

CITY OF LAKE WORTH BEACH GRIP TOPIC AREA (TA) 2 COMMUNITY BENEFITS PLAN

The City of Lake Worth Beach (LWB) recognizes the impact of poverty and its myriad of complications including barriers to education opportunity, quality jobs, and workforce advancement. This project-specific Community Benefits Plan (CBP) builds on LWB's existing policies and community partnerships for each of the four CBP priorities, identifies SMART goals, and allocates resources to implement the CBP.

Community and Labor Engagement

LWB has several mechanisms to partner with the community in planning and implementing new civic projects. The development of the **System Hardening Reliability Improvement Program (SHRIP)** for Topic Area (TA) 2 was derived from public engagement beginning in 2017 with its customer-led Electric Utility Advisory Board (EUAB) on the need for the project, options to address the need and the identified solutions. Community outreach and engagement began in late 2017 with the determination that the Electric Utility lacked formal measurement and reporting of reliability metrics to quantify the magnitude of legacy reliability problems. After development of metrics, the conclusion discussed with the EUAB was a program to improve resiliency and reliability. Projects were then identified and prioritized in regular discussions with the EUAB and City Commission. Project budgets were presented in public meetings/workshops with real-time broadcasts on the City's YouTube site¹ and approved along with anticipated future bond offerings and debt payment amounts. Public outreach has continued with web updates, annual reports² to the public, City Commission updates and public comment, and in detailed references to the public and investor community in Public Offering Statements ahead of the bond offerings for the project.

LWB is committed to ongoing transparency and engaging the public, especially our customers and residents. To enhance community feedback, we will discuss our projects through several advisory boards and neighborhood associations, staffed by residents and customers reflective of our diverse population. Community engagement on this project will be led by the Electric Utility Director, City Manager, and the new Electric Utility Outreach Coordinators who will be added to the organization using grant funds. Citizen input will be coordinated by the Electric Utility Advisory Board (EUAB). The members of these boards consist of ordinary citizens and regularly hold sessions which are publicly advertised in advance, open to the public in accessible locations, and/or open to the public via Zoom web conference. Utilizing the EUAB for outreach and engagement will allow residents of various standings and capacities outside of city government to attend meetings, make their opinions, desires, and opinions known, and offer perspectives on the work. We anticipate that using existing city mechanisms will engage a diverse set of voices and increase transparency about the proposed upgrades to the electrical grid.

¹ <https://www.youtube.com/@CityofLakeWorthBeach>

² <https://citizenownedenergy.com/lake-worth-beach-electric-utility-2021-annual-report-the-five-balanced-elements-of-progress/>

As appropriate, we will also seek feedback from the following boards: Construction Board of Adjustment and Appeals, Community Redevelopment Agency, City Trees, Historic Preservation, Planning and Zoning, Recreation and Finance. We will utilize the advisory boards to help city staff identify key stakeholders who may or may not attend these meetings. To ensure input can be included at these forums, we will utilize public and social media, local press resources, web information and email distribution. These approaches provide our citizens information and the opportunity to provide input, through various approaches such as scheduled advisory boards, “meeting them where they are” and traditional outreach.

LWB is engaged in **collective bargaining agreements (CBAs)** with three unions, all of which include non-discrimination clauses. As confirmed by analysis of Human Resource records 96.52% of the City’s employees work in union-eligible positions with many members self-identifying as minorities, representative of our community.

- International Brotherhood of Electrical Workers (IBEW); has 82.93% minority membership
- Public Employees Union (PEU); has 68% minority membership
- Professional Managers and Supervisors Association. (PMSA); has 51% minority membership

Two of the procured contractors, Hooper and LE Myers are union shops and their collective bargaining agreements will serve as workforce agreements as envisioned by the funding opportunity announcements. The third named contractor, Restoreitall, is a minority owned small local business.

SMART Goals. Metrics in bold font.

LWB recognizes that engagement require listening to the community’s needs and responding properly and has established the following SMART goals.

1. Within six months of final negotiated award **hire at least two (2) multi-lingual Community Outreach Coordinators**. To achieve this goal the LWB will work with Career Source of Palm Beach County, who will coordinate the Urban League of Palm Beach County Workforce Development team, DeVry University, Palm Beach State College and other local workforce agencies and educational institutions to recruit for these positions. The positions will be quality jobs that include wages that exceed prevailing wage, an opportunity to join a bargaining unit, and LWB-provided benefits.
2. Within six months of negotiated award, **hire one dedicated web developer and social media coordinator** to establish and manage web information, web-based public input and social media for information dissemination and opportunities for public input. LWB will ensure that the staff person is trained to create ADA-compliant media and use inclusive language. Workforce agency engagement to recruit for the position will be as described for SMART Goal 1.
3. Within 60 days following hire, the Community Outreach Coordinators will develop an **engagement strategy, with key stakeholder groups identified**, and implement outreach and engagement through the grant agreement period. The engagement strategy will be

implemented together with LWB's network of CBP partners and will utilize multi-lingual engagement, sign language interpreters, outreach to community benefit organizations representing disabled persons (including veterans), and subtitles in video-based media for the hearing impaired.

4. Within six months of negotiated award, LWB will begin **a series of at least six community engagement meetings** in partnership with Palm Beach State College (see letter).
5. Within 18 months of negotiated award, the Community Outreach Coordinators will **establish a joint project** with the LWB Community Redevelopment Agency's (CRA) programs (an advisory board to and program of the city), including [SizeUpLakeWorthBeach | Big Data for Lake Worth Beach Businesses](#), to deliver free marketing research/strategy, supplier sourcing, and demographic analysis, providing tailored reports to LWB disadvantaged businesses. This effort will also engage renewable energy and EVSE home installation companies to inform them of grid upgrades that will enable increased solar and EV charging across LWB.

Dedicated Resources:

- LWB is creating two full time Community Outreach Coordinator positions for four and one-half years that will work on the engagement strategy and other CBP SMART goals.
- LWB is creating one full-time Web Developer/Social Media Coordinator position for four and one-half years that will establish and manage web and social media information and public input.
- LWB is dedicating staff resources from the Project Management office, Transmission & Substation Engineering and Distribution Engineers to support the EUAB-led engagement and other stakeholder engagement.

Investing in the American Workforce

Working with its unions, LWB will ensure that the jobs funded by this project meet the definition of quality jobs: (1) exceeds the local prevailing wage for an industry in the region, includes basic benefits and is unionized, and (2) helps the employee develop the skills and experiences necessary to advance along a career path. Workers can form and join unions of their choosing, exercising collective voice. Table 1 below identifies job positions projected to be created by the project if it receives DOE grant funding.

As detailed in the Labor Union contracts, LWB currently provides a 5% pay increase to employees who obtain certifications the City requires beyond the baseline for the position and provides tuition reimbursement for job-related training. Training opportunities are provided by DeVry University and Palm Beach State College, which supports the city's efforts to retain its qualified workforce. LWB has two certified apprentice programs: Line Erector (Lineman) and Electric Meter Repairer registered with the State of Florida Department of Education Division of Career and Adult Education,³ for which minorities and local applicants are given preference per city policy. These programs provide step advancements based on training and certification,

³ <https://web02.fldoe.org/Apprenticeship/search.aspx?s=347>

along with appropriate safety training with a cross-departmental safety committee and a regular education fair that opens up state and regional opportunities. Grant funding will catalyze this program and allow the City to increase number of employees hired into the program, with the goal of achieving graduation into quality high paying jobs in the City's electric utility. GRIP funding will establish four new permanent, full time, union-eligible positions through the apprentice categories, separate from all the construction phase jobs noted below.

LWB will be working with a network of partners that will be maximizing the workforce investments' accessibility and benefit for LWB's DACs and under-resourced groups (please see Community Partnership Documentation). LWB has long standing relationships with its community partners in workforce advancement for its employees. CareerSource, Palm Beach County has committed to pre-employment and work readiness training which can enhance a candidate's success for the apprenticeship program (please see letter). Career Source will also be coordinating with Palm Beach County Urban League's Workforce Development program to integrate their services into the training program. Palm Beach State College, a Hispanic Serving Institution, has committed an academic advisor to help LWB residents access its academic programs, including Electrical Power Technology, Information Technology, Network Management Supervision and Information Management, and Security and Network Assurance. DeVry will offer three scholars programs – Women+Tech, NextGen Hispanic and Future Cyber Defenders scholars – and these programs will provide learners with industry mentors and enhanced career support. LWB will also seek to confirm that prime contractors have training programs prior to award of a construction contract.

Position	Educational Requirement	OJT?	Estimated Starting \$/yr	Union Eligible	# of new positions without GRIP	Number of new positions with GRIP
New jobs at construction contractors						
Construction workers	none	Yes	\$95,000	Yes	0	45-55
Transmission Engineer	Engineering Degree	Yes	\$110,000	Yes	0	7-10
Clerical Support Services	No	Yes	\$90,000	No	0	1
IT Systems Administrator	No	Yes	\$96,000	Yes	0	1
Engineering Designer	Yes	Yes	\$140,000	Yes	0	1
Duct Installer	No	Yes	\$68,000	Yes	0	1
Autocad Designer	Certification	Yes	\$32,000	Yes	0	1
GPS Surveyor	Certification	Yes	\$52,500	Yes	0	1
GIS Technician	High School/GED	Yes	\$52,500	Yes	0	1
Data Scientist	High School/GED	Yes	\$80,000	Yes	0	1
Environmental Site Assessor	Bachelor of Science	Yes	\$90,000	Yes	0	1
Support Technician	High School/GED	Yes	\$65,000	Yes	0	1
Field Installers	High School/GED	Yes	\$54,000	Yes	0	1
AMI Meter Installer	High School/GED	Yes	\$80,000	Yes	0	2
Linemen	High School/GED	Yes	\$105,000	Yes	0	14
Cable installers	High School/GED	Yes	\$61,000	Yes	0	20

Position	Educational Requirement	OJT?	Estimated Starting \$/yr	Union Eligible	# of new positions without GRIP	Number of new positions with GRIP
Technical Trainer	College	Yes	\$80,000	Yes	0	2
New jobs at the City of Lake Worth Beach						
Apprentices	No	Yes	\$64,064	Yes	0	4
Substation technician	High School/GED	Yes	\$60,000	Yes	0	2
Assistant Project managers	Some College	Yes	\$72,800	Yes	0	3
Project Manager	Some College	Yes	\$104,000	Yes	0	1
Compliance Analyst	Some College	Yes	\$104,000	Yes	0	1
Network Engineer	High School/GED	Yes	\$120,120	Yes	0	1
SCADA Engineer Line Certified	Some College	Yes	\$98,280	Yes	0	1
Community Outreach Coordinator	High School/GED		\$86,528	No	0	2
Cybersecurity Engineer	College		\$120,120	No	0	1
Web Developer/Social Media Coordinator	High School/GED		\$98,280	No	0	1
TOTAL						116-133

Table 1. Jobs to be added by GRIP funding.

LWB certifies that during the last two years, it has not had violations of the National Labor Relations Act, Fair Labor Standards Act, Occupational Safety and Health Act, Service Contract Act, Davis-Bacon Act, or Title VII of the Civil Rights Act.

SMART Goals. Metrics in bold font.

- Within six months of negotiated award, and to assist with identification of candidates for LWB's apprenticeship programs, LWB will **obtain at least four nominations** from:
 - ✓ Career Source, Palm Beach County,
 - ✓ Palm Beach County Urban League's Workforce Development (coordinated through Career Source),
 - ✓ Lake Worth Beach High School,
 - ✓ Palm Beach State College and
 - ✓ DeVry University.
- Within six months of negotiated award, establish **one dedicated academic advisor** at Palm Beach State College to connect students in its technology programs to job opportunities created by the GRIP funding (please see letter).
- Within nine months of negotiated award, the City will employ and **enroll four new apprentices** in the Line Erector and/or Electric Meter Repairer program, with a contractual commitment to transition apprentices into positions with the City's electric utility upon successful completion of the relevant apprenticeship program.

9. Within nine months of negotiated award, conduct **four job fairs over three years** to assist with the identification of potential employees:
 - ✓ Career Source, Palm Beach County
 - ✓ Lake Worth Community High School
 - ✓ Palm Beach State College and
 - ✓ DeVry University
10. Within 12 months of negotiated award, complete contracting for subprojects identified in the Statement of Project Objectives, such that **35 of the jobs identified in Table 1 can be hired.**
11. Within 24 months of negotiated award, completing contracting for subprojects identified in the Statement of Project Objectives, such that **100% of the jobs identified in Table 1 can be hired.**

Dedicated Resources:

- For newly hired LWB staff identified in the personnel tab of the budget justification workbook, at least 5% of their time is dedicated to their own workforce advancement.
- For LWB apprentices, 100% of their time is dedicated to workforce advancement.
- DeVry University provides courses to LWB staff at no charge to employee and works within LWB's tuition assistance programs (management, leadership).
- Career Source, Palm Beach County will provide pre-employment job readiness training as needed to candidates for the apprenticeship programs.
- Palm Beach State College is providing a dedicated academic advisor.
- LWB's collective bargaining agreements with its unions will serve as formal workforce agreements to provide project benefits to its members including the existing workforce and the new hires under the proposed project.

Diversity, Equity, Inclusion and Accessibility (DEIA)

LWB is a diverse, low income and limited English speaking community that is challenged by low education levels (please see Figure 1 from EJSscreen). These under-resource groups will benefit from the workforce investments and the network of committed partners described above to bring benefits to LWB's diverse population and equity communities (please see SMART Goals for workforce and letters from Career Source, DeVry and Palm Beach State College). These populations will also be specifically targeted for community engagement and measures incorporated for inclusion and accessibility (please see SMART Goals 2 and 3).

LWB will also use its procurement policies to bring benefits of the project to disadvantaged businesses. The policies provide preference to and encourage procurement of vendors who are minority, small

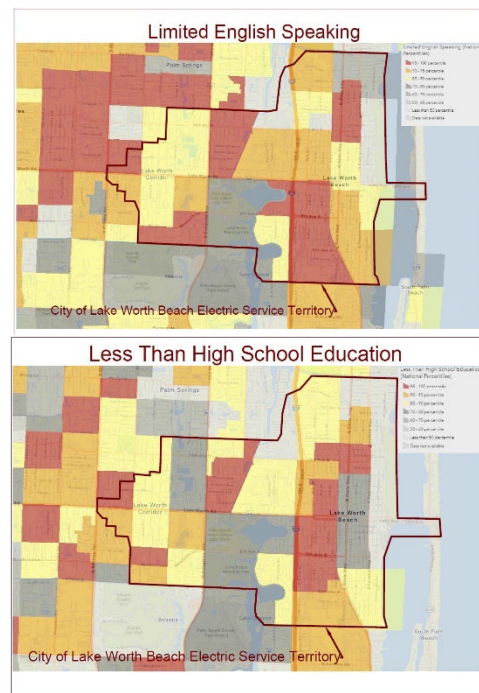


Figure 1 - Community Challenges

business, disadvantaged, and/or local Vendors have been informed of and agreed to the city's emphasis on diversity, equity, and accessibility in hiring, especially the need to factor the region's racial and economic diversity into their hiring decisions. Pursuant to city ordinance, contractors and subcontractors are prohibited from discriminating against an employee or client because of race, color, religion, disability, sex, age, origin, marital status or sexual orientation. In addition to its procurement policies, LWB policies have strong commitment to DEIA. The initiative to recruit apprentices (SMART Goal 4) will support its efforts to identify, hire and train under-represented workers. Additional actions are identified in the following goals.

SMART Goals. Metrics in bold font.

In keeping with the Administration's goals, and the City's commitment to the support of local, small and minority business enterprises, LWB proposes the following SMART goals.

12. Within 60 days of negotiated award, LWB Engineering with the Project Management Office will analyze the scope of larger projects listed in the application and develop **at least three bid opportunities for smaller businesses**.
13. Within 30 days of negotiated award, LWB will work with CRA to **contact at least 10 local, small, minority-, women-and veteran-owned businesses** on the bidding opportunities.
14. Within three years of negotiated award, LWB will **complete and adopt as policy its affirmative action program** to evaluate the local labor force, compare it to workforce needs and identify ways to reach under-represented workers.

Dedicated Resources:

- LWB is dedicating its Business Point of Contact and Human Resources staff for DEIA.
- LWB will work with the Lake Worth CRA to develop outreach for bidding opportunities.

Justice40 Initiative

LWB's Environmental Justice EJSscreen Demographic Index is 83, from the following percentile scorings: 92 for English limited households, 90 for less than a high school education, 84 for low income, 76 for people of color and 73 for unemployment rate. According to EJSscreen, LWB exceeds the 80th percentile (both state and USA) for the following variables: Diesel Particulates, Traffic Proximity, Lead Paint, Risk Management Plan Facility Proximity and Underground Storage Tanks. Since LWB has a municipal utility, it can focus on bringing benefits of the GRIP program to its under-resourced citizens, in addition to broader system wide and operational benefits for the utility. A map of LWB's service territory and DACs is show in Figure 1. Table 2 provides the DAC and non-DAC population in the LWB Electric Utility service area, which slightly exceeds the city limits. Where a census tract was bisected by the utility service region boundary, the percentage of the census tract within the boundary was estimated and that percentage applied to the tract population.

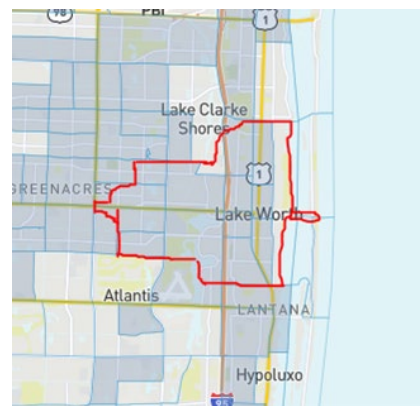


Figure 2 - Disadvantaged Community Census Tracts in Service Territory

Policy Priority Benefits. Following is a discussion of how the project meets DOE’s Justice40 policy priorities. Using Climate and Economic Justice Screening Tool, twelve DAC census tracts with 42,990 residents were located in the service territory, with approximately 88% of the residents living in census tracts that are designated DAC. Thus, when benefit flow across the entire community is cited below for each Justice 40 priority, approximately 88% of those benefits will flow to Justice40 communities.

Table 1 DAC Data for Service Area

DAC Census tracts	Population
12099004401	4215
12099005204	3957
12099005203	2175
12099005202	4673
12099005501	1693
12099005000	3045
12099004903	5418
12099004904	3273
12099004500	7032
12099004602	2609
12099004601	2010
12099005102	2892
TOTAL DAC POPULATION	42990
NonDAC Census Tracts	
12099005300	4163
12099004300	1717
TOTAL NON-DAC POPULATION	5880

- 1) Beginning within 1 year of award, the funding will **decrease energy burden** for disadvantaged communities by beginning upgrades to LWB’s electric distribution system, reducing outages, and utilizing smart grid technology to optimize operations. Metric – reduced frequency and duration of outages. Flow - across the entire community and will accrue as electric outages are reduced with maximum benefit at project conclusion.
- 2) Within 5 years of award, the funding will **reduce environmental exposure and burdens** by enabling LWB’s ability to retire a 35 MW of fossil fueled power plant adjacent to the LWB Community High School. Metric – Lake Worth Beach Electric Utility fossil fuel burning steam unit retirements and growth in renewable energy delivered to customers. Flow - fossil fuel power plant unit retirements will flow across the entire community, with enhanced benefits to those neighborhoods closest to the plant and will accrue at project completion.
- 3) Within 2 years of award, LWB will capitalize a Disadvantaged Community Solar Loan Fund, providing **access to low cost capital** so that DAC members can fund distributed solar systems on the grid edge that are enabled by the upgrade of LWB’s grid system. Metric – 100% of loans distributed to DAC members.
- 4) Beginning immediately, **create high quality clean energy jobs and job training** by increasing the number of apprenticeship program participants as described above with the creation of new permanent utility positions. Metric – Four new permanent apprentice positions created and filled. Flow - across the community and accrue beginning six months after award, the schedule date for hiring of apprentices.
- 5) It will **increase clean energy enterprise creation** by increasing the grid’s capacity to accommodate renewable energy technologies such as rooftop solar with battery energy storage and EV charging, which are currently limited by the antiquated electric distribution system. Business engagement in SMART Goal 5 will inform the companies of grid improvements to enable installation of their products. Metric – Comparison of capacity measured in Kilowatts (kW) of EV charging systems connected pre and post project as well

as output rating (kW) of solar systems and battery energy storage systems connected pre and post project. Flow - across the community and will accrue at completion of the project.

- 6) It will increase **energy democracy** by enhancing the functionality, efficiency and cost effectiveness of Lake Worth Beach Electric Utility, a non-profit and citizen-owned utility. Metric - reduced frequency and duration of outages. Flow - across the entire community and will accrue as electric outages are reduced with maximum benefit at project conclusion.
- 7) The project will **increase parity** in clean energy adoption as grid improvements enable solar and battery installations and the Disadvantaged Community Solar Loan Fund supports DAC residents in affording the capital costs. Metric – number of customers for the solar loan fund. Flow – 100% to DAC community members for loans.
- 8) **Minority and disadvantaged businesses contracting** will be increased for the construction project. Metric – number of small bid opportunities developed and number awarded to local, disadvantaged businesses. Flow - across the community and will accrue immediately as LWB has applicable procurement policies already in place and will immediately identify project elements to be segregated for smaller size bids upon negotiated award execution within 60 days.

SMART Goals. Metrics in bold font.

15. Within four years of negotiated award, **reduce outages in DAC areas by 50%** compared to pre-project.
16. Within five years (project end), **retire fossil fuel power plant** at the high school to increase parity and clean energy technology.

Environmental Impacts . Negative and cumulative impacts are anticipated to be minor as the project is implementing upgrades and hardening across the existing transmission and distribution system. The anticipated negative impacts on disadvantaged communities are noise from the upgrade work, temporary air emissions from mobile construction equipment involved in the work. Noise impacts can be mitigated by barriers, covered chain link fences and vegetation. Emissions can be mitigated by vegetation management, use of biodiesel vehicles and electric vehicles. Dust, which given the 61.9 inches of rainfall annually and 73% average daily relative humidity, can be mitigated by construction wetting activities. These impacts will also be temporary and disappear at the conclusion of the project.