

**MINUTES OF THE VAN BUREN COUNTY COMMISSION
VAN BUREN COUNTY, TENNESSEE**

The Van Buren County Commission met in a Regular Meeting Tuesday November 19, 2019 at 6:00 p.m. at the Van Buren County Administrative Facility & Justice Center. The following action was taken as recorded in Minute Book, "R".

Call to Order

Sheriff Eddie Carter called the Meeting to Order.

Roll Call

Member present: David Chandler, Joey Grissom, Terry Hickey, William Maxwell, Bill Mosley, Mickey Robinson, Henry Seamons, Brian Simmons, Robert Van Winkle and Michael Woodlee.

Also present: Standing in for County Attorney Howard Upchurch was Attorney Stacy Farmer, County Mayor Greg Wilson and County Clerk Lisa Rigsby.

Approval of Minutes for October 15, 2019 Meeting

Michael Woodlee made a motion, second by Mickey Robinson to approve the Minutes from the October 15, 2019 Meeting. All agreed by voice vote. Motion passed.

Approval of Quarterly Reports

Mickey Robinson made a motion, second by Michael Woodlee to approve the Quarterly Reports for all Departments.

Upon roll call: David Chandler, Joey Grissom, Terry Hickey, William Maxwell, Bill Mosley, Mickey Robinson, Henry Seamons, Brian Simmons, Robert Van Winkle and Michael Woodlee voted yes. No changes to any yes vote. Motion passed.

Approval of THDA Policies and Procedures

David Chandler made a motion, second by William Maxwell to approve the THDA Policies and procedures. All agreed by voice vote. Motion passed. **THDA Policy as following:**

HOME PROGRAM POLICIES AND PROCEDURES FOR

1. PURPOSE

Van Buren County - 2019 HOME Program

This program will make available financial and/or technical assistance for the rehabilitation and reconstruction of eligible, substandard, owner occupied housing units located in the community, county or service area of the Grantee. Rehabilitation work will correct code related and other deficiencies in the eligible homes and make them safe, sound, and sanitary.

2. AUTHORITY

The legal authority of this program comes from the working agreement with Tennessee Housing

3. PROGRAM RESOURCES

Development Agency, Public Law 101-625 (National Affordable Housing Act of 1990), as well as State and local laws.

The source of funds for the undertaking of these activities is a grant in the amount of \$ 375,000.00 which has been awarded by Tennessee Housing Development Agency (THDA) through the U.S. Department of Housing and Urban Development Home Investment Partnership Act.

4. APPLICABLE LAWS

A. The local governing bodies, contractors, subcontractors, vendors and applicants for rehabilitation assistance are required to abide by a number of State and Federal laws, and may be required to sign documents certifying their compliance.

1. Flood Disaster Protection Act of 1973 (42 U.S.C. 4001-4128 and 24 CFR 92.358).
2. Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970 (URA)(42 U.S.C. 4201-4655), 49 CFR Part 24, and 24 CFR 92.353)
3. Debarment and Suspension provisions as required by 24 CFR Part 24 and 24 CFR 92.357.
4. National Environment Policy Act of 1969 (NEPA), 24 CFR Parts 50 and 58, and 24 CFR 92.352.
5. Equal Opportunity Provisions and Fair Housing, 24 CFR 92.350.

6. Affirmative Marketing, 24 CFR 92.351.

7. Lead-based Paint Poisoning Prevention Act, 24 CFR 92.355.

8. Conflict of Interest Provisions, 24 CFR 85.36 or 24 CFR 84.42, as applicable, and 24 CFR 92.356.

9. Davis-Bacon Act and Contract Work Hours and Safety Standards Act, and 24 CFR 92.354.

10. Intergovernmental Review of Federal Programs, Executive Order 12372 and 24 CFR 92.359.

11. Drug-Free Workplace, 24 CFR part 24, subpart F.

12. Standard Equal Opportunity Construction Contract Specifications.

13. Certification of Non-segregated Facilities for Contracts over \$10,000.

14. Title VI of Civil Rights Act of 1964 Provisions.

15. Section 109 of Housing and Community Development Act of 1974 Provisions.

16. Section 3 Compliance Provisions.

17. Age Discrimination Act of 1975 Provisions.

18. Section 504 Affirmative Action for Handicapped Provisions.

19. And any other Federal requirements as set forth in 24 CFR Part 92, HOME Investment Partnerships Program

5. DRUG-FREE WORKPLACE

A. Van Buren County (HOME Grantee) will or will continue to provide a drug-free workplace by

1. Notifying employees in writing that the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in the Grantee's workplace and specifying the action that will be taken against employees for violation of such prohibition.
2. Establishing an ongoing drug-free awareness program to inform employees about:
 - a. The dangers of drug abuse in the workplace;
 - b. The Grantee's policy of maintaining a drug-free workplace;
 - c. Any drug counseling, rehabilitation, and employee assistance programs; and
 - d. The penalties that may be imposed upon employees for drug abuse violations occurring in the workplace.

B. Providing each employee engaged in the performance of the HOME contract a copy of the

notification required in paragraph A(1) above;

- C. The written notification required in paragraph A (1) above will advise the employee that, as a condition of employment under the HOME grant, the employee will:
 - 1. Abide by the terms of the notification; and
 - 2. Notify the employers in writing of his or her conviction for a violation of a criminal drug statute occurring in the workplace no later than five (5) calendar days after such conviction.
- D. Notifying the State in writing, within ten (10) calendar days after receiving notice under D(2) above from an employee or otherwise receiving actual notice of such conviction. Employers of convicted employees must provide notice, including position title, to every grant officer or other designee on whose grant activity the convicted employee was working, unless the Federal Agency has designated a central point for the receipt of such notices. Notice shall include the identification number(s) of each affected grant.
- E. Taking one of the following actions, within thirty (30) calendar days of receiving notice under D(2) above, with respect to any employee who is so convicted:
 - 1. Taking appropriate personnel action against such an employee, up to and including termination, consistent with the requirement of the Rehabilitation Act of 1973, as amended; or
 - 2. Requiring such employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by a Federal, State, or local health, law enforcement, or other appropriate agency;
 - 3. Making a good faith effort to continue to maintain a drug-free workplace through implementation of Paragraphs A, B, C, D, E and F above.

6. CONFLICT OF INTEREST

No person listed in paragraph A and B below may obtain a financial interest or benefit from a HOME-assisted activity, or have an interest in any contract, subcontract or agreement with respect thereto, or the proceeds there under, either for themselves or those with whom they have family or business ties, during their tenure or for one year thereafter.

- A. **PERSONS COVERED** – Immediate family members of any local elected official or of any employee or board member of a non-profit agency are ineligible to receive benefits through the HOME program. “Immediate family member” means the spouse, parent (including a stepparent), child (including a stepchild), grandparent, grandchild, sister or brother (including a stepsister or stepbrother) of any covered individual.
- B. In addition, the conflict of interest provisions as apply to any person who is an employee, agent, consultant, officer, elected official or appointed official of THDA, the local community or the nonprofit agency (including CHDOs) receiving HOME funds, and who exercises or has exercised any functions or responsibilities with respect to activities assisted with HOME funds or who is in a position to participate in a decision-making process or gain inside information with regard to these activities.

- C. **APPEARANCE OF A CONFLICT OF INTEREST** - Grantees must also make every effort to avoid the appearance of favoritism in the eligibility determination process. In those cases where the applicant is otherwise eligible, but there exists the appearance of a conflict of interest or the Appearance of favoritism, the Grantee must complete *HO-4A (Determination of a Conflict of Interest)* and submit written documentation to THDA that the following procedures have been observed:
1. The Grantee must publish an announcement in the local newspaper concerning the potential for a conflict of interest and request citizen comments.
 2. The Grantee's attorney must render an opinion as to whether or not a conflict of interest exists and that no state or local laws will be violated should the applicant receive HOME assistance.
 3. The Grantee's elected body must pass a resolution approving the applicant.

7 APPLICANT ELIGIBILITY

- A. **APPLICANT ELIGIBILITY CRITERIA:** The following criteria must be satisfied by all applicants in order to become eligible for a rehabilitation grant:
1. The applicant must be low or very low income as defined by Section 8 income requirements, i.e., below 80% of area median income.
 2. The applicant must have been the resident of the property to be rehabilitated for a period of not less than one year and must occupy the property as his or her principle residence.
 3. The applicant's ownership must be in the form of:
 - a. fee simple title; or
 - b. a 99-year leasehold; or
 - c. a life estate. The person with the life estate must have the right to live in the housing for the remainder of his or her life and not pay rent, must be low income, and must occupy the housing as his or her principal residence; or
 - d. inherited property with multiple owners not all residing in the housing. The owneroccupant must be low income, must occupy the house as his or her principal residence, and must pay all the costs associated with ownership and maintenance of the housing.
 - e. The title must not have any restrictions or encumbrances that would unduly restrict the good and marketable nature of the ownership interest.
 4. The applicant must voluntarily apply for assistance.
 5. The applicant is encouraged to maintain homeowners insurance and if no insurance is in place or obtained by the date of project completion the applicant/owner must sign the risk acknowledgement form provided by THDA. Failure to do so could result in the project being determined ineligible.

All reconstruction projects and those rehabilitation projects where an adequate homeowners policy is not in force during the period while the work is being accomplished will require a builder risk policy with a policy limit of at least the amount of the HOME grant with the grantee as the primary beneficiary of the policy. The term of the policy must run concurrent

with the term of the contract for rehabilitation or reconstruction. The policy may be purchased by either the general contract or beneficiary with a copy of the declaration page submitted to THDA at the project set up sage.

8 INCOME ELIGIBILITY

- A. **ANNUAL INCOME (GROSS INCOME)** - The State's HOME program uses the income definitions of the Section 8 program to determine the annual income (gross income) used to classify a *household* for purposes of eligibility. Annual income means all amounts, monetary or not, which:
1. Go to, or on behalf of, the family head or spouse (even if temporarily absent) or to any other family member;
 2. Are anticipated to be received from a source outside the family during the 12-month period following admission or annual reexamination effective date. In other words, it is the household's *future or expected* ability to pay rather than its past earnings that is used to determine program eligibility. If it is not feasible to anticipate a level of income over a 12-month period, the income anticipated for a shorter period may be annualized, subject to a redetermination at the end of the shorter period; and
 3. Which are not specifically excluded in paragraph 6.8 (Income Exclusions) below.
 4. Annual income also means amounts derived (during the 12-month period) from assets to which any member of the family has access.
 5. **MONTHLY GROSS INCOME** - Monthly gross income is Annual Gross Income divided by 12 months.
- B. **ASSETS** - In general terms, an asset is a cash or non-cash item that can be converted to cash. There is no asset limitation for participation in the HOME program. Income from assets is, however, recognized as part of Annual Gross Income. Assets have both a market value and a cash value.
1. **MARKET VALUE** - The market value of an asset is simply its dollar value on the open market. For example, a stock's market value is the price quoted on a stock exchange on a particular day, and a property's market value is the amount it would sell for on the open market. This may be determined by comparing the property with similar, recently sold properties.
 2. **CASH VALUE** - The cash value of an asset is the market value less reasonable expenses required to convert the asset to cash, including:
 - a. Penalties or fees for converting financial holdings. Any penalties, fees, or transaction charges levied when an asset is converted to cash are deducted from the market value to determine its cash value (e.g., penalties charged for premature withdrawal of a certificate of deposit, the transaction fee for converting mutual funds, or broker fees for converting stocks to cash); and/or
 - b. Costs for selling real property. Settlement costs, real estate transaction fees, payment of mortgages/liens against the property, and any legal fees associated with the sale of real property are deducted from the market value to determine equity in the real estate.
 - c. Under Section 8 rules, only the cash value (rather than market value) of an item is counted as an asset.

- C. INCOME FROM ASSETS** - The income counted is the actual income generated by the asset (e.g., interest on a savings or checking account.) The income is counted even if the household elects not to receive it. For example, although a household may elect to reinvest the interest or dividends from an asset, the interest or dividends is still counted as income.
1. The income from assets included in Annual Gross Income is the income that is anticipated to be received during the coming 12 months.
 - a. To obtain the anticipated interest on a savings account, the current account balance can be multiplied by the current interest rate applicable to the account; or
 - b. If the value of the account is not anticipated to change in the near future and interest rates have been stable, a copy of the IRS 1099 form showing past interest earned can be used.
 - c. Checking account balances (as well as savings account balances) are considered an asset. This is a recognition that some households keep assets in their checking accounts, and is not intended to count monthly income as an asset. Grantees should use the average monthly balance over a 6-month period as the cash value of the checking account.
 2. When an Asset Produces Little or No Income:
 - a. If the family's assets are \$5,000 or less, actual income from assets (e.g., interest on a checking account) is not counted as annual income. For example, if a family has \$600 in a non-interest bearing checking account, no actual income would be counted because the family has no actual income from assets and the total amount of all assets is less than \$5,000.
 - b. If the family's assets are greater than \$5,000, income from assets is computed as the greater of:
 - i. actual income from assets, or
 - ii. calculate income from assets based on a passbook rate applied to the cash value of all assets. For example, if a family has \$3,000 in a non-interest bearing checking account and \$5,500 in an interest-bearing savings account, the two amounts are added together. Use the standard passbook rate to determine the annual income from assets for this family.
 3. Applicants who dispose of assets for less than fair market value (i.e., value on the open market in an "arm's length" transaction) have, in essence, voluntarily reduced their ability to afford housing. Section 8 rules require, therefore, that any asset disposed of for less than fair market value during the 2 years preceding the income determination be counted as if the household still owned the asset.
 - a. The value to be included as an asset is the difference between the cash value of the asset and the amount that was actually received (if any) in the disposition of the asset (less any fees associated with disposal of property, such as a brokerage fee).
 - b. Each applicant must certify whether an asset has been

disposed of for less than fair market value. Assets disposed of for less than fair market value as a result of foreclosure, bankruptcy, divorce or separation is not included in this calculation.

- c. These procedures are followed to eliminate the need for an assets limitation and to penalize people who give away assets for the purpose of receiving assistance or paying a lower rent.

D. ASSETS INCLUDE:

1. Amounts in savings accounts and six month average balance for checking accounts.
2. Stocks, bonds, savings certificates, money market funds and other investment accounts.
3. Equity in real property or other capital investments. Equity is the estimated current market value of the asset less the unpaid balance on all loans secured by the asset and reasonable costs (such as broker fees) that would be incurred in selling the asset. *DO NOT INCLUDE EQUITY OF PRINCIPAL RESIDENCE AS AN ASSET FOR HOMEOWNER REHABILITATION PROGRAMS.*
4. The cash value of trusts that are available to the household.
5. IRA, Keogh, and similar retirement savings accounts, even though withdrawal would result in penalty.
6. Contributions to company retirement/pension funds that can be withdrawn without retiring or terminating employment.
7. Assets which, although owned by more than one person, allow unrestricted access by the applicant.
8. Lump sum receipts such as inheritances, capital gains, lottery winnings, insurance settlements, and other claims.
9. Personal property held as an investment such as gems, jewelry, coin collections, antique cars, etc.
10. Cash value of life insurance policies.
11. Assets disposed of for less than fair market value during two years preceding certification or recertification.

E. ASSETS DO NOT INCLUDE:

1. Necessary personal property, except as noted under paragraph 6.5(9) (Assets Include) above
2. Interest in Indian Trust lands
3. Assets that are part of an active business or farming operation.

NOTE: Rental properties are considered personal assets held as an investment rather than business assets unless real estate is the applicant/tenant's main occupation.

4. Assets not accessible to the family and which provide no income to the family.

5. Vehicles especially equipped for the handicapped.
 6. Equity in owner-occupied cooperatives and manufactured homes in which the family lives.
- F. **INCOME INCLUSIONS** - The following are used to determine the annual income (gross income) of an applicant's household for purposes of eligibility:
1. The full amount, before any payroll deductions, of wages and salaries, over-time pay, commissions, fees, tips and bonuses, and other compensation for personal services;
 2. The net income for operation of a business or profession. Expenditures for business expansion or amortization of capital indebtedness shall not be used as deductions in determining net income. An allowance for depreciation of assets used in a business or profession may be deducted, based on straight line depreciation, as provided in Internal Revenue Service regulations. Any withdrawal of cash or assets from the operation of a business or profession will be included in income, except to the extent the withdrawal is reimbursement of cash or assets invested in the operation by the family.
 3. Interest, dividends, and other net income of any kind from real or personal property. Expenditures for amortization of capital indebtedness shall not be used as a deduction in determining net income. An allowance for depreciation is permitted only as authorized in paragraph (2) above. Any withdrawal of cash or assets from an investment will be included in income, except to the extent the withdrawal is reimbursement of cash or assets invested by the Family. Where the family has net family assets in excess of \$5,000, Annual Income shall include the greater of the actual income derived from net family assets or a percentage of the value of such Assets based on the current passbook saving rate, as determined by HUD.
 4. The full amount of periodic payments received from Social Security, annuities, insurance policies, retirement funds, pensions, disability or death benefits and other similar types of periodic receipts, including a lump-sum amount or prospective monthly amounts for the delayed start of a periodic amount (except Supplemental Security Income (SSI) or Social Security).
 5. Payments in lieu of earnings, such as unemployment, worker's compensation and severance pay (but see paragraph (3) under Income Exclusions).
 6. Welfare Assistance. If the Welfare Assistance payment includes an amount specifically designated for shelter and utilities that is subject to adjustment by the welfare assistance agency in accordance with the actual cost of shelter and utilities, the amount of welfare assistance income to be included as income shall consist of:
 - a. The amount of the allowance or grant exclusive of the amount specifically designated for shelter or utilities; plus
 - b. The maximum amount that the welfare assistance agency could in fact allow the family for shelter and utilities. If the family's welfare assistance is ratably reduced from the standard of need by applying a percentage, the amount calculated under this paragraph shall be the amount resulting from one application of the percentage.
 7. Periodic and determinable allowances, such as alimony and child support payments, and regular contributions or gifts received from persons not residing in the dwelling;

8. All regular pay, special pay and allowances of a member of the Armed Forces. (See paragraph (8) under Income Exclusions).

G. INCOME EXCLUSIONS - The following are excluded from a household's income for purposes of determining eligibility:

1. Income from employment of children (including foster children) under the age of 18 years;
2. Payments received for the care of foster children or foster adults (usually individuals with disabilities, unrelated to the tenant family), who are unable to live alone;
3. Lump-sum additions to family assets, such as inheritances, insurance payments (including payments under health and accident insurance and worker's compensation), capital gains and settlement for personal or property losses (except for payments in lieu of earnings – see paragraph (5) of Income Inclusions).
4. Amounts received by the family that are specifically for, or in reimbursement of, the cost of medical expenses for any family member;
5. Income of a live-in aide;
6. Certain increases in income of a disabled member of the family residing in HOME assisted housing or receiving HOME tenant-based rental assistance (see 6.12 (7) under Determining Whose Income to Count).
7. The full amount of student financial assistance paid directly to the student or to the educational institution;
8. The special pay to a family member serving in the Armed Forces who is exposed to hostile fire;
9.
 - a. Amounts received under training programs funded by HUD;
 - b. Amounts received by a Disabled person that are disregarded for a limited time for purposes of Supplemental Security Income eligibility and benefits because they are set aside for use under a Plan to Attain Self-Sufficiency (PASS);
 - c. Amounts received by a participant in other publicly assisted programs which are specifically for or in reimbursement of out-of-pocket expenses incurred (special equipment, clothing, transportation, child care etc.) which are made solely to allow participation in a specific program;
 - d. Amount received under a resident's service stipend. A resident service stipend is a modest amount (not to exceed \$200 per month) received by a resident for performing a service for the owner or manager on a part-time basis, that enhances the quality of life in the development. Such services may include, but are not limited to, fire patrol, hall monitoring, lawn maintenance, resident initiatives coordination and serving as a member of the governing board. No resident may receive more than one such stipend during the same period of time.
 - e. Incremental earnings and benefits resulting to any family member from participation in qualifying state or local employment training programs (including training not affiliated with a local government) and training of a family member as

resident management staff. Amounts excluded must be received under employment training programs with clearly defined goals and objectives, are excluded only for the period during which the family member participates in the employment training program.

10. Temporary, nonrecurring or sporadic income (including gifts);
11. Reparation payments paid by a foreign government pursuant to claims filed under the laws of that government by persons who were persecuted during the Nazi era;
12. Earnings in excess of \$480 for each full-time student 18 years old or older (excluding the head of household and spouse);
13. Adoption assistance payments in excess of \$480 per adopted child;
14. For public housing only, the earnings and benefits to any family member resulting from participation in a program providing employment training and supportive services in accordance with the Family Support Act of 1988, Section 22 of the 1937 Act, or any comparable federal, state or local law during the exclusion period.
15. Deferred periodic amounts from SSI and Social Security benefits that are received in a lump sum amount or in prospective monthly amounts.
16. Amounts received by the family in the form of refunds or rebates under state or local law from property taxes paid on the dwelling unit.
17. Amounts paid by a state agency to a family with a member who has a developmental disability and is living at home to offset the cost of services and equipment needed to keep this developmentally disabled family member at home.
18. Amounts specifically excluded by any other federal statute from consideration as income for purposes of determining eligibility or benefits under a category of assistance programs that includes assistance under any program to which the exclusions apply.
 - a. The value of the allotment provided to an eligible household under the Food Stamp Act of 1977;
 - b. Payments to volunteers under the Domestic Volunteer Service Act of 1973 (employment through VISTA; Retired Senior Volunteer Program, Foster Grandparents Program, youthful offenders incarceration alternatives, senior companions);
 - c. Payments received under the Alaska Native Claims Settlement Act (43 U.S.C. 1626(a));
 - d. Income derived from certain sub-marginal land of the United States that is held in trust for certain Indian tribes (25 U.S.C. 259e);
 - e. Payments or allowances made under the Department of Health and Human Services' Low-Income Home Energy Assistance Program (42 U.S.C. 8624(f));
 - f. Payments received under programs funded in whole or in part under the Job Training Partnership Act;

- g. Income derived from the disposition of funds of the Grand River Band of Ottawa Indians;**
- h. The first \$2,000 of per capita shares received from judgment funds awarded by the Indian Claims Commission or the Court of Claims (25 U.S.C. 1407-1408) or from**

funds held in trust for an Indian tribe by the Secretary of Interior (25 U.S.C. 117)

- i. Amounts of scholarships funded under Title IV of the Higher Education Act of 1965 including awards under the Federal work-study program or under the Bureau of Indian Affairs student assistance programs (20 U.S.C. 1087uu);
- j. Payments received from programs funded under Title V of the Older Americans Act of 1965 (42 U.S.C. 3056(f)).
- k. Any earned income tax credit refund payments received on or after January 1, 1991, including advanced earned income credit payments;
- l. Payments received after January 1, 1989 from the Agent Orange Settlement Fund or any other funds established pursuant to the settlement in the In Re Agent Orange product liability litigation MDL No. 381 (E.D.N.Y.)
- m. The value of any child care provided or arranged (or any amount received as payment for such care or reimbursement for costs incurred for such care) under the Child Care and Development Block Grant Act of 1990 (42 U.S.C. 9858q)
- n. Payments received under the Maine Indian Claims Settlement Act of 1980.

H. TIMING OF INCOME CERTIFICATIONS - All households that receive HOME assistance must be income eligible. Income must be verified before rehabilitation assistance begins.

- 1. Application processing is labor intensive. Early screening for income eligibility can eliminate excessive work in processing an ineligible applicant.
- 2. Establishing a deadline for formal eligibility determinations is a challenging part of the planning process. Generally, the HOME Program permits verification dated no earlier than 6 months prior to providing assistance
- 3. The Grantee must calculate the annual income of the household by projecting the prevailing rate of income of the family at the time the Grantee determines that the family is income eligible. The Grantee is not required to re-examine the family's income at the time the HOME assistance is committed to the household, unless more than six months has elapsed since the Grantee determined that the family qualified as income eligible. . If more than six months elapses before assistance is provided, eligibility must be re-determined.
 - a. For homeowner rehabilitation projects, the date assistance is provided is the date of the rehabilitation contract.
 - b. For homeownership programs, the income eligibility of the families is timed as follows:
 - i. In the case of a contract to purchase existing housing, it is the date of the purchase;
 - ii. In the case of a lease-purchase agreement for existing housing or for housing to be constructed, it is the date the lease-purchase agreement is signed; and
 - iii. In the case of a contract to purchase housing to be constructed, it is the date the contract is signed.

I. INCOME VERIFICATION - Grantees must verify and retain documentation of two (2) months of

income information for each person in the household to determine the household's income. Under the Section 8 Program, there are three forms of verification which are acceptable: third-party, review of documents, and applicant certification.

1. **THIRD-PARTY VERIFICATION** - Under this form of verification, a third party (e.g., employer, Social Security Administration, or public assistance agency) is contacted to provide information. Although written requests and responses are generally preferred, conversations with a third party are acceptable if documented through a memorandum to the file that notes the contact person and date of the call.
 - a. To conduct third-party verifications, a Grantee must obtain a written release from the household that authorizes the third party to release required information.
 - b. Third-party verifications are helpful because they provide independent verification of information and permit Grantees to determine if any changes to current circumstances are anticipated. Some third-party providers may, however, be unwilling or unable to provide the needed information in a timely manner.
2. **REVIEW OF DOCUMENTS** - Documents provided by the applicant (such as pay stubs, IRS returns, etc.) may be most appropriate for certain types of income and can be used as an alternative to third-party verifications. Copies of documents should be retained in project files.

Grantees should be aware that although easier to obtain than third-party verifications, a review of documents often does not provide needed information. For instance, a pay stub may not provide sufficient information about average number of hours worked, overtime, tips and bonuses.

3. **APPLICANT CERTIFICATION** - When no other form of verification is possible, a certification by the applicant may be used. For example, it may be necessary to use an applicant certification for an applicant whose income comes from "odd jobs" paid for in cash.

Applicant certification is the least reliable form of verification and may be subject to abuse. In some cases, the applicant certification can be supplemented by looking at the applicant's past history. The Grantee can review the previous year's income tax return to determine if the current year's income is consistent with activity for the previous year.

J. CALCULATION METHODOLOGIES - Grantees must establish methodologies that treat all households consistently and avoid confusion.

1. It is important to understand the basis on which applicants are paid (hourly, weekly or monthly, and with or without overtime). An applicant who is paid "twice a month" may actually be paid either twice a month (24 times a year) or every two weeks (26 times a year).
2. It is important to clarify whether overtime is sporadic or a predictable component of an applicant's income.
3. Annual salaries are counted as Annual Income regardless of the payment method. For instance a teacher receives an annual salary whether paid on a 9- or 12-month period.

K. DETERMINING WHOSE INCOME TO COUNT - Knowing whose income to count is as important as knowing which income to count. Under the Section 8 definition of income, the following income *is not counted*:

1. INCOME OF LIVE-IN AIDES - If a household includes a paid live-in aide (whether paid by the family or a social service program), the income of the live-in aide, regardless of its source, is not counted. (Except under unusual circumstances, a related person can never be considered a live-in aide);
2. INCOME ATTRIBUTABLE TO THE CARE OF FOSTER CHILDREN - Foster children are not counted as family members when determining family size to compare with the Income Limits. Thus, the income a household receives for the care of foster children is not included; and
3. EARNED INCOME OF MINORS - Earned income of minors (age 18 and under) is not counted. However, unearned income attributable to a minor (e.g., child support, AFDC payments, and other benefits paid on behalf of a minor) is counted.
4. TEMPORARILY ABSENT FAMILY MEMBERS - The income of temporarily absent family members is counted in Annual Income - regardless of the amount the absent family member contributes to the household. For example, a construction worker earns \$600/week at a temporary job on the other side of the state. He keeps \$200/week for expenses and sends \$400/week home to his family. The entire \$600/week is counted in the family's income;
5. ADULT STUDENTS LIVING AWAY FROM HOME - If the adult student is counted as a member of the household in determining the Income Limit used for eligibility of the family, the student's income must be counted in the family's income. Note, however, that the \$480 limit does not apply to a student who is head of household or spouse (their full income must be counted); and
6. PERMANENTLY ABSENT FAMILY MEMBER - If a family member is permanently absent from the household (e.g., a spouse who is in a nursing home), the head of household has the choice of either counting that person as a member of the household, and including income attributable to that person as household income, or specifying that the person is no longer a member of the household.
7. PERSONS WITH DISABILITES - During the annual recertification of a family's income, increases in the income of a disabled member of qualified families residing in HOME assisted housing or receiving HOME tenant- based rental assistance is excluded. 24 CFR 5.61(a) outlines the eligible increases in income. These exclusions from annual income are of limited duration. The full amount of increase to an eligible family's annual income is excluded for the cumulative 12-month period beginning on the date the disabled family member is first employed or the family first experiences an increase in annual income attributable to the employment. During the second cumulative 12-month period, 50 percent of the increase in income is excluded. The disallowance of increased income of an individual family member who is a person with disabilities is limited to a lifetime 48-month period.

9 ELIGIBILITY REQUIREMENTS OF PROPERTY TO BE REHABILITATED

A. DEFINITIONS - The following are definitions of the various terms used with respect to eligibility requirements of the property to be rehabilitated.

1. DWELLING UNIT - A single unit providing complete independent living facilities for one or more persons, including permanent provisions for living, sleeping, eating, cooking and sanitation.

2. **SINGLE FAMILY** - A housing unit consisting of living, sleeping, bathing, and food preparation designed for single-family use, although more than one family may be residing therein, if every occupant has access to all areas within the building envelope.

3. **SUBSTANDARD** - A housing unit failing to meet all applicable codes, rehabilitation standards ordinances, and zoning ordinances as set forth by the Community, UPCS as defined by HUD, or as defined by the HOME application.

B. ELIGIBILITY CRITERIA

1. The minimum HOME expenditure per unit must exceed \$1,000.
2. The dwelling must be located within the designated area as outlined in the application.
3. The dwelling unit must be classified as substandard, based on a written, detailed inspection report by the THDA approved Rehab Coordinator.
4. The dwelling unit must not lie within a 100-year floodplain if it will be rehabilitated. Projects determined to require reconstruct may be in the 100 year floodplain as long as the reconstruction plan includes placing the lowest occupiable floor a minimum of 12” above the base flood elevations as determined by the local government or FEMA FIRM mapping of the floodplain and the occupant maintains flood insurance.

10. RATING SYSTEM FOR RANKING OF APPLICANTS

- A. The awarding of rehabilitation and reconstruction grants to eligible applicants will be based on a priority list, according to which households are in greatest need for housing assistance. Houses will be rehabilitated or reconstructed in descending order, the household with the most need first, the next household second, and so on until the funds are expended.
- B. The rating system is based on points. The most deprived households will have the highest number of points. Information for determination of points is taken from the application (HO-3) submitted by the homeowner. Each application shall be rated according to:

1. INCOME/FAMILY SIZE

FAMILY SIZE	80% INCOME LIMIT ¹
1	\$ 29,400
2	\$ 33,600
3	\$ 37,800
4	\$ 42,000
5	\$ 45,400
6	\$ 48,750
7	\$ 52,100
8	\$ 55,450

If the income based on family size is less than the stated figure, the household will receive extra points.

If 80% to 99% less	Add 70 points	If 60% to 79% less	Add 60 points
If 40% to 59% less			Add 50 points
If less than 39%			Add 20 points

2. NUMBER IN HOUSEHOLD

1 Person Household	5 Points
2 Person Household	10 Points
3 Person Household	20 Points
4 Person Household	25 Points
5 Person Household	30 Points
6 Person Household	35 Points
7 Person Household	40 Points
8 Person Household	45 Points

3. NUMBER OF ELDERLY IN HOUSEHOLD 10 Points each
Each Household member at least 62 year old at the time of application.

4. NUMBER OF HANDICAPPED/DISABLED 10 Points per person
Household member receiving disability benefits from Social Security, a pension program, life insurance program, or a total or partial physical impairment which renders the person unable to work. Where there exists reasonable question, a doctor's certification will be used.

5. HEAD OF HOUSEHOLD 10 Points
This is a single head of household (male or female) with children under 18, or a dependent with severe developmental disabilities or severe dementia. This does not apply to a widow/widower living alone.

6. NUMBER OF PERSONS 18 OR YOUNGER 10 Points per person

7. CONDITION OF THE DWELLING STRUCTURE

Standard Dwelling	No Points
Substandard Dwelling	15 to 29 Points
Dilapidated Structure	30 to 40 Points
Structures Qualifying for Reconstruction	50 Points

11. TERMS, CONDITIONS AND CONSIDERATIONS FOR GRANTS
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A. DETERMINATION OF THE AMOUNT OF THE GRANT - The amount of a rehabilitation or reconstruction grant that an applicant may receive will not exceed:

1. The actual and approved cost of the repairs and improvements or reconstruction necessary to make the dwelling conform to the housing standards adopted by the Grantee and THDA.
2. The amount and structure of the grant must be consistent with the application submitted to THDA.
3. When the applicant is furnishing supplementary funds from other sources, evidence that actual funds are available will consist of verification and documentation by the Grantee that the applicant has deposited the required amount in the appropriate escrow account. Such deposit must be made before the grant application and any construction work can begin.

B. STRUCTURE OF FINANCIAL ASSISTANCE - HOME funds are used to make forgivable grants to property owners to cover the full cost of the needed rehabilitation or reconstruction work.

1. To prevent homeowners from simply selling the property and profiting from the HOME funded improvements, the owners must repay the program if they sell the property within the compliance period. Part of the owner's obligation is forgiven each year they live in the rehabilitated unit.
2. Repayment of the REHABILITATION grant, except grants where the rehabilitation cost exceed 75% of the after-rehabilitation value of the home, over a five year affordability period shall be based on a twenty percent (20%) reduction of the amount to be repaid per year, according to the following schedule:

0 - 12 months	100% Repayment
After one year	80% Repayment
After two years	60% Repayment
After three years	40% Repayment
After four years	20% Repayment
After five years	0% Repayment

3. Repayment of the RECONSTRUCTION grants of any value and rehabilitation grants where the rehabilitation cost exceed 75% of the after-rehabilitation value of the home, over a fifteen year affordability period shall be based on a six and 67/100 percent (%) reduction of the amount to be repaid per year, according to the following schedule:

0 - 12 months	100% Repayment
After one year	93.3 % Repayment
After two years	86.6 % Repayment
After three years	80.0 % Repayment
After four years	73.3 % Repayment
After five year	66.6 % Repayment
After six years	59.98 % Repayment
After seven years	53.3 % Repayment
After eight years	46.6 % Repayment

After nine years	39.9 % Repayment
After ten years	33.3 % Repayment
After eleven years	26.6 % Repayment
After twelve years	19.9 % Repayment
After thirteen years	13.2 % Repayment
After fourteen years	6.67 % Repayment
After fifteen years	0% Repayment

4. The property owner must sign a Beneficiary Agreement, Grant Note and a Deed of Trust. The Deed of Trust secures the Grant Note by placing a lien against the property and is activated if the owner attempts to sell within the compliance period.
 - a. If ownership of the property is in the form of a life estate, the owners of the property as well as the person with the life estate must sign the Grant Note and the Deed of Trust.
 - b. If the property has been inherited by multiple owners none of whom reside in the property, all of the owners must sign the Beneficiary Agreement, Grant Note and Deed of Trust.
 - c. Grantees and administrators should consult their agency or community general counsel if there are questions.
5. In cases of death, THDA does not require repayment as long as the ownership of the property passes to the heirs. The heirs may occupy the unit, rent it or let it sit empty, without triggering the repayment clause. However, if the heirs sell the property, or if the property is sold with monetary gain by any actions of a court to settle outstanding claims or settle the estate, the grant must be repaid to THDA, less any forgivable portion.

C. OTHER GRANT CONDITIONS - Specific terms and conditions are incorporated in the grant application and the contract documents. The applicant agrees to:

1. Allow inspection by the Grantee and/or THDA of the property whenever the Grantee and/or THDA determines that such inspections and progress reviews as are necessary.
2. Furnish complete, truthful and proper information as needed to determine eligibility for receipt of grant money.
3. Permit the contractor to use, at no cost, reasonable existing utilities such as gas, water and electricity which are necessary to the performance and completion of the work.
4. Cooperate fully with the Grantee and the contractor to insure that the rehabilitation work will be carried out in a timely manner. Provide a safe, secure, and non-hostile environment.

12. ELIGIBLE REHABILITATION ACTIVITIES

- A. **INTRODUCTION** - A rehabilitation grant may be made only to cover the cost of rehabilitation or reconstruction necessary to make a dwelling unit conform to the UPCS and applicable code adopted by the jurisdiction in which the property is located and consistent with the application submitted to THDA.

1. Prior to any determination being made on the level of rehabilitation to be approved the Grantee must submit to THDA a completed HO-22 Calculation of After Rehabilitation Property Values for Homeowner Rehabilitation Projects; Rev 04-2019.

B. REHABILITATION: The maximum allowable HOME funds per Homeowner Rehabilitation unit are capped by the HOME subsidy limits, which are established by HUD and cannot be exceeded.

1. All units built prior to 1978 require a combination lead-based paint (LBP) inspection and risk assessment. If hazards are identified appropriate actions as identified in the risk assessment must be performed and a clearance letter from a qualified risk assessor is required.
2. If the risk assessment for a pre-1978 unit reveals the presence of lead-based paint and the estimated rehabilitation costs are less than \$25,000, interim control/lead safework practices will apply and the maximum HOME subsidy for rehabilitation hard costs is limited to \$25,000.
3. If the risk assessment for a pre-1978 unit reveals the presence of lead-based paint and the estimated rehabilitation costs exceed \$25,000, then abatement using a qualified abatement contractor and will be required to provide assistance up to the HOME subsidy limits.
4. Manufactured units are not eligible for HOME-funded rehabilitation.

C. RECONSTRUCTION HOUSING – Prior to authorizing new dwellings under the “Reconstruction” provisions of the HOME program, the Grantee must determine if reconstruction is the more cost effective use of HOME funds. The offer by the Grantee to reconstruct a home is a voluntary offer.

1. When reconstruction is recommended, a completed HO-7, along with required supporting documentation and photographs must be submitted to THDA for review. If THDA concurs with the determination, written permission to proceed will be provided.
2. **REPLACEMENT HOME GUIDELINES** – The intent of a reconstruction activity is to provide assistance to homeowners who might not otherwise be helped due to the prohibitive cost of rehabilitating their existing home. A replacement home, if deemed the most cost-effective solution to the housing deficiencies, shall be prescribed by the grantee.
 - Rehabilitation spending beyond reasonable limits on an existing home is not authorized if a replacement home is refused by the homeowner.
 - A replacement home does not necessarily have to meet the same requirements as the existing home in terms of square footage, number of bedrooms/ bathrooms or other design/ amenity considerations.
 - The replacement home must provide all permanent residents of the home with safe, decent and sanitary housing within the terms of the 2012 International Residential Code for One- and Two-Family Dwellings, and/or local, state or adopted codes, as applicable.

A. ELIGIBLE COSTS

1. **EXISTING CODE VIOLATIONS** - Costs which can be included in rehabilitation grants are the costs of correcting existing housing code violations which have been determined by a qualified rehab coordinator contracted or employed by the grantee and formalized in a specific and detailed scope of work write-up in the form prescribed by THDA. Non-code related work items may be included if approved by THDA.
2. **INCIPIENT CODE VIOLATIONS** - An incipient violation exists if at the time of inspection an element in the structure which, due to age, deterioration, wear, or normal usage will deteriorate within the life of the grant period and thus become a code violation. Costs to correct these potential violations are eligible costs.
3. **PERMITS AND FEES** - Rehabilitation funds may be used to cover the cost of building permits and related fees required to carry out the proposed rehabilitation work. However, since the rehabilitation contract documents will require the contractor to pay them, these costs ordinarily would be included in the contract amount. Recording and filing fees are eligible costs.
4. **EQUIPMENT** - Rehabilitation funds may provide for the repair or purchase and installation of certain basic equipment necessary for the maintenance of the household in a safe, decent, sanitary condition, and in good repair. These include such items as a HVAC system, water heater, electrical and sanitary fixtures, kitchen range, refrigerator, cabinets and sinks. Purchase and installation is acceptable if there is no such equipment in the dwelling or if the existing equipment is unsafe, unsanitary or non-functional. There is a \$1,000 maximum expenditure (including taxes and delivery) for a kitchen range, and a \$1,000 maximum expenditure (including taxes and delivery) for a refrigerator. These appliances must be Energy-Star rated where available.
5. **HANDICAPPED** - Special alterations or costs related to making the dwelling more convenient or accessible for physically challenged persons are eligible costs. All work performed in these units must comply with all applicable codes as well as all Federal and State regulations.
6. **LEAD-BASED PAINT** - All costs associated with the reduction of lead-based paint hazards must comply with 24 CFR 92.355.
7. **DEMOLITION OF EXISTING STRUCTURES AND UTILITY CONNECTIONS**
All costs related to the demolition of existing structures and to provide utility connections are to comply with 24 CFR 92.206(a)(3). Demolition is only eligible if it is a part of a HOME project such as reconstruction or removal of an unsafe addition or out building.
8. **EXTERIOR PAINTING** - Exterior painting is an eligible cost when it is necessary to maintain a weatherproof exterior on the dwelling.
9. **GUTTERS** – Gutters are an eligible cost when rehabilitating the exterior of a unit or when reconstructing a unit.
10. **OTHER COSTS** - Rehabilitation costs not specifically required by the housing rehabilitation standards found necessary to be decent, safe, sanitary, and in good repair for the general welfare of the occupants of the structure may be considered for eligibility, with prior consent of the Grantee's governing body and THDA, as well as any other cost as outlined in 24 CFR 92.206.

C. INELIGIBLE COSTS

1. Renovation of dilapidated out buildings.
2. Appliances not listed in item B.3 above, required by code standards or approved by THDA.
3. Materials, fixtures, equipment, or landscaping of type or quality that exceeds that customarily used in the locality for properties of the same general type as the property to be rehabilitated. All items outlined in 24 CFR 92.214.

13. HOUSING REHABILITATION SPECIFICATIONS
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- A. INTRODUCTION** - This section sets forth the responsibilities of the Grantee for determining the rehabilitation work necessary to bring a dwelling into compliance with the UPCS and applicable code adopted by the State, county or city and with the objective of the program as proposed in the application submitted to THDA. The Grantee will assign or contract a qualified rehab coordinator and licensed lead based paint risk assessor to:
1. Inspect the property and prepare an inspection list noting at a minimum the UPCS and code deficiencies.
 2. Conduct lead-based paint testing/risk assessment to identify lead-based paint hazards on all houses constructed before 1978.
 3. Consult with and advise the owner of the work to be done and the availability of a rehabilitation grant.
 4. Prepare a scope of work write-up and cost estimate as a basis for the rehabilitation grant and for the bid process in contracting for rehabilitation work and lead-paint hazard reduction activities.
- B. PROPERTY REVIEWS** – The THDA approved Rehab Coordinator who is an employee of or has been contracted by the grantee must conduct: (1) an initial review of the entire property to determine the deficiencies that must be addressed, (2) a minimum of one progress review at the mid-point of the project to monitor construction progress and (3) a final review to certify that work is completed in accordance with the approved scope of work write up and any applicable change orders. A final inspection must be conducted by not only the Rehab Coordinator but also by a state certified residential building code official. A certificate of compliance by the local codes official or representative of the State Fire Marshal’s Office must be submitted to THDA with the Rehab Coordinator’s final property review.
- C. SCOPE OF WORK WRITE-UP AND COST ESTIMATE** - The scope of work write-up and cost estimate is a statement based on the initial inspection and lead-based paint testing/risk assessment. It itemizes separately all the rehabilitation work and the lead hazard reduction activities to be done on the dwelling and includes an estimate of the cost of each item. The cost estimate will be reasonable, reflect prevailing labor and material costs, and reflect a reasonable profit & overhead costs for the contractor. The work write-up and estimate must be reviewed and approved by THDA before presenting it to the homeowner/ applicant.
- D. DUAL-USE OF WORK WRITE-UP & COST ESTIMATE (HO-6A)** - The scope of work writeup will be detailed and specific in style. Each item will be identified as correcting a UPCS and code violation, meeting a code requirement, reducing lead-based paint hazards, or as an

eligible cost under the grant. This same scope of work write-up without the cost estimate will serve as part of the scope of work and specifications for the construction contract documents.

1. The Scope of work write-up and supporting documentation must be prepared with sufficient detail as to allow a contractor to bid the project solely based on the bid documents. For each item identified on the scope of work write up the following information must be included.
 - a) Clear identification of the code related or other approved deficiency to be corrected
 - b) The required work to be done in order to correct the deficiency.
 - c) Specifications for material and workmanship as defined in THDA design standard if different from the required code.
 2. HOME HAS SIGNIFICANT STRUCTURAL FAILURE - If the Home has significant structural failure that would make it obvious to a layman that the home is beyond rehabilitation the Rehab Coordinator may submit the HO-8 (Justification for Reconstruction due to significant structural failure) in place of the HO-6A. This will be compared to the previously submitted HO-22 to determine if the home is eligible for reconstruction.
 3. ITEMIZING COSTS - Each item, definable feature of work and its estimated cost will be identified in the work write-up as either correcting a UPCS and code violation, meeting a code requirement, reducing lead-based paint hazards, or eligible under the grant. This will be done on the work write-up by entering the cost estimates in a columnar arrangement.
 4. OWNER PREFERENCE - A work write-up need not contain details that have no significant effect on cost. The term “to be selected by owner” may be used appropriately.
- E. CONSULTATION WITH HOMEOWNER/APPLICANT** - The Grantee will consult with the prospective applicant on the work write-up and cost estimate. The Grantee will advise the applicant that only work that is directed toward correcting a UPCS and code violation, meeting a code requirement, or that is an eligible activity can be funded by the grant. The homeowner must understand that “cosmetic improvements” are not eligible for funding. The final work write-up (without costs) will be used by contractors for determining their bids and incorporated into the rehabilitation contract documents which the homeowner and contractor will sign. The homeowner should initial each page and sign the last page of the write-up.
- F. CLEARLY WRITTEN SPECIFICATIONS** - The work write-up will be written so that it provides a clear detailed understanding of the nature and scope of the work to be done and a basis for carefully determined bids and proposals from contractors. The homeowner shall have a clear understanding of the nature and scope of the work to be done and any limitations that may exist.
1. Each specification will show the nature and location of the work and the quantity and type of material required. The specifications are to comply with THDA’s Minimum Design Standards for New Construction, Reconstruction & Rehabilitation of Single Family & Multifamily Housing Units.
 2. The specifications will refer to manufacturer’s brand names or association standards to identify quality of material and equipment, and may make provision for acceptable substitutes of equal or greater value or quality and brand name requirements may be

included in the "General Conditions and Specifications" and indicated by reference in the work write-up.

14. CONTRACTING FOR REHABILITATION WORK

- A. INTRODUCTION** - This section sets forth requirements and procedures with respect to the construction contracts for housing rehabilitation financed through a rehabilitation grant. Rehabilitation work will be undertaken only through a written contract between the contractor and the property owner receiving the grant.
1. **FORM OF CONTRACT** - The construction contract will consist of a single document signed by the contractor and the property owner, following approval of the grant application. It will contain a bid, the Grantee's General Conditions and Specifications by reference, the work write-up which specifies the work to be done, and the existing UPCS and code violations.
 2. **USE OF ALTERNATES** - The document prepared by the Grantee may contain alternates by which each bidder may increase or decrease the lump sum contract price, if the alternates are later accepted as part of the work to be performed.
 3. **PROCUREMENT OF BIDS** - The Grantee will advertise openly and publicly for bids and encourage minority and female owned firms to bid on its projects. Procurement procedures must be compliant with Grantee's Procurement Policy, State of Tennessee Procurement Policy and Federal Procurement Policy as outlined in 2 CFR 200. The most stringent of the applicable policies will supersede all others.
- B. GENERAL CONDITIONS** - The bid package will contain the following:
1. The address, time and date by which the bid should be submitted by the contractor.
 2. A provision that the bid be accepted by the homeowner within a specified length of time.
 3. A provision that the contractor start work within a specified length of time.
 4. A statement concerning the acceptability of progress payments.
 5. A provision that final payment on the contract amount will be made only after final inspection, acceptance of all work by the Grantee and the homeowner, and after the Grantee receives the contractor's final invoice release of liens and warranty, and claims for liens by subcontractors, laborers and material suppliers for completed work or supplied materials.
 6. The date, time and place of the bid opening.
 7. Provisions that the contractor will be required to:
 - a. Obtain and pay for all permits and licenses necessary for the completion and execution of the work and labor to be performed.
 - b. Perform all work in conformance with UPCS, and applicable codes, as well as lead-based paint regulations and requirements, whether or not covered by specification and drawings for the work.

- c. Keep the premises clean and orderly during the course of the work and remove all debris at the completion of the work. Materials and equipment that have been removed and replaced as part of the work shall belong to the contractor, unless specifically stated otherwise within the work write-up.
- d. Not assign the contract without written consent of the Grantee and homeowner.
- e. Guarantee the work performed for a period of one year from the date of final acceptance of all work required by the contract. Furthermore, furnish the homeowner, in care of the Grantee, with all operations and maintenance manuals, manufacturers and suppliers written guarantees and warranties covering materials and equipment furnished under the contract.
- f. Include a statement as to whether the premises are to be either occupied or vacant during the course of construction work.
- g. A provision that the contractor may reasonably use existing utilities without payment during the course of the work.

C. INSURANCE

- 1. The contractor shall carry or require that there be carried Workman's Compensation Insurance for all his employees and those of his subcontractors engaged in work at the site in accordance with Tennessee State Workman's Compensation Laws.
- 2. The contractor shall carry or require that there be carried Manufacturer's and Contractor's Public Liability Insurance. This insurance will be in an amount not less than \$100,000 for injuries including accidental death to any one person for one accident, and to protect the contractor and subcontractors against claims for injury or death of one or more persons because of accidents which may occur or result from operations under the contract. Such insurance shall cover the use of all equipment, including but not limited to, excavating machinery, trenching machines, cranes, hoists, rollers, concrete mixers, and motor vehicles in the construction of the rehabilitation embraced in their contract.
- 3. The contractor shall carry during the life of the contract Property Damage Insurance in an amount of not less than \$100,000 to protect him and his subcontractors from claims for property damage which might arise from operations under their contract.
- 4. Before commencing work, the contractor shall submit evidence of coverage required to the Grantee. A certificate of insurance shall be presented as the evidence.

NOTE – The Grantee is advised to consult with its attorney to insure that the extent, limit and amount of contractor's insurance is consistent with the scope of the project and current State law.

D. WORK WRITE-UPS, SPECIFICATIONS AND DRAWINGS – The work write up must include photographs of each deficiency recommended for repair as well as all sides of the exterior. The specifications, based on the code inspection, and work write-up and illustrative sketches, if any, covering the specific rehabilitation work for each property to be rehabilitated will be prepared by the Grantee's Rehab Coordinator. The specifications will:

- 1. Clearly identify the code violation and lead-based paint hazard;

2. Specify work to correct those violations or hazards;
3. Note any unusual features or limitations;
4. Include the Grantee's estimated line item cost for rehabilitation; and
5. Will be initialed on each page by the homeowner and signed on the signature page by the homeowner.

E. INELIGIBLE CONTRACTORS - The Grantee may determine a contractor ineligible to bid on projects when:

1. The contractor is listed on the Federal Debarred list; the grantee must check the contractor and all subcontractors' names against the Federal Excluded Parties List System (available at <https://www.sam.gov/portal/public/SAM/>). The grantee will print out the system search results and place in file to document that the contractors and subcontractors are not on this list.
2. There is documented proof that the contractor has not paid material suppliers;
3. There is documented proof that the contractor has not completed projects within the allotted time frame or lacks the documented capacity to commit to additional work;
4. There exist substantial complaints by homeowners about quality of work and performance.
5. There is documented proof that the contractor has not performed warranty work on previous contracts.
6. Conflict of interest exist between the contractor candidate and project participants, location, or any financial ties

F. INVITATION TO CONTRACTORS FOR QUALIFICATIONS AND BID

1. The Grantee will announce the program and advertise a request for qualifications from general contractors in local and/or regional newspapers including minority newspapers, where available, at the beginning of the program and at least once each year thereafter. In addition to advertising the grantee may send request for qualifications by other means to known contractors and should include contractors listed on the Tennessee State Diversity Directory to assure compliance with MBE/WBE regulations and promote diversity. That directory can be found at <https://tn.diversitysoftware.com/?TN=tn>
2. The Grantee will accept qualifications from contractors throughout the life of the program and cannot refuse to consider a contractors qualifications to bid at any time during the grant period including during the time between publishing the notice for invitations to bid and the bid opening date.
3. The Grantee will develop and maintain a list of qualified contractors, including minority and female headed firms within the region.
4. The Grantee will publicly advertise the notice for invitations to bid for all projects a minimum of 14 days prior to the date of bid opening. The Grantee should also notify, in writing and no less than 14 days prior to the published date of the bid opening, all contractors on their qualified contractors list.

5. The Grantee will document the date the notice of invitation to bid was published, the name of the newspaper where the advertisement was run and when and to whom invitations to bid are sent out. The grantee must also document the name of each contractor/firm that picked up a bid package and the date the package was picked up.

G. SELECTION OF A SUCCESSFUL BIDDER - The opening of the sealed bids must meet these conditions.

1. The opening must be public and at the main place of business for the grantee.
2. The best value responsive and responsible bid from a qualified bidder will prevail. Bids that fall 15% under or 15% over the Grantee's cost estimate may be rejected as not responsible bids.
3. There should be **at least three (3) competitive bids** by eligible contractors for the initial offering.
4. Minutes of the bid opening including date, time and place, a sign in sheet of all persons present and bid tabulations should be submitted to THDA for approval of the procurement process prior to announcing awards. All bid openings must be performed at the Grantee's primary place of business. The Grantee may announce the apparent low bidder at the bid opening but reserve final announcement until qualifications of the winning bidder can be reviewed and the Process approved by THDA.
5. Questions concerning contractor eligibility shall be decided prior to opening the bids where possible but a potential bidder can qualify anytime during the bidding process.
6. The Grantee will verify with THDA that contractors are not debarred.
7. The Grantee may limit the number of bids awarded to any one contractor at any one bid letting to three (3).
8. If all bids exceed the amount of the cost estimate by 15% or more, the Grantee may not negotiate. The project must be re-bid or changed in scope. If the project is changed, then each bidder must be given the opportunity to bid again. Bidders must be informed that they have the right to change their original unit prices as long as they conform to the revised bid specifications. Grantees must maintain documentation to demonstrate that this process was followed.
9. If there are not at least three (3) competitive bids from eligible contractors, the project must be re-bid. If there are still not three bids after the project has been re-bid, the Grantee will seek written approval from THDA before selecting the winning bid.

H. AWARD OF THE CONSTRUCTION CONTRACT - The contract will become effective upon the signatures of the homeowner and contractor and with the Grantee's endorsement. The Grantee will distribute the executed contract documents as follows: original to Grantee, copy to homeowner, copy to contractor.

15. INSPECTION, CLOSE-OUT AND PAYMENT FOR REHABILITATION WORK
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- A. RESPONSIBILITY FOR MAKING INSPECTIONS** - Inspection of construction will be performed by the Grantee or its designate as follows:

1. Compliance inspections will be made as often as necessary to assure that the work is being completed in accordance with the community's building, electrical, mechanical and plumbing codes, zoning regulations, and any other related State or local laws and ordinances.
2. Inspections will be made as often as necessary to assure that the work being performed is in accordance with the terms of the construction contract, conducting a minimum of three
3. Written notices of inspections (HO-17) shall be filed appropriately.
4. The Grantee's Rehab Coordinator will perform a minimum of 3 inspections throughout the project. An initial inspection, a progress inspection, and a final inspection will be conducted in accordance with THDA's Policy and Procedures and HUD 24CFR 92.251 of the 2013 HOME Final rule effective July 24, 2014. An agent of THDA may select projects at random and perform Quality Assurance inspections in accordance with THDA's Policy and Procedures and HUD 24CFR 92.251 of the 2013 HOME Final rule.

B. PROGRESS PAYMENTS - If progress payments are allowed by the Grantee, no more than one progress payments can be made for units being rehabilitated and a maximum of two progress payments can be made for units being reconstructed. All progress payments are subject to approval by THDA.

1. **Reconstruction:** One payment at 25% upon completion of demolition, site preparation, installation and successful final inspection of the footer. The second progress payment of 50% of the funds will be allowed with documentation of completion of all framing, rough in of systems, installation of windows and doors, installation of roof and passing of all required interim inspections.
2. **Rehabilitation:** A progress payment of 50% of the funds will be allowed with documentation of completion of 60% of the required work or 60% of funds expended and passing of all required interim inspections.

C. FINAL PAYMENTS

1. **FINAL REVIEW** - Upon completion of the rehabilitation work, a final inspection is conducted by the Grantee's RC. Any uncompleted work or work that is unsatisfactory is noted on a final "punch list" and sent to the contractor in writing (HO-17 and HO18). When these items are completed, clearance testing for lead-based paint hazards is conducted on the unit. When the unit passes clearance testing, and a certificate of code compliance from a local codes official is issued, the project is complete.
2. **CERTIFICATION** - After the Grantee determines that the rehabilitation work has been fully and satisfactorily completed and the unit has passed clearance testing, the Certification of Completion and Final Inspection form (FM-7) is prepared. The homeowner signs the certification indicating that he/she accepts the rehabilitation work as meeting the terms and conditions of the contract. The contractor signs the certification indicating that the work has been completed in accordance with the contract and that there are no unpaid claims for labor, materials supplies or equipment. The Rehab Coordinator and the Administrator sign the Certification indicating that work has been completed in accordance with the contract and authorizing final payment. **PLEASE NOTE:** Final payment will not be authorized without a signed Certificate of Code Compliance OR approval of rehabilitation by a local codes official or a state certified codes official.

3. NOTICE OF COMPLETION - The contractor shall file a Notice of Completion with the Register of Deeds in the county where the work is performed and return a certified copy to the Grantee.
4. MAKING FINAL PAYMENT - When the final inspection determines that the work is completed in accordance with the contract and the homeowner has accepted the work, the Grantee will obtain from the contractor a release of liens, including all subcontractors and suppliers, and a copy of each warranty due the owner for the work. The Grantee will request final payment from THDA at that time.
5. If the homeowner refuses to sign the final acceptance, the Grantee may authorize full payment for those items which are undisputed and acceptable to all parties.

16. GRIEVANCE PROCEDURE

- A. The Grievance Procedure shall be made a part of the contract between the homeowner and the contractor. Disputes between the homeowner, Grantee and contractor may arise from time to time during the life of the rehabilitation project. In those instances where a mutually satisfactory agreement cannot be reached between the parties, the grievance procedure will be followed.
 1. The grievance by the homeowner or contractor is to be filed with the program administrator in writing.
 2. The program administrator will meet with the homeowner/contractor and attempt to negotiate a solution.
 3. Contact the THDA Community Programs Division at (615) 815-2030 should the program administrator fail to negotiate a solution.
- B. **GRIEVANCE PROCEDURE** - If this fails, the program administrator will follow the grievance procedure as outlined below:
 1. All claims or disputes between the owner and contractor arising out of or related to the work shall be decided by arbitration in accordance with the current construction industry arbitration rules of the American Arbitration Association unless the parties mutually agree otherwise.
 2. The owner and contractor shall submit all disputes or claims, regardless of the extent of the works progress, to Van Buren County Mayor-Greg Wilson unless the parties mutually agree otherwise.
 3. Notice of the demand for arbitration shall be filed in writing with the other party to this rehabilitation agreement and shall be made within a reasonable time after the dispute has arisen.
 4. The award rendered by the arbitrator shall be final, and judgment may be entered upon it in accordance with applicable law in any court having jurisdiction thereof.
 5. If the arbitrator's award is in a sum which is less than that which was offered in settlement by the contractor, the arbitrator may award costs and attorney fees in favor of the contractor. If the arbitrator's award is in a sum which is less than that which was offered in settlement by the owners, the arbitrator may award costs and attorney fees in favor of

the owner.

- C. **THE WRITTEN CONTRACT** - The contract and the rehabilitation specifications, along with the initial inspection report provide the basic documentation by which the relative merits of any dispute will be judged.

- D. **CONFLICT OF INTEREST OF PUBLIC OFFICIALS** - No elected or appointed Federal, State or local official, member of the local governing body, or any other public official or employee who exercises any functions or responsibilities in conjunction with the administration of the housing rehabilitation shall have any interest, direct or indirect, in the proceeds or benefits of the rehabilitation grant program. In those cases where the interest may not be direct or indirect, and the conflict of interest is only “apparent”, the Grantee must contact THDA for clarification before proceeding. THDA will not routinely consider requesting an exception to the conflict of interest provisions from HUD.

- E. **KICKBACKS AND DISCOUNTS** - No member of the governing body of the Grantee or any Grantee employee shall receive kickbacks or discounts from either contractors or property owners in return for special favors in regard to housing rehabilitation.

Notary Re-approval for Janet Burke

William Maxwell made a motion, second by Brian Simmons to approve the Notary renewal for Janet Burke. All agreed by voice vote. Motion passed.

Approval of changes to Sheriff's Department HR Policy

David Chandler made a motion, second by Mickey Robinson to approve the Sheriff's Department HR Policy.

Upon roll call: David Chandler, Joey Grissom, Terry Hickey, William Maxwell, Bill Mosley, Mickey Robinson, Henry Seamons, Brian Simmons, Robert Van Winkle and Michael Woodlee voted yes. No changes to any yes vote. Motion passed. **HR Policy as following:**

**Van Buren County Sheriff's Department
Law Enforcement
Policies and Procedures**

Subject: Selection & Placement of Personnel	Policy Number: 2.09
Issue Date:	Revision Date: 11/04/19
Approval Authority Title and Signature:	

POLICY:

The Van Buren County Sheriff's Department places a priority interest in the selection and placement of personnel given the constraints economy of force, applicant qualifications, and budgetary constraints. This agency strives to meet and exceed State standards on officer qualifications for employment while maintaining an equal employment opportunity and discrimination-free environment.

PROCEDURE:

Equal Employment Opportunity:

The Van Buren County Sheriff's Department is an Equal Opportunity Employer who supports the Americans with Disabilities Act, (ADA), and must respond to reasonable requests for job accommodations and take reasonable action to employment qualified individuals with disabilities. This agency is committed to making reasonable sustained, diligent efforts to identify and consider such individuals for employment and for possible advancement opportunities arising during employment.

The Van Buren County Sheriff's Department prohibits any retaliatory action against an employee for opposing a practice, which he or she believes to be discriminatory. This includes the filing of an internal complaint or the filing of a complaint with a state or federal civil rights enforcement agency.

Maintaining the ideals of Equal Opportunity Employment, no individual inquiring about employment within the Van Buren County Sheriff's Department may be discriminated against based on:

1. Race
2. Color
3. Religion
4. Sex
5. National Origin
6. Disability

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- who is licensed by the Tennessee State Board of Medical Examiners, and physical performance testing;
20. Free from illegal drug use, or legal drugs that impair mental or physical performance, for the past 5 years, as determined by interview, medical, or polygraph testing;
 21. Be declared in satisfactory psychological and emotional health by a psychologist, who is licensed by the Tennessee State Board of Examiners of Psychologists; &
 22. Be fingerprinted and subjected a search of local, state, and national records and finger print files.

Physical & Mental Testing of Sworn Officers:

Individuals applying for a position as a sworn officer of this agency must demonstrate the ability to perform physical and mental tasks under stressful and often confusing circumstances. At time of application, all non-certified officers will be required to demonstrate these abilities without assistance. Persons applying for employment who are currently POST certified at time of application may NOT be required to perform pre-employment agility testing.

Acceptance of Applications:

Employment applications are accepted at any time, even if all positions are filled, for future evaluation. The completion of a regular application form will ensure that each candidate be considered for all positions within the agency for which he is qualified. Applications are kept on file for at least twelve months, after which the application will be destroyed. Applications of hired individuals are maintained in their employee file.

Disqualification of Applicants:

Applicants may be disqualified for a number of reasons, including, but not limited to:

1. Not possessing the minimum qualifications for the position;
2. Failing to be punctual in taking prescribed tests or undergoing evaluation;
3. Making fraudulent statements during interview, or on any application; or
4. Failing to properly complete the application in the manner prescribed.

Guidelines for Filling a Position:

Whenever a vacant position is to be filled within the Van Buren County Sheriff's Department, a number of guidelines must be maintained to ensure all applicants are treated equally to include the following:

1. A position vacancy notice may be posted within the agency.
2. The appropriate agency supervisor will evaluate applications, including:
 - a. Any applicant nominated by the Sheriff;
 - b. Qualified persons already employed by the agency or governing body; &
 - c. Any other qualified persons.

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Law Enforcement Policies and Procedures, 2.09 Selection & Placement of Personnel

3. After screening, applicants may be asked to submit to written, physical, mental, and performance based testing.

Continued Employment Standards:

To be eligible for continued employment an employee must, in addition to other conditions and standards, meet the requirements as specified in Employment Requirements, above.

Will and Pleasure:

The employment of employees of the Van Buren County Sheriff's Department is for an indefinite term and continues at the pleasure of the Van Buren County Sheriff. At any time, the Van Buren County Sheriff may dismiss employees within the guidelines of the agency's policy.

EMPLOYEES: DEFINITIONS & BENEFITS

All Persons selected for employment as Deputies of the Van Buren County Sheriff's Department will be placed at Full Time, Part Time, or Volunteer status. All Deputies in a paid position working over twenty (20) hours per week are required by the state to hold a POST Certification.

FULL TIME: All Deputies who are scheduled to work no less than forty (40) hours per week and are entitled to benefits such as Sick time, Vacation time, Comp. time, and Over time.

PART TIME: All Deputies who are scheduled to work twenty (20) hours or less per week and are not entitled to employee benefits.

VOLUNTEERS: All Deputies who work purely on a volunteer basis and have no set hours to work, and receive no pay, or benefits regardless of hours. **NOTE:** As restricted by state law, Volunteer Deputies are only allowed to carry weapons while on duty with the Department. At no time may a Volunteer Deputy who possesses a Tennessee Carry Permit, carry his weapon off duty while wearing a Department Uniform or any clothing which would make someone reasonably believe he/she is a representative of the department.

HOLIDAY TIME:

All Deputies who are full time employees of the Van Buren County Sheriff's Department and who have completed the specified probationary period will be given eight (8) hours time off in conjunction with the below listed legal holidays:

New Year's Day – January 1st
Martin Luther King Day – 3rd Monday in January
President's Day – 3rd Monday in February
Good Friday – the Friday before Easter Sunday
Memorial Day – 3rd Monday in May
Independence Day – July 4th

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Labor Day - 1st Monday in September
Columbus Day - October 9th
Veteran's Day - November 11th
Thanksgiving Day - 3rd Thursday in November
Christmas Day - December 25th

Deputies will not be given holiday time off on the day/date of the holiday, except when the Deputy's regular day off corresponds to the day/date of the holiday or the Deputy uses previously built time.

All Deputies/CO'S will be given 8 hours pay for each holiday not worked. For each holiday worked, the employee will receive 8 hours overtime. It is considered that you are working the holiday if you come on shift on the day of the holiday.

VACATION TIME:

All full-time Deputies of the Van Buren County Sheriff's Department after completing a specified probationary period will receive eight (8) hours vacation time each month.

SICK TIME:

All full-time Deputies of the Van Buren County Sheriff's Department after completing a specified probationary period will receive eight (8) hours sick time each month.

WAGES:

Non-Certified Deputies starting employment at the Van Buren County Sheriff's Department will start at a lower hourly wage than those starting who currently hold a POST Certificate. Upon graduation from a Basic Law Enforcement Training Academy and receiving a POST Certification the employee will receive a pay increase. After completing the probationary period set forth by the Sheriff's Department the employee will receive another pay increase. Upon completion of the designated time set forth by the Sheriff the Deputies salary will go up to the regular hourly wage given all Deputies without rank.

PROBATION:

All Persons starting employment as Deputies of the Van Buren County Sheriff's Department will be placed on Probation for a period no less than ninety (90) days.

Probationary Period:

All persons employed as Deputies of the Van Buren County Sheriff's Department will have a probationary period of no less than ninety (90) days nor no longer than one (1) year; starting at the date of completion of the Basic Law Enforcement Training Academy. At the end of six (6) months the Sheriff or his designee will make a decision based on the employee's performance and abilities, to allow the employee to remain with the Department in his/her current position, to extend the employee's probation up to one (1) year, or to relieve the employee from duty. The Sheriff reserves the right to wave the (6) month probationary period for any newly hired officer currently holding a POST

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Certification.

COMPENSATORY TIME:

Define: Compensatory time is time in lieu of pay for overtime worked.

The Van Buren County Sheriff's Department recognizes time as an available method of compensating employees for overtime. Accurate records of compensatory time accumulated and taken by employees are to be maintained by each employee's immediate supervisor under the authority of the Sheriff. The Van Buren County Sheriff's Department reserves the right to pay an employee for accumulated compensatory time when it is in the best interest of the department to do so.

Restriction: In no event will a member of the Van Buren County Sheriff's Department be allowed to accumulate over one hundred & fifty (150) hours of compensatory time. For additional guidance on the use of compensatory time, please refer to the Van Buren County Sheriff's Department Policy and Procedures Manual, or your supervisor. In addition, vacation hours will be capped at three hundred (300) hours. Any accrual past the three hundred (300) hours will be transferred to sick time.

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Old Business

Mayor Greg Wilson addressed the Full Commission about the refinancing of the new Administrative Facility & Justice Center. In the September 17, 2019 Meeting the Full Commission approved two Resolutions 412 and 413 for refinancing the new building. The County was offered through TMDI 3.87% financing on a 25 year term. Mayor Wilson stated, "We put it out on the open market and the bid came in last Wednesday at 2.46%. There were six bids total." "The second one came in at 2.51%." "Commissioner Henry Seamons was also present at this meeting on Wednesday and we went with the 2.46% with a savings to the County of nearly \$800,000.00 during the term on this note of 25 years." The County will close on this Friday November 22, 2019 with our local Citizens Tri-County Bank.

New Business (Surplus Property)

Road Superintendent Randy Oakes was present to request moving equipment to surplus property. William Maxwell made a motion, second by Bill Mosley to transfer presented equipment of the County Highway Department to surplus property. All agreed by voice vote. Motion passed. Equipment as following:

Tractor #T1 (County # V1008)

Serial # 194862b Year/Make 2003 New Holland Model: T5100
With 6991 hours

Tractor #T2 County # V1010)

Serial # 207859b Year/Make 2003 New Holland Model: T5100
With 6110 hours

IDVILLE, ID Maker for the Sheriff's Department

The Sheriff's Department would like to purchase an ID maker for the employee and after much discussion on this matter, William Maxwell made a motion, second by Henry Seamons to refer this matter to Committee A for review. All agreed by voice vote. Motion passed.

Van Buren County EMS Medical Director Employment Contract

EMA Director Tiwana Bricker was present to address the Full Commission concerning the hiring of a new Medical Director, Dr. Eric Greenfield to replace the current Director because of more involvement of care. The County Attorney Howard Upchurch has reviewed the contract and it will need a few changes. After much discussion on this matter, Henry Seamons would like for this to go to Committee A for review. **No action was taken.**

Diabetes Grant

With the Diabetes Grant the County can put Playground Equipment at ever walking track in the County. The first two Communities that will receive this equipment will be Piney and Fall Creek Falls. The equipment will be installed the second week in December.

UCDD & UCHRA Award

Mayor Wilson recognized Van Buren County Coordinator for UCHRA Ms. Darlene Simmons for the work that she does here in Van Buren County. Mayor Wilson presented her with the award for the Upper Cumberland Development District and UCHRA Senior Center of the Year in appreciation for the dedicated service to the older Adults here in Van Buren County. Also Mayor Wilson recognized Cindi Sullivan and her Girl Scout Troops for all their service to the Community. The following girl scouts were introduced to the Full Commission; Arin Sullivan, Kelsie Kirby and Kynlee Thompson. Troop leader Cindi Sullivan explained all of the projects they were involved in and the awards they had received. Lots of applause went out to the Girl Scout Troop.

Adjournment

Michael Woodlee made a motion, second by David Chandler to adjourn. All agreed by voice vote. Motion passed. Meeting adjourned at 6:28 p.m.