

GILLESPIE COUNTY

Title VI Plan



Table of Contents

Introduction.....	3
Discrimination under Title VI.....	4
Authorities.....	5
Title VI Policy Statement.....	5
Standard DOT Assurances.....	5
Organization and Staffing.....	6
Primary Program Area Descriptions and Review Procedures.....	7
Data Collection and Analysis.....	7
Title VI Complaint Procedures.....	8
Notice of Rights.....	11
Notification to Beneficiaries	11
Public Involvement.....	11
Language Assistance and Limited English Proficiency (LEP).....	12
Training.....	13

Attachments:

Attachment 1- Signed Title VI Policy Statement

Standard DOT Non-Discrimination Assurances

Appendix A- Compliance with Regulations Notice to Contractors

Appendix B- Clauses for Deeds Transferring United States Property

Appendix C- Clauses for Deeds Transfer or Real Property Acquired Under
the Activity, Facility, or Program

Appendix D- Clauses for Construction/Use/ Access to Real Property Acquired
Under the Activity, Facility, or Program

Attachment 3- Organizational Chart

Attachment 4- Complaint Form

Introduction

Title VI of the Civil Rights Act of 1964 prohibits discrimination on the basis of race, color, or national origin in any program or activity receiving federal financial assistance. Several other federal legal authorities supplement Title VI by extending protections based on age, sex, and disability. In addition, the Civil Rights Restoration Act of 1987 clarified Title VI enforcement by mandating that Title VI requirements apply to *all* programs and activities of federal-aid recipients regardless of whether any particular program or activity involves federal funds. Taken together, these laws require recipients and sub-recipients of federal funds to ensure all programs and services are delivered to the public without discrimination.

Gillespie County, as a recipient of federal financial assistance, will ensure full compliance with Title VI of the Civil Rights Act of 1964; 49 C.F.R. Part 21 (Department of Transportation Regulations for the Implementation of Title VI of the Civil Rights Act of 1964); 49 C.F.R. Part 21; and related statutes and regulations. Gillespie County acknowledges it is subject to and will comply with Federal Highway Administration Title VI Assurances.

This plan explains how Gillespie County incorporates the requirements of Title VI and related legal authorities into its operations. The plan will be used as a reference for Gillespie County and an informational resource for the public. The plan will be updated every 3 years to reflect changes in Title VI compliance operations.

Discrimination Under Title VI

It is the responsibility of every Gillespie County employee to prevent, minimize, and eradicate any form of discrimination. There are two types of discrimination prohibited under Title VI and its related statutes: (1) disparate treatment that alleges similarly situated persons are treated differently because of their race, color, or national origin (*i.e.*, intentional discrimination); and (2) disparate impact/effects when a facially neutral policy, procedure, or practice results in different or inferior services or benefits to members of a protected group. The focus of disparate impact is on the consequences of a decision, policy, or practice rather than the intent.

Prohibited forms of discrimination may include, but not be limited to, the following:

- The denial of services, financial aid, or other benefits provided under a program.
- Distinctions in the quality, quantity, or way a benefit is provided.
- Segregation or separation of persons in any part of the program.
- Restriction in the enjoyment of any advantages, privileges, or other benefits provided to others.
- Differing standards or requirements for participation.
- Methods of administration that directly or indirectly, or through contractual relationships would defeat or impair the accomplishment of effective nondiscrimination.

- Discrimination in any activities or services related to a highway, infrastructure or facility built or repaired in whole or in part with federal funds.

Gillespie County efforts to prevent such discrimination must address, but not be limited to, how a program or activity:

- Impacts the public.
- Provides accessibility.
- Provides equal access to benefits.
- Encourages participation.
- Provides services equitably.
- Initiates contracting & training opportunities
- Investigates complaints
- Allocates funding; and
- Prioritizes projects

Authorities

The authorities applicable to Gillespie County Title VI/Nondiscrimination Program include:

- **Title VI of the Civil Rights Act of 1964** (42 U.S.C. §2000d et seq., 78 stat. 252), (prohibits discrimination on the basis of race, color, national origin).
- **49 CFR Part 21** (entitled *Nondiscrimination in Federally Assisted Programs of the Department of Transportation-Effectuation of Title VI of The Civil Rights Act of 1964*).
- **23 CFR Part 200** (FHWA's Title VI/Nondiscrimination Regulation).
- **28 CFR Part 50.3** (U.S. Department of Justice Guidelines for Enforcement of Title VI of the Civil Rights Act of 1964).
- **Texas Administrative Code** §9.4, Civil Rights – Title VI Compliance.

Title VI Policy Statement

It is the policy of Gillespie County that no person shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination in any operation of Gillespie County as provided by Title VI of the Civil Rights Act of 1964 and related statutes.

This policy applies to all operations of Gillespie County, including its contractors and anyone who acts on behalf of Gillespie County. This policy also applies to the operations of any department or agency to which Gillespie County extends federal financial assistance. Federal financial assistance includes grants, training, use of equipment, donations of surplus property, and other assistance.

The nondiscrimination statement signed by the Gillespie County Judge, is included as **Attachment 1**.

Standard DOT Assurances

The U.S. DOT requires that federal financial assistance be provided on the condition that the recipient provides an assurance that its programs and activities will be conducted in compliance with Title VI of the Civil Rights Act of 1964. The requirement is located at 49 CFR 21.7(a). To support the implementation of this requirement, the U.S. DOT provided an assurances agreement in U.S. DOT Order 1050.2A that federal fund recipients and sub-recipients must sign as a condition of receiving federal financial assistance.

The assurances agreement provides specific non-discrimination language, Gillespie County, is required to include in bid solicitations or requests for proposal, contracts, and real estate agreements. Gillespie County is committed to ensuring the necessary language is used as prescribed in the assurance agreement.

In accordance with this requirement, Gillespie County has signed the U.S. DOT Standard Title VI/Non- Discrimination Assurances. The document is included as **Attachment 2**.

Organization and Staffing

The County Judge is ultimately responsible for assuring full compliance with the provisions of Title VI of the Civil Rights Act of 1964 and related statutes and has directed that non-discrimination is required of all agency employees, contractors, and agents pursuant to 23 C.F.R. Part 200 and 49C.F.R. Part 21.

Gillespie County has assigned Cameron House, Human Resources Director, to perform the duties of the Title VI Coordinator and ensure implementation of the agency's Title VI program. The position of Title VI Coordinator, Cameron House, is located within the Human Resources Department. The organization chart is included as **Attachment 3**.

The Title VI Coordinator with assistance from other staff and departments, is assigned the responsibility for implementing, monitoring, and ensuring the County's compliance with Title VI regulations. Title VI Coordinator is responsible for the following:

- Maintaining and updating the Title VI plan on the County's behalf.
- Ensuring County staff receive necessary Title VI training.
- Ensuring prompt processing of Title VI complaints and referral to Texas Department of Transportation.
- Developing procedures for the collection & analysis of statistical data and related requirements.
- Developing a program to conduct Title VI reviews of program areas.
- Developing Title VI information for dissemination internally and externally.

Primary Program Area Descriptions, Mitigating Measures & Data Analysis

The Judge of Gillespie County is responsible for ensuring the implementation of the County's Title VI program. The Title VI Coordinator will assist in the overall administration of the program, plan and assurances. The County engages in the following program areas:

Program Area and General Description	Concerns & Responsibilities	Mitigating Measures & Analysis
Right of Way: The Engineering Department reviews and approves projects with improvements proposed within County right-of-way. They ensure compliance with the Right-of-Way Regulations, review studies, and collaborate with agencies like TxDOT and City of Fredericksburg to plan for future needs.	The Current Right-of-Way Regulations are updated on a regular basis to ensure proper and fair Right of Way management.	In an effort to meet the needs of entities that will be affected by the Right of Way Regulations, the Engineering Department regularly updates the adopted Right-of-Way Regulations. Various entities are allowed to participate in the drafting of amendments to the regulations by holding public meetings to review the amendment and provide suggestions to the Engineering Department. The Engineering Department takes comments and suggestions made by the entities and updates the Regulations every 5 years, or as needed, so that the Regulations will accommodate the entities' need to use the County Rights of Way to provide services to the public while allowing the County to ensure that public

		safety is maintained and that public inconvenience is minimized; to protect the County's infrastructure investment; to facilitate work within the County Rights of Way; and to fairly and responsibly protect the public health, safety, and welfare.
Contracts & Purchasing: Develops and manages contracts and contracting opportunities, including specifications, bidding process, and contract execution	Maintaining an open and fair bidding process for all contracts. Ensure Title VI Assurances appendices are included in contracts as specified within the assurances document.	The Commissioner's Court reviews and approves bid documents prior to advertisement and contracts prior to execution. Title VI Assurances will be included in all bid documents and contracts.
Planning: Short-term and long-term planning of transportation projects.	County projects are generally limited to street and drainage maintenance. Projects are based on field observations and typically do not include public solicitations for comment or feedback for long-term planning of maintenance or capital improvement projects.	The Engineering Department, in coordination with the Precinct Commissioners, will create a process for citizens to submit comments, suggestions, or complaints about road conditions to help make decisions on both short- and long-term road and drainage maintenance projects.
Public Engagement: Coordinates public engagement activities for planning and project development, as well as relationship-building engagement activities.	Comprehensive public participation to ensure all stakeholders have an opportunity to voice their opinions.	Public meetings and events are hosted to afford every citizen the opportunity to stay informed. Several committees have been created to give residents a voice (i.e. Airport Advisory Board and Commissioners Court public meetings). Commissioner Court meetings are held twice a month and allow for public comment on any topic. Appropriate County elected officials and staff attend a public meeting quarterly with other entities (City of Fredericksburg, TxDOT, etc.) to provide updates and

		information regarding development, transportation, and other topics that may impact the community.
Maintenance: Services for roadways and right of ways, including, but not limited to, providing: repair of signage, drainage facility maintenance, and street repair.	Ensuring no communities are subject to a disparate lack of maintenance services based on a protected class.	Each Precinct Commissioner works primarily with their road crew to plan short- and long-term maintenance projects for streets and drainage facilities. The Commissioner assesses the overall maintenance needs within their Precinct to ensure that no protected class communities have been disproportionately benefited or been harmed by the delivery of maintenance services.

Potential sources of data and analysis tools include:

- Census Data
- American Community Survey
- School Districts
- Forms or Surveys gathered from the public
- Field Observations

Data Collection and Analysis

Statistical data on race, color, or national origin, disability, age, and sex of participants in and beneficiaries of County programs will be gathered and maintained by the department administering the program within the County. The gathering procedures will be reviewed annually to ensure sufficiency of the data in meeting the requirements of the Title VI program.

Program Area	Type of Data Collected & Process for Collecting	Process for Collecting the Data
Right of Way	Collecting demographic data from property owners who may be subject to right of way activities by including inputs for demographic data with the appropriate form(s).	Ensuring right of way activities do not disproportionately affect individuals or groups based on a protected class status.

Contracting	Identifying contractors who are a: Disadvantaged Business Enterprise (DBE) Historically Underutilized Business (HUB) Small Business Enterprise (SBE)	Ensuring equal opportunity in contracting to all individuals and groups.
Planning	Reviewing data from the U.S. Census Bureau and other credible sources to determine demographic make-up of the local community.	Ensuring project impacts do not disproportionately impact any individuals or groups based on a protected class status.
Public Engagement	Reviewing data from the U.S. Census Bureau and other credible sources to determine demographic make-up of the local community. Providing demographic questionnaires to public engagement participants and including demographic questions in public surveys	Ensuring communications and interactions with the public sufficiently reach all local demographics.
Maintenance	Reviewing maintenance activities by geography and demographic makeup of communities receiving the maintenance services.	Ensuring no communities are subject to a disparate lack of maintenance services based on a protected class.

Title VI Complaint Procedures

Scope of Title VI Complaints

No person or groups of people shall, be excluded from participation, be denied the benefits of, or be otherwise subjected to discrimination under all programs, services, or activities administered by Gillespie County, and its contractors on the grounds of race, color, or national origin.

The scope of Title VI covers all internal and external activities of Gillespie County.

The following types of actions are prohibited under Title VI protections (See [49 C.F.R. 21.5](#)):

- Excluding individuals or groups from participation in programs or activities. Denying program services or benefits to individuals or groups.
- Providing a different service or benefit or providing them in a manner different from what is provided to others.
- Denying an opportunity to participate as a member of a planning, advisory or similar body that is an integral part of the program.
- Retaliation for making a complaint or otherwise participating in any manner in an investigation or proceeding related to Title VI of the Civil Rights Act of 1964.

The following procedures cover complaints filed under Title VI of the Civil Rights Act of 1964 and the Civil Rights Restoration Act of 1987. Any person who believes they, or any specific class of persons, to be subjected to prohibited discrimination based on race, color or national origin may file a written complaint individually or through a representative. A complaint must be filed no later than 180 days after the date of the alleged discrimination, unless the discrimination is ongoing, or the time for filing is extended by the FHWA. Complaints related to the Federal-aid highway program may be filed with TxDOT, FHWA Division Office, the FHWA Headquarters Office of Civil Rights (HCR), the USDOT Departmental Office of Civil Rights, or the USDOJ. County will ensure that all complaints are sent to the appropriate authority for disposition.

Complaints alleging violations of Title VI by subrecipients may be filed in writing directly with the following local, state and federal agencies:

County of Gillespie
Attn: Cameron House, Title VI Coordinator
101 West Main Street, Unit #11
Fredericksburg, Texas 78624
hr@gillespiecounty.org

Additionally, complaints filed against the subrecipient may also be filed with TxDOT or FHWA at:

Texas Department of Transportation (TxDOT)

Civil Rights Division
Attn: Title VI Program Administrator
125 E. 11th Street
Austin, TX 78701

Federal Highway Administration – Texas Division (FHWA)

Attn: Civil Rights Specialist
300 E. 8th St.
Austin, TX 78701

Federal Highway Administration (FHWA)

Office of Civil Rights
HCR-20, Room E81-320
1200 New Jersey Avenue, SE
Washington, DC 20590

Complaint and investigation files are confidential. The contents of such files will only be disclosed to (Rev. 04/20) Page 2 of 2 appropriate County personnel, state and federal authorities in accordance with Federal and State laws. County will retain files in accordance with records retention schedules and all Federal guidelines.

How to File a Formal Title VI Complaint

Any person(s) or organization(s) believing they have been discriminated against based on the protected classes stated above by Gillespie County or its contractors may file a Title VI complaint.

Discrimination complaints **must be received no more than 180 days after the alleged incident** unless the time for filing is extended by the processing agency.

Complaints should be made in writing and signed and may be filed by mail, fax, in person, or e-mail. A complaint should contain the following information:

- A written explanation of the alleged discriminatory actions.
- The complainant's contact information, including, if available: full name, postal address, phone number, and email address.
- The basis of the complaint (e.g., race, color, national origin, etc.).
- The names of specific people and respondents (e.g., agencies/organizations) who are alleged to have discriminated against a person or people.
- Sufficient information to understand the facts which led the complainant to believe that discrimination occurred in a program or activity that receives Federal financial assistance.
- The date(s) of the alleged discriminatory act(s) and whether the alleged discrimination is on-going.

Complaints can also be filed by completing and submitting Gillespie County's Title VI Complaint Form available at www.gillespiecounty.org or by sending an email or letter with the necessary information to:

Gillespie County, ATTN: Cameron House
Mailing Address: 101 W Main St. Unit 11 Fredericksburg, TX 78624
Email: <mailto:hr@gillespiecounty.org>
Phone: 830-307-6233

If necessary, the complainant may call the phone number above and provide the allegations by telephone. The Title VI Coordinator will transcribe the allegations of the complaint as provided over the telephone and send a written complaint to the complainant for correction and signature.

Complaints can also be filed directly with the following agencies:

Federal Highway Administration
U.S. Department of Transportation Office of Civil Rights HCR-20, Room E81-320
1200 New Jersey Avenue, SE Washington, DC 20590
Email: CivilRights.FHWA@dot.gov

Texas Department of Transportation Civil Rights Division
Attn: Title VI Program Manager

125 E. 11th Street Austin, Texas 78701

After submitting a complaint, the complainant will receive correspondence informing them of the status of the complaint within ten (10) business days from Gillespie County or another agency receiving the complaint.

Complaints received by Gillespie County's Title VI Coordinator are forwarded to the TxDOT Office of Civil Rights (OCR). TxDOT OCR will forward the complaint to the FHWA Texas Division Office, along with a preliminary processing recommendation. The FHWA Texas Division Office will forward the complaint to FHWA Headquarters Office of Civil Rights (HCR).

For further information about the FHWA investigation process and potential complaint outcomes, please visit the [Questions and Answers for Complaints Alleging Violations of Title VI of the Civil Rights Act of 1964](#).

Complaint Log

Gillespie County maintains a complaint log to document all activity related to the complaint. Information captured includes:

- Complainant's name, and if provided, race, color, and national origin.
- Respondent's name.
- Basis(es) of the discrimination complaint.
- Allegation(s)/Issue(s) surrounding the discrimination complaint.
- Date the discrimination complaint was filed.
- Date the investigation was complete.
- Disposition.
- Disposition date; and
- Other pertinent information.

Notice of Rights

In accordance with 23 CFR 200.9(a)(12), Gillespie County is required to develop Title VI information for dissemination to the public and, where appropriate, in languages other than English.

Notice of Gillespie County Title VI policies and procedures are listed in many places such as the information board on the first floor of the county courthouse and the county website.

Notification to Beneficiaries

Gillespie County's website is updated to ensure Title VI information is readily accessible to the public. The website informs the public of their rights under Title VI and provides information on how to file a complaint.

- Gillespie County's Title VI/Nondiscrimination Plan

- Title VI Nondiscrimination Agreement
- Title VI and Related Statutes Nondiscrimination Statement (English and Spanish)
- Title VI Nondiscrimination Assurances
- Gillespie County's Discrimination Complaint Form (English and Spanish)
- Title VI Poster
- Gillespie County's Language Assistance Plan

Public Involvement

It is the goal of Gillespie County to provide continuous, effective and transparent access to all stakeholders. Gillespie County strives to inform all stakeholders about proposed plans and projects and seeks input when appropriate. Gillespie County utilizes the following methods to communicate information regarding upcoming activities and opportunities for public and stakeholder participation in the planning process:

- Media Releases
- Presentations
- Local Community Public Meetings
- Gillespie County Web Site

Traditionally underserved communities can find it more difficult to engage with decision making entities due to scheduling conflicts, lack of transportation to public involvement events, language barriers, lack of childcare, etc. Genuine public involvement takes place at all levels and so Gillespie County aims to identify communities that may be affected by a project to plan appropriately and effectively for the potentially impacted groups. Sources of data used were listed above in the Data Gathering section. Gillespie County specifically uses the following sources to identify minority and populations with limited English proficiency.

- US CENSUS TABLE P9 – HISPANIC OR LATINO AND NOT HISPANIC OR LATINO BY RACE
- ACS TABLE B16001 – LANGUAGE SPOKEN AT HOME BY ABILITY TO SPEAK ENGLISH FOR THE POPULATION 5 YEARS AND OVER

Gillespie County will use the following techniques to ensure that all members of the community can participate in the decision-making process:

- Translating documents into languages other than English when requested

Language Assistance and Limited English Proficiency (LAP)

The United States Department of Justice LEP (Limited English Proficiency) guidance advises each agency to “take reasonable steps to ensure ‘meaningful’ access to LEP individuals to the information and services they provide.” The “reasonable steps to ensure meaningful access” are contingent on the four factors below:

- (1) Number or proportion of LEP people eligible to be served or likely to be encountered by the program:** The greater the number or proportion of LEP persons served or encountered, the more likely language services are needed. For the assessment to be accurate it must also include all communities that are eligible for services or are likely directly affected by the district’s programs or activities, not only those that live next to a project. After surveying public facing departments, here is the information discovered: Departments whose primary function involves handling court cases have around 50-60% interaction with Spanish only speakers. Other departments who interact with the public said about 1/3 or 30-33% who come into their offices are Spanish only speakers. Two departments said they only see 1-20% Spanish only speakers depending on the week/month. When they were asked what translating resources are used to help interact with these residents, almost all departments said they use one of the four employees we have provided a Spanish stipend to help with translating for these individuals. Some said as a last resort, they use google translate to help them leave with what they needed. The Spanish speakers who have court are provided with either a contract or County employee who is able to translate for court purposes.
- (2) Frequency with which LEP individuals come in contact with the program:** The primary way residents inquire about programming assistance is through each department. Each department has someone who can assist in answering questions or is aware of a department that is able to step in and assist. For our court systems, they have specific days with Spanish dockets to ensure there are interpreters available.
- (3) Nature and importance of the program, activity, or service provided by the program to people's lives:** Gillespie County’s policies, programs, events and projects planned for the next year including the nature and importance of LEP encounters should be considered on a project-by-project basis. The majority of interactions with LEP people and County personnel are through phone conversations or interactions in person. The most frequent contact Gillespie County staff has is with our LEP Spanish speakers.
- (4) Resources available to the grantee/recipient or agency, and costs:** Gillespie County has both internal and external resources available to assist with translation and interpretation services. Gillespie County uses our four multilingual employees as resources for our LEP residents. If other languages are needed, the department will reach out to contracted services to see if they may be able to provide resources.

Any language assistance can be made through each department who has a Spanish interpreter or knows the identified list of personnel to contact who can assist in interpreting. When the County

receives a request or a need has been brought to the Counties attention, the County will make efforts to provide services in a timely manner. If translation is needed in a court setting, the County will pay for a certified interpreter. Otherwise, the County pays for Spanish interpreters using County employees. The County will continuously monitor for LEP needs and proactively make accommodations.

The census data for Gillespie County can be viewed by clicking the link below.

<https://data.census.gov/vizwidget?g=050XX00US48171&infoSection=American+Indian+and+Alaska+Native>

By reviewing the data, the summation is that 21.58 percent of Gillespie County is Hispanic or Latino. The census data further indicates that 15 percent speak a language other than English at home. 12.1% speak Spanish, 2.4% speak other Indo-European, and 0.6% speak Asian and Pacific Islander. More detailed analysis of the data shows those that speak English less than “very well” are 1,320 Spanish, 131 Indo-European, and 28 Asian or Pacific Islanders. Gillespie County has surmised that the most need for language assistance services would be with the Spanish population. As such Gillespie County has increased it’s number of employees compensated for Spanish translation services. In 2024 there was one employee compensated for translation services. In 2025 that number increased to four employees to address any potential needs. The primary program for Gillespie County as a subrecipient would be at the county airport. The county airport is uncontrolled and primarily serves private aircraft.

Training

Gillespie County will ensure that its staff understand Title VI of the Civil Rights Act of 1964 and how it may apply to their work. The following options are available for providing training:

Review of the Gillespie County Title VI and LE Plan

- Review which employees are readily accessible to be used by other departments.
- Gillespie County will discuss best practices or changes to the LAP Plan and will be discussed in future department head meetings.
- Title VI Coordinator, Cameron House, will send an email to all employees informing them of the plan and where to find the complaint forms.
- Trainings will be conducted in person annually. There may be online resources provided to employees as needed. In the trainings there will be discussions on best practices, resources, examples, and ending with a Q&A.
- Viewing the video [Understanding and Abiding by Title VI of the Civil Rights Act of 1964](#) produced by the U.S. Department of Justice.

Gillespie County will ensure proper records are kept indicating that staff has received sufficient training every two years to maintain compliance.

Title VI/Nondiscrimination Policy Statement

The County of Gillespie, as a recipient of federal financial assistance and under Title VI of the Civil Rights Act of 1964 and related statutes, ensures that no person shall on the grounds of race, color, national origin, be excluded from participation in, be denied the benefits of, or otherwise be subjected to discrimination under any Department programs or activities.



Daniel Jones, County Judge

10.1.2025

Date

Attachment 2
U.S. DEPARTMENT OF TRANSPORTATION
STANDARD TITLE VI NON-DISCRIMINATION ASSURANCES
County of Gillespie

The County of Gillespie, Texas (herein referred to as the "Recipient"), HEREBY AGREES THAT, as a condition to receiving any Federal financial assistance from the U.S. Department of Transportation (DOT), through the Federal Highway Administration (FHWA), is subject to and will comply with the following:

Statutory/Regulatory Authorities

- Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d et seq., 78 stat. 252), (prohibits discrimination on the basis of race, color, national origin);
- 49 C.F.R. Part 21 (entitled Non-discrimination in Federally Assisted Programs of the Department of Transportation-Effectuation of Title VI of the Civil Rights Act of 1964);
- 28 C.F.R. section 50.3 (U.S. Department of Justice Guidelines for Enforcement of Title VI of the Civil Rights Act of 1964);

The preceding statutory and regulatory cites hereinafter are referred to as the "Acts" and "Regulations," respectively.

General Assurances

In accordance with the Acts, the Regulations, and other pertinent directives, circulars, policy, memoranda, and/or guidance, the Recipient hereby gives assurance that it will promptly take any measures necessary to ensure that:

"No person in the United States shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity," for which the Recipient receives Federal financial assistance from U.S. DOT, including the Federal Highway Administration.

The Civil Rights Restoration Act of 1987 clarified the original intent of Congress, with respect to Title VI and other Nondiscrimination requirements (The Age Discrimination Act of 1975, and Section 504 of the Rehabilitation Act of 1973), by restoring the broad, institutional-wide scope and coverage of these non-discrimination statutes and requirements to include all programs and activities of the Recipient, so long as any portion of the program is Federally assisted.

Specific Assurances

More specifically, and without limiting the above general Assurance, the Recipient agrees with and gives the following Assurances with respect to its Federally-assisted U.S. DOT programs:

1. The Recipient agrees that each "activity," facility," or "program," as defined in §§ 21.23(b) and 21.23(e) or 49 C.P.R § 21 will be (with regard to an "activity") facilitated, or will be (with regard to a "facility") operated, or will be (with regard to a "program") conducted in compliance with all requirements imposed by, or pursuant to the Acts and the Regulations.
2. The Recipient will insert the following notification in all solicitations for bids, Requests for Proposals for work, or material subject to the Acts and the Regulations made in connection with all County projects and, in adapted form, in all proposals for negotiated agreements regardless of funding source:

"The Recipient, in accordance with the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252, 42 U.S.C. §§2000d to 2000d-4) and the Regulations, hereby notifies all bidders that it will affirmatively ensure that any contract entered into pursuant to this advertisement, disadvantaged business enterprises will be afforded full and fair opportunity to submit bids in response to this invitation and will not be discriminated against on the grounds of race, color, or national origin in consideration for an award."

3. The Recipient will insert the clauses of Appendix A and Appendix E of this Assurance in every contract or agreement subject to the Acts and the Regulations.
4. The Recipient will insert the clauses of Appendix B of this Assurance, as a covenant running with the land, in any deed from the United States effecting or recording a transfer of real property, structures, use, or improvements thereon or interest therein to a Recipient.
5. That where the Recipient receives Federal financial assistance to construct a facility, or part of a facility, the Assurance will extend to the entire facility and facilities operated in connection therewith.
6. That where the recipient receives Federal financial assistance in the form, or for the acquisition of real property or an interest in real property, the Assurance will extend to rights to space on, over, or under such property.

7. That the Recipient will include the clauses set forth in Appendix C and Appendix D of this Assurance, as a covenant running with the land, in any future deeds, leases, licenses, permits, or similar instruments entered into by the Recipient with other parties: a. for the subsequent transfer of real property acquired or improved under the applicable activity, project, or program; and b. for the construction or use of, or access to, space on, over, or under real property acquired or improved under the applicable activity, project, or program.

8. That this Assurance obligates the Recipient for the period during which Federal financial assistance is extended to the program, except where the Federal financial assistance is to provide, or is in the form of, personal property, or real property, or interest therein, or structures or improvements thereon, in which case the Assurance obligates the Recipient, or any transferee for the longer of the following periods.

- a. the period during which the property is used for a purpose for which the Federal financial assistance is extended, or for another purpose involving the provision of similar services or benefits; or
- b. the period during which the Recipient retains ownership or possession of the property.

9. The Recipient will provide for such methods of administration for the programs as are found by the Secretary of Transportation or the official to whom he/she delegates specific authority to give reasonable guarantee that it, other recipients, sub-recipients, sub-grantees, contractors, subcontractors, consultants, transferees, successors in interest, and other participants of Federal financial assistance under such program will comply with all requirements imposed or pursuant to the Acts, the Regulations, and this Assurance.

10. The Recipient agrees that the United States has a right to seek judicial enforcement with regard to any matter arising under the Acts, the Regulations, and this Assurance.

By signing this assurance, the Recipient also agrees to comply (and require any sub-recipients, sub-grantees, contractors, successors, transferees, and/or assignees to comply) with all applicable provisions governing the U.S. DOT access to records, accounts, documents, information, facilities, and staff. You also recognize that you must comply with any program or compliance reviews, and/or complaint investigations conducted by the U.S. DOT. You must keep records, reports, and submit the material for review upon request to U.S. DOT, or its designee in a timely, complete, and accurate way. Additionally, you must comply with all other reporting, data collection, and evaluation requirements, as prescribed by law or detailed in program guidance.

The Recipient gives this assurance in consideration of and for obtaining any Federal grants, loans, contracts, agreements, property, and/or discounts, or other Federal aid and Federal financial assistance extended after the date hereof to the recipients by the U.S. DOT under all Department of Transportation Programs. This assurance is binding on Texas, other recipients, subrecipients, sub-

grantees, contractors, subcontractors and their subcontractors, transferees, successors in interest, and any other participants in all Department of Transportation programs. The person(s) signing below is/are authorized to sign this assurance on behalf of the Recipient.

Gillespie County, Texas

Title of Recipient



Signature of Authorized Official

10.1.2025

Date

Appendix A

During the performance of this contract, the contractor, for itself, its assignees, and successors in interest (hereinafter referred to as the "contractor") agrees as follows:

1. Compliance with Regulations: The contractor (hereinafter includes consultants) will comply with the Acts and the Regulations relative to non-discrimination in Federally-assisted programs of the U.S. Department of Transportation, the FHWA, as they may be amended from time to time, which are herein incorporated by reference and made a part of this contract.

2. Non-discrimination: The contractor, with regard to the work performed by it during the contract, will not discriminate on the grounds of race, color, or national origin in the selection and retention of subcontractors, including procurements of materials and leases of equipment. The contractor will not participate directly or indirectly in the discrimination prohibited by the Acts and the Regulations, including employment practices when the contract covers any activity, project, or program set forth in Appendix B of 49 CFR Part 21.

3. Solicitations for Subcontracts, Including Procurements of Materials and Equipment: In all solicitations, either by competitive bidding, or negotiation made by the contractor for work to be performed under a subcontract, including procurements of materials, or leases of equipment, each potential subcontractor or supplier will be notified by the contractor of the contractor's obligations under this contract and the Acts and the Regulations relative to nondiscrimination on the grounds of race, color, or national origin.

4. Information and Reports: The contractor will provide all information and reports required by the Acts, the Regulations, and directives issued pursuant thereto and will permit access to its books, records, accounts, other sources of information, and its facilities as may be determined by the Recipient or FHWA to be pertinent to ascertain compliance with such Acts, Regulations, and instructions. Where any information required of a contractor is in the exclusive possession of another who fails or refuses to furnish the information, the contractor will so certify to the Recipient or FHWA, as appropriate, and will set forth what efforts it has made to obtain the information.

5. Sanctions for Noncompliance: In the event of a contractor's noncompliance with the Nondiscrimination provisions of this contract, the Recipient will impose such contract sanctions as it or FHWA may determine to be appropriate, including, but not limited to: a. withholding payments to the contractor under the contract until the contractor complies, and/or b. cancelling, terminating, or suspending a contract, in whole or in part.

6. Incorporation of Provisions: The contractor will include the provisions of paragraphs one through six in every subcontract, including procurements of materials and leases of

equipment, unless exempt by the Acts, the Regulations and directives issued pursuant thereto. The contractor will take action with respect to any subcontract or procurement as the Recipient or FHWA may direct as a means of enforcing such provisions including sanctions for noncompliance. Provided, that if the contractor becomes involved in, or is threatened with litigation by a subcontractor, or supplier because of such direction, the contractor may request the Recipient to enter into any litigation to protect the interests of the Recipient. In addition, the contractor may request the United States to enter into the litigation to protect the interests of the United States.

Appendix B

CLAUSES FOR DEEDS TRANSFERRING UNITED STATES PROPERTY

The following clauses will be included in deeds effecting or recording the transfer of real property, structures, or improvements thereon, or granting interest therein from the United States pursuant to the provisions of Assurance 4:

NOW, THEREFORE, the U.S. Department of Transportation as authorized by law and upon the condition that the County of Gillespie will accept title to the lands and maintain the project constructed thereon in accordance with all applicable federal statutes, the Regulations for the Administration of all DOT programs, and the policies and procedures prescribed by FHWA of the U.S. Department of Transportation in accordance and in compliance with all requirements imposed by Title 49, Code of Federal Regulations, U.S. Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Non-discrimination in Federally-assisted programs of the U.S Department of Transportation pertaining to and effectuating the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252; 42 U.S.C. § 2000d to 2000d-4), does hereby remise, release, quitclaim and convey unto County of Gillespie the all the right, title and interest of the U.S. Department of Transportation in and to said lands described in Exhibit A attached hereto and made a part hereof.

(HABENDUM CLAUSE)

TO HAVE AND TO HOLD said lands and interests therein unto County of Gillespie and its successors forever, subject, however, to the covenants, conditions, restrictions and reservations herein contained as follows, which will remain in effect for the period during which the real property or structures are used for a purpose for which Federal financial assistance is extended or for another purpose involving the provision of similar services or benefits and will be binding on the County of Gillespie, its successors and assigns.

The County of Gillespie, in consideration of the conveyance of said lands and interests in lands, does hereby covenant and agree as a covenant running with the land for itself, its successors and assigns, that (1) no person will on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination with regard to any facility located wholly or in part on, over, or under such lands hereby conveyed [,] [and]* (2) that the County of Gillespie will use the

lands and interests in lands and interests in lands so conveyed, in compliance with all requirements imposed by or pursuant to Title 49, Code of Federal Regulations, U.S. Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Nondiscrimination in Federally-assisted programs of the U.S. Department of Transportation, Effectuation of Title VI of the Civil Rights Act of 1964, and as said Regulations and Acts may be amended [, and (3) that in the event of breach of any of the above-mentioned non-discrimination conditions, the Department will have a right to enter or re-enter said lands and facilities on said land, and that above described land and facilities will thereon revert to and vest in and become the absolute property of the U.S. Department of Transportation and its assigns as such interest existed prior to this instruction]*.

*Reverter clause and related language to be used only when it is determined that such a clause is necessary to make clear the purpose of Title VI.

Appendix C
CLAUSES FOR TRANSFER OR REAL PROPERTY ACQUIRED OR IMPROVED UNDER THE
ACTIVITY, FACILITY, OR PROGRAM

The following clauses will be included in deeds, licenses, leases, permits, or similar instruments entered into by the Recipient pursuant to the provisions of Assurance 7(a):

A. The (grantee, lessee, permittee, etc. as appropriate) for himself/herself, his/her heirs, personal representatives, successors in interest, and assigns, as a part of the consideration hereof, does hereby covenant and agree [in the case of deeds and leases add "as a covenant running with the land"] that:

1. In the event facilities are constructed, maintained, or otherwise operated on the property described in this (deed, license, lease, permit, etc.) for a purpose for which a U.S. Department of Transportation activity, facility, or program is extended or for another purpose involving the provision of similar services or benefits, the (grantee, licensee, lessee, permittee, etc.) will maintain and operate such facilities and services in compliance with all requirements imposed by the Acts and Regulations (as may be amended) such that no person on the grounds of race, color, or national origin, will be excluded from participation in, denied the benefits of, or be otherwise subjected to discrimination in the use of said facilities.

B. With respect to licenses, leases, permits, etc., in the event of breach of any of the above Nondiscrimination covenants, County of Gillespie will have the right to terminate the (lease, license, permit, etc.) and to enter, re-enter, and repossess said lands and facilities thereon, and hold the same as if the (lease, license, permit, etc.) had never been made or issued.*

C. With respect to a deed, in the event of breach of any of the above Non-discrimination covenants, County of Gillespie will have the right to enter or re-enter the lands and facilities thereon, and the above-described lands and facilities will there upon revert to and vest in and become the absolute property of the County of Gillespie and its assigns. *

*Reverter clause and related language to be used only when it is determined that such a clause is necessary to make clear the purpose of Title VI.

Appendix D
CLAUSES FOR CONSTRUCTION/USE/ACCESS TO REAL PROPERTY ACQUIRED
UNDER THE ACTIVITY, FACILITY, OR PROGRAM

The following clauses will be included in deeds, licenses, permits, or similar instruments/agreements entered into by the Recipient pursuant to the provisions of Assurance 7(b):

- A. The (grantee, licensee, permittee, etc., as appropriate) for himself/herself, his/her heirs, personal representatives, successors in interest, and assigns, as a part of the consideration hereof, does hereby covenant and agree (in the case of deeds and leases add, "as a covenant running with the land") that (1) no person on the ground of race, color, or national origin, will be excluded from participation in, denied the benefits of, or be otherwise subjected to discrimination in the use of said facilities, (2) that in the construction of any improvements on, over, or under such land, and the furnishing of services thereon, no person on the ground of race, color, or national origin, will be excluded from participation in, denied the benefits of, or otherwise be subjected to discrimination, (3) that the (grantee, licensee, lessee, permittee, etc.) will use the premises in compliance with all other requirements imposed by or pursuant to the Acts and Regulations, as amended, set forth in this Assurance.
- B. With respect to (licenses, leases, permits, etc.), in the event of breach of any of the above Nondiscrimination covenants, County of Gillespie will have the right to terminate the (license, permit, etc., as appropriate) and to enter or re-enter and repossess said land and the facilities thereon, and hold the same as if said (license, permit, etc., as appropriate) had never been made or issued. *
- C. With respect to deeds, in the event of breach of any of the above non-discrimination covenants, County of Gillespie will there upon revert to and vest in and become the absolute property of County of Gillespie and its assigns.*

*Reverter clause and related language to be used only when it is determined that such a clause is necessary to make clear the purpose of Title VI.

Appendix E

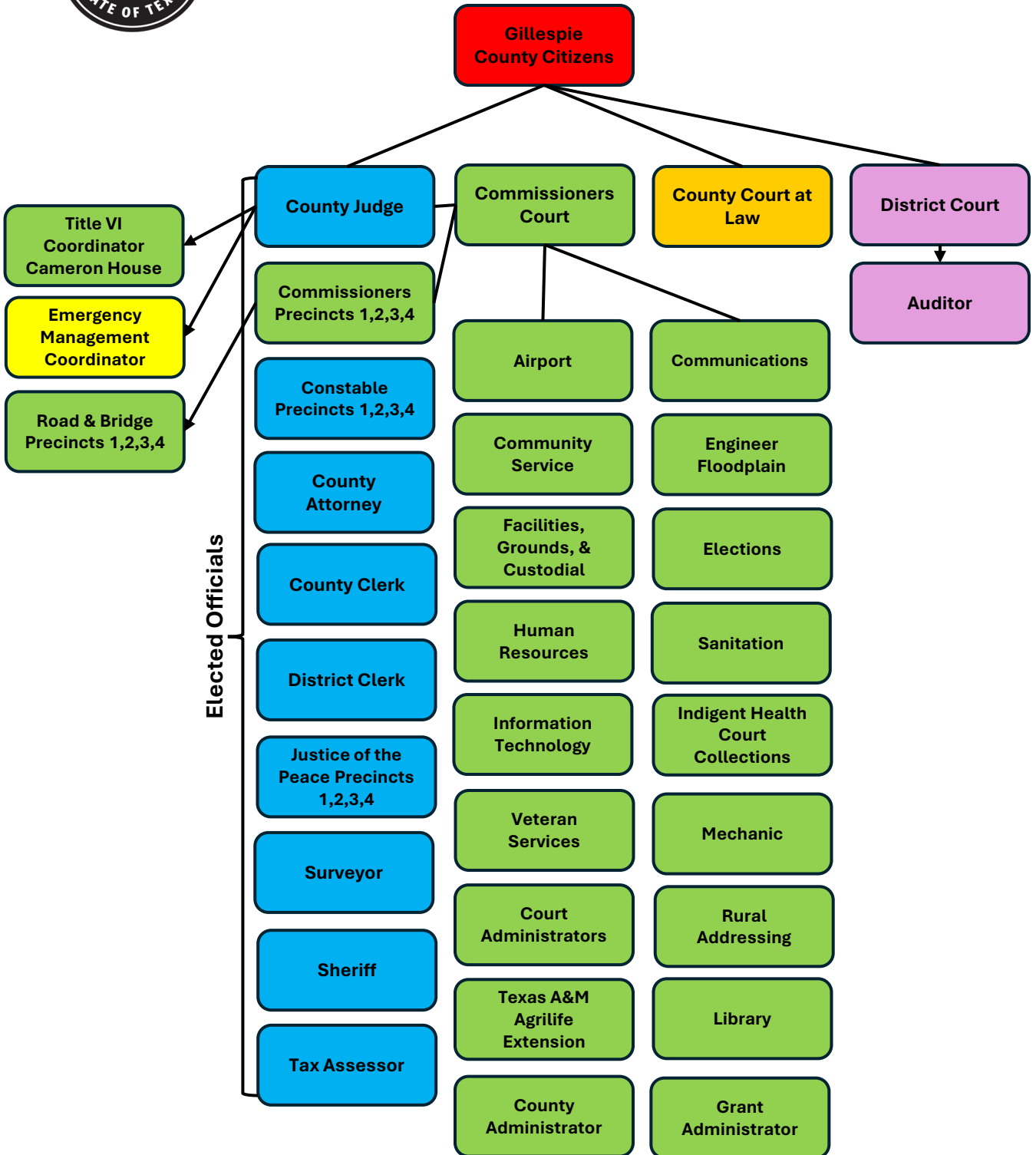
During the performance of this contract, the contractor, for itself, its assignees, and successors in interest (hereinafter referred to as the "contractor") agrees to comply with the following nondiscrimination statutes and authorities; including but not limited to:

Pertinent Non-Discrimination Authorities:

- Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d et seq., 78 stat. 252), (prohibits discrimination on the basis of race, color, national origin); and 49 CFR Part 21.
- The Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, (42 U.S.C. § 4601), (prohibits unfair treatment of persons displaced or whose property has been acquired because of Federal or Federal-aid programs and projects);
- Federal-Aid Highway Act of 1973, (23 U.S.C. § 324 et seq.), (prohibits discrimination on the basis of sex);
- Section 504 of the Rehabilitation Act of 1973, (29 U.S.C. § 794 et seq.), as amended, (prohibits discrimination on the basis of disability); and 49 CFR Part 27;
- The Age Discrimination Act of 1975, as amended, (42 U.S.C. § 6101 et seq.), (prohibits discrimination on the basis of age);
- Airport and Airway Improvement Act of 1982, (49 USC § 4 71, Section 4 7123), as amended, (prohibits discrimination based on race, creed, color, national origin, or sex);
- The Civil Rights Restoration Act of 1987, (PL 100-209), (Broadened the scope, coverage and applicability of Title VI of the Civil Rights Act of 1964, The Age Discrimination Act of 1975 and Section 504 of the Rehabilitation Act of 1973, by expanding the definition of the terms "programs or activities" to include all of the programs or activities of the Federal-aid recipients, sub-recipients and contractors, whether such programs or activities are Federally funded or not);
- Titles II and III of the Americans with Disabilities Act, which prohibit discrimination on the basis of disability in the operation of public entities, public and private transportation systems, places of public accommodation, and certain testing entities (42 U.S.C. §§ 12131-12189) as implemented by Department of Transportation regulations at 49 C.F.R. parts 37 and 38;
- The Federal Aviation Administration's Non-discrimination statute (49 U.S.C. § 47123) (prohibits discrimination on the basis of race, color, national origin, and sex);
- Title IX of the Education Amendments of 1972, as amended, which prohibits you from discriminating because of sex in education programs or activities (20 U.S.C. 1681 et seq.).



GILLESPIE COUNTY ORGANIZATIONAL CHART



Title VI Complaint Procedure

The following procedures cover complaints filed under Title VI of the Civil Rights Act of 1964 and the Civil Rights Restoration Act of 1987. Any person who believes they, or any specific class of persons, to be subjected to prohibited discrimination based on race, color or national origin may file a written complaint individually or through a representative. A complaint must be filed no later than 180 days after the date of the alleged discrimination, unless the discrimination is ongoing, or the time for filing is extended by the FHWA. Complaints related to the Federal-aid highway program may be filed with TxDOT, FHWA Division Office, the FHWA Headquarters Office of Civil Rights (HCR), the USDOT Departmental Office of Civil Rights, or the USDOJ. County will ensure that all complaints are sent to the appropriate authority for disposition.

Complaints alleging violations of Title VI by subrecipients may be filed in writing directly with the following local, state and federal agencies:

County of Gillespie
Attn: Cameron House, Title VI Coordinator
101 West Main Street, Unit #11
Fredericksburg, Texas 78624
hr@gillespiecounty.org

Additionally, complaints filed against the subrecipient may also be filed with TxDOT or FHWA at:

Texas Department of Transportation (TxDOT)

Civil Rights Division
Attn: Title VI Program Administrator
125 E. 11th Street
Austin, TX 78701

Federal Highway Administration – Texas Division (FHWA)

Attn: Civil Rights Specialist
300 E. 8th St.
Austin, TX 78701

Federal Highway Administration (FHWA)

Office of Civil Rights
HCR-20, Room E81-320
1200 New Jersey Avenue, SE
Washington, DC 20590

Complaint and investigation files are confidential. The contents of such files will only be disclosed to (Rev. 04/20) Page 2 of 2 appropriate County personnel, state and federal authorities in accordance with Federal and State laws. County will retain files in accordance with records retention schedules and all Federal guidelines.

County of Gillespie Title VI Complaint

Please submit completed form to:

Cameron House, Title VI Coordinator
101 W. Main St., Room B-102 (Unit#11)
Fredericksburg, TX 78624
hr@gillespiecounty.org



Last Name: _____ First Name: _____
Mailing Address: _____
City: _____ State: _____ Zip Code: _____
Main Phone Number: _____ Alternative Phone Number: _____
Email Address: _____

Please indicate the basis of your complaint:

☐ Race _____ ☐ National Origin _____
☐ Color _____ ☐ Other Class _____

Date and place of alleged discriminatory action(s). Please include the earliest date of discrimination and the most recent date of discrimination.

How were you discriminated against? Describe the nature of the action, decision, or conditions of the alleged discrimination. Explain as clearly as possible what happened and why you believe your protected status (basis) was a factor in the discrimination. Include how other persons were treated differently from you. (Attach additional pages, if necessary).

The law prohibits intimidation or retaliation against anyone because he/she has either taken action, or participated in action, to secure rights protected by these laws. If you feel that you have been retaliated against, separate from the discrimination alleged above, please explain the circumstances below. Explain what action you took which you believe was the cause for the alleged retaliation.

Names of individuals responsible for the discriminatory action(s):

Names of persons (witnesses, fellow employees, supervisors, or others) whom we may contact for additional information to support or clarify your complaint (*attach additional pages, if necessary*):

	Name	Address	Telephone
1.	_____	_____	_____
2.	_____	_____	_____
3.	_____	_____	_____
4.	_____	_____	_____

Have you filed, or intend to file, a complaint regarding the matter raised with any of the following?

If yes, please provide the filing dates. Check all that apply.

- | | |
|---|-------------------|
| ☐ U.S. Department of Transportation | Date Filed: _____ |
| ☐ Federal Highway Administration | Date Filed: _____ |
| ☐ Federal Transit Administration | Date Filed: _____ |
| ☐ Office of Federal Contract Compliance Programs | Date Filed: _____ |
| ☐ Texas Department of Transportation | Date Filed: _____ |
| ☐ U.S. Equal Employment Opportunity Commission | Date Filed: _____ |
| ☐ U.S. Department of Justice | Date Filed: _____ |
| ☐ Other: _____ | Date Filed: _____ |

Have you discussed the complaint with any Gillespie County representative? _____

If yes, provide the name, position, and date of discussion.

Briefly explain what remedy, or action, you are seeking for the alleged discrimination.

Please provide any additional information and/or photographs, if applicable, that you believe will assist with an investigation.

We cannot accept an unsigned complaint. Please sign and date the complaint form below.

Complainant's Signature

Date

Título VI Procedimiento de Queja

Los siguientes procedimientos cubren las quejas presentadas bajo el Título VI de la Ley de Derechos Civiles de 1964 y la Ley de Restauración de los Derechos Civiles de 1987. Cualquier persona que crea que ella, o cualquier clase específica de personas, está sujeta a discriminación prohibida por motivos de raza, color u origen nacional puede presentar una queja por escrito individualmente o a través de un representante. Una queja debe presentarse a más tardar 180 días después de la fecha de la presunta discriminación, a menos que la discriminación esté en curso o que la FHWA extienda el tiempo para la presentación. Las quejas relacionadas con el programa de carreteras de ayuda federal se pueden presentar ante TxDOT, la Oficina de la División de la FHWA, la Oficina de Derechos Civiles de la Sede de la FHWA (HCR), la Oficina Departamental de Derechos Civiles del USDOT o el USDOJ. El condado se asegurará de que todas las quejas se envíen a la autoridad correspondiente para su disposición.

Las quejas que aleguen violaciones del Título VI por parte de los subreceptores pueden presentarse por escrito directamente ante las siguientes agencias locales, estatales y federales:

Condado de Gillespie
A la atención de: Cameron House, Coordinador del Título VI
101 West Main Street, Unidad #11
Fredericksburg, Texas 78624
hr@gillespiecounty.org

Además, las quejas presentadas contra el subreceptor también se pueden presentar ante TxDOT o FHWA en:

Departamento de Transporte de Texas (TxDOT)

División de Derechos Civiles
A la atención de: Administrador del programa del Título VI
125 E. Calle 11
Austin, TX 78701

Administración Federal de Carreteras - División de Texas (FHWA)

A la atención de: Especialista en derechos civiles
300 E. 8th St.
Austin, TX 78701

Administración Federal de Carreteras (FHWA)

Oficina de Derechos Civiles
HCR-20, oficina E81-320
1200 Avenida Nueva Jersey, SE
Washington, DC 20590

Los archivos de quejas e investigaciones son confidenciales. El contenido de dichos archivos solo se divulgará al personal apropiado del Condado, autoridades estatales y federales de acuerdo con las leyes federales y estatales. El condado conservará los archivos de acuerdo con los cronogramas de retención de registros y todas las pautas federales.

Formulario de queja del Título VI del Condado De Gillespie

Envíe el formulario completo a:
Cameron House, Coordinadora del Título VI
101 W Main St. Room B-102
Fredericksburg, Texas 78624
hr@gillespiecounty.org



Apellido: _____ Nombre: _____

Dirección postal: _____

Ciudad: _____ Estado: _____ Código postal: _____

Número de teléfono principal: _____ Número de teléfono alternativo: _____

Dirección de correo electrónico: _____

Sírvase indicar el fundamento de su reclamación:

☐ Raza _____ ☐ Origen Nacional _____
☐ Color _____ ☐ Otra Clase _____

Fecha y lugar de las presuntas acciones discriminatorias. Incluya la fecha más temprana de discriminación y la fecha más reciente de discriminación.

¿Cómo fue discriminado? Describa la naturaleza de la acción, decisión o condiciones de la supuesta discriminación. Explique lo más claramente posible lo que sucedió y por qué cree que su estado protegido (base) fue un factor en la discriminación. Incluya cómo otras personas fueron tratadas de manera diferente a usted. (Adjunte páginas adicionales, si es necesario).

La ley prohíbe la intimidación o las represalias contra cualquier persona que haya tomado medidas, o haya participado en ellas, para garantizar los derechos protegidos por estas leyes. Si cree que ha sido objeto de represalias, aparte de la discriminación alegada anteriormente, explique las circunstancias a continuación. Explique qué acción tomó que cree que fue la causa de la supuesta represalia.

Nombres de las personas responsables de la(s) acción(es) discriminatoria(s):

Formulario de queja del Título VI del Condado De Gillespie (continuación)

Nombres de personas (testigos, compañeros de trabajo, supervisores u otros) con quienes podemos comunicarnos para obtener información adicional para respaldar o aclarar su queja (*adjunte páginas adicionales, si es necesario*):

	Nombre	Dirección	Teléfono
1.			
2.			
3.			

¿Ha presentado, o tiene la intención de presentar, una queja con respecto al asunto planteado con cualquiera de los siguientes? En caso afirmativo, sírvase indicar las fechas de presentación.

Marque todo lo que corresponda.

☐ Departamento de Transporte	Fecha de presentación: _____
☐ Administración Federal de Carreteras	Fecha de presentación: _____
☐ Administración Federal de Tránsito	Fecha de presentación: _____
☐ Oficina de Programas de Cumplimiento de Contratos Federales	Fecha de presentación: _____
☐ Departamento de Transportación de Texas	Fecha de presentación: _____
☐ Comisión para la Igualdad de Oportunidades en el Empleo	Fecha de presentación: _____
☐ Departamento de Justicia	Fecha de presentación: _____
☐ Otro	Fecha de presentación: _____

¿Ha discutido la queja con algún representante de la ciudad de Wylie?

En caso afirmativo, proporcione el nombre, el cargo y la fecha de la discusión.

--

Explique brevemente qué remedio o acción está buscando para la supuesta discriminación.

--

Proporcione cualquier información adicional y/o fotografías, si corresponde, que crea que ayudarán con una investigación.

--

No podemos aceptar una queja sin firmar. Por favor, firme y feche el formulario de queja a continuación.

Firma del demandante

Fecha

Notice of Public Hearing
2024-25 Budget
Gillespie County, Texas

In accordance with Section 111.0075 of the Texas Local Government Code, the Commissioners Court of Gillespie County, Texas will hold Public Hearings on the proposed Fiscal Year 2024-25 budget for Gillespie County.

The Public Hearings will be held on:

1. Monday, September 9, 2024, at 9:00 AM in the Gillespie County Courthouse, County Courtroom, 101 West Main Street, Fredericksburg, Texas.
2. Monday, September 16, 2024, at 5:30 PM in the Gillespie County Courthouse, District Courtroom, 101 West Main Street, Fredericksburg, Texas.

This budget will raise more total property taxes than last year's budget by \$727,238 or 3.03%, and of that amount \$1,086,318 is tax revenue to be raised from new property added to the tax roll this year.

This proposed budget is funded by anticipated property tax revenues that would result from the proposed adoption of the No-New-Revenue tax rate.

Any person may attend and may participate in the hearing regarding the proposed budget. Please contact the County Judge's office prior to the hearing at 830-997-7502 to make any reasonable accommodation requests.

A copy of the proposed budget is available for inspection in the County Clerk's Office and on the Gillespie County website at www.gillespiecounty.org.

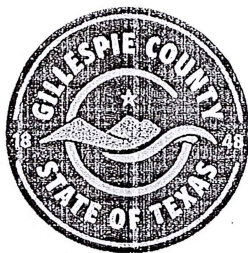
FILED
LINDSEY BROWN
COUNTY CLERK Gillespie Co., Texas
By _____ Deputy

AUG 30 2024

POSTED
@

11:10 AM

GILLESPIE COUNTY, TEXAS
COMMISSIONERS COURT
RESOLUTION NO. 2025-



A RESOLUTION ADOPTING THE GILLESPIE COUNTY TITLE VI NON-DISCRIMINATION
PLAN AND ADA TRANSITION PLAN

WHEREAS, Gillespie County is committed to ensuring compliance with Title VI of the Civil Rights Act of 1964 and the Americans with Disabilities Act of 1990; and

WHEREAS, the Title VI Plan establishes policies and procedures to prevent discrimination based on race, color, national origin, sex, age, disability, or income status in County programs, services, and activities; and

WHEREAS, the ADA Transition Plan identifies barriers to accessibility for individuals with disabilities and outlines a schedule for modifications to County facilities, programs, and services;

NOW, THEREFORE, BE IT RESOLVED that the Commissioners Court of Gillespie County, Texas hereby:

1. Adopts the attached Title VI Non-Discrimination Plan, effective immediately;
2. Adopts the attached ADA Transition Plan, effective immediately;
3. Designates the County Human Resources Director as as the Title VI Coordinator and the County Administrator as the ADA Coordinator;
4. Directs that the Title VI Plan and ADA Transition Plan be made available to the public through the County website and posted in appropriate County facilities;
5. Commits to reviewing and updating the Title VI and ADA Plans as necessary to remain compliant with applicable federal and state laws.

PASSED AND APPROVED this 12th day of May, 2025, by the Commissioners Court of Gillespie County, Texas.

County Judge

Daniel Jones

Commissioner, Precinct 1

Charles Olfers

Commissioner, Precinct 2

Keith Kramer


Commissioner, Precinct 3

Chuck Jenschke

Commissioner, Precinct 4

Don Weinheimer