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August 4th, 2021

Mr. Theodore White
Procurement Agent I
Alachua County Procurement Department
12 SE 1st Street, 3rd Floor
Gainesville, Florida 32601

Re: Request for Proposal (RFP) 21-989 Impact & Mobility Fee Update

NUE Urban Concepts, LLC is pleased to present our teams qualifications to provide Professional Services to Alachua County to conduct impact fee and mobility fee studies for the County's Fire and Parks Impact Fee and Multi-Modal Transportation Mitigation system. The NUE Urban Concepts team is a unique departure from traditional consultant teams in that it is comprised of six (6) single entity consultant firms with complimentary impact fee and mobility fee development and planning expertise. Our team has been formed in response to discussions with our clients who have expressed a desire to work with a creative group of experts that are free from larger corporate structures that prioritize shareholder return and billable hour goals: often resulting in those firms using cookie cutter approaches to meet the needs of their clients.

Our teams structure allows us to offer complimentary professional services with the assurance that County staff knows exactly who will be working on the impact fee and mobility fee studies – we can't and won't promise one staff member in our proposal and then turn around and assign work to a less experienced staff person who is not included in this proposal. What you see is what you get – and we deliver quality work, on time and on budget. The NUE Urban Concepts team offers the expertise found with the principals of larger firms, with the personal attention and responsiveness gained by dealing directly with the owners of each firm. Our team will utilize its extensive impact fee, mobility fee, and public outreach experience to provide Professional Services to the County and serve as an extension of Alachua County staff.

As small business owners that have worked for both governmental and private entities, our team understands the impact of government fees and regulations and is actively engaged with each community to ensure, to the maximum extent feasible, that any policy, regulation or fee is mindful of its impact to local and small businesses. Our team believes in transparency and helping community stakeholders, development interests, governmental partners, and elected officials understand how plans, policies, regulations, and fees are developed and why they are necessary to maintain and enhance the quality of life in their community.

The project manager of the NUE Urban Concepts team has worked for several years on Celebration Pointe, Alachua County's premier mixed-use development. NUE Urban Concepts provides land use and transportation planning services on an as needed basis and is not under contract with Celebration Pointe. Should the NUE Urban Concepts team be fortunate enough to be selected by the County to provide Professional Services, then NUE Urban Concepts shall cease to provide professional services to the development and resign from the development's CDD. The NUE Urban Concepts team is comprised of experts who provides professional services to local governments through-out Florida updating impact fees and mobility fees and take seriously their ethical and professional obligations to serve its Clients.

The NUE Urban Concepts team has worked with local governments throughout Florida on developing and updating impact fees and mobility fees. Our team is up to date on the latest amendments to the "Impact Fee Act" recently adopted by the Florida Legislature this past session and is working with our current local government Clients to ensure new and updated impact fees and mobility fees are consistent with the new statutory requirements. This is especially critical for Alachua County given the time frame of the studies prepared to establish the Fire and Park Impact Fees and the Multi-Modal Transportation Mitigation system. The amendments have established restrictive thresholds for increases in fees and require a finding of extraordinary circumstances to increase fees beyond those thresholds. The NUE Urban Concepts team has the experience and expertise to ensure the updates meet legal and statutory requirements and will work with the County within the budget established for the update. Due to statutory requirements, scope amendments maybe required, especially as it relates to identifying needed capital improvements.

Jonathan B. Paul, AICP, the Principal of NUE Urban Concepts will serve as the project manager and the primary point of contact. Mr. Dwayne Guthrie, PhD, AICP with DP Guthrie, LLC and Mr. John Osborne, AICP with Green Street Associates, LLC will serve as the co-assistant project managers and bring over 65 years of impact fee, land use and mobility planning experience to the team. Mr. Robert G. Schiffer, AICP with FuturePlan, with over 35 years' experience, is one of the pre-eminent travel demand modelers in the Country. Mrs. Uyen Dang, PE, with DDEC, has 15 plus years in traffic engineering experience and will assist with mobility plan and cost estimates. Mrs. Margarita Yerastova, with Republic of Design, will assist with land use and mobility planning, public engagement and visualizations.

Jonathan B. Paul, AICP can be reached at 833-682-8484 (o), (352) 363-0614 (c), or by email at jbpaul@nueurbanconcepts.com. The principal office serving Alachua County is presently located at 2579 SW 87th Drive, Suite 101, Gainesville, FL 32608. Our team has the expertise to provide Professional Services to Alachua County and looks forward to working with the County on its impact fee and mobility fee update. Thank you for considering the NUE Urban Concepts Team.

Sincerely,



Jonathan B. Paul, AICP

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Jonathan B. Paul, AICP

Alachua County

Request for Proposal (RFP) 21-989 Impact & Mobility Fee Update

Project Approach: The goal of the NUE Urban Concepts team is to provide Alachua County with the knowledge, skills, and expertise needed to complete the fee updates on time, on budget, and to deliver exceptional work and service. Our team's approach to actively listen to the County's needs. Active listening involves not only acknowledging what the County is requesting, but also asking constructive questions to gain a deeper understanding of the consideration of assessments or fees for fire and park services and updates to the Multi-Modal Transportation Mitigation (MMTM) system. Our team will actively facilitate discussion to clearly identify issues, problems, opportunities, and desired outcomes. We will use our resources, knowledge, and expertise to provide the County with the necessary information to consider the best approach to funding fire and park facilities and providing options to either update the MMTM system or migrate to a mobility fee system based on an updated County Mobility Plan.

Our team's approach starts with preparing a data collection request and a conference call to address any questions related to the request. The next step is scheduling a kick-off meeting with County staff from budget and fiscal services, fire rescue, environmental protection, growth management, parks and open space, and public works to discuss the update, the data collection request, to ask and answer questions, and to discuss the potential for outside factors that may influence the update, such as elections, upcoming legislative schedule, and major developments. The kick-off meeting will also be an opportunity to refine the project schedule and discuss deliverables. Prior to submittal of deliverables, our team will review documents to undertake quality assurance and quality control to provide professional products to the County.

Project Understanding: The recent amendments to Florida Statute 163.31801 have established and codified case law for the development and update of impact fees and mobility fees. Beyond requiring that impact and mobility fees be based on the most recent and localized data, the amendments to the "Impact Fee Act" require that fees be based on a plan of capital improvements, that there be a clear nexus between the impact of new development and the need for capital improvements, and demonstration that a benefit is provided to the entities that pay the fee.

Further, the amendments established maximum thresholds for increases in existing fees. Given each the County's impact fees and MMTM system are existing, calculated increases of 25% or less are required to be phased-in over two (2) years and increases between 25% and 50% are required to be phased-in over a four (4) year period. The amendment does provide an opportunity for local governments to conduct a needs study that demonstrates extraordinary circumstances to increase fees above 50% and to not phase-in the fees in over a multi-year time frame. The needs study requires holding two public workshops and any vote demonstrating extraordinary circumstances requires a super majority vote of the Board of County Commissioners (BOCC).

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The time frame between when the County conducted a study establishing its park and fire impact fees and its MMTM system certainly requires that the fees and system be updated to meet statutory requirements. The project manager of the NUE Urban Concepts Team served as Alachua County's Impact Fee and Concurrency Manager and was involved in those studies, along with implementing and administering the fees and MMTM system and is very cognizant of the time frame and the timeliness of this RFP to update the fees and system.

The County RFP calls for consideration of either assessments or fees for fire rescue and park services. The biggest factor in considering assessment versus fees is the need for capacity. Assessments provide greater flexibility in terms of funding capacity in terms of hiring staff to operate and maintain services and in terms of physical facilities and vehicles. As it relates to impact and mobility fees, funding capacity is limited to capital improvements such as physical facilities and vehicles. Assessments provide greater flexibility in terms of increasing the capacity to hire staff and provide capital improvements. The recent amendment to the "Impact Fee Act" has specifically required that impact and mobility fees be based on and expended on physical capital improvements. Impact fees have always been restricted in terms of operations and maintenance. In general, assessments can fund operations, maintenance and physical capacity, while fees are limited to funding physical capacity while. Our team will evaluate current plans to provide capital improvements for fire rescue and parks, along with projected operation and maintenance needs.

Florida Statute provides local governments with several options related to assessments. Municipal Service Benefit Units (MSBUs) levy a flat non-ad valorem assessment on all property owners within either a defined area or within Unincorporated County. Municipal Service Taxing Units (MSTUs) levy an ad valorem assessment based on the taxable value of a property. Local governments in Florida can also establish Special Districts that levy assessments for a specific government purpose, such as a library district or a mosquito control district. There are a few statewide examples of special fire districts, however, parks have not historically been provided through special districts. Impact fees are a principal means for local governments to specifically levy a one-time assessment on new development and redevelopment that increases impact to fund capital improvements.

The revenue generated by impact fees is correlated directly with growth. The second biggest consideration for the County related to assessments versus fees is currently approved development and projected development. The County has maintained a very tight urban service area that encourages development where infrastructure is currently provided or can be extended and limits density and non-residential development outside the urban service area. Our team will evaluate currently approved development, along with projected growth within both the urban service area and outside the urban service area in unincorporated County based on the County's Comprehensive Plan. Population and employment forecast will also be evaluated.

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The need for capital facilities and projected growth will be used to develop recommendations for either: (1) the establishment of assessments through an MSBU, MSTU, or Special District; (2) the update of the fire and park impact fees; or (3) the need to both establish assessments and update the fire and park impact fees in order to fund operations, maintenance and capital improvements. A detailed study and documentation will be prepared in support of the final recommendation related to the fire and park impact fee.

The County RFP also request an update of the MMTM system. The MMTM system was essentially the first mobility fee, based on a mobility plan, adopted in Florida. At the time of adoption of the MMTM system, Florida Statute provided local governments with the option to develop alternatives to transportation concurrency but did not explicitly authorize the adoption of mobility fees. In 2011, the Legislature abolished state mandated concurrency and indicated local governments could adopt alternatives. In 2013, the Legislature explicitly encouraged local governments to adopt alternative mobility funding systems and identified mobility fees, based on a mobility plan, as the preferred alternative, reflected through the guidance provided by the Florida Department of Economic Opportunity. Per current statute, the MMTM system would be considered an “other” mitigation system allowed per Florida Statute 163.3180 (5)(i). The amendment to the “Impact Fee Act” specifically defined capital improvements and transit operations are not considered capital. The County’s current MMTM system includes transit operations based on a strong rational nexus provided in the County’s Comprehensive Plan. The continued inclusion of transit operations will be considered in the update.

Our team will provide the County with recommendations on either the update of the current MMTM system under the “other” provision of Florida Statute 163.3180 (5)(i) or the formal establishment of a mobility fee based on an updated mobility plan. Given the recent amendments to Florida Statute 163.31801, the update of the MMTM system is an alternative to be considered. In the current mobility plan, a network of dedicated transit lanes, along with requirements for traditional neighborhood developments (TNDs) and transit-oriented developments (TODs) was an essential component of the overall mobility plan. It has been more than ten (10) years since the mobility plan has been developed. An update, along with a very different BOCC, may take the mobility plan in a different direction.

While not part of this RFP, the evaluation of the MMTM and a mobility fee should also consider the recommendation for pursuit of an infrastructure sales tax. While there have been multiple defeats of prior infrastructure sales tax referendums, increased development activity in the County, an influx of new residents and the need to add road and multimodal capacity are significant and are beyond what could be reasonably funded by either the MMTM or mobility fee.

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Specifically, the widening of the SW 20th Avenue and NW 23rd Avenue bridges over Interstate 75, the widening of NW 23rd Avenue from NW 55th Street to Interstate 75, the extension of NW 23rd from west of NW 98th Street to CR 241 and the extension of NW 122nd Street from north of Newberry Road to NW 39th Avenue are all expensive capital improvements likely exceeding \$20 million dollars each, or well over \$100 million just for these five (5) improvements.

The RFP also calls for expansion of the mobility fee to cover the entire portion of unincorporated Alachua County. Currently the County charges a transportation impact fee outside of the urban service area. The transportation impact fee was updated twice after the original study establishing the fire, park, and transportation impact fees. Based on statutory requirements, expanding the MMTM system or mobility fee to include the entire portion of unincorporated County is the proper approach. The MMTM update or mobility fee will need to reflect that the County has not historically funded road capacity outside the Urban Service Area and the Gainesville Metropolitan Transportation Planning Organization (MTPO) does not extend countywide. Our team has the travel demand modeling expertise to ensure that the regional travel demand model appropriately captures all the County and the projected growth per the adopted Comprehensive Plan.

The NUE Urban Concepts team has prepared more mobility plans and mobility fees than any other team in Florida. The project manager for the team was one of the principal creators of the County's mobility plan and MMTM system and brings extensive knowledge of the current system, how it was developed, and what updates or conversion to a mobility fee are most appropriate. While the County was the first to adopt a mobility plan and essentially a mobility fee, the methodology used to develop both has expanded exponentially since the last update. Our team has the most experience to either update the MMTM system or establish a mobility fee system.

Stakeholder Engagement: Our team coordinates early on with the local government to identify key stakeholders to be actively involved in the updates to the impact fees and mobility fee. The NUE Urban Concepts team, where appropriate, makes extensive use of visualizations in outreach efforts and to educate community stakeholders and the public. in the community. Our team also believes in being transparent and prepares simple to read overviews to explain the update process. Our team will either utilize virtual tools for public outreach efforts or hold a day long workshop with formal presentations in the morning, during lunch, and in the evening to provide members of the public and stakeholders multiple options to attend.

Conclusion: The NUE Urban Concepts Team has the experience and knowledge to update the County's fire and park impact fees or recommend assessments and to provide guidance on either updating the MMTM system or adopting a mobility fee. Our team's workload will be expanded on under qualifications. Our Team is available and ready to assist the County with moving forward with the professional services outlined in this RFP.

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Team Qualifications & Staff: The NUE Urban Concepts team brings over 100 years of impact fee, mobility fee, and planning experience to provide Alachua County with professional services for update of its impact and mobility fee, consistent with Florida Statute. Our team has helped numerous communities throughout Florida develop, adopt and update impact fees and mobility plans and is currently working with the Cities of Bradenton, Lake Wales, Oviedo, and Port St. Lucie and Leon, Okaloosa, Sarasota, and Walton Counties. The NUE Urban Concepts team features three (3) former Impact Fee Administrators with extensive experience administering, implementing, and updating impact and mobility fees. Below is a brief overview of the experience of our team and the role each team member will play in the impact and mobility fee update.



Mr. Jonathan B. Paul, AICP, the Principal of NUE Urban Concepts brings 25 years of public and private sector planning experience and 20 years administering, developing and updating impact fees and mobility fees. Mr. Paul, who will serve as project manager, has served for 10 years as a Manager and Director for Alachua and Sarasota Counties developing, updating and administering impact fee and mobility fee programs. Dr. James C. Nicholas, considered one of founding fathers of impact fees, served as a mentor to Mr. Paul, and was on Jonathan's thesis committee at the University of Florida and assisted Mr. Paul with development of the Alachua County Mobility Plan and Fee: the first mobility plan and mobility fee to be adopted in Florida. Jonathan has also been previously hired by several builder associations in Florida to review both impact fees and mobility fees conducted by other firms.



Dwayne Guthrie, PhD, AICP, is the Principal Member of DP Guthrie, LLC and will serve as co-assistant project manager. For approximately four decades, Dwayne has served public and private sector clients throughout the nation, focusing on infrastructure planning and revenue strategies. During the preparation of impact fee programs in 27 states for approximately 170 clients, Dwayne helped community and government leaders make wise fiscal choices. Dwayne specializes in demographic analysis, development impact fees, capital improvements plans, fiscal evaluations, using market forces to manage growth, and the interaction of transportation and land use.

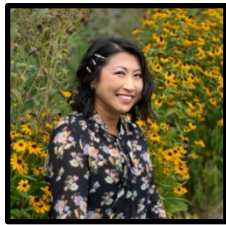


Mr. John Osborne, AICP, the President/Owner of Green Street Associates brings over 25 years of public and private sector experience in land use, transportation planning, and infrastructure finance and will serve as the co-assistant project manager with Dwayne Guthrie. Mr. Osborne has served for 20 years as a as Deputy County Administrator, Infrastructure & Strategic Planning Official, Planning Director, Impact Fee Administrator, Transportation Planning Manager, and other urban and transportation planning related positions. From 2015 to 2021, his responsibilities under the County Administrator included coordination of master planning of the County's various infrastructure and services for growth. He was also responsible for the administration and annual update of the County's Capital Improvements Program.

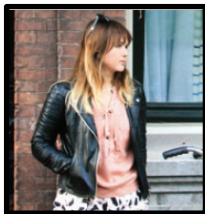
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Mr. Robert G. Schiffer, AICP, the President of FuturePlan with over 36 years of experience will lead travel demand modeling and assist with projecting future growth. Mr. Schiffer is a recognized statewide and national expert in travel demand modeling, serves on multiple Transportation Research Boards and is working on integrating big data and travel pattern data from cell phones into travel demand modeling. Mr. Schiffer is an experienced staff mentor, project manager, and marketing leader with a diverse background in all areas of transportation planning. His experience encompasses travel demand models and planning studies for national, statewide, regional, municipal, subarea, and rural jurisdictions.



Mrs. Uyen Dang, PE, principal at DDEC with over 15-year experience in transportation, streetscape, and livable communities and will assist with mobility planning and cost estimates. She was the City Traffic Engineer for the City of West Palm Beach and oversaw all transportation elements including transformative projects such as the Clematis Street Streetscape project. She led in the City's adoption of the City's multimodal transportation program including Vision Zero program, smart parking technology and the shared mobility program. In 2017, Uyen led planning efforts such as the WPB Mobility Study, Downtown Parking Study, the Okeechobee Corridor Study, and the proposed ITC Mobility Hub.



Mrs. Margarita Yerastova, the President of the Republic of Design brings over 10 years of transportation planning and graphic design experience and will assist with mobility plan and mobility fee development, public outreach and graphics. Mrs. Yerastova excels in illustrating proposed multimodal improvements and developing before and after renderings and aerial perspectives of improvements, both of which are effective tools in public engagement. Mrs. Margarita Yerastova brings recent experience developing and implementing creative improvements for people walking, bicycling, and accessing transit in Amsterdam and communities throughout Northern Europe.

Collaborative Experience: Mr. Paul and Mrs. Yerastova have been working the last six (6) years developing mobility plans and mobility fees for communities through-out Florida including DeBary, Maitland, and Palm Beach Gardens. Mr. Paul, Mr. Schiffer and Mrs. Yerastova have worked together the past three (3) years on Altamonte Springs, Bradenton, Boynton Beach, St. Augustine, Okaloosa and Sarasota Counties. Mr. Paul, Mrs. Dang and Mrs. Yerastova worked for four (4) years together developing the West Palm Beach Mobility Plan and Mobility Fee. Mr. Paul, Mr. Osborne, Mr. Schiffer and Mrs. Yerastova are all currently working together on developing a mobility plan and mobility fee Lake Wales, Oviedo, Port St. Lucie, and Walton County. Mr. Paul, Mr. Guthrie, and Mr. Osborne are currently working on the Village of Indiantown Park and Fire Impact Fee updates, the City of North Port Mobility Plan and Mobility Fee and have been colleagues for over ten (10) years as members of the Growth & Infrastructure Consortium.

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Workload: Several projects that were delayed during the pandemic are proceeding to first readings this summer including the Altamonte Springs park and police services impact fee update, and the Bradenton, St. Augustine, Sarasota and Walton County Mobility Fees and Plans. The rapid growth being experienced in communities through-out Florida and recent amendments by the legislature has resulted in local governments across the State pursuing updates to impact fees and mobility fees and pushing Teams to move quickly. The City of Port St. Lucie, the 7th largest City in Florida with a population over 210,000 residents and whose City Manager, Mr. Russ Blackburn (a former long term City Manager of Gainesville) hired our team to quickly develop a mobility plan and fee. Our team started in late March 2021 and just submitted a draft 190-page mobility plan and fee, along with an implementing ordinance this past week for a July 21st City Council workshop, a little over three (3) months. Our team can flat out produce.

Time & Budget: The project manager and co-assistant project managers are all former impact fee administrators, each of whom have extensive experience administering, developing and updating impact fees and mobility fees. These three (3) members of the team provide Alachua County with access to three (3) individuals with the expertise and qualifications to update the impact fees and mobility fees themselves and ensure the County has ample coverage to deliver the updates on time and on budget. Further, Mr. Schiffer, Mrs. Dang, and Mrs. Yerastova all have significant experience with developing mobility plans and mobility fees and are very familiar with the data needs, methodology, and documentation to support the project manager and assistant project managers in delivering the updates on time and on budget. As an added bonus to the County, the project manager and assistance project managers are working on impact fee and mobility fee updates that were occurring as the Florida Legislature made significant amendments to the “Impact Fee Act” and have time experience adjusting to the new statutory requirements.

Team Location: The project manager was a long-time resident of Alachua County, worked for the County for a number of years, and has extensive knowledge of the Community. Mr. Paul has an office in Haile Plantation and will continue to maintain an office in Alachua County throughout the duration of this update, and may be relocating from the Tampa Bay Area. Mr. Guthrie works out of the Orlando area and also works for local governments in the southwest U.S. Mr. Osborne is based in Bradenton. Mrs. Dang and Mrs. Yerastova are based out of West Palm Beach. Our team is local and readily available to meet the County’s update needs and time frame.

Qualification & Staff Conclusion: Our teams combined experience allows us to share what we have learned and experienced in other communities while simultaneously addressing the County’s concerns, questions and needs. The NUE Urban Concepts team combines the experience found in larger firms with the hands-on interaction gained by dealing directly with the six individuals assisting the County. Our team has the experience, knowledge and expertise to assist the Alachua County BOCC with updates of the impact fees and mobility fees that meets both the dual rational nexus test and the rough proportionality test established by the Courts and the Legislature. Resumes for each team member are provided in the ensuing section.

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NUE URBAN CONCEPTS TEAM

RESUMES

Jonathan B. Paul, AICP Principal



Education

University of South Florida, MA Public Administration (2002)
University of Florida, MA Urban & Regional Planning (2000)
University of South Florida, BA History (1997)
Florida State University, BS Social Science (1995)

Certification

American Institute of Certified Planners No. 017909
Certified Public Manager (2010)

Affiliations

American Planning Association
Congress for New Urbanism
Institute of Transportation Engineers

Contact

2579 SW 87th Drive, Suite 101
Gainesville, FL 32608
833-NUC-8484
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www.nueurbanconcepts.com

Total Years' Experience

Local Government, University, Private Sector: 25 Years
NUE Urban Concepts, LLC: 10 Years
Impact / Mobility Fee Manager: 10 Years
Concurrency / Transportation Planning Manager: 10 Years
Local Government Rep. FDOT Statewide LOS Taskforce: 10 Years
Interim Transportation Planning Director: 3 Years

Jonathan has 25 years of experience in land use and transportation mobility planning, parking management, traffic impact analysis, and impact and mobility fees. Mr. Paul founded NUE Urban Concepts to work with local governments to develop innovative land use concepts, mobility plans and parking management strategies, reimagine existing transportation networks and repurpose right-of-way to support all modes of travel through complete and shared street design, and establish creative techniques, like mobility fees, to fund mobility and accessibility improvements. Jonathan worked as a Principal Planner with Hillsborough County and the Hillsborough County MPO focusing on transportation, concurrency and impact fees. He worked for several years as the Concurrency & Impact Fee Manager for Alachua County, where he was a principal author of Alachua County's Mobility Plan, the 1st Mobility Plan and Mobility Fee adopted in Florida. Mr. Paul was the Interim Transportation Planning Director for Sarasota County leading concurrency, transportation planning and impact and mobility fee administration. He has served as an adjunct professor at the University of Florida and has served on numerous land use and transportation technical review committees and is a frequent speaker at state and national conferences.

KNOWLEDGE, SKILLS & ABILITIES

- Mobility Plan, Mobility Fee, & Impact Fee Reports, Studies, Updates, Implementation & Administration
- Comprehensive Plan Amendments: Land Use, Transportation (Mobility) & Capital Improvements
- Design: Complete & Shared Streets, Dedicated Transit Lanes, Micromobility Lanes, Protected Bike Lanes
- Planning & Implementation: Shared Mobility, Micromobility, Microtransit, Mobility Hub, TOD, & TrOD
- Parking Studies, Parking & Curbside Management, Innovative Parking Management Strategies
- Long Range Transportation Plans, Vision Zero Plans, Bicycle & Pedestrian Master Plans
- Detailed Traffic Impact, DRI, Road and Multimodal Level & Quality of Service Analysis & Review
- Rezoning, Land Development Code Amendments and Updates, Site and Development Plan Review
- Developer Agreements, Community Development Districts, Tax Increment Finance Districts

Gainesville, FL: Celebration Pointe Transit Oriented Development (TOD): 2021

NUE Urban Concepts has served as the lead land use, transportation, and parking planner over the past 8 years, securing approvals for a mixture of 2,000 dwellings and 1.5 million sq. ft. of non-residential uses.

City of Bradenton, FL: Land Development Update, Mobility Plan & Fee & Micromobility Program: 2021

NUE Urban Concepts is updating Land Development Regulations to allow missing middle housing options and workforce housing. NUE Urban is also developing a mobility plan and fee, along with a micromobility program.

Walton County, FL: Mobility Plan, Mobility Fee, Parking Management & Micromobility Program: 2021

NUE Urban Concepts is developing a mobility plan and fee to replace proportionate share. The mobility plan includes implementing Vision Zero and incorporating dedicated lanes for micromobility devices and autonomous transit.

Sarasota County, FL: Transportation Planning, Mobility Plan & Fee, Impact Fee Administration: 2021

NUE Urban Concepts served three years as Interim Transportation Planning Director and the last seven years as a general planning consultant assisting with transportation and transit planning, comprehensive plan amendments, development review, special projects, along with updates and administration of ems, fire, government, justice, law, library, park, and road impact fees and mobility fees.

City of St. Augustine, FL: Comprehensive Plan Update, Mobility Plan & Fee, Parking Management: 2021

NUE Urban Concepts updated the Transportation Mobility Element (TME) as part of the EAR process and developed a Mobility Plan and is currently developing a mobility fee.

City of Port St. Lucie Mobility Plan & Mobility Fee – Port St. Lucie, FL – 2021

NUE Urban Concepts is developing a mobility plan and mobility fee to replace transportation concurrency, proportionate share, and the City and County road impact fee systems. The St. Lucie County TPO LRTP and travel demand model are being evaluated to identify mobility improvements and future travel demand.

Okaloosa County Mobility Plan & Mobility Fee – Crestview, FL – 2021

NUE Urban Concepts is developing a mobility plan and mobility fee to replace transportation concurrency and proportionate share and working with Cities in a cooperative manner to allow them to opt-in to the system.

City of Boynton Beach Mobility Plan & Mobility Fee – Boynton Beach, FL – 2021

NUE Urban Concepts is working with the City to develop a complete streets mobility plan and mobility fee to replace transportation concurrency, proportionate share, and the County's road impact fee systems.

Village of Indiantown Impact Fee, Mobility Plan & Mobility Fee – Indiantown, FL – 2021

NUE Urban Concepts is working with the Village to develop a park and fire impact fee and a mobility plan and mobility fee to replace transportation concurrency, proportionate share, and the County's road impact fee systems.

City of Altamonte Springs, FL: Impact Fee and Comprehensive Plan Update to incorporate Mobility: 2021

NUE Urban Concepts has recently completed and update of the City's mobility plan and mobility fee that it first developed in 2015. NUE Urban Concepts is updating the City's Parks and Recreation and Police Services impact fees.

City of Bunnell, FL: Impact Fee Update: 2019

NUE Urban Concepts updated the City's park, police and road impact fees, which had been under a moratorium.

City of Doral, FL: Park Impact Fee Update: 2019

NUE Urban Concepts updated the City's park impact fees based on a park master plan.

Mobility Plan & Fees: Altamonte Springs (2015 & 2019), Dade City (2016), Debary (2019), Maitland (2016), Miami Beach (2018), Osceola County (2016) Palm Beach Gardens (2019), Sarasota County (2015), West Palm Beach (2019). Underway (not listed): Ft. Pierce, Lake Park, Lake Wales, Leon County, Miami Dade, North Port, Oviedo, St. Cloud, Tallahassee, and Wellington.

Dwayne Guthrie, PhD, AICP

PROFILE

Dwayne is a certified planner that helps public and private sector leaders with the challenges of growth management, infrastructure planning, and funding strategies. He specializes in demographic analysis, capital improvements plans, fiscal evaluations, and consensus building with stakeholders.

For a major portion of his career, Dwayne worked as a planning consultant for cities and counties across America. He directly interacts with top administrators and elected officials regarding best practices for impact fees, infrastructure funding, placemaking, and revenue sources. During the preparation of impact fee programs for approximately 170 local governments in 27 states, Dwayne helped community and government leaders make tough fiscal choices, while successfully managing all aspects of the consulting process.

Dwayne has 40 years of experience as a professional planner (30 years as a planning consultant and 10 years of public sector experience in Florida). His research interests include quantitative methods, spatial thinking, and smart governance (i.e., the interaction of land use, infrastructure, and funding solutions).

KEY PROJECT EXPERIENCE

As a planning consultant, Dwayne provides comprehensive service from start-up to implementation. Typical assignments require three to six months and include staff interviews, data gathering, technical analysis, report writing, stakeholder meetings, collaboration with community leaders, and presentations at public forums. The following work products provide a representative sample.

City of Buckeye, AZ

In 2021, Dwayne prepared a Fiscal Shortfall Evaluation for Buckeye. After collaborating with staff to understand costs and revenues associated with large-scale, master-planned communities, and holding numerous stakeholder engagement meetings, Dwayne crafted a fiscal shortfall evaluation model that can be used to rigorously evaluate specific development proposals. The Fiscal Shortfall report reviews fiscal impact analysis methods and proposes implementation options.

City of Prescott AZ

Dwayne served as the Project Manager for a non-utility development impact fee study completed in 2019. Dwayne presented at multiple City Council meetings and public hearings and helped facilitate four meetings with a developer group assembled to provide advice to City Council regarding the

Specialties

- Infrastructure planning
- Funding solutions
- Development impact fees
- Demography
- Spatial analysis
- Smart governance

Professional History

- DP Guthrie, LLC (2021-present)
- Raftelis: Manager (2018-2020)
- Manatee County, FL: Impact Fee Manager (2017)
- TischlerBise: Principal (2012-2017); Consultant (1988-2010)
- Catholic University of America in Washington, DC: Associate Professor of Practice (2010-2012)
- Engineering Firm in Tampa, FL: Planner (1987-1988)
- Planning Commission in Tampa, FL: Planner (1979-1987)

Education

- Doctor of Planning, Governance, & Globalization - Virginia Tech (2007)
- Master of Arts in Urban & Regional Planning - University of Florida (1979)
- Bachelor of Arts in Education - University of Florida (1977)

Professional Memberships

- American Institute of Certified Planners (AICP)
- American Planning Association
- Arizona Chapter of the American Planning Association
- Institute of Transportation Engineers

impact fee analysis. As part of this study, the City implemented Street, Fire and Police impact fees. Impact fee schedules differentiate residential dwelling units by size rather than type of structure.

City of Meridian ID

In 2019, Dwayne updated development impact fees for parks/recreation, police and fire facilities. After collaborating with staff and receiving input from the Impact Fee Advisory Committee, Dwayne recommended several changes to improve consistency with Idaho's enabling legislation, including:

- Updated development projections and land use assumptions based on Meridian data
- Documentation of current infrastructure standards and projected need for additional facilities
- Proportionate fees for two types of non-residential development and five size thresholds for residential development

Town of Berthoud CO

In 2019, Dwayne completed a comprehensive update of development fees for Parks/Recreation, Public Facilities and Transportation. The fee schedule includes proportionate amounts for small, medium, and large dwellings, based on climate-controlled living space. In 2018, Dwayne helped the Town of Berthoud analyze the relative impact that smaller housing units (2 bedrooms or less) have on roads, parks, water, wastewater and stormwater facilities. The goal of this study was to see if the Town's impact fees should be adjusted for smaller homes. As Project Manager, Dwayne analyzed Public Use Microdata Survey records from the U.S. Census Bureau to derive custom trip generation rates by dwelling size and average number of persons per housing unit by dwelling size. Adjustments to the water impact fee used a combination of indoor water usage per capita and outdoor water usage for smaller lots. The wastewater impact fee was adjusted based on average winter consumption per capita. Dwayne proposed adjustments to the Town's six impact fees to make them proportionate to the infrastructure demand from small houses.

Manatee County (FL)

In 2017, Dwayne worked in the County Administrator's office as the Impact Fee Manager for Manatee County. In 2015, he updated impact fees for parks, law enforcement, and public safety; created a new impact fee for libraries; and significantly revised the existing road impact fee. The multimodal transportation fee includes funding for complete streets (all modes), with unique capital plans and fee schedules by four geographic areas.

PUBLICATIONS

- "Next-Generation Transportation Impact Fees," American Planning Association Planning Advisory Service Memo, 2015
- "Introduction to Infrastructure Financing," International City/County Management Association IQ Service Report, 1998

PRESENTATIONS

- "Alternative Transportation Funding Techniques," Growth & Infrastructure Consortium
- "Funding the Infrastructure Gap," American Planning Association National Conference
- "Reasonable Impact Fees," National Association of Home Builders Conference
- "Do Impact Fees Fit Your Comprehensive Revenue Strategy?" Rocky Mountain Land Use Institute Conference

WORK EXPERIENCE

Green Street Associates, LLC, Bradenton, Florida. Principal/Owner – 2/21 - Present

Provides project management consulting and related urban planning services to the public and private sector. Works with private clients to determine site suitability, entitlement process and project timeline for land development. Leads permitting, rezoning and any related amendments to city/county plans to facilitate projects. For public sector clients, update and review processes to improve performance for customers. Updates to land development regulations to accommodate economic development, redevelopment, and special area plans. Assist with strategic and infrastructure master plans and alignment with financial plans.

Manatee County Government, Bradenton, Florida

Deputy County Administrator - 03/19-2/21

Responsible for annual budget and capital program of infrastructure growth and rehabilitation. Responsible for Public Works, Utilities, Public Safety, Parks & Natural Resources, Information Technology, Property Management, Energy & Sustainability, and Financial Management Departments. Established annual Capital Improvement Planning work cycle. Established long-range planning processes for departments to align with infrastructure master planning, Capital Improvements Plan, operations, budgeting, funding, sustainability, and resiliency goals. Acted as Impact Fee Administrator and updated fee schedule, credit tracking and procedures manual. Established Local Development Agreements with development community for infrastructure improvements and impact fee credits and utility agreements.

Infrastructure & Strategic Planning Official - 11/16-03/19

Advised Administration and developed long-term strategic goals and plans for infrastructure and service delivery of multiple departments. Included utilities, road resurfacing, bridge maintenance, EMS, parks, greenways planning and County properties. Work included responsibility for the direction, implementation and review of infrastructure planning and their relationship to the County's budget, funding sources, capital improvements plan, Comprehensive Plan, and other existing plans by County departments, agencies and other relevant codes and ordinances. Impact Fee Administrator and team member of Infrastructure Sales Tax project. Project manager for updates to Post Disaster Redevelopment Plan, Continuity of Operations Plan and related resiliency plans. Member of Hurricane Irma EOC team.

Planning Department Director & County Planning-Zoning Official - 04/09-11/16

Responsible for urban planning functions to include development review and long-range planning for the county. Responsible for updates to urban service area, redevelopment incentives, creation of two major tax increment finance districts, cell tower ordinance, and a major planning project *How Will We Grow?* (primary author), which guided changes for several years. Updated land development regulations and impact fee study. Responsible for facilitating multi-agency development review process, public hearings, comprehensive planning, and overall departmental management of three divisions, ±70 personnel and budget. Led process improvements, organizational changes, and modernization of review functions. Updated complete streets manual and greenways plan. Expert witness for County in related court lawsuits.

Division Manager – Transportation Systems Division, Public Works -11/07-04/09

Responsible for the transportation planning and concurrency management for County. Coordinated transportation related capital improvements and developer-required improvements. Reviewed traffic studies for land development applications and performed presentation of findings to elected officials in public hearings. Coordinated with MPO on related issues and member of MPO Technical Advisory Committee. Developed division budget and responsible for 8 personnel.

CPH Engineers, Inc. - Project Manager / Urban Planner - 11/05-11/07

Responsible for residential, commercial, and mixed-use land development projects throughout SE USA for various clients. Secured development entitlements for a variety of residential, retail, and other types of land uses. Performed feasibility

studies, conceptual design, and coordinated with various agencies to secure entitlements. Worked as Project Manager which included leading scope development, managing survey, design, permitting processes. Experience includes FL Developments of Regional Impact, site suitability analysis, GIS analysis, architectural thumbnail design sketches, and community design charrettes. Introduced major national retail client to site suitability analysis using Geographic Information Systems, which they implemented as standard practice.

Manatee County Government, Bradenton, Florida - Urban Planner / Manager – Planning Dept.- 11/97-11/05

Land development review for use, impact on infrastructure, services, and coordinator for mitigation requirements. Performed County-initiated rezones and amendments to regulations. Project manager for Community Redevelopment Areas (CRAs) and improvement plans. Led 2004 Evaluation and Appraisal Report of the Comprehensive Plan. Worked as Project Construction Manager for capital projects. Staff trainer for MS-Project software. Co-authored Greenways & Trails Master Plan and 2001 Blueways plan. Worked in Emergency Operations Center and during 2004-05 hurricane seasons.

Smith-Osborne Associates, Venice, FL – Principal Partner - 01/97-11/99

Worked as subconsultant to Spikowski Planning Associates. Primary work involved the Town of Ft. Myers Beach and their transition to being an incorporated area. Assisted primary in creation of Comprehensive Plan, land development code, and related documents. Created base line GIS datasets to include Future Land Use Map, Zoning, and other layers for the town. Awarded FL Planning & Zoning Association “Best Project” in 1998. This was a part-time/after-hours effort.

Charlotte County Government, Port Charlotte, FL – Urban Planner – 02/96 - 11/97

Responsible for a variety of current, comprehensive, GIS, and transportation projects. Lead of impact fee research project. Served on new comprehensive plan project team and wrote elements of plan, created many of the maps and resources.

University of South Florida, Center for Urban Transportation Research, Tampa FL - GIS Analyst - 06/95 - 02/96

Research and GIS analysis for a variety of local, state, and federal transportation projects including rail, light rail, alternative transportation, Transportation Demand Management (TDM) and Intelligent Transportation Systems (ITS).

Trigon Engineering Consultants, Charlotte, NC - Environmental Scientist - 08/94 - 6/95

Performed ambient air quality sampling for industrial facilities throughout the United States. Project manager for air quality monitoring and weather stations at ALCOA's Badinworks aluminum plant in Badin, NC.

EDUCATION

Master of Science in Environmental Policy and Management (2019), American Military University, Charles Town, WV. Graduate work in architecture, planning, public administration, and transportation (1995-99), U. of S. Florida, Tampa, FL. Bachelor of Arts Geography (1994) focus on geographic information systems, University of South Florida, Tampa, FL. Associate of Arts (1991) with coursework in architecture & pre-engineering, St. Petersburg College, St. Pete, FL.

PROFESSIONAL ASSOCIATIONS & PRESENTATIONS

- American Institute of Certified Planners (AICP) by the American Planning Association (#016377)
- International City/County Management Association, FL Association of Counties
- Growth & Infrastructure Consortium (fka Impact Fee Roundtable) board member 2012-2017; annual conference presenter for Impact Fee 101, Impact Fee Administration, and led Round Table discussion of administrators.
- Presenter at APA Conference, FL FPZA, FL APA, Spark Growth, Synapse, ULI National, & National Trails Symposium

MILITARY

Commissioned Officer in FL Army National Guard, 2007-12. Currently in US Army Reserve's Individual Ready Reserve.



Robert G. Schiffer, AICP, FPC President
Principal Transportation Planner/Modeler

PROFESSIONAL BACKGROUND

With more than 37 years of experience in transportation consulting, Mr. Schiffer is an acknowledged expert in transportation planning and travel demand modeling, with leadership roles and volunteer work for the Transportation Research Board, the Institute of Transportation Engineers, and the American Planning Association. His experience encompasses transportation planning studies in 27 U.S. states and commonwealths for national, statewide, regional, municipal, subarea, and rural clients. He has worked on over 30 MPO long-range transportation plans, 30 subarea transportation studies, and more than 50 travel demand model updates.

LONG-RANGE TRANSPORTATION PLANNING STUDIES

Walton County Mobility Plan, DeFuniak Springs, FL – Mr. Schiffer is subconsultant on a study to prepare a mobility plan for Walton County in Northwest Florida. He is leading travel behavior analysis using StreetLight InSight data on seasonal fluctuations in travel patterns. He is also using the NW Florida Regional Planning Model to estimate vehicle-miles traveled, test alternative transportation projects, and analyze demographic forecasts.

Huntsville MPO Regional Commuter Study, Huntsville, AL – Mr. Schiffer is Consultant Project Manager for a study focused on identifying regional commuting patterns in northern Alabama and southern Tennessee, using StreetLight InSight and worker location data, with a special emphasis on 40,000 employees of the Redstone Arsenal. The Arsenal is a garrison for the US Army Materiel Command, Army's Aviation and Missile Command, the Missile Defense Agency of the Department of Defense, and NASA's Marshall Space Flight Center. Analysis has included commute patterns for different time periods, truck flows, and a pre- and post-COVID 19 assessment of trip making and temporal distribution patterns. External trip patterns were assessed for expansion of the MPO's travel demand model. Future park-n-ride facilities were also identified and documented.

Central Florida Mobility Plans, Oviedo and St. Cloud, FL – Mr. Schiffer is using the new Central Florida Regional Planning Model 7.0 geodatabase to extract subarea model networks, summarize vehicle-miles traveled (VMT) and compute vehicle-miles of capacity for Mobility Plans in Oviedo and St. Cloud. He is also using the CFRPM to identify key demographic characteristics within the two cities for multiple years.

Montgomery MPO 2045 LRTP, Montgomery-Prattville, AL – Mr. Schiffer is subconsultant on the Montgomery MPO's 2045 Long-Range Transportation Plan (LRTP) Update. His responsibilities include leading model development and validation of a regional transportation planning model, applying the model for future conditions, recommending needed future transportation projects and evaluating project performance for prioritization. He used Streetlytics data to identify key external travel patterns.

Port St. Lucie Mobility Plan and Mobility Fee, Port St. Lucie, FL – Mr. Schiffer extracted subarea networks from the Treasure Coast RPM to summarize VMT and key demographic characteristics.

Eastern Shore MPO 2045 LRTP, Fairhope-Daphne-Spanish Fort, AL – Mr. Schiffer served as subconsultant on the recently completed Eastern Shore MPO's 2045 LRTP Update. His responsibilities included socioeconomic data support, leading model development and validation of a transportation planning model, forecasting future travel patterns, recommending future transportation projects and evaluating project performance. Streetlytics data were used for assumptions on external travel patterns. The MPO is now contracting directly with FuturePlan Consulting for continuing on-call modeling support.

Boynton Beach Mobility Plan and Mobility Fee, Boynton Beach, FL – Mr. Schiffer extracted subarea networks from the Southeast Florida RPM to summarize VMT and key demographic characteristics.

EDUCATION

- M.S., Urban and Regional Planning, Transportation Specialization Florida State University, 1984
- B.A., Geography and Urban Studies, Memphis State University, 1982 (now University of Memphis)

CERTIFICATIONS

- American Institute of Certified Planners, Since 1987, #040968

EXPERIENCE

- 37 years, transportation planning and travel demand modeling/forecasting
- ✓ 3 years at FuturePlan Consulting
- ✓ 34 years at other consulting firms
- ✓ Located in Tallahassee, Florida

SPECIALIZATIONS

- travel demand modeling, long-range transportation plans, travel behavior and origin-destination travel surveys, site impact traffic studies, forecasting corridor multi-modal travel demand

Huntsville MPO 2045 LRTP, Huntsville, AL – Mr. Schiffer recently served as modeling subconsultant on the Huntsville Area MPO's 2045 Update to their Long-Range Transportation Plan. His modeling responsibilities included updating the Cube Voyager model application; refinement and validation of the transportation planning model, technical support and troubleshooting with MPO staff on use of the model.

St. Augustine Mobility Plan and Mobility Fee, St. Augustine, FL – Mr. Schiffer prepared subarea model extractions of the Northeast Florida Regional Planning Model to summarize VMT and key demographic characteristics within the St. Augustine city limits and surrounding areas of St. Johns County.

Madison County Transportation Master Plan, Huntsville, AL – Mr. Schiffer supported a subarea transportation study, focused on unincorporated areas on the periphery of Huntsville, AL. Using 2045 traffic forecasts, he identified missing roadway corridor segments that, if constructed, could reduce forecasted congestion in high growth areas. He ran the model for an alternative land use scenario and a scenario with the recommended future roadway connections and produced a variety of 2045 traffic metrics and visuals.

Bradenton Mobility Plan and Mobility Fee, Bradenton, FL – Mr. Schiffer used the FDOT District One Regional Planning Model (D1RPM) to identify a polygon representing the city limits of Bradenton; prepare a spreadsheet for summarizing vehicle-miles traveled; extract subarea loaded networks from the D1RPM model based on the polygon areas; and summarize VMT for the years 2010 and 2040 for the study area.

Altamonte Springs Mobility Plan and Mobility Fee, Altamonte Springs, FL – As part of an update to the existing Altamonte Springs Mobility Plan, Mr. Schiffer is conducting subarea model extractions of the FDOT District 5 Model to summarize vehicle-miles traveled and key demographic characteristics within the Altamonte Springs city limits (located north of Orlando) for multiple analysis years.

OTHER RELEVANT TRAVEL DEMAND MODELING/TRAVEL BEHAVIOR EXPERIENCE

Metro South Community Improvement District Freight Cluster Study, Atlanta, GA – Mr. Schiffer is leading an assessment of current truck travel patterns using data from the American Transportation Research Institute (ATRI). He identified a set of 130 zones based on combinations of traffic analysis zones from the Atlanta Regional Commission and Georgia Statewide travel demand models, directed ATRI on data needs, and analyzed/documented key findings and data shortcomings.

St. Cloud Area Planning Organization Travel Demand Model Improvements, St. Cloud, MN – Mr. Schiffer was Consultant Project Manager on a 2020 update of the St. Cloud travel demand forecasting model. Tasks included updating traffic analysis zones; external trips; highway networks; trip generation, distribution, and assignment; post-processing; and validation. External trips were revised using StreetLight InSight data. The trip generation model was converted from an ITE vehicle trip approach to person trips from NHTS 2017, with the addition of new socioeconomic attributes and an auto occupancy step.

Iowa Statewide Planning Model Update, Iowa Statewide – Mr. Schiffer was Consultant Project Manager on an update of the Iowa Statewide Travel Model, known as iTRAM. The first phase of this project was leading an assessment of the model's strengths, weaknesses, opportunities, and threats (SWOT) with Iowa Department of Transportation staff. The SWOT assessment was used to scope out, recommend, budget, and schedule all components of the model for updating as part of a two-year contract. He recently completed an update and validation of iTRAM to a base year of 2018 and forecast year of 2050.

Miscellaneous Florida Traffic Impact Studies – Mr. Schiffer is using the CFRPM, D1RPM, NWFRPM, and Tampa Bay regional planning models to identify trip distribution patterns for proposed residential developments in Hernando, Lake, Polk, Volusia, and Walton Counties.

Southern Alleghenies Planning & Development Commission Corridor N Completion Analysis & Impact Study, Meyersdale, PA – Mr. Schiffer used the Pennsylvania Statewide Travel Forecasting Model to evaluate impacts of four-laning the last remaining segments of US 219 in southern Pennsylvania and northern Maryland. He led network coding and a screenline analysis of scenario traffic forecasts.

FHWA/TRB Joint Expert Meeting: Emerging Trends, Role of Changing Consumer Preference in Mobility – Mr. Schiffer served as a panelist for a symposium held at TRB's offices in Washington, DC. The areas of new mobility discussed included vehicles with connectivity, on-demand ride services, shared mobility, and vehicle automation, along with their impacts on travel behavior and patterns.

UYEN DANG, PE



Professional Synopsis

Uyen (wen) Dang is a professional engineer with over 15-year experience in transportation, streetscape, and livable communities. She was the City Traffic Engineer for the City of West Palm Beach and oversaw all transportation elements including transformative projects such as the Clematis Street Streetscape project and the Reimagine of Rosemary Square. She led in the City's adoption of the City's multimodal transportation program including the WPB Bicycle Masterplan, Vision Zero program, smart parking technology and the micromobility program. In 2017, Uyen helped define the term "Mobility" through a range of transportation planning efforts such as the WPB Mobility Study, Downtown

Parking Study, the Okeechobee Corridor Study, and the proposed ITC Mobility Hub. She provided leadership in securing over \$50M federal grants and established a transportation capital improvement program of over \$150M of roadway infrastructure improvements through the City's Public Works Bond and the 1% Sales Tax Referendum. She is part of Leadership NACTO, serves as chair of the Palm Beach TPA Citizen Advisory Committee, board member of the Palm Beach Transportation Disadvantaged LCB, and a delegate of the NCUTCD.

Highlights

- Florida PE LIC. #73944
- NACTO National Standards Working Group
- Chair of the Palm Beach TPA Citizen Advisory Committee (CAC)
- Transportation Disadvantage Local Coordination Board (TDLCB)
- NCUTCD Markings Committee
- FHWA Global Benchmarking Program

Education

Bachelors of Science, Civil Engineering, University of South Florida – Tampa, Florida

Area of Expertise

Leadership/Budgeting/Mobility/Vision Zero/Strategic Planning/Grant Writing /Transportation Demand Management/Federal Grant Administration/Capital Improvement Planning and Development/Right of Way Permit Program/Street Maintenance Program/Parking Infrastructures and Strategies/Project Management

Transportation Planning/Policies Development

West Palm Beach Mobility Study

Uyen served as the project manager for the City of West Palm Beach Mobility Study to develop a collaborative and innovative approach to transportation planning, design, and implementation, leveraging current and new mobility technology and strategies. This project focused on aligning competing demands for space in

the public right-of-way to plan, prioritize, and implement high-quality transportation network such as a bicycle network, walkways, trails, transit service, and vehicular access. Included in this effort are mobility hubs that integrate mobility options for future mobility at the Seaboard Train Station and the new Brightline station. The plan helps the City establishing supporting policy and funding strategies, including new mobility that allocates funding to balance transportation options.

VISION ZERO

Uyen lead the City of west Palm Beach Vision Zero implementation strategy. With the adoption of the Vision Zero policy in 2018, the City was able to reduce crashes in target corridor by over 20% in the first year. She provided leadership of many engagement events, developed a strategic speed bump program, sidewalk program, citywide lighting program. The City was also awarded with enforcement grants to supplement the Police Department in their efforts to reduce traffic crashes. In 2020, Uyen was invited to participate in the Vision Zero Network and the Global Benchmarking Committee to reduce traffic crashes on arterial network.

WEST PALM BEACH MOBILITY FEE

As recommended from the West Palm Beach Mobility study, the Mobility Fee was developed for the Downtown Mobility Plan to replace the County road impact fees and the Transportation Concurrency Exception Area (TCEA) policies in the city's Comprehensive Plan. Uyen worked with Nue Urban Concepts and the City's Urban Designer to develop a fee structure and update Section 94 of the City's Code of Ordinance related to Concurrency Management to transition from the TCEA policies towards a Mobility Fee based mitigation system.

OKEECHOBEE BOULEVARD CORRIDOR STUDY

Uyen served as the project manager for the City of West Palm Beach Okeechobee Corridor Study. The multi-disciplinary team comprised of transportation engineers, planners and landscape architect to re-envision the future of Okeechobee Corridor in downtown West Palm Beach. The study is approximately 2 miles long that connects I-95 and to the Royal Park Bridge. The project team led a four-day charrette with the community and stakeholders to develop short term, mid-term and long-term strategies for Okeechobee Blvd. As part of this project, the project team integrated public relations efforts by incorporating national experts such as Gabe Klein and developed a successful marketing strategy. Some media snapshots are the following: over 700 estimated total attendance, 590,000 potential audience reached and over 20.3M online impressions. Specific recommendations include operational changes for future vehicular demand, protected bikeways, dedicated transit, and enhanced walkability.

WEST PALM BEACH BIKE MASTER PLAN

Uyen Served as the project manager for the City of West Palm Beach Bike Masterplan to expand alternative transportation modes while providing preferred typical sections to meet the community needs. Uyen's efforts as the project manager included in extensive public outreach, media interviews and multidiscipline agency coordination. The program developed was to enhance over 100 miles of bike facilities within the City's network. Within the first year, Uyen successfully implemented 20% of the overall network.

CITY OF WEST PALM BEACH MICROMOBILITY SYSTEMS

With the emergence of new micromobility such as dockless bike share, e-bikes and e-scooters, there is a demand for managing the public's rights-of-way. Uyen provided leadership and research to develop the City's Micromobility Ordinance and Request for Proposal to select an operator. The ordinance address safety, speed, infrastructure, and enforcements.

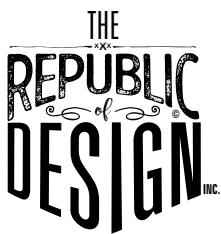
West Palm Beach Parking and Transportation Demand Management

Uyen serve as the project manager for the City's parking and curbside management study. The study includes key component to the City of West Palm Beach Mobility Study as demand can be managed to improve accessibility and availability.



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PHOTOGRAPHY



WEST PALM BEACH

600 South Dixie Highway, #717
West Palm Beach, FL 33401

AMSTERDAM

Overtom 490-3
Amsterdam, NL 1054JZ
KvK: 75242842

Margarita Yerastova

PRESIDENT, THE REPUBLIC OF DESIGN, INC.

The Republic of Design is a full service urban design firm specializing in visual design, multimedia, urban strategy research, transportation planning, and policymaking. We understand the human element in transportation and we design to add value to the human experience.

EDUCATION

MSc, Urban and Regional Planning // Universiteit van Amsterdam - 2018
Bachelor's of Fine Arts, Graphic Design // University of Florida - 2008

PROFESSIONAL HISTORY

Margarita has over 10 years of experience in the transportation field, both in the private and public sectors, with offices in both Florida and the Netherlands. Margarita currently works as a mobility advisor and consultant providing services to urban planning firms, cycling organizations, and various cities and government agencies throughout North America and Europe. Her experience includes researching active mobility cross-national policy transfer and knowledge exchange with the University of Amsterdam's Urban Cycling Institute. Previously, she worked for the City of Delray Beach, Florida as their Bicycle Pedestrian Mobility Coordinator where she was the Program Manager for transportation projects in the City such as Complete Streets, bikeshare, Vision Zero, Bicycle Pedestrian Master Planning, and the ADA Implementation Study. She designed and secured over \$7m in grant funding for bicycle network infrastructure projects.

Margarita is a frequent and impassioned speaker on the roles that design and innovation play in shaping our social/spatial environments and how they can affect the future of accessibility and equity in our cities on a human scale.

Professional Organizations: CNU // ITE // APA // Strong Towns

RELEVANT EXPERIENCE

TOWN PLANNING //

Town Center at Abacoa, Jupiter, FL

BICYCLE & MOBILITY NETWORK PLANNING //

Leningrad Region, RUS	City of Delray Beach, FL	City of DeBary, FL
City of Amsterdam, NL	City of Palm Beach Gardens, FL	City of West Palm Beach, FL
City of Nijmegen, NL	City of Bradenton, FL	Walton County, FL
Monterrey Metro Region, MX	City of St. Augustine, FL	

MOBILITY PLANS + FEES //

Sarasota County, FL	City of Palm Beach Gardens, FL	City of Altamonte Springs, FL
City of DeBary, FL	City of Boynton Beach, FL	City of Port. St. Lucie, FL
City of Maitland, FL	City of West Palm Beach, FL	City of St. Augustine, FL
Walton County, FL	City of Bradenton, FL	City of St. Cloud, FL

LEED ND GOLD CERTIFICATION PLANNING //

Northwest Gardens, Fort Lauderdale, FL

MARKETING + MULTIMEDIA //

Professional design services, research, and writing for public and private entities, as well as professional organizations.

Alachua County
Request for Proposal (RFP) 21-989 Impact & Mobility Fee Update

NUE URBAN CONCEPTS TEAM

APPENDIX

SIGNATURE AND ACKNOWLEDGEMENT OF ADDENDUM FORM

RFP: **21-989 Impact and Mobility Fee Update**


PROPOSAL OPENING DATE: **2:00 pm, Wednesday, July 21, 2021**

Acknowledge Receipt of Addendum(s) (if applicable):

#1 ☐ Yes ☐ No #2 ☐ Yes ☐ No #3 ☐ Yes ☐ No #4 ☐ Yes ☐ No

Proposer: Jonathan B. Paul Company: NUE Urban Concepts, LLC

Address: 2579 SW 87th Drive, Suite 101, Gainesville, FL 32608

Authorized Signature:  Title: Principal

Clearly Print Name: Jonathan B. Paul

Phone: 833-682-8484 Fax: N/A Date: 07/21/21

Email Address: jbpaul@nueurbanconcepts.com

VOLUME OF PREVIOUS WORK SUMMARY

Volume of previous work will be determined by the actual fees rendered to the consultant by Alachua County. These fees are based on actual payments made to the consultant and are retrieved from the County's electronic accounting system. Only a portion of these fees 9 (Adjusted fee) will be considered based on the fiscal year payments and the factor listed below (see chart below).

SAMPLE

PERIOD	ACTUAL FEE	FACTOR	ADJUSTED FEE
Current and last year (Oct 1 – Sept 30)	\$ 100,000.00	X 1.0	\$ 100,000.00
Second year past (Oct 1 – Sept 30)	\$ 100,000.00	X .08	\$ 80,000.00
Third year past (Oct 1 - Sept 30)	\$ 100,000.00	X .06	\$ 60,000.00
TOTAL ADJUSTED FEE CONSIDERED			\$ 240,000.00

VOLUME OF PREVIOUS WORK - POINTS EARNED

The volume of previous work points earned are based on the adjusted fee (see chart below).

POINTS	ADJUSTED FEE (AF)	YOUR REQUESTED AF POINTS
5	AF < 50,000	<div>_____ 5 _____ points</div>
4	50,000 < AF < 100,000	
3	100,000 < AF < 200,000	
2	200,000 < AF < 300,000	
1	300,000 < AF < 400,000	
0	AF > 400,000	

PROPOSED SUBCONTRACTORS FORM

RFP: 21-989 Impact and Mobility Fee Update

Name of Contractor: Dwayne Guthrie, PhD, AICP, DP Guthrie, LLC

Address: 1220 E. Livingston Street Orlando, FL 32803

Scope of Work to be Performed: Focus on the fee methodology, fee schedule, and legal update

Name of Contractor: John Osborne, AICP, Green Street Associates, LLC

Address: 11130 3rd Avenue East, Bradenton, FL 34212

Scope of Work to be Performed: Fee methodology, fee schedule, legal updates, GIS analysis and mapping

Name of Contractor: Robert G. Schiffer, AICP, FuturePlan Consulting, LLC

Address: 1256 Walden Rd, Tallahassee, FL 32317

Scope of Work to be Performed: Traffic demand modeling

Name of Contractor: Uyen Dang, PE, DDEC

Address: 700 S. Rosemary Ave. STE 204-A36, West Palm Beach, FL 33401

Scope of Work to be Performed: Transportation engineering and planning, cost estimates

Name of Contractor: Margarita Yerastova, Republic of Design

Address: 600 S Dixie Hwy, Apt 717, West Palm Beach, FL 33401

Scope of Work to be Performed: Graphic design, document creation, and public outreach.

If additional space is required for your subcontractor listing, make copies of this Exhibit C and submit with you bid package.

DRUG FREE WORKPLACE

Florida Statute, Section 287.087 states that whenever two or more bids, proposals, or replies that are equal with respect to price, quality, and service are received by the state or by any political subdivision for the procurement of commodities or contractual services, a bid proposal, or reply received from a business that certifies that it has implemented a drug-free workplace program shall be given preference in the award process.

The undersigned vendor in accordance with Florida Statute 287.087 hereby certifies that.

NUE Urban Concepts, LLC

Name of Business

does:

1. Publish a statement notifying employees that the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in the workplace and specifying the actions that will be taken against employees for violations of such prohibition.
2. Inform employees about the dangers of drug abuse in the workplace, the business's policy of maintaining a drug-free workplace, any available drug counseling, rehabilitation, and employee assistance programs, and the penalties that may be imposed upon employees for drug abuse violations.
3. Give each employee engaged in providing the commodities or contractual services that are under bid a copy of the statement specified in subsection (1).
4. In the statement specified in subsection (1), notify the employees that, as a condition of working on the commodities or contractual services that are under bid, the employee will abide by the terms of the statement and will notify the employer of any conviction of, or plea of guilty or nolo contendere to, any violation of Chapter 1893 or of any controlled substance law of the United States or any state, for a violation occurring in the workplace no later than five (5) days after such conviction.
5. Impose a sanction on, or require the satisfactory participation in a drug abuse assistance or rehabilitation program if such is available in the employee's community, by any employee who is so convicted.
6. Make a good faith effort to continue to maintain a drug-free workplace through implementation of this section.

As the person authorized to sign the statement, I certify that this firm complies fully with the above requirements.



Bidder's Signature

07/21/21

Date

PUBLIC RECORD DECLARATION OR CLAIM OF EXEMPTION

As a bidder or proposer, any document you submit to Alachua County may be a public record and be open for personal inspection or copying by any person. In Florida ‘public records’ are defined as all documents, papers, letters, maps, books, tapes, photographs, films, sound recordings, data processing software, or other material, regardless of the physical form, characteristics, or means of transmission, made or received pursuant to law or ordinance or in connection with the transaction of official business by any agency. Section 119.011, F.S. A document is subject to personal inspection and copying unless it falls under one of the public records exemptions created under Florida law. Please designate what portion of your bid or proposal, if any, qualifies to be exempt from inspection and copying:

(Execute either section I. or II, but not both; bidder may not modify language)

I. NO EXEMPTION FROM PUBLIC RECORDS LAW

No part of the bid or proposal submitted is exempt from disclosure under the Florida public records law, Ch. 119, F.S.

Bidder’s Signature: Jonathan Paul Date: 07/21/21

- - - OR - - -

II. EXEMPTION FROM PUBLIC RECORDS LAW AND AGREEMENT TO INDEMNIFY AND DEFEND ALACHUA COUNTY

The following parts of the bid or proposal submitted are exempt from disclosure under the Florida public records law because: (list exempt parts and legal justification. i.e. trade secret):

By claiming that all or part of the bid or proposal is exempt from the public records law, the undersigned bidder or proposer agrees to protect, defend, indemnify and hold the County, its officers, employees and agents free and harmless from and against any and all claims arising out of a request to inspect or copy the bid or proposal. The undersigned bidder or proposer agrees to investigate, handle, respond to, provide defense (including payment of attorney fees, court costs, and expert witness fees and expenses up to and including any appeal) for and defend any such claim at its sole cost and expense through counsel chosen by the County and agrees to bear all other costs and expenses related thereto, even if they (claims, etc.) are groundless, false, or fraudulent.

Bidder’s Signature: _____ Date: _____



NUEURBA-01

Appendix F1

CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER Darr Schackow Insurance Agency LLC 5200-B West Newberry Road Gainesville, FL 32607	CONTACT NAME: CL Service Team	
	PHONE (A/C, No, Ext): (888) 337-9322	FAX (A/C, No): (352) 376-5741
	E-MAIL ADDRESS: col@darrschackowinsurance.com	
	INSURER(S) AFFORDING COVERAGE	NAIC #
	INSURER A : Lloyds of London	15642
INSURED NUE Urban Concepts, LLC c/o Jonathan Paul 2579 SW 87th Dr, #101 Gainesville, FL 32608	INSURER B : Owners Insurance Company	32700
	INSURER C :	
	INSURER D :	
	INSURER E :	
	INSURER F :	

COVERAGES

CERTIFICATE NUMBER:

REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: <input type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC <input checked="" type="checkbox"/> OTHER: Hired & NonOwned Auto	X		PSJ0525087599	1/1/2021	1/1/2022	EACH OCCURRENCE \$ 1,000,000
							DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 250,000
							MED EXP (Any one person) \$ 5,000
							PERSONAL & ADV INJURY \$ 1,000,000
							GENERAL AGGREGATE \$ 2,000,000
							PRODUCTS - COMP/OP AGG \$ 1,000,000
							Cyber Liability \$ 1,000,000
B	<input checked="" type="checkbox"/> AUTOMOBILE LIABILITY <input checked="" type="checkbox"/> ANY AUTO OWNED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input checked="" type="checkbox"/> HIRED AUTOS ONLY <input checked="" type="checkbox"/> NON-OWNED AUTOS ONLY	X		5117784700	4/24/2021	4/24/2022	COMBINED SINGLE LIMIT (Ea accident) \$ 1,000,000
							BODILY INJURY (Per person) \$
							BODILY INJURY (Per accident) \$
							PROPERTY DAMAGE (Per accident) \$
							\$
	<input type="checkbox"/> UMBRELLA LIAB <input type="checkbox"/> OCCUR						EACH OCCURRENCE \$
	<input type="checkbox"/> EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE						AGGREGATE \$
	<input type="checkbox"/> DED <input type="checkbox"/> RETENTION \$						\$
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) <input type="checkbox"/> Y / N If yes, describe under DESCRIPTION OF OPERATIONS below		N / A				PER STATUTE <input type="checkbox"/> OTH-ER <input type="checkbox"/>
							E.L. EACH ACCIDENT \$
							E.L. DISEASE - EA EMPLOYEE \$
							E.L. DISEASE - POLICY LIMIT \$
A	Professional Liab.			PSJ0525087599	1/1/2021	1/1/2022	Each Occurrence 1,000,000
A	Professional Liab.			PSJ0525087599	1/1/2021	1/1/2022	Aggregate 1,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

The City of West Palm Beach, its commissioners, officers, employees and agents are an Additional Insured for Commercial General and Auto Liability

CERTIFICATE HOLDER

CANCELLATION

TBA upon selection

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

John Darr



JIMMY PATRONIS
CHIEF FINANCIAL OFFICER

**STATE OF FLORIDA
DEPARTMENT OF FINANCIAL SERVICES
DIVISION OF WORKERS' COMPENSATION**

**** CERTIFICATE OF ELECTION TO BE EXEMPT FROM FLORIDA WORKERS' COMPENSATION LAW ****

NON-CONSTRUCTION INDUSTRY EXEMPTION

This certifies that the individual listed below has elected to be exempt from Florida Workers' Compensation law.

EFFECTIVE DATE: 12/18/2020

EXPIRATION DATE: 12/18/2022

PERSON: JONATHAN B PAUL

EMAIL: NUEURBANCONCEPTS@GMAIL.COM

FEIN: 453687255

BUSINESS NAME AND ADDRESS:

NUE URBAN CONCEPTS, LLC

2579 SW 87TH DRIVE, SUITE 101

GAINESVILLE, FL 32608

SCOPE OF BUSINESS OR TRADE:

Architectural or Engineering Architectural or Engineering
Firm-Including Salespersons Firm-Clerical
& Drivers

IMPORTANT: Pursuant to subsection 440.05(14), F.S., an officer of a corporation who elects exemption from this chapter by filing a certificate of election under this section may not recover benefits or compensation under this chapter. Pursuant to subsection 440.05(12), F.S., Certificates of election to be exempt issued under subsection (3) shall apply only to the corporate officer named on the notice of election to be exempt and apply only within the scope of the business or trade listed on the notice of election to be exempt. Pursuant to subsection 440.05(13), F.S., notices of election to be exempt and certificates of election to be exempt shall be subject to revocation if, at any time after the filing of the notice or the issuance of the certificate, the person named on the notice or certificate no longer meets the requirements of this section for issuance of a certificate. The department shall revoke a certificate at any time for failure of the person named on the certificate to meet the requirements of this section.

NUE Urban Concepts, LLC

(Insert Name of Corporation)

**CORPORATE RESOLUTION GRANTING SIGNING AUTHORITY
AND AUTHORITY TO CONDUCT BUSINESS**

The Board of Directors (“Directors”) of NUE Urban Concepts, LLC, a
(insert name of company)
Florida corporation (the “Corporation”), at a duly and properly
(insert state of incorporation)

held meeting on the 15th day of January, 2012, did hereby consent to, adopt,
ratify, confirm and approve the following recitals and resolutions:

WHEREAS, the Corporation is a duly formed, validly existing corporation in good standing under
the laws of the State of Florida and is authorized to do business in the State of
Florida; and

WHEREAS, the Corporation desires to grant certain persons the authority to execute and enter into
contracts and conduct business on behalf of the Corporation.

NOW, THEREFORE, BE IT RESOLVED, that any of the following officers and employees of the
Corporation listed below are hereby authorized and empowered, acting along, to sign, execute and
deliver any and all contracts and documents on behalf of the Corporation, and to do and take such
other actions, including but not limited to the approval and execution of contracts, purchase orders,
amendments, change orders, invoices, and applications for payment, as in his or her judgment may be
necessary, appropriate or desirable, in connection with or related to any bids, proposals, or contracts
to, for or with to Alachua County, a charter county and political subdivision of the State of Florida:

NAME	TITLE
<u>Jonathan B. Paul</u>	<u>Principal</u>
<u></u>	<u></u>
<u></u>	<u></u>
<u></u>	<u></u>

BE IT RESOLVED THAT, these resolutions shall continue in full force and effect, and may be relied upon by Alachua County, until express written notice of their rescission or modification has been received by the Procurement Manager of Alachua County. Any revocation, modification or replacement of these resolutions must be accompanied by documentation satisfactory to the Procurement Manager of Alachua County, establishing the authority for the changes.

IN WITNESS WHEREOF, I have executed my name as Secretary and have hereunto affixed the corporate seal of the above-named Corporation this 21st day of July, 2021, and do hereby certify that the foregoing is a true record of a resolution duly adopted at a meeting of the Board of Directors of the Corporation and that said meeting was held in accordance with state law and the Bylaws of the Corporation, and that the resolution is now in full force and effect without modification or rescission.

(Corporate Seal) Secretary of the Corporation

By: Jonathan Paul

Jonathan B. Paul
(Print Secretary's Name)

NUE URBAN CONCEPTS EQUAL EMPLOYMENT OPPORTUNITY POLICY

Objective

NUE Urban Concepts, LLC is an equal opportunity employer. In accordance with anti-discrimination law, it is the purpose of this policy to effectuate these principles and mandates. NUE Urban Concepts prohibits discrimination and harassment of any type and affords equal employment opportunities to employees and applicants without regard to race, color, religion, sex, sexual orientation, gender identity or expression, pregnancy, age, national origin, disability status, genetic information, protected veteran status, or any other characteristic protected by law. NUE Urban Concepts conforms to the spirit as well as to the letter of all applicable laws and regulations.

Scope

The policy of equal employment opportunity (EEO) and anti-discrimination applies to all aspects of the relationship between NUE Urban Concepts and its employees, including:

- Recruitment.
- Employment.
- Promotion.
- Transfer.
- Training.
- Working conditions.
- Wages and salary administration.
- Employee benefits and application of policies.

The policies and principles of EEO also apply to the selection and treatment of independent contractors, personnel working on our premises who are employed by temporary agencies and any other persons or firms doing business for or with NUE Urban Concepts.

Dissemination and Implementation of Policy

The officers of NUE Urban Concepts will be responsible for the dissemination of this policy. Directors, managers and supervisors are responsible for implementing equal employment practices within each department. The HR department is responsible for overall compliance and will maintain personnel records in compliance with applicable laws and regulations.

Procedures

NUE Urban Concepts administers our EEO policy fairly and consistently by:

- Posting all required notices regarding employee rights under EEO laws in areas highly visible to employees.
- Advertising for job openings with the statement "*We are an equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity or expression, pregnancy, age, national origin, disability status, genetic information, protected veteran status, or any other characteristic protected by law.*"

NUE URBAN CONCEPTS EQUAL EMPLOYMENT OPPORTUNITY POLICY

- Posting all required job openings with the appropriate state agencies.
- Forbidding retaliation against any individual who files a charge of discrimination, opposes a practice believed to be unlawful discrimination, reports harassment, or assists, testifies or participates in an EEO agency proceeding.
- Requires employees to report to a member of management, an HR representative or the general counsel any apparent discrimination or harassment. The report should be made within 48 hours of the incident.
- Promptly notifies the general counsel of all incidents or reports of discrimination or harassment and takes other appropriate measures to resolve the situation.

Harassment

Harassment is a form of unlawful discrimination and violates NUE Urban Concepts policy. Prohibited sexual harassment, for example, is defined as unwelcome sexual advances, request for sexual favors and other verbal or physical conduct of a sexual nature when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment.
- Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individuals.
- Such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

Harassment also includes unwelcome conduct that is based on race, color, religion, sex, sexual orientation, gender identity or expression, pregnancy, age, national origin, disability status, genetic information, protected veteran status, or any other characteristic protected by law. Harassment becomes unlawful where:

- Enduring the offensive conduct becomes a condition of continued employment, or
- The conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive.

NUE Urban Concepts encourages employees to report all incidents of harassment to a member of management or the HR department. NUE Urban Concepts conducts harassment prevention training for all employees and maintains and enforces a separate policy on harassment prevention, complaint procedures and penalties for violations. NUE Urban Concepts investigates all complaints of harassment promptly and fairly, and, when appropriate, takes immediate corrective action to stop the harassment and prevent it from recurring.

Remedies

Violations of this policy, regardless of whether an actual law has been violated, will not be tolerated. NUE Urban Concepts will promptly, thoroughly and fairly investigate every issue that is brought to its attention in this area and will take disciplinary action, when appropriate, up to and including termination of employment.

Alachua County
Request for Proposal (RFP) 21-989 Impact & Mobility Fee Update

REFERENCES

City of Bradenton Department of Planning and Community Development
Marshall McCrary, Planning & Zoning Manager
101 Old Main Street
Bradenton, FL 34205
941-932-9422
marshall.mccrary@cityofbradenton.com

City of St. Augustine Public Works Department
Reuben C. Franklin Jr., P.E., Public Works Director
75 King Street, 4th Floor
St. Augustine, FL 32804
904-209-4279
rfranklin@citystaug.com

Palm Beach Gardens Planning & Zoning Department
Natalie Crowley, AICP, Director
10500 North Military Trail
Palm Beach Gardens, FL 33410
561-799-4243
ncrowley@pbgfl.com

Sarasota County Planning & Development Service
Thomas C. Polk, Impact Fee Administrator
1660 Ringling Boulevard
Sarasota, FL 34236
941-861-5140
tpolk@scgov.net

Walton County Planning Department
Kristen A. Shell, AICP, Planning Manager
842 State Highway 20 E, Unit 110
Freeport, Florida 32439
850-267-1955, SheKristen@co.walton.fl.us

City of DeBary Growth Management Department
Mr. Matt Boerger, AICP, LEED AP
Growth Management Director
16 Colomba Rd, DeBary, FL 32713
386-601-0203, MBoerger@debary.org