



Clark County

TITLE VI ANNUAL ACCOMPLISHMENT REPORT

Federal Fiscal Year 2017

October 1, 2016 – September 30, 2017

SECTION I. TITLE VI PLAN	2
SECTION II. POLICY STATEMENT	2
SECTION III. ORGANIZATION, STAFFING AND STRUCTURE.....	2
SECTION IV. TITLE VI MONITORING AND REVIEW PROCESS.....	4
A. Actions to Promote Internal and External Compliance with Title VI	4
B. Title VI Compliance Reviews during this Report Period	5
SECTION V. TITLE VI COMPLAINTS DURING THIS REPORT PERIOD	5
SECTION VI. ACCOMPLISHMENT REPORT FOR EACH PROGRAM AREA	5
A. Planning Function	5
B. Research	7
C. Environmental Services.....	7
D. Project Location	8
E. Design Section.....	8
F. Real Property Services (Right of Way).....	10
G. Construction and Maintenance Services	11
H. Administration.....	11
SECTION VII. EDUCATION AND TRAINING	12
EXHIBITS	13
EXHIBIT 1: Clark County's Annual Title VI Statement	14
EXHIBIT 2: 2018 Annual Construction Program.....	15
EXHIBIT 3: Listing of Public Meetings, Open Houses, Hearings	19
EXHIBIT 4: Diversity Outreach Efforts	20
EXHIBIT 5: Public Works Consultant Contracts Summary	21
EXHIBIT 6: Public Works Training Summary.....	23

Clark County TITLE VI ANNUAL ACCOMPLISHMENT REPORT

Federal Fiscal Year 2017
October 1, 2016 – September 30, 2017

Section I. TITLE VI PLAN

The Washington State Department of Transportation (WSDOT) approved the County's Title VI Plan, dated 7/29/02. Section III: Organization Staffing and Structure of the 2002 plan is updated to reflect current staff assignments shown in Section III below.

Section II. POLICY STATEMENT

Clark County's Title VI policy statement was published in the county's newspaper of record on **October 12, 2016**. A copy of this annual announcement is attached in Exhibit 1 of this report.

Section III. ORGANIZATION, STAFFING AND STRUCTURE

a) Organization: The Clark County Human Resources Director serves as the EEO Officer for Clark County, including the Public Works Department. Title VI concerns are addressed to the Director for resolution. The HR Representative that oversees the recruiting function is the primary contact for applicants seeking an accommodation for a disability. The county has several qualified human resources representatives/managers well aware of EEO compliance and Title VI.

b) Staffing: Within Public Works, the Director of Public Works serves as the Title VI liaison. Support staff listed in the table below assist with Title VI compliance. A maximum of 5% of staff time is allocated for Title VI related support activities.

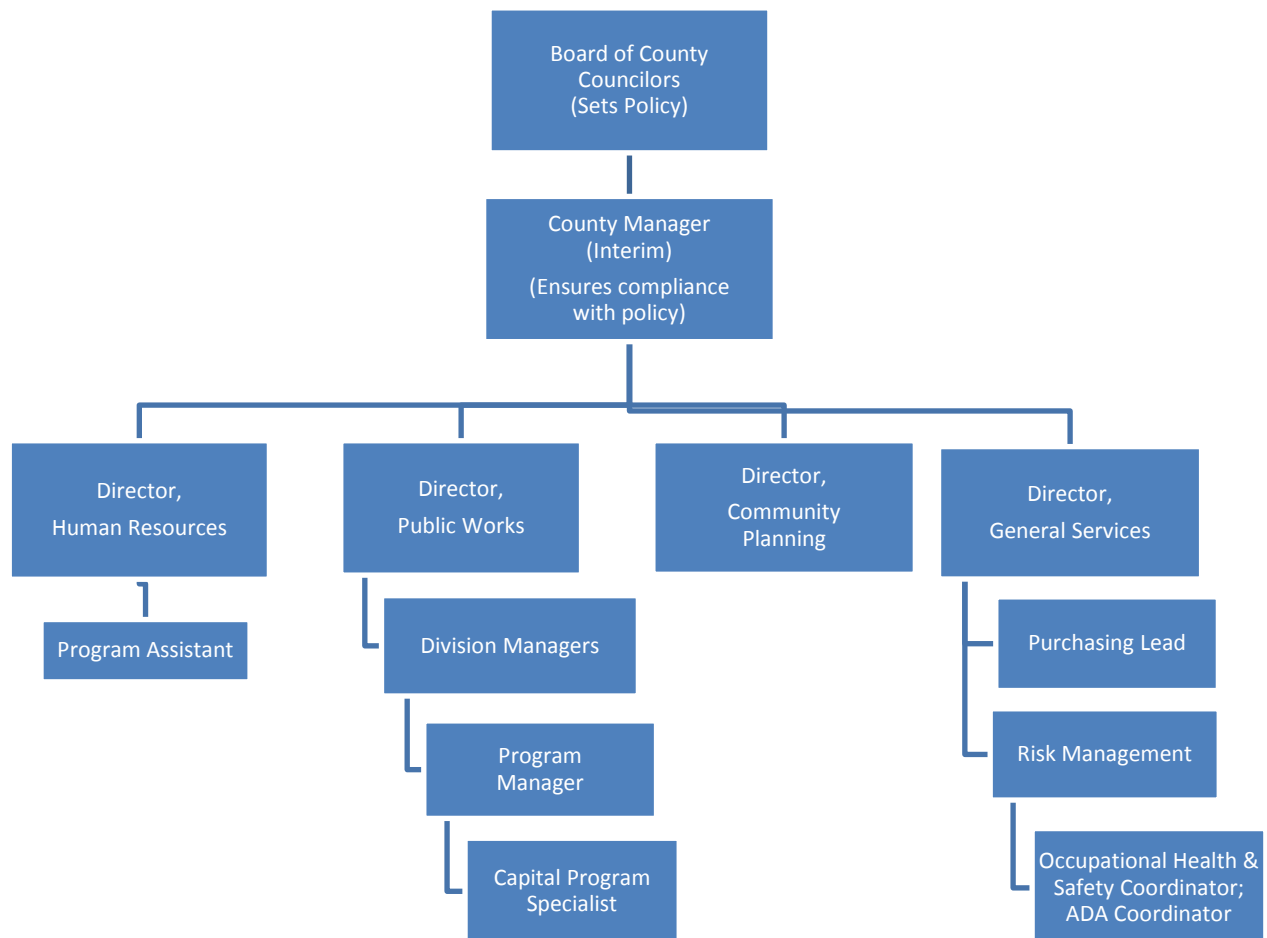
During FY 2017 staff changes to the Title VI compliance structure included:

- Public Works Employee Relations Manager Peggy Muhly transferred to other duties within the department. Her Employee Relations functions were absorbed by Human Resources staff.
- County Manager Mark McCauley left the county. In May 2017 the council contracted with a Seattle-area search firm for an interim manager to conduct day-to-day business while a national search for the next county manager is conducted. A new full-time Clark County manager is expected to be hired in 2018.

Department / Division	Name	Title	Ethnicity	Gender
Public Works				
Administration & Finance	Lori Pearce	Division Manager	Caucasian	Female
Clean Water	Dean Boening	Division Manager	Caucasian	Male
Engineering & Construction	Tom Grange	Division Manager	Caucasian	Male
Parks and Lands	Bill Bjerke	Division Manager	Caucasian	Male
Road Maintenance and Safety	Scott Wilson	Division Manager	Caucasian	Male
Transportation & Development	Carolyn Heniges	Division Manager	Caucasian	Female
Programming	Susan Wilson	Program Manager	Caucasian	Female
Programming	Michael Derleth	Capital Program Specialist	Caucasian	Male
Community Planning				
Community Planning	Oliver Orjiako	Department Director	African-	Male

			American	
Human Resources				
Administration	Kathleen Otto	Department Director	Caucasian	Female
Administration	Josh Young	Program Assistant	Caucasian	Male
General Services				
Purchasing	Priscilla Ricci	Purchasing Lead	Caucasian	Female
Risk Management	Scott Gage	Occupational Health & Safety Coordinator; ADA Coordinator	Caucasian	Male

c) **Structure:** The current organizational chart, showing the reporting structure of Title VI liaisons, and/or staff supporting non-discrimination in county programs includes:



Section IV. TITLE VI MONITORING AND REVIEW PROCESS

A. Actions to Promote Internal and External Compliance with Title VI

Internal:

The Clark County Equity, Diversity and Inclusion group holds events for employees and provides information on diversity and inclusion. The group is creating a new Strategic Plan for anticipated approval in 2018. The group occasionally includes lists of area cultural events supporting diversity in the county employee newsletter (FYI Online). Topics and events either conducted or promoted include:

- “Up Close and Personal: Our Stories Told Live” a series of events where county employees share personal stories:
 - Arranged Marriage – A New Beginning by Roni Battan
 - Coming to America by Halina Lewandowski
- “Employment for All” Evening event honoring employers, and agencies serving disabled workers during National Disability Awareness Month.
- National Indigenous Peoples Day and National Coming Out Day.
- Regional cultural events celebrating National Hispanic Heritage Month.
- Cultural events focused in Japan, India and Italian customs.
- Fourth Plain Boulevard Multicultural Festival (local Vancouver minority area)
- Juneteenth events

County Human Resources and Public Works staff continues to support county-wide principals that:

- Create, establish and maintain an inclusive culture that allows each employee the opportunity to excel;
- Embrace the rich diversity of our organization and the growing diversity of our community, and
- Provide services to the public in a culturally competent manner.
(Source: <https://www.clark.wa.gov/human-resources/diversity>)

The current Equal Employment Opportunity Plan (2015-2017) and EEO Title VI complaint form and are posted online at: <https://www.clark.wa.gov/human-resources/documents>

External:

Clark County continued sponsorship of the annual Northwest Public Employees Diversity Conference, October 18th, 2016 at the (Portland) Oregon Convention Center. This year’s event focused on “Equity and Inclusion in Time of Change” This full-day event featured at least sixteen different seminars on diversity topics. A copy of the agenda can be accessed at <http://www.nwpublicemployeesdiversityconference.org/past-conferences/>

To assist non-English speaking customers, the county provides translation services through Language Line, a commercial, telephone-based translation service.

For other types of assistance, the county ADA coordinator is available via several methods including a web page, telephone, Washington Relay Service, and e-mail to assist members of the community who wish assistance to fully participate in county activities.

B. Title VI Compliance Reviews during this Report Period

No WSDOT Title VI office compliance reviews of Clark County Public Works activities were conducted during FFY 2017.

Section V. TITLE VI COMPLAINTS DURING THIS REPORT PERIOD

No Title VI related complaints were received by Clark County in this reporting period.

The County's EEO Title VI complaint form and instructions are available on line at:
<https://www.clark.wa.gov/human-resources/documents>.

The EEO Title VI complaint form and instructions can also be directly accessed via this link:
<https://www.clark.wa.gov/sites/default/files/dept/files/human-resources/documents/EEO%20title%20VI%20complaint%20form.doc>

Public Works does not maintain a separate Title VI Complaint Log due to lack of activity. The county Human Resources Department maintains a county-wide log of Title VI grievances and complaints investigated by that department. Public Works staff works with the county Human Resources Department to regularly review procedures for tracking, recording and responding to any complaints received.

Section VI. ACCOMPLISHMENT REPORT FOR EACH PROGRAM AREA

The following information describes the location of major program functions within Public Works and identifies accomplishments, operational guidelines, process and responsibilities with regard to Title VI compliance. A list of Public Works staff training is shown in Exhibit 6 at the end of this document.

A. Planning Function

Community Planning staff work with Public Works' Transportation Programming section to develop short and long-range plans that protect transportation corridors and provide efficient transportation services to the citizens of Clark County. During the reporting period, planning, design and construction for multiple projects was undertaken as shown in the 6-Year Transportation Improvement Program (2017-2022) and Annual Construction Program for 2017.

Public Works Transportation Programming staff coordinates with other government agencies, private groups and the public to develop and implement comprehensive plans that meet the transportation needs of Clark County. The programming staff provides technical assistance to regional transportation groups and serves as liaison for planning with the Southwest Washington Regional Transportation Council, the Metropolitan Transportation Planning Organization (MTPO) for Clark County.

A.1. Number of Consultant Projects for Planning Awarded During this Reporting Period and their Dollar Value:

- No consultant contracts for planning or concurrency functions were awarded or in force during FY 2017.

Consultant contracts awarded by other Public Works divisions and sections including Construction, Design, Project Management, and Real Property Services are listed in Appendix Exhibit 5.

A.2. Efforts Made to Utilize Minority and Female Consultants and Sub-Consultants in Federally Assisted Contracts

It is the policy of Clark County to comply with Section 49 Code of Federal Regulations, Part 26, to ensure that Disadvantaged Businesses, including minorities and women, have an equal opportunity to receive and participate in federally assisted contracts. Clark County does not exclude any person from participation in, deny any person the benefits of, or otherwise discriminate in connection with the award or performance of any contract covered by Section 49 CFR Part 26. Efforts made to utilize minority and female consultants during the reporting period include the following activities:

Underutilized / Disadvantaged Business Enterprise (UDBE / DBE) Goals. As part of Public Works outreach efforts to use minority consultants, federally funded projects may include a minority participation goal assigned by WSDOT. Rules for this program changed, and the term was updated by WSDOT in June 2017. Clark County contractors must now obtain defined levels of participation of UDBE firms on certain projects as a condition of receiving the contract.

Projects with a current UDBE goal, or DBE goal assigned prior to June 2017 are listed in section H.2.d.

Consultant Selection Procedures. Consultants are selected according to the procedures outlined in various RCWs, and the Local Agency Guidelines (LAG) Manual for federally funded projects. Clark County encourages all consultant firms that are registered to conduct business in Washington State and who possess the requisite professional license(s) to present their qualifications. The county issues multiple Requests For Proposals (RFPs) each year for specific projects and maintains an “on call” list of qualified consultants for various Public Works needs.

A3. Studies Conducted which Provide Data Relative to Minority Persons, Neighborhoods, Income Levels, Physical Environments, and Travel Habits

All proposed projects are reviewed for their potential to have a disproportionate impact on low-income and minority populations that are subject to additional consideration in accordance with applicable Title VI and Environmental Justice provisions. At the planning level, unincorporated areas of Clark County do not typically meet the requirements for substantial analysis to determine if potentially affected areas meet thresholds for consideration as low-income or minority communities.

The County addresses minority and low-income populations on a case-by-case basis. Needs may be identified through the SEPA and NEPA processes required at a project-level review. Please see Section IV, Question C.3 for a list of SEPA and NEPA reviews completed.

Need for translation services may also be identified by Real Property Services staff during the right-of-way acquisition process. Clark County provided interpretation services for the following projects in design or under construction in FFY 2017:

- NE 119th Street improvements, NE 72nd Avenue to NE 87th Avenue.
- NE 119th Street improvements, NE 87th Avenue to NE 112th Avenue.

Residents near road preservation (slurry seals and cape seals) projects received letters and brochures that provided instruction in Spanish and Russian in case residents needed help with

translation. In addition, Clark County used door hangers that include a significant amount of information in Spanish and Russian, to alert residents immediately prior to the start of construction. More information on preservation projects is available on the county's website: www.clark.wa.gov/public-works/summer-road-preservation.

A.4. Hearings Held During the Report Period and Efforts Utilized to Ensure Citizen Participation, Particularly Minorities, and Women

Public meetings and open houses described in Appendix Exhibit 3 were held to inform the public of various projects and seek input. Public Works updated the six-year Transportation Improvement Program (TIP) for 2017-2022 during the reporting period. Details of the TIP were disseminated, and public participation sought via public work sessions, open houses, State Environmental Policy Act (SEPA) review, presentations to groups detailed in Appendix Exhibit 3, an internet web page, press releases and newspaper advertisements. The Board of County Councilors held public hearings on October 18, 2016 for the 2017 Annual Construction Program and 2017-2022 Transportation Improvement Plan.

Clark County uses a self-reporting form for collecting data on public hearing and public meeting attendees. Completed forms are held on file in respective project files maintained by Public Works. For further information regarding this process, please contact Clark County Public Works, by phone at 360-397-6118 or in writing at PO Box 9810, Vancouver, WA 98666-9810.

B. Research

Not applicable to our organization.

C. Environmental Services

The Parks and Lands Division, Environmental Permitting Section of Public Works is responsible to ensure environmental integrity in the design, construction and maintenance of transportation systems that serve the needs of the county. Permitting staff familiar with requirements of the National Environmental Policy Act (NEPA) and the State Environmental Policy Act (SEPA) ensure that projects undertaken by Clark County Public Works meet these provisions, as required by Washington State and the Federal Government.

C2. Staff Responsible for Environmental Affairs

Kevin Tyler, Land and Vegetation Manager and his Environmental Permitting staff are responsible for conducting NEPA and SEPA reviews.

C.3. Environmental Impact Statements

During FY2017, several projects were evaluated for impacts on minority or economically disadvantaged communities. NEPA and SEPA analysis showed there were no disparate impacts to minority or economically disadvantaged communities. A copy of the NEPA and SEPA exemption determinations / determination of non-significance for each of the following projects is available for review upon request:

CRP/WO#	Project	NEPA	SEPA
371422	Curve Safety Improvement	X	X
351322	Hwy 99 Pedestrian-Bicycle Improvements	X	X
362122	2017 Road Preservation – Hot Mix Asphalt		X
018289	2017 Conduit & Detection for Traffic Signals	X	X

362722	Strong Avenue Slide Repair	X	X
390822	NE 99 th St at NE 117 th Ave Intersection		X
371522	Hazel Dell Adaptive Traffic Signals	X	X

C.4. Upcoming Year

A copy of the Adopted 2018 Annual Construction Program is attached as Exhibit 2. All projects listed undergo SEPA review; NEPA review is conducted for projects with a federal nexus, i.e. a federal permit is required or the project includes federal funds.

C.5. Number of Environmental Impact Statements Reviewed During the Report Period, Including a Summary of Comments on EIS Where Minority, Handicapped, Elderly, etc. Communities were Adversely Impacted

There were no disparate impacts to minority or economically disadvantaged communities noted during the SEPA and NEPA reviews listed above.

D. Project Location

Clark County's emphasis during recent years has been the improvement of existing Rights-of-Way (ROW) and existing corridors. When future new corridors are considered, impacts to minorities and others covered by Title VI will be included in the evaluation as appropriate.

D.1. Number of Complaints Filed

None. Inactive program.

D.2. Identification of Titles, Ethnicity and Gender of Employees in the Location Program

None. Inactive program.

D.3. Number of Environmental Impact Statements Reviewed, including a Summary of Comments where Adverse Impact of a Minority, Elderly, etc., Community was found

See Section VI, Question C.5.

D.4. Number of Consultant Contracts involving Project Development Activities

See Section VI, Question A.1 and Exhibit 5.

D.5. Number of Public Hearings Held during the Report Period Concerning Location of a Project, including How the Hearings Were Advertised and Notification to Minorities

No hearings on the location of a project were held during this reporting period.

D.6. Encouragement of Minority Leaders to Provide Suggestions and Ask Questions on Location of Highways

None. Inactive program. Opportunities for minorities to comment on aspects other than the location of a project are explained elsewhere in this document, including Appendix Exhibit 3.

D.7. Need to Use Bilingual Advertisements, Announcements, Notices, etc. During the Report Period

Information was provided in Spanish and Russian to residents near road preservation activities as explained in Section VI, Question A.3.

E. Design Section

Design activities are performed by county staff and outside consultants.

E.1. Number of Consulting Firms with Design Contracts, including the Number of these Contracts Held by Minority Firms and Women-Owned Firms/ Dollar Value

The county currently contracts with multiple consulting firms for design services detailed in Appendix Exhibit 5. Info on minority and women owned status of these businesses is not available.

E.2. Efforts to Increase Minority and Female Participation in Obtaining Consultant Contracts

Procurement Information System. Clark County Purchasing Department requests Letters of Interest, Statement of Qualifications and Proposals from all firms qualified and interested in providing professional services for contracts awarded by the county.

Clark County posts information on current Requests for Proposals on its internet website at <https://www.clark.wa.gov/general-services/requests-proposals>. Proposals identify the types of sub consulting opportunities that may be available on the project for informational purposes. The scope, size and duration of these contracts vary in size to promote diversity in the number and size of firms competing for these awards.

Bid Advertisement in multiple media. Non-federally funded projects under \$300,000 may be advertised using the Municipal Research and Services Center of Washington Small Works rosters (www.mrscrosters.org) in compliance with RCW 39.80. These non-federal projects may also be advertised in the media below if the Small Works process is not utilized.

Federally-funded projects and those over \$300,000 are listed in the Builders Exchange of Washington online plan room (http://www.bxwa.com/bxwa_toc/pub/791.html). Bid advertisements are also placed with the following organizations.

The Columbian Newspaper
701 W 8th St
Vancouver, WA 98660

ARC Document Solutions
(for Oregon Association of Minority Entrepreneurs)
1732 NW Johnson St
Portland, OR 97209

SW Contractors Association
7017 NE Hwy, 99 Ste 214
Vancouver WA 98665

McGraw Hill/Construction Data East Plan Ctr
3461 NW Yeon Ave
Portland, OR 97210-1535

Daily Journal of Commerce
PO Box 10127
Portland, OR 97210

Daily Journal of Commerce
83 Columbia Street
Seattle, WA 98104

E.3. Public Hearings Held During the Design Phase of County Road and Bridge Projects

See Appendix Exhibit 3

E.4. Complaints Filed in the Design Program Area

None during this report period.

E.5. Significant Problem Areas, Accomplishments, and Actions to Take During the Ensuing Year.

No significant problem areas were identified during this report period.

F. Real Property Services (Right of Way)

The property acquisition process follows the WSDOT Right of Way Manual and all applicable laws and regulations, including Title VI and Section 504. The acquisition process includes appraisal of property, negotiation of terms and conditions for acquisition, and relocation assistance.

F.1. Civil Rights Complaints in the following Real Estate Services (Right of Way) Areas:

F.1.a. Appraisals – None during this report period.

F.1.b. Negotiations – None during this report period.

F.1.c. Relocation Assistance and Payments – None during this report period.

F.1.d. Property Management – None during this report period.

F.2. Number of Appraisers Utilized During the Reporting Period

During FFY2017, Real Property Services contracted with ten different appraisers or appraisal firms. One of the firms self-identify as woman or minority owned. The decision on which appraiser/firm to use on a specific project is based upon availability of the firm as well as their experience compared with individual project needs.

F.3. Number of Negotiations during the Report Period and Disparity in Contract Negotiations between Minorities and Non-minorities

There were 55 negotiations/acquisitions during this report period. No disparity in contract negotiations was noted.

F.4. Concerns Raised by Minorities or Women Regarding their Options in the Negotiation Phase

None during this report period.

F.5. Number of Relocations during the Report Period

There were two residential relocations and no business relocations during the period.

F.6. Concerns Raised by Minorities or Women on Replacement Housing, Referral Housing and Advisory Services

None.

F.7. Opportunities for Minorities and Women to Obtain Contracts Awarded for Providing Relocation Assistance

Real Property Services entered into six contracts for relocation services during this period. Two contracts were with a firm self-identifying as woman-owned.

In-house relocation assistance services are conducted according to the rules guidelines of the federal Uniform Relocation Act, RCW 8.26, and the WSDOT Right of Way Manual and Local Agency Guidelines (LAG) Manual.

G. Construction and Maintenance Services

The Engineering and Construction Division administers several construction-phase aspects of projects, including general areas of Construction Management, Engineering and Design, Project Management and Real Property Services. Clark County Maintenance & Operations is responsible for the physical preservation and upkeep of roads and bridges.

G.1. Civil Right Complaints Involving Competitive Bidding Procedures

There were no complaints involving competitive bidding procedures during the reporting period.

G.2. Summary of Efforts Made by the Title VI Coordinator to Encourage the Use of Minority Individuals, Firms or Agencies to Obtain Maintenance Agreements or Contracts

See Section VI, Question E.2 above.

G.3. Procedures Reviewed to Assure Subcontract Agreements, First and Second Tier, Material Supply and Equipment Lease Agreements during the Report Period

Clark County follows WSDOT Local Agency Guidelines on all federally funded projects. The capital program undergoes an annual audit by the state auditor to ensure compliance with the OMB Super Circular and other applicable regulations.

G.4. Significant Accomplishments and/or Action Items for the Ensuing Year

No activities during the reporting period.

H. Administration

H.1. List of Employees by Ethnicity and Gender in each of the Title VI Program Areas.

Please refer to Section III for a summary of employees tasked with Title VI responsibilities in Public Works program areas.

H.2. Summarize all Activities Undertaken during the Reporting Period which Provide for Assurances of Title VI Compliance with Contractors, and by Contractors

a) Dissemination of Clark County Title VI Policy Statement

Clark County's Title VI policy is printed annually in the county's newspaper of record See Appendix Exhibit 1 for proof of publication. Public Works contracts also contain non-discrimination provisions described below. The Clark County Title VI Policy Statement is considered covered by these provisions and is not repeated verbatim in the contracts.

b) Title VI Provisions in all Clark County Federally Funded Contracts

The Notice to Contractors for all federally-funded contracts includes Title VI language. All federally funded contracts administered by the county contain Title VI provisions (FHWA Form 1273), including the requirement that these provisions be included in all subcontracts and lower tier subcontracts.

c) Public Pre-proposal Meetings

Please see Appendix Exhibit 3.

d) Inclusion of Goals on Federally-Assisted Contracts

Public Works Transportation Programming staff works with WSDOT Southwest Region to establish Disadvantaged Business Enterprises (DBE) goals on federally assisted contracts. Rules for this program changed, and the term was updated by WSDOT in June 2017. As a condition of award, Clark County contractors must obtain defined levels of participation of UDBE firms on certain projects as a condition of receiving the contract. The following DBE/UDBE goals were established for projects under construction in FY 2017:

CRP	Project Name	DBE Goal
333122	NE 119 th Street (NE 50 th Ave – NE 72 nd Ave)	19% and 800 Hours
390722	NE 119 th Street (NE 72 nd Ave – NE 87 th Ave)	15% and 1,600 Hours
352822 351622	Hayes Rd. N&S Safety Improvements and Washougal River and Lockwood Creek Roads Safety Improvements (Tied projects)	9%
350822	NE 94 th Avenue (Padden Pkwy – NE 99 th St)	12% and 800 Hours
332822	Orchards Traffic Signal Optimization	4% and 800 Hours
370922	NE 10 th Avenue (NE 154 th St – NE 164 th St)	10% and 400 Hours
351322	Hwy 99 Pedestrian-Bicycle Improvements	15%
371522	Hazel Dell Avenue Adaptive Traffic Signals	11%
352122	Signal Timing, Evaluation, Verification and Enhancement	10% UDBE
371422	Curve Safety Improvement Project	7% UDBE

e) Non-discrimination Provisions in Contracts

All Clark County Public Works contracts, including federally assisted contracts, contain non-discrimination provisions to ensure awareness that the county will not tolerate discriminatory practices. For most roadway projects, these are WSDOT's Standard Specifications Section 1-07.11, Requirements for Nondiscrimination; and FHWA form 1273. For the remaining projects, particularly small works projects, the provisions of the Clark County Purchasing Department apply.

H. 3. Title VI Training during the Period

Please see Section IV, Part A: Internal and Exhibit 6.

Section VII. Education and Training**1) During the Reporting Period, Efforts Made to Encourage Participation by Minorities and Women in Training Programs**

Clark County provides a comprehensive training application (Gensuite). Procedures for utilizing training and education opportunities are addressed during new employee orientation and occasionally during the year using a county-wide employee newsletter (FYI Online). All employees have the opportunity to request or respond to applicable training and education opportunities.

All Public Works employees are required to attend the annual spring Safety Awards training which includes an educational speaker or presentation(s) on various topics which may broadly include diversity, discrimination, special needs populations or other Title VI areas.

2) Types of Programs and Number of (Agency Name) Participants, Including Minorities and Women

Refer to Exhibit 6 for a list of training sessions attended by Public Works staff relevant to broad issues of management, diversity and general training. For a complete list of training, including job specific functional training omitted for brevity, please contact Clark County Public Works Title VI compliance staff identified in Section III.

3) Identify Staff Responsible for Training by Job Title, Ethnicity and Gender

Kathleen Otto: Human Resources Director, Caucasian, Female.

Scott Gage: Occupational Health & Safety Coordinator; ADA Coordinator, Caucasian, Male.

4) Civil Rights Complaints Filed Concerning Training and Educational Opportunities and any Corrective Actions Taken

No complaints were filed during this reporting period.

EXHIBITS

- 1 – Clark County’s published Title VI Statement
- 2 – Annual Construction Program
- 3 – Listing of Public Meetings – Design Phase
- 4 – Diversity Outreach Efforts
- 5 – Public Works Contracts Summary by Section
- 6 – Clark County Public Works Employee Training Summary

EXHIBIT 1:

Clark County's Annual Title VI Statement

Publication 10/12/16, The Columbian, Vancouver WA

THE COLUMBIAN C7

Legals

Title VI Notice to the Public

It is Clark County's policy that no person shall on the grounds of race, color, national origin, or sex as provided by Title VI of the Civil Rights Act of 1964, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any county sponsored transportation program or activity. Clark County further assures every effort will be made to ensure nondiscrimination in all of its programs and activities, whether those programs and activities are federally funded or not.

Title VI compliance is a condition of receiving federal funds. In the event Clark County distributes federal aid funds to another entity, Clark County will include Title VI language in all written agreements and will monitor for compliance. Assurance of compliance falls under the authority of the Board of County Commissioners pursuant to its budgetary authority and responsibility. The County Manager and Title VI Coordinator are authorized to ensure compliance with provisions of the requirements of 23 Code of Federal Regulation (CFR) 200 and 49 CFR 21.

For additional information on Title VI complaint procedures and/or information on Clark County's non-discrimination obligations, please visit <http://www.clark.wa.gov/hr/careers/equal.html>, or call the Human Resources Manager at (360) 397-2456.

Oct. 12 570694

ANNUAL CONSTRUCTION PROGRAM FOR 2018 Continued																	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	
Item No.	6YR Rank	Road Log No.	ROAD/PROJECT NAME AND LOCATION (Termini description or MP's; Bridge#)	Project Length (miles)	Func. Class	Work Code(s)	Environ. Assessmt.	Source of Funds (\$1,000's)			Estimated Expenditures (\$1,000's)					County Forces	Total
								County	Source (Amount)	PE	ROW	CE	Construction				
													Contract				
Improvement Projects																	
13	8	91250	NE 72nd Avenue (NE 122nd Street - NE 133rd Street) Project #: TBD	0.70	16	ABDEF	I	20	TIF (30)		50	0	0	0	0	50	
14	9	94100	NE 119th Street at NE 132nd Avenue (Intersection Improvement) Project #: TBD	0.08	17	ABDEFGHK	I	50	0		50	0	0	0	0	50	
Total - Improvement Projects								10,463	10,352		1,522	3,497	1,507	14,082	207	20,815	
Carry Over Projects																	
15	CO	22460	VAST: Orchards Traffic Signal Optimization (TSO) (NE 55th Avenue - NE Ward Road) Project #: 332822	11.75	16	BD	E	5	CMAQ (6)		0	0	1	10	0	11	
16	CO	94100	NE 119th Street (NE 72nd Avenue - NE 87th Avenue) Project #: 390722	1.78	17	ABDEFGHK L	S	0	TIF (389)		0	0	36	352	1	389	
17	CO	23940	NE 99th Street at SR-503 (Intersection Improvement) Project #: 390822	0.01	16	ABDEFG	I	25	UCP (5)		0	0	2	28	0	30	
Total - Carry Over Projects								30	400		0	0	39	390	1	430	
Ongoing Programs																	
18	NA	NA	Advanced Right-Of-Way Program (Various Locations) Project #: 323911	NA	NA	NA	I	10	0		0	10	0	0	0	10	
Total Ongoing Programs - Advanced Right-Of-Way Program								10	0		0	10	0	0	0	10	
19	NA	NA	Bridge Repair/Rehab Improvement Program (Various Locations) Project #: TBD	NA	NA	ABDEFGHK	S	120	STP-Bridge(448)		517	30	3	18	0	568	
Total Ongoing Programs - Bridge Repair/Rehab Improvement Program								120	448		517	30	3	18	0	568	
20	NA	NA	Road Preservation Program (Various Locations) Project #: TBD	NA	NA	ABCDGKL	E	4,618	NHS(150),RAP(22), CAPP(672)		378	50	280	4,660	94	5,462	
Total Ongoing Programs - Road Preservation Program								4,618	448		378	50	280	4,660	94	5,462	
Total Ongoing Programs - Road Preservation Program								4,618	448		378	50	280	4,660	94	5,462	
Total Ongoing Programs - Road Preservation Program								4,618	448		378	50	280	4,660	94	5,462	
Total Ongoing Programs - Road Preservation Program								4,618	448		378	50	280	4,660	94	5,462	
Total Ongoing Programs - Road Preservation Program								4,618	448		378	50	280	4,660	94	5,462	
Total Ongoing Programs - Road Preservation Program								4,618	448		378	50	280	4,660	94	5,462	
Total Ongoing Programs - Road Preservation Program								4,618	448		378	50	280	4,660	94	5,462	
Total Ongoing Programs - Road Preservation Program								4,618	448		378	50	280	4,660	94	5,462	
Total Ongoing Programs - Road Preservation Program								4,618	448		378	50	280	4,660	94	5,462	
Total Ongoing Programs - Road Preservation Program								4,618	448		378	50	280	4,660	94	5,462	
Total Ongoing Programs - Road Preservation Program								4,618	448		378	50	280	4,660	94	5,462	
Total Ongoing Programs - Road Preservation Program								4,618	448		378	50	280	4,660	94	5,462	
Total Ongoing Programs - Road Preservation Program								4,618	448		378	50	280	4,660	94	5,462	
Total Ongoing Programs - Road Preservation Program								4,618	448		378	50	280	4,660	94	5,462	
Total Ongoing Programs - Road Preservation Program								4,618	448		378	50	280	4,660	94	5,462	
Total Ongoing Programs - Road Preservation Program								4,618	448		378	50	280	4,660	94	5,462	
Total Ongoing Programs - Road Preservation Program								4,618	448		378	50	280	4,660	94	5,462	
Total Ongoing Programs - Road Preservation Program								4,618	448		378	50	280	4,660	94	5,462	
Total Ongoing Programs - Road Preservation Program								4,618	448		378	50	280	4,660	94	5,462	
Total Ongoing Programs - Road Preservation Program								4,618	448		378	50	280	4,660	94	5,462	
Total Ongoing Programs - Road Preservation Program								4,618	448		378	50	280	4,660	94	5,462	
Total Ongoing Programs - Road Preservation Program								4,618	448		378	50	280	4,660	94	5,462	
Total Ongoing Programs - Road Preservation Program								4,618	448		378	50	280	4,660	94	5,462	
Total Ongoing Programs - Road Preservation Program								4,618	448		378	50	280	4,660	94	5,462	
Total Ongoing Programs - Road Preservation Program								4,618	448		378	50	280	4,660	94	5,462	
Total Ongoing Programs - Road Preservation Program								4,618	448		378	50	280	4,660	94	5,462	
Total Ongoing Programs - Road Preservation Program								4,618	448		378	50	280	4,660	94	5,462	
Total Ongoing Programs - Road Preservation Program								4,618	448		378	50	280	4,660	94	5,462	
Total Ongoing Programs - Road Preservation Program								4,618	448		378	50	280	4,660	94	5,462	
Total Ongoing Programs - Road Preservation Program								4,618	448		378	50	280	4,660	94	5,462	
Total Ongoing Programs - Road Preservation Program								4,618	448		378	50	280	4,660	94	5,462	
Total Ongoing Programs - Road Preservation Program								4,618	448		378	50	280	4,660	94	5,462	
Total Ongoing Programs - Road Preservation Program								4,618	448		378	50	280	4,660	94	5,462	
Total Ongoing Programs - Road Preservation Program								4,618	448		378	50	280	4,660	94	5,462	
Total Ongoing Programs - Road Preservation Program								4,618	448		378	50	280	4,660	94	5,462	
Total Ongoing Programs - Road Preservation Program								4,618	448		378	50	280	4,660	94	5,462	
Total Ongoing Programs - Road Preservation Program								4,618	448		378	50	280	4,660	94	5,462	
Total Ongoing Programs - Road Preservation Program								4,618	448		378	50	280	4,660	94	5,462	
Total Ongoing Programs - Road Preservation Program								4,618	448		378	50	280	4,660	94	5,462	
Total Ongoing Programs - Road Preservation Program								4,618	448		378	50	280	4,660	94	5,462	
Total Ongoing Programs - Road Preservation Program								4,618	448		378	50	280	4,660	94	5,462	
Total Ongoing Programs - Road Preservation Program								4,618	448		378	50	280	4,660	94	5,462	
Total Ongoing Programs - Road Preservation Program								4,618	448		378	50	280	4,660	94	5,462	
Total Ongoing Programs - Road Preservation Program								4,618	448		378	50	280	4,660	94	5,462	
Total Ongoing Programs - Road Preservation Program								4,618	448		378	50	280	4,660	94	5,462	
Total Ongoing Programs - Road Preservation Program								4,618	448		378	50	280	4,660	94	5,462	
Total Ongoing Programs - Road Preservation Program								4,618	448		378	50	280	4,660	94	5,462	
Total Ongoing Programs - Road Preservation Program								4,618	448		378	50	280	4,660	94	5,462	
Total Ongoing Programs - Road Preservation Program								4,618	448		378	50	280	4,660	94	5,462	
Total Ongoing Programs - Road Preservation Program								4,618	448		378	50					

ANNUAL CONSTRUCTION PROGRAM FOR 2018 Continued																	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	
Item No.	6YR Rank	Road Log No.	ROAD/PROJECT NAME AND LOCATION (Termini description or MP's; Bridge#)	Project Length (miles)	Func. Class	Work Code(s)	Environ. Assessmt.	County	Source of Funds (\$1,000's)		Estimated Expenditures (\$1,000's)					County Forces	Total
									Source (Amount)	Other Funds	PE	ROW	CE	Contract			
Ongoing Programs																	
Total Ongoing Programs - Road Preservation Program								4,618	844	378	50	280	4,660	94	5,462		
21	NA	NA	Rural Road Improvement Program (Various Locations) Project #: 361822	NA	NA	ABCDEKL	I	444	RAP(148)		407	185	0	0	0	592	
• NE Manley Road - (NE 244th Street - NE 82nd Avenue) - Project #: 322012																	
• Landslide Monitoring - (Various Locations) - Project #: 381012																	
Total Ongoing Programs - Rural Road Improvement Program								444	148	407	185	0	0	0	592		
22	NA	NA	Sidewalks and ADA Compliance Program (Various Locations) Project #: 300111	NA	NA	ABDEFH	I	1,878	Ped-Bike(380), SP (110), TA(100), REET(20)		449	113	424	1,500	2	2,488	
• ADA Compliance Program - (Various Locations) - Project #: 313111																	
• Highway 99 Pedestrian/Bicycle Improvements - (NE 63rd Street - NE 78th Street) - Project #: 351322																	
• NE 107th Avenue Sidewalk - (NE Covington Road - NE 76th Street) - Project #: 351822																	
• Main Avenue Access Improvements - (Ridgefield City Limits - National Wildlife Refuge) - Project #: 352322																	
• 2018 Preservation ADA Ramp Improvements - (Various Locations) - Project #: 363022																	
• Highway 99 - Klineville Sidewalk - (NE 122nd Street - NE 129th Street) - Project #: 370122																	
• NE 68th Street Sidewalk - (Highway 99 - Vancouver City Limit) - Project #: 372122																	
• 2019 Preservation ADA Ramp Improvements - (Various Locations) - Project #: 371622																	
Total Ongoing Programs - Sidewalks and ADA Compliance Program								1,878	610	449	113	424	1,500	2	2,488		
23	NA	NA	Transportation Safety Improvements (Various Locations) Project #: 314122	NA	NA	ABDEFG	I	1,031	CMAQ(993), HSIP(1,437), Partnership(23)		1,028	19	427	1,355	655	3,484	
• Washougal River and Lockwood Creek Roads Safety Improvements - (Various Locations) - Project #: 351622																	
• Signal, Timing, Evaluation, Verification, and Enhancement (STEVE) - (Various Locations) - Project #: 352122																	
• Hayes Road N&S Safety Improvements - (NW 403rd Street - NE 12th Avenue) - Project #: 352822																	
• Working to Refine IntelliGent Highway Transportation (WRIGHT) - (NE 20th Avenue - NW 2nd Avenue) - Project #: 361422																	
• NE 78th Street / 39th Avenue - (Signal Improvement) - Project #: 362422																	
• Klineville Bridge - Salmon Creek Bank Stabilization - (Highway 99 at Klineville Bridge) - Project #: 362612																	
• Curve Safety Improvement Project - (Various Locations) - Project #: 371422																	
• Hazel Dell Avenue Adaptive Traffic Signals - (NW 9th Avenue - NE Padden Parkway) - Project #: 371522																	
• Krieger Road Slide - (NW Krieger Road at NW 179th Street) - Project #: 371722																	
• NE 259th Street and NE 72nd Avenue Intersection - (Intersection Improvement) - Project #: 372322																	
• NE 63rd Street and NE 58th Avenue Signal - (Signal Installation) - Project #: 372422																	

TIF = Traffic Impact Fees
PWTF = Public Works Trust Fund Loan

Page 3 of 4

Federal Funds = STP-TMA, STP-R, STBG-UL, STP-Bridge, CMAQ, HSP-HRRP, NHS, TAP, TA, FLAP.
State Funds = TIB, UCP, SP, UAP, Ped/Bike, CRAB, RAP, CAPP.

ANNUAL CONSTRUCTION PROGRAM FOR 2018 Continued																	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	
Item No.	6YR Rank	Road Log No.	ROAD/PROJECT NAME AND LOCATION (Termini description or MP's; Bridge#)	Project Length (miles)	Func. Class	Work Code(s)	Environ. Assessmt.	Source of Funds (\$1,000's)			Estimated Expenditures (\$1,000's)					County Forces	Total
								County	Source (Amount)	PE	ROW	CE	Contract	Construction			
															Other Funds		
Ongoing Programs																	
• 2018 Preservation Guardrail and Bridge Rail - (Various Locations) - Project #: TBD																	
Total Ongoing Programs - Transportation Safety Improvements Program								1,031	2,453		1,028	19	427	1,355	655	3,484	
24	NA	NA	Urban Development Road Program (Various Locations) Project #: TBD	NA	NA	ABDEFGHKL	E	45	0		45	0	0	0	0	45	
• NE 47th Avenue - (NE 68th Street - NE 78th Street) - Project #: 313822																	
• NE 40th Avenue - (NE 63rd Street - Railroad Crossing) - Project #: 323522																	
• NE 182nd Avenue at SR-500 - (Intersection Improvement) - Project #: TBD																	
Total Ongoing Programs - Urban Development Road Program								45	0		45	0	0	0	0	45	
Total - Ongoing Programs								8,146	4,503		2,824	407	1,134	7,533	751	12,649	
ANNUAL CONSTRUCTION PROGRAM TOTALS								18,639	15,255		4,346	3,904	2,680	22,005	959	33,894	
MAINTENANCE								14,216								14,216	
SPECIAL MAINTENANCE								NA								NA	
CONSTRUCTION AND MAINTENANCE TOTAL																48,110	

TIF = Traffic Impact Fees
PWTIF = Public Works Trust Fund Loan

Page 4 of 4

State Funds = TIB: UCP, SP: UAP, Ped/Bike: CRAB: RAP: CAPP:
Federal Funds = STP-TMA, STP-R, STBG-UL, STP-Bridge, CMAQ, HSIP-HRRP, NHS, TAP, TA, FLAP.

EXHIBIT 3:

Listing of Public Meetings, Open Houses, Hearings

10th Avenue Bridge project: Public Works staff made a presentation to the North Salmon Creek Neighborhood Association on the upcoming start of construction on this project. The presentation was on Jan. 24 at Riverview Community Bank, 800 NE Tenney Road #D.

Upcoming road projects and Transportation Improvement Program: Public Works staff made a presentation to the Fairgrounds Neighborhood Association on upcoming projects and the county's Six-Year Transportation Improvement Program. The presentation was on April 13 at the Community of Christ Church, 400 NE 179th Street.

Road projects/maintenance and traffic management: Public Works staff made a presentation to the West Hazel Dell Neighborhood Association on an assortment of transportation issues and projects. The presentation was on May 17 at Clearwater Springs Assisted Living Center, 201 NW 78th St.

Proposed veterans retreat at Bratton Canyon Park: Public Works staff coordinated an open house on this proposal to use part of the 80-acre parcel. The open house was on Sept. 6 at the La Center Community Center, 1000 E. Fourth St.

EXHIBIT 4:

Diversity Outreach Efforts

23rd Annual Northwest Public Employees Diversity Conference

Tuesday, October 18, 2016 • Oregon Convention Center • 777 NE MLK Jr. Blvd. • Portland, Oregon

<http://www.nwpublicemployeesdiversityconference.org/past-conferences/>

Keynote Speaker:

Glenn Harris has been working on issues of race and social justice for over twenty years. He has worked with community groups, foundations, and government agencies dedicated to building a more democratic, and racially equitable society. He is currently the President of the Center for Social Inclusion, a national strategy organization that works to catalyze communities, government, and other institutions to dismantle structural racial inequity and create equitable outcomes for all. CSI develops policy strategies, develops leaders on the ground, and researches how to normalize and reframe conversation on race to promote a more inclusive democracy.

Executive Sessions (Invitation Only):

- Advancing Racial Equity: The Role of Government
- How Government Leaders Can Navigate Difficult Conversations about Race,
- Transformative White Allyship: Finding our Role in Achieving Racial Equity:

2016 NWPEDC Workshops:

- Your Journey to Racial Equity Leadership
- Working Across Generations and Cultures
- Responding to Microaggressions
- Leadership Lessons from Communities of Color
- Institutional Power and Workplace Impacts
- The Application of Principled Leadership During Divisive and Turbulent Times
- Leading with a Racial Equity Lens for Structural Transformation
- Ensuring Equity: Haling Symptoms, Changing Systems and Staying the Course
- Beyond Inclusion: Partnerships that Change the Culture of Public Service
- Intersections: Microaggressions, Race and LGBTQ Identity
- Creating Equity through an Untapped Workforce
- Community – Inclusion - Belonging

EXHIBIT 5:

Public Works Consultant Contracts Summary

PO Number	Business Name	Contract Max	Payments To Date	Contract End
Construction				
737476.2	HDR Engineering, Inc.	\$350,000.00	\$28,711.65	12/31/2018
737478	KPFF Consulting Engineers	\$250,000.00	\$0.00	12/31/2018
737173.2	MacKay & Sposito, Inc.	\$25,000.00	\$0.00	12/31/2018
738452.2	Otak, Inc.	\$20,000.00	\$0.00	12/31/2018
738452.3	Otak, Inc.	\$250,000.00	\$0.00	12/31/2018
		\$895,000.00	\$28,711.65	
Design				
737098	Apex Companies - Vancouver	\$50,000.00	\$0.00	12/31/2018
737421	Berger ABAM	\$100,000.00	\$0.00	12/31/2018
737430	ESA Vigil Agrimis, Inc.	\$200,000.00	\$0.00	12/31/2018
737099.1	Geotechnical Resources, Inc.	\$125,000.00	\$37,426.81	12/31/2018
737469.1	Harper Houf Peterson Righellis	\$250,000.00	\$4,573.82	12/31/2018
737100	Hart Crowser, Inc.	\$175,000.00	\$22,487.75	12/31/2018
737476.1	HDR Engineering, Inc.	\$100,000.00	\$0.00	12/31/2018
738452.1	Otak, Inc.	\$250,000.00	\$0.00	12/31/2018
737101.1	PBS Engineering & Environmental	\$200,000.00	\$0.00	12/31/2018
737101.2	PBS Engineering & Environmental	\$150,000.00	\$7,832.12	12/31/2018
719911	Shannon & Wilson, Inc.	\$161,074.00	\$153,999.86	12/31/2017
737102	Shannon & Wilson, Inc.	\$50,000.00	\$0.00	12/31/2018
737482.1	Wallis Engineering	\$200,000.00	\$34,972.79	12/31/2018
		\$2,011,074.00	\$261,293.15	
Project Management				
734000	Harper Houf Peterson Righellis	\$165,000.00	\$34,322.94	12/31/2018
744355	Otak, Inc.	\$423,032.23	\$77,540.16	12/31/2019
747298	PBS Engineering & Environmental	\$459,632.00	\$180,200.74	05/30/2019
734001	Wallis Engineering	\$165,000.00	\$81,165.25	12/31/2018
		\$1,212,664.23	\$373,229.09	
Railroad				
739909	HDR Engineering, Inc.	\$199,327.00	\$175,499.22	10/31/2017
		\$199,327.00	\$175,499.22	
Real Property Services				
737558	Appraisal & Consulting Group, LLC	\$100,000.00	\$0.00	12/31/2018
737607	Arvidson & Associates, Inc.	\$50,000.00	\$0.00	12/31/2018
700642.2	Clark County Title Company	\$25,000.00	\$7,517.54	07/20/2018
737533	Colliers International Valuation	\$100,000.00	\$0.00	12/31/2018
737483	Dean Potter & Associates, Inc.	\$50,000.00	\$0.00	12/31/2018
737608	Donnerberg Enterprises, LLC	\$50,000.00	\$0.00	12/31/2018
737539	Epic Land Solutions, Inc	\$100,000.00	\$0.00	12/31/2018
737537	Jarvis Appraisal Company	\$100,000.00	\$7,200.00	12/31/2018
737532	Lingeman Valuation & Consulting, LLC.	\$150,000.00	\$46,150.00	12/31/2018
749362	McNealy Excavating, Inc.	\$14,500.00	\$14,500.00	12/31/2017
737565	R F Duncan and Associates Inc	\$150,000.00	\$0.00	12/31/2018
745177	Thompson Bros. Excavating, Inc.	\$15,024.24	\$15,024.24	12/31/2017
737573	Universal Field Services Inc	\$200,000.00	\$0.00	12/31/2018
		\$1,104,524.24	\$90,391.78	

EXHIBIT 5

Public Works Consultant Contracts Summary

PO Number	Business Name	Contract Max	Payments To Date	Contract End
Development Engineering				
737482.2	Wallis Engineering	\$150,000.00	\$44,327.63	12/31/2018
		\$150,000.00	\$44,327.63	
Pavement Preservation				
737099.2	Geotechnical Resources, Inc.	\$225,000.00	\$20,502.38	12/31/2018
745210	Pavement Services, Inc.	\$50,000.00	\$0.00	12/31/2018
		\$275,000.00	\$20,502.38	
Signal Engineering & Operations				
737476.3	HDR Engineering, Inc.	\$350,000.00	\$0.00	12/31/2018
738409	Lancaster Engineering	\$350,000.00	\$30,580.00	12/31/2018
		\$700,000.00	\$30,580.00	
Traffic Engineering / Operations				
739686	DKS Associates	\$350,000.00	\$31,692.00	12/31/2018
733839	DKS Associates	\$699,888.00	\$379,925.74	12/31/2019
733844	DKS Associates	\$64,625.00	\$44,833.58	09/30/2018
739687	Kittelson & Associates	\$350,000.00	\$14,632.19	12/31/2018
		\$1,464,513.00	\$471,083.51	
Transportation Programming				
747360	E. D. Hovee & Company LLC	\$47,560.00	\$20,500.00	03/31/2018
		\$47,560.00	\$20,500.00	
Enhancement & Permitting				
754014	AKS Engineering & Forestry Vancouver, LLC	\$16,200.00	\$2,813.46	12/31/2017
		\$16,200.00	\$2,813.46	
Policy & Planning				
739349	City of Vancouver Financial Services	\$250,000.00	\$44,937.37	12/31/2021
750356	Columbia Land Trust	\$250,000.00	\$12,530.00	07/31/2022
746882	Lower Columbia Estuary Partnership	\$240,000.00	\$0.00	04/30/2021
736232	Lower Columbia Fish Recovery Board	\$150,000.00	\$29,358.18	08/30/2019
664122	Otak, Inc.	\$155,900.00	\$6,673.19	12/31/2017
743293	Washington State University Extension	\$85,000.00	\$39,020.62	12/31/2017
		\$1,130,900.00	\$132,519.36	
Survey				
737469.2	Harper Houf Peterson Righellis	\$100,000.00	\$0.00	12/31/2018
737097	KC Development	\$100,000.00	\$0.00	12/31/2018
737173.1	MacKay & Sposito, Inc.	\$150,000.00	\$0.00	12/31/2018
		\$350,000.00	\$0.00	

EXHIBIT 6:**Public Works Training Summary**

Training Report - 06-Sep-2017			
Selected diversity-related courses from 4580 total records (Omits job-specific trainings)			
Completion Status:		Employee Status: Active	
Required Date To: 30-Sep-		Scope: The County of Clark	
Last Name	First Name	Job Category	Course Title
Rader	Zachariah	(PW) Roads - Specialty/Rural/Urban	Employee Policy Review: Equal Opportunity Employment and Harassment
Morales	Julio	(PW) Roads - Specialty/Rural/Urban	Employee Policy Review: Equal Opportunity Employment and Harassment
Harrison	Shavonda	(All County) Admin	Employee Policy Review: Equal Opportunity Employment and Harassment
Cox	Nathan	(PW) Roads - Specialty/Rural/Urban	Employee Policy Review: Equal Opportunity Employment and Harassment
Cruz	Freddie	(PW) Roads - Specialty/Rural/Urban	Employee Policy Review: Equal Opportunity Employment and Harassment
Gosch	Cindy	(All County) Admin	Employee Policy Review: Equal Opportunity Employment and Harassment
Armstrong	Cary	(PW) Clean Water - Environmental Operations Specia	Accident Investigation Basics for Safety Committees
Hansen	Stephen	(PW) Real Property Services	Leadership Essentials
Paul	Kenneth	(PW) Survey	Leadership Essentials
Pace	Patricia	(PW) Roads - Specialty/Rural/Urban	Employee Policy Review: Equal Opportunity Employment and Harassment
Meats	Johnathan	(PW) Roads - Specialty/Rural/Urban	Employee Policy Review: Equal Opportunity Employment and Harassment
Lamb	Erielle	(PW) Survey	Employee Policy Review: Equal Opportunity Employment and Harassment
Rudwick	Paul	(All County) Admin	Employee Policy Review: Equal Opportunity Employment and Harassment
Milosevich	Marlena	(PW) Clean Water - Natural Resource Specialist	Employee Policy Review: Equal Opportunity Employment and Harassment
Carlie	Karen	(PW) Preservation Management	Leadership Essentials
Diehl	Nick	(PW) Parks	Leadership Essentials
Harris	Richard	(PW) Roads - Specialty/Rural/Urban	Leadership Essentials
Khan	Ejaz	(PW) Traffic & Signal	Leadership Essentials
Shafer	Gregory	(All County) Admin	Leadership Essentials
Taylor	Jennifer	(All County) Admin	Leadership Essentials
Collell	Justin	(PW) Vegetation Management	Employee Policy Review: Equal Opportunity Employment and Harassment
Anderson	Veredith	(PW) Real Property Services	Understanding Environmental Contamination in Real Estate
Pasco	Teague	(PW) Real Property Services	Understanding Environmental Contamination in Real Estate
Lambert	Eric	(PW) Clean Water - Environmental Outreach Specia	Employee Policy Review: Equal Opportunity Employment and Harassment
Foral	Joseph	(PW) Roads - Specialty/Rural/Urban	Employee Policy Review: Equal Opportunity Employment and Harassment
Busher	Jay	(All County) Admin	Employee Policy Review: Equal Opportunity Employment and Harassment
Washington	Robin	(All County) Admin	Lean Leader: The Fundamentals of Lean Leadership
Anderson	Veredith	(PW) Real Property Services	Northwest Public Employee Diversity Conference
Lackey	George	(All County) Admin	Employee Policy Review: Equal Opportunity Employment and Harassment