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|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|--------------|------------------|-------------|--------|--------------|
| <p>1. Award No.
693JJ32540015</p> <p>4. Award To
City of Milwaukee
200 E. Wells St., Rm 606
Milwaukee, WI 53202
Unique Entity Id.: JYGKV746MNG2
TIN No.: 39-6005532</p> | <p>2. Effective Date
See No. 17 Below</p> <p>3. Assistance Listings No.
20.205</p> <p>5. Sponsoring Office
U.S. Department of Transportation
Federal Highway Administration
Office of Acquisition & Grants Management
1200 New Jersey Avenue, SE
HCFA-43, Mail Drop E62-204
Washington, DC 20590</p> | | | | | | |
| <p>6. Period of Performance
From: Effective Date of Award
To: 6 Years from Effective Date</p> | <p>7. Total Amount</p> <table border="0"> <tr> <td>Federal Share:</td> <td style="text-align: right;">\$14,965,533</td> </tr> <tr> <td>Recipient Share:</td> <td style="text-align: right;">\$3,741,383</td> </tr> <tr> <td>Total:</td> <td style="text-align: right;">\$18,706,916</td> </tr> </table> | Federal Share: | \$14,965,533 | Recipient Share: | \$3,741,383 | Total: | \$18,706,916 |
| Federal Share: | \$14,965,533 | | | | | | |
| Recipient Share: | \$3,741,383 | | | | | | |
| Total: | \$18,706,916 | | | | | | |
| <p>8. Type of Agreement
Grant</p> | <p>9. Authority
Infrastructure Investment and Jobs Act (IIJA)
(Pub. L. 117-58, § 11401 November 15, 2021)
codified at 23 U.S.C. 151</p> | | | | | | |
| <p>10. Procurement Request No.
HEPN250025PR</p> | <p>11. Federal Funds Obligated
Phase 1: \$1,120,640
Phase 2: \$13,844,893 (subject to availability)
See Schedule D</p> | | | | | | |
| <p>12. Submit Payment Requests To
See Article 13 of the General Terms and Conditions.</p> | <p>13. Payment Office
See Article 13 of the General Terms and Conditions.</p> | | | | | | |
| <p>14. Accounting and Appropriations Data by Fiscal Year (FY)
15X1220050.0000.060V406500.6801000000.41010.61006600, \$1,120,640</p> | | | | | | | |
| <p>15. Title of Project
Vehicle Recharging Options of Milwaukee (VROOM!): Equitably Expanding Public Electric Vehicle Charging in the Milwaukee Area</p> | | | | | | | |

RECIPIENT

16. Signature of Person Authorized to Sign

Signature Date
Name: Steven Mahan
Title: Deputy Director of Administration

FEDERAL HIGHWAY ADMINISTRATION

17. Signature of Agreement Officer

Signature Date
Name: Sarah Tarpgaard
Title: Agreement Officer

FEDERAL HIGHWAY ADMINISTRATION

GRANT AGREEMENT UNDER THE FISCAL YEAR 2022 and FISCAL YEAR 2023 CHARGING AND FUELING INFRASTRUCTURE GRANT PROGRAM

This agreement is between the Federal Highway Administration (the “FHWA”) and the City of Milwaukee (the “**Recipient**”).

This agreement reflects the selection of the Recipient to receive a Charging and Fueling Infrastructure (“CFI”) Grant for the following project: *Vehicle Recharging Options of Milwaukee (VROOM!): Equitably Expanding Public Electric Vehicle Charging in the Milwaukee Area.*

If schedule A to this agreement identifies a Designated Subrecipient, that Designated Subrecipient is also a party to this agreement, and the parties want the Designated Subrecipient to carry out the project with the Recipient’s assistance and oversight.

The parties therefore agree to the following:

ARTICLE 1 GENERAL TERMS AND CONDITIONS.

1.1 General Terms and Conditions.

- (a) In this agreement, “**General Terms and Conditions**” means the content of the document titled “General Terms and Conditions Under the Fiscal Year 2022 and Fiscal Year 2023 Charging and Fueling Infrastructure (CFI) Grant Program” dated March 1, 2024, which is available at <https://www.fhwa.dot.gov/environment/cfi/resources/fy2022-2023-cfi-terms-conditions.pdf>. The General Terms and Conditions reference the information contained in the schedules A – K to this agreement. The General Terms and Conditions are part of this agreement.
- (b) The Recipient states that it has knowledge of the General Terms and Conditions.
- (c) The Recipient acknowledges that the General Terms and Conditions impose obligations on the Recipient and that the Recipient’s non-compliance with the General Terms and Conditions may result in remedial action which may include but is not limited to terminating the CFI grant, disallowing costs incurred for the Project, requiring the Recipient to refund to the FHWA the CFI Grant, and reporting the non-compliance in the Federal-government-wide integrity and performance system.

ARTICLE 2
SPECIAL TERMS AND CONDITIONS.

- 2.1** The Recipient acknowledges that the Project must be performed in compliance with the National Electric Vehicle Infrastructure Standards and Requirements under 23 CFR part 680 including but not limited to the data reporting requirements under 23 CFR 680.112.

- 2.2** The Recipient acknowledges the requirements, including the non-Federal cost share requirements applicable to contracting with Private Entity, in the FY 2022-2023 CFI Terms and Conditions document under section Article 12 titled Contracting and Subawards in section 12.8: Requirement to Contract with a Private Entity.

**SCHEDULE A
ADMINISTRATIVE INFORMATION**

1. Application.

Application Title: Vehicle Recharging Options of Milwaukee (VROOM!): Equitably Expanding Public Electric Vehicle Charging in the Milwaukee Area

Application Date: 6/12/2023

2. Recipient's Unique Entity Identifier.

See Page 1, Block 4.

3. Recipient Contact(s).

Erick Shambarger
Environmental Sustainability Director
City of Milwaukee
200 E. Wells St., RM 603
Milwaukee, WI 53202
414-708-9187
eshamb@milwaukee.gov

Nathan Coe
414-708-2441
natcoe@milwaukee.gov

Zachary Allen
414-286-3175
zallen@milwaukee.gov

4. Recipient Key Personnel.

Name	Title or Position
Erick Shambarger	Environmental Sustainability Director
Zachary Allen	Business Finance Officer
Nathan Coe	EV Program Coordinator

5. FHWA Project Contact(s).

Sarah Tarpgaard, Agreement Officer (AO)
US DOT / FHWA Office of Acquisition and Grants Management
HCFA-43, Mail Stop E62-310
1200 New Jersey Avenue, S.E.
Washington, DC 20590
(202) 493-3225; sarah.tarpgaard@dot.gov

Agreement Officer Representative (AOR):
FHWA Division Administrator
FHWA Wisconsin Division Office
525 Junction Road, Suite 8000
Madison, Wisconsin 53717
(608) 829-7500; Wisconsin.FHWA@dot.gov

FHWA's CFI Grant Point of Contact (POC):
Benjie Hayek, Transportation Engineer
FHWA Wisconsin Division Office
525 Junction Road, Suite 8000
Madison, Wisconsin 53717
(608) 829-7504; benjie.hayek@dot.gov

6. Payment System.

USDOT Payment System: DELPHI eInvoicing

7. Office for Subaward and Contract Authorization.

USDOT Office for Subaward and Contract Authorization: FHWA Office of Acquisition and Grants Management

8. Federal Award Identification Number.

See Page 1, Block 1.

9. Designated Subrecipient.

Designated Subrecipient: None

10. Subawards and Contracts.

Note: See 2 CFR 200.331, Subrecipient and contractor determinations, for definitions of subrecipient (who is awarded a subaward) versus contractor (who is awarded a contract).

Note: Recipients with a procurement system deemed approved and accepted by the Government or by the AO are exempt from the requirements of this clause. See 2 CFR 200.317 through 200.327.

- (a) Unless described in the application and funded in the approved award, or otherwise exempted by the AO in writing, the Recipient must obtain prior written approval from the Agreement Officer (the “AO”) for the subaward, transfer, or contracting out of any non-construction CFI Grant work under this agreement above the Simplified Acquisition Threshold. This provision does not apply to the acquisition of supplies, material, equipment, or general support services.
- (b) Approval of each subaward or contract is contingent upon the Recipient’s submittal of a written fair and reasonable price determination, and approval by the AO for each proposed contractor/sub-recipient. Consent to enter into subawards or contracts will be issued through written notification from the AO or a formal amendment to the Agreement.
- (c) The following subawards and contracts are currently approved under the Agreement by the AO. This list does not include supplies, material, equipment, or general support services which are exempt from the pre-approval requirements of this clause.

The recipient’s proposed subawards and contracts included in the recipient’s application as cited in schedule A, section 1, as amended by schedule E, are hereby considered approved.

**SCHEDULE B
PROJECT ACTIVITIES**

1. General Project Description.

Refer to the application title and date identified in schedule A section 1, which is incorporated by reference to this agreement. See schedule E for changes to the project described in the application.

The VROOM project aims to develop a comprehensive electric vehicle (EV) charging station network across Milwaukee, promoting sustainable transportation, enhancing accessibility, and facilitating the transition to electric vehicles. This initiative will strategically deploy charging stations in high-demand areas, ensuring convenient access for all residents and visitors.

2. Statement of Work.

Refer to the application title and date identified in schedule A section 1, which is incorporated by reference to this agreement. See schedule E for changes to the project described in the application.

**SCHEDULE C
AWARD DATES AND PROJECT SCHEDULE**

1. Award Dates.

Budget Period End Date: See Page 1, Block 6.

Period of Performance End Date: See Page 1, Block 6.

2. Estimated Project Schedule.

Milestone	Estimated Date
Planned Construction Substantial Completion and Open to Traffic Date:	March 30, 2030

3. Special Milestone Deadlines.

None.

**SCHEDULE D
AWARD AND PROJECT FINANCIAL INFORMATION**

1. Federal Award Amount.

CFI Grant Amount: \$14,965,533 Federal Share

2. Federal Obligation Information.

Federal Obligation Type: Multiple

Obligation Condition Table (for use in awards with Multiple Phases to be obligated separately)		
	Federal Share Amount of CFI Grant	Obligation Condition
Phase 1: Pre-Construction	\$1,120,640	N/A – funded upon award
Phase 2: Construction and Operations	\$13,844,893	FHWA Division Office confirms the Recipient has met all the applicable Federal, and local requirements including NEPA approval.
Total Federal Share	\$14,965,533	

3. Approved Project Budget.

Eligible Project Costs

	Phase 1	Phase 2	Total
Federal Share:	\$1,120,640.00	\$13,844,893.00	\$14,965,533.00
Non-Federal Share:	\$0.00	\$3,741,383.00	\$3,741,383.00
Total:	\$1,120,640.00	\$17,586,276.00	\$18,706,916.00

4. Approved Pre-award Costs

None. The FHWA has not approved under this award any pre-award costs under 2 C.F.R. 200.458.

**SCHEDULE E
CHANGES FROM APPLICATION**

Scope:

No Changes

Schedule:

No Changes

The table below compares the Project milestone dates.

Milestone	Application	Agreement
Planned Construction Substantial Completion and Open to Traffic Date:	6/12/2023	3/30/2030

Budget:

The total budget has not changed. The project has been changed from a single-phase to a multiple phase project, with some funding moved to preliminary engineering in phase 1.

SCHEDULE F
CFI PROGRAM DESIGNATIONS

1. Corridor or Community Designation.

Corridor-Community Designation: Community

2. Funding Source.

Funding Source: Highway Trust Funds (Infrastructure Investment and Jobs Act (Pub. L. 117–58, § 11101(b)(1)(A) November 15, 2021)

3. Security Risk Designation.

Security Risk Designation: Low

4. Funding Act.

Infrastructure Investment and Jobs Act (Pub. L. 117–58, § 11401 and Title VIII of Division J, November 15, 2021).

5. Funds Obligation.

Base Award: The amount of Federal funds obligated to the base award are listed on Page 1, Block 11. These funds are considered obligated upon FHWA signature on Page 1.

Amendments: If not fully funded by the base award, additional funding may be obligated to the award by FHWA’s execution of an agreement amendment. Each amendment will list the amount of Federal funds obligated by the amendment. These funds are considered obligated upon FHWA signature on the amendment.

All awards of FY 2024 CFI Program funding are available for obligation through September 30, 2027. Once funds are obligated, CFI Program funds are available until expended. NEVI 10 funds are available until expended.

*For phased awards using multiple obligations as described in Schedule D, the Recipient must satisfy the Phase 2 Obligation Condition listed in Schedule D, Obligation Condition Table, by August 1, 2027, to allow FHWA sufficient time to obligate CFI FY 2024 funds prior to the obligation deadline of September 30, 2027.

SCHEDULE G
CFI PERFORMANCE MEASUREMENT INFORMATION

Study Area: Vehicle Recharging Options of Milwaukee (VROOM!): Equitably Expanding Public Electric Vehicle Charging in the Milwaukee Area

Baseline Measurement Date: 3 months after the effective date of award

Baseline Report Date: To be submitted with the recipient’s first Quarterly Project Progress Report.

NOTE: FHWA anticipates the CFI baseline measurement to be zero operational EV charging ports and/or hydrogen dispensers. The recipient may note the baseline measurement of “zero operational” in their first Quarterly Project Progress Report in order to satisfy the Baseline Report.

Quarterly Project Progress Report: The recipient must submit Quarterly Project Progress Reports to FHWA per Article 7 of the General Terms & Conditions, and in accordance with the format and content listed in Exhibit C, Quarterly Project Progress Reports.

After the CFI grant-funded EV charging ports and/or hydrogen dispensers become operational, the recipient must include the following performance measure in their Quarterly Project Progress Reports: “Number of EV charging ports and/or Hydrogen dispenser (operational).” Submittal of the EV ChART information will satisfy the quarterly measurement required below for the performance standard.

Table 1: Performance Measure Table

Measure	Category and Description	Measurement Frequency
Number of CFI grant-funded EV charging ports and/or Hydrogen dispenser (operational)	Number of EV charging ports and/or Hydrogen dispenser that are operational (open for use by the public) as part of the grant project. For EV chargers, report by type, e.g., DCFC and level 2.	Quarterly – submit with Quarterly Project Performance Report
23 CFR 680.112 Reporting (EV Charging only)	Data reporting after each EV charging port is operational, as required by 23 CFR 680.112. Reporting using EV-ChART is required. Electric Vehicle Charging Analytics and Reporting Tool (EV-ChART) · Joint Office of Energy and Transportation (driveelectric.gov)	One Time, Quarterly, and Annually Refer to EV ChART Guidance.

**SCHEDULE H
CLIMATE CHANGE AND ENVIRONMENTAL JUSTICE IMPACTS**

Consideration of Climate Change and Environmental Justice Impacts.

The Recipient states that rows marked with “X” in the following table are accurate:

x	The Project directly supports a Local/Regional/State Climate Action Plan that results in lower greenhouse gas emissions. <i>(Identify the plan in the supporting narrative below.)</i>
x	The Project directly supports a Local/Regional/State Equitable Development Plan that results in lower greenhouse gas emissions. <i>(Identify the plan in the supporting narrative below.)</i>
x	The Project directly supports a Local/Regional/State Energy Baseline Study that results in lower greenhouse gas emissions. <i>(Identify the plan in the supporting narrative below.)</i>
x	The Recipient or a project partner used environmental justice tools, such as the EJSCREEN, to minimize adverse impacts of the Project on environmental justice communities. <i>(Identify the tool(s) in the supporting narrative below.)</i>
	The Project supports a modal shift in freight or passenger movement to reduce emissions or reduce induced travel demand. <i>(Describe that shift in the supporting narrative below.)</i>
	The Project utilizes demand management strategies to reduce congestion, induced travel demand, and greenhouse gas emissions. <i>(Describe those strategies in the supporting narrative below.)</i>
x	The Project incorporates electrification infrastructure, zero-emission vehicle infrastructure, or both. <i>(Describe the incorporated infrastructure in the supporting narrative below.)</i>
x	The Project supports the installation of electric vehicle charging stations. <i>(Describe that support in the supporting narrative below.)</i>
	The Project promotes energy efficiency. <i>(Describe how in the supporting narrative below.)</i>
	The Project serves the renewable energy supply chain. <i>(Describe how in the supporting narrative below.)</i>
	The Project improves disaster preparedness and resiliency <i>(Describe how in the supporting narrative below.)</i>

x	The Project avoids adverse environmental impacts to air or water quality, wetlands, and endangered species, such as through reduction in Clean Air Act criteria pollutants and greenhouse gases, improved stormwater management, or improved habitat connectivity. <i>(Describe how in the supporting narrative below.)</i>
	The Project repairs existing dilapidated or idle infrastructure that is currently causing environmental harm. <i>(Describe that infrastructure in the supporting narrative below.)</i>
	The Project supports or incorporates the construction of energy- and location-efficient buildings. <i>(Describe how in the supporting narrative below.)</i>
	The Project includes recycling of materials, use of materials known to reduce or reverse carbon emissions, or both. <i>(Describe the materials in the supporting narrative below.)</i>
x	The Recipient has taken other actions to consider climate change and environmental justice impacts of the Project. <i>(Describe those actions in the supporting narrative below.)</i>
	The Recipient has not yet taken actions to consider climate change and environmental justice impacts of the Project but, before beginning construction of the Project, will take relevant actions described in schedule B. <i>(Identify the relevant actions from schedule B in the supporting narrative below.)</i>
	The Recipient has not taken actions to consider climate change and environmental justice impacts of the Project and will not take those actions under this award.

Supporting Narrative.

Greenhouse Gas Emission Reduction-

In 2023, the City published its Climate and Equity Plan, which was developed over nearly four years of planning and public engagement through the City-County Task Force on Climate and Economic Equity. The two main goals of the plan are to 1) Reduce community greenhouse gas emissions 45% by 2030 and achieve net zero emissions by 2050; and 2) Improve racial and economic equity by creating green jobs that pay at least \$40,000 and are focused on recruiting local people of color. In the Wisconsin Electric Vehicle Infrastructure Plan, approved by the FHWA, the Wisconsin Department of Transportation (WisDOT) forecasts there will be over 334,000 EVs on Wisconsin roads by 2030. Although sales are accelerating in Wisconsin, in 2021, EVs accounted for less than 1% of total cars and other light-duty vehicles. EVs are also less than 1% of all registered vehicles in the City of Milwaukee and Milwaukee County. In 2021, WisDOT reported just 1,320 electric light-duty vehicles like cars, SUVs, and pick-up trucks

registered in Milwaukee County, with 484 of those registered in the City of Milwaukee. In the Wisconsin Electric Vehicle Infrastructure Plan, approved by the FHWA, the Wisconsin Department of Transportation (WisDOT) forecasts there will be over 334,000 EVs on Wisconsin roads by 2030. Although sales are accelerating in Wisconsin, in 2021, EVs accounted for less than 1% of total cars and other light-duty vehicles. EVs are also less than 1% of all registered vehicles in the City of Milwaukee and Milwaukee County.

In 2021, WisDOT reported just 1,320 electric light-duty vehicles like cars, SUVs, and pick-up trucks registered in Milwaukee County, with 484 of those registered in the City of Milwaukee. An equitably expanded public EV charging network will be necessary in Milwaukee to provide charging for residents without garages or dedicated parking, to ensure electrified transportation is available to all Milwaukeeans, so that all can participate in reducing GHG emissions. Funding from the CFI Program will be critical in helping the City of Milwaukee equitably deploy this EV charging network to meet its emissions reduction goals for the transportation sector. Milwaukee's Climate and Equity Plan is available at [Milwaukee.gov/ClimatePlan](https://www.milwaukee.gov/ClimatePlan).

**SCHEDULE I
EQUITY AND BARRIERS TO OPPORTUNITY**

Efforts to Improve Racial Equity and Reduce Barriers to Opportunity.

The Recipient states that rows marked with “X” in the following table are accurate:

x	A racial equity impact analysis has been completed for the Project. <i>(Identify a report on that analysis or, if no report was produced, describe the analysis and its results in the supporting narrative below.)</i>
x	The Recipient or a project partner has adopted an equity and inclusion program/plan or has otherwise instituted equity-focused policies related to project procurement, material sourcing, construction, inspection, hiring, or other activities designed to ensure racial equity in the overall delivery and implementation of the Project. <i>(Identify the relevant programs, plans, or policies in the supporting narrative below.)</i>
	The Project includes physical-barrier-mitigating land bridges, caps, lids, linear parks, and multimodal mobility investments that either redress past barriers to opportunity or that proactively create new connections and opportunities for underserved communities that are underserved by transportation. <i>(Identify the relevant investments in the supporting narrative below.)</i>
	The Project includes new or improved walking, biking, and rolling access for individuals with disabilities, especially access that reverses the disproportional impacts of crashes on people of color and mitigates neighborhood bifurcation. <i>(Identify the new or improved access in the supporting narrative below.)</i>
	The Project includes new or improved freight access to underserved communities to increase access to goods and job opportunities for those underserved communities. <i>(Identify the new or improved access in the supporting narrative below.)</i>
x	The Recipient has taken other actions related to the Project to improve racial equity and reduce barriers to opportunity. <i>(Describe those actions in the supporting narrative below.)</i>
	The Recipient has not yet taken actions related to the Project to improve racial equity and reduce barriers to opportunity but, before beginning construction of the Project, will take relevant actions described in schedule B. <i>(Identify the relevant actions from schedule B in the supporting narrative below.)</i>
	The Recipient has not taken actions related to the Project to improve racial equity and reduce barriers to opportunity and will not take those actions under this award.

Supporting Narrative.

Equity Analysis-

Milwaukee is Wisconsin's most racially diverse community. The City's diversity is a source of strength and drives community, creativity, and action. Yet, Milwaukee has unacceptable racial disparities in every economic category including employment, income, home ownership, and energy burden. The City and County of Milwaukee established the joint Task Force on Climate and Economic Equity in 2019 to create a plan that would tackle climate change while also reducing racial and economic inequity. Task force members and nine different work groups with five to thirty members each examined best policies and practices to not only reduce GHG emissions, but also to address historic racial disparities as a co-equal goal of the Climate and Equity Plan.

Electrifying Transportation is one the key recommendations to surface from this planning effort, underscoring the importance of electrifying transportation to achieve GHG emissions reductions goals.

Part of the racial and income disparity identified in EV adoption rates is attributed to limited access to reliable charging infrastructure among residents of multi-family buildings, many of whom in Milwaukee are African American. Renters in multi-family units often do not have access to charging units on-site and cannot reliably charge overnight. As new incentives from legislation such as the Inflation Reduction Act (IRA) help make EVs more affordable for middle and lower middle-class consumers, demand for EVs will grow, so installing widely accessible EV charging infrastructure throughout the City will be a critical step in ensuring widespread EV adoption. As part of the planning and stakeholder engagement process for this project, the City of Milwaukee ECO will partner with organizations such as Wisconsin Clean Cities and Drive Electric Wisconsin to assist with education on the multiple benefits of EVs, arrange opportunities to test drive EVs, and provide current information on federal tax incentives available for particular models of EVs.

This project will advance USDOT's strategic goals to reduce inequities in the US transportation system by eliminating barriers to access EV charging infrastructure and by reducing vulnerable populations' overall exposure to CO2 and other greenhouse gas emissions that would otherwise continue without improving options for the public to charge electric vehicles. Figure 4 shows the geographic spread of the project sites within Milwaukee's Justice40 Communities, Communities Areas of Persistent Poverty, and Transportation Disadvantaged Communities. A full equity analysis of the 53 project sites is included at the end of this narrative as Appendix B –Equity Analysis. A brief summary of the equity analysis is provided below as Table 7. 32 out of the total 53 sites selected for this project, or approximately 60% of the sites, are located in Justice40 communities. The Project is strongly aligned with the Justice40 Goal that at least 40% of federal investments flow to disadvantaged communities.

**SCHEDULE J
LABOR AND WORK**

Efforts to Support Good-Paying Jobs and Strong Labor Standards

The Recipient states that rows marked with “X” in the following table are accurate:

	The Recipient or a project partner has adopted the use of project labor agreements in the overall delivery and implementation of the Project. <i>(Identify the relevant agreements and describe the scope of activities they cover in the supporting narrative below.)</i>
x	The Recipient or a project partner has adopted the use of local and economic hiring preferences in the overall delivery and implementation of the Project, subject to all applicable State and local laws, policies, and procedures. <i>(Describe the relevant provisions in the supporting narrative below.)</i>
x	The Recipient or a project partner has adopted the use of registered apprenticeships in the overall delivery and implementation of the Project. <i>(Describe the use of registered apprenticeship in the supporting narrative below.)</i>
x	The Recipient or a project partner will provide training and placement programs for underrepresented workers in the overall delivery and implementation of the Project. <i>(Describe the training programs in the supporting narrative below.)</i>
	The Recipient or a project partner will support free and fair choice to join a union in the overall delivery and implementation of the Project by investing in workforce development services offered by labor-management training partnerships or setting expectations for contractors to develop labor-management training programs. <i>(Describe the workforce development services offered by labor-management training partnerships in the supporting narrative below.)</i>
	The Recipient or a project partner will provide supportive services and cash assistance to address systemic barriers to employment to be able to participate and thrive in training and employment, including childcare, emergency cash assistance for items such as tools, work clothing, application fees and other costs of apprenticeship or required pre-employment training, transportation and travel to training and work sites, and services aimed at helping to retain underrepresented groups like mentoring, support groups, and peer networking. <i>(Describe the supportive services and/or cash assistance provided to trainees and employees in the supporting narrative below.)</i>

x	The Recipient or a project partner has documented agreements or ordinances in place to hire from certain workforce programs that serve underrepresented groups. <i>(Identify the relevant agreements and describe the scope of activities they cover in the supporting narrative below.)</i>
x	The Recipient or a project partner participates in a State/Regional/Local comprehensive plan to promote equal opportunity, including removing barriers to hire and preventing harassment on work sites, and that plan demonstrates action to create an inclusive environment with a commitment to equal opportunity, including: <ul style="list-style-type: none"> a. affirmative efforts to remove barriers to equal employment opportunity above and beyond complying with Federal law; b. proactive partnerships with the U.S. Department of Labor’s Office of Federal Contract Compliance Programs to promote compliance with EO 11246 Equal Employment Opportunity requirements; c. no discriminatory use of criminal background screens and affirmative steps to recruit and include those with former justice involvement, in accordance with the Fair Chance Act and equal opportunity requirements; d. efforts to prevent harassment based on race, color, religion, sex, sexual orientation, gender identity, and national origin; e. training on anti-harassment and third-party reporting procedures covering employees and contractors; and f. maintaining robust anti-retaliation measures covering employees and contractors. <i>(Describe the equal opportunity plan in the supporting narrative below.)</i>
x	The Recipient has taken other actions related to the Project to create good-paying jobs with the free and fair choice to join a union and incorporate strong labor standards. <i>(Describe those actions in the supporting narrative below.)</i>
	The Recipient has not yet taken actions related to the Project to create good-paying jobs with the free and fair choice to join a union and incorporate strong labor standards but, before beginning construction of the Project, will take relevant actions described in schedule B. <i>(Identify the relevant actions from schedule B in the supporting narrative below.)</i>
	The Recipient has not taken actions related to the Project to improving good-paying jobs and strong labor standards and will not take those actions under this award.

Supporting Narrative.

The City of Milwaukee’s **Environmental Collaboration Office** will implement a Community Benefits Agreement as it builds a new public Electric Vehicle (EV) charging network in the city through a nearly \$15 million federal grant from US Department of Transportation. This Community Benefits Agreement will require electrician apprentices

on each EV charging installation and include local hire requirements consistent with the City of Milwaukee's Resident Preference Program. At least 40 percent of the chargers will be put in historically disadvantaged communities.

Milwaukee's Climate and Equity Plan establishes a goal of creating green jobs that pay at least \$40,000 per year at the entry level. In addition, the plan aims for 40% of green jobs to be held by people of color, parallel to the White House's Justice40 standard. To address persistent disparities in household income, Milwaukee established a 'Green Jobs Accelerator' to work with existing workforce institutions and employers to recruit, train, and employ Milwaukee workers with family-supporting wages in green job sectors. The City has further committed to codify community benefits agreements when projects are subsidized by government funds to ensure contracts meet these standards.

The construction of electric vehicle charging infrastructure creates opportunities for family supporting jobs, particularly for electricians and related trades. Consistent with the City's Climate and Equity Plan and federal Justice40 initiative, this opportunity will be extended to Milwaukee residents and include people of color for apprentices and advancement opportunities. The proposed P3 will include a Community Benefits Agreement (CBA) to ensure that construction work is done in a quality manner by skilled trades people who earn family supporting wages, specifically Davis Bacon wages monitored through certified payroll. The CBA will include local hiring requirements such as the City's Residents Preference Program (RPP) and contracting opportunities for small and disadvantaged businesses. The private firm selected as part of the P3 model and their installation subcontractors would be required to adhere to the CBA in the installation of publicly-funded EV charging stations. The CBA will also require that installation work be done by qualified technicians. This includes technicians who are certified to the Electric Vehicle Infrastructure Training Program (EVITP) standard and have graduated or received a continuing education certificate from a registered apprenticeship program for electricians that includes charger-specific training and is developed as a part of a national guideline standard approved by the Department of Labor in consultation with the Department of Transportation.

**SCHEDULE K
CIVIL RIGHTS AND TITLE VI**

1. Recipient Type Designation.

Recipient Type Designation: Existing

Existing Award Program: 20.205

2. Title VI Assessment Information.

This section is not applicable because the Recipient Type Designation is “Existing.”