

SUBRECIPIENT GRANT AGREEMENT

THIS SUBRECIPIENT GRANT AGREEMENT ("Agreement") is entered into as of the day of , December, 2018 between the Village of Oak Park, an Illinois home rule municipal corporation (hereinafter the "Village") and the Oak Park Housing Authority, an Illinois Municipal Corporation (hereinafter the "Subrecipient").

RECITALS

WHEREAS, the Village has applied for Lead Poisoning Prevention Program Grant funds from the Cook County Department of Public Health; and

WHEREAS, Subrecipient has applied to the Village for Cook County Lead Hazard Grant funds; and

WHEREAS, the Village has considered and approved the application of Subrecipient and hereby agrees to distribute to Subrecipient a portion of the Cook County Lead Hazard Grant funds allotted to the Village by Cook County Department of Public Health, with the portion distributed to Subrecipient being in the amount provided in this Agreement and upon the conditions set forth herein; and

WHEREAS, the Village and Subrecipient, acting through their respective Boards are each authorized to enter into this Agreement.

NOW, THEREFORE, in consideration of the mutual covenants hereinafter set forth, the parties agree as follows:

1. INCORPORATION OF RECITALS. The foregoing recitals are incorporated into this Agreement as though fully set forth herein.

2. SCOPE OF SERVICES.

A. The Lead Hazard Reduction project work associated with Subrecipient's project schedule and project budget (collectively referred to as "the Project") are set forth in the Subrecipient's Program Year 2018 Community Development Block Grant Program Proposal, attached hereto and incorporated herein by reference as Exhibit A (hereinafter the "Subrecipient's Proposal").

B. The Project will proceed in accordance with the terms of this Agreement, the Subrecipient's Proposal and all laws and regulations referenced in this Agreement. Any changes(s) in the Project must be approved by the Village prior to the Subrecipient incurring any Project costs or implementing any substantial Project modifications. Such approval shall only be effective if authorized by a written amendment to this Agreement.

C. The Cook County Lead Hazard Grant funds to be provided by the Village to Subrecipient pursuant to this Agreement shall be used to cover Lead Hazard reduction during the CDBG Housing construction project for partially rehabilitating two of the agency's buildings (total of six units; five in the main building and one that is the coach house), as described in the Subrecipient's Proposal. These two structures are commonly known as 324-326 N. Austin Boulevard in Oak Park. Subrecipient can spend up to an amount not to exceed \$12,000 per unit in Lead Hazard Reduction costs per housing unit at 324-326 N. Austin Boulevard. Non-profit agency Housing Forward will provide temporary housing to homeless persons in these two buildings after rehabilitation. A total of 45 persons (all Oak Park persons) will benefit.

3. ALLOCATION OF FUNDS.

A. The Village shall distribute to Subrecipient as Subrecipient's portion of the total grant received by the Village from Cook County a maximum of Seventy Two Thousand Dollars (\$72,000) (hereinafter the "Grant Funds") to be paid in accordance with the terms of this Agreement. Subrecipient can spend up to an amount not to exceed \$12,000 per unit in Lead Hazard Reduction costs per housing unit.

B. The Grant Funds shall not be used for ineligible or unallowable costs, including costs incurred prior to the effective date of this Agreement as defined herein. In the event the Village does not receive the Grant Funds from Cook County, the Village shall not provide the Grant Funds, or any other funds, to Subrecipient.

4. PAYMENT.

A. The Village shall make all Grant Funds payments on a reimbursement basis. To request a payment of Grant Funds, the Subrecipient must submit a request for payment to the Village in the form of an invoice, together with such supporting documentation as the Village deems necessary in its discretion to support the invoice. The Village shall only reimburse the Subrecipient for approved expenditures to the maximum of the allocated Grant Funds for the Project.

B. The Village may refuse to reimburse the Subrecipient if the Subrecipient is not in compliance with any applicable law, rule or regulation or this Agreement. In such case, the Village shall assist the Subrecipient to bring the Project into compliance.

C. The Subrecipient shall submit invoices to the Village for reimbursement at least quarterly. Final project invoices must be submitted to the Village no later than October 31, 2019. Any invoices submitted after October 31, 2019 shall not be paid by the Village.

5. PROGRAM YEAR.

A. The Subrecipient shall perform the Project beginning October 1, 2018 and ending on September 30, 2019 (hereinafter referred to as the "Program Year").

B. The Project shall be completed no later than September 30, 2019. Project costs shall not be incurred after the Program Year.

C. If the Subrecipient is delayed in the completion of the Project by any cause legitimately beyond its control, it shall immediately, upon receipt and knowledge of such delay, give written notice to the Village and request an extension of time for completion of the Project. The Subrecipient shall request an extension from the Village in writing at least thirty (30) days before the end of the Program Year. The Village shall either grant or deny the request for an extension in its discretion and shall provide notice to the Subrecipient of its grant or denial of the request.

D. The Subrecipient shall return any funds not expended by the end of the Project to the Village. All funds obligated or committed by the Subrecipient to contractors, suppliers, etc. during the Program Year must be expended by the end of the Program Year unless an extension has been given to the Subrecipient. The Subrecipient shall have 30 days after the close of the Program Year to request reimbursement for costs incurred for the Project, unless an extension has been granted pursuant to this Agreement.

6. COMPLIANCE WITH LAWS AND REGULATIONS.

A. The Subrecipient shall comply with the applicable provisions Housing and Community Development Act of 1974, 42 U.S.C. § 5301 *et seq.* (hereinafter referred to as the "Act"), and all applicable rules and regulations promulgated under the Act by the Department of Housing and Urban Development (HUD), including 24 CFR Part 35, and all other applicable federal, state, county and local government laws, ordinances or regulations which may in any manner affect the performance of this Agreement, including but not limited to those set forth herein.

B. The Subrecipient shall comply with the following in its performance of the Project:

1. Not discriminate against any worker, employee, or applicant, or any member of the public because of race, religion, disability, creed, color, sex, age, sexual orientation, status as a disabled veteran or Vietnam era veteran, or national origin, nor otherwise commit an unfair employment practice;

2. Take action to ensure that applicants are employed without regard to race, religion, handicap, creed, color, sex, age, sexual orientation, status as a disabled veteran or Vietnam era veteran, or national origin, with such

action including, but not limited to the following: employment, upgrading, demotion or transfer, termination, rates of pay, other forms of compensation, selection for training, including apprenticeship; and

3. The Village's Reaffirmation of Equal Employment Opportunity Policy ("EEO"), attached hereto and incorporated herein by reference as Exhibit B.

C. Subrecipient agrees not to violate any state or federal laws, rules or regulations regarding a direct or indirect illegal interest on the part of any employee or elected officials of the Subrecipient in the Project or payments made pursuant to this Agreement.

D. Subrecipient shall be accountable to the Village for compliance with this Agreement in the same manner as the Village is accountable to Cook County for compliance with Cook County guidelines.

E. The Village, as a condition to Subrecipient's receipt of Grant Funds, requires Subrecipient, when applicable, to assist in the completion of an environmental review as needed for the Project.

F. Subrecipient shall permit the authorized representatives of the Village and Cook County to inspect and audit all data and reports of Subrecipient relating to its performance of this Agreement.

G. Subrecipient agrees and authorizes the Village to conduct on-site reviews, examine personnel and employment records and to conduct other procedures or practices to assure compliance with these provisions. The Subrecipient agrees to post notices, in conspicuous places available to employees and applicants for employment, setting forth the provisions of this non-discrimination clause.

7. REPORTING AND RECORD KEEPING.

A. Subrecipient's Maintenance of Required Records.

Subrecipient shall maintain records to show actual time devoted and costs incurred in connection with the Project. Upon fifteen (15) days' notice from the Village, originals or certified copies of all time sheets, billings, and other documentation used in the preparation of said Progress Reports shall be made available for inspection, copying, or auditing by the Village at any time, during normal business hours.

B. Subrecipient's documents and records pursuant to this Agreement shall be maintained and made available during the Project Period and for three (3) years after completion of the Project. The Subrecipient shall give notice to the Village of any documents or records to be disposed of or destroyed and the intended date after said period, which shall be

at least 90 days after the effective date of such notice of disposal or destruction. The Village shall have 90 days after receipt of any such notice to give notice to the Consultant not to dispose of or destroy said documents and records and to require Consultant to deliver same to the Village. The Subrecipient shall maintain for a minimum of three (3) years after the completion of this Agreement, or for three (3) years after the termination of this Agreement, whichever comes later, adequate books, records and supporting documents to verify the amounts, recipients and uses of all disbursements of Grant Funds passing in conjunction with the Agreement. The Agreement and all books, records and supporting documents related to the Agreement shall be available for review and audit by the Village and Cook County, if applicable, and the Subrecipient agrees to cooperate fully with any audit conducted by the Village and to provide full access to all materials. Failure to maintain the books, records and supporting documents required by this subsection shall establish a presumption in favor of the Village for recovery of any Grant Funds paid by the Village under the Agreement for which adequate books, records and supporting documentation are not available to support their purported disbursement. The Subrecipient shall make the documents and records available for the Village's review, inspection and audit during the entire term of this Agreement and three (3) years after completion of the Project as set forth herein and shall fully cooperate in responding to any information request pursuant to the Illinois Freedom of Information Act, 5 ILCS 140/1 *et seq.* by providing any and all responsive documents to the Village.

C. Quarterly Progress Reports & Final Report. Subrecipient shall prepare and submit a written quarterly Progress Report to the Village reporting on the status of the Project.

All Progress Reports, unless otherwise specifically noted, shall be due by the 15th day of the month following the end of each quarter and shall contain information obtained during the preceding three months. The Subrecipient shall be required to submit a final report at the end of the Project in lieu of the last Progress Report.

The following schedule shall be applicable:

1 st Quarter: October-December, 2018	Progress report due by January 15, 2019
2 nd Quarter: January–March, 2019	Progress report due by April 15, 2019
3 rd Quarter: April–June, 2019	Progress report due by July 15, 2019
4 th Quarter: July–September, 2019	Progress report/Final report due by October 15, 2019

The Village may request additional reports from the Subrecipient as necessary to comply with any applicable legal requirements.

D. Subrecipient will keep and maintain such records and provide such reports and documentation to the Village as the Village deems necessary to further its monitoring obligations.

8. MONITORING AND PERFORMANCE DEFICIENCIES.

A. Village Project Monitoring. The Village may monitor the Subrecipient's planning and implementation of the Project to determine Subrecipient's compliance with all laws, rules and regulations and to determine whether Subrecipient is adequately performing and operating the Project in accordance with the approved Project guidelines. Subrecipient acknowledges the necessity for such monitoring and agrees to cooperate with the Village in this effort by providing all requested records and information and allowing such on-site visits as the Village determines is necessary to accomplish its monitoring function.

B. Performance Deficiency Procedures. The Village may take such actions as are necessary to prevent the continuation of a performance deficiency, to mitigate, to the extent possible, the adverse effects or consequences of the deficiency, and to prevent a recurrence of the deficiency. The following steps outline the general procedure the Village will use when it becomes aware of a performance deficiency. The Village is not bound to follow these steps. Depending on the seriousness of the deficiency, the Village may take any steps it deems necessary to address the deficiency, including immediate termination of the Project and any other remedies available by law.

1. When an issue involving a performance deficiency arises, including performance reporting requirements, the Village will first attempt to resolve the issue by informal discussions with the Subrecipient. The Village will attempt to provide Technical Assistance, to the maximum extent practicable, to help the Subrecipient successfully resolve the performance issue.
2. If discussion does not result in correction of the deficiency, the Village will schedule a monitoring visit to review the performance area that must be improved. The Village will provide the Subrecipient with a written report that outlines the results of the monitoring. Generally this report will include a course of corrective action and a time frame in which to implement corrective actions.
3. If, despite the above efforts, the Subrecipient fails to undertake the course of corrective action by the stated deadline, the Village will notify the Subrecipient in writing that its Project is being suspended. Grant Funds may not be expended for any Project that has been suspended.
4. The Village's written suspension notice will include a specified, written course of corrective action and a timeline for achieving the changes. Generally, corrective action plans will require a 15 to 60 day period of resolution (depending upon the performance issue).

5. The Village may lift a suspension when the performance issue has been resolved to the satisfaction of the Village. The Village will release a suspension by written release signed by the Village Manager or her designee.

C. Unresolved Performance Deficiencies. Subrecipient's failure, in whole or in part, to meet the course of corrective action to have a suspension lifted, shall constitute cause for termination pursuant to the procedures set forth in Section 9 below.

9. TERMINATION.

This Agreement may be terminated as follows:

A. By Fulfillment. This Agreement will be considered terminated upon fulfillment of its terms and conditions.

B. By Mutual Consent. The Agreement may be terminated or suspended, in whole or in part, at any time, if both parties consent to such termination or suspension. The conditions of the suspension or termination shall be documented in a written amendment to the Agreement.

C. Lack of Funding. The Village reserves the right to terminate this Agreement, in whole or in part, in the event expected or actual funding from Cook County or other sources is withdrawn, reduced or eliminated.

D. For Cause. The Village may terminate this Agreement for cause at any time. Cause shall include, but not be limited to:

1. Improper or illegal use of funds;
2. Subrecipient's suspension of the Project; or
3. Failure to carry out the Project in a timely manner.

E. Termination for Illegality. This Agreement shall be subject to automatic termination due to the Subrecipient's improper or illegal use of the Grant Funds. Notice of termination for illegality shall be provided by the Village to Subrecipient pursuant to Section 17 below.

10. REMEDIES.

A. In the event of any violation or breach of this Agreement by Subrecipient, misuse or misapplication of funds derived from the Agreement by Subrecipient, or any violation of any laws, rules or regulations, directly or indirectly, by Subrecipient and/or any of its agents or representatives, the Village shall have the following remedies:

1. The Subrecipient may be required to repay the Grant Funds to the Village;

2. To the fullest extent permitted by law, the Subrecipient will indemnify and hold the Village harmless from any requirement to repay the Grant Funds to Cook County previously received by the Subrecipient for the Project or penalties and expenses, including attorneys' fees and other costs of defense, resulting from any action or omission by the Subrecipient; and

3. The Village may bring suit in any court of competent jurisdiction for repayment of Grant Funds, damages and its attorney's fees and costs, or to seek any other lawful remedy to enforce the terms of this Agreement, as a result of any action or omission by the Subrecipient.

11. INDEPENDENT CONTRACTOR. Subrecipient is and shall remain for all purposes an independent contractor and shall be solely responsible for any salaries, wages, benefits, fees or other compensation which she may obligate herself to pay to any other person or consultant retained by her.

12. NO ASSIGNMENT. Subrecipient shall not assign this Agreement or any part thereof and Subrecipient shall not transfer or assign any Grant Funds or claims due or to become due hereunder, without the written approval of the Village having first been obtained.

13. AMENDMENTS AND MODIFICATIONS.

A. The nature and the scope of services specified in this Agreement may only be modified by written amendment to this Agreement approved by both parties.

B. No such amendment or modification shall be effective unless reduced to writing and duly authorized and signed by the authorized representative of the Village and the authorized representative of the Subrecipient.

14. SAVINGS CLAUSE. If any provision of this Agreement, or the application of such provision, shall be rendered or declared invalid by a court of competent jurisdiction, or by reason of its requiring any steps, actions or results, the remaining parts or portions of this Agreement shall remain in full force and effect.

15. ENTIRE AGREEMENT.

A. This Agreement sets forth all the covenants, conditions and promises between the parties.

B. There are no covenants, promises, agreements, conditions or understandings between the parties, either oral or written, other than those contained in this Agreement.

16. GOVERNING LAW, VENUE AND SEVERABILITY.

A. This Agreement shall be governed by the laws of the State of Illinois both as to interpretation and performance. Venue for any action brought pursuant to this Agreement shall be in the Circuit Court of Cook County, Illinois.

B. If any provision of this Agreement, or the application of such provision, shall be rendered or declared invalid by a court of competent jurisdiction, or by reason of its requiring any steps, actions or results, the remaining parts or portions of this Agreement shall remain in full force and effect.

17. NOTICES.

A. All notices or invoices required to be given under the terms of this Agreement shall be given by United States mail or personal service addressed to the parties as follows:

For the Village:

Neighborhood Services Manager
Village of Oak Park
123 Madison Street
Oak Park, Illinois 60302

For Subrecipient:

Executive Director
Oak Park Housing Authority
21 South Boulevard
Oak Park, Illinois 60302

B. Either of the parties may designate in writing from time to time substitute addresses or persons in connection with required notices.

18. EFFECTIVE DATE. The effective date of this Agreement as reflected above shall be the date that the Village Manager for the Village of Oak Park executes this Agreement.

19. COUNTERPARTS; FACSIMILE OR PDF SIGNATURES. This Agreement may be executed in counterparts, each of which shall be considered an original and together shall be one and the same Agreement. A facsimile or pdf copy of this Agreement and any signature(s) thereon will be considered for all purposes as an original.

20. CAPTIONS AND SECTION HEADINGS. Captions and section headings are for convenience only and are not a part of this Agreement and shall not be used in construing it.

21. NON-WAIVER OF RIGHTS. No failure of any Party to exercise any power given to it hereunder or to insist upon strict compliance by any other Party with its obligations hereunder,

and no custom or practice of the Parties at variance with the terms hereof, shall constitute a waiver of that Party's right to demand exact compliance with the terms hereof.

22. ATTORNEY'S OPINION. If requested, the Subrecipient shall provide an opinion by its attorney in a form reasonably satisfactory to the Village Attorney that all steps necessary to adopt this Agreement, in a manner binding upon the Subrecipient have been taken by the Subrecipient.

23. BINDING AUTHORITY. The individuals executing this Agreement on behalf of the Parties represent that they have the legal power, right, and actual authority to bind their respective Party to the terms and conditions of this Agreement.

**[REMAINDER OF PAGE INTENTIONALLY LEFT BLANK -
SIGNATURE PAGE FOLLOWS]**

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their duly authorized representatives on the dates set forth below.

VILLAGE OF OAK PARK

OAK PARK HOUSING AUTHORITY

Name: Cara Pavlicek
Title: Village Manager

Name:
Title:

Date: _____, 2018

Date: _____, 2018

ATTEST:

ATTEST:

Name: Vicki Scaman
Title: Village Clerk

Name:
Title:

Date: _____, 2018

Date: _____, 2018

EXHIBIT A
SUBRECIPIENT'S PROPOSAL FOR CDBG HOUSING REHABILITATION



CDBG Application, PY 2018

Applicant Information 10.26.18

Project	
Project Name	324-326 N. Austin Blvd. – Interim Housing
Project Manager/Primary Contact	Jerry Gawlik / Derek Darter

Project Overview	
Total CDBG dollars requested	\$149,482
Total Project Budget	\$149,482
Total Low/Mod Income persons served annually	42
Brief project description and purpose	Rehabilitation of 6 units for purpose of creating interim housing for individuals who are homeless and/or are at imminent risk of becoming homeless.
Population served (select one)	
X - 51% or more Low/Moderate Income Persons	<input type="checkbox"/> Other:
Priority Addressed:	
<input type="checkbox"/> Public Facilities & Improvements	<input type="checkbox"/> Code Enforcement

I. Background and Need

What unmet community need(s) does the project address?

The community has a population of individuals and families who are currently homeless and/or who are at imminent risk of becoming homeless. There are facilities and organizations in the community that are dedicated to providing for the overnight sleeping needs of this population through the provision of overnight shelter accommodations (most notably, Housing Forward, the not-for-profit social service agency that most directly addresses the issue of homelessness here in Oak Park).

Overnight shelter accommodations do not meet the needs of all homeless individuals and families, especially of those who may be more vulnerable. Interim housing that provides temporary, 24-hour shelter for homeless individuals and families, has been shown to be beneficial and effective as an important step toward helping homeless persons to achieve ongoing residential stability in safe affordable housing over time. There is currently no facility within the community that provides for the interim housing needs of our homeless population. This need was specifically identified in the most recent strategic plan of Housing Forward as a key element missing from our community's housing continuum, necessary to help individuals and families to transition from homelessness to housing stability.

II. Approach

- a. Explain how the project will meet the need described above.

This project will support the creation of 6 interim housing units to be used to meet the interim housing needs of individuals and/or families in the community who are homeless and/or who are at imminent risk of becoming homeless. These units will be co-located (at 324-326 N. Austin Boulevard in Oak Park) so as to improve the ability to deliver support services as may be determined to be beneficial to the individuals and/or families who will utilize the interim housing units as 24-hour shelter and interim housing accommodations for periods of 60-120 days while seeking long-term stable housing options. These units are also located within 300 feet of CTA bus and Green Line stops/stations to facilitate ease of transportation to employment and childcare locations, and within walking distance to neighborhood schools.

- b. Describe the specific target population(s).

This project will help serve the interim housing needs of individuals and/or families who are homeless and/or are at imminent risk of homelessness. As this project will provide for interim housing needs (limiting individual residents and/or families to 60-120 days of 24-hour unit-based accommodations), it is expected that this project will help to support the housing needs of 30-60 persons annually (6 units, 90-day average occupancy period, 1-3 persons per unit). It is expected that these individuals and/or families will reflect demographic and socio-graphic characteristics that are typical of homeless populations here in our region. It is expected that most individuals served will qualify as low-income, very-low-income, and/or extremely-low-income under the guidelines provided by the U.S. Department of Housing and Urban Development (HUD). All 6 units will be eligible to accommodate infants and/or children.

- c. Provide a clear and concise description of the strategies and activities used to achieve the project purpose.

The Oak Park Housing Authority (OPHA) owns the property that is to be utilized for this project. The Oak Park Housing Authority will oversee and manage the needed renovation work required to put the building into serviceable condition for purposes of the creation of this interim housing use. The Oak Park Housing Authority will enter into an agreement with Housing Forward, whereby Housing Forward will operate the interim housing program for the benefit of individuals and/or families who are homeless and/or are at imminent risk of becoming homeless.

- d. Describe in detail the construction work to be completed.

Please see the attached description.

III. Program Year 2017 Outcomes

Number and Incomes for All Project Beneficiaries for the Entire Project

All Persons

42* Total of all persons Benefiting (without regard to income or residency)

- a) **42*** Number of all Very Low, Low and Mod-Income persons to be served
- b) **100%*** Percentage of LMI benefit (a ÷ total persons x 100)

* - This is the number and percentage of Low, Very-Low, and Extremely-Low income individuals that we expect will be served by this project on an annual basis once the project is completed.

IV. Budget Narrative

Complete and attach the budget form, attached also describes each cost in detail.

See attached rehabilitation budget on the next page (Lead hazard reduction costs not to exceed \$12,000 per unit for a total not to exceed \$72,000).

Oak Park Residence Corporation
324-36 N. Austin Ave
Eligible Cost projection

	Contingency 10%	Total request	
CDDB dollars requested			See schedule below
324 N. Austin alternate below	\$ 85,479	\$ 95,22	\$ 94,993
Couch House alternate below	\$ 22,485	\$ 2500	\$ 24,985
HVAC energy efficient system	\$ 15,300	\$ 1700	\$ 17,000
Exterior damaged trim replacement	\$ 4,500	\$ 500	\$ 5,000
damaged window replacements	\$ 1,800	\$ 200	\$ 2,000
Vinyl tile replacement common area 2nd flr plus ca	\$ 1,800	\$ 200	\$ 2,000
exterior gutter downspout replacement	\$ 2,700	\$ 300	\$ 3,000
build secure storage area in basement	\$ 450	\$ 50	\$ 500
Total CDDB dollars requested	\$ 134,510	\$ 14,972	\$ 149,482

324 N. Austin

	Unit 101	Unit 102	Unit 103	Unit 104	Unit 105	General	Exterior	
Kitchens								
K1 Remove existing cabinets, replace with Maple Shaker style	\$ 3,768	\$ 1,060	\$ 1,060	\$ 1,060	\$ 3,768			
K1 Contingency 10%	\$ 419	\$ 105	\$ 185	\$ 185	\$ 418			
K2 remove and replace existing counter & top, replace with formica top. Includes SS single bowl sink, faucet.	\$ 1,485	\$ 1,057	\$ 1,057	\$ 1,057	\$ 1,485			
K2 Contingency 10%	\$ 105	\$ 118	\$ 118	\$ 118	\$ 105			
K3 replace mixing valves with single lever showerhead	\$ 584	\$ 584	\$ 544	\$ 584	\$ 544			
K5 Contingency 10%	\$ 61	\$ 61	\$ 61	\$ 61	\$ 61			
K4 Install new vinyl flooring	\$ 679	\$ 679	\$ 679	\$ 679	\$ 679			
K4 Contingency 10%	\$ 76	\$ 76	\$ 76	\$ 76	\$ 76			
Bathrooms								
B1 remove existing tile on tub surround, install new ceramic and replace with 9x12 white gloss tile & ceramic tiles and. Remove and install new ceramic tile flooring	\$ 2,903	\$ 2,903	\$ 2,903	\$ 2,903	\$ 2,903			
B1 Contingency 10%	\$ 323	\$ 323	\$ 323	\$ 323	\$ 323			
B2 remove and replace vanity cabinet, mirror and culture marble top	\$ 976	\$ 976	\$ 976	\$ 976	\$ 976			
B2 Contingency 10%	\$ 109	\$ 109	\$ 109	\$ 109	\$ 109			
B3 replace tub faucet and showerhead with single lever mixing valve, tub spout, and new showerhead	\$ 584	\$ 584	\$ 544	\$ 584	\$ 584			
B3 Contingency 10%	\$ 61	\$ 61	\$ 61	\$ 61	\$ 61			
B4 replace toilets					\$ 308			
B4 Contingency 10%					\$ 37			
General								
G1 encapsulate 12x12 ceiling tiles with drywall ceiling tape and prep for paint	\$ 760				\$ 760			
G1 Contingency 10%	\$ 85				\$ 85			
G2 remove and install all new light fixtures	\$ 582	\$ 582	\$ 582	\$ 582	\$ 582			
G2 Contingency 10%	\$ 63	\$ 63	\$ 63	\$ 63	\$ 63			
G3 replace drywall where damaged	\$ 328	\$ 328	\$ 328	\$ 328	\$ 328			
G3 Contingency 10%	\$ 37	\$ 37	\$ 37	\$ 37	\$ 37			
G4 replace of laminate flooring	\$ 630		\$ 936					
G4 Contingency 10%	\$ 70		\$ 104					
G5 replacement of damaged hardwood flooring					\$ 4,500			
G5 Contingency 10%					\$ 500			
G6 light fixtures throughout					\$ 1,350			
G6 Contingency 10%					\$ 150			
G7 concrete work					\$ 5,400			
G7 Contingency 10%					\$ 600			
G8 window A/C - 6 units					\$ 1,440			
G8 Contingency 10%					\$ 160			
G9 electrical upgrade for A/C's and common areas					\$ 4,500			
G9 Contingency 10%					\$ 500			
G10 landscaping and fencing					\$ 13,185			
G10 Contingency 10%					\$ 1,405			
G11 replace framing surrounding front entrance door and threshold					\$ 900			
G11 Contingency 10%					\$ 100			

324 N. Austin Totals
324 N. Austin Contingency 10%
Total eligible cost 324 N. Austin

\$ 11,177	\$ 9,252	\$ 93,988	\$ 9,252	\$ 12,881	\$ 12,690	\$ 18,585
\$ 1,489	\$ 1,035	\$ 1,137	\$ 1,035	\$ 1,375	\$ 1,410	\$ 2,085
\$ 14,666	\$ 10,285	\$ 11,325	\$ 10,285	\$ 13,706	\$ 14,100	\$ 20,670

\$ 85,475
\$ 9,532
\$ 94,997

Coach House eligible cost
Coach House contingency 10%
Coach House plus 10% contingency

\$ 22,485
\$ 2,500

\$ 24,985

324 N. Austin Total
324 N. Austin Contingency 10%

324 N. Austin Bid plus Coach House

324 N. Austin plus Coach House Contingency 10%

Unit total 324 N. plus Coach House **\$ 118,982**

EXHIBIT B
VILLAGE OF OAK PARK REAFFIRMATION OF EQUAL EMPLOYMENT OPPORTUNITY POLICY
(EEO)

APPENDIX V

REAFFIRMATION STATEMENT

MARCH 31, 1987

**REAFFIRMATION OF
EQUAL EMPLOYMENT OPPORTUNITY POLICY (EEO)
VILLAGE OF OAK PARK**

It is the policy of the Village of Oak Park to afford equal opportunity in employment to all individuals, regardless of race, color, religion, age, sex, national origin, sexual orientation, disability, or status as a disabled veteran or Vietnam era veteran. The Village is committed to this policy because of legal requirements set forth in the Civil Rights Act of 1964 and the Equal Employment Opportunity Act of 1972, and because such principles are fundamental to Oak Park's existence as a racially and culturally diverse community. Equal Employment Opportunity within the Village government is essential if Oak Park is to effectively pursue community-wide goals of racial diversity and increased economic opportunity. EEO is, therefore, a legal, social, moral and economic necessity for the Village of Oak Park.

Chapter 13, Article III of the Code of the Village of Oak Park expressly prohibits discrimination in hiring, terms and conditions of employment, and promotions. Appeal procedures set forth in the Village Personnel Manual provide a mechanism for reporting any such practice to the Village Manager, who is empowered to hold hearings and issue decisions on such matters in behalf of the Village.

Policy statements alone are not sufficient, however, to address longstanding social barriers which have resulted in under-utilization of the skills and abilities of certain groups within our society. The Village of Oak Park, therefore, embraces a policy of affirmative recruitment, whereby specific efforts are made to attract and retain qualified female, minority, and disabled employees in the Village work force.

Responsibility for administering the Village of Oak Park's Equal Employment Opportunity/Affirmative Recruitment Plan lies with the Village Manager, who is assisted by the Human Resources Director in implementing policies which ensure Equal Employment Opportunity within the Village work force. Ultimately, however, the Village's EEO/affirmative recruitment efforts will succeed only with the cooperation of all Village employees. Each of us is responsible for creating a work environment which encourages full participation by women, minorities and the disabled. Each of us is responsible for forging a Village work force that reflects the diversity of our community and utilizes the best talent available for serving the residents of Oak Park.



Carl Swenson
Village Manager