

**CITY OF KINGSTON, NY**

**COMMUNITY DEVELOPMENT BLOCK GRANT  
CONSOLIDATED ANNUAL PLAN EVALUATION REPORT**

July 1, 2023 through June 30, 2024

**Fiscal Year 2023**



**Steven T. Noble, Mayor**

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## CR-05 - Goals and Outcomes

### **Progress the jurisdiction has made in carrying out its strategic plan and its action plan. 91.520(a)**

This could be an overview that includes major initiatives and highlights that were proposed and executed throughout the program year.

2023 continued to follow the path of previous years' presenting some challenges, the largest challenge being timeliness. After much work to bring the City back into timeliness, some activities were not able to be completed within the City's CDBG Fiscal Year of July 1 - June 30 for various reasons. The City was able to draw down \$1,579,162 but due to the aforementioned delayed activities, the City was unable to draw down funds in a timely fashion to meet HUD's timeliness test.

Staff continues to work effortlessly navigating through the Annual Action Plan (AAP), Consolidated Annual Action Plan (CAPER) and other requirements in addition to continually further educating ourselves on all US Department of Housing and Urban Development ("HUD")/Community Development Block Grant ("CDBG") rules and regulations as we continue to move forward in administering and implementing CDBG activities. The City continues advancing with valuable multi-phased infrastructure improvements, and continues support for vital public services, and public facilities improvements.

The following objectives are contained in the elements of each of the coordinated planning documents that were used in developing the priorities of the 2019-2023 5-Year Consolidated Plan (Con Plan):

- Provide an adequate supply of safe, sanitary housing at price and rent levels appropriate to the varied financial capabilities of City of Kingston residents, and provide for diversity in type, density and location of housing with special emphasis on maintaining and improving neighborhood stability.
- Facilitate development and retention of compatible housing for low- and moderate-income households throughout the community.
- Develop and maintain adequate public services and facilities to preserve, protect and enhance the overall quality of life in the City of Kingston.
- Foster a diverse economy that will minimize the impacts of cyclical economic downturns on the city and its residents.
- Create living wage jobs in the city.
- Promote and support job training and education programs designed to offer enhanced access to employment by low- and moderate- income persons.
- Foster positive business climate in Kingston and promote the city as a desirable place to live, work and visit.

**Comparison of the proposed versus actual outcomes for each outcome measure submitted with the consolidated plan and explain, if applicable, why progress was not made toward meeting goals and objectives. 91.520(g)**

Categories, priority levels, funding sources and amounts, outcomes/objectives, goal outcome indicators, units of measure, targets, actual outcomes/outputs, and percentage completed for each of the grantee's program year goals.

Goal	Category	Source / Amount	Indicator	Unit of Measure	Expected – Strategic Plan	Actual – Strategic Plan	Percent Complete	Expected – Program Year	Actual – Program Year	Percent Complete
Affordable Housing Assistance	Affordable Housing Homeless	CDBG: \$	Public service activities other than Low/Moderate Income Housing Benefit	Persons Assisted	0			0	0	
Affordable Housing Assistance	Affordable Housing Homeless	CDBG: \$	Public service activities for Low/Moderate Income Housing Benefit	Households Assisted	37	8	21.62%			21.62%
Affordable Housing Assistance	Affordable Housing Homeless	CDBG: \$	Direct Financial Assistance to Homebuyers	Households Assisted	10	3	30.00%	3	3	30.00%
Housing Rehabilitation/Accessibility Enhancements	Affordable Housing	CDBG: \$	Homeowner Housing Rehabilitated	Household Housing Unit	47	11	23.40%			23.40%

Improvements to Public Facilities & Infrastructure	Non-Homeless Special Needs Non-Housing Community Development	CDBG: \$	Public Facility or Infrastructure Activities other than Low/Moderate Income Housing Benefit	Persons Assisted	20000	20000	100.00%	20000	20000	
Lead Hazard and Prevention in Housing	Affordable Housing	CDBG: \$	Other	Other	0	0				
Midtown Broadway Facade Improvements	Non-Housing Community Development	CDBG: \$	Other	Other	0	0				
Parks Master Plan Improvements	Non-Housing Community Development	CDBG: \$	Public service activities other than Low/Moderate Income Housing Benefit	Persons Assisted	20000	20000	100.00%	20000	20000	100.00%
Parks Master Plan Improvements	Non-Housing Community Development	CDBG: \$	Other	Other	0	0				
Reduction of Slum and Blight Conditions	Non-Housing Community Development	CDBG: \$	Other	Other	20000	20000	100.00%			
Sidewalk Improvements	Non-Housing Community Development	CDBG: \$	Other	Other	0	0				

Support for Business	Non-Housing Community Development	CDBG: \$	Other	Other	0	0				
Youth & Community Services	Non-Housing Community Development	CDBG: \$	Public service activities other than Low/Moderate Income Housing Benefit	Persons Assisted	23719	10168	42.87%	1564	2353	150.45%
Youth & Community Services	Non-Housing Community Development	CDBG: \$	Homelessness Prevention	Persons Assisted	75	0	0.00%			

**Table 1 - Accomplishments – Program Year & Strategic Plan to Date**

**Assess how the jurisdiction's use of funds, particularly CDBG, addresses the priorities and specific objectives identified in the plan, giving special attention to the highest priority activities identified.**

As indicated in the city's 2019-2023 Consolidated Plan and required by HUD's statutory goals and regulatory requirements, there are three basic program goals for the use of its annual Entitlement grants: decent housing, a suitable living environment and expanded economic opportunities. In priority order by funding committed, the top four goals indicated in the City's 2023 AAP were Housing Rehabilitation, Youth & Community Services, Parks & Recreation Master Plan Improvements and Improvements to Public Facilities.

As stated in previous CAPER's for more than a dozen years, the OCD had employed upwards of eight different people who filled the position of Rehabilitation Specialist. Due to various reasons each of those staff have moved on whether through retirement or advancement into another position, while for others the environmental reviews and project administration, were obstacles that proved to be too overwhelming.

The City's position of Rehabilitation Specialist was vacated in early March 2023. Since that time the City had chosen to move in a different direction with 2023 funding. Looking to help those looking to achieve the dream of homeownership through a First Time Homebuyer Program, the City offered direct assistance by subsidizing interest rates and mortgage principal amounts; financing the acquisition of housing occupied by the homebuyers; acquiring guarantees of mortgage financing obtained by homeowners from private lenders (but not directly guaranteeing the mortgage); providing up to 50 percent of the required downpayment; and paying reasonable closing costs.

**CR-10 - Racial and Ethnic composition of families assisted**

Describe the families assisted (including the racial and ethnic status of families assisted).

91.520(a)

	<b>CDBG</b>
White	111
Black or African American	101
Asian	0
American Indian or American Native	5
Native Hawaiian or Other Pacific Islander	0
<b>Total</b>	<b>217</b>
Hispanic	40
Not Hispanic	177

**Table 2 – Table of assistance to racial and ethnic populations by source of funds**

**Narrative**

## CR-15 - Resources and Investments 91.520(a)

### Identify the resources made available

Source of Funds	Source	Resources Made Available	Amount Expended During Program Year
CDBG	public - federal	683,822	358,608
Section 108	public - federal	0	
Other	public - federal	0	
Other	public - local	0	
Other	public - state	0	

**Table 3 - Resources Made Available**

### Narrative

During fiscal year 2023 the city drew down \$358,607.68 against the \$683,822 that was awarded for 2023. In addition, the city drew down \$69,788.01 against the 2019 award, \$231,409.96 against the 2020 award and \$561,536.68 against the 2021 closing out all fiscal years through for an additional total of \$1,220,554.29.

### Identify the geographic distribution and location of investments

Target Area	Planned Percentage of Allocation	Actual Percentage of Allocation	Narrative Description
Citywide	25		
Downtown/Waterfront	13		
MIDTOWN	62		
Midtown Neighborhood Revitalization Strategy Area			

**Table 4 – Identify the geographic distribution and location of investments**

### Narrative

Citywide as a whole is the 100%. The breakdown of that is 62% in midtown, 25% citywide and the remaining 13% in the downtown/waterfront area.



## Leveraging

**Explain how federal funds leveraged additional resources (private, state and local funds), including a description of how matching requirements were satisfied, as well as how any publicly owned land or property located within the jurisdiction that were used to address the needs identified in the plan.**

In 2016, the City began requiring all sub-recipients to document and provide a 25% match for their grant awards. However, once applications were received and budgets reviewed, it was evident that the majority of applicants were providing matches in excess of 1:1 for the larger projects and programs and nearly that for the smaller.

In addition, the City regularly uses its CDBG and other local and grant funding at parks, public facilities and community centers to help meet its community development goals of improving the quality of living for residents of all income levels by:

- directly providing recreational, training or educational programs or services to increase opportunities for better health or access to better employment of by partnering with organizations that provide these benefits at City facilities like the Everette Hodge Community Center and the Rondout Neighborhood Center, as the Creating Opportunities for Youth Program endeavors to do in the City's parks and community centers, and by partnering with local not-for-profits to provide child care and youth services at City centers, just as Family of Woodstock/Kingston Cares provides at the Everette Hodge Community Center. Family of Woodstock continues to successfully obtain donations and numerous other grants, leveraging funding to provide these activities and services conducted at the center.
- continuing to invest in the City's community centers allowing for safe and productive environments for food programs, educational and recreational activities, particularly for LMI residents at the Everette Hodge and Rondout centers.

## CR-20 - Affordable Housing 91.520(b)

Evaluation of the jurisdiction's progress in providing affordable housing, including the number and types of families served, the number of extremely low-income, low-income, moderate-income, and middle-income persons served.

	One-Year Goal	Actual
Number of Homeless households to be provided affordable housing units	0	0
Number of Non-Homeless households to be provided affordable housing units	0	0
Number of Special-Needs households to be provided affordable housing units	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

Table 5 – Number of Households

	One-Year Goal	Actual
Number of households supported through Rental Assistance	0	0
Number of households supported through The Production of New Units	0	0
Number of households supported through Rehab of Existing Units	0	0
Number of households supported through Acquisition of Existing Units	3	3
<b>Total</b>	<b>3</b>	<b>3</b>

Table 6 – Number of Households Supported

### Discuss the difference between goals and outcomes and problems encountered in meeting these goals.

As stated in the previous CAPER, the administration of running the housing rehabilitation program with our limited staff proved to be overwhelming. The City then turned the focus for use of the funding for a first time homebuyer program for owner occupied residences. The city searched to find a partner to administer the program and towards the end of the fiscal year had entered into agreement with them. They are currently working with potential homebuyers through a FTHB class and program and helping homebuyers work with financial institutions to help with the lending aspect.

**Discuss how these outcomes will impact future annual action plans.**

Even with its CDBG Entitlement funding, the City does not have the resources to undertake large-scale housing rehabilitation or production of affordable housing, but will continue to work closely with, and support where possible, long-time community partners like YouthBuild, RUPCO, Family of Woodstock, the Ulster County Continuum of Care (CoC) and other not-for-profits, along with private developers to address the need for more affordable housing units and the need for programs and services for the homeless population in our community.

**Include the number of extremely low-income, low-income, and moderate-income persons served by each activity where information on income by family size is required to determine the eligibility of the activity.**

<b>Number of Households Served</b>	<b>CDBG Actual</b>	<b>HOME Actual</b>
Extremely Low-income	0	0
Low-income	14	0
Moderate-income	0	0
<b>Total</b>	<b>14</b>	<b>0</b>

**Table 7 – Number of Households Served**

**Narrative Information**

While many people went through the FTHB program offered through RUPCO, fourteen (14) qualified through the City of Kingston and only three(3) were able to qualify and purchase a home with our assistance.

## **CR-25 - Homeless and Other Special Needs 91.220(d, e); 91.320(d, e); 91.520(c)**

**Evaluate the jurisdiction's progress in meeting its specific objectives for reducing and ending homelessness through:**

### **Reaching out to homeless persons (especially unsheltered persons) and assessing their individual needs**

The City of Kingston does not have sufficient resources to create a stand-alone homelessness prevention and assistance department and, therefore, depends on and continues its participation in the Ulster County CoC to address the needs of the homeless in the City. The City of Kingston is a member of the Board of Directors for the CoC, attending meetings with service providers and participating on the Rank & Review and Strategic Planning committees. Through the CoC, outreach, point-in-time counts and services are provided to and for the City's homeless population.

### **Addressing the emergency shelter and transitional housing needs of homeless persons**

The primary mechanism for assisting homeless or preventing homelessness in the City is through participation in the CoC and the provision of public service funds aimed at prevention, as with the funds allocated to provide access to homelessness prevention and other services supplied by Family of Woodstock/Kingston Cares at the Everette Hodge Community Center. Legal Services of the Hudson Valley also provides free legal advice for eviction prevention at the City's housing court on a weekly basis.

### **Helping low-income individuals and families avoid becoming homeless, especially extremely low-income individuals and families and those who are: likely to become homeless after being discharged from publicly funded institutions and systems of care (such as health care facilities, mental health facilities, foster care and other youth facilities, and corrections programs and institutions); and, receiving assistance from public or private agencies that address housing, health, social services, employment, education, or youth needs**

In conjunction with other stakeholders along with its participation in the CoC, the City is tackling the issue of homelessness through prevention and assistance. Family of Woodstock reduces food insecurity and provides after-school programs in the City's lowest socio-economic neighborhood. LSHV advocates for renters who are living in substandard conditions through code enforcements upon landlords, thereby preventing the City from posting the property and subsequently evicting tenants from those properties that are not habitable. LSHV assesses the eviction cases and eligibility criteria to provide legal assistance to the tenant(s) at the hearing to ask for a continuance to conduct research before the next hearing that may benefit the client in obtaining positive outcomes.

**Helping homeless persons (especially chronically homeless individuals and families, families with children, veterans and their families, and unaccompanied youth) make the transition to permanent housing and independent living, including shortening the period of time that individuals and families experience homelessness, facilitating access for homeless individuals and families to affordable housing units, and preventing individuals and families who were recently homeless from becoming homeless again**

The City's participation in the CoC is central to its approach to addressing homelessness. Over previous years public service funds have been provided to Family of Woodstock at one of the City's community centers to provide access to homelessness prevention and other case management services.

## **CR-30 - Public Housing 91.220(h); 91.320(j)**

### **Actions taken to address the needs of public housing**

The Kingston Housing Authority (KHA) is organized independently of the City government. The KHA was created by an Act of the New York State (NYS) Legislature as an authority of the State of New York that was created to own and operate public housing for the benefit of the residents of the City of Kingston. Five members, appointed by the Mayor of the City of Kingston, comprise the Board of Directors for the organization. The day-to-day operations are supervised by an executive director selected by the board. The KHA's annual operating budget is approximately \$2 million and it receives grants and loans to meet its capital and other needs, as well. This activity is reported directly to HUD by the KHA, not by the City or this department.

### **Actions taken to encourage public housing residents to become more involved in management and participate in homeownership**

While the City no longer has their own owner occupied residential housing rehabilitation program, the City actively publicized their First Time Home Buyer Program which was being administered through RUPCO via, the Daily Freeman, City website, RUPCO's website and Social Media, working with RUPCO to help leverage with CDBG dollars.

### **Actions taken to provide assistance to troubled PHAs**

The KHA is not designated as a troubled PHA.

## **CR-35 - Other Actions 91.220(j)-(k); 91.320(i)-(j)**

**Actions taken to remove or ameliorate the negative effects of public policies that serve as barriers to affordable housing such as land use controls, tax policies affecting land, zoning ordinances, building codes, fees and charges, growth limitations, and policies affecting the return on residential investment. 91.220 (j); 91.320 (i)**

On April 5, 2016, the Kingston Common Council adopted a new Comprehensive Plan for the City, "Kingston 2025", its first since 1961. This action completed an extensive four-year process to develop a vision and guide for Kingston's future.

Kingston 2025 recommends goals, policies and objectives related to land use, nature and historic resources, housing, transportation and public facilities. Also included are proposed measures to implement the plan, including major revisions to the City's outdated zoning law, for instance increasing building density and protecting open space.

From early 2018 through the first half of 2019, the City conducted a Natural Resources Inventory and, with the help of an environmental consultant, created an Open Space Plan. Open/green space is an environmental justice issue and the City is seeking to conserve as much of this land as possible to provide access to areas for agriculture, recreation and exercise in its urban landscape to increase mental and physical public health, especially to those residents of lower socio-economic means who typically live in more densely-built, typically industrial areas with less access to healthy food and activities.

In 2023, the City of Kingston's zoning code, called Kingston Forward, a form-based code that regulates the location, design, alteration, occupancy, and use of structures and the use of land was passed. It is designed to make it easier to develop in Kingston while protecting what makes the City so unique.

The City is constantly working to better the living environments for all citizens of the City of Kingston. In doing so some of their initiatives include: Emergency Tenant Protection Act, Good Cause Eviction, Legislation for Accessory Dwelling Units (ADU) as well as a Plan for Redevelopment for the City's vacant and abandoned properties.

**Actions taken to address obstacles to meeting underserved needs. 91.220(k); 91.320(j)**

The City of Kingston plays mostly a supporting role in the delivery of services and housing programs for the homeless, underserved and special needs populations, as much of the work is coordinated through county agencies and not-for-profits. The City provides funding when available to many of these not-for-profits

**Actions taken to reduce lead-based paint hazards. 91.220(k); 91.320(j)**

There continues to be a great need to address lead paint hazards in the City's housing stock, as 90% of its units were built before 1978 and 60% were built before 1940. As stated in previous years, the City continue to work with Ulster County Childhood Lead Poisoning Prevention Program office (a division of the Ulster County Department of Health), among other stakeholders, to implement a comprehensive program addressing lead in homes in this community. As of yet, no other resources have been identified to make this type of program available to properties in the City. The scope of work involved far outreaches any amount of accessible resources, other than a large grant award of this type from HUD's LHCP.

**Actions taken to reduce the number of poverty-level families. 91.220(k); 91.320(j)**

The City continues to fund local not-for-profit programs that provide childcare to families who must work during the after-school hours and that provide career training and employment education to try to elevate the skills and employability of LMI residents of the City.

**Actions taken to develop institutional structure. 91.220(k); 91.320(j)**

Without resources in the City budget and the continued dwindling OCD staff, there is difficulty accessing support needed to develop the much needed institutional structure. However, we will attempt to participate in forums and other groups in addition to working with CoC and RUPCO to ascertain available services or resources.

**Actions taken to enhance coordination between public and private housing and social service agencies. 91.220(k); 91.320(j)**

The City continues coordination with the CoC to identify areas where it can be of assistance in meeting the identified needs of under-served persons and participates in networking with organizations like RUPCO and as discribed above.

**Identify actions taken to overcome the effects of any impediments identified in the jurisdictions analysis of impediments to fair housing choice. 91.520(a)**



## **CR-40 - Monitoring 91.220 and 91.230**

**Describe the standards and procedures used to monitor activities carried out in furtherance of the plan and used to ensure long-term compliance with requirements of the programs involved, including minority business outreach and the comprehensive planning requirements**

The monitoring responsibilities associated with the use of CDBG program funded activities are carried out by the OCD staff using a variety of methods to review compliance. Monitoring techniques include phone conversations, written correspondence, desk monitoring and on-site monitoring visits. Upon grant award, individual risk assessments are conducted to help determine each program funded recipient and sub-recipient's activity meets financial, production and overall management requirements.

In an effort to address any of these potential problem areas, the City has developed a process to aid in determining the timing and frequency of monitoring visits required for individual activities. OCD completes a minimum of one monitoring visit per year per funded activity, (some activities may warrant additional visits as identified under the project's risk assessment).

Regardless of the frequency with which a project is monitored by OCD, the purpose and intent of any monitoring visit is to identify potential areas of noncompliance and assist the program recipient or sub-recipient in making the necessary changes to allow for the successful completion of the activity. By identifying and correcting any compliance issue, the likelihood of efficient and effective services being delivered to the intended beneficiaries increases dramatically and ensures the continued success of both the program recipient, sub-recipient and the entitlement program.

While the Mayor selects program recipients, OCD is responsible for planning and carrying out the Community Development Block Grant program and being sure the selected activities meet the objectives and requirements contained in the Consolidated Plan.

After grant funds are awarded, the OCD's role is to implement internal oversight measures designed to ensure the program recipients and sub-recipients are carrying out activities in accordance with all applicable laws and regulations, and that performance and output goals are met. Staff conducts implementation meetings for newly awarded program recipients and sub-recipients. These meetings provide an overview of program requirements, and offer technical assistance. Program recipients and sub-recipients are provided with programmatic information designed to aid them in implementing their stated activities. Staff completes a risk assessment prior to releasing grant funds and outlines a monitoring type and schedule for the program recipient or sub-recipient to follow. Any identified problems are corrected through discussion, negotiation, or on-site monitoring and technical assistance efforts.

**Citizen Participation Plan 91.105(d); 91.115(d)**

**Describe the efforts to provide citizens with reasonable notice and an opportunity to comment on performance reports.**

A public notice for this FY2023 CAPER was placed in the Daily Freeman which is the City of Kingston's local newspaper as well as notification on the City of Kingston OCD webpage and the City of Kingston's Face Book page regarding the publication of the CAPER and the fifteen (15) day public comment period. Within the public notice is the link to the CAPER located on the City of Kingston's OCD webpage, a hard copy is available for the public during City Halls hours of operation. The public can call to set up an appointment to review the CAPER during hours staff is available in the office.

**CR-45 - CDBG 91.520(c)**

**Specify the nature of, and reasons for, any changes in the jurisdiction's program objectives and indications of how the jurisdiction would change its programs as a result of its experiences.**

No changes were made or planned for objectives outlined in the 2019-2023 Con Plan or the 2023 AAP.

The Kingston Local Development Corporation (KLDC) manages the City's Section 108 fund. No new loans have been made and the KLDC has repaid financial obligation to HUD via a defeasance account.

**Does this Jurisdiction have any open Brownfields Economic Development Initiative (BEDI) grants?**

No

**[BEDI grantees] Describe accomplishments and program outcomes during the last year.**

**CR-45 - CDBG 91.520(c)**

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The Kingston Local Development Corporation (KLDC) manages the City's Section 108 fund. No new loans have been made and the KLDC has repaid financial obligation to HUD via a defeasance account.

**Does this Jurisdiction have any open Brownfields Economic Development Initiative (BEDI) grants?**

No

**[BEDI grantees] Describe accomplishments and program outcomes during the last year.**

## CR-58 – Section 3

Identify the number of individuals assisted and the types of assistance provided

<b>Total Labor Hours</b>	<b>CDBG</b>	<b>HOME</b>	<b>ESG</b>	<b>HOPWA</b>	<b>HTF</b>
Total Number of Activities	0	0	0	0	0
Total Labor Hours	0				
Total Section 3 Worker Hours	0				
Total Targeted Section 3 Worker Hours	0				

**Table 8 – Total Labor Hours**

<b>Qualitative Efforts - Number of Activities by Program</b>	<b>CDBG</b>	<b>HOME</b>	<b>ESG</b>	<b>HOPWA</b>	<b>HTF</b>
Outreach efforts to generate job applicants who are Public Housing Targeted Workers	0				
Outreach efforts to generate job applicants who are Other Funding Targeted Workers.	0				
Direct, on-the job training (including apprenticeships).	0				
Indirect training such as arranging for, contracting for, or paying tuition for, off-site training.	0				
Technical assistance to help Section 3 workers compete for jobs (e.g., resume assistance, coaching).	0				
Outreach efforts to identify and secure bids from Section 3 business concerns.	0				
Technical assistance to help Section 3 business concerns understand and bid on contracts.	0				
Division of contracts into smaller jobs to facilitate participation by Section 3 business concerns.	0				
Provided or connected residents with assistance in seeking employment including: drafting resumes, preparing for interviews, finding job opportunities, connecting residents to job placement services.	0				
Held one or more job fairs.	0				
Provided or connected residents with supportive services that can provide direct services or referrals.	0				
Provided or connected residents with supportive services that provide one or more of the following: work readiness health screenings, interview clothing, uniforms, test fees, transportation.	0				
Assisted residents with finding child care.	0				
Assisted residents to apply for, or attend community college or a four year educational institution.	0				
Assisted residents to apply for, or attend vocational/technical training.	0				
Assisted residents to obtain financial literacy training and/or coaching.	0				
Bonding assistance, guaranties, or other efforts to support viable bids from Section 3 business concerns.	0				
Provided or connected residents with training on computer use or online technologies.	0				
Promoting the use of a business registry designed to create opportunities for disadvantaged and small businesses.	0				
Outreach, engagement, or referrals with the state one-stop system, as designed in Section 121(e)(2) of the Workforce Innovation and Opportunity Act.	0				
Other.	0				

**Table 9 – Qualitative Efforts - Number of Activities by Program**

## **Narrative**

The City itself does not provide training for Section 3 workers nor does the City have input on how contracting firms run their business. However, when the City releases a Request For Proposal (RFP) for an infrastructure project, they include the Section 3 requirements.

To date, all firms contracted with by the City to perform work related to the RFP's have. The majority if not all of the contracting firms are unionized and making a salary above LMI, therefore, those employees are not considered to be low or very-low income persons.

The City recently wrote and adopted a Section 3 Plan and it is included with all released RFP's for all CDBG funded activities. Said plan can be found on the City's website <https://kingston-ny.gov/content/8399/8469/8547/default.aspx>