. In addition, this agreement will establish joint processes and procedures that will enable partners to integrate the current service delivery system resulting in a seamless and comprehensive array of education, human services, job training, and other workforce development services within Escambia and Santa Rosa Counties, Florida.			
IMPLEMENTATION PLAN (1) Maintain up-to-date post-secondary training information offered to customers through Escarosa Career Center services. (2) Work with Escarosa's staff to ensure open communication between both entities so that issues or problems can be resolved as soon as possible. (3) Accept and process customers referred for training in accordance with the District's guidelines. (4) Refer customers demonstrating interests in and possibly eligible for partner agency/organization program services, as appropriate. Referrals and customer-related information may be coordinated/forwarded directly or via electronic linkages. (5) Coordinate customer needs with Escarosa Career Center/System partner agencies/organizations to reduce or eliminate duplicated services and, whenever possible, to develop the best mix of services. (6) Ensure District designated staff attend, participate in, and contribute to Escarosa Career Center cross training activities, as determined necessary by the District. (7) Support and cooperate with the other Career Center/System partner agencies/organizations to ensure all federal, state, and local laws, regulations, policies and procedures are applied to Career Center/System operations; to successfully integrate staffs; to develop and streamline multiple program/funding procedures; to eliminate duplicative services; and to maximize Escarosa Career Center operations, customer services and customer satisfaction.			
PARTICIPATING SCHOOLS/AGENCIES Workforce Escarosa, Inc. George Stone Technical Center, and the Escambia County School District Office of Workforce Education			
ACTION REQUIRED SCHOOL BOARD APPROVAL			
STRATEGIC ALIGNMENT - Include number and definition of Goal and Objective. GOAL: 2. Prepare students for the workforce. OBJECTIVE: 2.4 Increase, by at least one percent each year, the number of Postsecondary Career and Technical Education students entering the workforce in occupations related to their technical training, continuing their education, or entering the Military.			
DIRECTOR, WORKFORCE EDUCATION 		DATE 1/29/09	
ASSISTANT SUPERINTENDENT 		DATE 1-28-09	
		APPROVED ESCAMBIA COUNTY SCHOOL BOARD DATE OF BOARD APPROVAL FEB 17 2009	

MALCOLM THOMAS, SUPERINTENDENT
VERIFIED BY RECORDING SECRETARY

**MEMORANDUM OF UNDERSTANDING
BETWEEN
WORKFORCE ESCAROSA, INC.
AND
SCHOOL BOARD OF ESCAMBIA COUNTY, FLORIDA**

1. INTRODUCTION: Various agencies provide specific and diverse employment and training services at and from varying locations in Escambia and Santa Rosa Counties, Florida. In order to provide such services in a way to better serve customers and help them benefit from such services, the local area partners deem it appropriate to agree and cooperate with each other for the establishment and operation of the Escarosa Career Center/System for the two county area.

It is believed that Escarosa Career Center/System will provide an integrated delivery of employment and training services for our customers in Escambia and Santa Rosa Counties seeking employment services, labor market information, extensive job linkages, services and resources broadened via technology, easier access to training and quality assurances for the universal customer.

2. PARTIES TO THIS MEMORANDUM OF UNDERSTANDING: This Memorandum of Understanding (MOU) is hereby entered into by and between Workforce Escarosa, Inc. (Escarosa) and the School Board of Escambia County, Florida.

3. PURPOSE OF THIS MOU: The purpose of this MOU is to set forth the general conditions under and by which agencies will participate and contribute to the establishment and operation of the Escarosa Career Center/System.

The purpose of this MOU is to establish an agreement between the above mentioned entities concerning their respective roles and responsibilities for implementation of the provisions of section 121c(2) of Title I of the Workforce Investment Act (WIA) of 1998.

This agreement is to coordinate resources to prevent duplication and ensure the effective and efficient delivery of workforce services in Santa Rosa and Escambia Counties, Florida. In addition, this agreement will establish joint processes and procedures that will enable partners to integrate the current service delivery system resulting in a seamless and comprehensive array of education, human services, job training, and other workforce development services within Escambia and Santa Rosa Counties, Florida.

Parties to this document shall coordinate and perform the activities and services described herein within the scope of legislative requirements governing the parties' respective programs, services, and agencies. Functions or separateness mandated by state statute or public law will not be violated or abridged in the pursuit of co-location of center partners. The parties to this MOU, together, hereby agree to ensure that the following WIA principles are implemented:

Universal Eligibility - All customers, including those with special needs and barriers to employment, will have access to a core set of services at each Escarosa Career Center, designed to provide information to make career and labor market decisions. Core, intensive services, and support services will be made available on-site and through multiple off-site locations. Both electronic access and personal service delivery choices also will be a part of our services.

One-Stop Approach - All customers may explore work preparations and career development services and have access to information on a range of employment, training, and adult and occupational education programs. Services will be made available through the Escarosa Career Centers, through multiple off-site locations, or through an electronic system convenient to the customer.

Individual Choice - Customers will have access to a multitude of career, skill, employment, and training information to obtain the services and skills they need to enhance their employment opportunities, based on their individual needs.

Greater State and Local Flexibility - With the integration of services through a one-stop delivery system, the state and local entities will have the flexibility to implement an innovative and comprehensive workforce investment system. All partners will jointly negotiate processes for client flow, assessment/career management, job development, referrals and placement, staff capacity building, space requirements, standards of operations, and resolution of problems/disputes with other Escarosa Career Center/System partners.

Greater Role for Elected Officials -- State and local one-stop partners have the flexibility to tailor delivery systems to meet the particular needs of individual communities. A joint planning process will be developed and require participation by all Escarosa Career Center/System partners and operators. This process will assist with identifying the needs of the local workforce and the business community, and setting priorities for services based on those needs. Furthermore, all partners will participate in a process of program review (to include feedback on customer satisfaction) and continuous improvement to offer the best possible services and seize opportunities for further integration/coordination.

Greater Accountability - State, localities and training providers will be accountable for their performance. The design and management of the Escarosa Career Centers and the delivery of services must be responsive to meeting the needs of the customers. Customer satisfaction will be a key measure of accountability. Subject to confidentiality constraints, all partners will participate in an integrated intake, referral, client tracking system, and customer satisfaction surveys operated through the Escarosa Career Center/System.

The establishment of a network of One-Stop Career Centers is designed to accomplish the following:

- To eliminate unwarranted duplication of services, reduce administrative costs, and enhance participation and performance of customers serviced through the system.
- To establish guidelines for creating and maintaining a cooperative working relationship, to

- facilitate joint planning and evaluation of services, and to develop more efficient management of limited financial and human resources.
- To build a workforce development system that will dramatically upgrade Florida's workplace skills -- economically benefiting employees, employers, the state, and the nation.

4. GOVERNANCE STRUCTURE FOR THE CAREER CENTERS:

a. **GOVERNANCE COMMITTEE** - Escarosa Career Center partner agencies/organizations – to include the School District of Escambia – will provide a representative to attend and participate in the One-Stop Governance Committee. The Executive Director of Escarosa will act as the facilitator for the Governance Committee, to include scheduling meetings, preparation of an agenda, notes of meeting discussions, etc. The Governance Committee shall act as the One Stop Consortium and therefore the One Stop Operator for Escarosa Career Centers in Escambia and Santa Rosa Counties, Florida.

All partner agencies identified in WIA legislation shall be a member of the One Stop Governance Committee and shall be responsible for bringing issues or concerns to the Consortium. The Consortium as a whole shall have decision making authority for all services delivered through Escarosa Career Centers. If for some reason, a consensus is not achievable through the Governance Committee, the Escarosa Career Council shall have final decision making authority over those issues. All partner agencies shall:

- (1) Identify issues, problems, or concerns related to One-Stop Career Center staff, agency/organizational interaction, center/program operations and performance, customer flow, and customer services.
- (2) Resolve those issues, problems, or concerns at the lowest possible level.
- (3) Advise and assist with personnel, fiscal and operational matters, as required and as approved by the District.
- (4) Accept and review Career Center performance reports from the partner agencies/organizations as needed. Coordinate with those same entities to sustain/improve operations, services, performance, and staff/customer satisfaction.
- (5) Ensure that all relevant federal, state, and local policies and procedures are properly incorporated into Escarosa Career Center operations.

5. ESCAMBIA COUNTY SCHOOL DISTRICT RESPONSIBILITIES: As a partner to the Escarosa Career Centers and party to this MOU, the School District shall:

a. **OPERATIONAL** -

- (1) Maintain up-to-date post-secondary training information offered to customers through Escarosa Career Center services.
- (2) Work with Escarosa's staff to ensure open communication between both entities so that issues or problems can be resolved as soon as possible.

- (3) Accept and process customers referred for training in accordance with the District's guidelines.
- (4) Refer customers demonstrating interests in and possibly eligible for partner agency/organization program services, as appropriate. Referrals and customer-related information may be coordinated/forwarded directly or via electronic linkages.
- (5) Coordinate customer needs with Escarosa Career Center/System partner agencies/organizations to reduce or eliminate duplicated services and, whenever possible, to develop the best mix of services.
- (6) Ensure District designated staff attend, participate in, and contribute to Escarosa Career Center cross training activities, as determined necessary by the District.
- (7) Support and cooperate with the other Career Center/System partner agencies/organizations to ensure all federal, state, and local laws, regulations, policies and procedures are applied to Career Center/System operations; to successfully integrate staffs; to develop and streamline multiple program/funding procedures; to eliminate duplicative services; and to maximize Escarosa Career Center operations, customer services and customer satisfaction.

b. FISCAL –

The District does not co-locate staff within the Escarosa Career Centers; however, Escarosa will disseminate information regarding training opportunities through post-secondary education as well as referral to youth services offered by the District. No additional costs are associated with these services.

6. ESCAROSA RESPONSIBILITIES: As an Escarosa Career Center partner and a party to this MOU, ESCAROSA shall:

- (1) Administer and oversee Workforce Investment Act (WIA), Welfare Transition services, Wagner-Peyser, Vets, and other federal employment programs within Escambia and Santa Rosa Counties, Florida, as directed by federal, state and local authorities.
- (2) Provide, coordinate, and interpret federal, state and local laws, regulations, policies and procedures applicable to programmatic services.
- (3) Provide funding in support of local operations, as available and authorized. Communicate with other entities having other funding resources or services that could contribute to Career Center/System activities.
- (4) Serve as a primary point-of-contact and when necessary, serve as a mediator for issues and concerns that arise and threaten Escarosa Career Center operations, customers, service providers, and/or performance.
- (5) Serve as focal point for all Escarosa Career Center performance measures and performance outcomes.
- (6) Provide information to Escarosa customers regarding training programs offered through the District, and financial assistance offered by Escarosa for attendance of the training programs.
- (7) Updated local listing of approved training programs, demand occupations and eligible training providers.

7. CONFIDENTIALITY POLICY: All client/customer files and personal information will be processed and maintained as CONFIDENTIAL information, in accordance with applicable federal, state and local laws, regulations, policies and procedures. Client/customer information sharing between Escarosa Career Center partner agencies and organizations is permitted; however information sharing will be conducted on a strict need-to-know basis. Information sharing is allowed only after the organization/staff having the information sites the client/customer's written authorization to release personal information, verifies that the person(s)/organization(s) to receive the information are authorized recipients, and confirms that the recipient(s) understands the need to maintain the information as confidential. A copy of the client/customer authorization form and a detailed record of all information exchanges shall be maintained in the client/customer file.

8. ESCAROSA GRIEVANCE PROCEDURES: Attachment A provides Escarosa Grievance Procedures applicable to all Temporary Assistance for Needy Families (TANF) and WIA participants, subcontractors, employers and interested persons or their representatives. Escarosa partner agencies must ensure that all staff assigned to the Escarosa Career Center, program participants, and employers who receive program funding/services (e.g., On-the-Job Training wage reimbursements) read and sign a copy of Attachment A. An authorized, parent agency/organization staff member must also sign the form as witness. Forms with the program participant's/employer's original signature are placed into participant files. Forms with the subcontractor's and program staff member's original signatures are delivered to the Escarosa Equal Opportunity Officer for file.

Grievances not involving the Escarosa Career Center or Escarosa funded programs/activities will be processed using the District's procedures only. However, grievances that do concern the Escarosa Career Center or Escarosa funded programs/activities must be processed in accordance with Escarosa grievance procedures.

9. AMENDMENTS/CANCELLATION: Amendments to this MOU must be provided in writing and in advance of effective date(s).

Federal and state laws and regulations require that an MOU exist between the Regional Workforce Development Board and an agency/organization providing services considered to be partner agencies. Federal and state laws and regulations further mandate that certain agencies/organizations participate in One-Stop Centers. Therefore, it is incumbent upon all parties to negotiate solutions to differences/problems that threaten the MOU and/or the Escarosa Career Center/System. In a case where all internal efforts fail to correct the situation, the unresolved issue(s) will be forwarded to higher authorities at local, state and/or federal levels. A jointly signed cover letter will be attached to that correspondence. The District is a required One-Stop Center partner. This MOU is subject to availability of resources and funding, and may not be cancelled without specific written approval from a properly empowered government authority.

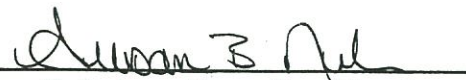
10. MOU EFFECTIVE PERIOD: The MOU becomes effective on the date signed by both parties and remains in effect until terminated by either party in writing.

11. AUTHORIZATION FOR SIGNATURE:


By signing this document, all parties agree that the provisions contained herein are subject to all applicable federal, state and local laws, regulations and/or guidelines relating to nondiscrimination, equal opportunity, displacement, privacy rights of participants, and maintenance of records and other confidential information relating to one-stop customers.

WHEREOF, the parties hereto cause this MOU to be executed by their undersigned officials as duly authorized.

WORKFORCE ESCAROSA, INC

BY: 
Susan B. Nelms, Executive Director

**SCHOOL BOARD OF ESCAMBIA
COUNTY, FLORIDA**

BY: 
Patricia Hightower, Chair

ATTEST: 
Malcolm Thomas, Superintendent

DATE: 3/2/09

DATE: 02/17/2009

APPROVED
ESCAMBIA COUNTY SCHOOL BOARD

FEB 17 2009

MALCOLM THOMAS, SUPERINTENDENT
VERIFIED BY RECORDING SECRETARY

APPROVED AS TO FORM

JAN 23 2009

GENERAL COUNSEL
ESCAMBIA COUNTY SCHOOL BOARD

**ESCAROSA CAREER CENTERS
MEMORANDUM OF UNDERSTANDING
BETWEEN
WORKFORCE ESCARSOA, INC.
AND
SCHOOL DISTRICT OF SANTA ROSA COUNTY
ONE STOP CONSORTIUM - OPERATOR**



1. INTRODUCTION: Various agencies provide specific and diverse employment and training services at and from varying locations in Escambia and Santa Rosa Counties, Florida. In order to provide such services in a way to better serve customers and help them benefit from such services, the local area partners deem it appropriate to agree and cooperate with each other for the establishment and operation of the Escarosa Career Center/System for the two county area.

It is believed that Escarosa Career Center/System will provide an integrated delivery of employment and training services for our customers in Escambia and Santa Rosa Counties seeking employment services, labor market information, extensive job linkages, services and resources broadened via technology, easier access to training; and quality assurances for the universal customer.

2. PARTIES TO THIS MEMORANDUM OF UNDERSTANDING: This Memorandum of Understanding (MOU) is hereby entered into by and between Workforce Escarosa, Inc. (Escarosa) and the School District of Santa Rosa County (District).

3. PURPOSE OF THIS MOU: The purpose of this MOU is to set forth the general conditions under and by which agencies will participate and contribute to the establishment and operation of the Escarosa Career Center/System.

The purpose of this MOU is to establish an agreement between the above mentioned entities concerning their respective roles and responsibilities for implementation of the provisions of section 121©(2) of Title I of the Workforce Investment Act (WIA) of 1998.

This agreement is to coordinate resources to prevent duplication and ensure the effective and efficient delivery of workforce services in Santa Rosa and Escambia Counties, Florida. In addition, this agreement will establish joint processes and procedures that will enable partners to integrate the current service delivery system resulting in a seamless and comprehensive array of education, human services, job training, and other workforce development services within Escambia and Santa Rosa Counties, Florida.

Parties to this document shall coordinate and perform the activities and services described herein within the scope of legislative requirements governing the parties'

respective programs, services, and agencies. Functions or separateness mandated by state statute or public law will not be violated or abridged in the pursuit of co-location of center partners. The parties to this MOU, together, hereby agree to ensure that the following WIA principles are implemented:

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One-Stop Approach -- All customers may explore work preparations and career development services and have access to information on a range of employment, training, and adult and occupational education programs. Services will be made available through the Escarosa Career Centers, through multiple off-site locations, or through an electronic system convenient to the customer.

Individual Choice -- Customers will have access to a multitude of career, skill, employment, and training information to obtain the services and skills they need to enhance their employment opportunities, based on their individual needs.

Greater State and Local Flexibility -- With the integration of services through a one-stop delivery system, the state and local entities will have the flexibility to implement an innovative and comprehensive workforce investment system. All partners will jointly negotiate processes for client flow, assessment/career management, job development, referrals and placement, staff capacity building, space requirements, standards of operations, and resolution of problems/disputes with other Escarosa Career Center/System partners.

Greater Role for Elected Officials -- State and local one-stop partners have the flexibility to tailor delivery systems to meet the particular needs of individual communities. A joint planning process will be developed and will require participation by all Escarosa Career Center/System partners and operators. This process will assist with identifying the needs of the local workforce and the business community, and with setting priorities for services based on those needs. Furthermore, all partners will participate in a process of program review (to include feedback on customer satisfaction) and continuous improvement to offer the best possible services and seize opportunities for further integration/coordination.

Greater Accountability -- State, localities and training providers will be accountable for their performance. The design and management of the Escarosa Career Centers and the delivery of services must be responsive to meeting the needs of the customers. Customer satisfaction will be a key measure of accountability. Subject to confidentiality constraints, all partners will participate in an integrated intake, referral, client tracking system, and customer satisfaction surveys operated through the Escarosa Career Center/System.

The establishment of a network of One-Stop Career Centers is designed to accomplish the following:

- To eliminate unwarranted duplication of services, reduce administrative costs, and enhance participation and performance of customers serviced through the system.
- To establish guidelines for creating and maintaining a cooperative working relationship, to facilitate joint planning and evaluation of services, and to develop more efficient management of limited financial and human resources.
- To build a workforce development system that will dramatically upgrade Florida's workplace skills -- economically benefiting employees, employers, the state, and the nation.

4. GOVERNANCE STRUCTURE FOR THE CAREER CENTERS:

a. **GOVERNANCE COMMITTEE** -- Escarosa Career Center partner agencies/organizations -- to include the School District of Escambia -- will provide a representative to attend and participate in the One-Stop Governance Committee. The Executive Director of Escarosa will act as the facilitator for the Governance Committee, to include scheduling meetings, preparation of an agenda, notes of meeting discussions, etc. The Governance Committee shall act as the One Stop Consortium and therefore the One Stop Operator for Escarosa Career Centers in Escambia and Santa Rosa Counties, Florida.

All partner agencies identified in WIA legislation shall be a member of the One Stop Governance Committee and shall be responsible for bringing issues or concerns to the Consortium. The Consortium as a whole shall have decision making authority for all services delivered through Escarosa Career Centers. If for some reason, a consensus is not achievable through the Governance Committee, the Escarosa Career Council shall have final decision making authority over those issues. All partner agencies shall:

(1) Identify issues, problems, or concerns related to One-Stop Career Center staff, agency/organizational interaction, center/program operations and performance, customer flow, and customer services.

(2) Resolving those issues, problems, or concerns at the lowest possible level.

(3) Advising and assisting with personnel, fiscal and operational matters, as required and as approved by the District.

(4) Accepting and reviewing Career Center performance reports from the partner agencies/organizations as needed. Coordinating with those same entities to sustain/improve operations, services, performance, and staff/customer satisfaction.

(5) Ensuring that all relevant federal, state, and local policies and procedures are properly incorporated into Escarosa Career Center operations.

5. DISTRICT RESPONSIBILITIES: As a partner to the Escarosa Career Centers and party to this MOU, the District shall:

a. OPERATIONAL --

(1) Maintain up-to-date post-secondary training information offered to customers through Escarosa CareerCenter services.

(1) Work with Escarosa's staff to insure open communication between both entities so that issues or problems can be resolved as soon as possible.

(3) Accept and process customers referred for training in accordance with the District's guidelines.

(2) Refer customers demonstrating interests in and possibly eligible for partner agency/organization program services, as appropriate. Referrals and customer-related information may be coordinated/forwarded directly or via electronic linkages.

(6) Coordinate customer needs with Escarosa Career Center/System partner agencies/organizations to reduce or eliminate duplicated services and, whenever possible, to develop the best mix of services.

(7) Ensure District designated staff attend, participate in, and contribute to Escarosa Career Center cross training activities, as determined necessary by the District.

(8) Support and cooperate with the other Career Center/System partner agencies/organizations to ensure all federal, state, and local laws, regulations, policies and procedures are applied to Career Center/System operations; to successfully integrate staffs; to develop and streamline multiple program/funding procedures; to eliminate duplicative services; and to maximize Escarosa Career Center operations, customer services and customer satisfaction.

b. FISCAL --

The District does not co-locate staff within the Escarosa Career Centers; however, Escarosa will disseminate information regarding training opportunities through post-secondary education as well as referral to youth services offered by the District. No additional costs are associated with these services.

6. ESCAROSA RESPONSIBILITIES: As an Escarosa Career Center partner and a party to this MOU, ESCAROSA shall:

- (1) Administer and oversee Workforce Investment Act (WIA), Welfare Transition services, Wagner-Peyser, Vets, and other federal employment programs within Escambia and Santa Rosa Counties, Florida, as directed by federal, state and local authorities.
- (2) Provide, coordinate, and – when necessary -- interpret federal, state and local laws, regulations, policies and procedures applicable to programmatic services.
- (3) Provide funding in support of local operations, as available and authorized. Communicate with other entities having other funding resources or services that could contribute to Career Center/System activities.
- (4) Serve as a primary point-of-contact and – when necessary, serve as a mediator for issues and concerns that arise and threaten Escarosa Career Center operations, customers, service providers, and/or performance.
- (5) Serve as the focal point for all Escarosa Career Center performance measures and performance outcomes.
- (6) Provide information to Escarosa customers regarding training programs offered through the District, and financial assistance offered by Escarosa for attendance of the training programs.
- (7) Updated local listing of approved training programs, demand occupations and eligible training providers.

7. CONFIDENTIALITY POLICY: All client/customer files and personal information will be processed and maintained as CONFIDENTIAL information, in accordance with applicable federal, state and local laws, regulations, policies and procedures. Client/customer information sharing between Escarosa Career Center partner agencies and organizations is permitted; however information sharing will be conducted on a strict need-to-know basis. Information sharing is allowed only after the organization/staff having the information cites the client/customer's written authorization to release personal information, verifies that the person(s)/organization(s) to receive the information are authorized recipients, and confirms that the recipient(s) understands the need to maintain the information as confidential. A copy of the client/customer authorization form and a detailed record of all information exchanges shall be maintained in the client/customer file.

8. ESCAROSA GRIEVANCE PROCEDURES: Attachment A provides Escarosa Grievance Procedures applicable to all Temporary Assistance for Needy Families (TANF) and WIA participants, subcontractors, employers and interested persons or their representatives. Escarosa partner agencies must ensure that all staff assigned to the Escarosa Career Center, program participants, and employers who receive program funding/services (e.g., On-the-Job Training wage reimbursements) read and sign a copy of Attachment A. An authorized, parent agency/organization staff member must also sign the form as witness. Forms

with the program participant's/employer's original signature are placed into participant files. Forms with the subcontractor's and program staff member's original signatures are delivered to the Escarosa Equal Opportunity Officer for file.

Grievances not involving the Escarosa Career Center or Escarosa funded programs/activities will be processed using the District's procedures only. However, grievances that do concern the Escarosa Career Center or Escarosa funded programs/activities must be processed in accordance with Escarosa grievance procedures.

9. AMENDMENTS/CANCELLATION: Amendments to this MOU must be provided in writing and in advance of effective date(s) to the effective date.

Federal and state laws and regulations require that an MOU exist between the Regional Workforce Development Board and an agency/organization providing services considered to be partner agencies. Federal and state laws and regulations further mandate that certain agencies/ organizations participate in One-Stop Centers. Therefore, it is incumbent upon all parties to negotiate solutions to differences/problems that threaten the MOU and/or the Escarosa Career Center/System. In a case where all internal efforts fail to correct the situation, the unresolved issue(s) will be forwarded to higher authorities at local, state and/or federal levels. A jointly signed cover letter will be attached to that correspondence. The District is a required One-Stop Center partner. This MOU is subject to availability of resources and funding, and may not be cancelled without specific written approval from a properly empowered government authority.

10. MOU EFFECTIVE PERIOD: The MOU becomes effective on the date signed by both parties and remains in effect until terminated by either party in writing.

11. AUTHORIZATION FOR SIGNATURE:

By signing this document, all parties agree that the provisions contained herein are subject to all applicable federal, state and local laws, regulations and/or guidelines relating to nondiscrimination, equal opportunity, displacement, privacy rights of participants, and maintenance of records and other confidential information relating to one-stop customers.

WHEREOF, the parties hereto cause this MOU to be executed by their undersigned officials as duly authorized.

WORKFORCE ESCAROSA, INC

BY: 
Signature

TITLE: Executive Director

DATE: 1/26/09

SCHOOL DISTRICT OF SANTA ROSA
COUNTY

BY: 
Signature

TITLE: Superintendent of Schools

DATE: Jan. 22, 2009

RENEWAL OF MEMORANDUM OF UNDERSTANDING

THE DISTRICT BOARD OF TRUSTEES OF PENSACOLA STATE COLLEGE, FLORIDA, hereinafter referred to as "College," and **WORKFORCE ESCAROSA, INC.**, hereinafter referred to as "Workforce Escarosa," give notice of intent to renew that certain Memorandum of Understanding between the parties dated July 22, 2010, as amended on January 25, 2011, and renewed on February 13, 2012, under the terms of which College and Workforce Escarosa agreed to consult and coordinate together to meet the goals and objectives of the Department of Health & Human Services Administration for Children and Families/Health Profession Opportunity Grants to Serve TANF Recipients and Other Low-Income Individuals (HHS-2010-ACF-OFA-FX-0-126).

College and Workforce Escarosa agree as follows:

- (1) The term of the Memorandum of Understanding is hereby renewed for a period of one year commencing as of **September 30, 2012** through **September 29, 2013**.
- (2) College and Workforce Escarosa ratify and confirm all the remaining provisions of the Agreement.

IN WITNESS WHEREOF, the College and Workforce Escarosa have caused these presents to be executed to be effective on the 3 day of October, 201²~~1~~.

**THE DISTRICT BOARD OF TRUSTEES OF
PENSACOLA STATE COLLEGE, FLORIDA**

By 
C. Edward Meadows, President

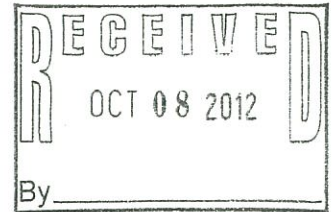
WORKFORCE ESCAROSA, INC.

By 
Susan B. Nelms, Executive Director

Approved as to Form:

By: 
Thomas J. Gilliam, Jr. – General Counsel
Pensacola State College

PENSACOLA STATE COLLEGE



Please find enclosed two original agreements for signature. After signing both agreements, please return one original to me at the below address. If payment is required by the College under the terms of the contract, a check will be generated to you after the completely signed agreement is received in our office.

Please keep the second original agreement for your files. If you should have any questions, feel free to contact me at (850) 484-1726.

If you do not have a W-9 on file with our college, I am including a form to return with our signed copy of the original agreement.

Thank you,

A handwritten signature in cursive script, appearing to read "C Doyle".

Carmel Doyle, Legal Assistant
Office of Legal Services
Building 7, Room 721
1000 College Boulevard
Pensacola, Florida 32504
cdoyle@pensacolastate.edu
Fax: (850) 484-1827

**REGION #1
ESCAROSA CAREER CENTER
MEMORANDUM OF UNDERSTANDING
BETWEEN
WORKFORCE ESCAROSA, INC.
AND
TRI-COUNTY COMMUNITY COUNCIL, INC.**

1. INTRODUCTION: Various agencies provide specific and diverse employment and training services at and from varying locations in Escambia and Santa Rosa Counties, Florida. In order to provide such services in a way to better serve customers and help them benefit from such services, the local area partners deem it appropriate to agree and cooperate with each other for the establishment and operation of the Escarosa Career Center/System for the two county area.

The Escarosa Career Center/System provides an integrated delivery of employment and training services for our customers in Escambia and Santa Rosa Counties seeking employment services, labor market information, extensive job linkages, services and resources broadened via technology, easier access to training; and quality assurances for the universal customer.

2. PARTIES TO THIS MEMORANDUM OF UNDERSTANDING: This Memorandum of Agreement (MOA) establishes the intentions and responsibilities of the Tri-County Community Council, Inc., hereinafter referred to as TCCC, and the Workforce Escarosa, Inc., hereinafter referred to as Escarosa, a referral system designed to maximize resources and job placement to provide quality educational opportunities for TCCC and Escarosa in Santa Rosa County with their eligible customers.

Goal

The goal of this Memorandum of Understanding (MOU) which provides services to maximize the opportunities for residents to access education, human resources, job training, job placement, and other employment development services.

3. PURPOSE OF THIS MOU: The purpose of this MOU is to set forth the general conditions under and by which agencies will participate and contribute to the establishment and operation of the Escarosa Career Center/System and the services provided by TCCC.

The purpose of this MOU is to establish an agreement between the above mentioned entities concerning their respective roles and responsibilities for implementation of the provisions of section 121(c)(2) of Title I of the Workforce Investment Act (WIA) of 1998.

This agreement is to coordinate resources in order to prevent duplication and to ensure the effective and efficient delivery of workforce services in Santa Rosa and Escambia Counties, Florida. In addition, this agreement will establish joint processes and procedures that will enable partners to integrate the current service delivery system resulting in a seamless and comprehensive array of education, human services, job training, and other workforce development services within Escambia and Santa Rosa Counties, Florida.

Parties to this document shall coordinate and perform the activities and services described herein within the scope of legislative requirements governing the parties' respective programs, services, and agencies. Functions or separateness mandated by state statute or public law will not be violated or abridged in the pursuit of co-location of center partners. The parties to this MOU, together, hereby agree to ensure that the following WIA principles are implemented:

Universal Eligibility -- All customers, including those with special needs and barriers to employment, will have access to a core set of services at each Escarosa Career Center, designed to provide information to make career and labor market decisions. Core, intensive training, and support services will be made available on-site and through multiple off-site locations. Both electronic access and personal service delivery choices also will be a part of our services.

One-Stop Approach -- All customers may explore work preparations and career development services and have access to information on employment, training, and adult occupational education programs. Services will be made available through the Escarosa Career Centers, through multiple off-site locations, or through an electronic system convenient to the customer.

Individual Choice -- Customers will have access to a multitude of career, skill, employment, and training information in order to obtain the services and skills they need to enhance their employment opportunities, based on their individual needs.

Greater State and Local Flexibility -- With the integration of services through a one-stop delivery system, the state and local entities will have the flexibility to implement an innovative and comprehensive workforce investment system. All partners will jointly negotiate processes for client flow, job development, referrals and placement, staff capacity building, space requirements, standards of operations, and resolution of problems/disputes with other Escarosa Career Center/System partners.

Greater Role for Elected Officials -- State and local one-stop partners have the flexibility to tailor delivery systems to meet the particular needs of individual communities. Escarosa has designated a One Stop Consortium known as the One Stop Governance Committee, to provide input into services delivered in our two county areas. This designation requires a joint planning process with our Escarosa Career Center/System partners to determine client flow and one stop services. This process will assist with identifying the needs of the local workforce and the business community, and with setting priorities for services based on those needs. Furthermore, all partners will participate in a process of program review (to include feedback on customer satisfaction) and continuous improvement to offer the best possible services and seize opportunities for further integration/coordination. TCCC is a partner to our service delivery and is therefore, considered to be a member of the One Stop Consortium.

Greater Accountability -- State, localities and training providers will be accountable for their performance. The design and management of the Escarosa Career Centers and the delivery of services must be responsive to meeting the needs of the customers. Customer satisfaction will be a key measure of accountability.

The establishment of a network of One-Stop Career Centers is designed to accomplish the following:

- To eliminate unwarranted duplication of services, reduce administrative costs, and enhance participation and performance of customers serviced through the system.
- To establish guidelines for creating and maintaining a cooperative working relationship, to facilitate joint planning and evaluation of services, and to develop more efficient management of limited financial and human resources.
- To build a workforce development system that will dramatically upgrade Florida's workplace skills -- economically benefiting employees, employers, the state, and the nation.

4. GOVERNANCE STRUCTURE FOR THE ONE-STOP CENTER:

a. **GOVERNANCE COMMITTEE** -- Escarosa Career Center partner agencies/organizations will designate a representative in writing-- to include TCCC -- to serve as a member of the One-Stop Consortium which serves as the Governance Committee. Escarosa's Director shall act as the facilitator of the Governance Committee and will work with our partners to identify issues or concerns regarding customer flow and services within the Escarosa Career Centers.

Items not resolved by the Governance Committee will be taken to Escarosa's Career Council Committee for review and consideration.

b. GOVERNANCE COMMITTEE RESPONSIBILITIES --

In tier fashion: The One-Stop Governance Committee acts as the One Stop Consortium and reports to the Career Council Committee as needed; the Career Council Committee reports to the Escarosa Board of Directors. One-Stop Governance Committee/Consortium duties and responsibilities include, but are not limited to:

(1) Identifying issues, problems, or concerns related to Escarosa Career Center staff, agency/organizational interaction, center/program operations and performance, customer flow, and customer services.

(2) Resolving those issues, problems, or concerns at the lowest possible tier level.

(3) Advising and assisting the Escarosa Career Center with personnel, fiscal and operational matters, as required.

(4) Accepting and reviewing Career Center performance reports from the partner agencies/organizations and Career Center Operator each month. Coordinating with those same entities in order to sustain/improve operations, services, performance, and staff/customer satisfaction.

(5) Ensuring that all relevant federal, state, and local policies and procedures are properly incorporated into Escarosa Career Center operations.

5. TCCC): As a partner in the Escarosa Career Centers in Milton, Florida and party to this MOU, The TCCC shall:

a. OPERATIONAL --

For Santa Rosa County

- Deliver services specified for the Community Services Block Grant
- Provide promotional materials about Tri-County Community Council programs and services
- Refer citizens for assistance to all other existing services and programs, provided by other agencies
- Serve on Boards, Committees, and Coalitions that are required for the maximum impact for delivery of program services
- Designate a representative to serve on the One Stop Consortium/Governance Committee

6. ESCAROSA RESPONSIBILITIES: As an Escarosa Career Center partner and a party to this MOU, Escarosa shall:

- (1) Administer and oversee Workforce Investment Act (WIA), Welfare Transition Program, Wagner-Peyser services to include Unemployment Compensation, and other programs as funded by the Workforce Florida, Inc., and/or the Agency for Workforce Innovation, and activities within Escambia and Santa Rosa Counties, Florida, as directed by federal, state and local authorities.
- (2) Provide, coordinate, and – when necessary -- interpret federal, state and local laws, regulations, policies and procedures applicable to program operations.
- (3) Provide funding in support of local operations, as available and authorized.
- (4) Coordinate, assist with, and arrange for office space and equipment in order to support TCCC staff participating in Escarosa Career Center operations when possible. When equipment becomes available, Escarosa will notify all Escarosa Career Center partners and will honor requests on a first to ask/most in need – first to receive basis.
- (5) Serve as a primary point-of-contact and – when necessary serve as a mediator – for issues and concerns that arise and threaten Escarosa Career Center operations, customers, service providers, and/or performance outcomes.
- (6) Serve as the focal point for all Escarosa Career Center performance measures and performance outcomes.
- (7) Identify partner agencies to participate in the One Stop Consortium to serve as the Escarosa Career Center operator. Closely coordinate with the Operator in order to optimize Escarosa Career Center System operations and customer

services.

- (8) Invite a representative of Tri-County Community Council, Inc. to participate in routine orientation sessions conducted at the Resource Center
- (9) Distribute and display information and promotional materials in the Resource Room regarding services provided by Tri-County
- (10) Participate in proposal development for joint projects that will mutually benefit both organizations in meeting their respective missions, goals, and objectives

7. CONFIDENTIALITY POLICY: All client/customer files and personal information will be processed and maintained as CONFIDENTIAL information, in accordance with applicable federal, state and local laws, regulations, policies and procedures. Client/customer information sharing between Escarosa Career Center partner agencies and organizations is permitted; however information sharing will be conducted on a strict need-to-know basis. Information sharing is allowed only after the organization/staff having the information cites the client/customer's written authorization to release personal information, verifies that the person(s)/organization(s) to receive the information are authorized recipients, and confirms that the recipient(s) understands the need to maintain the information as confidential. A copy of the client/customer authorization form and a detailed record of all information exchanges shall be maintained in the client/customer file.

8. ESCAROSA GRIEVANCE PROCEDURES: Attachment B provides Escarosa Grievance Procedures applicable to all Escarosa Career Center operations and participants, subcontractors, employers and interested persons or their representatives. Escarosa partner agencies must ensure that all staff assigned to the Escarosa Career Center, program participants, and employers who receive Escarosa program funding/services (e.g., On-the-Job Training wage reimbursements) read and sign a copy of B. An authorized, parent agency/organization staff member must also sign the form as witness. Forms with the program participant's/employer's original signature are placed into participant files. Forms with the subcontractor's and program staff member's original signatures are delivered to the Escarosa Equal Opportunity Officer for file.

Grievances not involving the Escarosa Career Center or Escarosa funded programs/activities, which are pertaining to TCCC will be processed using TCCC's procedures only. However, grievances that do concern the Escarosa Career Center or Escarosa Board funded programs/activities must be processed in accordance with Escarosa grievance procedures.

9. AMENDMENTS/CANCELLATION: Amendments to this MOU must be provided in writing and in advance of effective date(s).

Federal and state laws and regulations require that an MOU exist between the Workforce Investment Board and an agency/organization providing services at One-Stop Centers. Federal and state laws and regulations further mandate that certain agencies/organizations participate in One-Stop Centers. Therefore, it is incumbent upon all parties to negotiate solutions to differences/problems that threaten the MOU and/or the Escarosa Career Center/System. In a case where all internal efforts fail to correct the situation, the unresolved issue(s) will be forwarded to each agency's Board of Directors for resolution. A jointly signed cover letter will be attached to that

correspondence. This MOU is subject to availability of resources and funds.

Either party may terminate this agreement by giving thirty (30) days written notice to the other party.

10. MOU EFFECTIVE PERIOD: The MOU becomes effective on the date signed by both parties, whichever is later, and remains in effect unless cancelled through written notice to the other party.


11. AUTHORIZATION FOR SIGNATURE:

By signing this document, all parties agree that the provisions contained herein are Subject to all applicable federal, state and local laws, regulations and/or guidelines relating to nondiscrimination, equal opportunity, displacement, privacy rights of participants, and maintenance of records and other confidential information relating to one-stop customers.

IN WITNESS WHEREOF, the parties hereto cause this MOU to be executed by their undersigned officials as duly authorized.

WORKFORCE ESCAROSA, INC.

TRI-COUNTY COMMUNITY COUNCIL, INC.

BY: 
Susan B. Nelms, Executive Director

BY: 
Joel Paul, Jr., Executive Director

DATE: 8/16/14

DATE: 8-11-14

**REGION #1
ESCAROSA CAREER CENTER
MEMORANDUM OF UNDERSTANDING
BETWEEN
WORKFORCE ESCAROSA, INC.
AND
NATIONAL CAUCUS CENTER ON BLACK AGED, INC. (NCBA)
SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM (SCSEP)**

1. INTRODUCTION: Various agencies provide specific and diverse employment and training services at and from varying locations in Escambia and Santa Rosa Counties, Florida. In order to provide such services in a way to better serve customers and help them benefit from such services, the local area partners deem it appropriate to agree and cooperate with each other for the establishment and operation of the Escarosa Career Center/System for the two county area.

The Escarosa Career Center/System provides an integrated delivery of employment and training services for our customers in Escambia and Santa Rosa Counties seeking employment services, labor market information, extensive job linkages, services and resources broadened via technology, easier access to training; and quality assurances for the universal customer.

2. PARTIES TO THIS MEMORANDUM OF UNDERSTANDING: This Memorandum of Agreement (MOA) establishes the intentions and responsibilities of the National Caucus Center on Black Aged, Inc. (NCBA) and the Workforce Escarosa, Inc. a referral system designed to maximize resources and job placement to provide quality educational opportunities for NCBA and Workforce Escarosa in Escambia County and Santa Rosa County with their eligible customers.

Goal

The goal of this Memorandum of Understanding (MOU) which provides employment services to older Americans is to maximize the opportunities for residents to access education, human resources, job training, job placement, and other NCBA and Workforce development services.

3. PURPOSE OF THIS MOU: The purpose of this MOU is to set forth the general conditions under and by which agencies will participate and contribute to the establishment and operation of the Escarosa Career Center/System.

The purpose of this MOU is to establish an agreement between the above mentioned entities concerning their respective roles and responsibilities for implementation of the provisions of section 121(c)(2) of Title I of the Workforce Investment Act (WIA) of 1998.

This agreement is to coordinate resources in order to prevent duplication and to ensure the effective and efficient delivery of workforce services in Santa Rosa and Escambia Counties, Florida. In addition, this agreement will establish joint processes and procedures that will enable partners to integrate the current service delivery system resulting in a seamless and comprehensive array of education, human services, job training, and other workforce development services within Escambia and Santa Rosa Counties, Florida.

Parties to this document shall coordinate and perform the activities and services described herein within the scope of legislative requirements governing the parties' respective programs, services, and agencies. Functions or separateness mandated by state statute or public law will not be violated or abridged in the pursuit of co-location of center partners. The parties to this MOU, together, hereby agree to ensure that the following WIA principles are implemented:

Universal Eligibility -- All customers, including those with special needs and barriers to employment, will have access to a core set of services at each Escarosa Career Center, designed to provide information to make career and labor market decisions. Core, intensive training, and support services will be made available on-site and through multiple off-site locations. Both electronic access and personal service delivery choices also will be a part of our services.

One-Stop Approach -- All customers may explore work preparations and career development services and have access to information on employment, training, and adult occupational education programs. Services will be made available through the Escarosa Career Centers, through multiple off-site locations, or through an electronic system convenient to the customer.

Individual Choice -- Customers will have access to a multitude of career, skill, employment, and training information in order to obtain the services and skills they need to enhance their employment opportunities, based on their individual needs.

Greater State and Local Flexibility -- With the integration of services through a one-stop delivery system, the state and local entities will have the flexibility to implement an innovative and comprehensive workforce investment system. All partners will jointly negotiate processes for client flow, job development, referrals and placement, staff capacity building, space requirements, standards of operations, and resolution of problems/disputes with other Escarosa Career Center/System partners.

Greater Role for Elected Officials -- State and local one-stop partners have the flexibility to tailor delivery systems to meet the particular needs of individual communities. Escarosa has designated a One Stop Consortium known as the One Stop Governance Committee, to provide input into services delivered in our two county areas. This designation requires a joint planning process with our Escarosa Career Center/System partners to determine client flow and one stop services. This process will assist with identifying the needs of the local workforce and the business community, and with setting priorities for services based on those needs. Furthermore, all partners will participate in a process of program review (to include feedback on customer satisfaction) and continuous improvement to offer the best possible services and seize opportunities for further integration/coordination. NCBA is a partner to our service delivery and is therefore, considered to be a member of the One Stop Consortium.

Greater Accountability -- State, localities and training providers will be accountable for their performance. The design and management of the Escarosa Career Centers and the delivery of services must be responsive to meeting the needs of the customers. Customer satisfaction will be a key measure of accountability.

The establishment of a network of One-Stop Career Centers is designed to accomplish the following:

- To eliminate unwarranted duplication of services, reduce administrative costs, and enhance participation and performance of customers serviced through the system.
- To establish guidelines for creating and maintaining a cooperative working relationship, to facilitate joint planning and evaluation of services, and to develop more efficient management of limited financial and human resources.
- To build a workforce development system that will dramatically upgrade Florida's workplace skills -- economically benefiting employees, employers, the state, and the nation.

4. GOVERNANCE STRUCTURE FOR THE ONE-STOP CENTER:

a. GOVERNANCE COMMITTEE -- Escarosa Career Center partner agencies/organizations will designate a representative in writing-- to include NCBA -- to serve as a member of the One-Stop Consortium which serves as the Governance Committee. Escarosa's Director shall act as the facilitator of the Governance Committee and will work with our partners to identify issues or concerns regarding customer flow and services within the Escarosa Career Centers.

Items not resolved by the Governance Committee will be taken to Escarosa's Career Council Committee for review and consideration.

b. GOVERNANCE COMMITTEE RESPONSIBILITIES –

In tier fashion: The One-Stop Governance Committee reports to the Career Council Committee as needed; the Career Council Committee reports to the Escarosa Board of Directors. One-Stop Governance Committee duties and responsibilities include, but are not limited to:

- (1) Identifying issues, problems, or concerns related to Escarosa Career Center staff, agency/organizational interaction, center/program operations and performance, customer flow, and customer services.
- (2) Resolving those issues, problems, or concerns at the lowest possible tier level.
- (3) Advising and assisting the Escarosa Career Center with personnel, fiscal and operational matters, as required.
- (4) Accepting and reviewing Career Center performance reports from the partner agencies/organizations and Career Center Operator each month. Coordinating with those same entities in order to sustain/improve operations, services, performance, and staff/customer satisfaction.
- (5) Ensuring that all relevant federal, state, and local policies and procedures are properly incorporated into Escarosa Career Center operations.

5. NCBA, SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM (SCSEP): As a partner in the Escarosa Career Centers in Pensacola, Century and Milton, Florida and party to this MOU, The NCBA SCSEP shall:

a. OPERATIONAL --

- (1) Provide senior participants to assist Escarosa staff with various assigned duties such as shredding, copying, answering phones, assisting Escarosa customers with locations/directions, and general administrative assistant duties.
- (2) Provide wages and fringe benefits, in accordance with NCBA's guidelines, for all SCSEP staff assigned to the Escarosa Career Center.

6. ESCAROSA RESPONSIBILITIES: As an Escarosa Career Center partner and a party to this MOU, Escarosa shall:

- (1) Administer and oversee Workforce Investment Act (WIA), Welfare Transition Program, Wagner-Peyser services to include Unemployment Compensation, and other programs as funded by the Workforce Florida, Inc., and/or the Agency for Workforce Innovation, and activities within Escambia and Santa Rosa Counties, Florida, as directed by federal, state and local authorities.
- (2) Provide, coordinate, and – when necessary -- interpret federal, state and local laws, regulations, policies and procedures applicable to program operations.
- (3) Provide funding in support of local operations, as available and authorized.
- (4) Coordinate, assist with, and arrange for office space and equipment in order to support NCBA staff participating in Escarosa Career Center operations when possible. When equipment becomes available, Escarosa will notify all Escarosa Career Center partners and will honor requests on a first to ask/most in need – first to receive basis.
- (5) Serve as a primary point-of-contact and – when necessary serve as a mediator – for issues and concerns that arise and threaten Escarosa Career Center operations, customers, service providers, and/or performance outcomes.
- (6) Serve as the focal point for all Escarosa Career Center performance measures and performance outcomes.
- (7) Identify partner agencies to participate in the One Stop Consortium to serve as the Escarosa Career Center operator. Closely coordinate with the Operator in order to optimize Escarosa Career Center System operations and customer services.
- (8) Provide supervision and training of senior workers assigned to Escarosa.

7. CONFIDENTIALITY POLICY: All client/customer files and personal information will be processed and maintained as CONFIDENTIAL information, in accordance with applicable federal, state and local laws, regulations, policies and procedures. Client/customer information sharing between Escarosa Career Center partner agencies and organizations is permitted; however information sharing will be conducted on a strict need-to-know basis. Information sharing is allowed only after the organization/staff having the information cites the client/customer's written authorization to release personal information, verifies that the person(s)/organization(s) to receive the information are authorized recipients, and confirms that the recipient(s) understands the need to maintain the information as confidential. A copy of the client/customer authorization form and a detailed record of all information exchanges shall be maintained in the client/customer file.

8. ESCAROSA GRIEVANCE PROCEDURES: **Attachment B** provides Escarosa Grievance Procedures applicable to all Escarosa Career Center operations and participants, subcontractors, employers and interested persons or their representatives. Escarosa partner agencies must ensure that all staff assigned to the Escarosa Career Center, program participants, and employers who receive Escarosa program funding/services (e.g., On-the-Job Training wage reimbursements) read and sign a copy of B. An authorized, parent agency/organization staff member must also sign the form as witness. Forms with the program participant's/employer's original signature are placed into participant files. Forms with the subcontractor's and program staff member's original signatures are delivered to the Escarosa Equal Opportunity Officer for file.

Grievances not involving the Escarosa Career Center or Escarosa funded programs/activities, which are pertaining to NCBA will be processed using NCBA's procedures only. However, grievances that do concern the Escarosa Career Center or Escarosa Board funded programs/activities must be processed in accordance with Escarosa grievance procedures.

9. AMENDMENTS/CANCELLATION: Amendments to this MOU must be provided in writing and in advance of effective date(s).

Federal and state laws and regulations require that an MOU exist between the Workforce Investment Board and an agency/organization providing services at One-Stop Centers. Federal and state laws and regulations further mandate that certain agencies/organizations participate in One-Stop Centers. Therefore, it is incumbent upon all parties to negotiate solutions to differences/problems that threaten the MOU and/or the Escarosa Career Center/System. In a case where all internal efforts fail to correct the situation, the unresolved issue(s) will be forwarded to each agency's Board of Directors for resolution. A jointly signed cover letter will be attached to that correspondence. This MOU is subject to availability of resources and funds.

Either party may terminate this agreement by giving thirty (30) days written notice to the other party.


10. MOU EFFECTIVE PERIOD: The MOU becomes effective on the date signed by both parties, whichever is later, and remains in effect unless cancelled through written notice to the other party.

11. AUTHORIZATION FOR SIGNATURE:

By signing this document, all parties agree that the provisions contained herein are Subject to all applicable federal, state and local laws, regulations and/or guidelines relating to nondiscrimination, equal opportunity, displacement, privacy rights of participants, and maintenance of records and other confidential information relating to one-stop customers.

IN WITNESS WHEREOF, the parties hereto cause this MOU to be executed by their undersigned officials as duly authorized.

WORKFORCE ESCAROSA, INC.

BY: 
Susan B. Nelms, Executive Director

DATE: 7/1/2011

NATIONAL CAUCUS CENTER ON BLACK
AGED, INC.

BY: 
John J. Eckert, Program Coordinator

DATE: 7/1/2011

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
FLORIDA DEPARTMENT OF REVENUE
CHILD SUPPORT ENFORCEMENT PROGRAM
AND THE
WORKFORCE ESCAROSA, INC.**

This Memorandum of Understanding (MOU) is made and entered into by and between Workforce Escarosa, Inc. (Workforce Escarosa) and the Florida Department of Revenue, Child Support Enforcement Program (DOR).

I. THE PARTIES

A. The Florida Department of Revenue is the state agency responsible for administering Florida's Title IV-D Child Support Enforcement Program.

B. Workforce Escarosa, Inc. offers work placement programs to parents who owe child support to parents who have open Title IV-D cases with DOR.

II. PURPOSE

The purpose of this MOU is to provide for the mutual exchange of information to assist the individuals and families who are served by both programs.

III. STATEMENT OF WORK

Workforce Escarosa will periodically provide DOR with the names and social security numbers of workforce program applicants. DOR will confirm for Workforce Escarosa whether the applicant is subject to an existing child support order in an open Title IV-D case. Workforce Escarosa will use the information provided by DOR only to determine eligibility for its program. The information will be exchanged by way of encrypted email (Tumbleweed) or hand-delivered to ensure that confidentiality is maintained. Workforce Escarosa will provide DOR with employment verification information that it obtains concerning program applicants/participants.

IV. LEGAL AUTHORITY

Sections 409.2557(1); 409.2579(1); and 409.25995, Florida Statutes

V. CONFIDENTIALITY

The confidentiality of information received under the MOU will be maintained in accordance with state and federal laws and regulations. The parties will only use the information received for purposes of administering their respective programs. Unauthorized disclosure of confidential information is grounds for immediate termination of the MOU.

VI. SPECIAL PROVISIONS

- A. There is no cost to either party under the MOU.
- B. Workforce Escarosa agrees to cooperate with any audits or investigations concerning the MOU.
- C. Either party may cancel the MOU unilaterally for refusal by the other party to allow public access to all documents, papers, letters, or other material made or received in conjunction with the MOU, unless the records are exempt from section 24(a) of Article I of the Florida Constitution and/or Chapter 119, Florida Statutes.
- D. Any change, alteration, deletion, or addition to the terms and conditions set forth in the MOU must be in writing, agreed to by both parties, and signed by authorized signatories.
- E. Department of Revenue contact persons

For questions about the MOU contact:

Marty Ehlen
Department of Revenue
Child Support Enforcement Program,
P.O. Box 5586
Tallahassee, FL 32314-5586
phone: (850) 617-8051
ehlenm@dor.state.fl.us

For operational issues contact:

Becki Nobles
Department of Revenue
Child Support Enforcement Program
3670-B North L Street, Pensacola, FL 32505
phone: (850) 595-5141
noblesb@dor.state.fl.us

F. Workforce Escarosa contact person:

Susan Nelms, Executive Director
Workforce Escarosa, Inc.
9111 Sturdevant Street
Pensacola, FL 32514-3519
phone: (850) 473-0939 x205
snelms@escarosa.org

VII. PERIOD OF PERFORMANCE

This MOU becomes effective on the date it is signed by both parties and ends on June 30, 2012. It may be renewed annually thereafter in writing with the concurrence of both parties.

VIII. TERMINATION

This MOU may be terminated by either party, in writing, upon no less than 30 days notice, unless mutually agreed in writing by both parties.

IN WITNESS THEREOF, by the authorized signatories below, DOR and Workforce Escarosa agree to the terms and condition of this MOU as set forth herein.

**FOR WORKFORCE
ESCAROSA, INC.**

**FOR FLORIDA DEPARTMENT OF
REVENUE**

Signed: 

Signed: _____

Name: Susan Nelms

Name: _____

Title: Executive Director

Title: _____

Dated: 3/1/11

Dated: _____

Approved as to form
General Counsel's Office
Florida Department of Revenue

RENEWAL No.:1

THIS RENEWAL entered into between the State of Florida, Department of Revenue Child Support Enforcement Program, hereafter referred to as the "Department" and Workforce Escarosa, Inc. hereafter referred to as the "Contractor", shall begin on 7/1/2012 and end on 6/30/2013, for the following services: mutual exchange of information to assist individuals and families who are served by the Department and Workforce Escarosa, Inc. There is no cost to either party under this Memorandum of Understanding.

It has been determined by the Department that it is in the State's best interest to renew this contract.


This contract renewal shall not exceed \$N/A, subject to the availability of funds.

All provisions not in conflict with this renewal are still in effect. This renewal is subject to the same terms, conditions and price set forth in the initial contract and subsequent amendments. Services are to be performed as specified in the Contract. The provisions of Chapter 287, Florida Statutes, are incorporated herein by reference.

This renewal is hereby made a part of Contract # CI010.

IN WITNESS WHEREOF, the parties hereto have caused this one(1) page renewal to be executed by their duly authorized officials herein.

CONTRACTOR: Workforce Escarosa, Inc.

SIGNED BY: 
Authorized Signature

NAME: Susan B. Nelms

TITLE: Executive Director

DATE: 4/23/12

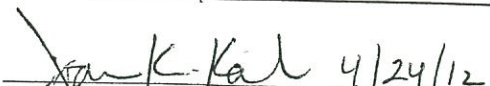
**DEPARTMENT OF REVENUE
STATE OF FLORIDA**

SIGNED BY: 

NAME: Lia Mattuski

TITLE: Director, Financial Management

DATE: 4/23/12

 4/24/12
Approved as to form and legal content
Office of General Counsel

**APPROVED AS TO FORM AND LEGALITY, SUBJECT
TO PROPER EXECUTION BY THE PARTIES.**


OFFICE OF THE GENERAL COUNSEL

-Not valid until signed and dated by both parties.-



Executive Director
Lisa Vickers



April 30, 2012

Ms. Susan Nelms
Workforce Escarosa, Inc.
9111 Sturdevant Street
Pensacola, FL 32514

RE: Contract Number Identification on Invoices
Contract Number # CI010

Dear Ms. Nelms:

Attached is your copy of the fully executed contract renewal for information exchange.

The contract number is effective throughout the life of the contract.

Should you have any questions related to this agreement, please contact me at 850-717-6951 for clarification.

Sincerely,

 *Bill Grove, Bill GROVE*
John Kinneer

JK/bg

CC: Marty Ehlen, Contract Manager
Contract file

Nelms Susan

From: Martin Ehlen [EHLENM@dor.state.fl.us]
Sent: Monday, April 23, 2012 3:51 PM
To: Nelms Susan
Cc: Butterworth, Chris; Dutcher, Sheri; Ehlen, Martin; Jay, Nancy; Keri, Sharon; Kinneer, John; O'Kelley, Rhonda
Subject: RE: Workforce Escarosa - FDOR/CSE agreement renewal #1.

Thank you for your signed Renewal #1. I will route it for final signature here and email an executed copy to you. Please note that when replacing Becki Nobels name with Rhonda O'Kelley on page 2 of the MOU, update the address, phone, and email to: **2810 Richburg Lane Crestview, FL 32536 (850)689-4065**
okelleyr@dor.state.fl.us

Regards,
Marty Ehlen - Contract Manager
Florida Department of Revenue
Child Support Enforcement Program
850/617-8051 ehlenm@dor.state.fl.us

>>> Nelms Susan SNelms@escarosa.org> 4/23/2012 4:12 PM >>
Here you go.

Thanks!

Susan

SUSAN B. NELMS
EXECUTIVE DIRECTOR
WORKFORCE ESCAROSA, INC.
9111 A STURDEVANT STREET
PENSACOLA, FL 32514
(850) 473-0939 EXT. 205
FAX: (850) 473-0935
SNELMS@ESCAROSA.ORG
WWW.WORKFORCEESCAROSA.COM



**REGION #1
ESCAROSA CAREER CENTER
MEMORANDUM OF UNDERSTANDING
BETWEEN
WORKFORCE ESCAROSA, INC. DBA CAREERSOURCE ESCAROSA
AND
COMMUNITY ACTION PROGRAM COMMITTEE, INC.**

1. INTRODUCTION: Various agencies provide specific and diverse employment and training services at and from varying locations in Escambia and Santa Rosa Counties, Florida. In order to provide such services in a way to better serve customers and help them benefit from such services, the local area partners deem it appropriate to agree and cooperate with each other for the establishment and operation of the Escarosa Career Center/System for the two county area.

The Escarosa Career Center/System provides an integrated delivery of employment and training services for our customers in Escambia and Santa Rosa Counties seeking employment services, labor market information, extensive job linkages, services and resources broadened via technology, easier access to training; and quality assurances for the universal customer.

2. PARTIES TO THIS MEMORANDUM OF UNDERSTANDING: This Memorandum of Agreement (MOA) establishes the intentions and responsibilities of the Community Action Program Committee, Inc. (CAPC) and the Workforce Escarosa, Inc. a referral system designed to maximize resources and job placement to provide quality educational opportunities for CAPC and Workforce Escarosa in Escambia County with their eligible customers.

Goal

The goal of this interagency agreement is to maximize the opportunities for Escambia County residents to access education, human resources, job training, job placement, and other CAPC and Workforce development services.

3. PURPOSE OF THIS MOU: The purpose of this MOU is to set forth the general conditions under and by which agencies will participate and contribute to the establishment and operation of the Escarosa Career Center/System.

The purpose of this MOU is to establish an agreement between the above mentioned entities concerning their respective roles and responsibilities for implementation of the provisions of section 121(c)(2) of Title I of the Workforce Investment Act (WIA) of 1998.

This agreement is to coordinate resources in order to prevent duplication and to ensure the effective and efficient delivery of workforce services in Santa Rosa and Escambia Counties, Florida. In addition, this agreement will establish joint processes and procedures that will enable partners to integrate the current service delivery system resulting in a seamless and comprehensive array of education, human services, job training, and other workforce development services within Escambia and Santa Rosa Counties, Florida.

Parties to this document shall coordinate and perform the activities and services described herein within the scope of legislative requirements governing the parties' respective

administrative costs, and enhance participation and performance of customers serviced through the system.

- To establish guidelines for creating and maintaining a cooperative working relationship, to facilitate joint planning and evaluation of services, and to develop more efficient management of limited financial and human resources.

- To build a workforce development system that will dramatically upgrade Florida's workplace skills -- economically benefiting employees, employers, the state, and the nation.

4. GOVERNANCE STRUCTURE FOR THE ONE-STOP CENTER:

a. **GOVERNANCE COMMITTEE** -- Escarosa Career Center partner agencies/organizations will designate a representative in writing-- to include The Community Action Program -- to serve as a member of the One-Stop Governance Committee. Escarosa's Director shall act as the facilitator of the Governance Committee and will work with our partners to identify issues or concerns regarding customer flow and services within the Escarosa Career Centers.

Items not resolved by the Governance Committee will be taken to Escarosa's Career Council Committee for review and consideration.

b. **GOVERNANCE COMMITTEE RESPONSIBILITIES** --
In tier fashion: The One-Stop Governance Committee reports to the Career Council Committee as needed; the Career Council Committee reports to the Escarosa Board of Directors. One-Stop Governance Committee duties and responsibilities include, but are not limited to:

(1) Identifying issues, problems, or concerns related to Escarosa Career Center staff, agency/organizational interaction, center/program operations and performance, customer flow, and customer services.

(2) Resolving those issues, problems, or concerns at the lowest possible tier level.

(3) Advising and assisting the Escarosa Career Center with personnel, fiscal and operational matters, as required.

(4) Accepting and reviewing Career Center performance reports from the partner agencies/organizations and Career Center Operator each month. Coordinating with those same entities in order to sustain/improve operations, services, performance, and staff/customer satisfaction.

(5) Ensuring that all relevant federal, state, and local policies and procedures are properly incorporated into Escarosa Career Center operations.

5. THE COMMUNITY ACTION PROGRAM COMMITTEE, ESCAMBIA COUNTY: As a partner in the Escarosa Career Centers in Pensacola, Century and Milton, Florida and party to this MOU, The Community Action Program Committee, Inc. (CAPC) shall:

a. OPERATIONAL --

- (1) Provide financial assistance to Workforce Escarosa customers in Escambia County on an as needed basis, with books, licensing fees, uniforms, tools, job placement and physical exams; provided that funding is available.
- (2) Identify and accept referrals for eligible customers who meet Workforce Escarosa's admission requirements and who meet eligibility under CAPC's program services.
- (3) Provide financial assistance with starting a small business (i.e. home daycare) to eligible customers of Workforce Escarosa who meet eligibility under CAPC's program services in Escambia County; provided that funding is available.
- (4) Providing training for green jobs and computer literacy to customers of Workforce Escarosa who meet eligibility under CAPC's program services in Escambia County; provided that funding is available.
- (5) Provide Workforce Escarosa with names of CAPC's customers who obtain employment via Workforce Escarosa.
- (6) CAPC will be allowed to track for ninety days (90) any Workforce Escarosa customers who are placed in jobs through CAPC as well as any CAPC customers who are placed by Workforce Escarosa.

b. FISCAL --

- (1) Provide wages and fringe benefits, in accordance with CAPC's guidelines, for all CAP staff assigned to or using the Escarosa Career Center.
- (2) Fund services/activities as required under CAPC's federal employment and training grant for eligible customers involved in CAPC's program activities.
- (3) Fund all CAPC supplies and resource materials as needed by CAPC staff.

6. ESCAROSA RESPONSIBILITIES: As an Escarosa Career Center partner and a party to this MOU, Escarosa shall:

- (1) Administer and oversee Workforce Investment Act (WIA), Welfare Transition Program, Wagner-Peyser services to include Unemployment Compensation, and other programs as funded by the Workforce Florida, Inc., and/or the Agency for Workforce Innovation, and activities within Escambia and Santa Rosa Counties, Florida, as directed by federal, state and local authorities.
- (2) Provide, coordinate, and -- when necessary -- interpret federal, state and local laws, regulations, policies and procedures applicable to program operations.
- (3) Provide funding in support of local operations, as available and authorized.

- (4) Coordinate, assist with, and arrange for office space and equipment in order to support CAPC staff participating in Escarosa Career Center operations when possible. When equipment becomes available, Escarosa will notify all Escarosa Career Center partners and will honor requests on a first to ask/most in need – first to receive basis.
- (5) Serve as a primary point-of-contact and – when necessary serve as a mediator – for issues and concerns that arise and threaten Escarosa Career Center operations, customers, service providers, and/or performance outcomes.
- (6) Serve as the focal point for all Escarosa Career Center performance measures and performance outcomes.
- (7) Identify partner agencies to participate in the One Stop Consortium to serve as the Escarosa Career Center operator. Closely coordinate with the Operator in order to optimize Escarosa Career Center System operations and customer services.

7. CONFIDENTIALITY POLICY: All client/customer files and personal information will be processed and maintained as CONFIDENTIAL information, in accordance with applicable federal, state and local laws, regulations, policies and procedures. Client/customer information sharing between Escarosa Career Center partner agencies and organizations is permitted; however information sharing will be conducted on a strict need-to-know basis. Information sharing is allowed only after the organization/staff having the information cites the client/customer's written authorization to release personal information, verifies that the person(s)/organization(s) to receive the information are authorized recipients, and confirms that the recipient(s) understands the need to maintain the information as confidential. A copy of the client/customer authorization form and a detailed record of all information exchanges shall be maintained in the client/customer file.

8. ESCAROSA GRIEVANCE PROCEDURES: Attachment B provides Escarosa Grievance Procedures applicable to all Escarosa Career Center operations and participants, subcontractors, employers and interested persons or their representatives. Escarosa partner agencies must ensure that all staff assigned to the Escarosa Career Center, program participants, and employers who receive Escarosa program funding/services (e.g., On-the-Job Training wage reimbursements) read and sign a copy of B. An authorized, parent agency/organization staff member must also sign the form as witness. Forms with the program participant's/employer's original signature are placed into participant files. Forms with the subcontractor's and program staff member's original signatures are delivered to the Escarosa Equal Opportunity Officer for file.

Grievances not involving the Escarosa Career Center or Escarosa funded programs/activities, which are pertaining to CAPC will be processed using CAPC's procedures only. However, grievances that do concern the Escarosa Career Center or Escarosa Board funded programs/activities must be processed in accordance with Escarosa grievance procedures.

9. AMENDMENTS/CANCELLATION: Amendments to this MOU must be provided in writing and in advance of effective date(s) to the One-Stop Governance Committee and must be signed by both parties. After being reviewed by the Governance Committee and Career Council the MOU and any amendments shall be considered approved.

Federal and state laws and regulations require that an MOU exist between the Workforce Investment Board and an agency/organization providing services at One-Stop Centers. Federal and state laws and regulations further mandate that certain agencies/organizations participate in One-Stop Centers. Therefore, it is incumbent upon all parties to negotiate solutions to differences/problems that threaten the MOU and/or the Escarosa Career Center/System. In a case where all internal efforts fail to correct the situation, the unresolved issue(s) will be forwarded to each agency's Board of Directors for resolution. A jointly signed cover letter will be attached to that correspondence. CAPC is a required One-Stop Center participant due to their operation of a Community Services Block Grant employment and training program. This MOU is subject to availability of resources and funds.

Either party may terminate this agreement by giving thirty (30) days written notice to the other party.

10. MOU EFFECTIVE PERIOD: The MOU becomes effective on the date signed by both parties, whichever is later, and remains in effect until terminated, in writing, by either party.

11. AUTHORIZATION FOR SIGNATURE:

By signing this document, all parties agree that the provisions contained herein are Subject to all applicable federal, state and local laws, regulations and/or guidelines relating to nondiscrimination, equal opportunity, displacement, privacy rights of participants, and maintenance of records and other confidential information relating to one-stop customers.

IN WITNESS WHEREOF, the parties hereto cause this MOU to be executed by their undersigned officials as duly authorized.

WORKFORCE ESCAROSA, INC.
DBA CAREERSOURCE ESCAROSA

BY: Janet Summers
Janet Summers, Chief Financial Officer

DATE: 8/27/14

COMMUNITY ACTION PROGRAM
COMMITTEE, Inc., ESCAMBIA COUNTY

BY: Linda Moultrie
Linda Moultrie, Board Chairperson

DATE: 8/27/14

MEMORANDUM OF UNDERSTANDING

PURPOSE:

The purpose of this Memorandum of Understanding is to comply with the Department of Labor guidelines of providing services for youth in Escambia and Santa Rosa Counties with AMIKIDS Pensacola and Escambia Boys Base.

Collaborating Entities – History/Qualifications:

- Career source Escarosa center has been providing employment skills to the citizens of Escambia County for many years.
- Escambia Boys Base (EBB): Has been a collaborating partner of the Escarosa Center since 2013. Prior to that Pensacola Boys Base has been a partner since 2006.
- AMIKids Pensacola: Has been a collaborating partner with the Escarosa Center since 2013.

Parties agree to follow all procedures necessary to place all parties in compliance with the United States Department of Labor act.

Parties agree that the Parties shall follow State and Federal law and guidelines concerning confidentiality. Any records used or developed by the (Escarosa Center) or (EBB/AMIKIDS Pensacola) under this agreement that relate to a particular person are to be kept confidential and may not be released to any other person or agency, except as provided by law. The sharing of other information, with the exception of survey aggregate findings, is limited to those Parties needing to know in accordance with policy, State or Federal statute, professional licensure and ethical standards.

ESCAMBIA BOYS BASE

operated by **AMIKIDS** PENSACOLA

MEMORANDUM OF UNDERSTANDING

Partner Roles and Responsibilities:

Career Escarosa Center

- Employability Skills, Resume Writing
- Labor Market Information
- Job Search Assistance
- WIA Services for postsecondary education for youth 18 years of age and older

Escambia Boys Base (EBB)/ AMIKIDS Pensacola

- Will provide transportation to and from the courses.
- Provide transportation to and from interviews schedule by the Escarosa Center.

PROVISIONS:

- 1) This MOU shall take effect on the date of signature of the last person to sign and shall remain in effect for a period of 4 years.
- 2) This MOU may be renewed, at the option of both parties. If both parties desire to renew this MOU, they shall exercise this option no later than 60 days prior to the MOU expiration.
- 3) This MOU may be terminated by either party upon no less than 30 calendar days' written notice, without cause, unless a lesser time is mutually agreed upon by both parties.
- 4) This MOU may only be amended by mutual agreement of the parties and shall in all respects be governed by the laws of the State of Florida.
- 5) All collaborating partners of this MOU indicate approval of the proposed project by signing below.

ESCAMBIA
BOYS BASE

PENSACOLA
operated by **AM**Kids

MEMORANDUM OF UNDERSTANDING

Susan Nelms 10/2/14
Susan Nelms, Date
Executive Director
CareerSource Escarosa Center

Oliver Jones 2 Oct 2014
Oliver Jones Date
Executive Director
Escambia Boys Base AMKids Inc.

CAREERSOURCE ESCAROSA LOCAL
WORKFORCE DEVELOPMENT PLAN

ATTACHMENT G

PUBLIC COMMENTS

(will be added after receipt of comments)



BOARD OF COUNTY COMMISSIONERS

Escambia County, Florida

AI-10155

County Administrator's Report 11. 9.

BCC Regular Meeting

Technical/Public Service Consent

Meeting Date: 04/21/2016

Issue: Reappointment/Appointment to the Escambia-Pensacola Human Relations Commission

From: Jack Brown, County Administrator

Organization: County Administrator's Office

CAO Approval:

RECOMMENDATION:

Recommendation Concerning the Escambia-Pensacola Human Relations Commission - Jack R. Brown, County Administrator

That the Board take the following action concerning the Escambia-Pensacola Human Relations Commission:

A. Waive the Board's Policy, Section I, Part B 1. (D), Appointment Policy and Procedures, and reappoint Kathleen A. Wilks, for a two-year term, effective April 21, 2016, through April 20, 2018; and

B. Appoint Anita G. Hemphill, to complete the term of Robert C. Allen, effective April 21, 2016, through November 6, 2016.

Ms. Wilks and Ms. Hemphill are the only individuals who responded to a General Alert that was posted on the County's Website from February 16, 2016, to March 1, 2016, informing the public that the Escambia County Board of County Commissioners was seeking residents interested in volunteering to be considered for appointment to the Escambia-Pensacola Human Relations Commission.

BACKGROUND:

Ms. Wilks and Ms. Hemphill are the only individuals who responded to a General Alert that was posted on the County's Website from February 16, 2016, to March 1, 2016, informing the public that the Escambia County Board of County Commissioners was seeking residents interested in volunteering to be considered for appointment to the Escambia-Pensacola Human Relations Commission.

Their Resumes are provided for review.

BUDGETARY IMPACT:

N/A

LEGAL CONSIDERATIONS/SIGN-OFF:

N/A

PERSONNEL:

N/A

POLICY/REQUIREMENT FOR BOARD ACTION:

In accordance with Section 2, Governing Board, of the Interlocal Agreement between the City of Pensacola and Escambia County creating the Escambia-Pensacola Human Relations Commission, Board approval is required for all its appointments / reappointments to the Escambia-Pensacola Human Relations Commission.

IMPLEMENTATION/COORDINATION:

N/A

Attachments

Email and Resume from Kathleen Wilks

Letter and Resume from Anita Hemphill

General Alert

Judy H. Witterstaeter

From: nowind@panhandle.rr.com
Sent: Thursday, February 18, 2016 11:42 AM
To: Judy H. Witterstaeter
Subject: Human Relations Commission appointment

Ms. Witterstaeter:

Please acknowledge my desire to remain on the Human Relations Commission. I serve as vice chair and have come a long way in understanding the complexity and responsibility that is involved in the program. I bring to the Commission an in-depth knowledge of State Statutes and regulations. Having had years of experience working as a State inspector for Health care and having faced a life as in a wheelchair and now a power chair user. I serve as the Chairperson of the Disabilities Community Awareness Committee and serve as Secretary on the Center for Independent Living Board of Directors. I took Rebecca and Eldric on their first ever investigation of ADA violations complaint in Condominium living per HUD and Justice Department rulings. I was able to teach them the guidelines and explain the equipment used to determine door weights, measuring disabled parking and ramp height adjustments. Surveying and investigating ADA complaints in housing is complicated and I bring a knowledge level that is helpful to the Commission. Thank you for this opportunity to speak to remaining on the Commission. Kathleen Wilks

RESUME

**Kathleen A Wilks
7255 Chestnut Rd.
Molino, FL 32577
850-587-5778**

- 2000 Retired from all employment due to disability**
- 2006-2010 Served on the North West Fla Ombudsman
Council, served as Chairperson, then as State
Representative for the District.**
- 2009- Current Serve on the Center for Independent Living Board
Serves as Secretary, Committee Chair of Advocacy
Committee.**
- 2005-current Visit nursing home residents at various facilities
to support the folks without visitors**

**I desire to work in the community on a volunteer basis to serve
while keeping my mind, heart and soul alert and active.**

TO: The Escambia County Board of County Commissioners

FROM: Anita G. Hemphill

DATE: February 19, 2016

RE: Appointment to the Escambia – Pensacola Human Relations Commission

I am interested in the solicited position to the Escambia – Pensacola Human Relation Commission. I feel that I will be an asset to the Commission with my experience and training achieved through my 30 years of employment at the Escambia County Jail.

I am an advocate for fairness and diversity. I have had, as well as had to deal with human relation issues in the community as well as with employees. Good employee and public relations is imperative when addressing and resolving community and personal problems.

I am dedicated, dependable and task driven. I hope that you will consider me for the position. Thank you for your time and consideration.

Sincerely,

A handwritten signature in black ink, appearing to read "Anita G. Hemphill", written in a cursive style.

Anita G. Hemphill

: See resume attached

► Anita G. Hemphill

3901 North 12th Avenue
Pensacola, FL 32503
Cell: 850-483-4572
Work: 850-554-1430
E-mail: aghemphill@gmail.com

Objectives

To be considered for the voluntary appointed position on the Escambia - Pensacola Human Relation Commission, so that I may serve and give back to the community.

Education

Associates of Applied Science Degree in Criminal Justice, October 2012, from Columbia Southern University

Certification in Corrections, 1987, from Pensacola Junior College

Certification in Law Enforcement, 1985, from Pensacola junior College

Experience

Currently serving as Administrative Lieutenant, (County Jail) under the Board Of County Commissioners

*Assistant to, Assistant County Administrator Chip Simmons (who is currently handling jail issues).

I have been employed at the Escambia County Jail for 30 years now. Throughout the years I have gone up through the ranks as high as Jail Commander. I have supervised and been responsible for hundreds of employees and thousands of inmates.

I have been formally trained in jail operations, executive management, as well as a host of like training.

I have served under five Sheriff's and have worked very closely with the last two while in office.

Skills

- *Supervising
- *Evaluating
- *Investigating

- *Communicating
- *Managing
- *Problem solving
- *Budgeting
- *Mediating
- *Interpersonal skills
- *Instructing

Activities

I attend the Greater Little Rock Baptist Church. I am active in youth ministries and Sunday school ministries. I am also an active volunteer at C. A. Weis Elementary School.

Judy H. Witterstaeter

From: Community & Media Relations
Sent: Wednesday, February 17, 2016 3:38 PM
To: Judy H. Witterstaeter
Subject: Escambia County [General Alerts] Volunteers Sought for Escambia-Pensacola Human Relations Commission

[View E-Mail In Browser](#)



Volunteers Sought for Escambia-Pensacola Human Relations Commission

Tuesday, February 16, 2016 - 6:15pm

The Escambia County Board of County Commissioners is seeking Escambia County residents interested in volunteering to be considered for an appointment to the **Escambia-Pensacola Human Relations Commission**. The **EPHRC** was established by an Interlocal Agreement between the Escambia County Board of County Commissioners and the City of Pensacola in April 1974. The purpose of the Commission is to be "responsible for the promotion of fair treatment and equal opportunity to all citizens of the local community." Commission members, who are called Commissioners serve a two-year term of office.

Commissioners meet once a month for one hour. The Commission meetings are held to discuss the previous month's day-to-day activities and to insure that the Interlocal Agreement between Escambia County, the City of Pensacola and the EPHRC are in compliance. Additional meetings may be held for special discussion, workshops, training sessions or community activities.

Escambia residents interested in serving on the Escambia-Pensacola Human Relations Commission are asked to submit a resume and letter indicating their desire to serve on the Commission by the close of business on Tuesday, March 1, 2016. Resumes should be submitted to Judy Witterstaeter, Program Coordinator, Board of County Commissioners, P.O. Box 1591, Pensacola, Florida 32502.

Source URL (retrieved on 02/17/2016 - 3:37pm):
<http://myescambia.com/home/news/volunteers-sought-escambia-pensacola-human-relations-commission>

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send electronic mail to this entity. Instead, contact this office by phone or in person.



BOARD OF COUNTY COMMISSIONERS

Escambia County, Florida

AI-10070

County Administrator's Report 11. 1.

BCC Regular Meeting

Budget & Finance Consent

Meeting Date: 04/21/2016

Issue: Supplemental Budget Amendment #128 - IIDC Water & Sewer Grant Reduction

From: Stephan Hall, Budget Manager

Organization: Asst County Administrator - Lovoy

CAO Approval:

RECOMMENDATION:

Recommendation Concerning Supplemental Budget Amendment #128 - Stephan Hall, Budget Manager, Management and Budget Services

That the Board adopt the Resolution approving Supplemental Budget Amendment #128, Local Option Sales Tax (LOST) Fund 352, in the amount of (\$75,150), to recognize a reduction in the design and construction portion of the IIDC Water and Sewer Grant and to use the \$75,150 in Grant funding to cover the costs of the Kenneth Horne Study and City of Gulf Breeze service reimbursements.

BACKGROUND:

The County received the IIDC Water and Sewer Grant providing funds for design and construction improvements on the Innerarity Island water and sewer system. A portion of these funds needs to be used to fund the second Kenneth Horne Study that updates the cost and functionality of the system and also provide funding for services provided by the City of Gulf Breeze to the system.

LOST funds cannot be used for study costs or operating costs associated with the Innerarity Water System.

BUDGETARY IMPACT:

This amendment will decrease Fund 352 in the amount of \$75,150. These reimbursements, when received will be returned to the IIDC account that originally paid the costs.

LEGAL CONSIDERATIONS/SIGN-OFF:

N/A

PERSONNEL:

N/A

POLICY/REQUIREMENT FOR BOARD ACTION:

Board policy requires increases and decreases in revenue to be approved by the Board.

IMPLEMENTATION/COORDINATION:

N/A

Attachments

SBA#128

Board of County Commissioners
Escambia County
Supplemental Budget Amendment Resolution

Resolution Number
R2016-

WHEREAS, the following revenues were unanticipated in the adopted budget for Escambia County and the Board of County Commissioners now desires to appropriate said funds within the budget.

WHEREAS, the Innerarity Island Water and Sewer Upgrade Project Grant for design and construction improvements is being reduced to cover the cost of the Kenneth Horne Study and City of Gulf Breeze service reimbursements, and this reduction must be recognized and appropriated.

NOW, THEREFORE, be it resolved by the Board of County Commissioners of Escambia County, Florida, that in accordance with Florida Statutes, Section 129.06 (2d), it does hereby appropriate in the following funds and accounts in the budget of the fiscal year ending September 30, 2016:

<u>LOST III</u>	<u>352</u>		
Fund Name	Fund Number		
Revenue Title	Fund Number	Account Code	Amount
IIDC Water and Sewer Grant	352	335350	(\$75,150)
Total			(\$75,150)

Appropriations Title	Fund Number/Cost Center	Account Code/ Project Number	Amount
Improvements Other Than Buildings	352/110211	56301/16PF3502	(\$75,150)
Total			(\$75,150)

NOW THEREFORE, be it resolved by the Board of County Commissioners of Escambia County, Florida, that the foregoing Supplemental Budget Amendment be made effective upon adoption of this Resolution.

ATTEST:
PAM CHILDERS
CLERK OF THE CIRCUIT COURT

BOARD OF COUNTY COMMISSIONERS
OF ESCAMBIA COUNTY, FLORIDA

Grover C. Robinson, IV, Chairman

Deputy Clerk

Adopted

OMB Approved

Supplemental Budget Amendment
#128



BOARD OF COUNTY COMMISSIONERS

Escambia County, Florida

AI-10100

County Administrator's Report 11. 2.

BCC Regular Meeting

Budget & Finance Consent

Meeting Date: 04/21/2016

Issue: Supplemental Budget Amendment #134 - Panhandle Library Access Network Innovation Grant

From: Stephan Hall, Budget Manager

Organization: Asst County Administrator - Lovoy

CAO Approval:

RECOMMENDATION:

Recommendation Concerning Supplemental Budget Amendment #134 - Stephan Hall, Budget Manager, Management and Budget Services

That the Board adopt the Resolution approving Supplemental Budget Amendment #134, Library Fund (113), in the amount of \$10,260, to recognize Grant proceeds from the Panhandle Library Access Network, and to appropriate these funds to be used to purchase HP Sprout computers for West Florida Public Library to provide digital literacy skills for adults and children. This Grant requires a 10% match from the County, and matching funds will be from the Library's Information Systems Cost Center (Fund 113).

BACKGROUND:

On January 7, 2016, Escambia County BCC approved the grant agreement for the Panhandle Library Access Network Innovation Grant. These funds will be used to purchase HP Sprout blended reality computers with 3D capture stages for West Florida Public Library. These computers will help develop digital literacy skills in a non-traditional, but intuitive method. This will allow our community to be better prepared for the future.

BUDGETARY IMPACT:

This amendment will increase Fund 113 by \$10,260 and requires a 10% match in the amount of \$1,140. Matching funds will be from the Library's Information Systems cost center (Fund 113).

LEGAL CONSIDERATIONS/SIGN-OFF:

N/A

PERSONNEL:

N/A

POLICY/REQUIREMENT FOR BOARD ACTION:

Board policy requires increases and decreases in revenues to be approved by the Board.

IMPLEMENTATION/COORDINATION:

N/A

Attachments

SBA# 134

**Board of County Commissioners
Escambia County
Supplemental Budget Amendment Resolution**

Resolution Number
R2016-

WHEREAS, the following revenues were unanticipated in the adopted budget for Escambia County and the Board of County Commissioners now desires to appropriate said funds within the County Budget.

WHEREAS, Escambia County was awarded funds by the Panhandle Library Access Network to be used to purchase HP Sprout computers for West Florida Public Library, and these revenues must be recognized and appropriated

NOW, THEREFORE, be it resolved by the Board of County Commissioners of Escambia County, Florida, that in accordance with Florida Statutes, Section 129.06 (2d), it does hereby appropriate in the following funds and accounts in the budget of the fiscal year ending September 30, 2016:

<u>Library Fund</u>	<u>113</u>		
Fund Name	Fund Number		
Revenue Title	Fund Number	Account Code	Amount
PLAN Innovation Grant	113	366010 (new)	10,260
Total			10,260
Appropriations Title	Fund Number/Cost Center	Account Code/ Project Number	Amount
Operating Supplies	113/110508 (new)	55201	1,800
Machinery & Equipment	113/110508 (new)	56401	8,460
Total			10,260

NOW THEREFORE, be it resolved by the Board of County Commissioners of Escambia County, Florida, that the foregoing Supplemental Budget Amendment be made effective upon adoption of this Resolution.

ATTEST:
PAM CHILDERS
CLERK OF THE CIRCUIT COURT

BOARD OF COUNTY COMMISSIONERS
OF ESCAMBIA, COUNTY, FLORIDA

Deputy Clerk

Grover C. Robinson, IV, Chairman

Adopted

OMB Approved

Supplemental Budget Amendment
134



BOARD OF COUNTY COMMISSIONERS

Escambia County, Florida

AI-10052

County Administrator's Report 11. 3.

BCC Regular Meeting

Budget & Finance Consent

Meeting Date: 04/21/2016

Issue: Supplemental Budget Amendment #139 - Insurance Proceeds from Damage to County Property

From: Stephan Hall, Budget Manager

Organization: Asst County Administrator - Lovoy

CAO Approval:

RECOMMENDATION:

Recommendation Concerning Supplemental Budget Amendment #139 - Stephan Hall, Budget Manager, Management and Budget Services

That the Board adopt the Resolution approving Supplemental Budget Amendment #139, Transportation Trust Fund (175), in the amount of \$94,839, to recognize insurance proceeds received for damage to traffic equipment and other property at various locations throughout the County, and to appropriate these funds into the Traffic Operations Cost Center from where repair costs were expended.

BACKGROUND:

Escambia County received insurance reimbursements totaling \$94,839 for damage to traffic equipment and other property at various locations throughout the County. Repairs were done by the Traffic Operations division, so the proceeds will reimburse that cost center for the work.

BUDGETARY IMPACT:

This amendment will increase Fund 175 by \$94,839.

LEGAL CONSIDERATIONS/SIGN-OFF:

N/A

PERSONNEL:

N/A

POLICY/REQUIREMENT FOR BOARD ACTION:

Board policy requires increases and decreases in revenues to be approved by the Board.

IMPLEMENTATION/COORDINATION:

N/A

Attachments

SBA#139

Board of County Commissioners
Escambia County
Supplemental Budget Amendment Resolution

Resolution Number
R2016-

WHEREAS, the following revenues were unanticipated in the adopted budget for Escambia County and the Board of County Commissioners now desires to appropriate said funds within the budget.

WHEREAS, Escambia County received insurance reimbursements for damage to County property, and these funds must be recognized and appropriated.

NOW, THEREFORE, be it resolved by the Board of County Commissioners of Escambia County, Florida, that in accordance with Florida Statutes, Section 129.06 (2d), it does hereby appropriate in the following funds and accounts in the budget of the fiscal year ending September 30, 2016:

Transportation Trust Fund	175		
Fund Name	Fund Number		
Revenue Title	Fund Number	Account Code	Amount
Insurance Proceeds - Road Maint	175	369008	\$94,839
Total			\$94,839
Appropriations Title	Fund Number/Cost Center	Account Code/ Project Number	Amount
Repair and Maintenance - Traffic Ops	175/211201	54601	\$94,839
Total			\$94,839

NOW THEREFORE, be it resolved by the Board of County Commissioners of Escambia County, Florida, that the foregoing Supplemental Budget Amendment be made effective upon adoption of this Resolution.

ATTEST:
ERNIE LEE MAGAHA
CLERK OF THE CIRCUIT COURT

BOARD OF COUNTY COMMISSIONERS
OF ESCAMBIA COUNTY, FLORIDA

Deputy Clerk

Grover C. Robinson, IV, Chairman

Adopted

OMB Approved

Supplemental Budget Amendment
#139



BOARD OF COUNTY COMMISSIONERS

Escambia County, Florida

AI-10103

County Administrator's Report 11. 4.

BCC Regular Meeting

Budget & Finance Consent

Meeting Date: 04/21/2016

Issue: Approval to Engage NAI Halford to Search for Warehouse Space for the Supervisor of Elections

From: Amy Lovoy, Assistant County Administrator

Organization: Asst County Administrator - Lovoy

CAO Approval:

RECOMMENDATION:

Recommendation Concerning Engaging the Griffing Company, dba NAI Halford, to Search for Warehouse Space for Use by the Supervisor of Elections Office - Amy Lovoy, Assistant County Administrator

That the Board engage the Griffing Company, dba NAI Halford, to search for both short-term and long-term warehouse and training space for use by the Supervisor of Elections, per the terms and conditions of PD 15-16.008, and the corresponding Contract approved by the Board on March 3, 2016.

[Funding Source: Fund 352, Local Option Sales Tax III, Cost Center 110267]

BACKGROUND:

The Supervisor of Elections Office is in need of both short term and long term warehouse and training space to house elections equipment and to train poll workers. It is estimated that approximately 12,000 square feet of warehouse space and about 3,000 square feet of training space will be needed.

The Griffing Company was awarded the contract for real estate broker services on March 3, 2016. This approval will allow the Griffing company to represent the County on this matter. The compensation schedule is detailed in the attached Exhibit B.

BUDGETARY IMPACT:

There are funds allocated to the Supervisor Elections in the LOST fund that will be utilized for this purchase or long-term lease.

LEGAL CONSIDERATIONS/SIGN-OFF:

N/A

PERSONNEL:

N/A

POLICY/REQUIREMENT FOR BOARD ACTION:

N/A

IMPLEMENTATION/COORDINATION:

N/A

Attachments

Halford Engagement Email

Exhibit B Halford Contract

Amy L. Lovoy

From: John Griffing [jgriffing@naihalford.com]
Sent: Friday, April 01, 2016 8:48 AM
To: Amy L. Lovoy
Cc: DeeDee Davis; Kimi Smith; LeeAnne Skewes
Subject: RE: Property Search Escambia County

Amy, we agree to the aforementioned email. Thanks. JG



Commercial Real Estate Services, Worldwide.

John Griffing, CRE, SIOR
President & CEO
24 West Chase Street, Suite 100
PO Drawer 12684 (32591)
Pensacola, FL 32502
www.naihalford.com

850 433 0577 (O)
850 287 0117 (Direct)
850 450 5126 (C)
850 433 5042 (Fax)

jgriffing@naihalford.com



"One of the first things to learn if you want to be a contemplative is to mind your own business." Thomas Merton

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From: Amy L. Lovoy [mailto:allovoy@co.escambia.fl.us]
Sent: Thursday, March 31, 2016 4:09 PM
To: John Griffing

Cc: Sonya Daniel; David Wheeler
Subject: Property Search Escambia County

Hi John,

Subject to Board approval, the County would like to use your firm to search for properties for the Supervisor of Elections Office's warehouse/training facility according to their specifications which includes a short term rental facility that can be occupied by 7/1/16 until a permanent solution can be found and a long term facility that would preferably be owned by the County and would meet the needs of the Supervisor of Elections Office.

The County assumes that all compensation for this purchase will be based on Exhibit B of the contract approved by both the Board and NAI Halford and is attached for reference.

If you agree with this, please let me know, and I will send this to the next available Board meeting to obtain their approval.

Thanks in advance. And let me know if you have any questions.

Florida has a very broad public records law. Under Florida law, both the content of emails and email addresses are public records. If you do not want the content of your email or your email address released in response to a public records request, do not send electronic mail to this entity. Instead, contact this office by phone or in person.

Exhibit B

Sales of County Properties (Commercial and Residential)

- For transactions up to \$500,000 - Four and one-half percent (4.5%) of the gross amount of the sale;
- For transaction from \$500,001 to \$999,999 - Four percent (4%) of the gross amount of the sale;
- For transaction from \$1,000,000 and above - Three percent (3%) of the gross amount of the sale.

Acting as Agent for the County in the Purchase of Properties (Commercial and Residential Property) that are not listed with a broker who shares fees or not otherwise listed for sale on the local multiple listing services

- For transactions up to \$500,000 - Two and one-quarter percent (2.25%) of the gross amount of the sale;
- For transaction from \$500,001 to \$999,999 - Two percent (2%) of the gross amount of the sale;
- For transaction from \$1,000,000 and above - One and one-half percent (1.5%) of the gross amount of the sale.



BOARD OF COUNTY COMMISSIONERS

Escambia County, Florida

AI-10076

County Administrator's Report 11. 5.

BCC Regular Meeting

Budget & Finance Consent

Meeting Date: 04/21/2016

Issue: Miscellaneous Appropriations Agreement with Gulf Coast Veterans Advocacy Council, Inc.

From: Amy Lovoy, Assistant County Administrator

Organization: Asst County Administrator - Lovoy

CAO Approval:

RECOMMENDATION:

Recommendation Concerning the Miscellaneous Appropriations Agreement between Escambia County and Gulf Coast Veterans Advocacy Council, Inc. - Amy Lovoy, Assistant County Administrator

That the Board take the following action concerning the Fiscal Year 2015/2016 Miscellaneous Appropriations Agreement between Escambia County and Gulf Coast Veterans Advocacy Council, Inc.:

- A. Approve the Miscellaneous Appropriations Agreement between Escambia County and Gulf Coast Veterans Advocacy Council, Inc., in the amount of \$10,000, to be paid from Fund 001, General Fund, Cost Center 110201, Account 58201;
- B. Authorize the Chairman to sign the Agreement and all other necessary documents; and
- C. Authorize the execution of the necessary Purchase Order.

BACKGROUND:

On March 17, 2016, the Board approved allocating \$10,000 to the Gulf Coast Veterans Advocacy Council, Inc., to help facilitate activities throughout the year in support of the area's veterans. The Board voted at the April 7, 2016 meeting to allocate agency funding from the General Fund Reserves.

BUDGETARY IMPACT:

Fund 001, General Fund, Cost Center 110201, Account 58201

LEGAL CONSIDERATIONS/SIGN-OFF:

The County Attorney has reviewed and approved the Agreement.

PERSONNEL:

N/A

POLICY/REQUIREMENT FOR BOARD ACTION:

Board approval of the Miscellaneous Appropriation Agreement is necessary.

IMPLEMENTATION/COORDINATION:

N/A

Attachments

Agreement with GCVAC

March 17, 2016 BCC Action

**STATE OF FLORIDA
COUNTY OF ESCAMBIA**

**MISCELLANEOUS APPROPRIATIONS AGREEMENT
BETWEEN
ESCAMBIA COUNTY
AND
GULF COAST VETERANS ADVOCACY COUNCIL, INC.**

THIS AGREEMENT is made and entered into this 21st day of April 2016, by and between Escambia County, a political subdivision of the State of Florida with administrative offices at 221 Palafox Place, Pensacola, Florida 32502 (hereinafter referred to as the "County"), and Gulf Coast Veterans Advocacy Council, Inc., a not for profit corporation authorized to do business in the State of Florida, with administrative offices at 1603 North 58th Avenue, Pensacola, Florida 32506 and a Federal Tax Identification Number of 80-0366346 (hereinafter referred to as the "Recipient").

WITNESSETH:

WHEREAS, the Recipient serves the veterans of Escambia County by serving as a voice for all veterans concerning mental and physical healthcare, advocating for changes in the veteran healthcare system, and making recommendations to improve the quality of life for veterans and their families; and

WHEREAS, the Recipient's activities demonstrate a farsighted and firm commitment to this County's welfare reflected by its dedication to the civic good; and

WHEREAS, in order to preserve and expand that mission, the Recipient has agreed to perform certain terms and conditions relating to the grant of County public monies to it; and

WHEREAS, the Board of County Commissioners has concluded that in order to advance the health, safety and general welfare of the residents of Escambia County that said expenditure of County tax monies serves an essential public purpose as established by law; and

WHEREAS, the County has appropriated from the County's General Fund for the County's current Fiscal Year 2015/16 (October 1 through September 30), the sum of \$10,000.00 to conduct a program generally described as:

Gulf Coast Veterans Advocacy Council, Inc.

and more particularly set out in Exhibit "A," which is attached hereto and incorporated by reference herein; and

WHEREAS, the undersigned representative of the Recipient is authorized to sign this Agreement binding it.

NOW, THEREFORE, IN CONSIDERATION of the premises, the appropriation and disbursement of funds by the County now or hereafter made, and the mutual covenants herein, the parties do hereby agree as follows:

Section 1. The recitals contained in the Preamble of this Agreement are declared to be true and correct and are incorporated into this Agreement.

Section 2. The Recipient agrees as follows:

A) To accept the funds as appropriated in accordance with the terms of this Agreement, and the provisions of §129.09, Florida Statutes, as amended, governing the expenditure of said funds, which is incorporated by reference herein; and

B) To abide by Chapter 119, Florida Statutes, as amended, and successors thereto; and

C) To return to the County within fifteen (15) days of demand all County funds paid to it upon the County's finding that the terms of the Agreement, the provisions of any Ordinances or Florida Statutes appropriating of such funds, or the provisions of §129.09, Florida Statutes, have been violated; and

D) To return to the County all funds expended for disallowed expenditures for the following purposes as determined by the Internal Auditor of the Escambia County Office of the Clerk of the Circuit Court:

1. To pay for "Bad Debts". Losses arising from uncollectible accounts and other claims, and related costs are not allowable; or

2. To pay for "Contingencies". Contributions to a contingency reserve or any similar provisions for unforeseen events are not allowable; or

3. To make "Contributions or Donations". Contributions and donations are not allowable; or

4. To pay "Fines and Penalties". Costs resulting from violations of, or failure to comply with Federal, State, and local laws and regulations governing this Agreement, are not allowable; or

5. To pay "Governor's Expenses". The salaries and expenses of the Office of the Governor of the State or the chief executive of the County are considered a cost of general State or local government and are not allowable; or

6. To pay "Legislative Expenses". The salaries and other expenses of the State Legislature or similar local government entities such as county commissions, city councils, school boards, etc., whether incurred for purposes of legislation or executive direction, are not allowable; or

7. To pay "Interest and Other Financial Costs". Interest on borrowings (however represented), bond discounts, costs of financing and refinancing operations, and legal and professional fees paid in connection therewith, are not allowable; and

E) To maintain a separate bank demand account and/or time deposit account and deposit all County funds received and no other funds into this account and to make all disbursements of County funds from said account; or, in lieu of a separate bank account, to keep a separate accounting of County funds to assure that interest earned is pro-rated; and

F) To consent to:

1. Providing such audits of the financial affairs of the Recipient by the Internal Auditor of the Escambia County Office of the Clerk of the Circuit Court as the County may require; and

2. Producing all documents required by the Internal Auditors; and

3. Furnishing, if issued, to the Office of Management and Budget a copy of an audit report and a management letter of its financial affairs for its fiscal year ending within the current fiscal year of the County made by an independent certified public accountant licensed and in good standing in the State of Florida. This report will be due within one hundred, twenty (120) days of the close of the Recipient's fiscal year; and

G) Operating successfully the program more particularly described in Exhibit "A" to this Agreement. The Recipient may not enter into subcontracts or subgrants under of this Agreement without the County's written approval. The Recipient must furnish the County a copy of all subcontracts or subgrants prior to receiving written approval, which shall be made in the sole discretion of the County.

Section 3. This Agreement shall be considered to have become effective on the 21st day of April 2016, and will terminate on the 30th day of September 2016, unless canceled sooner with or without cause and for convenience by either party by giving thirty (30) days prior written notice of such cancellation to the other party.

Section 4. Following execution of the agreement, the County agrees to pay the Recipient the sum of \$10,000.00 for the program of activity as provided in Exhibit "A" to this Agreement. Funds allocated under this Agreement are to be used solely for events held in Escambia County, Florida.

Section 5. Any equipment purchased in accordance with this or previous contract(s) in connection with aforementioned program, which has a unit cost of \$1,000.00 or more, will be placed on an inventory record by Recipient and inventoried at least annually. Upon the expiration of the useful life of such equipment or upon the expiration of the aforementioned program, whichever occurs first, such equipment will be transferred free and clear of all liens and encumbrances to the County or disposed of as authorized in writing by the County.

Section 6. The Recipient agrees to provide the County with an annual narrative progress report on the program described in Exhibit "A". Such report will be due within 30 days of the close of FY 2015-2016 and will include basic statistical information relevant to the program, and a statement of expenditures made in each budget category and line item identified in the budget as provided in Exhibit "A".

Section 7. The Recipient's approved budget, as provided in Exhibit "A," and any changes in the budget that would affect the expenditure of funds must be approved in writing by the County Administrator or designee; provided that nothing herein will authorize or allow any expenditure or obligation of funds in excess of the total sum authorized by this Agreement.

Section 8. The Recipient agrees that any funds provided by the County for the operation of the program through September 30, 2016, which are residual funds remaining unspent or unencumbered by any existing (not contingent) legal obligations will be returned to the County in the form of a negotiable instrument not later than ninety (90) days after the close of this period unless the Recipient continues to receive a miscellaneous appropriation from the County in the next fiscal year. A limited amount of residual funds may be carried forward from September 30 to October 1, which will not exceed ten percent (10%) of the current appropriation to the Recipient or \$500.00, whichever is greater; however, the County appropriation for the new fiscal year will be reduced by the amount of such unencumbered residual funds carried forward. Any additional unencumbered funds will be returned as provided above.

Section 9. This Agreement will apply to all funds appropriated during the fiscal year ending September 30, 2016, provided that the County's rights and the Recipient's duties hereunder will continue for a period of five (5) years from the date of execution hereof.

IN WITNESS WHEREOF the parties hereto have duly executed this **AGREEMENT** on the day and year first above written.

ESCAMBIA COUNTY BOARD OF COUNTY COMMISSIONERS

By: _____
Grover C. Robinson, IV, Chairman

ATTEST: Pam Childers
Clerk of the Circuit Court

By: _____
Deputy Clerk

BCC APPROVED: _____

GULF COAST VETERANS ADVOCACY COUNCIL, INC.

By: _____

Title: Robert Gravley, Chairman

Attest:

Secretary

This document approved as to form and legal sufficiency.

By: Kristin Phua

Title: ACF

Date: 4/12/16

EXHIBIT "A"

2015/2016 MISCELLANEOUS APPROPRIATIONS

NAME OF ORGANIZATION:

Gulf Coast Veterans Advocacy Council, Inc.

APPROVED BUDGET

SALARIES AND BENEFITS AND PROGRAMMATIC
EXPENSES ASSOCIATED WITH THE PROGRAM
FUNCTIONS OF THE GULF COAST VETERANS
ADVOCACY COUNCIL, INC.....

\$10,000.00

Payment shall be issued to the Recipient in a single lump sum payment upon Recipient providing a fully completed W-9 form and a fully executed original Agreement to Escambia County. The County will forward the appropriate documentation to the Clerk's Accounts Payable Department for final payment processing.

RESUME OF THE REGULAR BCC MEETING – Continued

REGULAR BCC AGENDA – Continued

7. Recommendation: That the Board adopt the Proclamation recognizing Wendy Raquel Robinson for her dedication and commitment in her many roles as actor, producer, director, and host, and extending its sincere appreciation for generously giving her support to this community.

Approved 4-0, with Commissioner May temporarily out of Board Chambers

8. Written Communication:

- A. February 3, 2016, communication from Joseph L. Herring, on behalf of the Gulf Coast Veterans Advocacy Council, Inc., requesting \$5,000 to \$10,000 to help facilitate activities throughout the year in support of the area's veterans; and

Approved 4-0, with Commissioner May temporarily out of Board Chambers, to allocate \$10,000 to the Gulf Coast Veterans Advocacy Council, with the expectation that they are going to work in conjunction with the County's Veteran's Advocate staff person

- B. February 19, 2016, communication from Mike Crawley, on behalf of Bill Salter Advertising, Inc., WOS Properties, LLC, and WOS Enterprises, LLC, requesting that the Board waive additional fees above the original amount due on 43 Fire Protection Municipal Service Benefit Unit Liens placed against various undeveloped properties in Escambia County, Florida, where billboards were located.

Approved 4-0, with Commissioner May temporarily out of Board Chambers, to deny the request because the fees are statutory fees that cannot be removed

For Information: Commissioner Robinson and Commissioner Robertson disclosed a past relationship with Bill Salter.



BOARD OF COUNTY COMMISSIONERS

Escambia County, Florida

AI-10102

County Administrator's Report 11. 6.

BCC Regular Meeting

Budget & Finance Consent

Meeting Date: 04/21/2016

Issue: Perdido Landfill Stormwater System Maintenance

From: Pat Johnson, Department Director

Organization: Waste Services

CAO Approval:

RECOMMENDATION:

Recommendation Concerning the Perdido Landfill Stormwater Central Conveyance System Restoration - Patrick T. Johnson, Waste Services Department Director

That the Board approve and authorize the County Administrator to issue a Purchase Order, per PD 14-15.064, General Paving and Drainage Pricing Agreement, to J. Miller Construction, Inc., in an amount not to exceed \$92,281.44, in total, for the Perdido Landfill Stormwater Central Conveyance System Restoration. (The lowest bidder declined the job).

[Funding: Fund 401, Solid Waste Fund, Cost Center 230314, Object Code 54601]

BACKGROUND:

The Perdido Landfill Central Conveyance Stormwater System is in need of repair in order to maintain required stormwater compliance and quality. The growth of trees and surrounding vegetation has interfered with the system's original design grade. The scope of work entails the removal of trees, vegetation and silt from a total area of approximately 1 acre; re-establishing original design grades and stabilizing completed grades; and erosion and sediment control during construction.

BUDGETARY IMPACT:

Funding for this project is available in Fund 401, Solid Waste Fund, Cost Center 230314, Object Code 54601.

LEGAL CONSIDERATIONS/SIGN-OFF:

N/A

PERSONNEL:

N/A

POLICY/REQUIREMENT FOR BOARD ACTION:

This recommendation is in compliance with the provisions of the Code of Ordinances of Escambia County, Florida, Chapter 46, Finance, Article II, Purchasing and Contracts.

IMPLEMENTATION/COORDINATION:

Upon Board approval of this recommendation, a Purchase Order will be transmitted to the Office of Purchasing for processing.

Attachments

General Paving and Drainage Agreement

Project Decline Notification

Project Name		PD14-15.064 General Paving and Drainage Pricing Agreement			Allsouth Construction Services		Chavers Construction		Gulf Atlantic Constructors		Heaton Brothers		Infrastructure Specialty Services		J. Miller Construction Inc.	Midsouth Paving		Panhandle Grading & Paving		Roads, Inc. of NWF		Utility Services Company		
?		Valid From October 1, 2015 till September 30, 2015																						
Section	Category	Sub-Category	Quantity	Units	Unit Price	Ext Cost	Unit Price	Ext Cost	Unit Price	Ext Cost	Unit Price	Ext Cost	Unit Price	Ext Cost	Unit Price	Ext Cost	Unit Price	Ext Cost	Unit Price	Ext Cost	Unit Price	Ext Cost	Unit Price	Ext Cost
02000-	Equipment																							
02100-	00100	Mobilization																						
02100-	00102	Mobilization, 16 - 30 Miles	1	EA	\$2,475.00	\$2,475.00	\$2,900.00	\$2,900.00	\$3,000.00	\$3,000.00	\$2,200.00	\$2,200.00	\$2,000.00	\$2,000.00	\$2,670.00	\$2,670.00	\$1,850.00	\$1,850.00	\$3,350.00	\$3,350.00	\$1,800.00	\$1,800.00	\$2,875.00	\$2,875.00
03000-	Clearing and Grubbing																							
03100-	00100	Removal of Items																						
03100-	00101	Clearing and Grubbing, per County Specifications 2230	1.1	ACRE	\$5,950.00	\$6,545.00	\$7,500.00	\$8,250.00	\$8,000.00	\$8,800.00	\$6,000.00	\$6,600.00	\$8,000.00	\$8,800.00	\$5,800.00	\$6,380.00	\$7,600.00	\$8,360.00	\$5,600.00	\$6,160.00	\$4,900.00	\$5,390.00	\$6,000.00	\$6,600.00
03100-	00104	Remove Tree, less than 12"	150	EA	\$176.00	\$26,250.00	\$189.98	\$28,497.00	\$250.00	\$37,500.00	\$225.00	\$33,750.00	\$300.00	\$45,000.00	\$177.00	\$26,550.00	\$200.00	\$30,000.00	\$250.00	\$37,500.00	\$200.00	\$30,000.00	\$100.00	\$15,000.00
03100-	00105	Remove Tree, 13"-24"	50	EA	\$315.00	\$9,450.00	\$355.00	\$10,650.00	\$500.00	\$15,000.00	\$350.00	\$10,500.00	\$300.00	\$9,000.00	\$326.00	\$9,780.00	\$400.00	\$12,000.00	\$1,350.00	\$40,500.00	\$325.00	\$9,750.00	\$200.00	\$6,000.00
04000-	Earthwork																							
04100-	00100	Cut and Fill																						
04100-	00101	Earthwork Excavation by machine	6327	CY	\$6.70	\$35,670.80	\$6.25	\$33,275.00	\$5.50	\$29,282.00	\$5.50	\$29,282.00	\$8.00	\$42,592.00	\$6.00	\$31,944.00	\$6.50	\$34,606.00	\$5.15	\$27,418.60	\$5.00	\$26,620.00	\$8.00	\$42,592.00
04100-	00108	Re-establish Grade on Ditch, County Specs 2300	5224	SY	\$2.65	\$13,575.20	\$3.11	\$16,557.64	\$3.00	\$15,972.00	\$2.50	\$13,310.00	\$5.00	\$26,620.00	\$2.00	\$10,648.00	\$2.20	\$11,712.80	\$2.50	\$13,310.00	\$1.49	\$7,932.76	\$6.88	\$36,629.12
			Sub Totals			\$83,967.00		\$100,129.64		\$109,554.00		\$95,642.00		\$134,012.00		\$87,972.00		\$98,528.80		\$128,238.60		\$81,492.76		\$109,696.12
07900-	00100	MOT Based on section 07900-00100 and sub total of project				\$3,350.00		\$10,000.00		\$3,600.00		\$1,750.00		\$7,500.00		\$2,500.00		\$10,000.00		\$5,250.00		\$3,000.00		\$6,000.00
01100-	00100	Performance and Payment Bond (Required for projects over \$25,000.00)				\$2,919.51		\$2,202.59		\$2,826.35		\$2,434.80		\$2,830.24		\$1,809.44		\$978.76		\$1,535.12		\$644.93		\$1,388.35
			Grand Total			\$100,286.51		\$112,332.23		\$115,860.35		\$99,826.80		\$144,342.24		\$92,281.44		\$109,505.58		\$135,023.72		\$85,337.69		\$117,084.47

Brent D. Schneider

From: Brett [Brett@roadsinc.com]
Sent: Thursday, March 10, 2016 11:03 AM
To: Brent D. Schneider
Subject: Re: Perdido Landfill Central Conveyance

Brent,

Roads, Inc. Respectfully declines this job at this time. Thank You for the opportunity to do this work. Please keep us in mind for future projects.

Thanks Brett

Sent from my iPhone

On Mar 9, 2016, at 5:22 PM, Brent D. Schneider <bdschneider@co.escambia.fl.us> wrote:

Brett,

Could you please resend the email you previously sent rejecting the work?

Thanks,
Brent

From: Brent D. Schneider
Sent: Monday, February 29, 2016 4:56 PM
To: 'Brett@roadsinc.com'
Subject: Perdido Landfill Central Conveyance

Hi Brett,

Please see attached scope of work for the clean-out of our central stormwater conveyance system. The work entails tree removal and excavation of loose sediments, and re-establishing grade (surveying provided by County). Please also see attached pictures.

If you could please let me know by Friday March 4 COB if you are interested in pursuing this work I would greatly appreciate it. I'd like to get the work started by the end of March.

Regards,

Brent Schneider, PE
Engineering & Environmental Manager
Escambia County Waste Services
13009 Beulah Road
Cantonment, FL 32533
850-937-2179 (office)
850-554-4080 (cell)

Florida has a very broad public records law. Under Florida law, both the content of emails and email addresses are public records. If you do not want the content of your email or your email address released in response to a public records request, do not send electronic mail to this entity. Instead, contact this office by phone or in person.



BOARD OF COUNTY COMMISSIONERS

Escambia County, Florida

AI-10111

County Administrator's Report 11. 7.

BCC Regular Meeting

Budget & Finance Consent

Meeting Date: 04/21/2016

Issue: Change Order to Purchase Order #160836 - Panhandle Grading and Paving, Inc., Stabilization of Soil Haul to Perdido Landfill

From: Pat Johnson, Department Director

Organization: Waste Services

CAO Approval:

RECOMMENDATION:

Recommendation Concerning a Change Order to Purchase Order #160836 - Panhandle Grading and Paving, Inc. - Patrick T. Johnson, Waste Services Department Director

That the Board approve and authorize the County Administrator to execute the following Change Order #1, to Panhandle Grading and Paving, Inc., for stockpiling and stabilization of donated soil for the Perdido Landfill:

Department:	Waste Services
Division:	Operations
Type:	Addition
Amount:	\$76,760
Vendor:	Panhandle Grading and Paving, Inc.
Project Name:	Rental Equipment w/ Skilled Labor
PO#:	160836
CO#:	1
Cost Center for CO:	230314
Original PO Amount:	\$45,000
Cumulative Amount of Change Orders:	\$76,760
New PO Total:	\$121,760

[Funding Source: Fund 401, Solid Waste Fund, Cost Center 230314, Object Code 54601]

BACKGROUND:

On January 21, 2016, the Board approved to accept the donation of a volume of soil (to be determined), to include the excavation and transportation of donated soil, from the Navy Federal Credit Union Phase 2 Expansion, to be beneficially used at the County's discretion. Currently, this material is being utilized to replenish the existing east borrow pit located at the Perdido Landfill (PLF), and will be used for site maintenance in accordance with FDEP operating permit conditions. Due to an unplanned donation of approximately 500,000 cubic yards of soil, additional equipment and labor are required to stockpile and stabilize this material. The soil haul stockpile is scheduled to take approximately twenty-two (22) weeks, per the soil hauling contractor. Stabilization of the material is estimated to take place for an additional eight weeks, concurrent with the soil stockpile.

BUDGETARY IMPACT:

Funding is available in Fund 401, Solid Waste Fund, Cost Center 230314, Object Code 54601.

LEGAL CONSIDERATIONS/SIGN-OFF:

N/A

PERSONNEL:

N/A

POLICY/REQUIREMENT FOR BOARD ACTION:

This recommendation is in compliance with the provisions of The Escambia County Florida Code of Ordinances, Chapter 46, Finance, Article II, Purchases and Contracts.

IMPLEMENTATION/COORDINATION:

Upon approval of this recommendation, a Change Order will be transmitted to the Office of Purchasing for processing.

Attachments

PGP Original PO

Quote Summary

Brd Mins 01_21_2016

BOARD OF COUNTY COMMISSIONERS

ESCAMBIA COUNTY FLORIDA
213 PALAFOX PLACE SECOND FLOOR SUITE 11.101
PO BOX 1591
PENSACOLA, FL 32591-1591
(850) 595-4980

PLEASE EMAIL INVOICES TO:
escambia.invoices@escambiaclerk.com
CLERK OF THE COURT & COMPTROLLER
HON. PAM CHILDERS
221 PALAFOX PLACE, SUITE 140
PENSACOLA, FL 32502-5843

160114 FAX: 850-262-0170
PANHANDLE GRADING & PAVING INC
P O BOX 3717
PENSACOLA FL 32516

SOLID WASTE MANAGEMENT
13009 BEULAH ROAD
CANTONMENT FL 32533-8801

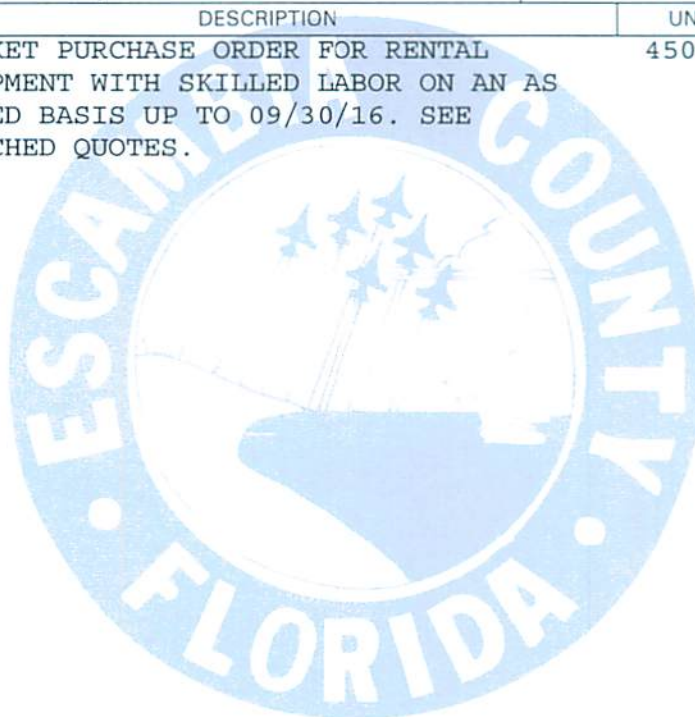
ATTN: SWN DENEE RUDD 850-937-2175

ORDER DATE: 12/14/15	BUYER: EDDIE WEHMEIER	REQ. NO.: 16000945	REQ. DATE: 12/11/15
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TERMS: NET 30 DAYS	F.O.B.: N/A	DESC.:
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ITEM#	QUANTITY	UOM	DESCRIPTION	UNIT PRICE	EXTENSION
01	1.00	LOT	BLANKET PURCHASE ORDER FOR RENTAL EQUIPMENT WITH SKILLED LABOR ON AN AS NEEDED BASIS UP TO 09/30/16. SEE ATTACHED QUOTES.	45000.0000	45,000.00

BLANKET PURCHASE ORDER FOR RENTAL EQUIPMENT WITH SKILLED LABOR ON AN AS NEEDED BASIS UP TO 09/30/16. SEE ATTACHED QUOTES.



ITEM#	ACCOUNT	AMOUNT	PROJECT CODE	PAGE TOTAL \$	45,000.00
01	230314 54601	45,000.00		TOTAL \$	45,000.00

APPROVED BY

QUOTATION SUMMARY

Date: 10/5/2015

Description of Item Needed: Rental - Heavy Equipment with Skilled Operator

Vendor Number 843895 Vendor Name Gulf-Atlantic Constructors, Inc. Phone/Fax 850.477-0588 Contact Pamela Caddell		Vendor Number 160114 Vendor Name Panhandle Grading & Paving Phone/Fax 850.478-5250 Contact Wallace North		Vendor Number 182328 Vendor Name Roads, Inc. of NWF Phone/Fax 850.968-0991 Contact Stevan Hlte	
Price - Vendor 1		Price - Vendor 2		Price - Vendor 3	
Equipment	Rate Per Hour	Equipment	Rate Per Hour	Equipment	Rate Per Hour
Front Loader	95.00	Front Loader	111.25	Front Loader	100.00
Crawler Dozer	110.00	Crawler Dozer	100.95	Crawler Dozer	130.00
Excavator	120.00	Excavator	111.25	Excavator	200.00
Off-Road Truck	185.00	Off-Road Truck	111.25	Off-Road Truck	125.00
Crawler Loader	105.00	Crawler Loader	92.75	Crawler Loader	230.00
OTR Dump Truck	80.00	OTR Dump Truck	77.25	OTR Dump Truck	90.00
Pump	65.00	Pump	43.50	Pump	70.00
Mobilization & Demob*	150.00	Mobilization & Demob	875.00	Mobilization & Demob	875.00
*Per Pamela: This is their standard rate per					
hour. A disaster rate (i.e. oil spill) would be					
higher.					

PUBLIC FORUM WORK SESSION AND REGULAR BCC MEETING MINUTES – Continued

COUNTY ADMINISTRATOR'S REPORT – Continued

I. TECHNICAL/PUBLIC SERVICE CONSENT AGENDA – Continued

1-10. Approval of Various Consent Agenda Items – Continued

8. Accepting the donation of a volume of soil (to be determined), to include the excavation and transportation of donated soil, from the Navy Federal Credit Union Phase 2 Expansion, to be beneficially used at the County's discretion.
9. Confirming and acknowledging, for the Board's Official Record, the appointment of Commissioner Lumon May to the Council on Aging by the Council on Aging Board of Directors at their December 15, 2015, Annual Board Meeting; Commissioner May's new two-year term is effective December 2015 to December 2017.
- 10 Taking the following action concerning the standard Contract for Reimbursement of Training Expenses:
 - A. Rescinding the following Board's action of October 3, 2013, concerning the standard Contract for Reimbursement of Training Expenses:
 - (1) Approving the standard Contract for Reimbursement of Training Expenses; and
 - (2) Authorizing the Interim County Administrator or designee to sign the Contracts as may be necessary, without further Board action;
 - B. Approving, subject to Legal review and sign-off, the revised Contract for Reimbursement of Training Expenses; and
 - C. Authorizing, subject to Legal review and sign-off, the County Administrator or designee to sign the Contracts as may be necessary, without further Board action.

4. Scheduling of a Public Hearing

Motion made by Commissioner Barry, seconded by Commissioner May, and carried unanimously, authorizing the scheduling of a Public Hearing for February 2, 2016, at 9:01 a.m., for the purpose of receiving comments concerning an Ordinance relating to toll enforcement for the Bob Sikes Bridge Toll Plaza.



BOARD OF COUNTY COMMISSIONERS

Escambia County, Florida

AI-10090

County Administrator's Report 11. 8.

BCC Regular Meeting

Budget & Finance Consent

Meeting Date: 04/21/2016

Issue: Residential Rehab Grant Program Funding and Lien Agreements

From: Tonya Gant, Director

Organization: Neighborhood & Human Svcs

CAO Approval:

RECOMMENDATION:

Recommendation Concerning Residential Rehab Grant Program Funding and Lien Agreements - Tonya Gant, Neighborhood & Human Services Department Director

That the Board ratify the following April 21, 2016, action of the Board of County Commissioners of Escambia County, acting as the Escambia County Community Redevelopment Agency (CRA) concerning the Residential Rehab Grant Program Funding and Lien Agreements:

A. Approving the following four Residential Rehab Grant Program Funding and Lien Agreements:

1. The Agreements between Escambia County CRA and David W. Fichter, owner of residential property located at 9 Brandywine Road, Barrancas Redevelopment District, each in the amount of \$3,299, representing an in-kind match through the Barrancas Tax Increment Financing (TIF), Fund 151, Cost Center 370116, Object Code 58301, for installation of new windows;
2. The Agreements between Escambia County CRA and Evan L. Jr. and Sheila J. Feltner, owners of residential property located at 6 Audusson Avenue, Barrancas Redevelopment District, each in the amount of \$5,957, representing an in-kind match through the Barrancas Tax Increment Financing (TIF), Fund 151, Cost Center 370116, Object Code 58301, for window replacement, new roof installation and storm shutter installation;
3. The Agreements between Escambia County CRA and Dell A. Reynolds, owner of residential property located at 807 Montclair Road, Palafox Redevelopment District, each in the amount of \$375, representing an in-kind match through the Palafox Tax Increment Financing (TIF), Fund 151, Cost Center 370115, Object Code 58301, for Electrical Rewiring;
4. The Agreements between Escambia County CRA and David and Carol Richtmyre, owners of residential property located at 403 Cary Memorial Drive, Palafox Redevelopment District, each in the amount of \$6,000, representing an in-kind match through the Palafox Tax Increment Financing (TIF), Fund 151, Cost Center 370115, Object Code 58301, for installation of new windows, and central heating and air conditioning system; and

B. Authorizing the Chairman to sign the Funding and Lien Agreements and any related

documents necessary to implement the Grant awards.

BACKGROUND:

The intent of the matching Grant program is to promote private investment which will upgrade the appearance, property values, and economic activity for commercial and residential properties within the designated CRA areas. A rendering of each project is attached.

BUDGETARY IMPACT:

Funding for the Grants will be provided as follows:

1. David W. Fichter, Barrancas TIF, Cost Center 370116, in the amount of \$3,299
2. Evan L. Jr. and Sheila J. Feltner, Barrancas TIF, Cost Center 370116, in the amount of \$5,957
3. Dell A. Reynolds, Palafox TIF, Cost Center 370115, in the amount of \$375
4. David and Carol Richtmyre, Palafox TIF, Cost Center 370115, in the amount of \$6,000

LEGAL CONSIDERATIONS/SIGN-OFF:

The Funding and Lien Agreements were reviewed and approved as to form and legal sufficiency by the County Attorney's Office.

PERSONNEL:

Neighborhood & Human Services/Community Redevelopment Agency (NHS/CRA) staff will handle these Grant awards.

POLICY/REQUIREMENT FOR BOARD ACTION:

Board approval is required for disbursement of funds to all private individuals or outside agencies.

IMPLEMENTATION/COORDINATION:

NHS/CRA staff, in coordination with the property owner, handles all implementation tasks. NHS/CRA staff will monitor the work in progress and will be responsible for compiling the necessary documentation prior to the Grant award.

Attachments

Agreements_Fichter-April2016

Agreements_Feltner-April2016

Agreements_Reynolds-April2016

Agreements_Richtmyre-April2016

**ESCAMBIA COUNTY COMMUNITY REDEVELOPMENT AGENCY
RESIDENTIAL REHAB GRANT PROGRAM FUNDING AGREEMENT**

THIS FUNDING AGREEMENT is made and entered into this 21st day of April 2016, by and between the ESCAMBIA COUNTY COMMUNITY REDEVELOPMENT AGENCY, (the "CRA"), 221 Palafox Place, Pensacola, Florida 32502 and David W. Fichter, (the "Recipient(s)"), owner of residential property located at 9 Brandywine Road, Pensacola, Florida, 32507.

WITNESSETH:

WHEREAS, the CRA has established the **Residential Rehab Grant Program** (the "Program") to provide grants to qualified property owners for projects within the boundaries of the County's designated Community Redevelopment Areas; and

WHEREAS, the Recipient have applied for a grant to fund the project described in **EXHIBIT I** of this Agreement (the "Project"); and

WHEREAS, the parties wish to define their rights and obligations with respect to the Project and the Program grant to be provided to the Recipient.

NOW, THEREFORE, in consideration of the mutual covenants contained in this Agreement, and other good and valuable consideration, the parties agree as follows:

1. **Recitals:** The above recitals are incorporated into this Agreement.
2. **Residential Rehab Grant Program:** The CRA awards to the Recipient a matching Grant in the maximum amount of \$3,299, which, together with any matching funds provided by the Recipient, shall be expended solely for the construction and completion of the Project described in **EXHIBIT I**, which is hereby fully incorporated into this agreement.
3. **In-Kind Match:** The Recipient shall provide matching funds in the total amount of \$3,299, which shall be comprised of a cash contribution of \$3,299
4. **Project:** The Project funded by the grant is defined in **EXHIBIT I**. The Recipient shall supervise the work performed and ensure proper maintenance of the Project. The CRA will not be responsible in any manner for the selection of a contractor. Work on the Project shall not commence until the Recipient receives written notification from the CRA that the Project may proceed.
5. **Term:** The work to be performed for the Project shall commence after the 21st day of April 2016, and the Project shall be complete on or before the 21st day of July 2016, (the "Termination Date"). In the event that the Project will not be completed by the Termination Date, the Recipient shall submit a written request for an extension to the CRA at least (30) days prior to the Termination Date. The CRA, in its sole discretion, may grant the extension. However, the CRA's agreement to grant an extension shall not constitute a waiver of any of the other terms or provisions of this Agreement.
6. **Applicable Laws:** The Recipient must comply with all applicable federal, state, and local laws, and shall, at his expense, secure and pay for all permits and be responsible for all other fees or charges associated with the performance of the Project or any other activities under this Agreement.

7. Indemnification: The Recipient shall indemnify, defend, and hold harmless the CRA, including its elected officials, Board members, agents and employees, from and against all claims, suits, actions, damages, losses, and expenses, including but not limited to attorney's fees and costs, arising out of or resulting from this Agreement, the Project, or any other activities under this Agreement.

8. Termination: The CRA shall have the right to terminate this Agreement for convenience or in the event of a breach of any of its terms and provisions. A breach shall include, but not be limited to, failure to meet the match requirements described in paragraph 3; failure to begin work and progress along the schedule in the time and manner specified in paragraph 5; failure to obtain approval of any Project modifications; or failure to obtain Project time extensions. If a Project is terminated, and the Project is located on public property or right-of-way, the CRA reserves the right to remove or require the Recipient to remove any or all portions of the Project or claim as its own and use it deems fit, any improvements or materials remaining on the Project site.

9. Notice of Termination: Upon the CRA's determination that the Recipient has breached any term or provision of the Agreement, the CRA shall provide the Recipient with written notice of the breach and the required corrective action. This Agreement shall terminate automatically if the Recipient fails to remedy the breach to the CRA's satisfaction within fifteen (15) days of the Recipient's receipt of the written notice.

10. Subsequent to Termination: The CRA shall provide the Recipient a certified letter confirming termination of the Agreement. Within thirty (30) days of receipt of the termination letter, the Recipient shall submit a cashier's check to the County for the total amount of grant funds disbursed under this Agreement.

11. Property Owner(s) as Independent Contractor: The parties agree that the Recipient is an independent contractor and is not employee or agent of the CRA.

12. Inspector: The Escambia County CRA, or other County officials as may be duly authorized by the CRA, reserves the right to place inspectors at the work site in order to ensure proper expenditure of the grant funds provided under this Agreement. The CRA does not assume any liability for the quality of work performed or injuries incurred during the performance of the Project. Further, the CRA shall not act in a supervisory capacity during the course of the Project.

13. Payment Process: At Project completion, the CRA will reimburse the Recipient for pre-approved eligible Project costs that are incurred during the course of the Project. The Recipient accepts sole responsibility for ensuring that all Project expenses are reviewed and approved by the CRA prior to Recipient authorizing delivery of the goods, services, or equipment. The Recipient shall provide the CRA with a minimum of three written price quotes for each item to be purchased. The CRA shall not be obligated to disburse Grant funds for any unauthorized goods, services, or equipment, and the liability for payment in such instances shall be the responsibility of the Recipient. The CRA shall not be obligated to disburse Grant funds until the Recipient submits vendor invoices, copy of signed permit, proof of payment, and other documentation as may be required by the CRA. Final determination regarding the acceptability of supporting documentation shall rest with the Clerk of the Circuit Court/Finance Division. The Recipient shall provide the CRA with the names and signatures of all persons designated by Recipient to purchase goods, services, and equipment for the Project and the CRA shall not be obligated to disburse Grant funds to persons not previously designated by the Recipient.

14. Maintenance of Records: The Recipient shall maintain written records and accounts documenting all expenditures related to the Project. The Recipient shall maintain all documents for a minimum period of three (3) years from the date of final completion of the Project, or until final resolution of matters involving any questioned costs, audit concerns, or related matters. The Recipient acknowledges that this Agreement and any related financial records, audits, reports, plans, correspondence, and other documents may be subject to disclosure to members of the public pursuant to Chapter 119, Florida Statutes. In the event that the Recipient fails to abide by the provisions of Chapter 119, Florida Statutes, the CRA may terminate this Agreement. In such case, the Recipient shall not be entitled to receive any further disbursement or benefit associated with this Agreement.

15. Audit: The County or the Clerk of the Circuit Court/Finance Division may audit or review any and all records or documents pertaining to this Agreement at any time.

16. Amendments: Any amendments to this Agreement shall be in writing executed by both parties with the same formalities as this Agreement.

17. Notice: Any notices to the County shall be mailed to:

County:

Sherry Duffey, Development Program Manager
Neighborhood & Human Services Department
Community Redevelopment Agency
221 Palafox Place, Ste 305
Pensacola, Florida 32502

Recipient(s):

David W. Fichter
9 Brandywine Road
Pensacola, FL 32507

All notices shall be sent by certified mail, return receipt requested.

18. No Discrimination: The Recipient shall ensure that this Agreement is performed and executed in a non-discriminatory manner, consistent with state and federal civil rights legislation. All services and access shall be available without regard to race, creed, color, handicap, familial status, disability, religion, or national origin.

19. Entire Agreement: This Agreement contains the entire agreement between the parties and no representations, inducements, promises, or other agreements between the parties not contained in this Agreement will be of any force and effect.

20. No Waiver: This Agreement does not constitute a waiver of any local ordinances, codes, or regulations.

21. This Agreement is executed in Escambia County, Florida, and performance and interpretation of this Agreement shall be construed in accordance with the laws of Florida. Any action relating to this Agreement shall be instituted and prosecuted in the courts of Escambia County, Florida, and each party waives the right to change of venue.

22. If any part, term, or provision of this Agreement is held by the courts to be illegal or in conflict with any law of the state where made, the validity of the remaining portions or provisions shall not be affected, and the rights and obligations of the parties shall be construed and enforced as if the Agreement did not contain the particular part, term, or provision held to be invalid.

23. The headings appearing in this Agreement have been inserted for the purpose of convenience and for ready reference. They do not purport to, and shall not be deemed to define, limit or extend the scope or intent of the clauses to which they appertain.

24. If any date herein set forth for the performance of any obligations, or the delivery of any instrument, or for the giving of any notice by the parties such as herein provided, shall be on Saturday, Sunday, or legal holiday such compliance shall be deemed acceptable on the next business day following such Saturday, Sunday, or legal holiday.

25. Each individual executing this Agreement on behalf of a business or government entity represents and warrants that they are duly authorized to execute and deliver this Agreement on behalf of their respective principal, in accordance with duly adopted action or authority of the governing Board of each party, and that this Agreement is binding upon each party in accordance with its terms.

For: **Board of County Commissioners of
Escambia County**

By: _____
Grover C. Robinson, IV, Chairman

ATTEST: **PAM CHILDERS**
Clerk of the Circuit Court

Date Executed: _____

By: _____
Deputy Clerk

BCC Approved: _____

(SEAL)

For Recipient(s):

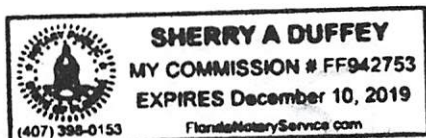
David W. Fichter
David W. Fichter, Property Owner

STATE OF FLORIDA
COUNTY OF ESCAMBIA

The foregoing instrument was acknowledged before me this 8th day of March, 2016 by David W. Fichter, Property Owner. He () is personally known to me or (✓) has produced FL Driver License as identification.

(Notary Seal)

Sherry Duffey
Signature of Notary Public
Sherry Duffey
Printed Name of Notary Public



Approved as to form and legal
sufficiency

By/Title: Sherry Duffey
Date: 3/8/16

EXHIBIT I

RESIDENTIAL REHAB GRANT PROJECT

Property Owner(s): **David W. Fichter**

Property Address: **9 Brandywine Road, Pensacola, Florida, 32507**

The "Project" includes the following improvement to the above referenced property:

Window Replacement

Escambia County Community Redevelopment Agency
Residential Rehab Grant Program
Administered By: Escambia County Community & Environment Department
Community Redevelopment Agency

Lien Agreement

Applicant Name(s)
David W. Fichter

Address of Property
9 Brandywine Road
Pensacola, FL 32507

Property Reference No.
50-2S-30-5010-016-021

Total Amount of Lien

\$3,299

I, the undersigned owner of the residential property referenced above, agree that the improved residential property will continue to be used for residential purposes for a period of not less than one (1) year from the date this lien agreement is recorded in the public records. I will not sell or transfer ownership or possession of the property to any other person, persons, corporation or other legal entity during this one (1) year period without the express written permission of the CRA. Such permission shall not be unreasonably withheld nor is this lien agreement intended to otherwise unreasonably prevent the alienation of the property.

The lien shall be due and payable in total for a period of one (1) year from the date this lien agreement is recorded in the public records. Upon documentation of compliance with the provisions of this lien agreement and the Escambia County **Residential Rehab Grant Program**, and one (1) year subsequent to the recording of the lien agreement in the public records, this lien shall depreciate to zero (0), and repayment shall be forgiven. I understand that this lien will not be subordinated without the prior approval of the CRA, and subordination shall be considered for approval only to enable the owner to secure financing required to complete further improvements to the subject property.

If the property is sold or if ownership or possession is otherwise transferred without the express written permission of the CRA to another party or parties or the funding agreement executed concurrently with this lien agreement is terminated prior to expiration of the one (1) year period referenced above, I agree that I or my heir(s) or assigns shall repay the total amount of grant funds disbursed by the CRA, up to and including the amount recited above.

For Recipient(s):

David W. Fichter
David W. Fichter, Property Owner

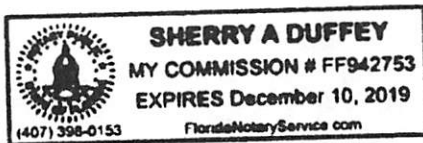
STATE OF FLORIDA
COUNTY OF ESCAMBIA

The foregoing instrument was acknowledged before me this 8th day of March, 2016 by David W. Fichter, Property Owner. He () is personally known to me or (✓) has produced FL Driver License as identification.
Exp 12/21

Sherry Duffey
Signature of Notary Public

(Notary Seal)

Sherry Duffey
Printed Name of Notary Public



For: **Board of County Commissioners of Escambia County**

By: Grover C. Robinson, IV, Chairman

ATTEST: **PAM CHILDERS**
Clerk of the Circuit Court

Date Executed: _____

BCC Approved: _____

By: _____
Deputy Clerk

This instrument prepared by:
Sherry Duffey, Development Program Manager
Neighborhood and Human Services Department
Community Redevelopment Agency
221 Palafox Place, Pensacola, FL 32502

Approved as to form and legal sufficiency.

By/Title: Sherry Duffey ACA
Date: 3/4/16



Window Replacement

9 Brandywine Rd.-David W. Fichter

**ESCAMBIA COUNTY COMMUNITY REDEVELOPMENT AGENCY
RESIDENTIAL REHAB GRANT PROGRAM FUNDING AGREEMENT**

THIS FUNDING AGREEMENT is made and entered into this 21st day of April 2016, by and between the ESCAMBIA COUNTY COMMUNITY REDEVELOPMENT AGENCY, (the "CRA"), 221 Palafox Place, Pensacola, Florida 32502 and Evan L., Jr. and Sheila J. Feltner, (the "Recipient(s)"), owner of residential property located at 6 Audusson Avenue, Pensacola, Florida, 32507.

WITNESSETH:

WHEREAS, the CRA has established the **Residential Rehab Grant Program** (the "Program") to provide grants to qualified property owners for projects within the boundaries of the County's designated Community Redevelopment Areas; and

WHEREAS, the Recipient have applied for a grant to fund the project described in **EXHIBIT I** of this Agreement (the "Project"); and

WHEREAS, the parties wish to define their rights and obligations with respect to the Project and the Program grant to be provided to the Recipient.

NOW, THEREFORE, in consideration of the mutual covenants contained in this Agreement, and other good and valuable consideration, the parties agree as follows:

1. **Recitals:** The above recitals are incorporated into this Agreement.
2. **Residential Rehab Grant Program:** The CRA awards to the Recipient a matching Grant in the maximum amount of \$5,957, which, together with any matching funds provided by the Recipient, shall be expended solely for the construction and completion of the Project described in **EXHIBIT I**, which is hereby fully incorporated into this agreement.
3. **In-Kind Match:** The Recipient shall provide matching funds in the total amount of \$5,957, which shall be comprised of a cash contribution of \$5,957.
4. **Project:** The Project funded by the grant is defined in **EXHIBIT I**. The Recipient shall supervise the work performed and ensure proper maintenance of the Project. The CRA will not be responsible in any manner for the selection of a contractor. Work on the Project shall not commence until the Recipient receives written notification from the CRA that the Project may proceed.
5. **Term:** The work to be performed for the Project shall commence after the 21st day of April 2016, and the Project shall be complete on or before the 21st day of July 2016, (the "Termination Date"). In the event that the Project will not be completed by the Termination Date, the Recipient shall submit a written request for an extension to the CRA at least (30) days prior to the Termination Date. The CRA, in its sole discretion, may grant the extension. However, the CRA's agreement to grant an extension shall not constitute a waiver of any of the other terms or provisions of this Agreement.
6. **Applicable Laws:** The Recipient must comply with all applicable federal, state, and local laws, and shall, at his expense, secure and pay for all permits and be responsible for all other fees or charges associated with the performance of the Project or any other activities under this Agreement.

7. Indemnification: The Recipient shall indemnify, defend, and hold harmless the CRA, including its elected officials, Board members, agents and employees, from and against all claims, suits, actions, damages, losses, and expenses, including but not limited to attorney's fees and costs, arising out of or resulting from this Agreement, the Project, or any other activities under this Agreement.

8. Termination: The CRA shall have the right to terminate this Agreement for convenience or in the event of a breach of any of its terms and provisions. A breach shall include, but not be limited to, failure to meet the match requirements described in paragraph 3; failure to begin work and progress along the schedule in the time and manner specified in paragraph 5; failure to obtain approval of any Project modifications; or failure to obtain Project time extensions. If a Project is terminated, and the Project is located on public property or right-of-way, the CRA reserves the right to remove or require the Recipient to remove any or all portions of the Project or claim as its own and use it deems fit, any improvements or materials remaining on the Project site.

9. Notice of Termination: Upon the CRA's determination that the Recipient has breached any term or provision of the Agreement, the CRA shall provide the Recipient with written notice of the breach and the required corrective action. This Agreement shall terminate automatically if the Recipient fails to remedy the breach to the CRA's satisfaction within fifteen (15) days of the Recipient's receipt of the written notice.

10. Subsequent to Termination: The CRA shall provide the Recipient a certified letter confirming termination of the Agreement. Within thirty (30) days of receipt of the termination letter, the Recipient shall submit a cashier's check to the County for the total amount of grant funds disbursed under this Agreement.

11. Property Owner(s) as Independent Contractor: The parties agree that the Recipient is an independent contractor and is not employee or agent of the CRA.

12. Inspector: The Escambia County CRA, or other County officials as may be duly authorized by the CRA, reserves the right to place inspectors at the work site in order to ensure proper expenditure of the grant funds provided under this Agreement. The CRA does not assume any liability for the quality of work performed or injuries incurred during the performance of the Project. Further, the CRA shall not act in a supervisory capacity during the course of the Project.

13. Payment Process: At Project completion, the CRA will reimburse the Recipient for pre-approved eligible Project costs that are incurred during the course of the Project. The Recipient accepts sole responsibility for ensuring that all Project expenses are reviewed and approved by the CRA prior to Recipient authorizing delivery of the goods, services, or equipment. The Recipient shall provide the CRA with a minimum of three written price quotes for each item to be purchased. The CRA shall not be obligated to disburse Grant funds for any unauthorized goods, services, or equipment, and the liability for payment in such instances shall be the responsibility of the Recipient. The CRA shall not be obligated to disburse Grant funds until the Recipient submits vendor invoices, copy of signed permit, proof of payment, and other documentation as may be required by the CRA. Final determination regarding the acceptability of supporting documentation shall rest with the Clerk of the Circuit Court/Finance Division. The Recipient shall provide the CRA with the names and signatures of all persons designated by Recipient to purchase goods, services, and equipment for the Project and the CRA shall not be obligated to disburse Grant funds to persons not previously designated by the Recipient.

14. Maintenance of Records: The Recipient shall maintain written records and accounts documenting all expenditures related to the Project. The Recipient shall maintain all documents for a minimum period of three (3) years from the date of final completion of the Project, or until final resolution of matters involving any questioned costs, audit concerns, or related matters. The Recipient acknowledges that this Agreement and any related financial records, audits, reports, plans, correspondence, and other documents may be subject to disclosure to members of the public pursuant to Chapter 119, Florida Statutes. In the event that the Recipient fails to abide by the provisions of Chapter 119, Florida Statutes, the CRA may terminate this Agreement. In such case, the Recipient shall not be entitled to receive any further disbursement or benefit associated with this Agreement.

15. Audit: The County or the Clerk of the Circuit Court/Finance Division may audit or review any and all records or documents pertaining to this Agreement at any time.

16. Amendments: Any amendments to this Agreement shall be in writing executed by both parties with the same formalities as this Agreement.

17. Notice: Any notices to the County shall be mailed to:
County:
Sherry Duffey, MS, Development Program Manager
Neighborhood & Human Services Department
Community Redevelopment Agency
221 Palafox Place
Pensacola, Florida 32502

Recipient(s):
Evan L., Jr. and
Sheila J. Feltner
6 Audusson Avenue
Pensacola, FL 32507

All notices shall be sent by certified mail, return receipt requested.

18. No Discrimination: The Recipient shall ensure that this Agreement is performed and executed in a non-discriminatory manner, consistent with state and federal civil rights legislation. All services and access shall be available without regard to race, creed, color, handicap, familial status, disability, religion, or national origin.

19. Entire Agreement: This Agreement contains the entire agreement between the parties and no representations, inducements, promises, or other agreements between the parties not contained in this Agreement will be of any force and effect.

20. No Waiver: This Agreement does not constitute a waiver of any local ordinances, codes, or regulations.

21. This Agreement is executed in Escambia County, Florida, and performance and interpretation of this Agreement shall be construed in accordance with the laws of Florida. Any action relating to this Agreement shall be instituted and prosecuted in the courts of Escambia County, Florida, and each party waives the right to change of venue.

22. If any part, term, or provision of this Agreement is held by the courts to be illegal or in conflict with any law of the state where made, the validity of the remaining portions or provisions shall not be affected, and the rights and obligations of the parties shall be construed and enforced as if the Agreement did not contain the particular part, term, or provision held to be invalid.

23. The headings appearing in this Agreement have been inserted for the purpose of convenience and for ready reference. They do not purport to, and shall not be deemed to define, limit or extend the scope or intent of the clauses to which they appertain.

24. If any date herein set forth for the performance of any obligations, or the delivery of any instrument, or for the giving of any notice by the parties such as herein provided, shall be on Saturday, Sunday, or legal holiday such compliance shall be deemed acceptable on the next business day following such Saturday, Sunday, or legal holiday.

25. Each individual executing this Agreement on behalf of a business or government entity represents and warrants that they are duly authorized to execute and deliver this Agreement on behalf of their respective principal, in accordance with duly adopted action or authority of the governing Board of each party, and that this Agreement is binding upon each party in accordance with its terms.

Approved as to form and legal
sufficiency.

By/Title: [Signature]
Date: 3/10/16

For: **Board of County Commissioners of
Escambia County**

By: _____
Grover C. Robinson, IV, Chairman

ATTEST: **PAM CHILDERS**
Clerk of the Circuit Court

Date Executed: _____

By: _____
Deputy Clerk

BCC Approved: _____

(SEAL)

For Recipient(s):

[Signature]
Evan L. Feltner, Jr., Property Owner

[Signature]
Sheila J. Feltner, Property Owner

STATE OF FLORIDA
COUNTY OF ESCAMBIA

The foregoing instrument was acknowledged before me this 21st day of March, 2016 by Evan L. Feltner, Jr., Property Owner. He () is personally known to me or (X) has produced FLDL...140-0 as identification.

The foregoing instrument was acknowledged before me this 21st day of March, 2016 by Sheila J. Feltner, Property Owner. She () is personally known to me or (X) has produced FLDL...126-0 as identification.

(Notary Seal)  **ZAKKIYYAH Q. OSUIGWE**
MY COMMISSION # FF 054108
EXPIRES: September 15, 2017
Bonded Thru Budget Notary Services

[Signature]
Signature of Notary Public
Zakkiyyah Osuigwe
Printed Name of Notary Public

EXHIBIT I

RESIDENTIAL REHAB GRANT PROJECT

Property Owner(s): **Evan L., Jr. and Sheila J. Feltner**
Property Address: **6 Audusson Avenue, Pensacola, Florida, 32507**

The "Project" includes the following improvement to the above referenced property:

New Roof Installation and Storm Shutter Installation and Window Replacement

Escambia County Community Redevelopment Agency
Residential Rehab Grant Program
Administered By: Escambia County Community & Environment Department
Community Redevelopment Agency

Lien Agreement

Applicant Name(s)	Address of Property	Property Reference No.
<u>Evan L., Jr.</u> <u>and Sheila J. Feltner</u>	<u>6 Audusson Avenue</u> <u>Pensacola, FL 32507</u>	<u>59-2S-30-1000-005-020</u>

Total Amount of Lien	<u>\$5,957</u>
-----------------------------	-----------------------

I, the undersigned owner of the residential property referenced above, agree that the improved residential property will continue to be used for residential purposes for a period of not less than one (1) year from the date this lien agreement is recorded in the public records. I will not sell or transfer ownership or possession of the property to any other person, persons, corporation or other legal entity during this one (1) year period without the express written permission of the CRA. Such permission shall not be unreasonably withheld nor is this lien agreement intended to otherwise unreasonably prevent the alienation of the property.

The lien shall be due and payable in total for a period of one (1) year from the date this lien agreement is recorded in the public records. Upon documentation of compliance with the provisions of this lien agreement and the Escambia County **Residential Rehab Grant Program**, and one (1) year subsequent to the recording of the lien agreement in the public records, this lien shall depreciate to zero (0), and repayment shall be forgiven. I understand that this lien will not be subordinated without the prior approval of the CRA, and subordination shall be considered for approval only to enable the owner to secure financing required to complete further improvements to the subject property.

If the property is sold or if ownership or possession is otherwise transferred without the express written permission of the CRA to another party or parties or the funding agreement executed concurrently with this lien agreement is terminated prior to expiration of the one (1) year period referenced above, I agree that I or my heir(s) or assigns shall repay the total amount of grant funds disbursed by the CRA, up to and including the amount recited above.

For Recipient(s):

Evan L. Feltner, Jr.
Evan L. Feltner, Jr., Property Owner

Sheila J. Feltner
Sheila J. Feltner, Property Owner

STATE OF FLORIDA
COUNTY OF ESCAMBIA

The foregoing instrument was acknowledged before me this 21st day of March, 2016 by Evan L. Feltner, Jr., Property Owner. He (☐) is personally known to me or (☒) has produced FLDL 140-0 as identification.

The foregoing instrument was acknowledged before me this 21st day of March, 2016 by Sheila J. Feltner, Property Owner. She (☐) is personally known to me or (☒) has produced FLDL 726-0 as identification.

(Notary Seal)



ZAKKIYYAH Q. OSUIGWE
MY COMMISSION # FF 054108
EXPIRES: September 15, 2017
Bonded Thru Budget Notary Services

Zakkiyyah Osuigwe
Signature of Notary Public
Zakkiyyah Osuigwe
Printed Name of Notary Public

For: **Board of County Commissioners of
Escambia County**

By: _____
Grover C. Robinson, IV, Chairman

ATTEST: **PAM CHILDERS**
Clerk of the Circuit Court

By: _____
Deputy Clerk

Date Executed: _____

BCC Approved: _____

This instrument prepared by:
Sherry Duffey, MS, Development Program Manager
Neighborhood and Human Services Department
Community Redevelopment Agency
221 Palafox Place, Pensacola, FL 32502

Approved as to form and legal
sufficiency.

By/Title: [Signature]
Date: 3/15/16



**Window Replacement, New Roof Installation & Storm Shutter
Installation**

6 Audusson Ave – Evan L., Jr. and Sheila J. Feltner

**ESCAMBIA COUNTY COMMUNITY REDEVELOPMENT AGENCY
RESIDENTIAL REHAB GRANT PROGRAM FUNDING AGREEMENT**

THIS FUNDING AGREEMENT is made and entered into this 21th day of April 2016, by and between the ESCAMBIA COUNTY COMMUNITY REDEVELOPMENT AGENCY, (the "CRA"), 221 Palafox Place, Pensacola, Florida 32502 and Dell A. Reynolds, (the "Recipient"), owner of residential property located at 807 Montclair Road, Pensacola, Florida, 32505.

WITNESSETH:

WHEREAS, the CRA has established the **Residential Rehab Grant Program** (the "Program") to provide grants to qualified property owners for projects within the boundaries of the County's designated Community Redevelopment Areas; and

WHEREAS, the Recipient have applied for a grant to fund the project described in **EXHIBIT I** of this Agreement (the "Project"); and

WHEREAS, the parties wish to define their rights and obligations with respect to the Project and the Program grant to be provided to the Recipient.

NOW, THEREFORE, in consideration of the mutual covenants contained in this Agreement, and other good and valuable consideration, the parties agree as follows:

1. **Recitals:** The above recitals are incorporated into this Agreement.
2. **Residential Rehab Grant Program:** The CRA awards to the Recipient a matching Grant in the maximum amount of \$375, which, together with any matching funds provided by the Recipient, shall be expended solely for the construction and completion of the Project described in **EXHIBIT I**, which is hereby fully incorporated into this agreement.
3. **In-Kind Match:** The Recipient shall provide matching funds in the total amount of \$375, which shall be comprised of a cash contribution of \$375.
4. **Project:** The Project funded by the grant is defined in **EXHIBIT I**. The Recipient shall supervise the work performed and ensure proper maintenance of the Project. The CRA will not be responsible in any manner for the selection of a contractor. Work on the Project shall not commence until the Recipient receives written notification from the CRA that the Project may proceed.
5. **Term:** The work to be performed for the Project shall commence after the 21st day of April 2016, and the Project shall be complete on or before the 21st day of July 2016, (the "Termination Date"). In the event that the Project will not be completed by the Termination Date, the Recipient shall submit a written request for an extension to the CRA at least (30) days prior to the Termination Date. The CRA, in its sole discretion, may grant the extension. However, the CRA's agreement to grant an extension shall not constitute a waiver of any of the other terms or provisions of this Agreement.
6. **Applicable Laws:** The Recipient must comply with all applicable federal, state, and local laws, and shall, at his expense, secure and pay for all permits and be responsible for all other fees or charges associated with the performance of the Project or any other activities under this Agreement.

7. Indemnification: The Recipient shall indemnify, defend, and hold harmless the CRA, including its elected officials, Board members, agents and employees, from and against all claims, suits, actions, damages, losses, and expenses, including but not limited to attorney's fees and costs, arising out of or resulting from this Agreement, the Project, or any other activities under this Agreement.

8. Termination: The CRA shall have the right to terminate this Agreement for convenience or in the event of a breach of any of its terms and provisions. A breach shall include, but not be limited to, failure to meet the match requirements described in paragraph 3; failure to begin work and progress along the schedule in the time and manner specified in paragraph 5; failure to obtain approval of any Project modifications; or failure to obtain Project time extensions. If a Project is terminated, and the Project is located on public property or right-of-way, the CRA reserves the right to remove or require the Recipient to remove any or all portions of the Project or claim as its own and use it deems fit, any improvements or materials remaining on the Project site.

9. Notice of Termination: Upon the CRA's determination that the Recipient has breached any term or provision of the Agreement, the CRA shall provide the Recipient with written notice of the breach and the required corrective action. This Agreement shall terminate automatically if the Recipient fails to remedy the breach to the CRA's satisfaction within fifteen (15) days of the Recipient's receipt of the written notice.

10. Subsequent to Termination: The CRA shall provide the Recipient a certified letter confirming termination of the Agreement. Within thirty (30) days of receipt of the termination letter, the Recipient shall submit a cashier's check to the County for the total amount of grant funds disbursed under this Agreement.

11. Property Owner(s) as Independent Contractor: The parties agree that the Recipient is an independent contractor and is not employee or agent of the CRA.

12. Inspector: The Escambia County CRA, or other County officials as may be duly authorized by the CRA, reserves the right to place inspectors at the work site in order to ensure proper expenditure of the grant funds provided under this Agreement. The CRA does not assume any liability for the quality of work performed or injuries incurred during the performance of the Project. Further, the CRA shall not act in a supervisory capacity during the course of the Project.

13. Payment Process: At Project completion, the CRA will reimburse the Recipient for pre-approved eligible Project costs that are incurred during the course of the Project. The Recipient accepts sole responsibility for ensuring that all Project expenses are reviewed and approved by the CRA prior to Recipient authorizing delivery of the goods, services, or equipment. The Recipient shall provide the CRA with a minimum of three written price quotes for each item to be purchased. The CRA shall not be obligated to disburse Grant funds for any unauthorized goods, services, or equipment, and the liability for payment in such instances shall be the responsibility of the Recipient. The CRA shall not be obligated to disburse Grant funds until the Recipient submits vendor invoices, copy of signed permit, proof of payment, and other documentation as may be required by the CRA. Final determination regarding the acceptability of supporting documentation shall rest with the Clerk of the Circuit Court/Finance Division. The Recipient shall provide the CRA with the names and signatures of all persons designated by Recipient to purchase goods, services, and equipment for the Project and the CRA shall not be obligated to disburse Grant funds to persons not previously designated by the Recipient.

14. Maintenance of Records: The Recipient shall maintain written records and accounts documenting all expenditures related to the Project. The Recipient shall maintain all documents for a minimum period of three (3) years from the date of final completion of the Project, or until final resolution of matters involving any questioned costs, audit concerns, or related matters. The Recipient acknowledges that this Agreement and any related financial records, audits, reports, plans, correspondence, and other documents may be subject to disclosure to members of the public pursuant to Chapter 119, Florida Statutes. In the event that the Recipient fails to abide by the provisions of Chapter 119, Florida Statutes, the CRA may terminate this Agreement. In such case, the Recipient shall not be entitled to receive any further disbursement or benefit associated with this Agreement.

15. Audit: The County or the Clerk of the Circuit Court/Finance Division may audit or review any and all records or documents pertaining to this Agreement at any time.

16. Amendments: Any amendments to this Agreement shall be in writing executed by both parties with the same formalities as this Agreement.

17. Notice: Any notices to the County shall be mailed to:

County:

Zakkiyyah Osuigwe, Development Program Manager
Neighborhood & Human Services Department
Community Redevelopment Agency
221 Palafox Place
Pensacola, Florida 32502

Recipient(s):

Dell A. Reynolds
807 Montclair Road
Pensacola, FL 32505

All notices shall be sent by certified mail, return receipt requested.

18. No Discrimination: The Recipient shall ensure that this Agreement is performed and executed in a non-discriminatory manner, consistent with state and federal civil rights legislation. All services and access shall be available without regard to race, creed, color, handicap, familial status, disability, religion, or national origin.

19. Entire Agreement: This Agreement contains the entire agreement between the parties and no representations, inducements, promises, or other agreements between the parties not contained in this Agreement will be of any force and effect.

20. No Waiver: This Agreement does not constitute a waiver of any local ordinances, codes, or regulations.

21. This Agreement is executed in Escambia County, Florida, and performance and interpretation of this Agreement shall be construed in accordance with the laws of Florida. Any action relating to this Agreement shall be instituted and prosecuted in the courts of Escambia County, Florida, and each party waives the right to change of venue.

22. If any part, term, or provision of this Agreement is held by the courts to be illegal or in conflict with any law of the state where made, the validity of the remaining portions or provisions shall not be affected, and the rights and obligations of the parties shall be construed and enforced as if the Agreement did not contain the particular part, term, or provision held to be invalid.

23. The headings appearing in this Agreement have been inserted for the purpose of convenience and for ready reference. They do not purport to, and shall not be deemed to define, limit or extend the scope or intent of the clauses to which they appertain.

24. If any date herein set forth for the performance of any obligations, or the delivery of any instrument, or for the giving of any notice by the parties such as herein provided, shall be on Saturday, Sunday, or legal holiday such compliance shall be deemed acceptable on the next business day following such Saturday, Sunday, or legal holiday.

25. Each individual executing this Agreement on behalf of a business or government entity represents and warrants that they are duly authorized to execute and deliver this Agreement on behalf of their respective principal, in accordance with duly adopted action or authority of the governing Board of each party, and that this Agreement is binding upon each party in accordance with its terms.

For: **Board of County Commissioners of Escambia County**

By: _____
Grover C. Robinson, IV, Chairman

ATTEST: **PAM CHILDERS**
Clerk of the Circuit Court

Date Executed: _____

By: _____
Deputy Clerk

BCC Approved: _____

(SEAL)

For Recipient:

Dell A. Reynolds, Property Owner


STATE OF FLORIDA
COUNTY OF ESCAMBIA

The foregoing instrument was acknowledged before me this 21st day of March, 2016 by Dell A. Reynolds, Property Owner. She () is personally known to me or (X) has produced FLDL...548-1 as identification.



ZAKKIYYAH Q. OSUIGWE
MY COMMISSION # FF 054108
EXPIRES: September 15, 2017
Bonded Thru Budget Notary Services

(Notary Seal)


Signature of Notary Public
Zakkiyyah Osuigwe
Printed Name of Notary Public

Approved as to form and legal sufficiency.

By/Title: Zakkiyyah Osuigwe
Date: 3/21/16

EXHIBIT I

RESIDENTIAL REHAB GRANT PROJECT

Property Owner(s): **Dell A. Reynolds**

Property Address: **807 Montclair Road, Pensacola, Florida, 32505**

The "Project" includes the following improvement to the above referenced property:

Electrical Rewiring.

Escambia County Community Redevelopment Agency
Residential Rehab Grant Program
Administered By: Escambia County Community & Environment Department
Community Redevelopment Agency

Lien Agreement

Applicant Name(s)
Dell A. Reynolds

Address of Property
807 Montclair Road
Pensacola, FL 32505

Property Reference No.
10-2S-30-1000-070-023

Total Amount of Lien

\$375

I, the undersigned owner of the residential property referenced above, agree that the improved residential property will continue to be used for residential purposes for a period of not less than one (1) year from the date this lien agreement is recorded in the public records. I will not sell, lease, or transfer ownership or possession of the property to any other person, persons, corporation or other legal entity during this one (1) year period without the express written permission of the CRA. Such permission shall not be unreasonably withheld nor is this lien agreement intended to otherwise unreasonably prevent the alienation of the property.

The lien shall be due and payable in total for a period of one (1) year from the date this lien agreement is recorded in the public records. Upon documentation of compliance with the provisions of this lien agreement and the Escambia County **Residential Rehab Grant Program**, and one (1) year subsequent to the recording of the lien agreement in the public records, this lien shall depreciate to zero (0), and repayment shall be forgiven. I understand that this lien will not be subordinated without the prior approval of the CRA, and subordination shall be considered for approval only to enable the owner to secure financing required to complete further improvements to the subject property.

If the property is sold or if ownership or possession is otherwise transferred without the express written permission of the CRA to another party or parties, the property is leased to a tenant without the approval of the CRA, or the funding agreement executed concurrently with this lien agreement is terminated prior to expiration of the one (1) year period referenced above, I agree that I or my heir(s) or assigns shall repay the total amount of grant funds disbursed by the CRA, up to and including the amount recited above.

For Recipient:

Dell A. Reynolds
Dell A. Reynolds, Property Owner

STATE OF FLORIDA
COUNTY OF ESCAMBIA

The foregoing instrument was acknowledged before me this 21st day of March, 2016 by Dell A. Reynolds, Property Owner. She (☐) is personally known to me or (☒) has produced FLDL-58-1 as identification.



ZAKKIYYAH Q. OSUIGWE
MY COMMISSION # FF 054108
EXPIRES: September 15, 2017
Bonded Thru Budget Notary Services

Zakkiyyah Osuigwe
Signature of Notary Public
Zakkiyyah Osuigwe
Printed Name of Notary Public

For: **Board of County Commissioners of
Escambia County**

By: _____
Grover C. Robinson, IV, Chairman

ATTEST: **PAM CHILDERS**
Clerk of the Circuit Court

By: _____
Deputy Clerk

Date Executed: _____

BCC Approved: _____

This instrument prepared by:
Zakkiyyah Osuigwe, Development Program Manager
Neighborhood and Human Services Department
Community Redevelopment Agency
221 Palafox Place, Pensacola, FL 32502

Approved as to form and legal
sufficiency.

By/Title: Kelly A. AEA
Date: 3/18/16



Electrical Rewiring

807 Montclair Road – Dell A. Reynolds

**ESCAMBIA COUNTY COMMUNITY REDEVELOPMENT AGENCY
RESIDENTIAL REHAB GRANT PROGRAM FUNDING AGREEMENT**

THIS FUNDING AGREEMENT is made and entered into this 21st day of April 2016, by and between the ESCAMBIA COUNTY COMMUNITY REDEVELOPMENT AGENCY, (the "CRA"), 221 Palafox Place, Pensacola, Florida 32502 and David and Carol Richtmyre, (the "Recipient(s)"), owner of residential property located at 403 Cary Memorial Drive, Pensacola, Florida, 32505.

WITNESSETH:

WHEREAS, the CRA has established the **Residential Rehab Grant Program** (the "Program") to provide grants to qualified property owners for projects within the boundaries of the County's designated Community Redevelopment Areas; and

WHEREAS, the Recipient have applied for a grant to fund the project described in **EXHIBIT I** of this Agreement (the "Project"); and

WHEREAS, the parties wish to define their rights and obligations with respect to the Project and the Program grant to be provided to the Recipient.

NOW, THEREFORE, in consideration of the mutual covenants contained in this Agreement, and other good and valuable consideration, the parties agree as follows:

1. **Recitals:** The above recitals are incorporated into this Agreement.
2. **Residential Rehab Grant Program:** The CRA awards to the Recipient a matching Grant in the maximum amount of **\$6,000**, which, together with any matching funds provided by the Recipient, shall be expended solely for the construction and completion of the Project described in **EXHIBIT I**, which is hereby fully incorporated into this agreement.
3. **In-Kind Match:** The Recipient shall provide matching funds in the total amount of **\$6,000**, which shall be comprised of a cash contribution of **\$6,000**
4. **Project:** The Project funded by the grant is defined in **EXHIBIT I**. The Recipient shall supervise the work performed and ensure proper maintenance of the Project. The CRA will not be responsible in any manner for the selection of a contractor. Work on the Project shall not commence until the Recipient receives written notification from the CRA that the Project may proceed.
5. **Term:** The work to be performed for the Project shall commence after the **21st** day of **April 2016**, and the Project shall be complete on or before the **21st** day of **July 2016**, (the "Termination Date"). In the event that the Project will not be completed by the Termination Date, the Recipient shall submit a written request for an extension to the CRA at least (30) days prior to the Termination Date. The CRA, in its sole discretion, may grant the extension. However, the CRA's agreement to grant an extension shall not constitute a waiver of any of the other terms or provisions of this Agreement.
6. **Applicable Laws:** The Recipient must comply with all applicable federal, state, and local laws, and shall, at his expense, secure and pay for all permits and be responsible for all other fees or charges associated with the performance of the Project or any other activities under this Agreement.

7. Indemnification: The Recipient shall indemnify, defend, and hold harmless the CRA, including its elected officials, Board members, agents and employees, from and against all claims, suits, actions, damages, losses, and expenses, including but not limited to attorney's fees and costs, arising out of or resulting from this Agreement, the Project, or any other activities under this Agreement.

8. Termination: The CRA shall have the right to terminate this Agreement for convenience or in the event of a breach of any of its terms and provisions. A breach shall include, but not be limited to, failure to meet the match requirements described in paragraph 3; failure to begin work and progress along the schedule in the time and manner specified in paragraph 5; failure to obtain approval of any Project modifications; or failure to obtain Project time extensions. If a Project is terminated, and the Project is located on public property or right-of-way, the CRA reserves the right to remove or require the Recipient to remove any or all portions of the Project or claim as its own and use it deems fit, any improvements or materials remaining on the Project site.

9. Notice of Termination: Upon the CRA's determination that the Recipient has breached any term or provision of the Agreement, the CRA shall provide the Recipient with written notice of the breach and the required corrective action. This Agreement shall terminate automatically if the Recipient fails to remedy the breach to the CRA's satisfaction within fifteen (15) days of the Recipient's receipt of the written notice.

10. Subsequent to Termination: The CRA shall provide the Recipient a certified letter confirming termination of the Agreement. Within thirty (30) days of receipt of the termination letter, the Recipient shall submit a cashier's check to the County for the total amount of grant funds disbursed under this Agreement.

11. Property Owner(s) as Independent Contractor: The parties agree that the Recipient is an independent contractor and is not employee or agent of the CRA.

12. Inspector: The Escambia County CRA, or other County officials as may be duly authorized by the CRA, reserves the right to place inspectors at the work site in order to ensure proper expenditure of the grant funds provided under this Agreement. The CRA does not assume any liability for the quality of work performed or injuries incurred during the performance of the Project. Further, the CRA shall not act in a supervisory capacity during the course of the Project.

13. Payment Process: At Project completion, the CRA will reimburse the Recipient for pre-approved eligible Project costs that are incurred during the course of the Project. The Recipient accepts sole responsibility for ensuring that all Project expenses are reviewed and approved by the CRA prior to Recipient authorizing delivery of the goods, services, or equipment. The Recipient shall provide the CRA with a minimum of three written price quotes for each item to be purchased. The CRA shall not be obligated to disburse Grant funds for any unauthorized goods, services, or equipment, and the liability for payment in such instances shall be the responsibility of the Recipient. The CRA shall not be obligated to disburse Grant funds until the Recipient submits vendor invoices, copy of signed permit, proof of payment, and other documentation as may be required by the CRA. Final determination regarding the acceptability of supporting documentation shall rest with the Clerk of the Circuit Court/Finance Division. The Recipient shall provide the CRA with the names and signatures of all persons designated by Recipient to purchase goods, services, and equipment for the Project and the CRA shall not be obligated to disburse Grant funds to persons not previously designated by the Recipient.

14. Maintenance of Records: The Recipient shall maintain written records and accounts documenting all expenditures related to the Project. The Recipient shall maintain all documents for a minimum period of three (3) years from the date of final completion of the Project, or until final resolution of matters involving any questioned costs, audit concerns, or related matters. The Recipient acknowledges that this Agreement and any related financial records, audits, reports, plans, correspondence, and other documents may be subject to disclosure to members of the public pursuant to Chapter 119, Florida Statutes. In the event that the Recipient fails to abide by the provisions of Chapter 119, Florida Statutes, the CRA may terminate this Agreement. In such case, the Recipient shall not be entitled to receive any further disbursement or benefit associated with this Agreement.

15. Audit: The County or the Clerk of the Circuit Court/Finance Division may audit or review any and all records or documents pertaining to this Agreement at any time.

16. Amendments: Any amendments to this Agreement shall be in writing executed by both parties with the same formalities as this Agreement.

17. Notice: Any notices to the County shall be mailed to:
County:
Zakkiyyah Osuigwe, Development Program Manager
Neighborhood & Human Services Department
Community Redevelopment Agency
221 Palafox Place
Pensacola, Florida 32502

Recipient(s):
David and Carol Richtmyre
403 Cary Memorial Drive
Pensacola, FL 32505

All notices shall be sent by certified mail, return receipt requested.

18. No Discrimination: The Recipient shall ensure that this Agreement is performed and executed in a non-discriminatory manner, consistent with state and federal civil rights legislation. All services and access shall be available without regard to race, creed, color, handicap, familial status, disability, religion, or national origin.

19. Entire Agreement: This Agreement contains the entire agreement between the parties and no representations, inducements, promises, or other agreements between the parties not contained in this Agreement will be of any force and effect.

20. No Waiver: This Agreement does not constitute a waiver of any local ordinances, codes, or regulations.

21. This Agreement is executed in Escambia County, Florida, and performance and interpretation of this Agreement shall be construed in accordance with the laws of Florida. Any action relating to this Agreement shall be instituted and prosecuted in the courts of Escambia County, Florida, and each party waives the right to change of venue.

22. If any part, term, or provision of this Agreement is held by the courts to be illegal or in conflict with any law of the state where made, the validity of the remaining portions or provisions shall not be affected, and the rights and obligations of the parties shall be construed and enforced as if the Agreement did not contain the particular part, term, or provision held to be invalid.

23. The headings appearing in this Agreement have been inserted for the purpose of convenience and for ready reference. They do not purport to, and shall not be deemed to define, limit or extend the scope or intent of the clauses to which they appertain.

24. If any date herein set forth for the performance of any obligations, or the delivery of any instrument, or for the giving of any notice by the parties such as herein provided, shall be on Saturday, Sunday, or legal holiday such compliance shall be deemed acceptable on the next business day following such Saturday, Sunday, or legal holiday.

25. Each individual executing this Agreement on behalf of a business or government entity represents and warrants that they are duly authorized to execute and deliver this Agreement on behalf of their respective principal, in accordance with duly adopted action or authority of the governing Board of each party, and that this Agreement is binding upon each party in accordance with its terms.

For: **Board of County Commissioners of
Escambia County**

By: _____
Grover C. Robinson, IV, Chairman

Approved as to form and legal
sufficiency.

By/Title: *[Signature]*
Date: 3/16/16

ATTEST: **PAM CHILDERS**
Clerk of the Circuit Court

Date Executed: _____

By: _____
Deputy Clerk

BCC Approved: _____

(SEAL)

For Recipient(s):

[Signature]
David Richtmyre, Property Owner
[Signature]
Carol Richtmyre, Property Owner

STATE OF FLORIDA
COUNTY OF ESCAMBIA

The foregoing instrument was acknowledged before me this 21st day of March, 2016 by David Richtmyre, Property Owner. He () is personally known to me or (X) has produced FLDL 107-0 as identification.

The foregoing instrument was acknowledged before me this 21st day of March, 2016 by Carol Richtmyre, Property Owner. She () is personally known to me or (X) has produced FLDL 663-0 as identification.

(Notary Seal)  **ZAKKIYAH Q. OSUIGWE**
MY COMMISSION # FF 054108
EXPIRES: September 15, 2017
Bonded Thru Budget Notary Services

[Signature]
Signature of Notary Public
Zakkiyah Osuigwe
Printed Name of Notary Public

EXHIBIT I

RESIDENTIAL REHAB GRANT PROJECT

Property Owner(s): **David and Carol Richtmyre**

Property Address: **403 Cary Memorial Drive, Pensacola, Florida, 32505**

The "Project" includes the following improvement to the above referenced property:

Install New Windows and Install Central Heating and Air Conditioning System

Escambia County Community Redevelopment Agency
Residential Rehab Grant Program
Administered By: Escambia County Community & Environment Department
Community Redevelopment Agency

Lien Agreement

Applicant Name(s)
David and Carol Richtmyre

Address of Property
403 Cary Memorial Drive
Pensacola, FL 32505

Property Reference No.
46-1S-30-2001-230-026

Total Amount of Lien

\$6,000

I, the undersigned owner of the residential property referenced above, agree that the improved residential property will continue to be used for residential purposes for a period of not less than one (1) year from the date this lien agreement is recorded in the public records. I will not sell or transfer ownership or possession of the property to any other person, persons, corporation or other legal entity during this one (1) year period without the express written permission of the CRA. Such permission shall not be unreasonably withheld nor is this lien agreement intended to otherwise unreasonably prevent the alienation of the property.

The lien shall be due and payable in total for a period of one (1) year from the date this lien agreement is recorded in the public records. Upon documentation of compliance with the provisions of this lien agreement and the Escambia County **Residential Rehab Grant Program**, and one (1) year subsequent to the recording of the lien agreement in the public records, this lien shall depreciate to zero (0), and repayment shall be forgiven. I understand that this lien will not be subordinated without the prior approval of the CRA, and subordination shall be considered for approval only to enable the owner to secure financing required to complete further improvements to the subject property.

If the property is sold or if ownership or possession is otherwise transferred without the express written permission of the CRA to another party or parties or the funding agreement executed concurrently with this lien agreement is terminated prior to expiration of the one (1) year period referenced above, I agree that I or my heir(s) or assigns shall repay the total amount of grant funds disbursed by the CRA, up to and including the amount recited above.

For Recipient(s):

David Richtmyre
David Richtmyre, Property Owner

Carol Richtmyre
Carol Richtmyre, Property Owner

STATE OF FLORIDA
COUNTY OF ESCAMBIA

The foregoing instrument was acknowledged before me this 21st day of March, 2016 by David Richtmyre, Property Owner. He (☐) is personally known to me or (☒) has produced FLDL 107-0 as identification.

The foregoing instrument was acknowledged before me this 21st day of March, 2016 by Carol Richtmyre, Property Owner. She (☐) is personally known to me or (☒) has produced FLDL 1063-0 as identification.

Zakkiyyah Q. Osuigwe
Signature of Notary Public

Zakkiyyah Osuigwe
Printed Name of Notary Public

(Notary Seal)



ZAKKIYYAH Q. OSUIGWE
MY COMMISSION # FF 054108
EXPIRES: September 15, 2017
Bonded Thru Budget Notary Services

For: **Board of County Commissioners of
Escambia County**

By: Grover C. Robinson, IV, Chairman

ATTEST: **PAM CHILDERS**
Clerk of the Circuit Court

By: _____
Deputy Clerk

Date Executed: _____

BCC Approved: _____

This instrument prepared by:
Zakkiyyah Osuigwe, Development Program Manager
Neighborhood and Human Services Department
Community Redevelopment Agency
221 Palafox Place, Pensacola, FL 32502

Approved as to form and legal
sufficiency.

By/Title: Zakkiyyah Osuigwe
Date: 3/16/16



**Install New Windows and
Central Heating and Air Conditioning System
403 Cary Memorial Drive – David and Carol Richtmyre**



BOARD OF COUNTY COMMISSIONERS
Escambia County, Florida

AI-10091

County Administrator's Report 11. 9.

BCC Regular Meeting

Budget & Finance Consent

Meeting Date: 04/21/2016

Issue: Cancellation of Residential Rehab Grant Program Lien

From: Tonya Gant, Director

Organization: Neighborhood & Human Svcs

CAO Approval:

RECOMMENDATION:

Recommendation Concerning the Cancellation of one Residential Rehab Grant Program Lien - Tonya Gant, Neighborhood & Human Services Department Director

That the Board ratify the following April 21, 2016, action of the Board of County Commissioners of Escambia County, acting in its capacity as the Escambia County Community Redevelopment Agency (CRA) concerning the cancellation of one Residential Rehab Grant Program Lien:

A. Approving the following cancellation of one Residential Rehab Grant Program Lien, as the Grant recipient has met her Grant requirements:

<u>Property Owner</u>	<u>Address</u>	<u>Amount</u>
Mary T. Thomas	1105 West Jordan Street	\$2,925

B. Authorizing the Chairman to execute the Cancellation of Lien document.

BACKGROUND:

The aforementioned property owner has satisfied her one-year compliance with the Residential Rehab Grant Program.

BUDGETARY IMPACT:

There will be no budgetary impact.

LEGAL CONSIDERATIONS/SIGN-OFF:

Kristin Hual, Assistant County Attorney, has reviewed and approved the Cancellation of Lien documents as to form and legal sufficiency.

PERSONNEL:

Neighborhood & Human Services/Community Redevelopment Agency (NHS/CRA) staff coordinates the Residential Rehab Grant Program and all associated administrative functions.

POLICY/REQUIREMENT FOR BOARD ACTION:

Current practice requires Board approval for Residential Rehab Grant Program lien cancellations.

IMPLEMENTATION/COORDINATION:

Upon obtaining the Chairman's signature, the Clerk of Court will record the Cancellation of Lien documents for the owner.

Attachments

LienCx_MThomas-April2016

STATE OF FLORIDA
COUNTY OF ESCAMBIA

CANCELLATION OF LIEN

Escambia County, a political subdivision of the State of Florida, acting in its capacity as the Escambia County Community Redevelopment Agency, the holder of the Lien in the amount of \$2,925, executed by Mary T. Thomas and recorded in Official Record Book 7316 at pages 609-610, of the public records of Escambia County, Florida, and created pursuant to the Escambia County Community Redevelopment Agency Residential Rehab Grant Program, hereby acknowledges cancellation of the Lien, which was satisfied by one-year compliance with the Escambia County Community Redevelopment Agency Residential Rehab Grant Program.

BOARD OF COUNTY COMMISSIONERS
ESCAMBIA COUNTY, FLORIDA

By: _____
Grover C. Robinson, IV, Chairman

ATTEST: Pam Childers
Clerk of the Circuit Court

By: _____
Deputy Clerk

Date Executed: _____

BCC Approved: _____

Prepared by:
Max Rogers, AICP, Development Program Manager
Community & Environment Department
Community Redevelopment Agency
221 Palafox Place, Suite 305
Pensacola, FL 32502

Approved as to form and legal
sufficiency.

By/Title: Kathleen A. Galt
Date: 3/1/10

**Escambia County
Clerk's Original**

Pam Childers
CLERK OF THE CIRCUIT COURT
ESCAMBIA COUNTY FLORIDA
INST# 2015020713 03:18:2015 at 04:48 PM
OFF REC BK: 7316 PG 609 - 610 Doc Type L
RECORDING \$18.50

1/22/2015 CACT-2(5)

**Escambia County Community Redevelopment Agency
Residential Rehab Grant Program**

Administered By: Escambia County Community & Environment Department
Community Redevelopment Agency

Lien Agreement

Applicant Name(s)	Address of Property	Property Reference No.
<u>Mary Thene Thomas</u>	<u>1105 West Jordan Street</u> <u>Pensacola, FL 32501</u>	<u>18-2S-30-6000-005-016</u>

Total Amount of Lien **\$2,925**

I, the undersigned owner of the residential property referenced above, agree that the improved residential property will continue to be used for residential purposes for a period of not less than one (1) year from the date this lien agreement is recorded in the public records. I will not sell, lease, or transfer ownership or possession of the property to any other person, persons, corporation or other legal entity during this one (1) year period without the express written permission of the CRA. Such permission shall not be unreasonably withheld nor is this lien agreement intended to otherwise unreasonably prevent the alienation of the property.

The lien shall be due and payable in total for a period of one (1) year from the date this lien agreement is recorded in the public records. Upon documentation of compliance with the provisions of this lien agreement and the Escambia County **Residential Rehab Grant Program**, and one (1) year subsequent to the recording of the lien agreement in the public records, this lien shall depreciate to zero (0), and repayment shall be forgiven. I understand that this lien will not be subordinated without the prior approval of the CRA, and subordination shall be considered for approval only to enable the owner to secure financing required to complete further improvements to the subject property.

If the property is sold or if ownership or possession is otherwise transferred without the express written permission of the CRA to another party or parties, the property is leased to a tenant without the approval of the CRA, or the funding agreement executed concurrently with this lien agreement is terminated prior to expiration of the one (1) year period referenced above, I agree that I or my heir(s) or assigns shall repay the total amount of grant funds disbursed by the CRA, up to and including the amount recited above.

Date: 1/26/2015 Verified By: J. Carew

I warrant that the property is my homestead as defined by the Constitution and laws of the State of Florida.

For Recipient:

Mary Thene Thomas
Mary Thene Thomas, Property Owner

STATE OF FLORIDA
COUNTY OF ESCAMBIA

The foregoing instrument was acknowledged before me this 19th day of December, 2014 by Mary Thene Thomas, Property Owner. She ☐ is personally known to me or ☒ has produced FL Drivers Lic as identification.

[Signature]

Signature of Notary Public

MAXWELL ROGERS

Printed Name of Notary Public

(Notary Seal)



For: **Board of County Commissioners of Escambia County**

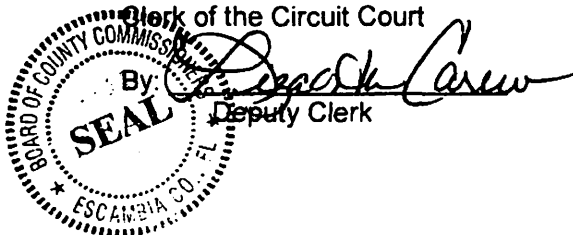
By:

[Signature]
Steven Barry, Chairman

ATTEST: **PAM CHILDERS**
Clerk of the Circuit Court

Date Executed: 1/22/2015

BCC Approved: 01-22-2015



This instrument prepared by:
Zakkiyyah Osuigwe, Development Program Manager
Community & Environment Department
Community Redevelopment Agency
221 Palafox Place, Pensacola, FL 32502

Approved as to form and legal sufficiency

By/Title:

Date: 12/19/14



Before

Englewood District

1105 Jordan St.

Replace roof

Project Total \$5,850

Grant Total \$2,925



After



BOARD OF COUNTY COMMISSIONERS

Escambia County, Florida

AI-10092

County Administrator's Report 11. 10.

BCC Regular Meeting

Budget & Finance Consent

Meeting Date: 04/21/2016

Issue: Cancellation of Commercial Facade, Landscape, and Infrastructure Grant Program Liens

From: Tonya Gant, Director

Organization: Neighborhood & Human Svcs

CAO Approval:

RECOMMENDATION:

Recommendation Concerning the Cancellation of Two Commercial Facade, Landscape, and Infrastructure Grant Program Liens - Tonya Gant, Neighborhood & Human Services, Department Director

That the Board ratify the following April 21, 2016, action of the Board of County Commissioners of Escambia County, acting in its capacity as the Escambia County Community Redevelopment Agency (CRA) concerning the cancellation of two Commercial Facade, Landscape, and Infrastructure Grant Program Liens:

A. Approving the following cancellation of two Commercial Facade, Landscape, and Infrastructure Grant Program Liens, as the Grant recipients have met their Grant requirements; and

<u>Property Owner's Name</u>	<u>Address</u>	<u>Lien Amount</u>
Kathleen A. Richardson	3420 Barrancas Avenue	\$10,000
Granger Development & Brokerage Service, Inc.	3770 Barrancas Avenue	\$3,975

B. Authorizing the Chairman to sign and execute the Cancellation of Lien documents.

BACKGROUND:

The aforementioned property owners have satisfied their one-year compliance with the Grant program.

BUDGETARY IMPACT:

No budgetary impact is anticipated.

LEGAL CONSIDERATIONS/SIGN-OFF:

Kristin Hual, Assistant County Attorney, has reviewed and approved the Cancellation of Lien documents as to form and legal sufficiency.

PERSONNEL:

Neighborhood and Human Services Department/ Community Redevelopment Agency (NHS/CRA) staff will coordinate and administer the Commercial Facade Grant Program.

POLICY/REQUIREMENT FOR BOARD ACTION:

Current practice requires Board approval of the Cancellation of Liens for the Commercial Facade Grant Program.

IMPLEMENTATION/COORDINATION:

Upon obtaining the Chairman's signature, the Clerk of Court will record the Cancellation of Liens.

Attachments

LienCx_Richardson-April2016

LienCx_GrangerDevelopment&BrokerageServices-April2016

STATE OF FLORIDA
COUNTY OF ESCAMBIA

CANCELLATION OF LIEN

Escambia County, a political subdivision of the State of Florida, acting in its capacity as the Escambia County Community Redevelopment Agency, the holder of the Lien in the amount of **\$10,000** executed by **Kathleen A. Richardson**, and recorded in Official Record Book **7294** at pages **1080-1081**, of the public records of Escambia County, Florida, and created pursuant to the Escambia County Community Redevelopment Agency Commercial Façade, Landscape, and Infrastructure Grant Program, hereby acknowledges cancellation of the Lien with the Escambia County Community Redevelopment Agency Commercial Façade, Landscape, and Infrastructure Grant Program.

BOARD OF COUNTY COMMISSIONERS
ESCAMBIA COUNTY, FLORIDA

By: _____
Grover C. Robinson, IV, Chairman

ATTEST: **Pam Childers**
Clerk of the Circuit Court

By: _____
Deputy Clerk

Date Executed: _____

BCC Approved: _____

Approved as to form and legal
sufficiency.

By/Title: Kathleen A. Childers
Date: 3/1/16

Prepared by:
Max Rogers, AICP, Development Program Manager
Neighborhood & Human Services Department
Community Redevelopment Agency
221 Palafox Place, Suite 305
Pensacola, FL 32502

Escambia County

Clerk's Original

09/25/2014/CAR II-29

**Escambia County Community Redevelopment Agency
Commercial Façade, Landscape, and Infrastructure Grant Program
Administered By: Escambia County Community & Environment Department
Community Redevelopment Agency**

Lien Agreement

Applicant Name(s)

Address of Property

Property Reference No.

Kathleen A. Richardson

**3420 Barrancas Avenue
Pensacola, Florida 32507**

59-2S-30-1000-001-911

Total Amount of Lien

\$10,000

I, the undersigned owner of the commercial property referenced above, agree that the improved commercial property will continue to be operated for the commercial use approved by the Escambia County Community Redevelopment Agency (CRA) for a period of not less than one (1) year from the date this lien agreement is recorded in the public records. I will not sell, lease, or transfer ownership or possession of the property to any other person, persons, corporation or other legal entity during this one (1) year period without the express written permission of the CRA. Such permission shall not be unreasonably withheld nor is this lien agreement intended to otherwise unreasonably prevent the alienation of the property.

Further, in the event that the commercial property is the subject of an existing lease, I will notify the CRA at least sixty (60) days prior to any change in the current tenant(s); and I will obtain the approval of the CRA before leasing the property to a new tenant. Such permission shall not be unreasonably withheld.

The lien shall be due and payable in total for a period of one (1) year from the date this lien agreement is recorded in the public records. Upon documentation of compliance with the provisions of this lien agreement and the Escambia County **Commercial Façade, Landscape and Infrastructure Grant Program**, and one (1) year subsequent to the recording of the lien agreement in the public records, this lien shall depreciate to zero (0), and repayment shall be forgiven. I understand that this lien will not be subordinated without the prior approval of the CRA, and subordination shall be considered for approval only to enable the owner to secure financing required to complete further improvements to the subject property.

If the property is sold or if ownership or possession is otherwise transferred without the express written permission of the CRA to another party or parties, the property is leased to a business without the approval of the CRA, or the funding agreement executed concurrently with this lien agreement is terminated prior to expiration of the one (1) year period referenced above, I agree that I or my heir(s) or assigns shall repay the total amount of grant funds disbursed by the CRA, up to and including the amount recited above.

Pam Childers
CLERK OF THE CIRCUIT COURT
ESCAMBIA COUNTY FLORIDA
INST# 2015008451 02-03-2015 at 02:57 PM
OFF REC BK: 7294 PG 1080 - 1081 Doc Type: L
RECORDING \$18.50

Date: 09/29/2014 Verified By: NA Cub

I warrant that the property is not homestead as defined by the Constitution and laws of the State of Florida.

For Recipient:

Kathleen A. Richardson
Kathleen A. Richardson, Property Owner

STATE OF FLORIDA
COUNTY OF ESCAMBIA

The foregoing instrument was acknowledged before me this 5th day of August, 2014 by Kathleen A. Richardson, Property Owner. She () is personally known to me or (☒) has produced FL Drivers Lic as identification.
R263-501-48-760-0



[Signature]
Signature of Notary Public
MAXWELL ROGERS
Printed Name of Notary Public

Approved as to form and legal sufficiency.

By/Title: [Signature]
Date: 8/27/14

For: **Escambia County
Board of County Commissioners**

By: [Signature]
Lumon J. May, Chairman

Date Executed: 09/26/2014

BCC Approved: 09-25-2014

ATTEST: PAM CHILDERS
Clerk of the Circuit Court



[Signature]
Deputy Clerk

This instrument prepared by:
Zakkiyyah Osuigwe, Development Program Manager
Community & Environment Department
Community Redevelopment Agency
221 Palafox Place Suite 305, Pensacola, FL 32502



Before

Barrancas District

3420 Barrancas Ave.

Parking improvements

Project Total \$26,393

Grant Total \$10,000



After

STATE OF FLORIDA
COUNTY OF ESCAMBIA

CANCELLATION OF LIEN

Escambia County, a political subdivision of the State of Florida, acting in its capacity as the Escambia County Community Redevelopment Agency, the holder of the Lien in the amount of **\$3,975** executed by **Granger Development & Brokerage Service, Inc.**, and recorded in Official Record Book **7328** at pages **476-477**, of the public records of Escambia County, Florida, and created pursuant to the Escambia County Community Redevelopment Agency Commercial Façade, Landscape, and Infrastructure Grant Program, hereby acknowledges cancellation of the Lien with the Escambia County Community Redevelopment Agency Commercial Façade, Landscape, and Infrastructure Grant Program.

BOARD OF COUNTY COMMISSIONERS
ESCAMBIA COUNTY, FLORIDA

By: _____
Grover C. Robinson, IV, Chairman

ATTEST: **Pam Childers**
Clerk of the Circuit Court

By: _____
Deputy Clerk

Date Executed: _____

BCC Approved: _____

Prepared by:
Max Rogers, AICP, Development Program Manager
Neighborhood & Human Services Department
Community Redevelopment Agency
221 Palafox Place, Suite 305
Pensacola, FL 32502

Approved as to form and legal
sufficiency.

By/Title: *K. Hual A. A.*
Date: 3/11/16

**Escambia County
Clerk's Original**

1/22/2015 CAL II-4

**Escambia County Community Redevelopment Agency
Commercial Façade, Landscape, and Infrastructure Grant Program
Administered By: Escambia County Community & Environment Department
Community Redevelopment Agency**

Lien Agreement

Applicant Name(s)	Address of Property	Property Reference No.
<u>Granger Development & Brokerage Services, Inc</u>	<u>3770 Barrancas Avenue Pensacola, Florida 32507</u>	<u>50-2S-30-5000-180-015</u>

Total Amount of Lien **\$3.975**

I, the undersigned owner of the commercial property referenced above, agree that the improved commercial property will continue to be operated for the commercial use approved by the Escambia County Community Redevelopment Agency (CRA) for a period of not less than one (1) year from the date this lien agreement is recorded in the public records. I will not sell, lease, or transfer ownership or possession of the property to any other person, persons, corporation or other legal entity during this one (1) year period without the express written permission of the CRA. Such permission shall not be unreasonably withheld nor is this lien agreement intended to otherwise unreasonably prevent the alienation of the property.

Further, in the event that the commercial property is the subject of an existing lease, I will notify the CRA at least sixty (60) days prior to any change in the current tenant(s); and I will obtain the approval of the CRA before leasing the property to a new tenant. Such permission shall not be unreasonably withheld.

The lien shall be due and payable in total for a period of one (1) year from the date this lien agreement is recorded in the public records. Upon documentation of compliance with the provisions of this lien agreement and the Escambia County **Commercial Façade, Landscape and Infrastructure Grant Program**, and one (1) year subsequent to the recording of the lien agreement in the public records, this lien shall depreciate to zero (0), and repayment shall be forgiven. I understand that this lien will not be subordinated without the prior approval of the CRA, and subordination shall be considered for approval only to enable the owner to secure financing required to complete further improvements to the subject property.

If the property is sold or if ownership or possession is otherwise transferred without the express written permission of the CRA to another party or parties, the property is leased to a business without the approval of the CRA, or the funding agreement executed concurrently with this lien agreement is terminated prior to expiration of the one (1) year period referenced above, I agree that I or my heir(s) or assigns shall repay the total amount of grant funds disbursed by the CRA, up to and including the amount recited above.

Date: 1/26/2015 Verified By: *[Signature]*

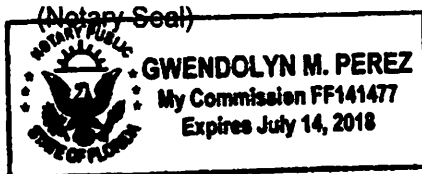
I warrant that the property is not homestead as defined by the Constitution and laws of the State of Florida.

For Recipient:

Kenneth E. Granger III
Kenneth Granger III, Property Owner

STATE OF FLORIDA
COUNTY OF ESCAMBIA

The foregoing instrument was acknowledged before me this 31st day of December, 2014 by Kenneth Granger III, Property Owner. He (☒) is personally known to me or (☐) has produced _____ as identification.



Gwendolyn M. Perez
Signature of Notary Public
Gwendolyn M. Perez
Printed Name of Notary Public

For: Escambia County
Board of County Commissioners

By: *Steven Barry*
Steven Barry, Chairman

Date Executed: 11/22/2015

BCC Approved: 01-22-2015

ATTEST: *PAM CHILDERS*
Pam Childers, Clerk of the Circuit Court



Deborah A. Carr
Deputy Clerk

Approved as to form and legal sufficiency,

By/Title: *K. D. Alach*
Date: 12/23/15

This instrument prepared by:
Zakkiyyah Osuigwe, Development Program Manager
Community & Environment Department
Community Redevelopment Agency
221 Palafox Place Suite 305, Pensacola, FL 32502

Barrancas District

3770 Barrancas Ave.

**Exterior painting &
restoration of architectural
features**

Project Total \$7,950

Grant Total \$3,975



Before



After



BOARD OF COUNTY COMMISSIONERS

Escambia County, Florida

AI-10101

County Administrator's Report 11. 11.

BCC Regular Meeting

Budget & Finance Consent

Meeting Date: 04/21/2016

Issue: Escambia/Pensacola 2017-2019 State Housing Initiatives Partnership Local Housing Assistance Plan, Resolution and Interlocal Agreement

From: Tonya Gant, Director

Organization: Neighborhood & Human Svcs

CAO Approval:

RECOMMENDATION:

Recommendation Concerning the Escambia/Pensacola 2017-2019 State Housing Initiatives Partnership Local Housing Assistance Plan - Tonya Gant, Neighborhood & Human Services Department Director

That the Board take the following action regarding the Escambia/Pensacola 2017-2019 State Housing Initiatives Partnership (SHIP) Local Housing Assistance Plan, Resolution, and Interlocal Agreement:

A. Adopt the Resolution approving the Escambia/Pensacola 2017-2019 SHIP Local Housing Assistance Plan, including SHIP financed affordable housing strategies, specified eligibility and beneficiary definitions, maximum SHIP award limitations, fiscal and administrative provisions, description of affordable housing incentives, annual program service delivery goals, and required SHIP certifications;

B. Approve the SHIP Program Escambia/Pensacola Interlocal Agreement with the City of Pensacola providing for joint implementation and administration of the Escambia/Pensacola SHIP Program and the Escambia/Pensacola Local Housing Assistance Plan;

C. Authorize staff to revise the SHIP budgetary allocations within the approved Plan or between the approved strategies to accurately reflect actual funding distributions provided by Florida Housing Finance Corporation (FHFC); and

D. Authorize the Chairman and/or the County Administrator, as appropriate, to execute all documents required to submit, receive, and implement the SHIP Plan and all related activities.

[Funding: Fund 120, 2017 SHIP, Cost Center 370204, 2018 & 2019 SHIP Cost Centers to be assigned]

BACKGROUND:

The Sadowski Affordable Housing Act, as approved by the Legislature in 1992, was designed to provide a continuous funding source for the construction, rehabilitation, or preservation of affordable housing. These funds have been made available to each of the 67 counties and municipalities in the State through the Florida Housing Finance Corporation (FHFC). With the approval of the Board and Pensacola City Council, the County and City of Pensacola have jointly received and administered State Housing Initiatives Partnership (SHIP) Program funding since 1993.

In order to continue to receive SHIP funding for the upcoming three year period (June 1, 2016 through July 30, 2019) the participating jurisdictions must approve and submit a locally approved Local Housing Assistance Plan (LHAP), supporting Resolution, Interlocal Agreement and supporting documents based on the requirements stipulated in Chapter 420 Florida Statutes and FHFC Administrative Rule 67-37. The LHAP (Exhibit I) and its corresponding Interlocal Agreement and certifications has been prepared through the joint efforts of the Escambia/Pensacola Affordable Housing Advisory Committee (AHAC) with support from the Pensacola Housing Department and the County Neighborhood Enterprise Division. The AHAC approved the LHAP at its March 8 meeting. The LHAP details the SHIP eligible activities, terms, and maximum subsidies to be undertaken in the three year period.

All funds must be used to support affordable homeownership and/or rental rehabilitation or development activities. The following set aside minimums must be met with this funding:

- *65% of the funds must be used for homeownership activities (i.e., must assist homeowners);
- *75% of the funds must be used for construction activities;
- *20% of the funds must be used for persons with Special Needs as defined in F.S. 420.0004;
- *30% of funds must benefit very low income clients (at or below 50% of area median income); and
- *an additional 30% of funds must benefit low income clients (at or below 80% of area median income).

BUDGETARY IMPACT:

SHIP funds are deposited and tracked through the Local Housing Assistance Trust Fund, established in the County's fiscal system as Fund 120/SHIP. Upon approval of the LHAP by the FHFC, the 2017 SHIP funds will be budgeted in County FY 2017 in Fund 120 and revenue will be received quarterly through distributions by FHFC. Projected SHIP funding from program income for each year of the three year LHAP period is \$100,000, subject to revision based on actual receipts. No County general fund revenue is required for this program.

LEGAL CONSIDERATIONS/SIGN-OFF:

The SHIP Program Resolution, the Escambia/Pensacola SHIP Program Interlocal Agreement and the SHIP Certifications have been reviewed and approved by Kristin Hual, Assistant County Attorney.

PERSONNEL:

There will be no impact upon County personnel or positions as a result of the Board's approval of the SHIP Plan. Preparation of the Plan and implementation of the individual SHIP funded activities is administered by existing County staff, City of Pensacola staff and/or staff of the SHIP participating agencies.

POLICY/REQUIREMENT FOR BOARD ACTION:

The SHIP Plan requires formal approval by the Board and City Council prior to submission to FHFC.

IMPLEMENTATION/COORDINATION:

With Board approval of the Plan on April 21, 2016, and approval by the Pensacola City Council on April 12, 2016, the document will be executed by all parties and forwarded to FHFC prior to the May 2, 2016 deadline. The SHIP Program is jointly managed by Escambia County and the Pensacola Housing Office. Through agreements with lenders and local partners, the affordable housing activities cited herein will be implemented with the Neighborhood Enterprise Division and the City performing fiscal and regulatory oversight, client documentation, monitoring, and reporting functions.

Attachments

Ex I-LHAP Resolution IA

EXHIBIT I

ESCAMBIA COUNTY / CITY OF PENSACOLA



SHIP LOCAL HOUSING ASSISTANCE PLAN (LHAP)

2016-2017, 2017-2018 and 2018-2019

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I. Program Details:

A. Name of the participating local government:

Escambia County and the City of Pensacola

Is there an Interlocal Agreement: Yes X No

If "Yes", name local government(s) in the Interlocal Agreement:

Escambia County and the City of Pensacola

B. Purpose of the program:

1. To meet the housing needs of the very low, low and moderate income households;
2. To expand production of and preserve affordable housing; and
3. To further the housing element of the local government comprehensive plan specific to affordable housing.

C. Fiscal years covered by the Plan: 2016-2017, 2017-2018 and 2018-2019

D. Governance:

The SHIP Program is established in accordance with Section 420.907-9079, Florida Statutes and Chapter 67-37, Florida Administrative Code.

Cities and Counties must be in compliance with these applicable statutes, rules and any additional requirements as established through the Legislative process.

E. Local Housing Partnership:

The SHIP Program encourages building active partnerships between government, lenders, builders and developers, real estate professionals, advocates for low-income persons and community groups.

F. Leveraging:

The Plan is intended to increase the availability of affordable residential units by combining local resources and cost saving measures into a local housing partnership and using public and private funds to reduce the cost of housing. SHIP funds may be leveraged with or used to supplement other Florida Housing Finance Corporation programs and to provide local match to obtain federal housing grants or programs.

G. Public Input:

Public input was solicited through face to face meetings with housing providers, social service providers and local lenders and neighborhood associations. Public input was solicited through the local newspaper in the advertising of the Local Housing Assistance Plan on March 7, 2016 in the *Pensacola News Journal*, publication of information on the Escambia County and City of Pensacola websites, and the Notice of Funding Availability which will be published annually upon receipt of annual allocations.

H. Advertising and Outreach:

SHIP funding availability shall be advertised in a newspaper of general circulation and periodicals serving ethnic and diverse neighborhoods, at least 30 days before the beginning

of the application period. If no funding is available due to a waiting list, no notice of funding availability is required.

I. Waiting List/Priorities:

A waiting list will be established when there are eligible applicants for strategies that no longer have funding available. Those households on the waiting list will be notified of their status. Applicants will be maintained in an order that is consistent with the time applications were submitted as well as any established funding priorities as described in this plan or at the time SHIP funding availability is advertised annually. Priorities for funding described/listed here apply to all strategies unless otherwise stated in the strategies contained herein.

J. Discrimination:

In accordance with the provisions of ss.760.20-760.37, it is unlawful to discriminate on the basis of race, color, religion, sex, national origin, age, handicap, or marital status in the award application process for eligible housing.

K. Support Services and Counseling:

Support services are available from various sources. Available support services may include but are not limited to: Legal Services, Fair Housing Service, Homeownership Counseling (Pre and Post), Credit Counseling, Tenant Counseling (as applicable), and Foreclosure Prevention Counseling.

Owners facing foreclosure may also consult HUD programs and the Florida Housing Finance Corporation's Hardest Hit fund (www.flhardesthithelp.org)

L. Purchase Price Limits:

The sales price or value of new or existing eligible housing may not exceed 90% of the average area purchase price in the statistical area in which the eligible housing is located. Such average area purchase price may be that calculated for any 12-month period beginning not earlier than the fourth calendar year prior to the year in which the award occurs. The sales price of new and existing units, which can be lower but may not exceed 90% of the median area purchase price established by the U.S. Treasury Department or as described above. The methodology used is:

☒ U.S. Treasury Department
☐ Local HFA Numbers

M. Income Limits, Rent Limits and Affordability:

The Income and Rent Limits used in the SHIP Program are updated annually by the Department of Housing and Urban Development and posted at www.floridahousing.org.

"Affordable" means that monthly rents or mortgage payments including taxes and insurance do not exceed 30 percent of that amount which represents the percentage of the median annual gross income for the households as indicated in Sections 420.9071, F.S. However, it is not the intent to limit an individual household's ability to devote more than 30% of its income for housing, and housing for which a household devotes more than 30% of its income shall be deemed Affordable if the first institutional mortgage lender is satisfied that the household can afford mortgage payments in excess of the 30% benchmark and in the case of rental housing does not exceed those rental limits adjusted for bedroom size.

N. Welfare Transition Program:

Should an eligible sponsor be used, a qualification system and selection criteria for applications for Awards to eligible sponsors shall be developed, which includes a description that demonstrates how eligible sponsors that employ personnel from the Welfare Transition Program will be given preference in the selection process.

O. Monitoring and First Right of Refusal:

In the case of rental housing, the staff and any entity that has administrative authority for implementing the local housing assistance plan assisting rental developments shall annually monitor and determine tenant eligibility or, to the extent another governmental entity provides the same monitoring and determination, a municipality, county or local housing financing authority may rely on such monitoring and determination of tenant eligibility. However, any loan or grant in the original amount of \$3,000 or less shall not be subject to these annual monitoring and determination of tenant eligibility requirements. Tenant eligibility will be monitored annually for no less than 15 years or the term of assistance whichever is longer unless as specified above or in individual program agreements.

Eligible sponsors that offer rental housing for sale before 15 years or that have remaining mortgages funded under this program must give a first right of refusal to eligible nonprofit organizations for purchase at the current market value for continued occupancy by eligible persons.

P. Administrative Budget:

A line-item budget of proposed Administrative Expenditures is attached as Exhibit A.

Escambia County and the City of Pensacola find that the moneys deposited in the local housing assistance trust fund shall be used to administer and implement the local housing assistance plan. These are presented on an annual basis for each State fiscal year submitted.

Section 420.9075 Florida Statute and Chapter 67-37, Florida Administrative Code, states: “A county or an eligible municipality may not exceed the 5 percent limitation on administrative costs, unless its governing body finds, by resolution, that 5 percent of the local housing distribution plus 5 percent of program income is insufficient to adequately pay the necessary costs of administering the local housing assistance plan.”

Section 420.9075 Florida Statute and Chapter 67-37, Florida Administrative Code, further states: “The cost of administering the program may not exceed 10 percent of the local housing distribution plus 5 percent of program income deposited into the trust fund, except that small counties, as defined in s. 120.52(17), and eligible municipalities receiving a local housing distribution of up to \$350,000 may use up to 10 percent of program income for administrative costs.” The applicable local jurisdiction has adopted the above findings in the resolution attached as Exhibit E.

Q. Program Administration:

Administration of the local housing assistance plan will be wholly performed and maintained by Escambia County and the City of Pensacola.

R. Project Delivery Costs: Most costs to administer the various program activities will be covered in the County or City’s administrative budget. In cases where an activity is outsourced to a third party, a service delivery fee may be allowed to cover costs

associated with providing the service to a household to offset the costs with managing the activity. A service delivery fee will most likely be utilized in conjunction with 3rd party administration of the Housing Repair Activity.

For the Rental Development activity, the City/County may include appraisals, surveys, housing market studies, environmental reviews, third party underwriting or construction oversight, etc. as a project delivery cost to be included within the cost of the project.

- S. Essential Service Personnel Definition: Counties and eligible municipalities are required to include a definition of Essential Services Personnel as noted in Rule Chapter 67-37.002(8) F.A.C., Chapter 67-37.005(10), F.A.C. and Section 420.9075(3), F.S.

Implementation of the 2017-2019 SHIP Local Housing Assistance Plan is anticipated to impact “essential service personnel” as defined in the governing regulations. For purposes of this Plan, Escambia County and the City of Pensacola have determined that “*essential service personnel*” shall include persons in need of affordable housing who meet all of the following requirements:

(1) are permanently employed by a company or organization located within Escambia County, the City of Pensacola or the Town of Century, all lying within Escambia County, Florida; in one of the following categories:

- Local or State Law Enforcement, Fire, Rescue, and Emergency Services, Public Safety and Emergency Management
- Teachers, Educators, and School District personnel in the public, private and university systems
- Health Care Professionals and support personnel
- Tourism Industry professionals and employees
- Judicial/Court System management and support personnel
- Service Industry personnel (including child care, hospitality, and food service)

(2) have maximum annual income at or below 120% of the Pensacola MSA median income as defined in the SHIP Rule 67-37.

- T. Describe efforts to incorporate Green Building and Energy Saving products and processes:

The County and City shall, through implementation of the various SHIP housing strategies, encourage and support green, storm resistant, and low maintenance construction, including energy efficient features that are economically sound with respect to the goals and beneficiaries of each strategy.

Section II. LHAP Strategies:

A.

<i>PURCHASE ASSISTANCE</i>	<i>Code: 1,2</i>
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a. Summary of Strategy:

SHIP funds will be made available to support down payment and closing costs for the purchase of an existing or newly constructed affordable housing unit on a one-time basis to income eligible first time homebuyers including very low, low and moderate income families. Assistance shall be tailored to the individual affordability and financing needs of the participating homebuyer to enable the purchase of an existing or newly constructed home which does not exceed the maximum total cost as identified below. Permanent first mortgage financing (exceeding the SHIP Purchase Assistance) will be provided through financial institutions, homebuyer programs and/or private developers/contractors without local guarantee, thereby leveraging a significant volume of private sector financing.

b. Fiscal Years Covered: 2016-2017, 2017-2018 and 2018-2019

c. Income Categories to be served: Very low, Low and Moderate Income Households, with priority given to Low and Very Low applicants

d. Maximum award: \$7500

e. Terms:

1. Loan/deferred loan/grant: Deferred Payment Loan secured by Second Mortgage and Note
2. Interest Rate: 0%
3. Term: 5 years
4. Forgiveness/Repayment: Loan depreciates at 20% per year, provided that the homebuyer is not in default of program terms.
5. Default/Recapture: The sale, rental, refinancing, or transfer of ownership during the mortgage term shall be a default whereupon the SHIP investment shall be repaid.

f. Recipient Selection Criteria: Assistance provide on a first qualified, first served basis following annual advertisement of the availability of SHIP resources. Homebuyer must qualify for a first mortgage through a participating first mortgage

lender, participate in a HUD certified homebuyer education class, and contribute a minimum of \$1000 toward the purchase of the home (this amount can include documented expenses paid outside of closing). Buyers must also take a foreclosure prevention class post-purchase.

An applicant must be a *first time homebuyer*, which is defined as a person that has not owned a home or had ownership interest in a homestead property in the previous three (3) years.

- g. Sponsor/Developer Selection Criteria: Not applicable.
- h. Additional Information: None

B.

<i>REPLACEMENT HOUSING (SUBSTANTIAL REHAB/RECONSTRUCTION)</i>	<i>Code: 4</i>
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- a. Summary of Strategy: Funds under this strategy are provided for the substantial rehabilitation or reconstruction of severely substandard owner-occupied single family units. These units are unable to be addressed through other Consortium repair programs and will be brought up to code through this strategy.

The City of Pensacola and Escambia County formed a local Consortium for purposes of receiving Federal, State, and/or other funds that support the local mission of enhancing housing affordability. Such programs often require a cash match or local leverage to receive the funds, such as the U.S. Department of Housing and Urban Development (HUD) HOME Program. The local cash matching is unavailable except through the resources provided by the SHIP Program.

- b. Fiscal Years Covered: 2016-2017, 2017-2018 and 2018-2019
- c. Income Categories to be served: Very low and Low Income Households with priority to very low and special needs applicants.
- d. Maximum award: \$100,000
- e. Terms:
 - 1. Loan/deferred loan/grant: Deferred Payment Loan secured by Mortgage and Note. Loan will be in a subordinate position to HOME program financing if present (or other associated County/City financing as available).
 - 2. Interest Rate: 0%
 - 3. Term: 5 years
 - 4. Forgiveness/Repayment: Loan depreciates at 20% per year, provided that the

homeowner is not in default of program terms.

5. Default/Recapture: The sale, rental, refinancing, or transfer of ownership during the mortgage term shall be a default whereupon the SHIP investment shall be repaid. In the event of the death of an owner, an income eligible heir (at or below 80% AMI) may assume the balance of the loan terms if certified income eligible by County or City staff.

f. Recipient Selection Criteria: Assistance provided on a first qualified/first served basis following advertisement of the availability of SHIP resources and/or through the use of a waiting list. Applicants must be owner occupants with homestead exemption, property taxes current, and with no outstanding liens or judgments owed to the County or City. Priority may be given to special needs households or applicants with open local government code enforcement citations, or survivors of a disaster as declared by local, state, or federal officials.

g. Sponsor/Developer Selection Criteria: This strategy will generally be implemented directly by Escambia County and City of Pensacola staff. If not implemented directly by County or City staff, selection will be based upon responses to an advertised request for proposal.

h. Additional Information: Green, storm resistant, and low maintenance construction, including energy efficient features will be included in the design of these homes and may include the following: high density insulation; external thermal barriers; windows that meet or exceed "Energy Star" requirements; Water Sense toilets and faucets; and Energy Star appliances.

C.

HOUSING REPAIR	Code: 6
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- a. Summary of Strategy: SHIP funds will be used to provide minor rehabilitation or emergency repair assistance for very low and low income owner occupied homes to address roofing, electrical, plumbing, sanitary disposal, life/safety conditions, structural code deficiencies, code citations, energy efficiency, accessibility needs, and other related repairs.
- b. Fiscal Years Covered: 2016-2017, 2017-2018 and 2018-2019
- c. Income Categories to be served: Very low and Low Income Households. Priority may be given to families with incomes below 50% of the median income
- d. Maximum award: \$30,000

e. Terms:

1. Loan/deferred loan/grant: Deferred Payment Loan secured by Mortgage and Note. Loan will be in a subordinate position to HOME program financing (or other associated County/City financing as available).
2. Interest Rate: 0%
3. Term: 5 years
4. Forgiveness/Repayment: Loan depreciates at 20% per year, provided that the homeowner is not in default of program terms.
5. Default/Recapture: The sale, rental, refinancing, or transfer of ownership during the mortgage term shall be a default whereupon the SHIP investment shall be repaid. In the event of the death of an owner, an income eligible heir (at or below 80% AMI) may assume the balance of the loan terms if certified income eligible by County or City staff.

f. Recipient Selection Criteria: Assistance provided on a first qualified/first served basis following advertisement of the availability of SHIP resources and/or through the use of a waiting list. Applicants must be owner occupants with homestead exemption, property taxes current, and with no outstanding liens or judgments owed to the County or City. Priority may be given to special needs households or applicants with open local government code enforcement citations or survivors of a disaster as declared by local, state, or federal officials.

g. Sponsor/Developer Selection Criteria: Unless implemented directly by City or County staff, selection will be based upon responses to an advertised request for proposals. Selection criteria will include:

- a) past experience of agency in managing emergency or moderate housing repair assistance activities;
- b) projected SHIP cost per housing unit;
- c) commitment of non-SHIP funds as leverage for SHIP dollars;
- d) unit production goals for housing repair in relation to SHIP funds requested;
- e) commitment to use green building technologies, energy efficient measures, and/or use of recycled building materials or components in the repair or preservation of housing units;
- f) commitment to limit assistance to very low income or special needs households; and
- g) documentation of the agency's employment or planned employment of personnel from the Welfare Transition Program shall result in a priority for award of SHIP funds assuming the agency demonstrates capacity to

implement the subject activity.

Proposals meeting the RFP requirements will be evaluated by County and City Housing staff, or a committee comprised of County and City representatives, to determine the agency or organization that will implement the strategy. Final selection and contract approval will be provided by the County Commission. The RFP may solicit participation for the full three year LHAP period.

- h. Additional Information: Depending on the type and extent of repair, the County and City will encourage the use of green, storm resistant, and low maintenance construction, including energy efficient features in the completion of repairs to homes assisted through this strategy.

D.

NEW CONSTRUCTION	<i>Code: 10</i>
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- a. Summary of Strategy: SHIP funds will be made available to non-profit housing agencies, non-profit housing developers and/or for-profit developers to partially underwrite the costs of constructing affordable homes for families that cannot otherwise qualify for a mortgage through normal lending channels. These funds will enhance affordability and enable the developer to increase the number of affordable housing units produced for SHIP eligible homebuyers within the local area. The focus of this strategy is upon unit production primarily targeting very low income families. All or a portion of the SHIP funds invested into the unit will be converted to principal mortgage reduction assistance upon sale of the home to a SHIP eligible buyer (amount based on individual buyer financing needs).
- b. Fiscal Years Covered: 2016-2017, 2017-2018 and 2018-2019
- c. Income Categories to be served: Very Low and Low Income Households
- d. Maximum award: \$20,000
- e. Terms:
 - 1. Loan/deferred loan/grant: Deferred Payment Loan secured by Mortgage and Note.
 - 2. Interest Rate: 0%
 - 3. Term: 5 years
 - 4. Forgiveness/Repayment: Loan depreciates at 20% per year, provided that the homeowner is not in default of program terms.

5. Default/Recapture: The sale, rental, refinancing, or transfer of ownership during the mortgage term shall be a default whereupon the SHIP investment shall be repaid. Due to the fact that this activity may target very low income families, a provision is included which gives the homeowner the option to release the unit back to the Sponsor agency or the County/City so that it can be subsequently resold to another SHIP eligible family (documented) in lieu of repayment (whereupon the mortgage is reassigned).

- f. Recipient Selection Criteria: Assistance provided on a first qualified/first served basis following annual advertisement of the availability of SHIP resources.
- g. Sponsor/Developer Selection Criteria: Selection will be based upon responses to an advertised request for proposal. Selection criteria will include:
 - a) non-profit or for profit agency's locally based expertise in affordable single family housing construction and marketing;
 - b) amount of non-SHIP funds or value of in-kind services committed as SHIP leverage;
 - c) unit production goals in relation to SHIP funding request;
 - d) documented use of green building technologies, energy efficiency measures, and/or use of recycled building materials or components in the production or preservation of housing units;
 - e) percentage of units targeted to very low income families; and
 - f) documentation of the agency's employment or planned employment of personnel from the Welfare Transition Program shall result in a priority for award of SHIP funds assuming the agency demonstrates capacity to implement the subject SHIP activity.

Proposals meeting the RFP requirements will be evaluated by the County and City Housing staff, or a committee comprised of County and City representatives, to determine the agency or organization that will implement the strategy. Final selection and contract approval will be provided by the County Commission. The RFP may solicit participation for the full three year LHAP period.

- h. Additional Information: This strategy shall encourage green, storm resistant, and low maintenance construction, including energy efficient features.

E.

<i>RENTAL PRESERVATION/DEVELOPMENT</i>	<i>14, 21</i>
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- a. Summary of Strategy: SHIP funds expended through this strategy will be primarily expended to support the preservation or development of affordable *workforce*

rental housing or *special needs housing* (as defined in FAC 67-37.002 (21)) for eligible persons through new construction, acquisition of property or existing rental units, and/or rehabilitation/redevelopment of existing substandard rental units. Special needs groups shall generally include, but not be solely limited to: homeless persons, mentally or physically disabled persons, veterans, children aging out of foster care, the elderly, or victims of domestic violence. These rental development project(s) will be undertaken with a local Community Housing Development Organization (CHDO) or a 501(c)(3) non-profit affordable housing sponsor selected through an open proposal submission process; **OR** with a non-profit or private for profit developer in conjunction with the annual FHFC Request for Applications, annual HUD Section 202/Section 811 cycles, Rural Development/ USDA (RD) rental development cycles, or other publicly announced funding cycles as offered by FHFC, HUD, RD or other Federal/State agencies for the preservation or development of rental housing.

- b. Fiscal Years Covered: 2016-2017, 2017-2018 and 2018-2019
- c. Income Categories to be served: Very Low, Low and Moderate Income Households. Unit set asides will be determined through the RFP process.
- d. Maximum award: Up to \$80,000 per unit as determined by a subsidy layering review and type of project (new construction vs. acquisition/rehab).
- e. Terms:
 - 1. Loan/deferred loan/grant: Low Interest Loan, Deferred Payment Loan, or Grant depending on proposed project secured by Mortgage and Note or Deed Restriction
 - 2. Interest Rate: 0%-5%
 - 3. Term: 15 year minimum on all projects and 20 year minimum on any new construction project co-funded with local HOME funds. Maximum term is 25 years unless a longer term is specifically required by HUD, FHFC, RD or other primary lender as a condition for project financing.
 - 4. Forgiveness/Repayment: As defined in the applicable mortgage and note. For 0% interest, deferred payment loans, a portion of the loan will be forgiven in annual installments provided the project is not in default of program requirements.
 - 5. Default/Recapture: As defined in the applicable mortgage and note or deed restriction, full recapture of SHIP funds invested is required upon default, unless a depreciating balance is incorporated into the terms in which case the undepreciated portion shall be due and payable upon default. The sale of properties assisted with SHIP/HOME funds shall require approval of the Board of County Commissioners, and shall be acceptable (without repayment) only if the subsequent owner(s) agree to meet any remaining

rental, occupancy and affordability obligations established in the development agreement, mortgage and note.

- f. Recipient Selection Criteria: Not applicable
- g. Sponsor/Developer Selection Criteria:

CHDO sponsored “set-aside” rental project(s) will be undertaken in partnership with an eligible, locally designated CHDO. Selection will be based upon response(s) to a request for proposal issued to all eligible CHDO's (for HOME CHDO set-aside activities). CHDO project selection criteria shall include the following at a minimum, as applicable:

1. agency must be a locally designated CHDO (HOME set-aside funds) and a 501(c)3 non profit;
2. agency's previous rental development experience (agency staff);
3. conformity with Escambia Consortium Consolidated Plan goal(s) for rental housing;
4. total (aggregate) cost per unit-all funding sources;
5. subsidy level per unit and SHIP cost per unit;
6. ratio of private funds to public funds;
7. ratio of other funds to SHIP funds;
8. compliance with preservation or new construction preference;
9. rental development bedroom size mix;
10. percentage of units targeted to families below 30% or 50% of area median income;
11. commitment to use green building technologies, energy efficiency measures, and/or use of recycled building materials or components in the construction, repair or preservation of housing units;
12. proposed development site located in a designated Community Redevelopment Area (CRA) or other targeted area;
13. target date for Project commitment and completion;
14. form of assistance requested (i.e., loan vs. grant); and
15. documentation of the agency's employment or planned employment of individuals through the Welfare Transition Program shall result in a priority for award of SHIP funds assuming the agency demonstrates the capacity to implement the subject SHIP activity.

Non-CHDO “set-aside” (non-profit and/or for profit) projects will be accepted through an RFP process, and will be evaluated at the time of submission to maximize the potential for integration of resources (FHFC, HUD, RD, etc.).

As applicable, proposals from CHDO's, non-profit sponsors or for-profit sponsors will be evaluated by the County and City Housing staff, or a committee comprised of County and City representatives, to determine the agency or organization that will implement the strategy. Final selection and

contract approval will be provided by the County Commission.

- h. Additional Information: This strategy shall encourage green, storm resistant, and low maintenance construction, including energy efficient features.

F.

DISASTER/MITIGATION ASSISTANCE	Code: 5
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- a. Summary of Strategy: SHIP funds may be used in all areas of Escambia County and the City of Pensacola to provide emergency repairs to homes owned by very low, low and moderate income families in the aftermath of a "disaster as declared by presidential or state issued Executive Order(s)" to address emergency housing repair needs. Generally, such needs shall include, such items as: purchase of emergency supplies for eligible homeowners to weatherproof damaged homes; interim repairs to avoid further damage to the homes of eligible families; tree and debris removal required to make individual housing units habitable by the eligible family; and post-disaster assistance with non-insured repairs and/or other disaster strategies permitted under the SHIP program rule. *This optional strategy will be implemented only in the event Executive Order(s) are issued confirming that a "presidentially or state declared disaster" has directly impacted the Escambia County area.*
- b. Fiscal Years Covered: 2016-2017, 2017-2018 and 2018-2019
- c. Income Categories to be served: Very Low, Low, and Moderate Income Households
- d. Maximum award: \$15,000
- e. Terms:
1. Loan/deferred loan/grant: Grant
 2. Interest Rate: Not applicable
 3. Term: Not applicable
 4. Forgiveness/Repayment: Not applicable
 5. Default/Recapture: Not applicable
- f. Recipient Selection Criteria:
Assistance provided on a first qualified/first served basis following the declaration of the disaster. Applicants must be owner occupants with homestead exemption, property taxes current, and with no outstanding liens or judgments owed to the County or City. The strategy will be advertised annually along with notice of all SHIP resources; *however, the strategy will be implemented only in the event of a local, state, or federally declared disaster.*

- g. Sponsor/Developer Selection Criteria: Unless implemented directly by City or County staff, selection will be based upon responses to an advertised request for proposals. The RFP will prioritize agencies able to quickly implement the strategy and with expertise.
- h. Additional Information: This strategy may be leveraged with other federal, state, or local funding as well as volunteer labor.

In the event of a "presidentially, state or locally declared natural disaster", up to 25% of the available Escambia/Pensacola SHIP Program funds may be immediately utilized to meet emergency housing repair and recovery needs of SHIP eligible families. In the event of such an occurrence, the County shall notify the Florida Housing Finance Corporation (FHFC) of such action by written letter, facsimile or e-mail within 15 days of the date of the disaster declaration.

III. LHAP Incentive Strategies

In addition to the **required Incentive Strategy A and Strategy B**, include all adopted incentives with the policies and procedures used for implementation as provided in Section 420.9076, F.S.:

- A. Name of the Strategy: **Expedited Permitting**
Permits as defined in s. 163.3177 (6) (f) (3) for affordable housing projects are expedited to a greater degree than other projects.

Provide a description of the procedures used to implement this strategy:

Escambia County: The County is continually reassessing the permitting function to improve permit processing efficiency and reduce the time required for issuing residential permits. This process incorporates specific actions that will enhance expedited processing for documented affordable housing developments/projects within the County. The Development Services Department will take actions necessary to expedite and/or avoid delay of affordable housing developments which incorporate financing via Federal, State or designated local affordable housing programs or initiatives. Such developments will be given review priority in accordance with provisions of the Housing Element of the Escambia County Comprehensive Plan. The current permitting review process for single family homes or duplexes in established/platted, properly zoned subdivisions shall be generally retained as this process provides a permit turnaround time of less than 4 days. Affordable housing permit applications will be given priority in the event the permit approval time should reach a level in excess of 7 days in the future.

City of Pensacola: Expedited processing of permits includes development orders and development permits including building permits, zoning permits, subdivision approval, rezoning, certification, special exception or variance approvals. The City land use, building, and planning functions have been examined at the staff level to identify areas for improving the permitting procedures and process. The City's process is already centralized with an average process of three days for a building permit. The present system provides excellent expedited central "one-stop" process for affordable housing projects located within the City. The City will provide for priority processing of

affordable housing permit applications in the event a backlog is experienced which increases the routine permit approval period to 7 days. Generally affordable housing development applications are processed first.

B. Name of the Strategy: **Ongoing Review Process**

An ongoing process for review of local policies, ordinances, regulations and plan provisions that increase the cost of housing prior to their adoption.

Provide a description of the procedures used to implement this strategy:

Escambia County: The County Comprehensive Plan Housing Element stipulates the County's commitment to review all policies, rules, procedures, regulations, ordinances, and similar provisions to ensure that potential impacts upon housing affordability are identified prior to adoption, and that the adopting entity is advised of the potential impacts upon housing affordability for consideration during the review and adoption process. The Affordable Housing Impact Review Policy is officially approved by the County. Reviews are completed as required based upon ordinances and policies that are presented for consideration by the Board of County Commissioners. Such review and commentary are administratively handled through the Escambia County Neighborhood & Human Services Department and the Development Services Department, which incorporates input as needed by local housing and community development professionals.

City of Pensacola: The City of Pensacola has developed and adopted an Affordable Housing Impact Review Policy providing procedures for review of local policies, procedures, ordinances, regulations and plan provisions that significantly impact upon the cost of housing prior to their adoption. The Land Development Code has been reviewed and revised in a manner that makes affordable housing development viable. Continued periodic reviews will examine eliminating excessive requirements that limit affordable housing development. Such review and commentary are administratively handled through the City's Planning Services with input as needed by local housing and community development professionals.

C. Other Incentive Strategies Adopted:

A complete copy of both Escambia County and the City of Pensacola's **Affordable Housing Incentive Plans** and updates to said Plans are on record with Florida Housing Finance Corporation. Copies of the Escambia and Pensacola plans and reports are available electronically upon request submitted to either: mrnunnari@myescambia.com or mwhitaker@cityofpensacola.com

IV. EXHIBITS:

A. Administrative Budget for each fiscal year covered in the Plan.

B. Timeline for Estimated Encumbrance and Expenditure.

Program funds will be encumbered by June 30 one year following the end of the applicable state fiscal year. Program funds will be fully expended within 24 months of the end of the applicable State fiscal year.

C. Housing Delivery Goals Chart (HDGC) For Each Fiscal Year Covered in the plan.

D. Signed LHAP Certification.

E. Signed, dated, witnessed or attested adopting resolution.

F. Ordinance: (If changed from the original creating ordinance). No changes to existing Ordinances.
No EXHIBIT F attached.

G. Interlocal Agreement.

LHAP 2009-001

Exhibit A

Revised: 6/2015

PROPOSED ADMINISTRATIVE BUDGET FOR EACH FY COVERED IN PLAN
LOCAL GOVERNMENT: Escambia/Pensacola

The amounts below are proposed and will be adjusted according to actual allocations received from the State. Administrative funds are shared between Escambia County and the City of Pensacola.

Fiscal Year: 2016-2017		
Estimated Allcoation for Calculating:	\$	1,954,360.00
Salaries and Benefits	\$	140,000.00
Office Supplies and Equipment	\$	3,500.00
Travel, Training, Memberships, etc	\$	4,000.00
Recording Fees, Surveys, Title Search	\$	1,700.00
Advertising, Printing, Postage	\$	800.00
Escambia Co Indirect Costs	\$	45,000.00
Total	\$	195,000.00
		0.099777
Fiscal Year: 2017-2018		
Estimated Allcoation for Calculating:	\$	1,954,360.00
Salaries and Benefits	\$	140,000.00
Office Supplies and Equipment	\$	3,500.00
Travel, Training, Memberships, etc	\$	4,000.00
Recording Fees, Surveys, Title Search	\$	1,700.00
Advertising, Printing, Postage	\$	800.00
Escambia Co Indirect Costs	\$	45,000.00
Total	\$	195,000.00
		0.099777
Fiscal Year 2018-2019		
Estimated Allcoation for Calculating:	\$	1,954,360.00
Salaries and Benefits	\$	140,000.00
Office Supplies and Equipment	\$	3,500.00
Travel, Training, Memberships, etc	\$	4,000.00
Recording Fees, Surveys, Title Search	\$	1,700.00
Advertising, Printing, Postage	\$	800.00
Escambia Co Indirect Costs	\$	45,000.00
Total	\$	195,000.00
		0.099777

*All "other" items need to be detailed here and are subject to review and approval by the SHIP review committee. Project Delivery Costs that are outside of administrative costs are not to be included here, but must be detailed in the LHAP main document.

Exhibit B
Timeline for SHIP Expenditures

ESCAMBIA COUNTY/CITY OF PENSACOLA affirms that funds allocated for these fiscal years will meet the following deadlines:

Fiscal Year	Encumbered	Expended	1 st Year AR	2 nd Year AR	Closeout AR
2016-2017	6/30/2018	6/30/2019	9/15/2017	9/15/2018	9/15/2019
2017-2018	6/30/2019	6/30/2020	9/15/2018	9/15/2019	9/15/2020
2018-2019	6/30/2020	6/30/2021	9/15/2019	9/15/2020	9/15/2021

If funds allocated for these fiscal years are not anticipated to meet any of the deadlines in the table above, Florida Housing Finance Corporation will be notified according to the following chart:

Fiscal Year	Funds Not Encumbered	Funds Not Expended	1 st Year AR Not Submitted	2 nd Year AR Not Submitted	Closeout AR Not Submitted
2016-2017	3/30/2018	3/30/2019	6/15/2017	6/15/2018	6/15/2019
2017-2018	3/30/2019	3/30/2020	6/15/2018	6/15/2019	6/15/2020
2018-2019	3/30/2020	3/30/2021	6/15/2019	6/15/2020	6/15/2021

Requests for Expenditure Extensions (close-out year ONLY) must be received by FHFC by June 15 of the year in which funds are required to be expended. The extension request shall be emailed to robert.dearduff@floridahousing.org and terry.auringer@floridahousing.org and include:

1. A statement that "(city/county) requests an extension to the expenditure deadline for fiscal year _____.
2. The amount of funds that is not expended.
3. The amount of funds that is not encumbered or has been recaptured.
4. A detailed plan of how/when the money will be expended.

Note: an extension to the expenditure deadline (June 30) does not relieve the requirement to submit (September 15) the annual report online detailing all funds that have been expended. Please email terry.auringer@floridahousing.org when you are ready to "submit" the AR.

Other Key Deadlines:

AHAC reports are due for each local government by **December 31** of the year prior to the local government's LHAP being submitted. Local governments receiving the minimum or less allocation are not required to report.

EXHIBIT C

FLORIDA HOUSING FINANCE CORPORATION												Please check applicable box					
HOUSING DELIVERY GOALS CHART												New Plan:		X			
2016-2017												Amendment:					
Name of Local Government: ESCAMBIA/PENSACOLA												Allocation:		\$1,954,360.00	Fiscal Yr. Closeout:		
												A	B	C	D	E	F
Strategy #		HOME OWNERSHIP	VLI	Max. SHIP	LI	Max. SHIP	MI	Max. SHIP	New Construction	Rehab/Repair	Without Construction	Total	Total	Total			
From Plan Text	Code	STRATEGIES (strategy title must be same as the title used in plan text.)	Units	Award	Units	Award	Units	Award	SHIP Dollars	SHIP Dollars	SHIP Dollars	SHIP Dollars	Percentage	Units			
												\$0.00	0.00%	0			
	1	Purchase Assistance	2	\$7,500	28	\$7,500	50	\$7,500		\$500,000.00	\$100,000.00	\$600,000.00	30.70%	80			
	4	Replacement Housing	3	\$100,000	2	\$100,000			\$540,000.00			\$540,000.00	27.63%	5			
	6	Housing Repair	9	\$30,000	9	\$30,000				\$519,360.00		\$519,360.00	26.57%	18			
	10	New Construction	2	\$20,000	3	\$20,000			\$100,000.00			\$100,000.00	5.12%	5			
	14, 21	Disaster/Mitigation Assistance		\$15,000		\$15,000		\$15,000				\$0.00	0.00%	0			
												\$0.00	0.00%	0			
												\$0.00	0.00%	0			
		Subtotal 1 (Home Ownership)	16		42		50		\$640,000.00	\$1,019,360.00	\$100,000.00	\$1,759,360.00	90.02%	108			
		RENTAL	VLI	Max. SHIP	LI	Max. SHIP	MI	Max. SHIP	New Construction	Rehab/Repair	Without	Total	Total	Total			
		STRATEGIES	Units	Award	Units	Award	Units	Award	SHIP Dollars	SHIP Dollars	SHIP Dollars	SHIP Dollars	Percentage	Units			
												\$0.00	0.00%	0			
	5	Rental Preservation/Development	1	\$80,000	0	\$80,000			\$100,000.00			\$100,000.00	5.12%	1			
												\$0.00	0.00%	0			
												\$0.00	0.00%	0			
												\$0.00	0.00%	0			
		Subtotal 2 (Non-Home Ownershi	1		0		0		\$100,000.00	\$0.00	\$0.00	\$100,000.00	5.12%	1			
		Administration Fees										\$195,000.00	9.98%				
		Admin. From Program Income											0.00%				
		Home Ownership Counseling											0.00%				
		GRAND TOTAL															
		Add Subtotals 1 & 2, plus all Ad	17		42		50		\$740,000.00	\$1,019,360.00	\$100,000.00	\$2,054,360.00	105.12%	109			
		Percentage Construction/Re	Calculate Constr./Rehab Percent. by adding Grand Total Columns A&B, then divide by Annual Allocation Amt.									90%					
		Maximum Allowable															
		Purchase Price:							New	\$189,000	Existing	\$189,000					
		Allocation Breakdown	Amount		%			Projected Program Income:	\$100,000.00	Max Amount Program Income For Adm		\$5,000.00					
		Very-Low Income		\$745,000.00		38.1%		Projected Recaptured Funds:									
		Low Income		\$739,360.00		37.8%		Distribution:	\$1,954,360.00								
		Moderate Income		\$375,000.00		19.2%		Total Available Funds:	\$2,054,360.00								
		TOTAL		\$1,859,360.00		95.1%											

FLORIDA HOUSING FINANCE CORPORATION												Please check applicable box					
HOUSING DELIVERY GOALS CHART												New Plan:		X			
2017-18												Amendment:					
Name of Local Government: ESCAMBIA/PENSACOLA												Allocation:		\$1,954,360.00	Fiscal Yr. Closeout:		
												A	B	C	D	E	F
Strategy #		HOME OWNERSHIP	VLI	Max. SHIP	LI	Max. SHIP	MI	Max. SHIP	New Construction	Rehab/Repair	Without Construction	Total	Total	Total			
From Plan Text	Code	STRATEGIES (strategy title must be same as the title used in plan text.	Units	Award	Units	Award	Units	Award	SHIP Dollars	SHIP Dollars	SHIP Dollars	SHIP Dollars	Percentage	Units			
												\$0.00	0.00%	0			
	1	Purchase Assistance	2	\$7,500	28	\$7,500	50	\$7,500		\$500,000.00	\$100,000.00	\$600,000.00	30.70%	80			
	4	Replacement Housing	3	\$100,000	2	\$100,000			\$540,000.00			\$540,000.00	27.63%	5			
	6	Housing Repair	9	\$30,000	9	\$30,000				\$519,360.00		\$519,360.00	26.57%	18			
	10	New Construction	2	\$20,000	3	\$20,000			\$100,000.00			\$100,000.00	5.12%	5			
	14, 21	Disaster/Mitigation Assistance		\$15,000		\$15,000		\$15,000				\$0.00	0.00%	0			
												\$0.00	0.00%	0			
												\$0.00	0.00%	0			
		Subtotal 1 (Home Ownership)	16		42		50		\$640,000.00	\$1,019,360.00	\$100,000.00	\$1,759,360.00	90.02%	108			
		RENTAL	VLI	Max. SHIP	LI	Max. SHIP	MI	Max. SHIP	New Construction	Rehab/Repair	Without	Total	Total	Total			
		STRATEGIES	Units	Award	Units	Award	Units	Award	SHIP Dollars	SHIP Dollars	SHIP Dollars	SHIP Dollars	Percentage	Units			
												\$0.00	0.00%	0			
	5	Rental Preservation/Development	1	\$80,000	0	\$80,000			\$100,000.00			\$100,000.00	5.12%	1			
												\$0.00	0.00%	0			
												\$0.00	0.00%	0			
												\$0.00	0.00%	0			
		Subtotal 2 (Non-Home Ownershi	1		0		0		\$100,000.00	\$0.00	\$0.00	\$100,000.00	5.12%	1			
		Administration Fees										\$195,000.00	9.98%				
		Admin. From Program Income											0.00%				
		Home Ownership Counseling											0.00%				
		GRAND TOTAL															
		Add Subtotals 1 & 2, plus all Ad	17		42		50		\$740,000.00	\$1,019,360.00	\$100,000.00	\$2,054,360.00	105.12%	109			
		Percentage Construction/Re	Calculate Constr./Rehab Percent. by adding Grand Total Columns A&B, then divide by Annual Allocation Amt.									90%					
		Maximum Allowable															
		Purchase Price:							New	\$189,000	Existing	\$189,000					
		Allocation Breakdown	Amount		%			Projected Program Income:	\$100,000.00	Max Amount Program Income For Adm		\$5,000.00					
		Very-Low Income		\$745,000.00		38.1%		Projected Recaptured Funds:									
		Low Income		\$739,360.00		37.8%		Distribution:	\$1,954,360.00								
		Moderate Income		\$375,000.00		19.2%		Total Available Funds:	\$2,054,360.00								
		TOTAL		\$1,859,360.00		95.1%											

FLORIDA HOUSING FINANCE CORPORATION												Please check applicable box					
HOUSING DELIVERY GOALS CHART												New Plan:		X			
2018-19												Amendment:					
Name of Local Government: ESCAMBIA/PENSACOLA												Allocation:		\$1,954,360.00	Fiscal Yr. Closeout:		
												A	B	C	D	E	F
Strategy #		HOME OWNERSHIP	VLI	Max. SHIP	LI	Max. SHIP	MI	Max. SHIP	New Construction	Rehab/Repair	Without Construction	Total	Total	Total			
From Plan Text	Code	STRATEGIES (strategy title must be same as the title used in plan text.	Units	Award	Units	Award	Units	Award	SHIP Dollars	SHIP Dollars	SHIP Dollars	SHIP Dollars	Percentage	Units			
												\$0.00	0.00%	0			
	1	Purchase Assistance	2	\$7,500	28	\$7,500	50	\$7,500		\$500,000.00	\$100,000.00	\$600,000.00	30.70%	80			
	4	Replacement Housing	3	\$100,000	2	\$100,000			\$540,000.00			\$540,000.00	27.63%	5			
	6	Housing Repair	9	\$30,000	9	\$30,000				\$519,360.00		\$519,360.00	26.57%	18			
	10	New Construction	2	\$20,000	3	\$20,000			\$100,000.00			\$100,000.00	5.12%	5			
	14, 21	Disaster/Mitigation Assistance		\$15,000		\$15,000		\$15,000				\$0.00	0.00%	0			
												\$0.00	0.00%	0			
												\$0.00	0.00%	0			
		Subtotal 1 (Home Ownership)	16		42		50		\$640,000.00	\$1,019,360.00	\$100,000.00	\$1,759,360.00	90.02%	108			
		RENTAL	VLI	Max. SHIP	LI	Max. SHIP	MI	Max. SHIP	New Construction	Rehab/Repair	Without	Total	Total	Total			
		STRATEGIES	Units	Award	Units	Award	Units	Award	SHIP Dollars	SHIP Dollars	SHIP Dollars	SHIP Dollars	Percentage	Units			
												\$0.00	0.00%	0			
	5	Rental Preservation/Development	1	\$80,000	0	\$80,000			\$100,000.00			\$100,000.00	5.12%	1			
												\$0.00	0.00%	0			
												\$0.00	0.00%	0			
												\$0.00	0.00%	0			
		Subtotal 2 (Non-Home Ownershi	1		0		0		\$100,000.00	\$0.00	\$0.00	\$100,000.00	5.12%	1			
		Administration Fees										\$195,000.00	9.98%				
		Admin. From Program Income											0.00%				
		Home Ownership Counseling											0.00%				
		GRAND TOTAL															
		Add Subtotals 1 & 2, plus all Ad	17		42		50		\$740,000.00	\$1,019,360.00	\$100,000.00	\$2,054,360.00	105.12%	109			
		Percentage Construction/Re	Calculate Constr./Rehab Percent. by adding Grand Total Columns A&B, then divide by Annual Allocation Amt.									90%					
		Maximum Allowable															
		Purchase Price:							New	\$189,000	Existing	\$189,000					
		Allocation Breakdown	Amount		%			Projected Program Income:	\$100,000.00	Max Amount Program Income For Adm		\$5,000.00					
		Very-Low Income		\$745,000.00		38.1%		Projected Recaptured Funds:									
		Low Income		\$739,360.00		37.8%		Distribution:	\$1,954,360.00								
		Moderate Income		\$375,000.00		19.2%		Total Available Funds:	\$2,054,360.00								
		TOTAL		\$1,859,360.00		95.1%											

CERTIFICATION TO FLORIDA HOUSING FINANCE CORPORATION

Local Government: ESCAMBA COUNTY

- (1) The local government will advertise the availability of SHIP funds pursuant to Florida Statutes.
- (2) All SHIP funds will be expended in a manner which will insure that there will be no discrimination on the basis of race, creed, religion, color, age, sex, familial or marital status, handicap, or national origin.
- (3) A process for selection of recipients for funds has been developed.
- (4) The eligible municipality or county has developed a qualification system for applications for awards.
- (5) Recipients of funds will be required to contractually commit to program guidelines.
- (6) The Florida Housing Finance Corporation will be notified promptly if the local government (or interlocal entity) will be unable to comply with the provisions the plan.
- (7) The Local Housing Assistance Plan shall provide for the expenditure of SHIP funds including allocation, program income and recaptured funds within 24 months following the end of the State fiscal year in which they are received.
- (8) The plan conforms to the Local Government Comprehensive Plan, or that an amendment to the Local Government Comprehensive Plan will be initiated at the next available opportunity to insure conformance with the Local Housing Assistance Plan.
- (9) Amendments to the approved Local Housing Assistance Plan shall be provided to the Corporation within 21 days after adoption.
- (10) The trust fund shall be established with a qualified depository for all SHIP funds as well as moneys generated from activities such as interest earned on loans.
- (11) Amounts on deposit in the local housing assistance trust fund shall be invested as permitted by law.
- (12) The local housing assistance trust fund shall be separately stated as a special revenue fund in the local governments audited financial statements, copies of the audits will be forwarded to the Corporation as soon as available.

- 13) An interlocal entity shall have its local housing assistance trust fund separately audited for each state fiscal year, and the audit forwarded to the Corporation as soon as possible.
- 14) SHIP funds will not be pledged for debt service on bonds or as rent subsidies.
- 15) Developers receiving assistance from both SHIP and the Low Income Housing Tax Credit (LIHTC) Program shall comply with the income, affordability and other LIHTC requirements, similarly, any units receiving assistance from other federal programs shall comply with all Federal and SHIP program requirements.
- 16) Loans shall be provided for periods not exceeding 30 years, except for deferred payment loans or loans that extend beyond 30 years which continue to service eligible persons.
- 17) Rental Units constructed or rehabilitated with SHIP funds shall be monitored at least annually for 15 years for compliance with tenant income requirements and affordability requirements or as required in Section 420.9075 (3)(e)
- 18) The Plan meets the requirements of Section 420-907-9079 FS, and Rule Chapter 67-37 FAC, and how each of those requirements shall be met.
- 19) The provisions of Chapter 83-220, Laws of Florida has or **X** *have not* been implemented. (note: Miami Dade County will check "has")

BOARD OF COUNTY COMMISSIONERS
ESCAMBIA COUNTY, FLORIDA

Grover C. Robinson, IV, Chairman

ATTEST: Pam Childers
Clerk of the Circuit Court

BCC Approved: April 21, 2016

Deputy Clerk

Approved as to form and legal
sufficiency.

By/Title: *[Signature]*
Date: 3/12/16

CERTIFICATION TO FLORIDA HOUSING FINANCE CORPORATION

Local Government: CITY OF PENSACOLA

- (1) The local government will advertise the availability of SHIP funds pursuant to Florida Statutes.
- (2) All SHIP funds will be expended in a manner which will insure that there will be no discrimination on the basis of race, creed, religion, color, age, sex, familial or marital status, handicap, or national origin.
- (3) A process for selection of recipients for funds has been developed.
- (4) The eligible municipality or county has developed a qualification system for applications for awards.
- (5) Recipients of funds will be required to contractually commit to program guidelines.
- (6) The Florida Housing Finance Corporation will be notified promptly if the local government (or interlocal entity) will be unable to comply with the provisions the plan.
- (7) The Local Housing Assistance Plan shall provide for the expenditure of SHIP funds including allocation, program income and recaptured funds within 24 months following the end of the State fiscal year in which they are received.
- (8) The plan conforms to the Local Government Comprehensive Plan, or that an amendment to the Local Government Comprehensive Plan will be initiated at the next available opportunity to insure conformance with the Local Housing Assistance Plan.
- (9) Amendments to the approved Local Housing Assistance Plan shall be provided to the Corporation within 21 days after adoption.
- (10) The trust fund shall be established with a qualified depository for all SHIP funds as well as moneys generated from activities such as interest earned on loans.
- (11) Amounts on deposit in the local housing assistance trust fund shall be invested as permitted by law.
- (12) The local housing assistance trust fund shall be separately stated as a special revenue fund in the local governments audited financial statements, copies of the audits will be forwarded to the Corporation as soon as available.

- 13) An interlocal entity shall have its local housing assistance trust fund separately audited for each state fiscal year, and the audit forwarded to the Corporation as soon as possible.
- 14) SHIP funds will not be pledged for debt service on bonds or as rent subsidies.
- 15) Developers receiving assistance from both SHIP and the Low Income Housing Tax Credit (LIHTC) Program shall comply with the income, affordability and other LIHTC requirements, similarly, any units receiving assistance from other federal programs shall comply with all Federal and SHIP program requirements.
- 16) Loans shall be provided for periods not exceeding 30 years, except for deferred payment loans or loans that extend beyond 30 years which continue to service eligible persons.
- 17) Rental Units constructed or rehabilitated with SHIP funds shall be monitored at least annually for 15 years for compliance with tenant income requirements and affordability requirements or as required in Section 420.9075 (3)(e)
- 18) The Plan meets the requirements of Section 420-907-9079 FS, and Rule Chapter 67-37 FAC, and how each of those requirements shall be met.
- 19) The provisions of Chapter 83-220, Laws of Florida ____ *has* or *X* *has not* been implemented.
(note: Miami Dade County will check "has")

CITY OF PENSACOLA, FLORIDA

ATTEST:

Ericka L. Burnett, City Clerk

(SEAL)

By: _____
Ashton J. Hayward, III, Mayor

RESOLUTION NUMBER R2016-_____

A RESOLUTION OF THE BOARD OF COUNTY COMMISSIONERS OF ESCAMBIA COUNTY, FLORIDA APPROVING THE LOCAL HOUSING ASSISTANCE PLAN AS REQUIRED BY THE STATE HOUSING INITIATIVES PARTNERSHIP PROGRAM ACT, §§420.907-420.9079, FLORIDA STATUTES, AND CHAPTER 67-37, FLORIDA ADMINISTRATIVE CODE; AUTHORIZING THE SUBMISSION OF THE LOCAL HOUSING ASSISTANCE PLAN FOR REVIEW AND APPROVAL BY THE FLORIDA HOUSING FINANCE CORPORATION; AUTHORIZING AND DIRECTING THE CHAIRMAN AND/OR COUNTY ADMINISTRATOR TO EXECUTE ANY NECESSARY DOCUMENTS AND CERTIFICATIONS; PROVIDING AN EFFECTIVE DATE.

WHEREAS, the State of Florida enacted the William E. Sadowski Affordable Housing Act, Chapter 92-317 of Florida Sessions Laws, allocating a portion of documentary stamp taxes on deeds to local governments for the development and maintenance of affordable housing; and

WHEREAS, the State Housing Initiatives Partnership (SHIP) Act, §§420.907-420.9079, Florida Statutes, and Chapter 67-37, Florida Administrative Code, requires local governments to develop a one- to three-year Local Housing Assistance Plan (LHAP) outlining how funds will be used; and

WHEREAS, the SHIP Act requires local governments to establish the maximum SHIP funds allowable for each strategy; and

WHEREAS, the SHIP Act further requires local governments to establish an average area purchase price for new and existing housing benefiting from awards made pursuant to the Act. The methodology and purchase prices used are defined in the attached LHAP; and

WHEREAS, as required by §420.9075(7), Florida Statutes, it is found that five percent of the local housing distribution plus five percent of program income is insufficient to adequately pay the necessary costs of administering the LHAP. The cost of administering the program may not exceed ten percent of the local housing distribution plus five percent of program income deposited into the trust fund, except that small counties, as defined in §120.52(17), Florida Statutes, and eligible municipalities receiving a local housing distribution of up to \$350,000 may use up to ten percent of program income for administrative costs; and

WHEREAS, Escambia County and the City of Pensacola have jointly prepared a three-year LHAP for submission to the Florida Housing Finance Corporation; and

WHEREAS, the Board of County Commissioners finds that it is in the best interest of the public for Escambia County to submit the LHAP to the Florida Housing Finance Corporation for review and approval so as to qualify for said documentary stamp tax funds.

NOW THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF ESCAMBIA COUNTY, FLORIDA, AS FOLLOWS:

Section 1. That the foregoing recitals are true and correct and incorporated herein by reference.

Section 2. That the Board of County Commissioners of Escambia County, Florida hereby approves the Escambia/Pensacola Local Housing Assistance Plan, as attached and incorporated hereto, for submission to the Florida Housing Finance Corporation as required by §§420.907-420-9079, Florida Statutes, for fiscal years: 2016/2017, 2017/2018 and 2018/2019.

Section 3. That the Chairman of the Board of County Commissioners and/or the County Administrator (or his designee) are hereby designated and authorized to execute any documents and certifications required by the Florida Housing Finance Corporation as related to the Local Housing Assistance Plan and to do all things necessary and proper to carry out the term and conditions of said program.

Section 4. That this Resolution shall take effect immediately upon its adoption by the Board of County Commissioners.

ADOPTED this _____ day of April, 2016.

BOARD OF COUNTY COMMISSIONERS
ESCAMBIA COUNTY, FLORIDA

Grover C. Robinson, IV, Chairman

ATTEST: Pam Childers
Clerk of the Circuit Court

Deputy Clerk

Approved as to form and legal
sufficiency.

By/Title: Kalval Aca

Date: 4/13/16

(SEAL)

BCC Approved _____

**RESOLUTION
NO. ____**

**A RESOLUTION
TO BE ENTITLED:**

**A RESOLUTION APPROVING THE LOCAL HOUSING ASSISTANCE
PLAN AS REQUIRED BY THE STATE HOUSING INITIATIVES
PARTNERSHIP PROGRAM ACT, SUBSECTIONS 420.907-420.9079,
FLORIDA STATUTES; AND RULE CHAPTER 67-37, FLORIDA
ADMINISTRATIVE CODE; PROVIDING FOR AN EFFECTIVE DATE.**

WHEREAS, the State of Florida enacted the William E. Sadowski Affordable Housing Act, Chapter 92-317 of Florida Sessions Laws, allocating a portion of documentary stamp taxes on deeds to local governments for the development and maintenance of affordable housing; and

WHEREAS, the State Housing Initiatives Partnership (SHIP) Act, ss. 420.907-420.9079, Florida Statutes (1992), and Rule Chapter 67-37, Florida Administrative Code, requires local governments to develop a one- to three- year Local Housing Assistance Plan outlining how funds will be used; and

WHEREAS, the SHIP Act requires local governments to establish the maximum SHIP funds allowable for each strategy; and

WHEREAS, the SHIP Act further requires local governments to establish an average area purchase price for new and existing housing benefiting from awards made pursuant to the Act, and the methodology and purchase prices used are defined in the attached Local Housing Assistance Plan; and

WHEREAS, as required by *section 420.9075 F.S.*, it is found that five percent (5%) of the local housing distribution plus five percent (5%) of program income is insufficient to adequately pay the necessary costs of administering the Local Housing Assistance Plan. The cost of administering the program may not exceed ten percent (10%) of the local housing distribution plus five percent (5%) of program income deposited into the trust fund; and

WHEREAS, City of Pensacola Housing and Escambia County Neighborhood and Human Services Department, Neighborhood Enterprise Division have jointly prepared a three-year Local Housing Assistance Plan for submission to the Florida Housing Finance Corporation; and

WHEREAS, the City Council finds that it is in the best interest of the public for the City of Pensacola to submit the Local Housing Assistance Plan for review and approval so as to qualify for said documentary stamp tax funds;

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF PENSACOLA, FLORIDA:

SECTION 1: The City Council of the City of Pensacola, Florida hereby approves the Escambia/Pensacola Local Housing Assistance Plan as attached and incorporated hereto for submission to the Florida Housing Finance Corporation as required by ss. 420.907-420-9079, Florida Statutes, for fiscal years: 2016/2017, 2017/2018, and 2018/2019.

SECTION 2: The Mayor of the City of Pensacola, or his designee, is hereby authorized to execute any documents and certifications required by the Florida Housing Finance Corporation as related to the Local Housing Assistance Plan and to do all things necessary and proper to carry out the terms and conditions of said program.

SECTION 3: This resolution shall become effective on the fifth business day after adoption, unless otherwise provided pursuant to Section 4.03(d) of the City Charter of the City of Pensacola.

Adopted: _____

Approved: _____
President of City Council

Attest:

City Clerk

Legal in form and valid as drawn:

City Attorney

EXHIBIT F
Ordinance

No changes to Original Ordinance

**ESCAMBIA/PENSACOLA INTERLOCAL AGREEMENT
STATE HOUSING INITIATIVES PARTNERSHIP PROGRAM**

THIS AGREEMENT is made and entered into this _____ day of _____, 2016, by and between **ESCAMBIA COUNTY**, a political subdivision of the State of Florida, acting by and through its Board of County Commissioners (the "County"), and the **CITY OF PENSACOLA**, a municipal corporation created and existing under the laws of the State of Florida, acting by and through its City Council (the "City").

W I T N E S S E T H:

WHEREAS, the County and City have legal authority to perform general government services within their respective jurisdiction; and

WHEREAS, the County and City are authorized by §163.01, Florida Statutes, to enter into Interlocal Agreements and thereby cooperatively utilize their powers and resources in the most efficient manner possible; and

WHEREAS, the William E. Sadowski Affordable Housing Act (Chapter 92-317, Laws of Florida, incorporated herein by reference) created §§420.907-420.9079 Florida Statutes, the "State Housing Initiatives Partnership Program" ("SHIP"), which authorizes funds in the Local Government Housing Trust Fund (the "Fund") to be distributed to approved counties and eligible municipalities within the County pursuant to an Interlocal Agreement; and

WHEREAS, Escambia County is an approved County and the City of Pensacola is an eligible municipality within the County; and

WHEREAS, the County and City desire to jointly utilize SHIP allocations pursuant to this Interlocal Agreement; and

WHEREAS, the County and the City have determined that SHIP Program funds can be more effectively and efficiently utilized and managed through an Interlocal Agreement.

NOW, THEREFORE, for and in consideration of the mutual covenants and agreements hereinafter set forth, the parties hereto agree as follows:

1. The recitals contained in the Preamble of this Agreement are declared to be true and correct and are hereby incorporated into this Agreement.
2. The County and the City do hereby agree that the SHIP Program funds which are to be distributed to the County as provided in §420.9073, Florida Statutes, shall be allocated jointly to the County and City for purposes identified in the mutually approved Escambia/Pensacola Local Housing Assistance Plan (LHAP). The implementation of SHIP Program activities shall be undertaken cooperatively by the County, through its Neighborhood Enterprise Division, and the City, through its

Housing Office in accordance with the Terms and Conditions provided in **Exhibit I**, attached hereto and incorporated herein.

3. Unless earlier terminated pursuant to other provisions of this Interlocal Agreement, the term of this Agreement shall run concurrent with the distribution of SHIP Program funds which are allocated jointly to the County and the City, and shall minimally continue for the duration of the 2017-2019 LHAP.

4. The County and the City direct the Florida Housing Finance Corporation (the "Corporation") to distribute and allocate the SHIP Program funds in accordance with this Interlocal Agreement and authorize the Corporation to rely on the County's and City's stated intent and their authority to execute this Interlocal Agreement.

5. The SHIP Program funds so distributed will be deposited in a single depository trust fund account created and managed by Escambia County, which shall be administered by the Finance Division of the Office of the Clerk of the Circuit Court. This account shall be known as the Escambia-Pensacola Local Government Housing Trust Fund (hereinafter referred to as "Local Fund"), to which SHIP funds are distributed by the State of Florida/Florida Housing Finance Corporation. The Corporation will be notified of any change in the Local Fund status and the parties agree to have such Local Fund audited annually as required by Chapter 420, Florida Statutes, and Rule 67-37, Florida Administrative Code. Since all distributions from the Local Fund shall be processed by Escambia County, parties hereto agree that the Comprehensive Single Entity Audit of the accounts and records of the County with respect to SHIP revenues and expenditures shall constitute the audit for the Interlocal Entity as described in the SHIP Regulations. The parties hereto agree that the Local Fund may be allocated a pro-rata charge by the County based upon the cost of the independent audit.

6. Provided this Interlocal Agreement remains effective between the County and the City, both parties agree that they will not do anything to jeopardize the other party's right to receive its allocation from the Local Fund.

7. The parties to this Agreement have both adopted an Affordable Housing Incentive Plan and mutually understand that the relevant law requires the continuing monitoring and implementation of said Plan for the purpose of enhancing and providing affordable housing. Both parties agree to cooperate in ensuring that the requirements and spirit of applicable law are satisfied.

8. Neither party shall use any revenues distributed and allocated for purposes other than those authorized by §420.9072(7), Florida Statutes, or as stipulated in Rule 67-37, Florida Administrative Code.

9. If at any time during the term of this Interlocal Agreement, the County or the City which are the parties to this Interlocal Agreement believe that the intent of the parties as set forth herein is not being accomplished, or that the terms of the Interlocal Agreement are not fair, such entity may, upon the giving of ninety days written notice, renegotiate the terms and provisions of this Interlocal Agreement to

be effective on the first day of the next fiscal year. If the parties are unable to so renegotiate the terms and provisions of this Interlocal Agreement prior to the commencement of the next fiscal year the noticing party shall cease to be a party to this Interlocal Agreement and this Interlocal Agreement shall terminate and be of no further force or effect as to such party and the funds shall be allocated as provided by law.

10. If either party shall cease to be eligible for allocation and distribution of Local Government Housing Trust Fund monies, such party's allocation of the funds shall remain in the Local Fund to be used by the Corporation.

11. The parties to this Agreement shall cooperatively prepare and submit a single consolidated annual report incorporating all activities undertaken with SHIP funds in compliance with the reporting provisions of Rule 67-37, Florida Administrative Code.

12. The parties acknowledge that this Agreement and any related financial records, audits, reports, plans, correspondence, and other documents may be subject to disclosure to members of the public pursuant to Chapter 119, Florida Statutes, as amended. In the event a party fails to abide by the provisions of Chapter 119, Florida Statutes, the other party may, without prejudice to any right or remedy and after giving that party, seven (7) days written notice, during which period the party fails to allow access to such documents, terminate this Agreement.

13. This Agreement shall be governed and construed in accordance with the laws of the State of Florida, and the parties stipulate that venue, for any matter, which is the subject of this Agreement shall be in the County of Escambia.

14. This Interlocal Agreement shall become effective, after being properly executed by the parties, when filed with the Office of the Clerk of the Circuit Court of Escambia County. The County shall be responsible for such filing.

[SIGNATURE PAGE TO FOLLOW]

IN WITNESS WHEREOF, the parties hereto have made and executed this Agreement on the respective dates, under each signature:

ESCAMBIA COUNTY, a political subdivision of the State of Florida acting by and through its Board of County Commissioners.

By: _____
Grover C. Robinson, IV, Chairman

BCC Approved: April 21, 2016

Attest: Pam Childers
Clerk of the Circuit Court

By: _____
Deputy Clerk

(SEAL)

Approved as to form and legal sufficiency.

By/Title: K. Delaney ACA
Date: 3/15/16

THE CITY OF PENSACOLA, a municipal corporation chartered in the State of Florida

ATTEST:

By: _____
Ashton J. Hayward, III, Mayor

Ericka L. Burnett, City Clerk

(SEAL)

APPROVED AS TO CONTENT:

Marcie Whitaker
Marcie Whitaker, Pensacola Housing

LEGAL IN FORM AND VALID
AS DRAWN:

City Attorney

EXHIBIT I
TERMS AND CONDITIONS
SHIP PROGRAM IMPLEMENTATION

1. **AFFORDABLE HOUSING ADVISORY COMMITTEE:** The County and City agree to jointly establish and staff the Affordable Housing Advisory Committee (AHAC) in accordance with the provisions of §420.907-9079, Florida Statutes. The City shall solicit and appoint a representative from the City of Pensacola Planning Board and a citizen who resides in the City of Pensacola. All other appointees to the AHAC shall be solicited by the County. City Council may nominate appointees for the remaining representative positions through the County's solicitation process. All appointments will be jointly approved by the Board of County Commissioners and City Council.
2. **MORTGAGE/LIEN RELEASES:** Requests for payoffs and mortgage/lien cancellations should be directed to the County if the property is located within the unincorporated County or to the City if the property is located within the City limits. The preparation of mortgage/lien cancellations shall be prepared by the local jurisdiction in which the property is located and signed by the chief elected official. Any funds to be returned to the SHIP program shall be deposited into the Local Fund. All program income shall be used in accordance with SHIP program guidelines.
3. **MONITORING:** The City will provide files to the County as requested and required for monitoring of the SHIP Program by County auditors and/or the Florida Housing Finance Corporation or its agents.
4. **ANNUAL REPORTS:** The County will serve as the primary agent for preparation and submission of online annual report to Florida Housing Finance Corporation. The City will provide supporting information as required for the County to complete the annual report.
5. **PROJECT SELECTION:** County and City staff will jointly identify projects for funding in accordance with the strategies presented in the Local Housing Assistance Plan. Projects will be solicited and awarded through the County's Purchasing Department with City representation on selection committees. Agreements will be presented to the County for approval.
6. **LOCAL GOVERNMENT VERIFICATION OF CONTRIBUTION:** If approved by Board action, the County Administrator will sign the Local Government Verification of Contribution forms certifying the commitment of local SHIP funds for applicants responding to Request for Applications through the Florida Housing Finance Corporation for housing development project financing.



BOARD OF COUNTY COMMISSIONERS

Escambia County, Florida

AI-10121

County Administrator's Report 11. 12.

BCC Regular Meeting

Budget & Finance Consent

Meeting Date: 04/21/2016

Issue: Amendment #1 to State Housing Initiative Partnership Program
Interlocal Agreement with the Town of Century

From: Tonya Gant, Director

Organization: Neighborhood & Human Svcs

CAO Approval:

RECOMMENDATION:

Recommendation Concerning Amendment #1 to the State Housing Initiatives Partnership Program Interlocal Agreement with the Town of Century - Tonya Gant, Neighborhood & Human Services Department Director

That the Board take the following action concerning Amendment #1 to the State Housing Initiatives Partnership (SHIP) Program Interlocal Agreement with the Town of Century:

A. Approve Amendment #1 to the Interlocal Agreement for SHIP Housing Repair Assistance Project with the Town of Century to provide \$260,000, in SHIP funds to support housing repair activities within the Town of Century; and

B. Authorize the Chairman or Vice Chairman to execute the Amendment and all Project-related documents as required to implement the Project.

[Funding: Fund 120/2015 and 2016 SHIP, Cost Centers 370201 and 370202]

BACKGROUND:

An Interlocal with the Town of Century (Town) was approved December 10, 2015 (see Exhibit I) to assist the Town with matching repair funds needed under their Residential Construction Mitigation Program (RCMP), Small Cities Community Development Block Grant Program, and/or historic preservation repair program grant funding secured by the Town.

Due to the February tornado, additional funding is needed to assist Town residents with uninsured or underinsured repairs. The Town has already encumbered its original allocation of \$60,000. This amendment (Exhibit II) allocates additional funding as well as updates the income eligibility chart, end dates, and provides additional details for the disaster funding as suggested by Florida Housing Finance Corporation.

BUDGETARY IMPACT:

The \$260,000 required for this Agreement is budgeted in Fund 120/2015 and 2016 SHIP, Cost Centers 370201 and 370202.

LEGAL CONSIDERATIONS/SIGN-OFF:

The Amendment to the Agreement has been reviewed and approved by Kristin Hual, Assistant County Attorney.

PERSONNEL:

The amendment to the Interlocal Agreement will be managed by Town of Century staff with County Neighborhood Enterprise Division staff providing the construction oversight/management for the disaster projects.

POLICY/REQUIREMENT FOR BOARD ACTION:

Interlocal Agreements with other local governments must be approved by the Board of County Commissioners.

IMPLEMENTATION/COORDINATION:

The SHIP project will be coordinated through the Neighborhood Enterprise Division (NED) jointly with the Town of Century for income eligible homeowners.

Attachments

Ex I-BCC Approval Interlocal

Ex II-Amendment #1

PUBLIC FORUM WORK SESSION AND REGULAR BCC MEETING MINUTES – ContinuedCOUNTY ADMINISTRATOR'S REPORT – ContinuedII. BUDGET/FINANCE CONSENT AGENDA – Continued1-35. Approval of Various Consent Agenda Items – Continued

13. Taking the following action concerning the State Housing Initiatives Partnership (SHIP) Program Interlocal Agreement with the Town of Century (Funding: Fund 120/2015 and 2016 SHIP, Cost Centers 370201 and 370202):
 - A. Approving the Interlocal Agreement for SHIP Housing Repair Assistance Project with the Town of Century to provide \$60,000 in SHIP funds to support housing repair activities within the Town of Century; and
 - B. Authorizing the Chairman or Vice Chairman to execute the Interlocal Agreement and all Project-related documents as required to implement the Project.
14. Taking the following action concerning the Community Development Block Grant (CDBG)-funded Neighborhood Renewal Initiative Mini-Grant Agreements (Funding: Fund 129/2010 and 2011 CDBG, Cost Centers 370214 and 370216):
 - A. Approving the *Neighborhood Renewal Initiative Mini-Grant Agreement* between Escambia County and the Ebonwood/Oakcrest/Gary Circle Homeowner's Association, Inc., awarding a Neighborhood Renewal Initiative Grant, in the amount of \$500, for the Ebonwood Community Center Upgrade Project, located in the Englewood Community Redevelopment Area;
 - B. Approving the *Neighborhood Renewal Initiative Mini-Grant Agreement* between Escambia County and the Community Improvement Association, Incorporated, awarding a Neighborhood Renewal Initiative Grant, in the amount of \$400, for the Montclair Neighborhood Watch Signs Project, located in the Palafox Community Redevelopment Area; and
 - C. Authorizing the Chairman or Vice Chairman to execute the Agreements and all related documents as required to implement the Projects.

**AMENDMENT #1
INTERLOCAL AGREEMENT FOR SHIP HOUSING REPAIR ASSISTANCE PROJECT
(Town of Century)**

THIS AMENDMENT is made and entered into this **21st** day of **April, 2016**, by and between the **COUNTY OF ESCAMBIA**, a political subdivision of the State of Florida ("County"), whose mailing address is P.O. Box 1591, Pensacola, Florida 32597; and the **TOWN OF CENTURY**, a municipality chartered in the State of Florida ("Century"), whose address is 7995 North Century Boulevard, Century, Florida.

WITNESSETH:

WHEREAS, on December 10, 2015, the parties previously entered into an Interlocal Agreement for the purpose of assisting qualified applicants for the SHIP Housing Repair Assistance Project (hereinafter referred to as "the Project") through the use of funds provided by the Escambia/Pensacola State Housing Initiatives Partnership Program (hereinafter referred to as "SHIP Program" or "the Program"); and

WHEREAS, on February 15, 2016, a tornado categorized as an F-3 on the Fujita Tornado Damage Scale impacted the Century area causing severe damage to numerous housing units; and

WHEREAS, on March 11, 2016, the SHIP Program was awarded additional funding for disaster victims; and

WHEREAS, the County and Century now wish to amend the Agreement to extend the term and increase the funding provided under the Agreement as provided herein.

NOW, THEREFORE, in consideration of the mutual covenants contained herein and of the mutual benefits and for other good and valuable consideration the County and Century hereby agree to amend the Interlocal Agreement for the SHIP Housing Repair Assistance Program dated December 10, 2015, as follows:

SECTION 1. The foregoing recitals are true and correct and incorporated herein by reference.

SECTION 2. ARTICLE II, Section 2.1 is amended to read as follows:

2.1 Century shall directly provide ~~all~~—services required to complete the repair or replacement of substandard, homeowner occupied single family homes for families meeting the Low Income limitations stipulated in Florida Administrative Code (FAC) 67-37 and amendments thereto.

SECTION 3. ARTICLE III, Section 3 is hereby amended to read as follows:

3. The County agrees to contribute ~~matching~~ funds in an amount not to exceed ~~\$60,000~~ **\$260,000** payable solely from available SHIP Program funds toward the costs of repairing housing units occupied by eligible families participating in the SHIP Housing Repair

Assistance Project; the Florida Department of Economic Opportunity Small Cities Community Development Block Grant, Housing Rehabilitation/Replacement Grant Program or Housing Preservation Grant Program; or similar repair programs as may be administered by Century, subject to possible reduction under Article VI hereof.

SECTION 4. ARTICLE VI, Section 6 is hereby amended to read as follows:

6. This Agreement shall be effective for the period beginning the 10th day of December, 2015, and shall terminate on ~~December 30, 2016~~, December 31, 2017, unless canceled sooner with or without cause by any party giving thirty (30) days prior written notice of such cancellation.

SECTION 5. EXHIBIT I of the Interlocal Agreement is replaced in its entirety with the attached **REVISED EXHIBIT I**.

SECTION 6. All other provisions of the original Agreement and not in conflict with the amendments and modifications contained herein shall remain in full force and effect.

SECTION 7. This Amendment shall become effective, after being properly executed by the parties, when filed with the Office of the Clerk of the Circuit Court of Escambia County. The County shall be responsible for such filing after such execution by both parties.

SECTION 8. The Interlocal Agreement and any amendment thereto shall be governed by and construed in accordance with the laws of the State of Florida, and the Parties stipulate that venue for any state or federal court action or other proceeding relating to any matter which is the subject of this Agreement shall be in Escambia County, Florida.

[SIGNATURE PAGE FOLLOWS]

IN WITNESS WHEREOF, the Parties hereto have made and executed this Agreement on the respective dates under each signature:

ESCAMBIA COUNTY, a political subdivision
of the State of Florida, by and through its
BOARD OF COUNTY COMMISSIONERS

BY: _____
Grover C. Robinson, IV, Chairman

Attest: Pam Childers
Clerk of the Circuit Court

By: _____
Deputy Clerk

BCC Approved: April 21, 2016

Escambia County Legal Department Approval:

S E A L

Approved as to form and legal
sufficiency.

By/Title: K. L. [Signature] SCA
Date: 4/13/16

TOWN OF CENTURY, a municipality
chartered in the State of Florida, by
its TOWN COUNCIL

ATTEST:

(SEAL)

By: _____
Freddie McCall, Mayor

**SPECIFIC TERMS AND CONDITIONS FOR IMPLEMENTATION OF
THE SHIP HOUSING REPAIR ASSISTANCE PROJECT**

NAME OF SPONSOR: TOWN OF CENTURY

AGENT: NICKLES CONSULTING GROUP

1. PURPOSE

The purpose of this Agreement is to provide limited housing repair/replacement assistance to certain eligible "Very Low" and "Low Income" families. A "Very Low Income" family is defined as a family with total "gross" income from all sources equal to or below fifty percent (50%) of the Pensacola Metropolitan Statistical Area ("MSA") median income, adjusted for family size. A "Low Income" family is defined as a family with total "gross" income from all sources equal to or below eighty percent (80%) of the Pensacola Metropolitan Statistical Area ("MSA") median income, adjusted for family size. County shall annually provide updated income eligibility guidelines for use by Century in carrying out the requirements of this Agreement. Century shall be responsible for ensuring documentation of the eligibility of each applicant, and will receive assistance from the County contract manager to determine eligibility upon request.

2. SCOPE OF SERVICES

Century and/or its designated Contractor Coordinator/Agent shall provide affordable housing client eligibility intake, contracting for repairs/construction services under terms, conditions, requirements and responsibilities of this Agreement. The County agrees to make certain funds available to support the repair or replacement of existing owner occupied substandard housing units targeting Very Low and Low Income families. Such funds are allocated from **Escambia/Pensacola SHIP Program** funds in the amount of ~~\$60,000.00~~ **\$260,000** (2015 or 2016 SHIP).

SHIP Program housing repair/replacement funds shall be committed by the County on behalf of eligible "Very Low" and "Low Income" families residing in Escambia County, Florida, in an amount not to exceed ~~\$15,000~~ **\$30,000** per home, unless Century is notified in writing by the County Contract Manager of an increase in the maximum authorized by an amendment to the Escambia/Pensacola SHIP Local Housing Assistance Plan (LHAP). Century shall be responsible for fully documenting to the County the eligibility of such clients and assuring that SHIP Program funds provided to Century are expended solely for eligible activities, including disaster funding eligibility.

Additional funding of up to \$15,000 per home (not included in the total funding above) may be requested in writing under the Disaster/Mitigation Assistance strategy as outlined in the SHIP Program Local Housing Assistance Plan (LHAP) and provided with written approval by the County Contract Manager. Funding for this strategy is limited.

3. OBJECTIVES

Century shall cause the limited repair of at least ~~four (4)~~ eight (8) single family homes or manufactured homes, owned and occupied by "Very Low" or "Low Income" families within Escambia County during the term of this Agreement. Century shall attempt to target assistance to at least ~~two (2)~~ five (5) families meeting the Special Needs set-aside criteria as defined in F.S. 420.0004. As outlined in the LHAP and at the time of receipt of 2016 SHIP funds, priority may be given to Special Needs applicants. All other applicants will be assisted on a first qualified, first served basis. Century or its Contract Coordinator/Agent must document the Special Needs requirement as outlined in SB 1852/FS 420.0004 before priority for assistance may be approved. As of the date of this amendment, only applications for disaster recovery may be accepted under the SHIP program.

Components repaired within the homes shall meet minimum standards required by applicable provisions of the Florida Building Code, applicable health or safety standards, or other comparable standards promulgated for use in housing repair, rehabilitation and/or replacement housing initiatives. All assistance shall be provided so as to be affordable to eligible Project clients.

Under the SHIP disaster funding, owner occupied manufactured housing may be considered for assistance if the manufactured home owner occupant also owns the property on which the structure is located. Per F.S. 420.9071, manufactured housing must be constructed after June 1994 to be eligible for the SHIP Program and installed in accordance with the installation standards for mobile or manufactured homes contained in rules of the Department of Highway Safety and Motor Vehicles.

4. SERVICES

This Agreement presumes that Project activities will proceed generally in accordance with Century's established procedures and policies which govern ongoing housing repair or replacement programs, with minimal overlay of SHIP Program requirements to ensure concurrent compliance with Florida Administrative Code (FAC) 67-37. Century shall perform or cooperate in performance of the following services as required to implement the Agreement.

- A. Develop or adapt existing forms, policies, client intake procedures, client characteristics data collection, income verification procedures, record keeping, and other matters as necessary to document beneficiaries (including special needs set asides), Project activity costs, utilization of SHIP Project funds and, if utilized in conjunction with this Project, non-SHIP Program funds on a per unit (home) basis. Additional forms and documents required to verify property eligibility under the disaster funding and to avoid duplication of benefits will be provided by the County Contract Manager.
- B. Provide services associated with housing rehabilitation client intake, eligibility processing, intake, eligibility processing, development of construction specifications, selection of construction vendors, construction management and completion inspection(s) and coordination of any resources needed to produce a minimum of ~~four (4)~~ eight (8) repaired units within the term of this Agreement at a SHIP Program cost of not more than ~~\$15,000~~ **\$30,000** per unit (including service delivery costs), unless Century is notified in writing by the County Contract Manager of an increase in the maximum authorized by an amendment to the Escambia/Pensacola SHIP Local Housing Assistance Plan.

- C. Documentation of client eligibility is mandatory under this Agreement. Failure to properly document eligibility will result in denial of Century's payment request. Documentation shall include proper verification of income eligibility and evidence of a participant's basic need for the assistance, and all other eligibility information required under state law.

5. CENTURY INFORMATION

Town of Century
7995 North Century Boulevard
Century, Florida 32535

CONTACT: Freddie McCall
TITLE: Mayor
Phone: (850) 256-3208
Fax: (850) 256-0318

6. QUARTERLY REPORTS

- A. Century shall prepare and provide to the contract manager a report of activities no less frequently than quarterly (the "Quarterly Report"). The duty to provide Quarterly Reports shall survive termination of this Agreement until received by the County.
- B. The Quarterly Report shall contain a narrative on the progress of the project and a financial statement on expenditures made during the reporting period and shall be in the form provided herein, unless an alternate form is mutually approved by the County and Century.
- C. Failure to submit the Quarterly Report narrative, financial reports or financial documentation shall be deemed good cause for withholding of further payments under this Agreement.

7. PAYMENT SCHEDULE AND PROCEDURE

A. APPLICANT/PROJECT ELIGIBILITY: All applicants (clients) for financial assistance under this Agreement shall file an Application with the Town of Century or its designated Contract Coordinator/Agent in accordance with regulations governing the SHIP Housing Repair Assistance Project and other associated programs, through which Century may dually fund housing repairs or replacements in relation to this Agreement, as applicable on a case-by-case basis. Initial waiting list for disaster related repairs will be documented through a voice mail line established by the County. All applicants for assistance shall be initially determined eligible under the SHIP Housing Repair Assistance Project and other associated programs, as applicable, to be eligible to participate in activities provided for under this Agreement. Century and its designated Contract Coordinator/Agent shall process all applicants in accordance with established application and income verification procedures, including disaster funding verification. When a request has reached the point of approval, Century shall provide the application information ~~and contractor's bid~~ to the County and request a commitment of SHIP Program funds for that applicant ("client"). Upon receipt of the County's commitment, Century may then formally approve and obligate the SHIP funds, along with any other funds available to Century, that are required to complete rehabilitation of the subject dwelling (if any).

B. PROJECT CONSTRUCTION MANAGEMENT: In all cases, Century, the County, and/or the applicant, shall contract with a licensed residential contractor to complete the actual

rehabilitation or replacement housing work. Century or the County shall establish and follow a bid/solicitation process, or an acceptable alternate contractor selection and award process, that provides open and equal opportunities for qualified contractors interested in completing construction work in relation to this Agreement. Contractors paid directly under this Agreement must meet all County Licensing, Purchasing and Liability requirements. Construction jobs over \$25,000 will require a 100% Performance and Payment Bond to be paid and recorded by the Contractor. As the work progresses, the contractor may request, via Century, payment under the terms of the contract between Century/County and the contractor. Not more than one payment (at final completion) per unit shall be issued by the County in support of the Project at or below \$15,000, unless there are extenuating circumstances that are approved in advance by the County Contract Manager. The County will make up to TWO reimbursements to the Contractor for contracts over \$15,000. One initial payment not to exceed 40% of the project bid can be released at 50% completion of the project with copies of progress inspections, Contractor invoice, and Building Inspections completed to date. The final reimbursement can be released at Project Completion with Final Contractor Bill, Century/County's inspection verifying completion, signoff and acceptance by the client, RRP checklist for pre-1978 homes, and copies of final inspections by Building Inspections. Century or the County and its designated Contract Coordinator/Agent shall process and verify the accuracy of the payment request and inspect the completed work prior to approving and forwarding the request for payment to the County. Century/County shall request an amount equal to the County's share of the total payment requested by the Contractor (or 100% of the eligible costs, if there are no other funds committed to the unit). Following County review and approval, the Clerk of the Circuit Court/Finance Division shall, within fifteen (15) days of the receipt of the payment voucher, issue payment for the completed construction work. Checks shall be made payable to the approved Contractor and the Clerk of the Circuit Court/Finance Division shall mail the County warrant (check) directly to the Century or Contractor and any parties who performed eligible work or services in relation to the repair or replacement of the housing unit.

B.C. As a pre-condition to payment by the County hereunder, for each housing unit Century, or its agent, shall make a request for a SHIP fund commitment by presenting to the County Contract Manager all supportive documentation, including a complete, executed and approved application form executed by authorized representative(s) of Century and by the client requesting SHIP assistance (including income verification documentation); the location of the housing unit to be repaired; and a copy of the contractor's bid for completion of the construction work, if bid by Century. The County Contract Manager shall review the documentation and within (10) days of receipt of the documentation, shall provide a written commitment of SHIP funds.

D. ASSOCIATED PROJECT COSTS & FEES.

1. Title Work and/or Surveys may be required before an application can be approved for assistance. If necessary, Century/Century's agent will contact County Contract Manager to request this work under open County purchase orders. The costs of such title work and surveys WILL count toward the total cost per unit.
2. Recording Fees: The County will directly pay the Clerk of Court for recording fees related to recording of a SHIP notice of commencement, lien, mortgage and/or

modifications. Funds will come from County SHIP administrative funds and will NOT count toward the total cost per unit.

3. Project Management Fee: The County will directly pay to Century's agent an amount not to exceed \$500 per completed DISASTER project at Project Completion for applicant/project eligibility (pre-screening, application, income verifications, etc) processing. Project Management fee will come from County's SHIP administrative budget. No project management funds are being provided for non-disaster projects encumbered before the date of this amendment.
4. Temporary Relocation and Moving Assistance: If Temporary Relocation and Moving assistance is requested, it will count toward the total cost per unit.
5. Construction Management Fee: No construction management fees are included in this Agreement. For disaster projects, the County will provide inspections, work specifications, meet with contractors on site, etc.

8. PROJECT EVALUATION, MONITORING AND REVIEW

A. The Project will be monitored continuously based upon the documentation submitted Century. Additionally, the County will monitor the Project at three (3), six (6) and nine (9) month intervals. Century shall provide Project related information to the contract manager to assist their review and will be responsible for compliance with the terms of this Agreement.

B. The County shall review and evaluate Century's performance under this Agreement and the effectiveness of the Project in preserving affordable housing units. If found to be ineffective, modification may be made to this Agreement or this Agreement may be terminated according to the provisions contained in Section 6.1 of this Agreement.

9. PROJECT REQUIREMENTS

CENTURY shall comply with the terms and conditions specified in this Agreement. All project requirements must conform to the COUNTY's current LHAP and any amendments thereto and applicable provisions of the Florida Statutes. In addition,

- A. CENUTRY agrees to assist the COUNTY in meeting the overall SHIP program requirements;
- B. CENTURY shall follow HUD Section 8 Income Guidelines, and any changes in these guidelines made by the federal Department of Housing & Urban Development and approved for use by the FHFC to determine the income eligibility of applicants;
- C. CENTURY shall not exceed the maximum award per-unit subsidy to eligible applicants as identified in the **SCOPE OF SERVICES, EXHIBIT I, SECTION 2;**
- D. SHIP funds shall only be used to fund the rehabilitation of eligible housing that is found to be feasible for repairs; and
- E. All home owners shall be qualified as eligible at the time of assistance.
- F. Per FHFC direction, all disaster funding must be encumbered by December 31, 2016. Century will work with County to accomplish this encumbrance deadline. Encumbered is as defined as "committed by contract, or purchase order, letter of commitment, or award in

a manner that obligates the county...to expend the amount upon delivery of goods, the rendering of services, or the conveyance of real property by a vendor, supplier, contractor or owner.” (FAC 67-37.002)

2016 INCOME GUIDELINES
(SHIP Effective Date: March 28, 2016)

# PERSONS IN FAMILY	EXTREMELY LOW INCOME (30% OF MEDIAN)	VERY LOW INCOME (50% OF MEDIAN)	LOW INCOME (80% OF MEDIAN)
1	\$12,550	\$20,900	\$33,400
2	16,020	23,850	38,200
3	20,160	26,850	42,950
4	24,300	29,800	47,700
5	28,440	32,200	51,550
6	32,580	34,600	55,350
7	36,730	37,000	59,150
8	39,350*	39,350	63,000

**For HUD programs, the definition of extremely low income has been changed to be the greater of 30/50ths (60 percent) of the Section 8 very low-income limit or the poverty guideline as established by the Department of Health and Human Services, provided that this amount is not greater than the Section 8 50% very low income limit. Consequently, the extremely low income limits may equal the very low (50%) income limits.*



BOARD OF COUNTY COMMISSIONERS
Escambia County, Florida

AI-10062

County Administrator's Report 11. 13.

BCC Regular Meeting

Budget & Finance Consent

Meeting Date: 04/21/2016

Issue: Acceptance of Three Drainage Easements for the Crescent Lake Outfall Project

From: Joy D. Blackmon, P.E., Director

Organization: Public Works

CAO Approval:

RECOMMENDATION:

Recommendation Concerning the Acceptance of Three Drainage Easements for the Crescent Lake Outfall Project - Joy D. Blackmon, P.E., Public Works Department Director

That the Board take the following action concerning acceptance of the donation of three drainage easements for Crescent Lake Outfall improvements:

A. Accept the donation of three drainage easements located in Crescent Lake Subdivision for the Crescent Lake Outfall Improvement Project;

<u>Property Owner</u>	<u>Parcel Reference Number</u>	<u>Acreage</u>
Crescent Lake Preservation Association	44-1S-30-3001-012-001	0.03
John T. Davis	44-1S-30-1000-013-022	0.05
Robert C. and Linda L. Yearty	44-1S-30-1000-012-022	0.07

B. Authorize the payment of documentary stamps because the property is being donated for governmental use, which is for drainage improvements, and the County benefits from the acceptance of this property, which enhances the safety and well-being of the citizens of Escambia County;

C. Authorize the payment of incidental expenditures associated with the recording of documents; and

D. Authorize the Chairman or Vice Chairman to accept the Easements, as of the day of delivery of the Easements to the Chairman or Vice Chairman, and authorize the Chairman or Vice Chairman to acknowledge the Board's acceptance at that time.

[Funding: Funds for incidental expenses associated with recording of documents are available in an Engineering Escrow Account accessed by the Escambia County Clerk's Office]

BACKGROUND:

There are three outfalls located on the east side of Crescent Lake and three on the west side. As a result of the April 2014 storm event, six outfall pipes, headwalls and the areas immediately adjacent were damaged in the Crescent Lake Subdivision. The repair costs for the damage will be submitted to FEMA for reimbursement.

These easements will be utilized to extend one of the six outfall areas beyond the existing headwall location to the lake with a subsurface pipe system that will reduce erosion and provide for sustainability during future similar storm events. The pipe extension will be two 70-foot long, high density polyethylene pipes. This extension has been discussed with the County's Florida Department of Emergency Management (FDEM - FEMA Division) representative and a revision of the Project Worksheet (PW) was authorized to include this extension as Hazard Mitigation. This revision was also approved by the FEMA Region 4 Representative who visited in February 2016.

BUDGETARY IMPACT:

Funds for incidental expenses associated with the recording of documents are available in an Engineering Escrow Account accessed by Escambia County Clerk's Office.

LEGAL CONSIDERATIONS/SIGN-OFF:

The easements have been approved as to form and legal sufficiency by the County Attorney's office.

PERSONNEL:

All work associated with this request is being done in-house and no additional staff is required.

POLICY/REQUIREMENT FOR BOARD ACTION:

These actions are consistent with the provisions of Section 46-139, Escambia County Code of Ordinances.

IMPLEMENTATION/COORDINATION:

Upon Board approval, staff will proceed in compliance with Section 46-139 of the County Code of Ordinances.

Attachments

Crescent Lake Easement

Davis Easement

Yearty Easement

Aerial Map

Prepared by:
Stacey S. Ward
Escambia County Public Works Department
3363 West Park Place
Pensacola, Florida 32505

44-1S-30-3001-012-001
Crescent Lake

STATE OF FLORIDA
COUNTY OF ESCAMBIA

DRAINAGE EASEMENT

THIS DRAINAGE EASEMENT made this 8 day of March, 2016, by and between Crescent Lake Preservation Association, Inc., a corporation organized under the laws of the State of Florida, whose mailing address is 5924 West Shore Drive, Pensacola, Florida 32526 (Grantor), and Escambia County, a political subdivision of the State of Florida, acting by and through its duly authorized Board of County Commissioners, whose mailing address is 221 Palafox Place, Pensacola, Florida 32502 (Grantee).

(Wherever used, the terms "Grantor" and "Grantee" shall include the singular and plural, masculine and feminine, heirs, legal representatives, successors and assigns.)

WITNESSETH

WHEREAS Grantee proposes to construct and/or maintain a drainage easement across real property located in Section 44, Township 1S, Range 30 West, Escambia County, Florida; and

WHEREAS, Grantor is the owner of the real property, over, across, and upon which Grantee proposes to construct and maintain said drainage easement;

NOW, THEREFORE, in consideration of One Dollar (\$1.00), the promises contained herein and other good and valuable consideration, Grantor does hereby grant to Grantee, a permanent drainage easement over the real property described below for the purposes of constructing and/or maintaining a drainage easement, together with the right of ingress and egress over and across the drainage easement and the right to excavate, construct and maintain the drainage easement.

See attached Exhibit A

GRANTOR also hereby grants, bargains, conveys, transfers, dedicates, and delivers to Grantee the right to clear, keep clear, and remove from the drainage easement, all trees, undergrowth and other obstructions that may interfere with the location, excavation, operation or maintenance of the drainage easement or any structures installed thereon by Grantee. Notwithstanding the issuance of any permit to construct or erect any structure in the drainage easement, Grantor agrees not to build, construct or create or permit others to build, construct or create any building or other structure in the drainage easement that may interfere with the location, excavation, operation or maintenance of the drainage easement or any structures installed thereon. Easily removable improvements, such as fences, may be constructed with the prior consent of Grantee.

In the event of any discrepancy between the actual location of drainage improvements and the legal description of the drainage easement, the actual location of drainage improvements shall control to the extent of such discrepancy and said legal description shall be deemed to have been modified, and the Grantor agrees to execute corrective instruments as may be required by Grantee.

GRANTOR does hereby covenant with Grantee that it is lawfully seized and possessed of the real property above described and that the easement is free from all encumbrances that would prohibit Grantee from using the easement for drainage, and Grantor hereby waives any right to compensation for Grantee's use of the drainage easement and an appraisal of the drainage easement unless otherwise provided for herein.

TO HAVE AND TO HOLD said drainage easement upon the said Grantee forever.

IN WITNESS WHEREOF, Grantor has hereunto set its hand and seal the date first above written.

SIGNED IN THE PRESENCE OF:

GRANTOR:

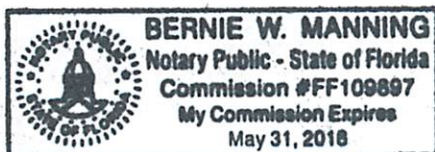
Crescent Lake Preservation Association, Inc.

Witness Bernie W Manning
Print Name Bernie W Manning
Witness Kara Johnson
Print Name Kara Johnson

By: Jim Grunke
(signature)
Jim Grunke, President
(printed name/title)

STATE OF FLORIDA
COUNTY OF ESCAMBIA

The foregoing instrument was acknowledged before me this 8th day of March, 2016, by Jim Grunke as President of Crescent Lake (title) of Crescent Lake Preservation Association, Inc., on behalf of the corporation. He/She (☐) is personally known to me, or (☒) produced current Florida Driver's License as identification. Preservation



(Notary Seal)

Bernie W Manning
Signature of Notary Public
Bernie W Manning
Printed Name of Notary Public

ACCEPTANCE

This Drainage Easement was accepted by Escambia County, Florida, on the _____ day of _____, 20____, as authorized by the Board of County Commissioners of Escambia County, Florida at its meeting held on the _____ day of _____, 20____,


BOARD OF COUNTY COMMISSIONERS
ESCAMBIA COUNTY, FLORIDA

ATTEST: Pam Childers
Clerk of the Court

Grover C. Robinson, IV, Chairman

Deputy Clerk

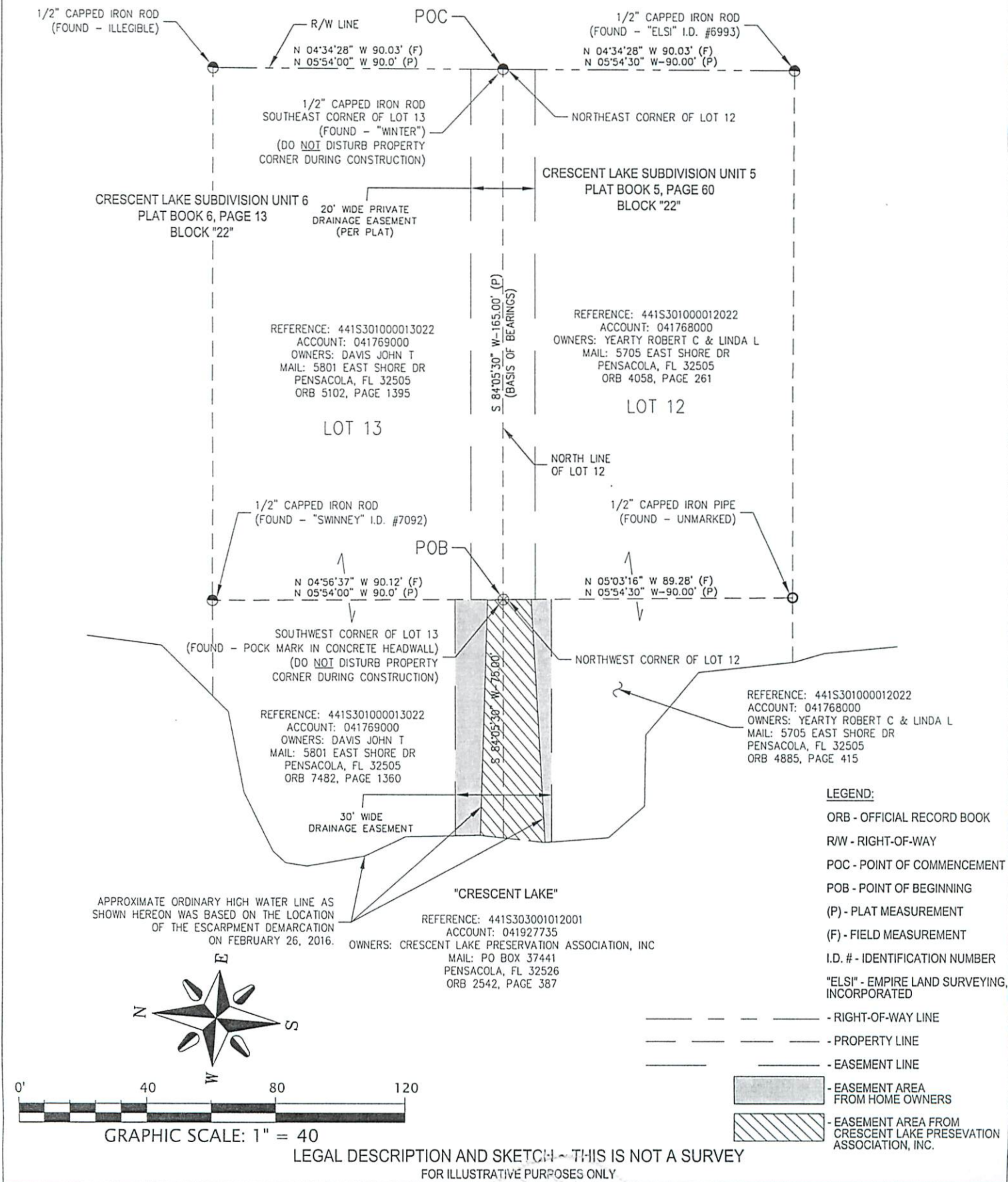
This document approved as to form
and legal sufficiency.

By 
Title Asst. County Attorney
Date March 24, 2016

LEGAL DESCRIPTION AND SKETCH
EXHIBIT "A"

CRANBROOK AVENUE
(60' R/W - PLAT)

EAST SHORE DRIVE (66' R/W - PLAT)



Drawn By: MK	Project No.: 20160013	ENGINEERING DEPARTMENT ESCAMBIA COUNTY, FLORIDA 3363 WEST PARK PLACE, PENSACOLA, FLORIDA 32505	Date: 03/03/16	State of Florida
Survey Date: 02/26/2015	Drawing No. L-5015A			
Drawing Date: 03/03/2016	Field Book: 525 Page: 4	I hereby certify that the description and sketch shown hereon was made under my responsible charge and meets the Standards of Practice as set forth by the Florida Board of Professional Surveyors and Mappers in Chapter 5J-17.050, 5J-17.051, and 5J-17.052, pursuant to Section 472.027 Florida Statutes.	Date: 03/03/16	State of Florida
Section, Township, Range: 44, T-1-S, R-30-W	Sheet No. 1 of 2			
Type of Survey: Sketch & Description	Date:			
Revisions:				



LEGAL DESCRIPTION AND SKETCH
EXHIBIT "A"

Legal Description
Drainage Easement
Prepared at the request of the Escambia County Engineering Department
March 02, 2016

A 30 foot non exclusive easement for drainage purposes over, under and across a portion of land lying in Sections 44 and 46, Township 1 South, Range 30 West, Tallahassee Meridian, located in Escambia County, State of Florida.

Said easement being a portion of a parcel of land described in O.R. Book 2542, Page 387, as recorded in the public records of Escambia County, Florida, and being 15 feet on each side of the following described line:

Commence at the Northeast corner of Lot 12, Block 22, Crescent Lake Subdivision, Unit Number 5, as recorded in Plat Book 5, Page 60, in the public records of said Escambia County, Florida, which is also the Southeast corner of Lot 13, Block 22, Crescent Lake Subdivision, Unit Number 6, as recorded in Plat Book 6, Page 13, in the public records of said Escambia County; thence S84°05'30"W along the North line of said Lot 12 (Basis of Bearings), and coincident with the South line of said Lot 13 for a distance of 165.0 feet to the Northwest corner of said Lot 12, which is also the Southwest corner of said Lot 13, and the Point of Beginning of the easement described hereon; thence S84°05'30"W on a prolongation of said North line a distance of 75.00 feet to the Point of Terminus of this description. The sidelines of said easement being extended or shortened to terminate on the property of the grantor.

Said easement contains 0.03 acre, more or less.

Certified to: Escambia County, Florida Board of County Commissioners; and Crescent Lake Preservation, Association, Inc.

Surveyor's Notes:

- 1) Measurements were made in accordance with the United States Standard Foot.
- 2) Basis of Bearings Reference: North and the bearings shown hereon are based on the North line of the Crescent Lake Subdivision, Unit Number 5, as recorded in Plat Book 5 Page 60 in the public records of Escambia County, Florida as being N84°05'30"E (Plat).
- 3) The sketch shown hereon was prepared for description purposes only and is not intended to represent a field survey. An accurate field survey of the parcel(s) described hereon may result in variations in bearings and/or distances.
- 4) Danny R. Swain, Florida Professional Surveyor and Mapper did not perform a title search, nor has a title search been provided. Therefore, the sketch shown hereon is subject to any facts that may be disclosed by a full and accurate title search.
- 5) Lands shown hereon were not abstracted by Danny R. Swain, Florida Professional Surveyor and Mapper, and is subject to deeds of record, unrecorded deeds, easements, right-of-ways, building setbacks, restrictive covenants, or other instruments which could affect the boundaries or use of the subject property.
- 6) Easements, other than those described hereon, are per the recorded plat, if any.
- 7) Plat and field measured directions and distances are the same unless otherwise noted.
- 8) This survey does not reflect, determine, or guarantee ownership.
- 9) Existing improvements not shown, if any.
- 10) No attempt was made to locate any underground foundations, septic/drain fields, underground utilities, or overhead utilities.
- 11) Additions or deletions to survey map(s) or report(s) by other than the signing party or parties is prohibited without written consent of the signing parties.
- 12) The survey sketch and description or copies thereof are not valid without the signature and the original raised seal of a Florida licensed Surveyor and Mapper.
- 13) The description and sketch are not full and complete without the other.
- 14) No other person(s) and/or entity(ies) other than those certified to above may use this sketch and description or copies thereof, for any reason whatsoever, without the prior written consent of the undersigned.
- 15) Documents used in the preparation of this sketch and description: The Plat of the Crescent Lake Subdivision, Unit Number 5, as recorded in Plat Book 5, Page 60 in the public records of Escambia County, Florida; The Plat of the Crescent Lake Subdivision, Unit Number 6, as recorded in Plat Book 6 Page 13 in the public records of Escambia County, Florida; and existing field monumentation.
- 16) Approximate ordinary high water line as shown hereon was based on the location of the escarpment demarcation on February 26, 2016.

LEGAL DESCRIPTION AND SKETCH ~ THIS IS NOT A SURVEY
FOR ILLUSTRATIVE PURPOSES ONLY

Drawn By: MK	Project No.: 20160013
Survey Date: 02/26/2015	Drawing No. L-5015A
Drawing Date: 03/03/2016	Field Book: 425 Page: 4
Section, Township, Range:	44, T-1-S, R-30-W
Type of Survey: Sketch & Description	Sheet No. 2 of 2
Revisions:	Date:

ENGINEERING DEPARTMENT
ESCAMBIA COUNTY, FLORIDA
3363 WEST PARK PLACE, PENSACOLA, FLORIDA 32505

Unless accompanied by sheet one that bears the signature and original raised seal of a Florida licensed Surveyor and Mapper this drawing, sketch, plat, or map is for informational purposes only and is not valid.



Prepared by:
Wayne Manning
Escambia County Public Works Department
3363 West Park Place
Pensacola, Florida 32505

Crescent Lake Project
Portion of 44-1S-30-1000-013-022

STATE OF FLORIDA
COUNTY OF ESCAMBIA

DRAINAGE EASEMENT

THIS DRAINAGE EASEMENT made this 7 day of March, 2016, by and between John T. Davis, an unmarried man, whose mailing address is 5801 East Shore Drive, Pensacola, Florida 32505 (Grantor), and Escambia County, a political subdivision of the State of Florida, acting by and through its duly authorized Board of County Commissioners, whose mailing address is 221 Palafox Place, Pensacola, Florida 32502 (Grantee).

(Wherever used, the terms "Grantor" and "Grantee" shall include the singular and plural, masculine and feminine, heirs, legal representatives, successors and assigns.)

WITNESSETH

WHEREAS Grantee proposes to construct and/or maintain a drainage easement across real property located in Section 44, Township 1S, Range 30 West, Escambia County, Florida; and

WHEREAS, Grantor is the owner of the real property, over, across, and upon which Grantee proposes to construct and maintain said drainage easement;

NOW, THEREFORE, in consideration of One Dollar (\$1.00), the promises contained herein and other good and valuable consideration, Grantor does hereby grant to Grantee, a permanent drainage easement over the real property described below for the purposes of constructing and/or maintaining a drainage easement, together with the right of ingress and egress over and across the drainage easement and the right to excavate, construct and maintain the drainage easement.

See attached Exhibit A

GRANTOR also hereby grants, bargains, conveys, transfers, dedicates, and delivers to Grantee the right to clear, keep clear, and remove from the drainage easement, all trees, undergrowth and other obstructions that may interfere with the location, excavation, operation or maintenance of the drainage easement or any structures installed thereon by Grantee. Notwithstanding the issuance of any permit to construct or erect any structure in the drainage easement, Grantor agrees not to build, construct or create or permit others to build, construct or create any building or other structure in the drainage easement that may interfere with the location, excavation, operation or maintenance of the drainage easement or any structures installed thereon. Easily removable improvements, such as fences, may be constructed with the prior consent of Grantee.

In the event of any discrepancy between the actual location of drainage improvements and the legal description of the drainage easement, the actual location of drainage improvements shall control to the extent of such discrepancy and said legal description shall be deemed to have been modified, and the Grantor agrees to execute corrective instruments as may be required by Grantee.

GRANTOR does hereby covenant with Grantee that it is lawfully seized and possessed of the real property

above described and that the easement is free from all encumbrances that would prohibit Grantee from using the easement for drainage, and Grantor hereby waives any right to compensation for Grantee's use of the drainage easement and an appraisal of the drainage easement unless otherwise provided for herein.

TO HAVE AND TO HOLD said drainage easement upon the said Grantee forever.

IN WITNESS WHEREOF, Grantor has hereunto set its hand and seal the date first above written.

SIGNED IN THE PRESENCE OF:

Witness Bernie W Manning
Print Name Bernie W Manning
Witness Kara Johnson
Print Name Kara Johnson

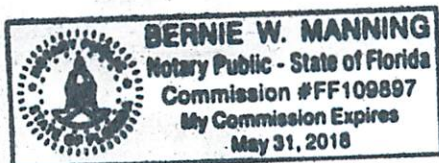
GRANTORS:

By: [Signature]
John T. Davis

STATE OF FLORIDA
COUNTY OF ESCAMBIA

The foregoing instrument was acknowledged before me this 7 day of March, 2016 by John T. Davis. He ☐ is personally known to me, or ☒ produced current Florida Driver's License as identification.

(Notary Seal)



Bernie W Manning
Signature of Notary Public
Bernie W Manning
Printed Name of Notary Public

ACCEPTANCE

This Drainage Easement was accepted by Escambia County, Florida, on the _____ day of _____, 20____, as authorized by the Board of County Commissioners of Escambia County, Florida at its meeting held on the _____ day of _____, 20____.

BOARD OF COUNTY COMMISSIONERS
ESCAMBIA COUNTY, FLORIDA

ATTEST: Pam Childers
Clerk of the Court

Grover C. Robinson, IV, Chairman

Deputy Clerk

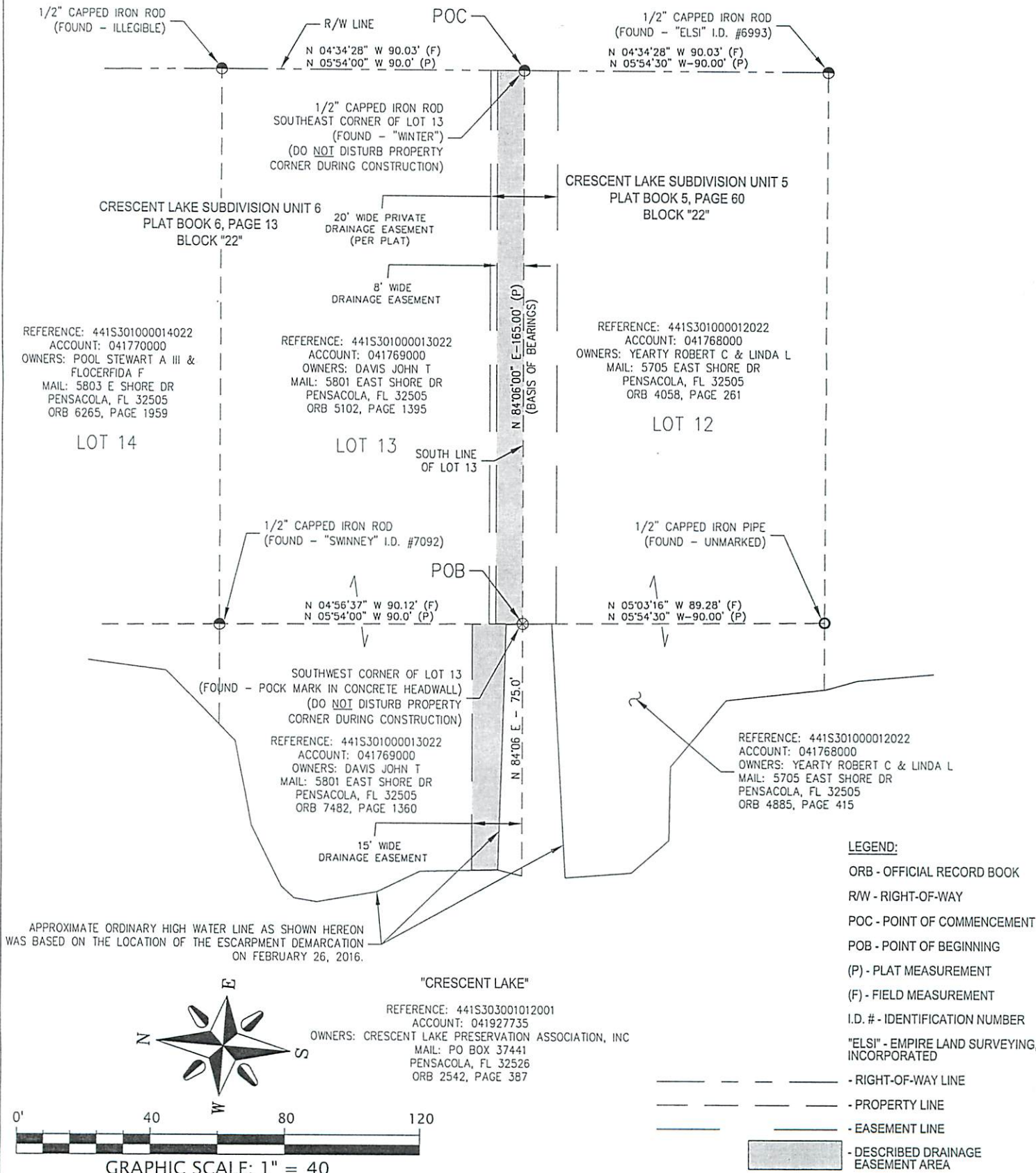
This document approved as to form and legal sufficiency.

By [Signature]
Title Asst. County Attorney
Date March 23, 2016

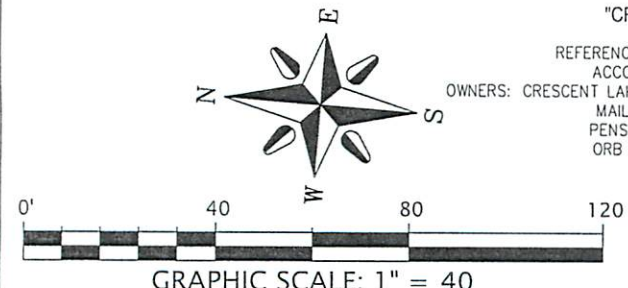
LEGAL DESCRIPTION AND SKETCH
EXHIBIT "A"

CRANBROOK AVENUE
(60' R/W - PLAT)

EAST SHORE DRIVE (66' R/W - PLAT)




APPROXIMATE ORDINARY HIGH WATER LINE AS SHOWN HEREON
WAS BASED ON THE LOCATION OF THE ESCARPMENT DEMARCATION
ON FEBRUARY 26, 2016.



"CRESCENT LAKE"
REFERENCE: 441S3030001012001
ACCOUNT: 041927735
OWNERS: CRESCENT LAKE PRESERVATION ASSOCIATION, INC
MAIL: PO BOX 37441
PENSACOLA, FL 32526
ORB 2542, PAGE 387

LEGAL DESCRIPTION AND SKETCH ~ THIS IS NOT A SURVEY
FOR ILLUSTRATIVE PURPOSES ONLY

Drawn By: MK	Project No.: 20160013	ENGINEERING DEPARTMENT ESCAMBIA COUNTY, FLORIDA 3363 WEST PARK PLACE, PENSACOLA, FLORIDA 32505	
Survey Date: 02/26/2015	Drawing No. L-5015A		
Drawing Date: 03/03/2016	Field Book: 525 Page: 4		
Section, Township, Range: 44, T-1-S, R-30-W			
Type of Survey: Sketch & Description	Sheet No. 1 of 2	Date: 03/03/16	
Revisions:	Date:	Danny R. Swain, Professional Surveyor and Mapper No. 5942 I hereby certify that the description and sketch shown hereon was made under my responsible charge and meets the Standards of Practice as set forth by the Florida Board of Professional Surveyors and Mappers in Chapter 5J-17.050, 5J-17.051, and 5J-17.052, pursuant to Section 472.027 Florida Statutes.	State of Florida

LEGAL DESCRIPTION AND SKETCH
EXHIBIT "A"

Legal Description
Drainage Easements
Prepared at the request of the Escambia County Engineering Department
February 22, 2016

An 8 foot non exclusive easement for drainage purposes over, under and across the following described property:

The South 8 feet of Lot 13, Block 22, Crescent Lake Subdivision, Unit Number 6, as recorded in Plat Book 6, Page 13, in the public records of Escambia County, Florida.

Said easement contains 0.03 acre, more or less.

Together with a 15 foot non exclusive easement for drainage purposes over, under and across a portion of land lying in Section 46, Township 1 South, Range 30 West, Tallahassee Meridian, located in Escambia County, State of Florida.

Said easement being a portion of a parcel of land described in O.R. Book 7482, Page 1360, as recorded in the public records of Escambia County, Florida, and being 15 feet on the North side of the following described line:

Commence at the Southeast corner of Lot 13, Block 22, Crescent Lake Subdivision, Unit Number 6, as recorded in Plat Book 6, Page 13, in the public records of said Escambia County, Florida; thence S84°06'W along the South line of said Lot 13 (Basis of Bearings) for a distance of 165 feet to the Southwest corner of said Lot 13, and the Point of Beginning of the easement described hereon; thence S84°06'W on a prolongation of said South line a distance of 75.00 feet to the Point of Terminus of this description. The sidelines of said easement being extended or shortened to terminate on the property of the grantor.


Said easement contains 0.02 acre, more or less.

Certified to: Escambia County, Florida Board of County Commissioners; and John Davis

Surveyor's Notes:

- 1) Measurements were made in accordance with the United States Standard Foot.
- 2) Basis of Bearings Reference: North and the bearings shown hereon are based on the South line of the Crescent Lake Subdivision, Unit Number 6, as recorded in Plat Book 6 Page 13 in the public records of Escambia County, Florida as being N84°06'E (Plat).
- 3) The sketch shown hereon was prepared for description purposes only and is not intended to represent a field survey. An accurate field survey of the parcel(s) described hereon may result in variations in bearings and/or distances.
- 4) Danny R. Swain, Florida Professional Surveyor and Mapper did not perform a title search, nor has a title search been provided. Therefore, the sketch shown hereon is subject to any facts that may be disclosed by a full and accurate title search.
- 5) Lands shown hereon were not abstracted by Danny R. Swain, Florida Professional Surveyor and Mapper, and is subject to deeds of record, unrecorded deeds, easements, right-of-ways, building setbacks, restrictive covenants, or other instruments which could affect the boundaries or use of the subject property.
- 6) Easements, other than those described hereon, are per the recorded plat, if any.
- 7) Plat and field measured directions and distances are the same unless otherwise noted.
- 8) This survey does not reflect, determine, or guarantee ownership.
- 9) Existing improvements not shown, if any.
- 10) No attempt was made to locate any underground foundations, septic/drain fields, underground utilities, or overhead utilities.
- 11) Additions or deletions to survey map(s) or report(s) by other than the signing party or parties is prohibited without written consent of the signing parties.
- 12) The survey sketch and description or copies thereof are not valid without the signature and the original raised seal of a Florida licensed Surveyor and Mapper.
- 13) The description and sketch are not full and complete without the other.
- 14) No other person(s) and/or entity(ies) other than those certified to above may use this sketch and description or copies thereof, for any reason whatsoever, without the prior written consent of the undersigned.
- 15) Documents used in the preparation of this sketch and description: The Plat of the Crescent Lake Subdivision, Unit Number 6, as recorded in Plat Book 6 Page 13 in the public records of Escambia County, Florida; and existing field monumentation.
- 16) Approximate ordinary high water line as shown hereon was based on the location of the escarpment demarcation on February 26, 2016.

LEGAL DESCRIPTION AND SKETCH ~ THIS IS NOT A SURVEY
FOR ILLUSTRATIVE PURPOSES ONLY

Drawn By: MK	Project No.: 20160013	ENGINEERING DEPARTMENT ESCAMBIA COUNTY, FLORIDA 3363 WEST PARK PLACE, PENSACOLA, FLORIDA 32505	
Survey Date: 02/26/2015	Drawing No. L-5015A		
Drawing Date: 03/03/2016	Field Book: 425 Page: 4		
Section, Township, Range:	44, T-1-S, R-30-W		
Type of Survey: Sketch & Description	Sheet No. 2 of 2	Unless accompanied by sheet one that bears the signature and original raised seal of a Florida licensed Surveyor and Mapper this drawing, sketch, plat, or map is for informational purposes only and is not valid.	
Revisions:	Date:		

Prepared by:
Wayne Manning
Escambia County Public Works Department
3363 West Park Place
Pensacola, Florida 32505

Portion of 44-1S-30-1000-012-022
Crescent Lake Project

STATE OF FLORIDA
COUNTY OF ESCAMBIA

DRAINAGE EASEMENT

THIS DRAINAGE EASEMENT made this 7 day of March, 20 16, by and between Robert C. Yearty and Linda L. Yearty, husband and wife, whose mailing address is 5705 East Shore Drive, Pensacola, Florida 32505 (Grantor), and Escambia County, a political subdivision of the State of Florida, acting by and through its duly authorized Board of County Commissioners, whose mailing address is 221 Palafox Place, Pensacola, Florida 32502 (Grantee).

(Wherever used, the terms "Grantor" and "Grantee" shall include the singular and plural, masculine and feminine, heirs, legal representatives, successors and assigns.)

WITNESSETH

WHEREAS Grantee proposes to construct and/or maintain a drainage easement across real property located in Section 44, Township 1S, Range 30 West, Escambia County, Florida; and

WHEREAS, Grantor is the owner of the real property, over, across, and upon which Grantee proposes to construct and maintain said drainage easement;

NOW, THEREFORE, in consideration of One Dollar (\$1.00), the promises contained herein and other good and valuable consideration, Grantor does hereby grant to Grantee, a permanent drainage easement over the real property described below for the purposes of constructing and/or maintaining a drainage easement, together with the right of ingress and egress over and across the drainage easement and the right to excavate, construct and maintain the drainage easement.

See attached Exhibit A

GRANTOR also hereby grants, bargains, conveys, transfers, dedicates, and delivers to Grantee the right to clear, keep clear, and remove from the drainage easement, all trees, undergrowth and other obstructions that may interfere with the location, excavation, operation or maintenance of the drainage easement or any structures installed thereon by Grantee. Notwithstanding the issuance of any permit to construct or erect any structure in the drainage easement, Grantor agrees not to build, construct or create or permit others to build, construct or create any building or other structure in the drainage easement that may interfere with the location, excavation, operation or maintenance of the drainage easement or any structures installed thereon. Easily removable improvements, such as fences, may be constructed with the prior consent of Grantee.

In the event of any discrepancy between the actual location of drainage improvements and the legal description of the drainage easement, the actual location of drainage improvements shall control to the extent of such discrepancy and said legal description shall be deemed to have been modified, and the Grantor agrees to execute corrective instruments as may be required by Grantee.

GRANTOR does hereby covenant with Grantee that it is lawfully seized and possessed of the real property above described and that the easement is free from all encumbrances that would prohibit Grantee from using the easement for drainage, and Grantor hereby waives any right to compensation for Grantee's use of the drainage easement and an appraisal of the drainage easement unless otherwise provided for herein.

TO HAVE AND TO HOLD said drainage easement upon the said Grantee forever.

IN WITNESS WHEREOF, Grantor has hereunto set its hand and seal the date first above written.

SIGNED IN THE PRESENCE OF:

Witness Bernie W Manning
Print Name Bernie W Manning
Witness Kara Johnson
Print Name Kara Johnson

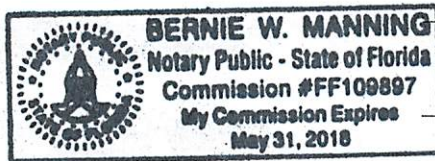
GRANTORS:

By: Robert C Yearty
Robert C. Yearty

STATE OF FLORIDA
COUNTY OF ESCAMBIA

The foregoing instrument was acknowledged before me this 7 day of March, 2016, by Robert C. Yearty. He ☐ is personally known to me, or ☒ produced current Florida Drivers License as identification.

(Notary Seal)



Bernie W Manning
Signature of Notary Public
Bernie W Manning
Printed Name of Notary Public

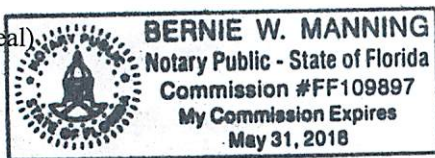
Witness Bernie W Manning
Print Name Bernie W Manning
Witness Kara Johnson
Print Name Kara Johnson

By: Linda L. Yearty
Linda L. Yearty

STATE OF FLORIDA
COUNTY OF ESCAMBIA

The foregoing instrument was acknowledged before me this 7 day of March, 2016, by Linda L. Yearty. She ☐ is personally known to me, or ☒ produced current Florida Drivers License as identification.

(Notary Seal)



Bernie W Manning
Signature of Notary Public
Bernie W Manning
Printed Name of Notary Public

ACCEPTANCE

This Drainage Easement was accepted by Escambia County, Florida, on the _____ day of _____, 20____, as authorized by the Board of County Commissioners of Escambia County, Florida at its meeting held on the _____ day of _____, 20____,

BOARD OF COUNTY COMMISSIONERS
ESCAMBIA COUNTY, FLORIDA

ATTEST: Pam Childers
Clerk of the Court

Grover C. Robinson, IV, Chairman

Deputy Clerk

This document approved as to form
and legal sufficiency.

By

Title

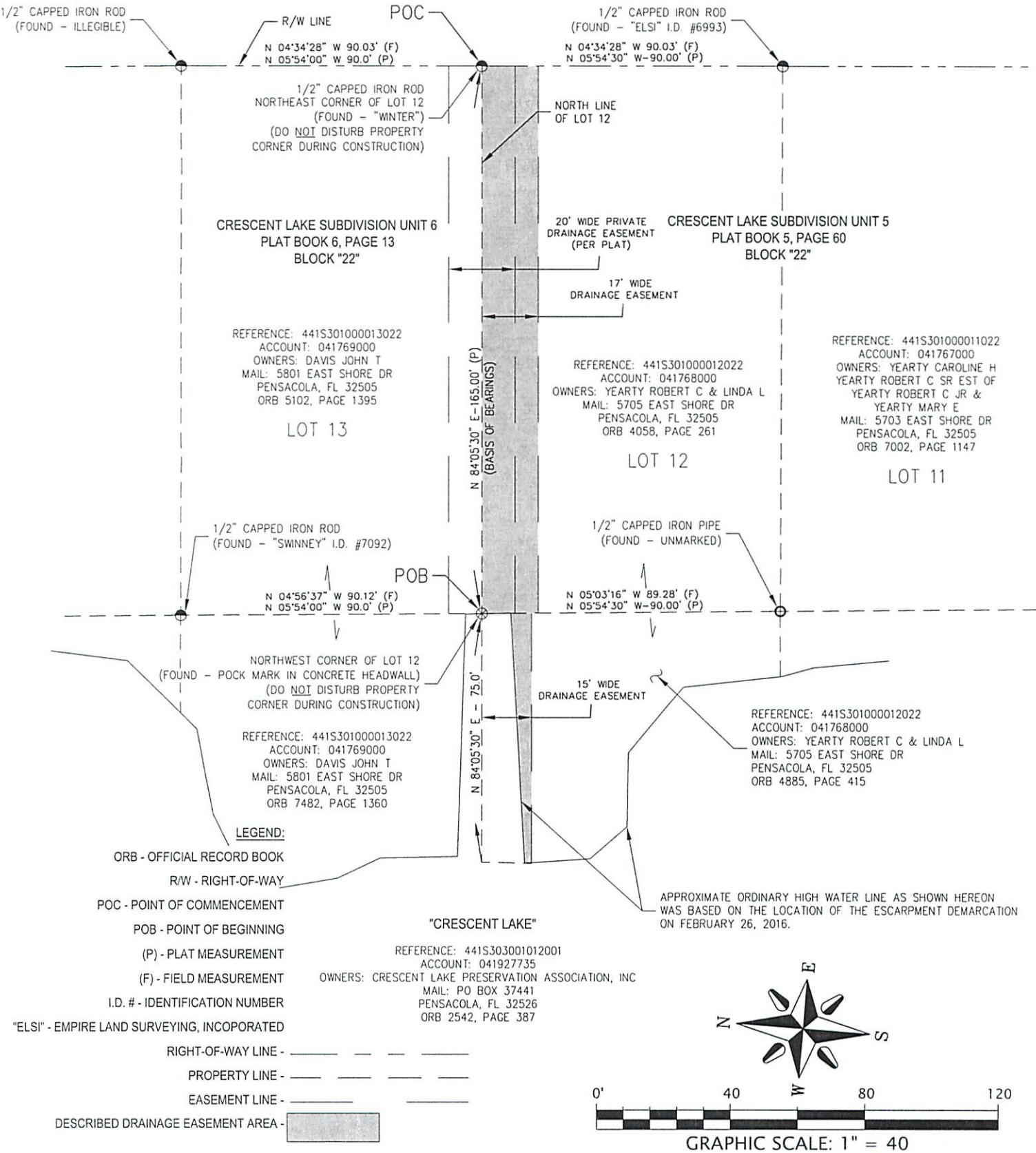
Date

[Signature]
Asst. County Attorney
March 23, 2016

LEGAL DESCRIPTION AND SKETCH
EXHIBIT "A"

CRANBROOK AVENUE
(60' R/W - PLAT)

EAST SHORE DRIVE (66' R/W - PLAT)



LEGAL DESCRIPTION AND SKETCH - THIS IS NOT A SURVEY
FOR ILLUSTRATIVE PURPOSES ONLY

Drawn By: MK	Project No.: 20160013
Survey Date: 02/26/2015	Drawing No. L-5015A
Drawing Date: 03/03/2016	Field Book: 525 Page: 4
Section, Township, Range:	44, T-1-S, R-30-W
Type of Survey: Sketch & Description	Sheet No. 1 of 2
Revisions:	Date:

ENGINEERING DEPARTMENT
ESCAMBIA COUNTY, FLORIDA
3363 WEST PARK PLACE, PENSACOLA, FLORIDA 32505

Date: 03/03/16

Danny R. Swain, Professional Surveyor and Mapper No. 5942
State of Florida

I hereby certify that the description and sketch shown hereon was made under my responsible charge and meets the Standards of Practice as set forth by the Florida Board of Professional Surveyors and Mappers in Chapter 5J-17.050, 5J-17.051, and 5J-17.052, pursuant to Section 472.027 Florida Statutes.



LEGAL DESCRIPTION AND SKETCH
EXHIBIT "A"

Legal Description
Drainage Easements
Prepared at the request of the Escambia County Engineering Department
February 22, 2016

A 17 foot non exclusive easement for drainage purposes over, under and across the following described property:

The North 17 feet of Lot 12, Block 22, Crescent Lake Subdivision, Unit Number 5, as recorded in Plat Book 5, Page 60, in the public records of Escambia County, Florida.

Said easement contains 0.06 acre, more or less.

Together with a 15 foot non exclusive easement for drainage purposes over, under and across a portion of land lying in Section 44, Township 1 South, Range 30 West, Tallahassee Meridian, located in Escambia County, State of Florida.

Said easement being a portion of a parcel of land described in O.R. Book 4885, Page 415, as recorded in the public records of Escambia County, Florida, and being 15 feet on the South side of the following described line:

Commence at the Northeast corner of Lot 12, Block 22, Crescent Lake Subdivision, Unit Number 5, as recorded in Plat Book 5, Page 60, in the public records of said Escambia County, Florida; thence S84°05'30"W along the North line of said Lot 12 (Basis of Bearings) for a distance of 165.0 feet to the Northwest corner of said Lot 12, and the Point of Beginning of the easement described hereon; thence S84°05'30"W on a prolongation of said North line a distance of 75.00 feet to the Point of Terminus of this description. The sidelines of said easement being extended or shortened to terminate on the property of the grantor.

Said easement contains 0.01 acre, more or less.

Certified to: Escambia County, Florida Board of County Commissioners; and Robert and Linda Yearty

Surveyor's Notes:

- 1) Measurements were made in accordance with the United States Standard Foot.
- 2) Basis of Bearings Reference: North and the bearings shown hereon are based on the North line of the Crescent Lake Subdivision, Unit Number 5, as recorded in Plat Book 5 Page 60 in the public records of Escambia County, Florida as being N84°05'30"E (Plat).
- 3) The sketch shown hereon was prepared for description purposes only and is not intended to represent a field survey. An accurate field survey of the parcel(s) described hereon may result in variations in bearings and/or distances.
- 4) Danny R. Swain, Florida Professional Surveyor and Mapper did not perform a title search, nor has a title search been provided. Therefore, the sketch shown hereon is subject to any facts that may be disclosed by a full and accurate title search.
- 5) Lands shown hereon were not abstracted by Danny R. Swain, Florida Professional Surveyor and Mapper, and is subject to deeds of record, unrecorded deeds, easements, right-of-ways, building setbacks, restrictive covenants, or other instruments which could affect the boundaries or use of the subject property.
- 6) Easements, other than those described hereon, are per the recorded plat, if any.
- 7) Plat and field measured directions and distances are the same unless otherwise noted.
- 8) This survey does not reflect, determine, or guarantee ownership.
- 9) Existing improvements not shown, if any.
- 10) No attempt was made to locate any underground foundations, septic/drain fields, underground utilities, or overhead utilities.
- 11) Additions or deletions to survey map(s) or report(s) by other than the signing party or parties is prohibited without written consent of the signing parties.
- 12) The survey sketch and description or copies thereof are not valid without the signature and the original raised seal of a Florida licensed Surveyor and Mapper.
- 13) The description and sketch are not full and complete without the other.
- 14) No other person(s) and/or entity(ies) other than those certified to above may use this sketch and description or copies thereof, for any reason whatsoever, without the prior written consent of the undersigned.
- 15) Documents used in the preparation of this sketch and description: The Plat of the Crescent Lake Subdivision, Unit Number 5, as recorded in Plat Book 5 Page 60 in the public records of Escambia County, Florida; and existing field monumentation.
- 16) Approximate ordinary high water line as shown hereon was based on the location of the escarpment demarcation on February 26, 2016.

LEGAL DESCRIPTION AND SKETCH ~ THIS IS NOT A SURVEY
FOR ILLUSTRATIVE PURPOSES ONLY

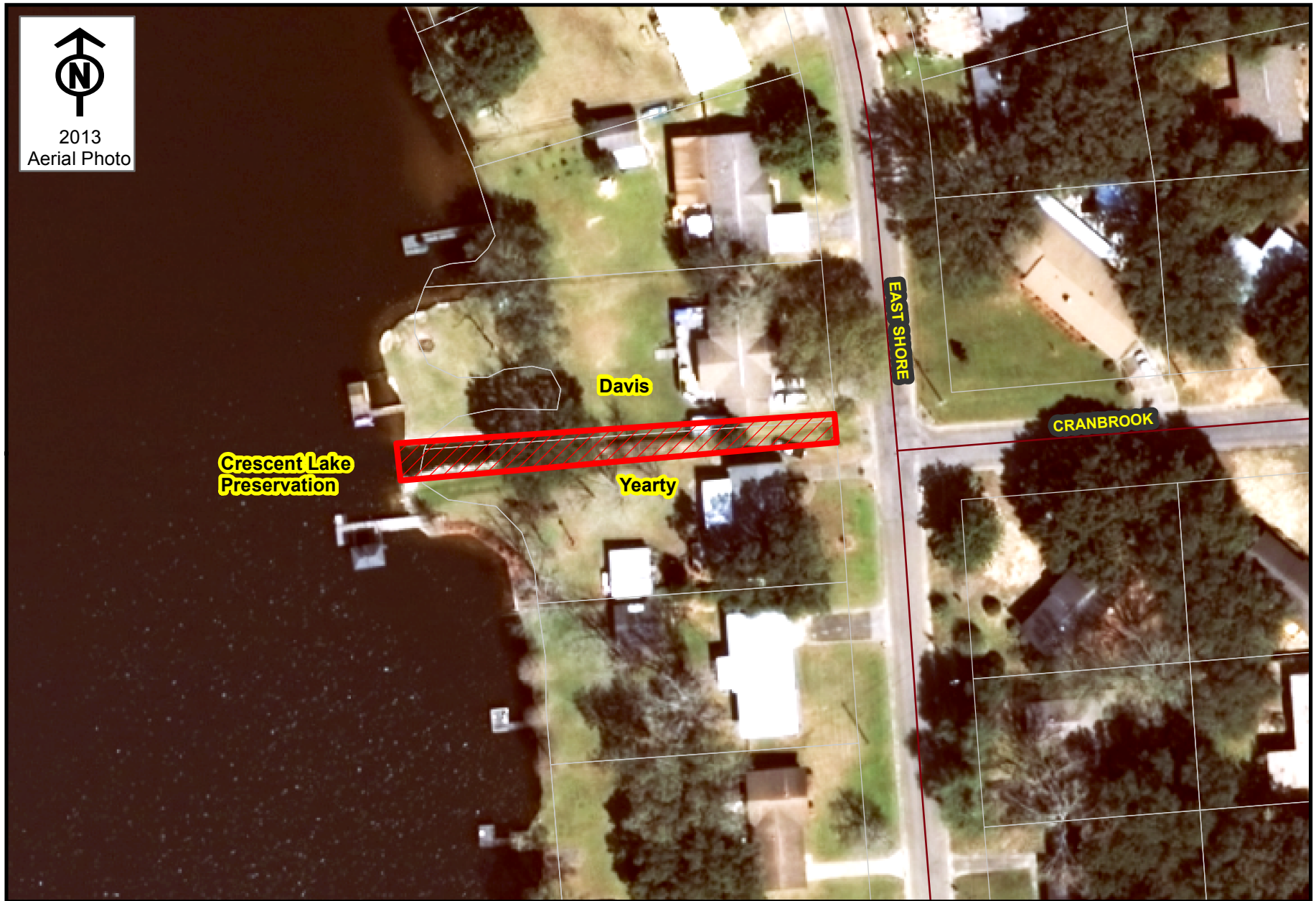
Drawn By: MK	Project No.: 20160013
Survey Date: 02/26/2015	Drawing No. L-5015A
Drawing Date: 03/03/2016	Field Book: 425 Page: 4
Section, Township, Range:	44, T-1-S, R-30-W
Type of Survey: Sketch & Description	Sheet No. 2 of 2
Revisions:	Date:

ENGINEERING DEPARTMENT
ESCAMBIA COUNTY, FLORIDA
3363 WEST PARK PLACE, PENSACOLA, FLORIDA 32505

Unless accompanied by sheet one that bears the signature and original raised seal of a Florida licensed Surveyor and Mapper this drawing, sketch, plat, or map is for informational purposes only and is not valid.



Crescent Lake Outfall Project



ESCAMBIA COUNTY
ENGINEERING DEPARTMENT

SSW 3/30/16 DISTRICT 1



**Approximate location of all
three easements**



BOARD OF COUNTY COMMISSIONERS

Escambia County, Florida

AI-10077

County Administrator's Report 11. 14.

BCC Regular Meeting

Budget & Finance Consent

Meeting Date: 04/21/2016

Issue: Transportation Regional Incentive Program - US 29 Connector (Beulah Beltway) Project

From: Joy D. Blackmon, P.E., Director

Organization: Public Works

CAO Approval:

RECOMMENDATION:

Recommendation Concerning the Transportation Regional Incentive Program Application for the US 29 Connector Project - Joy D. Blackmon, P.E., Public Works Department Director

That the Board take the following action concerning the Transportation Regional Incentive Program (TRIP) Application for the US 29 (aka Beulah Beltway) Connector Project, from Nine Mile Road to North of Interstate 10:

A. Authorize staff to submit an Application for TRIP funds to the Florida Department of Transportation (FDOT) to request Grant funding for the US 29 (Beulah Beltway) Connector Project; and

B. Authorize the Chairman to sign the Application and any other documents related to the request for TRIP Funds, subject to Legal review and sign-off, without further action of the Board, if applicable.

[Funding: \$700,000 is available in Fund 352, "LOST III," Account Code 210107, Object Code 56301 Project #08EN0021, "Beulah/Beltway," Fiscal Year 2016/2017, to be used as a match for this Grant]

BACKGROUND:

TRIP was created to improve regionally significant transportation facilities in "regional transportation areas." State funds are available throughout Florida to provide incentives for local governments and the private sector to help pay for critically needed projects that benefit regional travel and commerce. FDOT will pay up to 50 percent of project costs for public transportation facility projects which are selected for funding. Projects must: "Serve national, statewide, or regional functions and function as part of an integrated regional transportation system."

As noted on the attached letter, TRIP funds have been allocated to FDOT District 3, which allows counties to request funding assistance. The Project Development &

Environmental Study (PD&E) for this project is currently underway, so this application is to receive funding for the design phase of the project.

In reviewing transportation planning concepts for Escambia County, analysis has indicated that the fundamental cost feasible approach to relieve congestion on many roadways is to apply a methodology of establishing corridors. Corridors can move high volumes of traffic, help reduce overall right-of-way purchasing costs, residential noise impacts, cut-through traffic, and roadway construction costs. This is feasible, because attention is focused on fewer and longer facilities that will redirect or attract traffic, which can bring relief to other stressed roadway facilities with little or no improvements.

The multiple regional benefits that the US 29 Connector Project will provide (congestion relief to surrounding facilities, safety improvements, reduction in vehicles miles traveled, economic development, etc.) makes this project a prime candidate for TRIP funds. The US 29 Connector Project is currently listed as the #10 FL-AL TPO Non-SIS Project Priority (#3 Project less the box funds), as well as the #2 FL-AL TPO SIS Project. The TRIP Application is attached herein.

BUDGETARY IMPACT:

Funding: \$700,000 is available in Fund 352, "LOST III," Account Code 210107, Object Code 56301 Project #08EN0021 "Beulah/Beltway", in FY 2016/2017 to be used as a match for this Grant.

LEGAL CONSIDERATIONS/SIGN-OFF:

Kristin Hual, Assistant County Attorney, has reviewed and signed off on the application.

PERSONNEL:

No additional staff required.

POLICY/REQUIREMENT FOR BOARD ACTION:

N/A

IMPLEMENTATION/COORDINATION:

County staff will prepare the package and submit to FDOT, District 3, through approval of the Northwest Florida Regional Transportation Planning Organization (RTPO). Public Works Department will coordinate with the FDOT District 3, and RTPO planning committees.

County, FDOT, and West Florida Regional Planning Council staff will coordinate efforts.

Attachments

Announcement Letter

Map

Application



Florida Department of Transportation

RICK SCOTT
GOVERNOR

1074 Highway 90
Chipley, Florida 32428

JIM BOXOLD
SECRETARY

March 3, 2016

Re: Transportation Regional Incentive Program (TRIP) 2017

The Florida Department of Transportation (Department) is pleased to announce that we are again accepting project proposals for the Transportation Regional Incentive Program (TRIP). Since Fiscal Year (FY) 2006, the Department has been able to participate in funding projects totaling over \$77 Million in FDOT allocations through TRIP. We anticipate receiving another group of outstanding projects targeted to improving congestion levels within the District Three roadway network. We are committed to assisting local agencies in the development and success of their projects.

The schedule below has been developed for the 2017 TRIP funding exercise. This should provide adequate time for project proposal development and submittal by applicants. As shown in the schedule, the final submittal date for TRIP packages is **June 1, 2016** and priority lists are due by **July 1, 2016**. We recommend that you prepare your project proposals as early as possible.

***** DRAFT *****



Transportation Regional Incentive Program FY 2017 Development Schedule

	January	February	March	April	May	June	July	August	September	October	November	December	January
Program Notification Letter January 2016	◆												
Application Development February - May 2016		→	→	→	→								
Final Packages Due to DOT June 1, 2016						◆							
Priority List Due July 1, 2016							◆						
Eligibility Review June - July 2016					→	→	→						
Review and Prioritize by DOT July 2016						→	→						
Prepare Project Summaries & Notebooks August - September 2016								→	→	→			
Work Program Review / Project Selection By Directors and Secretary September 2016									→	→			
Work Program Hearings/Meetings November 2016 - January 2017											→	→	→

***** DATES ARE SUBJECT TO CHANGE DEPENDANT UPON D3 WORK PROGRAM**

Transportation Regional Incentive Program (TRIP) FY 17
March 3, 2016
Page Two

As with this program in the past, all project proposals must be reviewed and prioritized by the appropriate Regional Transportation Area (RTA) before they can be considered by the Department. Before final submittal, your local agency must be a member of an RTA; have a map of the regional facilities network in place; have the proposed project on your regional facilities map; and have projects within the RTA prioritized. Currently, the following RTAs are in District Three:

Bay, Gulf, Holmes, Washington RTA
Capital Region Transportation Planning Agency
Chipola RTA
Franklin-Liberty RTA
Northwest Florida TPO
Northwest Florida Transportation Corridor Authority
Tri-County Airport Authority

Alicia Brininger in the District Planning Office will be coordinating this effort, and you are encouraged to contact her for guidance toll-free at 1-888-638-0250, extension 1550 or via email at alicia.brininger@dot.state.fl.us. An Interactive TRIP User Guide has been developed that both assists with the application process, as well as supplies the history and legislation of this program. This information is also available for download at www.nwflroads.com/GeneralResources.shtm.

We look forward to receiving more outstanding project proposals and being able to partner with you to improve our transportation system in District Three.

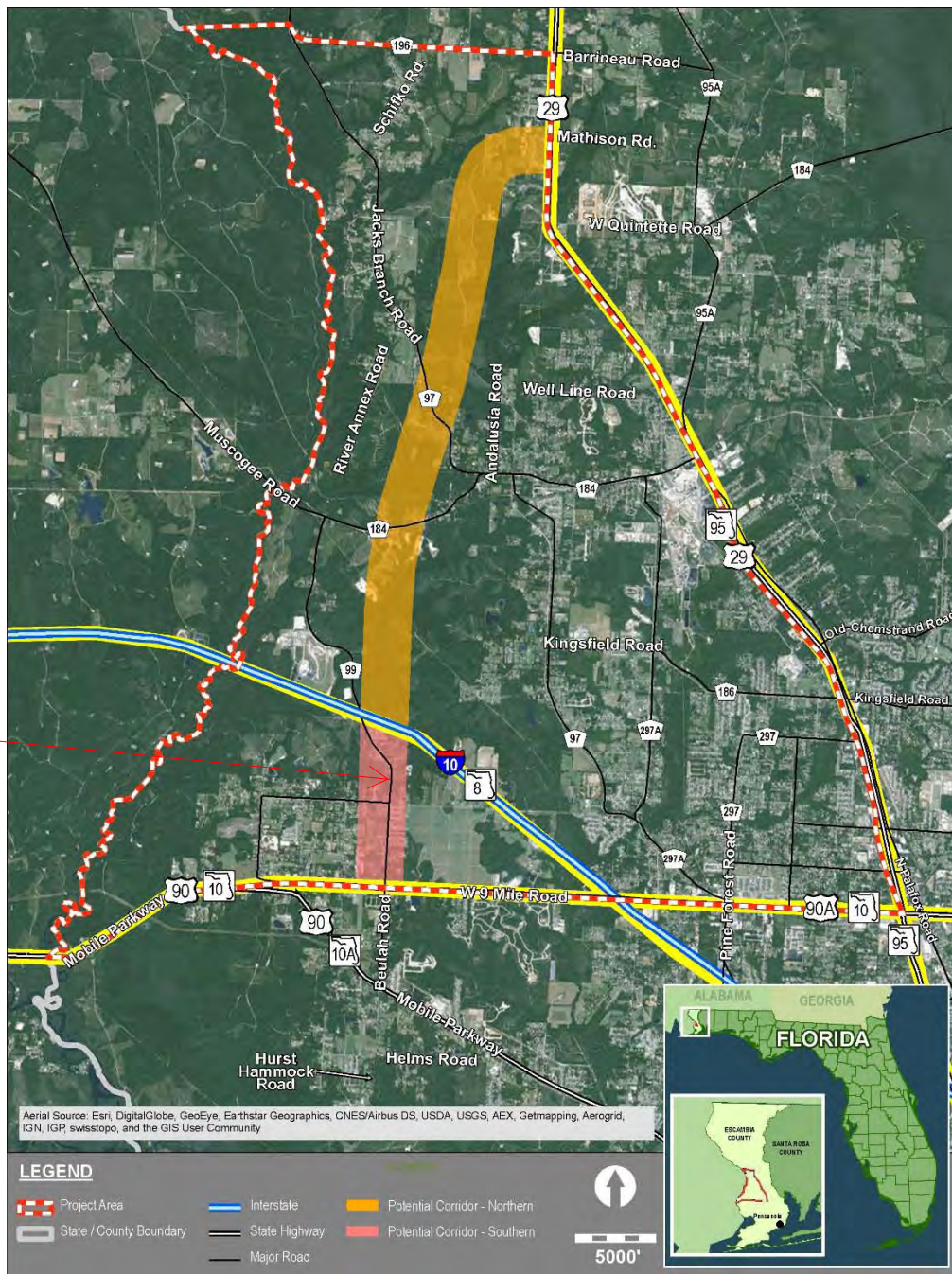
Sincerely,



Tim Smith, P.E.
Intermodal Systems Development Manager
District Three



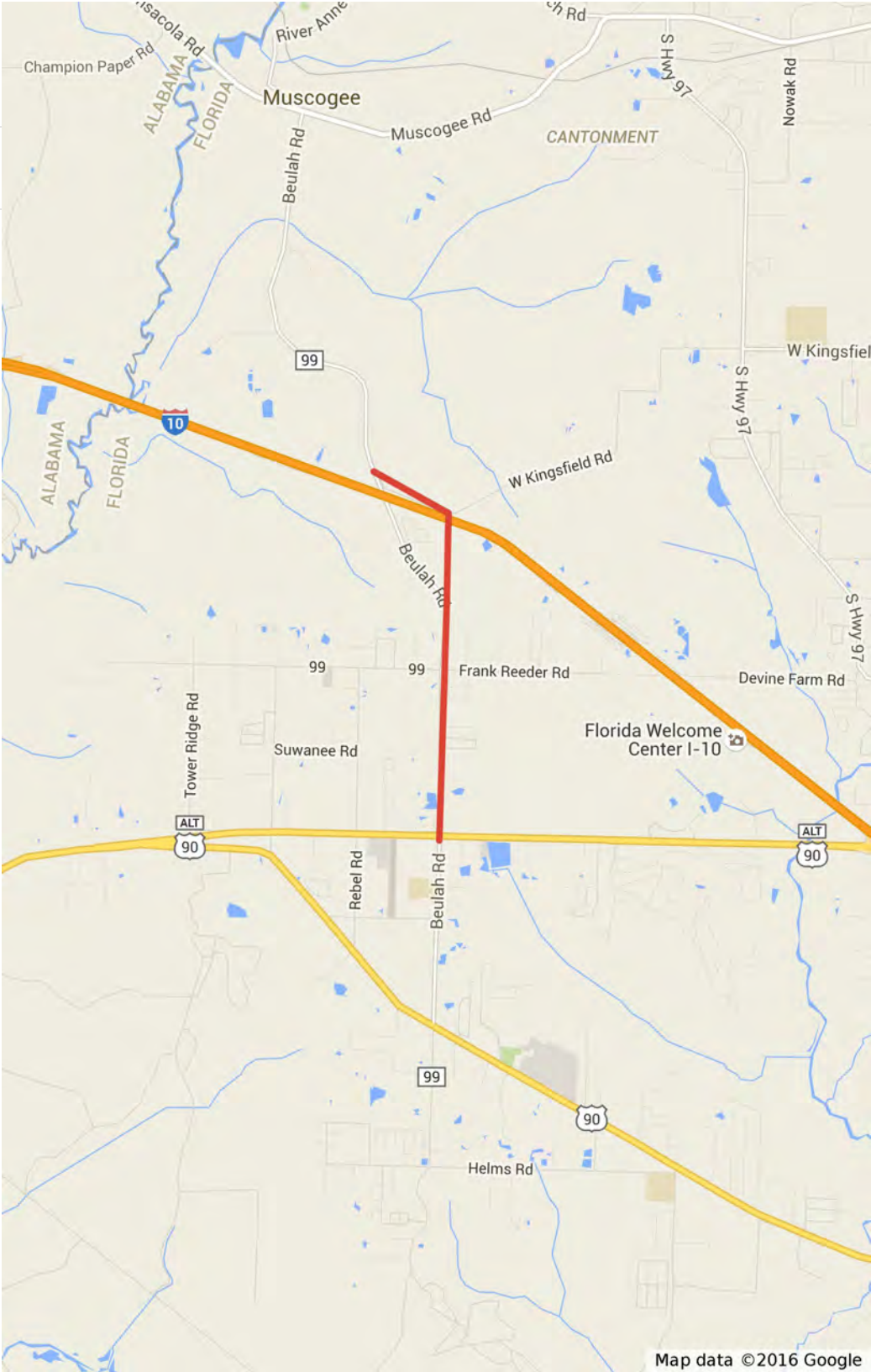
2016 TRIP
Segment



2016 TRIP Application

Project Limits
US 29 Connector

Untitled layer



**Transportation Regional Incentive Program (TRIP)
Candidate Project Submittal Form**

Application Fiscal Year 2017

TRIP was created to improve regionally significant transportation facilities in "regional transportation areas." State funds are available throughout Florida to provide incentives for local governments and the private sector to help pay for critically needed projects that benefit regional travel and commerce.

If selected for funding, the Florida Department of Transportation (FDOT) will pay up to 50 percent of project costs for public transportation facility projects. Projects must: "Serve national, statewide, or regional functions and function as part of an integrated regional transportation system".

While there is no rigid application procedure, the District has created this form for Implementing Agencies and Regional Transportation Areas to facilitate the assembly of pertinent project information related to candidate TRIP projects. The goal of this document is to provide a framework to project sponsors.

Origin of Request: (Applying Agency)

Date: April 4, 2016

Organization: Escambia Count Board of County Commissioners

Contact Person: David Forte

Address: 3363 West Park PL

Phone: 850-595-3404 Fax: 850-595-3405 E-mail: dvforte@myescambia.cm

Implementation Agency¹:

Organization: Escambia County

Address: 3363 West Park PL

Planning Contact: David Forte

Phone: 850-595-3404 Fax: 850-595-3405 E-mail: dvforte@myescmbia.com

Engineering Contact: Joy Jones, P.E.

Phone: 850-595-3440 Fax: 850-595-3444 E-mail: joy_jones@myescambia.com

Finance Contact: Robin Lambert

Phone: 850-595-3440 Fax: 850-595-3444 E-mail: robin_lambert@myescambia.com

Project Improvement Information:

Facility: CR 99 Beulah Rd

Project Limits: From SR 10 / US 90A Nine Mile Rd to North of Interstate 10

Work to be performed: Design for future capacity

Escambia County is currently funding a PD&E study for this segment. We anticipate entering into design phase immediately upon completion of the PD&E.

Describe the project and what it will accomplish:

Based on the recently approved construction on Nine Mile Rd, this segment will provide a connection from the north in anticipation of a new interchange on I-10. Adding the additional capacity to this segment will give traffic alternate routes to the Navy Federal Credit Union headquarters. The existing 2-lane road will be designed to the latest standards which will lead to improved safety and LOS, provide better mobility, and encourage economic development within the area. (See Attached Map)

Describe how the project will improve regional mobility within the Regional Transportation Area:

This segment is on portion of the proposed beltway connecting Escambia County and Santa Rosa County. This in conjunction with the segment of CR-99 currently in PD&E north of I-10 and the planned improvement to Muscogee Rd, CR-184 (a freight corridor) will give mobility choices to passenger and freight vehicles.

Attachment A: Project location map and support data for regional mobility, as appropriate.

Describe how the project reflects the statutory guidelines under which the District will prioritize and select candidate projects for funding ²:

- ☒ Provide connectivity to the SIS,
- ☒ Support economic development and goods movement in rural areas of critical economic concern,
- ☒ Are subject to local ordinances that establish corridor management techniques,
- ☐ Improve connectivity between military installations and the Strategic Highway Network (STRAHNET) or the Strategic Rail Corridor Network (STRACNET)

Florida Statute 163.3177, Escambia County Comprehensive Plan (Transportation, Chapter 8), Policy 8.A.1.3, LOS Standards: LOS is "D", Proposed Improvements (4-Lane) and Population (Growth Rate 1%) indicate no deficient LOS within the 2030 time frame. Policy 8.A.1.15, Access Management: Escambia County in 2007 has presented new Access Management requirements within the LDC, plus we will continue to coordinate with FDOT on all Developments prior to approval. Also, Escambia County has approved for transmittal to DCA the first "Corridor Preservation Ordinance". Policy 8.A.3.2: Five Year Transportation Plan and Capital Improvement Plan: Nine Mile Road (US 90 Alt) project has been identified in the annual report update to the Transportation Plan, as a deficient segment with less than 10% capacity remaining. Coastal Management and Conservation: (Chapter 11), Project Intent: The intent is not direct population to a coastal area, only to support the existing demand based on private land, economic demand (tourism), mobility, interconnectivity and evacuation between other local areas, counties and states. Other Chapters reviewed for Compliance: Future Land Use (Chapter 7); Capital Improvement Element (Chapter 14); Concurrency Management (Chapter 6); Adopted Prop. Fair Share Policy

Detail expected future funding requirements for the following phases of this project, if applicable:

PDE: R/W: Design: Construction:

Detail requested funding, including the source and type of asset(s) available as a match:

Amount(s) Requested	Total Project Cost (for activities in question)	Local Commitment(s) ("match")	Source(s) of Match	Type of Match (cash, in-kind)
\$700,000.00	\$1,900,000.00	\$700,000.00	Local Option SalesTax	Cash

Is the Implementing Agency eligible for a reduction or waiver of the 50% financial match requirement?³

What is the percent of match requirement to be waived (note:100% equals 50% of Total Project Costs)?

0%

Yes/No

NO

Does this project include an Environmental Study?

If Federal funding is to be requested for any phase of this project, an Environmental Study must be completed according to the FDOT PD&E Manual

Attachment B: Environmental Study, if applicable

Yes/No

Yes

How will TRIP funding accelerate this project's implementation?

This funding would allow the design phase to begin immediately upon completion of the PD&E. Escambia County is currently funded \$2,699,611 to complete the PD&E for CR-99 from Nine Mile Rd to SR-95.

Attachment C: The planned project construction schedule.

Regional Transportation Area⁴:

Describe the regional coordinating entity responsible for the prioritization of the candidate project and how the entity qualifies for TRIP funding as a Regional Transportation Area:

The Northwest Florida Regional Transportation Planning Organization includes members appointed by the Florida-Alabama TPO and the Okaloosa-Walton TPO, as stated in the Interlocal Agreement.

Is there an interlocal agreement that addresses the following requirements⁵?

Yes/No Yes

- ☒ Identifies the entity that will coordinate the development of the regional transportation plan;
- ☒ Delineates the boundaries of the regional transportation area;
- ☒ Provides the duration of the agreement and specifies how the agreement may be terminated, modified, or rescinded;
- ☒ Describes the process by which the regional transportation plan will be developed;
- ☒ Provides how members of the entity will resolve disagreements regarding interpretation of the interlocal agreement or disputes relating to the development or content of the regional transportation plan.

If no, please explain:

Attachment D: The authorizing interlocal agreement and any supporting documentation as appropriate

Is there a Regional Transportation Plan that demonstrates the completion of the following?

Yes/No

Yes

- ☒ Adopted system map or listing of facilities, showing that the facility to be improved has been identified by the Regional Transportation Area as part of an integrated regionally significant transportation system.
- ☒ The prioritized list of regionally significant projects developed by the Regional Transportation Area

If no, please explain:

Attachment E: Documentation demonstrating successful completion of a qualified Regional Transportation Plan

Project Qualification Information:

Does the candidate improvement appear in the capital improvement schedule of the local Comprehensive Plan?

Yes/No

Yes

If no, explain:

Attachment F: If available, add documentation that the candidate improvement appears in the capital improvement schedule of the local comprehensive plan.⁶

Attachment G: Document that level-of-service standards for the facility to be improved have been adopted by the local government with jurisdiction and are consistent with the level-of-service standards adopted by FDOT.⁷

Attachment H: Document that the candidate project meets the following TRIP statutory eligibility requirements.⁸

- ☒ Support facilities that serve national, statewide or regional functions and function as an integrated transportation system,
- ☒ Be identified in appropriate local government capital improvements program(s) or long term concurrency management system(s) that are in compliance with state comprehensive plan requirements,
- ☒ Be consistent with the Strategic Intermodal System (SIS),
- ☒ Be in compliance with local corridor management policies, and
- ☒ Have commitment of local, regional or private matching funds.

This application is a good faith commitment from the applicant that matching funds will be available. As such, the Department requires that the Chairman of the Governing Board of the Municipality/Authority review and sign this application (electronic signature accepted):

Supporting Narrative:

Signature:

Board of County Commissioners
Escambia County, FL

ATTEST: Pam Childers
Clerk of the Circuit Court

Grover C. Robinson, IV, Chairman

By: _____
Deputy Clerk

Approved as to form and legal
sufficiency.

By/Title: Sandra A. A. A.
Date: 4/6/16

Please transmit three (3) copies of this package, supporting information and documentation, with the following Attachments A-H, both in paper form and on disc to:
District Three Secretary
Florida Department of Transportation, District Three
Attention: TRIP Coordinator
1074 Highway 90
PO Box 607
Chipley, FL 32428

Attachment A: Project location map and support data, as appropriate.

Attachment B: Environmental Analysis, if applicable

Attachment C: The planned project construction schedule.

Attachment D: The authorizing interlocal agreement and any supporting documentation as appropriate.

Attachment E: Documentation demonstrating successful completion of a qualified Regional Transportation Plan.

Attachment F: Document that the candidate improvement appears in the capital improvement schedule of the local comprehensive plan."

Attachment G: Document that level-of-service standards for the facility to be improved have been adopted by the local government with jurisdiction or are planned to be adopted during the next Comprehensive Plan Amendment cycle and are consistent with the level-of-service standards adopted by FDOT.⁷

Attachment H: Document that the candidate project meets the TRIP statutory eligibility requirements."

¹ If a project is on the Strategic Intermodal System or Florida Intrastate Highway System and the Department of Transportation will be performing the work, please identify the agency responsible for meeting the financial requirements of the TRIP program.

² Section 339.2819(4)(b), F.S.

³ A reduction or waiver of match requirements will not increase the amount of funding provided under the TRIP beyond 50% of the total project costs.

⁴ Section 339.155(5)(c), (d), and (e) and Section 163.01, F.S.

⁵ Section 339.155(5)(d), F.S.

⁶ Section 163.3177(3), F.S.

⁷ Though concurrency requirements were repealed, FDOT consultation is still required with regards to Level of Service Standards if the proposed project impacts the Strategic Intermodal System.

⁸ Section 339.2819(4)(a), F.S.



BOARD OF COUNTY COMMISSIONERS

Escambia County, Florida

AI-10069

County Administrator's Report 11. 15.

BCC Regular Meeting

Budget & Finance Consent

Meeting Date: 04/21/2016

Issue: PD15-16.023 Purchase of Fire/Water Rescue Vessel

From: Claudia Simmons, Purchasing Manager

Organization: Asst County Administrator - Lovoy

CAO Approval:

RECOMMENDATION:

Recommendation Concerning the Purchase of a Fire/Water Rescue Vessel - Claudia Simmons, Purchasing Manager, Office of Purchasing

That the Board approve the purchase and authorize the County Administrator to sign the Purchase Order to Brown Helicopter, Inc., in the amount of \$144,636.50, for the purchase of one 2006 26-foot SeaArk Center Console Hull #SAMA1735A606, equipped with electronics and specified firefighting equipment, two 2006 225 HP Suzuki four stroke outboard motors, and one 2016 triple axle aluminum trailer, to be used by the Public Safety Department's Fire Rescue and Emergency Management Services Divisions as a rescue vessel.

The invitation to bid PD 15-16.023, for the purchase of one new or used Fire/Rescue Vessel, was advertised in the Pensacola News Journal on January 25, 2016, and posted on the Escambia County Website under current solicitations from January 25, 2016, through February 24, 2016. Two bids were received on February 24, 2016. The bid submitted by Brown Helicopter, Inc., the low bidder, met the specifications and was approved by the Public Safety Department for the award.

[Funding: Fund 352 ,LOST III, Cost Center 330228, Object code 56401, Project code 08FS0018]

BACKGROUND:

The invitation to bid PD15-16.023 for the purchase of one (1) new or used Fire/Rescue Vessel was advertised in the Pensacola News Journal on January 25, 2016 and posted on the Escambia County Website under current solicitations from January 25, 2016 until February 24, 2016. Two bids were received on February 24, 2016. Brown Helicopter Inc., the low bidder, met the specifications and was approved by the Public Safety Department for the award.

BUDGETARY IMPACT:

Funding: Fund 352,LOST III, Cost Center 330228, Object code 56401, Project code 08FS0018

LEGAL CONSIDERATIONS/SIGN-OFF:

N/A

PERSONNEL:

N/A

POLICY/REQUIREMENT FOR BOARD ACTION:

This recommendation is in compliance with Escambia County Code of Ordinances, Chapter 46, Article II, Purchases and Contracts. The invitation to bid PD15-16.023 for the purchase of one (1) new or used Fire/Rescue Vessel was advertised in the Pensacola News Journal on January 25, 2016 and posted on the Escambia County Website under current solicitations from January 25, 2016 until February 24, 2016. Two bids were received on February 24, 2016. The bid submitted by Brown Helicopter Inc., the low bidder, met the specifications and was approved by the Public Safety Department for the award.

IMPLEMENTATION/COORDINATION:

This recommendation is in compliance with Escambia County Code of Ordinances Chapter 46, Article II, Purchases and Contracts.

Attachments

Bid Tab

Brown Helicopter Bid

PUBLIC NOTICE OF RECOMMENDED AWARD

BID TABULATION		DESCRIPTION: Fire/Water Rescue Boat BID # PD 15-16.023							
Bid Opening Time: 2:00 pm CST Bid Opening Date: 2/24/2016 Bid Opening Location: Rm 11.407	Cover Sheet/ Ackno wl.	Bid Bond or Check	Written Opinion of Attorney at Law for a foreign state	Drug-Free Workplace Form	Information Sheet for Transactions & Conveyances Corporation ID	Certificate of Authority to do Business in the State of Florida	Acknowledgement of Addenda	Sworn Statement Pursuant to Section 287.133(3)(a), FL Statutes on Entity Crimes	Bid Total
NAME OF BIDDER									
Brown Helicopter, Inc.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	144,636.50
MB Barge Co., Inc.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	397,589.00
BIDS OPENED BY:	Claudia Simmons, Purchasing Manager			DATE: 02/24/2016					
BIDS TABULATED BY:	Eddie H. Wehmeier			DATE: 02/24/2016					
BIDS WITNESSED BY:	DATE: 02/24/2016								

RECOMMENDED TO AWARD


CAR
DATE 3/07/16

BOCC
DATE 3/17/16

The Purchasing Manager/Designee recommends to the BCC: To award contract to Brown Helicopter, Inc for purchase of (1) Fire/Water Rescue Boat meeting the exact specifications stated within the solicitation (PD 15-16.023) for \$ 144,636.50.

Pursuant to Section 119.07(3)(M),F.S., all documents relating to this tabulation are available for public inspection and copying at the office of the Purchasing Manager.
Notes:

Posted @ 10:00 a.m. CST on 02-29-2016


CS/ew

Brown Helicopter, Inc.
10100 Aileron Ave.
Pensacola, FL. 32506
850-221-5138
Vendor Number 421717

Claudia Simmons
Purchasing Manager
Office of Purchasing, 2nd Floor, Room 11.101
213 Palafox Place, Pensacola, FL. 32502

Fire/Water Rescue Boat

Solicitation Number PD15-16.023

Fire/Water Rescue Boat

BID

Specification Number PD15-16.023

**Office of Purchasing
Room 11.101
213 Palafox Place, Pensacola, Fl. 32502
Matt Langley Bell III Building
Post Office Box 1591
Pensacola, Fl. 32591-1591**

Board of County Commissioners

**Grover Robinson IV, Chairman
Wilson B. Robertson, Vice Chairman
Douglas Underhill
Lumon J. May
Steven Barry**

Escambia County Florida

Bid Invitation

Fire/Water Rescue Boat

Specification PD 15-16.023



From

Brown Helicopter, Inc.
10100 Aileron Ave.
Pensacola, FL. 32506
Vendor 421717

February 10, 2016

BID FORM
Specification Number PD 15-16.023
Fire/Water Rescue Boat

Board of County Commissioners
Escambia County, Florida
Pensacola, Florida 32502

Date: 2-9-2019

Commissioners:

In accordance with your "Invitation for Bids" and "Instructions to Bidders" for **Purchase of (1) one Fire/Rescue Boat/Motor and Trailer** as described and listed in this Invitation for Bids, and subject to all conditions thereof, I, undersigned, hereby propose to provide at the following TOTAL price:

QUANTITY OF (1) ONE FIRE/RESCUE BOAT/MOTOR/TRAILER \$ 144,636.50 ^{TOTAL}

CONTRACTOR REQUIREMENTS

Acknowledgment is hereby made of receipt of the following addenda issued during the bidding period:

Addendum No. _____ Date _____ Addendum No. _____ Date _____

Addendum No. _____ Date _____ Addendum No. _____ Date _____

(PLEASE TYPE INFORMATION BELOW)
SEAL IF BID IS BY CORPORATION

State of Florida Department of State Certificate of Authority
Document Number H32301

Occupational License No. 17-BID-2974822

Florida DBPR Contractor's License, Certification and/or
Registration No. _____

Type of Contractor's License, Certification and/or
Registration N/A

Expiration Date: N/A

Terms of Payment
Net 30 Days _____

Bidder: BROWN HELICOPTER INC.

By: MICHAEL MAJEWSKI

Signature: 

Title: AGENT

Address: 10100 AILERON AVE
PENSACOLA FL 32506

Person to contact concerning this bid:
MICHAEL MAJEWSKI

Phone/Toll Free/Fax # 850-221-5138

E-Mail Address: MAJEWSKI4@BELLSOUTH.NET

Home Page Address: WWW.kclmsales.com

SIGN AND RETURN THIS FORM WITH YOUR BIDS**

SOLICITATION, OFFER AND AWARD FORM ESCAMBIA COUNTY FLORIDA

SUBMIT OFFERS TO:

CLAUDIA SIMMONS

Purchasing Manager

Office of Purchasing, 2nd Floor, Room 11.101

213 Palafox Place, Pensacola, FL 32502

Post Office Box 1591, Pensacola, FL 32591-1591

Phone No: (850) 595-4980 Fax No: (850) 595-4805

Invitation to Bid

Fire/Water Rescue Boat

SOLICITATION NUMBER: PD 15-16.023

SOLICITATION

MAILING DATE: Monday, January 25, 2016

PRE-BID CONFERENCE: N/A

OFFERS WILL BE RECEIVED UNTIL: 2:00 p.m. CST, Wednesday, February 24, 2016 and may not be withdrawn within 90 days after such date and time

POSTING OF SOLICITATION TABULATIONS

Solicitation tabulations with recommended awards will be posted for review by interested parties at the County Office of Purchasing and will remain posted for a period of two (2) business days. Failure to file a protest in writing within two (2) business days after posting of the solicitation tabulation shall constitute a waiver of any protest relating to this solicitation. All protests must be filed with the Office of Purchasing. They will be handled according to the Escambia County Purchasing Ordinance.

OFFER (SHALL BE COMPLETED BY OFFEROR)

FEDERAL EMPLOYER IDENTIFICATION NUMBER OR S.S. NUMBER:

59-2560881

TERMS OF PAYMENT:

NET 30

DELIVERY DATE WILL BE TBD DAYS AFTER RECEIPT OF PURCHASE ORDER

VENDOR NAME: BROWN HELICOPTER

REASON FOR NO OFFER

ADDRESS: 10100 AILERON AVE

CITY, ST. & ZIP: PENSACOLA FL 32506

PHONE NO.: (850) 455-0971

TOLL FREE NO.: ()

FAX NO.: (850) 456-8231

I certify that this offer is made without prior understanding, agreement, or connection, with any Corporation, firm or person submitting an offer for the same materials, supplies, or equipment, and is in all respects fair and without collusion or fraud. I agree to abide by all conditions of this offer and certify that I am authorized to sign this offer for the offeror and that the offeror is in compliance with all requirements of the solicitation, including but not limited to certification requirements. In submitting an offer to Escambia County Florida, the offeror agrees that if the offer is accepted, the offeror will convey, sell, assign or transfer to Escambia County Florida all rights title and interest in and to all causes of action it may now or hereafter acquire under the Anti-trust laws of the United States and the State of Florida for price fixing relating to the particular commodities or services purchased or acquired by Escambia County Florida. At the County's discretion such assignment shall be made and become effective at the time the County renders final payment to the offeror.

MICHAEL L. MAJEWSKI AGENT
NAME AND TITLE OF PERSON AUTHORIZED TO SIGN OFFER

(TYPED OR PRINTED)

.. 
SIGNATURE OF PERSON AUTHORIZED TO SIGN OFFER
(MANUAL)

****Failure to execute this Form binding the bidder/proposer's offer shall result in this bid/proposal being rejected as non-responsive.**

AWARD

Upon certification of award the contract shall be signed by the President or Vice-President. Any other officer shall have permission to sign via a resolution approved by the Board of Directors on behalf of the company. Awarded contractor shall submit a copy of the resolution together with the executed contract to the Office of Purchasing. The terms and conditions of this solicitation and the bid response of the awarded contractor is incorporated by reference herein and made a part of this contract.

CONTRACTOR

Name and Title of Signer (Type or Print)

Name of Contractor

By _____
Signature of Person Authorized to Sign Date

ATTEST _____
Corporate Secretary Date

[CORPORATE SEAL]

ATTEST _____
Witness Date

ATTEST _____
Witness Date

ESCAMBIA COUNTY FLORIDA

Name and Title of Signer (Type or Print)

By _____
County Administrator Date

WITNESS _____
Date

WITNESS _____
Date

Awarded Date

Effective Date

This is a bid offer to Escambia County Florida from Brown Helicopter Inc. 10100 Aileron Ave. Pensacola, FL 32506, vendor number 421717. Brown Helicopter, Inc. is offering for consideration of purchase one each 2006 26 ft SeaArk Center Console Fire/Rescue Vessel. Hull Id Number SAMA1735A606.

Condition of Vessel: USED in excellent condition.

Price: \$144,636.50 USD

Specification:

MFG: SeaArk Marine
404 N. Gabbert St.
Monticello, AR. 71655

Year Built: 2006
Model: 26 RAM Center Console
Hull I.D. SAMA1735A606

Construction: Very Heavily Built All Aluminum Construction

Length Overall 26'11"
Beam Overall* 8'6"
Hull Draft 1'6"
Weight 6700 lbs.
Fuel Capacity 100 U.S. Gallons
Max O/B H.P. 450
*RAMS w/foam collars add 12" to LOAs and 24" to beam width.
*RAMS w/air collars may be deflated for legal trailer width of 8'6".
Draft is for hull with engine(s) tilted clear of water.

Power

Twin 2006 Suzuki 225hp Four Stroke Outboards
Hours on Motors Port 220hr Starboard 223hr.
Both Motors are fully serviced by a Local Suzuki Dealer. Records of service and engine diagnostics will be provided with boat upon purchase.

Trailer:

2016 Triple Axle Aluminum Salt Water Series Trailer with four step bow entry aluminum ladder
11,400lb Capacity Commercial Duty design
Stainless Steel Hardware
Dual Kodiak Disc brakes
LED Lighting

Hull Build Specification

All Aluminum Design Heavy Construction

1. Bottom Plating 3/16"
2. Bulkhead Plating 3/16"
3. Side Plating 3/16"
4. Transom Plating 3/4"
5. Chine Plating 3/16"
6. Deep Web Longitudinals 3/16"
7. Bullnose Plating 3/16"
8. Deep Web Frames 3/16"
9. Cockpit/Deck Plating 3/16"
10. Bulb-T Stringers 2" x 1"
11. Cabin/Console Plating 3/16"
12. Keel Bar 4" x 3/8"

1. Wide 6" chines provide extra lift, deflect spray outboard, and improve stability at rest.
2. Full-length deep longitudinals provide tremendous hull stiffness, while forming multiple watertight compartments.
3. Independent, baffled fuel tank holds 100-250 gallons, depending on model and configuration.
4. Cockpit floors are up to 11" above the L.W.L. making them self-bailing, even when boat is fully loaded.
5. Basic foam flotation provides added safety while also quieting the ride. Standard on all models (level flotation optional).
6. Deep-V hulls have an approximate 20° transom deadrise twisting to 45° at the bow, resulting in a soft ride and excellent sea characteristics.

26' RAM CENTER CONSOLE W/ INTEGRATED TRANSOM BRACKET

Engine bracket on the 26 is ideal for re-boarding swimmers or adding to working cockpit lengths. This center console is equipped with a heavy duty aluminum hard top, Solid Glass front windshield, with a single dual speed windshield wiper and heavy duty folding mast. The center console allows for 360° gunwale access. Fuel capacities of up to 105 gallons gives this vessel extend mission range.

Full Canvas enclosure for crew protection is also provided

DAMAGE CONTROL:

Watertight Bulkheads (3)

Self-Bailing Cockpits

Watertight Compartments up to floor level

Oversized Cockpit Scuppers

Watertight Cabin and Cockpit Floors
Bulkhead Drainage Valve(s)
Watertight Anchor Locker Hatch
High Capacity 3700 GPH Bilge Pump
Foam Flotation
Full Length SCANTLINGS:

Electronics

Furuno Chartplotter/WAAS GPS/Depth recorder model: 1850WF
Furuno Radar model: 1715 Stand alone Radar
VHF Radio model Icom IC-M506 with 8' collapsible whip antenna
3" Ritchie Compass Lighted
Motorola XTS 2500 Radio (Radio provided by EFD)
Dual Bank battery Charger with 30 Amp shore power cord.
2 ea. 12v Marine 750CCA Batteries
Federal Signal Corp. Hailer/siren/horn Model PA300

Lighting

Navigational Vessel Lighting: High Visibility LED
Anchor Light: High Visibility LED
Independently controlled interior/exterior dimmable white LED under gunwale and walkway lights
Whelen MINI-FREEDOM IV 22" Light bar with 360 degree visibility. (Mounted on T-top arch for max visibility.
2 ea. Whelen M4#R/W split color LED with Black Flange mounted to front of center console
2 ea. Whelen M7#R/A Split color LED with black flange mounted Port and Starboard of transom
LED red/white split dome light mounted under center console T-Top
5 ea. Roof Mounted LED Flood lights. Mounted one port side, one starboard side, one fore deck, two facing the aft deck.
Two Million Candle power remote operated search spot light.

Fire Fighting

Pre-piped 4" inlet induction pipe adjacent to transom port side.
Pre-piped 2" Outflow pipe incorporated to into gunwales and running from the stern of the vessel to bow. A custom flange will be provided for quick disconnect mount of fire monitor.
Fire hose and nozzle cabinet located aft of the bow on portside
Fire extinguisher and dry chemical locker located aft of bow on starboard side. Cabinet capable of handling a 20lb dry chemical and 20lb CO2.

Darley HE64RP Hercules portable fire pump

Marinized engine, jet coated exhaust and hard anodized pump with 316 stainless shaft for saltwater pumping.
AF00403 base with detachable wheels
AM00005 telescoping light
Pump will be plumbed to vessel and ready for service.
4-1/2" NH Male x4" NH Female Adapter

5" NH male x4" NH Female Adapter
2-1/2" NH Chrome Plated cover cap
4" NH Chrome Cover caps with short handles for portable pump
4 1/2" NH Chrome Plated cap
5" NH Chrome Plated cover cap
Battery for starting fire Pump
Mounting base with detachable wheels for loading and unloading pump from boat
Telescoping general work light

Towing

Engine line guard around outboard motors
Tow spool capable of 300' of 3/4" tow line.
Heavy duty cleats
Tow post fore and aft
Bow Push Knees

Recovery

Water access port side via removable three step ladder (Fold and stow)
Removable handrails on bow
350lb Removable stern davit

Services

Communicate with representatives from Fire Rescue on the progression of work and expectations of the modifications of the vessel.
Conduct an orientation for ECFR personnel at an agreeable time and location in Escambia County upon delivery of vessel.
Color scheme of vessel will be according to Fire Dept. Specifications at time of build
Installation of 8" "Escambia County Fire Rescue" reflective lettering included and placed on both port and starboard side of center console.
Unlimited access to our facility for progress reports and design input. ECFR will provide necessary support and product information for build specification requirements.

Manuals

Operation, parts, and basic repair manuals if applicable will be provided with vessel.

Delivery of Vessel

Delivery of the vessel is 6 to 8 weeks from purchase notification with a target date no later than June 1, 2016.
Vessel delivery will be to ECFR destination of choice located within Escambia County Pensacola, FL.

Warranty

Vessel is being sold AS-IS with no warranties applied by vendor to hull or used equipment. All new equipment shall have standard manufactures warranties for workmanship for a period specified by each individual manufacture. All newly painted surfaces will have a six month warranty on finish.

Motors will have a thirty day limited warranty from date of purchase on parts and labor.

Payment

Payment of 100% of the contract price of the vessel is due upon delivery and acceptance of vessel.

END



BOARD OF COUNTY COMMISSIONERS

Escambia County, Florida

AI-10071

County Attorney's Report 11. 1.

BCC Regular Meeting

Action

Meeting Date: 04/21/2016

Issue: Settlement of Workers' Compensation Claim Involving Dwight Booker

From: Charles Peppler, Deputy County Attorney

Organization: County Attorney's Office

CAO Approval:

RECOMMENDATION:

Recommendation Concerning Settlement of Workers' Compensation Claim Involving Dwight Booker.

That the Board approve payment to the claimant, Dwight Booker, in the amount of \$97,016.58 for an underpayment of Permanent Total Disability (PTD) benefits inclusive of penalties and interest regarding Mr. Booker's workers' compensation claim, which will be reimbursed by the Special Disability Trust Fund (SDTF), exclusive of penalties and interest.

[Funding: Fund 501, Internal Service Fund, Balance Sheet Account 239898]

BACKGROUND:

Dwight Booker is 60 years old and was born on October 21, 1955. He was employed with Escambia County as a maintenance worker. On May 15, 1989 he lifted bags of bottles into his pickup truck at work and sustained an injury to his low back, which led to Mr. Booker being administratively accepted by the carrier as permanently and totally disabled on May 13, 1991. He was accepted by the Social Security Administration to receive social security disability benefits on July 6, 1991 retroactive to November 1989.

He had two minor children at the time. When paying permanent total disability benefits, the carrier also took a social security offset based on the maximum family benefits. Mr. Booker's son turned 18 in 2001; his daughter turned 18 in 2005. PTD benefits continued to be paid; however, no adjustment was made to the amount of the social security offset.

Mr. Booker was also accepted for Special Disability Trust Fund (second injury) reimbursement. SDF-2s have been submitted since 2008. In 2015, the Special Disability Trust Fund investigated the social security offset and questioned the exact dates that Mr. Booker's children were emancipated, the amount that social security reduced any benefits, and the amount by which the social security offset had been reduced. Because no downward adjustment was made to the social security offset when Mr. Booker's son and daughter turned 18, there was an underpayment of PTD

benefits.

Mr. Booker's son turned 18 on September 14, 2001. The underpayment of PTD benefits from that date through February 28, 2005 was \$8,342.27. Statutory interest on this amount is \$12,920.15. Penalties are \$1,668.15. The total past due for this period is \$22,930.57.

Mr. Booker's daughter turned 18 on March 1, 2005. The underpayment of PTD benefits from that date through March 17, 2016 is \$38,801.49. Interest on this amount is \$27,524.46. Penalties are \$7,760.06. The total past due for this period is \$74,086.01.

The total past due is \$97,016.58. The interest amounts are based upon a payment date of May 13, 2016. In the event that the amounts are paid earlier, the interest payment will be reduced accordingly. Once this amount is reimbursed to Mr. Booker, the SDTF will reimburse the underpayment amounts, excluding penalties and interest.

George W. Boring of Public Entity Legal Solutions, the law firm representing the County, has recommended the underpayment be adjusted in this manner.

BUDGETARY IMPACT:

Funding: Fund 501, Internal Service Fund, Balance Sheet Account 239898

LEGAL CONSIDERATIONS/SIGN-OFF:

Mr. Boring will take the necessary legal steps to address the underpayment and seek reimbursement from the Special Disability Trust Fund.

PERSONNEL:

N/A

POLICY/REQUIREMENT FOR BOARD ACTION:

N/A

IMPLEMENTATION/COORDINATION:

N/A

Attachments

No file(s) attached.



BOARD OF COUNTY COMMISSIONERS

Escambia County, Florida

AI-10073

County Attorney's Report 11. 2.

BCC Regular Meeting

Action

Meeting Date: 04/21/2016

Issue: Settlement of Workers' Compensation Claim Involving Marilyn Brown

From: Charles Peppler, Deputy County Attorney

Organization: County Attorney's Office

CAO Approval:

RECOMMENDATION:

Recommendation Concerning Settlement of Workers' Compensation Claim Involving Marilyn Brown.

That the Board approve a lump sum payment in the amount of \$75,000.00 in order to conclude a full, final, and complete settlement of the pending workers' compensation claim filed by former employee Marilyn Brown. The proposed settlement agreement would fully resolve all past and future medical benefits, indemnity benefits, attorney's fees, costs, and additional benefits available pursuant to the Florida workers' compensation statute.

[Funding: Fund 501, Internal Service Fund, Balance Sheet Account 239898]

BACKGROUND:

Marilyn Brown is a 61-year-old workers' compensation claimant who was employed by the Escambia County Board of County Commissioners as a corrections officer. She was hired on March 26, 1990, and was subsequently involved in at least fifteen reported accidents in the course of her employment. Many of these accidents were relatively minor and resulted in transient injuries that resolved with conservative treatment. However, on June 20, 1993, Ms. Brown sustained an initial injury to her lower back while attempting to subdue an inmate. Following that accident, she underwent treatment with Dr. Robert Flurry. Dr. Flurry noted complaints of lower back pain with radiation into both legs. He diagnosed an acute lumbar strain and prescribed conservative treatment, including medications and a home exercise program.

On September 25, 1995, Ms. Brown aggravated her lower back injury when she fell while attempting to prevent an inmate from falling. Following that accident, she underwent treatment with Dr. Ruben Timmons, a pain management specialist. Dr. Timmons diagnosed a lumbosacral sprain, probable facet arthropathy, and lower back pain with referred pain into the lower extremities. The doctor recommended conservative management, including medications, physical therapy, and consideration of

epidural steroid injections. On April 6, 2000, following the completion of the prescribed course of treatment, Dr. Timmons opined that Ms. Brown had reached MMI, with a 7% permanent impairment rating.

On May 18, 2000, Ms. Brown again aggravated her lower back injury when she was struck by an elevator door. On October 23, 2001, Ms. Brown slipped and fell in the restroom, sustaining additional injuries to her back, neck, lower extremities, and upper extremities. On September 20, 2002, she underwent an IME with Dr. William Smith, who diagnosed cervical and lumbar spondylosis with evidence of a disc herniation at L3-4. Dr. Smith recommended epidural steroid injections in lieu of continued use of Methadone.

During the latter half of 2003, Dr. David Fairleigh, pain management specialist, assumed primary responsibility for Ms. Brown's medical care. Dr. Fairleigh continued to provide conservative treatment. On October 21, 2003, Dr. Barry Lurate, an orthopedic surgeon, conducted an evaluation on behalf of the workers' compensation judge. Significantly, Dr. Lurate opined that although future treatment for the claimant's lower back was attributable primarily to her multiple work-related injuries, future treatment for her neck could not be attributed to her employment. Consequently, subsequent authorized treatment was restricted to the lower back injury.

In 2004 and 2005, Ms. Brown was involved in three additional accidents in the course of her employment that further exacerbated her lower back and lower extremity injuries. Dr. Fairleigh continued to prescribe pain medications and also administered a series of lumbar epidural injections. In January of 2006, the doctor opined that Ms. Brown was no longer able to work as a corrections officer or detention deputy due to her physical restrictions and the risk of further injury. Subsequently, Ms. Brown retired from her employment with Escambia County and was approved by the Florida Retirement System for receipt of disability benefits effective April 1, 2006. Thereafter, the doctor continued to provide conservative pain management.

In 2010, Ms. Brown relocated to Texas. She subsequently commenced treatment with Dr. Wright Singleton, a family practitioner and occupational medicine specialist. Dr. Singleton diagnosed chronic lower back pain and recommended continued pain management. Treatment included several trigger point injections, pain medications, and diagnostic studies in order to assess the progression of the claimant's lumbar disc pathology.

On June 29, 2015, Ms. Brown was evaluated by Dr. Rajesh Arakal, an orthopedic surgeon. Dr. Arakal obtained an updated MRI scan, which showed lumbar spondylosis with multi-level degenerative disc disease and facet hypertrophy, but no evidence of central canal stenosis. In lieu of surgery, Dr. Arakal recommended additional epidural steroid injections, physical therapy, and continued medication management.

Subsequently, Ms. Brown continued to pursue treatment with Dr. Arakal. On March 2, 2016, in light of her ongoing symptoms, Dr. Arakal recommended that Ms. Brown consider proceeding with lumbar fusion surgery, which Ms. Brown has declined.

Instead, Dr. Arakal recommended that she proceed with additional epidural injections.

Currently, medical expenditures average just over \$3,000.00 per year. Over the course

of Ms. Brown's 20-year life expectancy, this equates to more than \$60,000.00 in potential medical exposure. In addition, as outlined above, Dr. Arakal recently recommended a course of epidural steroid injections. The costs associated with injections could amount to an additional \$5,000.00 or more per series of three. Moreover, while the claimant has not yet elected surgery, if she does so in the future, future medical costs would exponentially increase. The costs associated with a fusion procedure could amount to as much as \$50,000.00 or more.

Pursuant to federal law, when considering the settlement of any workers' compensation claim involving a Medicare beneficiary, the parties are required to account for the interests of the Centers for Medicare & Medicaid Services (CMS). In order to comply with this requirement, we recently obtained CMS approval of a Medicare Set-Aside allocation in the amount of \$29,821.00. Essentially, CMS determined that this amount from the proposed settlement proceeds is sufficient to adequately account for the claimant's anticipated future Medicare-covered treatment.

In addition to the above-outlined medical benefits, the claimant also remains potentially eligible for indemnity benefits. At present, she retains 88 weeks of temporary indemnity eligibility, which equates to approximately \$45,000.00 in potential exposure. She also remains eligible to file a Permanent Total Disability claim, which would result in substantial additional exposure.

The parties recently negotiated and have entered into a provisional settlement agreement releasing the Escambia County Board of County Commissioners and its workers' compensation insurance carriers from liability for future workers' compensation benefits in exchange for a lump sum payment to Ms. Brown. As indicated above, the total funds payable under the proposed settlement agreement amount to \$75,000.00. This amount includes the funds discussed above that will be allocated for the CMS-approved Medicare Set-Aside allocation.

The proposed settlement does not exceed the self-insured retention of \$250,000.000. Consequently, all settlement funds would be paid by the County. Nevertheless, in light of the substantial potential exposure associated with this claim, Brian T. Hanley, attorney with Public Entity Legal Solutions, recommends that the Board approve the proposed settlement agreement. This office concurs in the recommendation as does Robert Dye, Risk Manager.

BUDGETARY IMPACT:

Funding: Fund 501, Internal Service Fund, Balance Sheet Account 239898

LEGAL CONSIDERATIONS/SIGN-OFF:

Mr. Hanley will prepare all documents to secure the settlement and obtain the appropriate approvals.

PERSONNEL:

N/A

POLICY/REQUIREMENT FOR BOARD ACTION:

N/A

IMPLEMENTATION/COORDINATION:

N/A

Attachments

No file(s) attached.



BOARD OF COUNTY COMMISSIONERS

Escambia County, Florida

AI-10105

County Attorney's Report 11. 3.

BCC Regular Meeting

Action

Meeting Date: 04/21/2016

Issue: Barney Cash & Irene Cash v. Escambia County Case No.: 2014 CA 000500, Escambia County Circuit Court

From: Charles Peppler, Deputy County Attorney

Organization: County Attorney's Office

CAO Approval:

RECOMMENDATION:

Recommendation Concerning Settlement of *Barney Cash and Irene Cash v. Escambia County*, Case No.: 2014 CA 000500, Escambia County Circuit Court.

That the Board take the following action:

A. Approve a settlement payment of \$31,500.00 to Barney Cash and Irene Cash, his wife, in final settlement of the case styled: *Barney Cash and Irene Cash vs. Escambia County Board of County Commissioners*, Case No.: 2014 CA 000500, Escambia County Circuit Court; and

B. Authorize the County Attorney's Office to accept a general release and hold harmless agreement executed by Barney Cash and Irene Cash; and

C. Authorize the County Attorney's Office to execute a stipulation for dismissal with prejudice upon receipt of the general release and hold harmless agreement.

[Funding: Fund 501, Balance Sheet Account 239898]

BACKGROUND:

Mr. Barney Cash was the driver of an automobile which was involved in a collision with a County owned ambulance driven by County employees on October 22, 2012. Clifton Underwood was a passenger in the automobile driven by Mr. Cash. Mr. Underwood was severely and permanently injured and his case settled for the total sum of \$195,000.00. Mr. Barney Cash claimed injury to his back, but has extensive pre-existing conditions involving his low back and both knees which limited his mobility. A jury would have taken these pre-existing conditions into account in determining whether Mr. Cash suffered a permanent injury from the collision of October 22, 2012. This office met with the Board in an attorney/client session on June 2, 2015 and was given maximum settlement authority of \$30,000.00. After this meeting, Deputy County Attorney Charles

V. Peppler conducted negotiations with the attorney representing Mr. and Mrs. Cash who proposed to settle this case for an additional \$1,500.00, for a total sum of \$31,500.00. This office recommends settlement with the additional sum.

BUDGETARY IMPACT:

[Funding: Fund 501, Balance Sheet Account 239898]

LEGAL CONSIDERATIONS/SIGN-OFF:

Deputy County Attorney, Charles V. Peppler negotiated the settlement and will prepare a general release and hold harmless agreement and a stipulation for dismissal with prejudice.

PERSONNEL:

N/A

POLICY/REQUIREMENT FOR BOARD ACTION:

N/A

IMPLEMENTATION/COORDINATION:

N/A

Attachments

No file(s) attached.



BOARD OF COUNTY COMMISSIONERS

Escambia County, Florida

AI-10108

County Attorney's Report 11. 4.

BCC Regular Meeting

Action

Meeting Date: 04/21/2016

Issue: Assignment and Amendment of Agreement Relating to Legal Services

From: Kristin Hual, Assistant County Attorney

Organization: County Attorney's Office

CAO Approval:

RECOMMENDATION:

Recommendation Concerning the Assignment and Amendment of Agreement Relating to Legal Services as Bond Counsel to Bryant Miller Olive, P.A.

That the Board approve and authorize the Chairman to execute the Assignment and Amendment of Agreement between Escambia County, Florida and McGuire Woods, LLP Relating to Legal Services as Bond Counsel to Bryant Miller Olive, P.A.

BACKGROUND:

By Board action on August 9, 2012, the County previously entered into an Agreement with McGuire Woods, LLP Relating to Legal Services as Bond Counsel with McGuire Woods, LLP (PD 11-12.022). Per the Agreement, Richard I. Lott was assigned as primary bond counsel to the County. Mr. Lott is now employed with the firm of Bryant Miller Olive, P.A., and the parties have mutually agreed to assign the agreement to Bryant Miller Olive, P.A. and designate Richard I. Lott and JoLinda R. Herring as primary bond counsel for the County.

BUDGETARY IMPACT:

N/A

LEGAL CONSIDERATIONS/SIGN-OFF:

Assistant County Attorney, Kristin D. Hual drafted the proposed Assignment and Amendment of Agreement.

PERSONNEL:

N/A

POLICY/REQUIREMENT FOR BOARD ACTION:

N/A

IMPLEMENTATION/COORDINATION:

N/A

Attachments

Assignment and Amendment of Agreement Relating to Legal Services

**ASSIGNMENT AND AMENDMENT OF AGREEMENT BETWEEN
ESCAMBIA COUNTY, FLORIDA AND
MCGUIRE WOODS, LLP TO BRYANT MILLER OLIVE, P.A.**

THIS ASSIGNMENT AND AMENDMENT OF AGREEMENT WITH CONSENT ("Assignment") is entered into by and among Escambia County, Florida, a political subdivision of the State of Florida, with the administrative address of 221 Palafox Place, Pensacola, Florida 32502 (hereinafter referred to as "the County") and McGuire Woods, LLP, a foreign for-profit limited liability partnership, with a principal address of 901 East Cary Street, Richmond, VA 23219 (hereinafter referred to as "Assignor"), and Bryant Miller Olive, P.A., a for-profit corporation authorized to do business in the State of Florida, with a principal address of 101 North Monroe Street, Suite 900, Tallahassee, FL 32301 (hereinafter referred to as "Assignee").

WITNESSETH:

WHEREAS, on or about August 9, 2012, the County entered into an Agreement with McGuire Woods, LLP Relating to Legal Services as Bond Counsel PD 11-12.022 (hereinafter referred to as the "Agreement"); and

WHEREAS, per the terms of the Agreement, Richard I. Lott was assigned as primary Bond Counsel to the County; and

WHEREAS, Mr. Lott is now employed with the firm of Bryant Miller Olive, P.A.; and

WHEREAS, JoLinda R. Herring is also an attorney with the firm of Bryant Miller Olive, P.A., who specializes in the area of municipal law, governmental tax-exempt financings, and blue sky securities law; and

WHEREAS, Assignor now desires to assign all of its rights, duties and obligations under the Agreement to Assignee; and

WHEREAS, Assignee now desires to accept an assignment of Assignor's rights, duties, and obligations under the Agreement with the Agreement amended to reflect that Mr. Lott and Ms. Herring are now jointly assigned as primary Bond Counsel for the County.

NOW, THEREFORE, FOR AND IN CONSIDERATION of the mutual covenants and agreements set forth herein, the receipt and sufficiency of which are hereby acknowledged, County, Assignor, and Assignee hereby agree as follows:

1. The Agreement is hereby assigned to Assignee, and Assignee accepts such assignment, and the County and Assignor consent to such assignment, subject to the terms and conditions set forth in this Assignment and Amendment of Agreement. All rights, duties and obligations of Assignor under the Agreement shall become the rights, duties and obligations of Assignee immediately upon this Assignment and Amendment of Agreement becoming effective.

2. County, Assignor, and Assignee agree to the assumption of the performance of the Agreement by Assignee, and to the release of Assignor from any further performance under the Agreement.

3. The paragraph 3 (f) of the Agreement is hereby amended to reflect that Richard I. Lott and JoLinda L. Herring shall be the attorneys assigned as primary Bond Counsel to the

County, unless other attorneys proposed to provide the services set forth under the supervision of the primary Bond Counsel therein are determined to be acceptable by the County Attorney.

4. The Agreement and all terms and conditions therein shall remain unaltered and in full force and effect and are hereby ratified and confirmed in all respects, as hereinabove amended. Any reference in the Agreement or in any instrument, document or consideration executed or delivered pursuant to the Agreement to "this Agreement", "hereof", "hereto", and "hereunder" and similar references thereto shall be deemed and construed to be a reference to the Agreement, as amended by this Assignment and Amendment of Agreement.

5. This Assignment and Amendment of Agreement will be governed by and construed in accordance with the laws of the State of Florida, without giving effect to otherwise applicable principles of conflicts of law. This Assignment and Amendment of Agreement may be executed in any number of counterparts, each of which will be deemed to be an original and all of which, when taken together, will be deemed to constitute but one and the same.

6. Each individual executing this Assignment and Amendment of Agreement on behalf of a corporate or governmental party represents and warrants that the individual is duly authorized to execute and deliver this Assignment and Amendment of Agreement on behalf of said party, in accordance with a duly adopted action of the governing Board of said party and in accordance with applicable law, and that this Assignment and Amendment of Agreement is binding upon said party in accordance with its terms.

IN WITNESS WHEREOF, the Parties hereto have made and executed this Assignment and Amendment of Agreement on the respective dates under each signature:

ESCAMBIA COUNTY, FLORIDA, a political subdivision of the State of Florida acting by and through its authorized Board of County Commissioners.

ATTEST: PAM CHILDERS
Clerk of the Circuit Court

By: _____
Grover C. Robinson, IV, Chairman

Deputy Clerk
(Seal)

ASSIGNOR: MCGUIRE WOODS, LLP

Witness

By: _____

Witness

Date: _____

Corporate Secretary

By: _____

(Seal)

Date: _____

Approved as to form and legal
sufficiency.

By/Title: [Signature]
Date: 4/13/16



BOARD OF COUNTY COMMISSIONERS

Escambia County, Florida

AI-10110

County Attorney's Report 11. 5.

BCC Regular Meeting

Action

Meeting Date: 04/21/2016

Issue: Carver Park Drainage Project - Encroachment Agreement with Gulf South Pipeline Company, LP

From: Alison Rogers, County Attorney

Organization: County Attorney's Office

CAO Approval:

RECOMMENDATION:

Recommendation Concerning Carver Park Drainage Project - Encroachment Agreement with Gulf South Pipeline Company, LP.

That the Board:

A. Authorize the Chairman to execute the Encroachment Agreement with Gulf South Pipeline Company, LP; and

B. Authorize payment of incidental expenses associated with recording the Encroachment Agreement in the public records.

Note there are issues to be addressed by the County Attorney.

BACKGROUND:

Gulf South Pipeline Company, LP (GSP), requires that the County execute its Encroachment Agreement to allow the County to proceed with two projects in the Carver Park area of Cantonment, Florida. The first project for improvements will be from east of CR 297-A to Ransom Street, between Washington and Booker. The engineer has provided a design that would help alleviate the drainage problems between these streets. The outfall to this system will be through a parcel previously acquired from International Paper. The second project for improvements will be along CR 297-A (ECRP to Muscogee). All drainage on the east side of CR 297-A has to be routed through an area occupied by GSP and the improvements for this area will not be completed without the agreement.

BUDGETARY IMPACT:

Funds for incidental expenses associated with the recording of documents are available in the Engineering Escrow Account accessed by the Escambia County Clerk's Office. Funds for other costs are available in Fund 352, LOST III, Cost Center 210107, Object Code 56101, Project # 14EN2605.

LEGAL CONSIDERATIONS/SIGN-OFF:

The County Attorney has not approved the Encroachment Agreement as to form or legal sufficiency. Attempts to negotiate with the attorney representing Gulf South Pipeline Company, LP, (GSP) have been unsuccessful, and GSP has refused to make any significant changes to the form of the Encroachment Agreement. Issues of concern include the following:

1. The Engineering Department has confirmed that gas lines are located in the immediate vicinity of the project. However, GSP does not appear to have a deed or easement in the project area where its gas lines are located. Still, GSP requires that the County acknowledge that GSP has the right to have their gas lines located in the project area.
2. The County would be required to indemnify and hold harmless GSP, provide it with insurance coverage, and pay all of GSP's costs, including, for example, the cost of a GSP inspector who will oversee the County's construction project.
3. Overall, the Encroachment Agreement requires the County to subordinate its authority and control over its infrastructure to GSP. As such, the County would no longer have the final determination on what is necessary to protect the public, health, safety, and welfare.

PERSONNEL:

All work associated with this request is being done in-house and no additional staff is required.

POLICY/REQUIREMENT FOR BOARD ACTION:

N/A

IMPLEMENTATION/COORDINATION:

N/A

Attachments

Encroachment Agreement

Prepared by and Recording Requested by:
Gulf South Pipeline Company, LP
2300 Verot School Road
Lafayette LA 70508
985-867-8166

ROW Ref. Bk 164 Pg 108
Escambia County, FL
Sec. 16, T-1-N, R-31-W
Permit No. 6623

WHEN RECORDED, MAIL TO:
Boardwalk Pipeline Partners, LP
9 Greenway Plaza, Suite 2800
Houston TX 77046
Attn: Regina D'Angio
713-479-8088

SPACE ABOVE FOR RECORDER'S USE

ENCROACHMENT AGREEMENT

THIS ENCROACHMENT AGREEMENT ("Agreement"), made and entered into this ____ day of _____, 2016 by and between Gulf South Pipeline Company, LP (hereinafter "Gulf South") and Escambia County, a political subdivision of the State of Florida, acting by and through its duly authorized Board of County Commissioners, whose mailing address is 3363 West Park Place, Pensacola, FL 32505 (hereinafter referred to as "Permittee").

DESCRIPTION AND LOCATION OF GULF SOUTH FACILITY

Pipeline Name and Diameter: Champion 6"
Station No.: 182+67
GPS Readings: N 30.604399 W -87.328232

Index No.:301-8-2 Item/Tract No. 24
Mile Post: na

Pipeline Name and Diameter: Champion 8"
Station No.: 182+67
GPS Readings: N 30.604399 W -87.328232

Index No.:395 Item/Tract No. 24
Mile Post: na

DESCRIPTION OF PERMITTED WORK AND FACILITIES (collectively, "PERMITTED FACILITIES")

What: 60" storm drain

Where: Ransom Street and Booker Street, Cantonment FL

Plans furnished by Escambia County; Date of Plans: 9/20/2013 Latest Revision Date na

Name of contact for Encroaching Party: Liz Bush

Phone Number: 850-595-3450 or 850-554-3063

WHEREAS, Gulf South owns, operates, and maintains certain pipeline(s), natural gas facilities, and their associated right of ways (collectively, "Right of Way") pursuant to certain deeds, grants, or conveyances recorded in the public records; and

NOW THEREFORE, Gulf South hereby consents to the Permittee constructing, operating, and/or maintaining the Permitted Facilities, as described herein, on, over, and across Gulf South's Right of Way, subject to the conditions and special provisions set forth below:

- 1) This Agreement and the consent herein is subject to the existing Right of Way rights and/or leasehold interests of Gulf South at the location described above. Nothing herein contained shall be construed to convey, waive, diminish or subordinate any of Gulf South's existing rights whatsoever.
- 2) Intentionally deleted.
- 3) Prior to any work being performed in the vicinity of Gulf South's Right of Way, Permittee shall serve telephone notice to the One Call Center at 811. Such notice shall be made at least two (2) but not more

than five (5) full working days before work begins. Permittee shall keep the One Call notifications updated as required by state law.

- 4) Permittee shall also give Gulf South a minimum of forty-eight (48) hours advance notice of any operations across Gulf South's Right of Way. This notification shall be made during normal business hours to John Bowen at 850-490-0077. Alternate notification can be made to Chuck Chapman at 850-484-0554.
- 5) The operations conducted by Permittee shall be performed at no cost or expense to Gulf South and shall not interfere with Gulf South's current operations in the area. Gulf South's facility/facilities shall not be removed from service nor will the elevation or placement of Gulf South's facility/facilities or pipeline(s) be adjusted.
- 6) Subject to the provisions and limitations of Section 768.28, Florida Statutes, Permittee shall be liable for any expense, loss or damage of any kind or nature due to the presence of the Permitted Facilities at this location, including, without limitation, coating repair, pipe replacement, operational downtime or gas loss that Gulf South sustains arising out of or resulting from the operations or activities of Permittee, its agents or employees during construction of and while maintaining and operating said Permitted Facilities in the future.
- 7) If the Permitted Facilities are damaged or destroyed or if said Permitted Facilities must be relocated or removed due to any emergency, operational or maintenance requirements arising out of the day-to-day business activities of Gulf South, Gulf South shall not be liable to Permittee or to any other person or entity for any damages whatsoever, including, for emphasis only and not by way of limitation, damages of any type arising from the loss of product, loss of profit, interruption of business activity or business loss of any kind. Additionally, any subsequent repair and or reinstallation of said Permitted Facilities shall be at the sole (100%) cost and expense of Permittee.
- 8) All proposed activities in the vicinity of Gulf South's Right of Way shall be conducted with extreme caution and with an inspector from Gulf South present unless Gulf South has waived, in writing, the necessity of their presence. Permittee hereby agrees to pay any costs associated with a Gulf South Inspector being present during construction and during overtime hours, as follows: all hours after 4:00 P.M. Monday through Thursday, after 12:00 Noon on Friday, weekends and all federal holidays.
- 9) Gulf South's Inspector shall have authority to suspend any operations conducted within the limits of its Right of Way if, in the opinion of Gulf South's Inspector, those operations compromise safety. Nothing herein shall impose a duty on said Inspector to shut down any operations or to take other remedial steps in the event it should become necessary to do so and Permittee hereby acknowledges that it shall be solely liable for all activities undertaken with respect to the consent herein.
- 10) Permittee shall at all times maintain the Permitted Facilities in a condition that will not interfere with or endanger Gulf South's Right of Way.
- 11) Permittee shall conform all construction activity to all applicable federal, state, county and/or local regulations.
- 12) Permittee shall provide Gulf South unconditional, twenty-four (24) hour per day rights of ingress and egress to and from Gulf South's Right of Way across the Permitted Facilities.
- 13) Permittee shall not remove Gulf South's pipeline(s), markers or signs from the Right of Way without Gulf South's written consent. Permittee shall inform Gulf South if any facility markings become obscure and shall take corrective measures as requested by Gulf South.
- 14) Permittee shall warn its excavator that the depth of the pipeline(s) may vary. Permittee shall ensure that hand digging is performed as necessary to expose the pipeline(s) and determine its/their depth.
- 15) Permittee shall consider special precautions, such as barricading, to prevent adjacent construction activities from encroaching on and/or damaging the Right of Way.
- 16) Permittee shall backfill or protect any open excavations at the conclusion of each day.
- 17) Permittee shall not locate a water well, sewage treatment facility, septic tank, leach field, pond, swimming pool, manhole, junction box, catch basin or related facility within the limits of the Right of Way. Permittee shall not install, within the Right of Way, utilities or man-made structures parallel to Gulf South's pipeline(s).
- 18) Permittee shall not change the grade within the Right of Way. Permittee may add additional cover if it will not hinder normal maintenance and Permittee receives Gulf South's prior approval.
- 19) Permittee shall furnish Gulf South with an "as-built" plat of the Permitted Facilities to the extent said facilities cross Gulf South's Right of Way, said plat shall be provided within thirty (30) days of completion of the installation of the Permitted Facilities.
- 20) All crossings should be made as near to a ninety-degree (90°) angle as possible.
- 21) Permittee and its, independent contractors and subcontractors performing work under this Agreement, shall, at their sole expense, carry and maintain in force throughout the entire time they are performing work on, or operating or own the Permitted Facilities a minimum of \$2 million per occurrence commercial general liability insurance, including contractual liability insurance, \$1 million per occurrence employer's liability insurance, statutory worker's compensation insurance coverage and, where vehicles are used hereunder, \$2 million per occurrence commercial automobile liability insurance, unless otherwise agreed to in writing by Gulf South. The above-mentioned insurance policies shall have Gulf South, its parent and affiliated companies, named as additional insureds, and all policies shall provide for waiver of all rights of subrogation against Gulf South, its parent and affiliated companies. A certificate of insurance evidencing that the above-mentioned insurance requirements are in effect shall be presented to the Gulf South Land Department prior to the beginning of any work addressed in this Agreement.

- 22) TO THE EXTENT PERMITTED BY LAW AND SUBJECT TO THE PROVISIONS AND LIMITATIONS OF SECTION 768.28, FLORIDA STATUTES, PERMITTEE AGREES TO RELEASE, DEFEND, INDEMNIFY, AND HOLD GULF SOUTH AND ITS AFFILIATED ENTITIES AND THE OFFICERS AND EMPLOYEES OF EACH OF THEM (COLLECTIVELY REFERRED TO HEREINAFTER AS "INDEMNITEES") HARMLESS FROM AND AGAINST ANY LIABILITY, LOSS, CAUSE OF ACTION, PENALTY, FINE, COST (INCLUDING, BUT NOT LIMITED TO ATTORNEY'S FEES), CLAIM, OR STRICT LIABILITY CLAIM ARISING OUT OF OR IN ANY WAY INCIDENT TO THE WORK OR SERVICES PERFORMED BY PERMITTEE OR ITS CONTRACTORS OR THE EMPLOYEES OF EITHER, ON ACCOUNT OF PERSONAL INJURIES, DEATH, DAMAGE TO PROPERTY, OR DAMAGE TO THE ENVIRONMENT, REGARDLESS OF WHETHER SUCH HARM IS TO PERMITTEE, INDEMNITEES, THE EMPLOYEES OR OFFICERS OF EITHER OR ANY OTHER PERSON OR ENTITY, AND REGARDLESS OF HOW SUCH INJURY/DEATH/DAMAGE IS CAUSED (BY INDEMNITEES' NEGLIGENCE, THE NEGLIGENCE OF THIRD PARTIES, OR OTHERWISE), BUT EXCLUDING INJURY/DEATH/DAMAGE TO THE EXTENT CAUSED BY THE SOLE (100%) NEGLIGENCE OF INDEMNITEES. PERMITTEE'S DUTIES UNDER THIS PARAGRAPH SHALL SURVIVE THE TERMINATION, REVOCATION, OR EXPIRATION OF THIS AGREEMENT. THIS PROVISION SHALL NOT BE NOR SHALL IT BE CONSTRUED TO BE A FURTHER WAIVER OF SOVEREIGN IMMUNITY BEYOND THE LIMITED LEGISLATIVE WAIVER THEREOF IN SECTION 768.28, FLORIDA STATUTES, AS AUTHORIZED BY ARTICLE 10 §13, FLORIDA CONSTITUTION.
- 23) This Agreement and the terms and conditions hereof constitutes a covenant running with the property described in the above referenced deed and shall be binding upon and shall inure to the benefit of the parties hereto, their heirs, successors, and assigns.
- 24) Each portion of this Agreement is intended to be severable. If any term or provision hereof is illegal or invalid for any reason whatsoever, such illegality or invalidity shall not affect the validity of the remainder of this Agreement.
- 25) To the extent that any portion of the foregoing terms and conditions conflict with any of the "Special Provisions" below, the terms and conditions of the "Special Provisions" shall control.

***SPECIAL PROVISIONS:**

1. Permittee shall follow all federal, state and local guidelines, codes and statutes.
2. Permittee shall schedule a pre-excavation meeting with Gulf South to discuss all aspects of the planned activities, pipeline marking schedule and establish lines of communication.
3. Permittee's plans, profiles and crossing method of construction shall be made available to Gulf South upon request.
4. Permittee shall not travel up and down, or store equipment, machinery, vehicles or materials on Gulf South's Right-of-Way at any time.
5. Permittee shall utilize competent designers and employ competent contractors.
6. Gulf South may elect to have an inspector on site for all activities within the pipeline(s) Right-of-Way. Gulf South's on-site inspector shall have the authority to suspend any operations conducted within the limits of its Right-of-Way easement if, in the opinion of Gulf South's on-site inspector, those operations compromise safety.
7. Permittee shall provide support and protection for any Gulf South piping exposed and shall properly backfill excavations to maintain separation and prevent settlement.
8. Permittee shall install timber matting with minimum specifications of 8" H x 48" W x 16' L and with an air bridged timber matting with minimum specifications of 12" H x 48" W x 18' L at all equipment crossing points over Gulf South's pipeline(s) subject to Gulf South's on-site inspector's advice and approval.
9. Permittee shall provide a complete circumferential exposure of Gulf South's pipeline(s) if any of the Permitted Facilities cross under the pipeline(s) by means of open-cut construction. Exposure of the top of Gulf South's pipeline(s) is required if any of the Permitted Facilities cross over Gulf South's pipeline(s) and disturbs soil within twelve (12) inches of the pipe.
10. Permittee shall be required, by Gulf South, to use manual excavation within twenty-four (24) inches from the top and twenty-four (24) inches from each side of Gulf South's pipeline(s). For excavation outside of such boundaries, Permittee may utilize mechanical excavation under Gulf South supervision unless otherwise directed by Gulf South's on-site inspector.
11. Permittee shall maintain a minimum of twenty-four inches (24") of clearance between the Permitted Facilities and bottom of Gulf South's pipeline.
12. The Permitted Facilities shall be installed at a uniform depth across the full width of the Gulf South's Right-of-Way. Permittee shall return Gulf South's Right-of-Way to pre-construction conditions or better. Any areas disturbed during construction on Gulf South's Right-of-Way shall be protected, re-vegetated and restored. Appropriate measures shall be taken to prevent erosion on Gulf South's Right-of-Way.

**Special Provisions Reviewed by Gulf South Engineering: DLC 1/7/16*
Initials Date

IN WITNESS WHEREOF, witness the signatures of the parties hereto indicating their respective acceptance and approval of the terms and conditions contained herein this ____ day of _____ 2016.

ESCAMBLA COUNTY, FLORIDA by and
through its duly authorized BOARD OF COUNTY
COMMISSIONERS

ATTEST: Pam Childers
Clerk of the Circuit Court

Grover C. Robinson, IV, Chairman

Deputy Clerk

Date: _____

BCC Approved: _____

Gulf South Pipeline Company, LP
By: GS Pipeline Company, LLC
General Partner

WITNESSES: (2)

Authorized Signature

Signature

Rudy Perciful

Printed Name

Printed Name

Regional Vice President

Title

Signature

Printed Name

GULF SOUTH PIPELINE COMPANY, LP CORPORATE ACKNOWLEDGMENT

STATE OF MISSISSIPPI

COUNTY OF _____

Personally appeared before me, the undersigned authority in and for the said county and state, on this ____ day of _____, 2016, within my jurisdiction, the within named _____, who acknowledged that (he)(she) is the _____ of GS Pipeline Company, LLC, a Delaware limited liability company, the general partner of Gulf South Pipeline Company, LP, a Delaware limited partnership, and that for and on behalf of said company, and as its act and deed (he)(she) executed the above and foregoing instrument, after first having been duly authorized by said company to do so.

Notary Public

My Commission Expires:

Gulf South:
2300 Verot School Road
Lafayette LA 70508

Phone No.337-988-7116

Permittee:
Escambia County
3363 West Park Place
Pensacola FL 32505
Phone No.850-554-3063
Elizabeth Bush

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BOARD OF COUNTY COMMISSIONERS

Escambia County, Florida

AI-10113

County Attorney's Report 11. 6.

BCC Regular Meeting

Action

Meeting Date: 04/21/2016

Issue: Dismissal of the Division of Administrative Hearings Action Contesting the Estimate and Reconciliation for Fiscal Year 2014-2015

From: Charles Peppler, Deputy County Attorney

Organization: County Attorney's Office

CAO Approval:

RECOMMENDATION:

Recommendation Concerning Dismissal of the Division of Administrative Hearings Action Contesting the Estimate and Reconciliation for Fiscal Year 2014-2015.

That the Board take the following action:

- A. Authorize the County Administrator Jack Brown to execute the conditional release on behalf of the County, a copy of which is attached; and
- B. Authorize dismissal with prejudice of the pending petition before the Division of Administrative Hearings, concerning Fiscal Year 2014-2015.

BACKGROUND:

Escambia County has annual reconciliations issued to Escambia County by the Department of Juvenile Justice relating to credits for secure detention costs for juveniles. The current challenge relates to fiscal year 2014-2015. Chapter 2016-152, Laws of Florida (2016), was signed into law on March 29, 2016, mandating that allocation of costs for secure juvenile detention shall be equally shared between the State of Florida and the non-fiscally constrained counties including Escambia County.

This Board authorized County Administrator Jack Brown to show Escambia County's support for this new law by a letter dated February 2, 2016. In exchange for enactment of this sharing arrangement, the County would dismiss any pending challenges of annual reconciliations and would not seek credits for any claimed overpayments for any fiscal years prior to fiscal year 2016-2017.

Consistent with the support of this new law and with the terms of the new statute, Section 985.6865, that was enacted and signed into law by Governor Rick Scott, the Board has the opportunity now to designate Mr. Brown to execute the conditional general release and to dismiss its pending challenge to the annual reconciliation issued for fiscal

year 2014-2015.

BUDGETARY IMPACT:

N/A

LEGAL CONSIDERATIONS/SIGN-OFF:

Deputy County Attorney, Charles V. Peppler has reviewed and approved the attached Conditional Release.

PERSONNEL:

N/A

POLICY/REQUIREMENT FOR BOARD ACTION:

N/A

IMPLEMENTATION/COORDINATION:

N/A

Attachments

Conditional Release

**RELEASE AND WAIVER IN COMPLIANCE
WITH CHAPTER 2016-152, FLORIDA STATUTES (2016)**

Pursuant to the provisions of Chapter 2016-152, Laws of Florida (2016), signed into law on March 29, 2016, and creating section 985.6865, Florida Statutes, _____ COUNTY ("the County") hereby releases and waives any existing or future claims and actions against the state or any state agency arising from detention cost share prior to the 2016-2017 state fiscal year. Such release and waiver is specifically conditioned upon the Department of Juvenile Justice's ("the Department") compliance with the provisions of section 985.6865(2), Florida Statutes, which mandates that the Department may not seek reimbursement from counties complying with this subsection for any underpayment for any cost-sharing requirements occurring before the 2016-2017 state fiscal year; the County does not release or waive any existing or future claim or action regarding any failure of the Department to comply with the same.

By: _____

Printed Name: _____

Position/Title: _____

Dated: _____