Federal Transit Administration

TITLE VI NON-DISCRIMINATION PLAN

2023

Nebraska Department of Transportation

Non-Discrimination Statement of Policy

Under Title VI of the Civil Rights Act of 1964 and related statutes, the Nebraska Department of Transportation Local Assistance Division ensures that no person shall, on the grounds of race, color, or national origin, be excluded from participation in, denied the benefits or services of, or be otherwise subjected to discrimination in all programs, services, or activities administered by the Nebraska Department of Transportation.

Signed by _____

Director, Nebraska Department of Transportation

Date August 17, 2023

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DEPARTMENT OF TRANSPORTATION

FTA
Federal Transit Administration

NEBRASKA
Public Transit

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I. Introduction and Overview

The Nebraska Department of Transportation Local Assistance Division (NDOT LAD) operates its programs and services without regard to race, color, or national origin in accordance with Title VI of the Civil Rights Act. NDOT LAD submitted the current Title VI Program as evidence of its compliance with Federal Transit Administration (FTA) and U.S. Department of Transportation (DOT) Title VI requirements.

NDOT LAD is the direct recipient of the following FTA funds:

- Section 5311 Formula Grants for Rural Areas
- Section 5310 Enhanced Mobility of Seniors & Individuals with Disabilities
- Section 5303 and 5304 Metropolitan & Statewide Planning and Non-Metropolitan Transportation Planning
- Section 5339 Bus and Bus Facilities

NDOT LAD passes these funds through to rural areas, public purpose organizations, and metropolitan planning organizations (MPO) in small and large urbanized areas. As the primary grant recipient, NDOT LAD is responsible for ensuring that subrecipients administer their programs in accordance with FTA requirements.

How to Contact FTA and NDOT LAD

For more information regarding NDOT LAD's Title VI obligations, contact NDOT LAD at:

Nebraska Department of Transportation
Local Assistance Division
Attn: Transit Liaison Manager
PO Box 94759
1500 Hwy 2
Lincoln, NE 68502
(402) 479-4694
kari.ruse@nebraska.gov

FTA can be contacted at:

Federal Transit Administration
Office of Communications and Congressional Affairs
1200 New Jersey Avenue SE
East Building
Washington, DC 20590
Phone: (202) 366-4043

Overview of Title VI

Title VI of the Civil Rights Act prohibits discrimination on the basis of race, color, or national origin among Federally-assisted programs. NDOT LAD is committed to ensuring that no person, on the basis of race, color, or national origin, is subjected to discrimination under, excluded from participation in, or denied the benefits of its Federally-assisted programs and services.

FTA Circular 4702.1B

NDOT LAD developed the current Title VI program in accordance with the Title VI requirements, guidelines, and definitions set forth in FTA Circular 4702.1B.

Statutory Authority

Section 601 of Title VI of the Civil Rights Act of 1964 states the following: 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 subjected to discrimination under any program or activity receiving Federal financial assistance. The Civil Rights Restoration Act of 1987 clarified the broad, institution-wide application of Title VI. Title VI covers all of the operations of covered entities without regard to whether specific portions of the covered program or activity are Federally-assisted. The term "program or activity" means all of the operations of a department, agency, special purpose district, or government; or the entity of such State or local government that distributes such assistance and each such department or agency to which the assistance is extended, in the case of assistance to a State or local government.

Regulatory Authority

The U.S. Department of Justice ("DOJ") Title VI regulations can be found at 28 CFR § 42.401 et seq., and 28 CFR § 50.3. The U.S. Department of Transportation ("DOT") Title VI implementing regulations can be found at 49 CFR part 21. All programs receiving financial assistance from FTA are subject to Title VI of the Civil Rights Act of 1964 (42 U.S.C. 2000d) and DOT's implementing regulations. In addition, DOJ's regulations require agencies such as DOT to issue guidelines to recipients to provide Chap. II-2 FTA C 4702.1B detailed information on the requirements of Title VI. In order to assist recipients in carrying out the provisions of DOT's Title VI regulations, each of the requirements in this Circular includes a reference to the corresponding provision of 49 CFR part 21.

Reporting Requirements

Title 49 CFR Section 21.9(b) requires recipients to "keep such records and submit to the Secretary timely, complete, and accurate compliance reports at such times, and in such form and containing such information, as the Secretary may determine to be necessary to enable him to ascertain whether the recipient has complied or is complying with [49 CFR part 21]." FTA requires that all direct and primary recipients document their compliance by submitting a Title VI Program to their FTA regional civil rights officer once every three years. The Title VI Program must be approved by the direct or primary recipient's board of directors or appropriate governing entity or official(s) responsible for policy decisions prior to submission to FTA. For State DOTs, the appropriate governing entity is the State's Secretary of Transportation or equivalent. Recipients shall submit a copy of the Board resolution, meeting minutes, or similar documentation with the Title VI Program as evidence that the board of directors or appropriate governing entity or official(s) has approved the Title VI Program. FTA will review and concur or request the recipient provide additional information.

II. General Requirements and Guidelines

1. Requirement to Provide Title VI Assurances

In accordance with 49 CFR Section 21.7(a), every application for financial assistance from FTA must be accompanied by an assurance that the applicant will carry out the program in compliance with DOT's Title VI regulations. This requirement shall be fulfilled when the applicant/recipient submits its annual certifications and assurances to FTA. Primary recipients shall collect Title VI assurances from subrecipients prior to passing through FTA funds.

The Nebraska Department of Transportation Local Assistance Division (NDOT LAD) carries out its Title VI Program in accordance with Federal Transit Administration (FTA) and U.S. Department of Transportation (DOT) Title VI requirements. NDOT LAD developed the current Title VI Program in accordance with the Title VI requirements and guidelines set forth in FTA Circular 4702.1B. NDOT LAD submits its Title VI certifications and assurances to FTA annually, and collects Title VI assurances from subrecipients prior to passing through FTA funds.

2. Requirement for First-Time Applicants: N/A

First-time applicants must submit a Title VI Program that is compliant with this Circular, and submit an assurance (as noted in Section 2 above) that it will comply with Title VI. In addition, and consistent with 28 CFR § 50.3, entities applying for FTA funding for the first time shall provide information regarding their Title VI compliance history if they have previously received funding from another Federal agency. This shall include a copy of any Title VI compliance review activities conducted in the previous three years.

NDOT LAD is not a first-time applicant and, therefore, is exempt from this requirement.

3. Requirement to Prepare and Submit a Title VI Program

FTA requires that all direct and primary recipients document their compliance with DOT's Title VI regulations by submitting a Title VI Program to their FTA regional civil rights officer once every three years or as otherwise directed by FTA. For all recipients (including subrecipients), the Title VI Program must be approved by the recipient's board of directors or appropriate governing entity or official(s) responsible for policy decisions prior to submission to FTA. For State Chap. III-2 FTA C 4702.1B DOTs, the appropriate governing entity is the State's Secretary of Transportation or equivalent. Recipients shall submit a copy of the board resolution, meeting minutes, or similar documentation with the Title VI Program as evidence that the board of directors or appropriate governing entity or official(s) has approved the Title VI Program. FTA will review and concur or request the recipient provide additional information.

NDOT LAD submitted its previous Title VI Program to the FTA Region VII Civil Rights Officer in July 2020, with an updated plan in June 2022. The current Title VI Program is intended to fulfill submission requirements for the 2023-2026 reporting period.

NDOT's Director-State Engineer reviewed and approved the current Title VI Program prior to its submission to FTA. The signed resolution documenting this review and approval is attached to this Title VI Program.

4. Requirement to Notify Beneficiaries of Protection Under Title VI

Title 49 CFR Section 21.9(d) requires recipients to provide information to the public regarding the recipient's obligations under DOT's Title VI regulations and apprise members of the public of the protections against discrimination afforded to them by Title VI. At a minimum, recipients shall disseminate this information to the public by posting a Title VI notice on the agency's website and in public areas of the agency's office(s), including the reception desk, meeting rooms, etc. Recipients should also post Title VI notices at stations or stops, and/or on transit vehicles.

The following page displays a copy of NDOT LAD's Title VI Notice to Beneficiaries. The notice is posted in the following public locations: (a) on the Nebraska Public Transit website (nebraskatransit.com), which is operated by NDOT LAD and serves as a public hub for information about Nebraska's rural and urban transportation systems; and (b) at a visible public location at NDOT LAD's main offices, located at 1500 Hwy 2 in Lincoln, Nebraska. To date, NDOT LAD has translated its Notice to Beneficiaries into Spanish, Simplified Chinese, Traditional Chinese, Vietnamese, Arabic, French, and Somali; these translations are available on the NDOT LAD website, on nebraskatransit.com, and upon request.

Title VI Notice to the Public

Nebraska Department of Transportation

The Nebraska Department of Transportation (NDOT) operates its programs and services without regard to race, color, or national origin in accordance with Title VI of the Civil Rights Act. Any person who believes they have been aggrieved by an unlawful discriminatory practice under Title VI may file a complaint of discrimination by completing and submitting the agency's Title VI Discrimination Complaint Form. This form can be downloaded on the agency website at www.dot.nebraska.gov; additionally, the form can be requested by contacting NDOT at the address provided below. A telephone interpreter can be provided to assist persons of limited English proficiency.

To request more information on the agency's Title VI obligations, or to obtain a detailed description of the agency's Title VI discrimination complaint procedures, please visit the agency website or contact the agency using the information provided. A telephone interpreter can be provided to assist persons of limited English proficiency.

Nebraska Department of Transportation
Attn: Title VI Transit Manager
1400 Hwy 2
Lincoln, NE 68502
(402)-479-4694
kari.ruse@nebraska.gov

El Departamento de Transporte de Nebraska (NDOT)opera sus programas y servicios sin tomar en cuenta raza, color, u origen nacional de conformidad con el Título VI del Acta de Derechos Civiles. Cualquier persona que cree que ha sido agraviada por cualquier práctica discriminatoria ilegal bajo el Título VI puede presentar una queja de discriminación por completar y enviar el Formulario de Queja de Discriminación de Título VI de la agencia. Este formulario se puede descargar en el sitio de web de la agencia en www.dot.nebraska.gov; adicionalmente, se puede solicitar el formulario poniéndose en contacto con NDOT a la dirección proporcionada arriba. Un interprete telefónico está disponible para asistir personas de dominio de Inglés limitado.

Para solicitar mas información sobre las obligaciones de Título VI de la agencia, o para obtener una descripción detallada del procedimiento de Quejas de Discriminación del Título VI, favor de visitar la pagina de la agencia o contactar la agencia a la dirección proporcionada arriba. Un interprete telefónico está disponible para asistir personas de dominio de Inglés limitado.

NEBRASKA Public Transit

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5. Requirement to Develop Title VI Complaint Procedures and Complaint Form

In order to comply with the reporting requirements established in 49 CFR Section 21.9(b), all recipients shall develop procedures for investigating and tracking Title VI complaints filed against them and make their procedures for filing a complaint available to members of the public. Recipients must also develop a Title VI complaint form, and the form and procedure for filing a complaint shall be available on the recipient's website. FTA requires direct and primary recipients to report information regarding their complaint procedures in their Title VI Programs in order for FTA to determine compliance with DOT's Title VI regulations.

NDOT LAD's Title VI complaint procedures and forms are available to members of the public via nebraskatransit.com, or by request. To date, NDOT LAD has translated copies of these procedures and forms into Spanish, Simplified Chinese, Traditional Chinese, Vietnamese, Arabic, French, and Somali; these translations are available on nebraskatransit.com, and upon request.

NDOT LAD's Title VI Complaint Procedures are described below.

Filing a Complaint with the NDOT Local Assistance Division

Any person who believes he or she has been the subject of an unlawful discriminatory practice under Title VI by the Nebraska Department of Transportation Local Assistance Division (NDOT LAD) may file a complaint.

To file a complaint with NDOT LAD, complainants should complete and submit the agency's Title VI Discrimination Complaint Form or send a complaint letter with the following information:

- The name(s) of the persons(s) filing the complaint (the complainant)
- Mailing address and phone number of the complainant(s)
- Date of the incident
- A detailed description of the incident
- An explanation of how the incident involved race, color, or national origin discrimination
- The names, mailing addresses, and phone numbers of witnesses or third parties to the incident
- Any additional information relevant to the complaint

A complaint may be filed on behalf of another person with their expressed written consent. The complaint form or letter must be signed by the complainant or his or her agent.

For assistance placing a complaint in writing, or for language assistance, contact the NDOT LAD Transit Liaison Manager at (402) 479-4694.

Complaints must be received within 180 calendar days of the incident and must involve allegations of discrimination on the basis of race, color, or national origin in order to be investigated as an unlawful discriminatory practice under Title VI. Once a complaint is received, an investigator will determine if it meets this criteria and will notify the complainant by mail whether the investigation will proceed.

At any time during the investigation, the investigator may request additional information to assist in investigating the incident. Failure to respond to these requests may result in the complaint being invalidated.

At the close of the investigation, the complainant will be notified by mail of the investigator's findings. If no violation of Title VI is found the case will be closed. If a violation of Title VI is found a Letter of Finding will describe any action, such as disciplinary action or additional staff training, that will occur as a result of the investigation's findings.

Complainants have 30 days to appeal the findings of the investigation if they wish to do so.

NDOT LAD Title VI Complaint Form

A copy of NDOT LAD's Title VI Discrimination Complaint Form is displayed on the following pages.

Title VI Discrimination Complaint Form

Nebraska Department of Transportation

To file a Title VI complaint of discrimination, please complete this Complaint Form in full and submit it within 180 days following the alleged incident using the provided agency contact information. Complaints received after 180 days will not be eligible for investigation. Title VI complaints must involve issues pertaining to race, color, or national origin. Complaint Forms may be submitted by an individual or a representative of that individual.

Complaints must be made in writing and contain as much information as possible about the alleged discrimination. If complaints are received by telephone, the information will be documented in writing and provided to the complainant for confirmation or revision and signature prior to processing. The written complaint should include the complainant's name, address, and telephone number, as well as a detailed description of the issues and the name(s) and job title(s) of individuals perceived as parties in the complaint.

After completing this Complaint Form, please return it to the address below:

Nebraska Department of Transportation
Attn: Title VI Transit Manager
1400 Hwy 2
Lincoln, NE 68502
(402) 479-4694
kari.ruse@nebraska.gov

This form may also be submitted to the Federal Transit Administration at the following address:

Federal Transit Administration
Office of Civil Rights
Attn: Title VI Program Coordinator
East Building, 5th Floor-TCR
1200 New Jersey Ave., SE
Washington, D.C. 20590

Para obtener una copia de este documento en español, visite el sitio web de la agencia en www.dot.nebraska.gov. Para asistencia adicional, comuníquese con el Departamento de Transporte de Nebraska al número de teléfono que figura arriba. Un intérprete telefónico está disponible para ayudar a personas con dominio limitado del inglés.

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Complainant:	Phone:
Address:	Email:
Person Discriminated Against if Different from Above:	Phone:
Address:	Email:
What is the full legal name of the organization that discriminated against you?:	
Type of Discrimination: ☐ Race/Color ☐ National Origin ☐ Retaliation	Date of Incident:
Date and place of alleged discriminatory actions. Please include earliest date of discrimination and most recent date of discrimination:	
Explain as briefly and clearly as possible what happened and how you were discriminated against. Indicate who was involved. Be sure to include how other persons were treated differently than you. Also, attach any written material pertaining to your complaint (attach additional pages if necessary):	
Names and contact information of persons (witnesses, others) whom we may contact for additional information to investigate your complaint:	

The complaint will not be accepted if it has not been signed. Please sign and date this complaint form below. You may attach any written materials or other supporting information that you believe is relevant to the complaint.

_____ _____

Signature *Date*

Attachments: ☐ Yes ☐ No

Please submit this completed form using the contact information provided on page 1.

NDOT USE ONLY	
Received By:	Date:

6. Requirement to Record and Report Transit-Related Title VI Investigations, Complaints, and Lawsuits

In order to comply with the reporting requirements of 49 CFR Section 21.9(b), FTA requires all recipients to prepare and maintain a list of any of the following that allege discrimination on the basis of race, color, or national origin: active investigations conducted by entities other than FTA; lawsuits; and complaints naming the recipient. This list shall include the date that the investigation, lawsuit, or complaint was filed; a summary of the allegation(s); the status of the investigation, lawsuit, or complaint; and actions taken by the recipient in response, or final findings related to, the investigation, lawsuit, or complaint. This list shall be included in the Title VI Program submitted to FTA every three years.

As of the current Title VI Program submission, NDOT LAD has not been the subject of a transit-related Title VI investigation, complaint, or lawsuit; therefore, there are no incidents to track or report.

7. Promoting Inclusive Public Participation

The content and considerations of Title VI, the Executive Order on LEP, and the DOT LEP Guidance shall be integrated into each recipient's established public participation plan or process (i.e., the document that explicitly describes the proactive strategies, procedures, and desired outcomes that underpin the recipient's public participation activities).

As a state-level agency that does not directly operate public transportation, NDOT LAD's public engagement activities typically surround transportation-related projects. Examples include the following:

- Nebraska Statewide Mobility Management Project
- Intercity Bus Needs Assessment
- Nebraska Public Transit Week
- Enterprise Commute Vanpool Project

NDOT LAD typically uses newspaper announcements and/or electronic or social media to inform the public at large of upcoming opportunities for public participation. In the early phases of a planned activity or event, NDOT LAD considers whether circumstances, such as proximity to limited English proficient (LEP) communities, indicate the need for targeted minority outreach and/or the provision of non-English language assistance. For example, public hearing announcements are routinely translated into one or more non-English languages spoken by residents in the vicinity of upcoming projects and published in a widely circulated newspaper. Additional documents that have been translated in the past include comment cards, community surveys, event advertisements, social media posts, etc.

It is NDOT LAD's policy to translate all vital, publicly distributed documents into any language upon request, as reasonable. Public comments or inquiries received in languages other than English are translated and reviewed by NDOT LAD as part of the agency's normal decision-making process to prevent the exclusion of minority or LEP persons. Document translation is provided at no cost to subrecipients, and subrecipients are encouraged to seek assistance in the creation of marketing and/or promotional materials that are accessible to minority and LEP persons and communities.

All public meetings held by NDOT LAD are scheduled for times and locations that are convenient for public attendance and accessible to persons with disabilities. Adequate advance notice of meetings is provided to encourage public participation. Meetings are structured in formats that provide opportunities for the public to engage in dialogue regarding impactful transportation issues.

Over the past three years, NDOT LAD performed a number of public outreach activities as part of its larger effort to promote and enhance public transportation in the state of Nebraska. These included outreach efforts targeted specifically toward minority and/or limited English proficient (LEP) populations.

For example, NDOT LAD continues to partner with the University of Nebraska at Omaha (UNO) Center for Public Affairs Research to provide Title VI transit training for transit employees. The training focuses on the responsibility of transit employees to provide service to all passengers regardless of race, color of skin, or nationality. This training also discusses how to work with LEP persons to ensure full service is provided.

NDOT LAD continues to celebrate "Public Transit Week" in Nebraska, which was declared by Governors Pete Ricketts and Jim Pillen, and includes a number of public outreach events and corresponding public advertisements from 2020-2023. To advertise the event, social media campaigns in English and Spanish were created.

NDOT LAD continues to provide a document translation partnership with the UNO Center for Public Affairs Research. Subrecipients statewide are granted access to no-cost document translation services in over 35 non-English languages. Additionally, Title VI materials (complaint forms, notices to the public, etc.) are translated into Nebraska's Safe Harbor languages and distributed to all subrecipients free of charge because of this partnership.

NDOT will continue with additional public outreach activities during the subsequent reporting period, including the 9th Annual Nebraska Public Transit Week, scheduled for April 2024.

8. Providing Meaningful Access to LEP Persons

Consistent with Title VI of the Civil Rights Act of 1964, DOT's implementing regulations, and Executive Order 13166, "Improving Access to Services for Persons with Limited English Proficiency" (65 FR 50121, Aug. 11, 2000), recipients shall take reasonable steps to ensure meaningful access to benefits, services, information, and other important portions of their programs and activities for individuals who are limited-English proficient (LEP). While designed to be a flexible and fact-dependent standard, the starting point is an individualized assessment that balances the following four factors: (1) the number or proportion of LEP persons eligible to be served or likely to be encountered by the program or grantee; (2) the frequency with which LEP individuals come into contact with the program; (3) the nature and importance of the program, activity, or service provided by the program to people's lives; and (4) the resources available to the grantee/ recipient and costs. As indicated above, the intent of this guidance is to suggest a balance that ensures meaningful access by LEP persons to critical services while not imposing undue burdens on small business, small local governments, or small nonprofits.

To facilitate this analysis, American Community Survey data was analyzed at the county level using the 2021 5-Year Estimates. This data was used to inform the Language Assistance Plan accompanying this Four Factor Analysis. The data show that the number and proportion of LEP persons in Nebraska is low but significant, with approximately 88.2% of the population estimated to speak only English.

Factor 1: The number or proportion of LEP persons eligible to be served or likely to be encountered by the program or recipient

1a. How LEP persons interact with the recipient's agency

Notably, NDOT LAD does not directly operate public transportation in the state of Nebraska. Public transportation systems are operated by subrecipients that receive resources, guidance, technical assistance, and oversight through NDOT LAD. Interaction between NDOT LAD and persons of limited English proficiency (LEP) is most likely to occur in conjunction with the agency's public engagement activities, including announcements, public meetings to discuss transportation policies or projects, public hearings, community surveys, and community outreach events (e.g., Nebraska Public Transit Week).

1b. Identification of LEP communities, and assessing the number or proportion of LEP persons from each language group to determine the appropriate language services for each group

Because NDOT LAD is a state-level agency, the following analysis was performed using state-level data pertaining to English language proficiency. Using the most current U.S. Census Bureau American Community Survey Data available (2016-2021 5-year estimates of language spoken at home for the population 5 years and over), NDOT LAD drew noteworthy conclusions regarding the number, proportion, and locations of LEP persons eligible to be served or most likely to be encountered in the state of Nebraska.

First, we sought to determine general characteristics of Nebraska's non-English language population. Based on data obtained from the American Community Survey, the following observations were made:

1. Approximately 11.8% of the total population in Nebraska over five years of age speaks a language other than English (i.e., OTE population).
2. Approximately 5.1% of Nebraska's OTE population is limited English proficient.
3. The American Community Survey divides the OTE population into four groups: Spanish, Indo-European languages, Asian and Pacific Island languages, and Other languages. The estimate of total persons and LEP persons in the non-English language groups is displayed below in Table 1.
4. Approximately two-thirds (66%) of all LEP persons in Nebraska speak Spanish.
5. The four language groups surpass the DOT-defined Safe Harbor Threshold, i.e., a guideline that states that vital documents should be translated into non-English languages where greater than 1,000 persons or 5% of the population are not proficient in English. (The language groups displayed in Table 1 are referred to throughout the analysis as "Safe Harbor language groups").

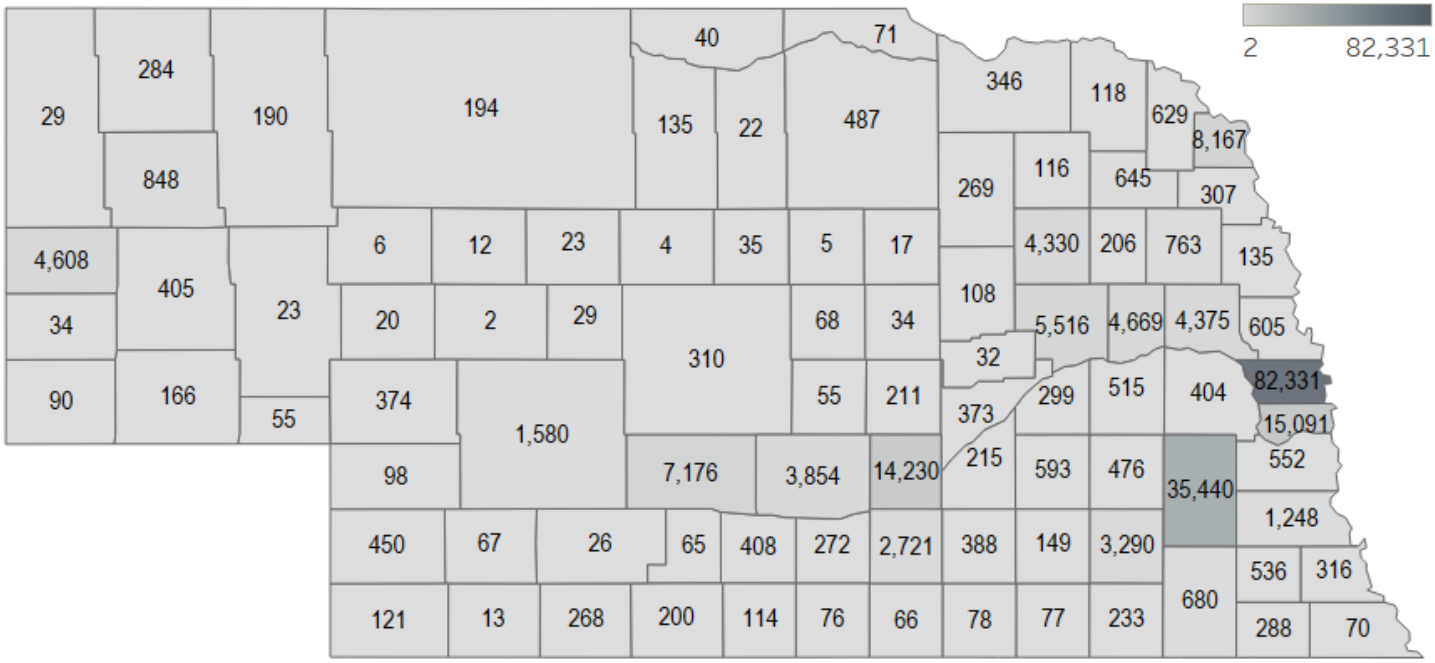
Table 1. Nebraska Safe Harbor Language Groups and Corresponding LEP Estimates

Safe Harbor Language	Total Persons	LEP Persons
Spanish	140,884	61,586
Indo-European Languages	27,448	8,249
Asian and Pacific Island Languages	30,699	15,834
Other Languages	16,638	7,887
Total:	**215,669**	**93,556**

Source: U.S. Census Bureau, 2016-2021 American Community Survey 5-Year Estimates

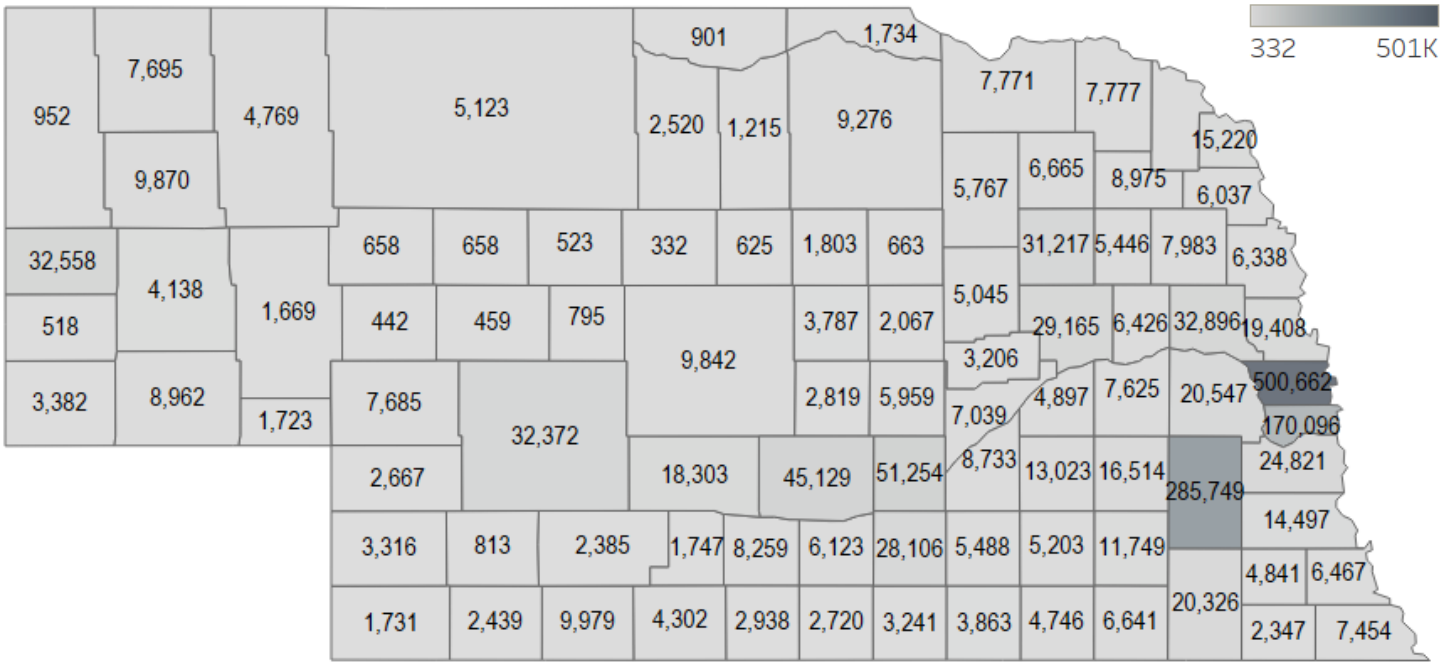
The maps on the following pages provide a visual depiction of the observation stated above regarding Nebraska's non-English language population. For persons five years of age or older that speak a language other than English at home, LEP persons are concentrated in Douglas, Sarpy, Lancaster, and Hall Counties (see Figure 1). Given that these counties include the state's metropolitan areas, the concentration of LEP persons compared to other counties is expected. However, as observations from American Community Survey data indicate, the majority of persons in Nebraska speak only English or English very well. This is shown in Figure 2, visualizing the population of Nebraskans five years of age or older that speak only English or English very well by Nebraska counties.

Figure 1. Population 5 Years of Age or Older that Speak Language Other than English at Home by Nebraska Counties



Source: U.S. Census Bureau, 2016-2021 American Community Survey 5-Year Estimates

Figure 2. Population 5 Years of Age or Older that Speak Only English or English Very Well by Nebraska Counties

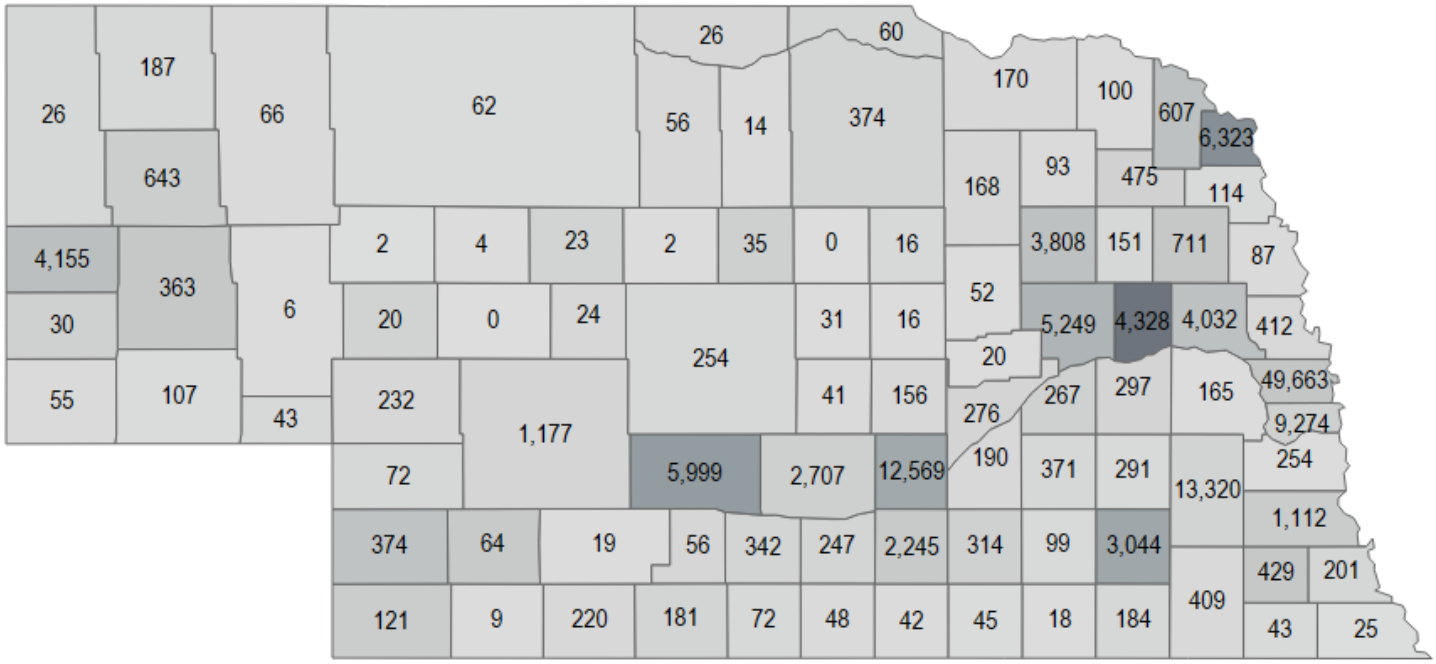


Source: U.S. Census Bureau, 2016-2021 American Community Survey 5-Year Estimates

For the next phase of the analysis, we sought to make meaningful observations regarding the locations of Nebraska's LEP persons and communities. The following maps depict Nebraska counties in which the Safe Harbor language groups are prevalent.

According to American Community Survey 2021 5-Year estimates, nearly 66% of all LEP persons in Nebraska speak Spanish. Figure 3 below shows counties in Nebraska where Spanish-speaking LEP persons are most concentrated, including the state's metropolitan areas of Omaha, Lincoln, and Grand Island. Notably, Colfax, Dakota, Dawson, Platte, Dodge, and Saline counties have high estimates of Spanish-speaking LEP persons and are outside of the typical metropolitan areas.

Figure 3. Population of Spanish-speaking LEP Persons by Nebraska Counties



Source: U.S. Census Bureau, 2016-2021 American Community Survey 5-Year Estimates

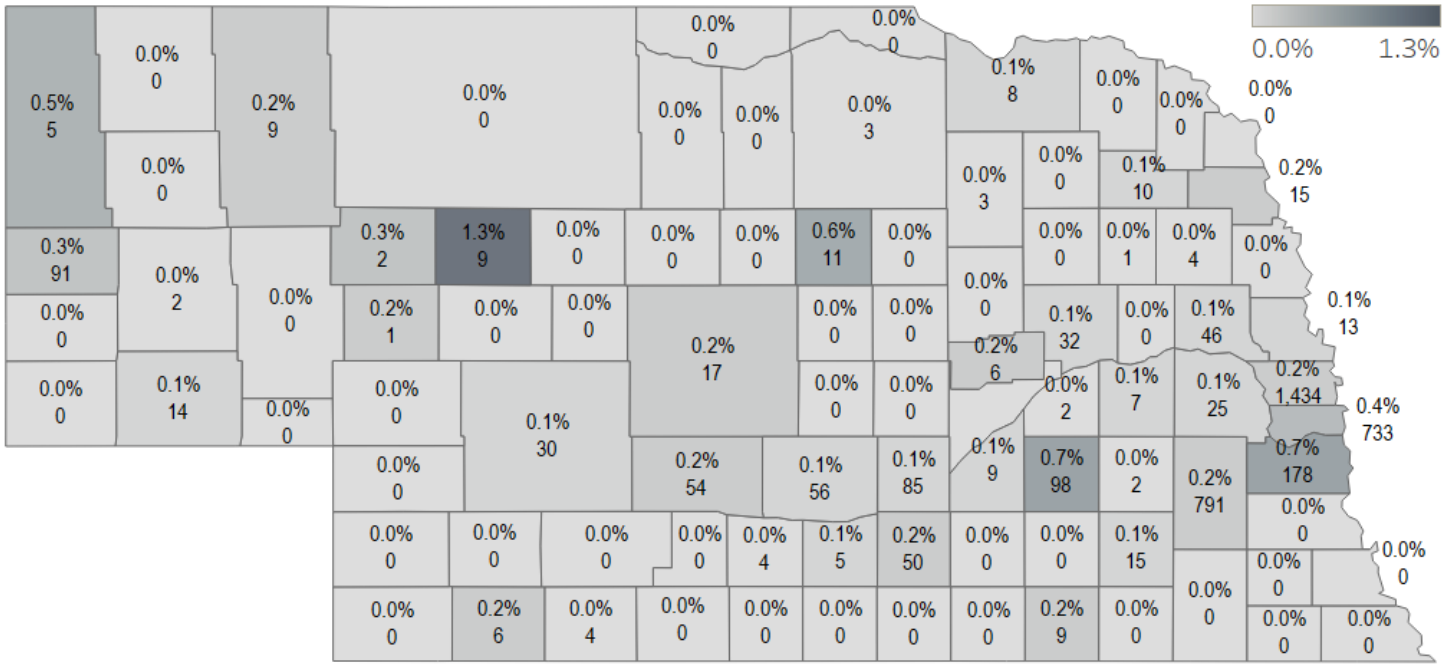
Table 2. Nebraska Counties with Spanish-speaking LEP Persons Greater than 1,000 Persons

County	Spanish LEP Estimates
Adams	2,245
Buffalo	2,707
Colfax	4,328
Dakota	6,323
Dawson	5,999
Dodge	4,032
Douglas	49,663
Hall	12,569
Lancaster	13,320
Lincoln	1,177
Madison	3,808
Otoe	1,112
Platte	5,249
Saline	3,044
Sarpy	9,274
Scotts Bluff	4,155

Source: U.S. Census Bureau, 2016-2021 American Community Survey 5-Year Estimates

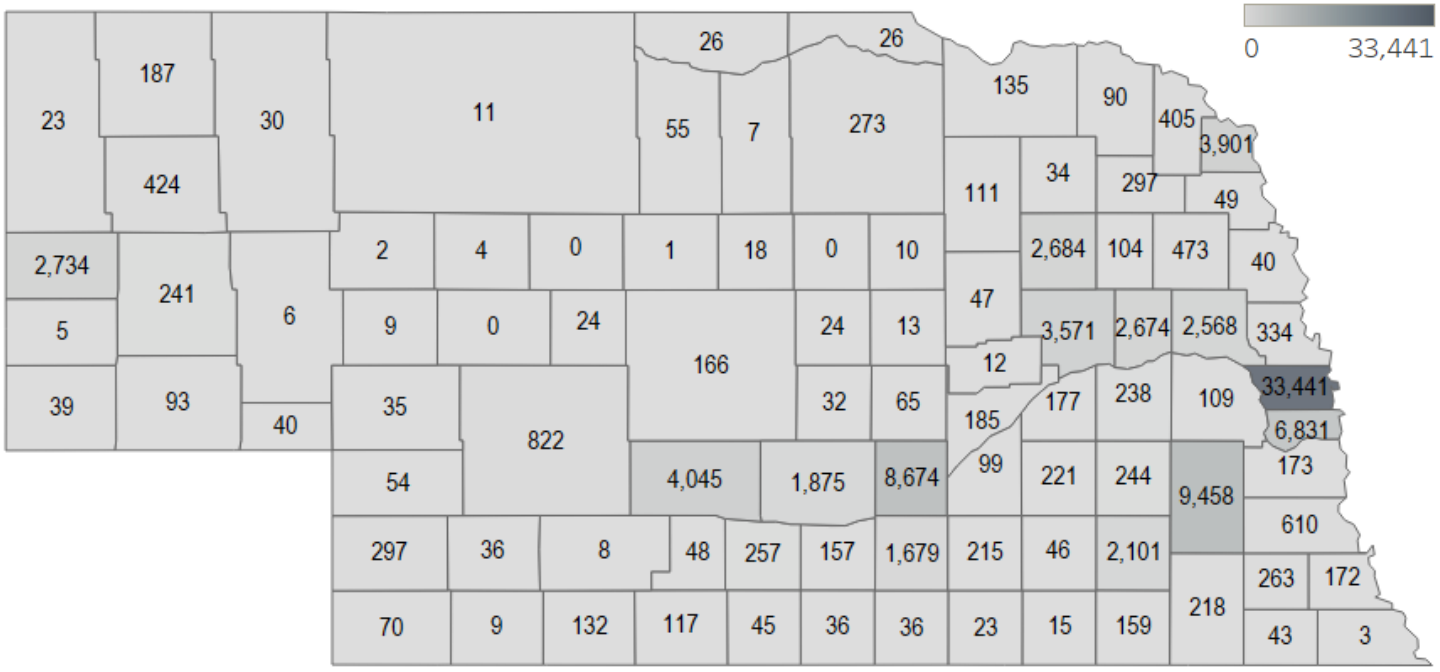
Due to the high estimates of Spanish-speaking LEP persons in Nebraska, Figures 4-6 further visualize concentrations of Spanish-speaking LEP persons in Nebraska counties by age groups. This is significant because it provides a more complete analysis of the LEP population in Nebraska. Furthermore, understanding the distribution of LEP persons by age groups for this particular Safe Harbor language group may have implications for providing public service. For example, Spanish-speaking LEP persons 65 years of age and older are concentrated in Douglas, Sarpy, Lancaster, Hall, Dakota, and Scotts Bluff counties and, due to their age, this group of LEP persons may be more reliant on public transit for access to critical medical services and daily social activities.

Figure 4. Population of Spanish-speaking LEP Persons Ages 5 to 17 by Nebraska Counties



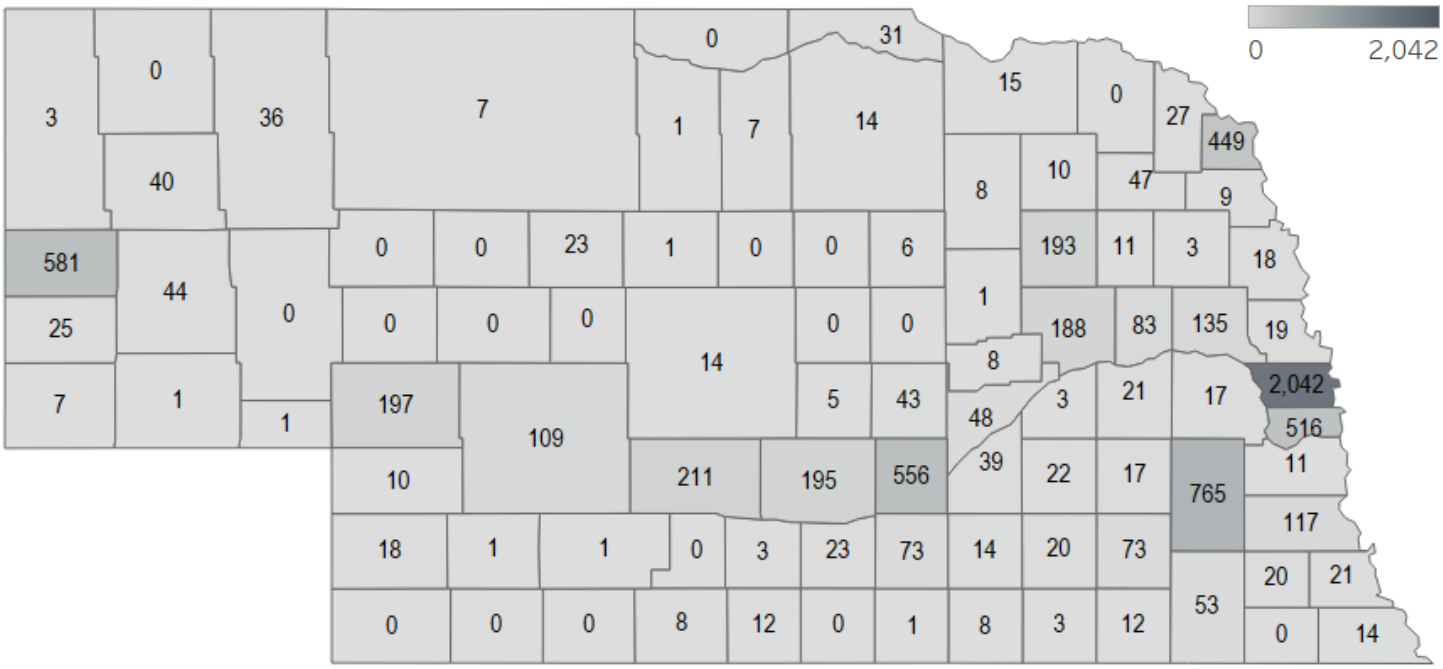
Source: U.S. Census Bureau, 2016-2021 American Community Survey 5-Year Estimates

Figure 5. Population of Spanish-speaking LEP Persons Ages 18 to 64 by Nebraska Counties



Source: U.S. Census Bureau, 2016-2021 American Community Survey 5-Year Estimates

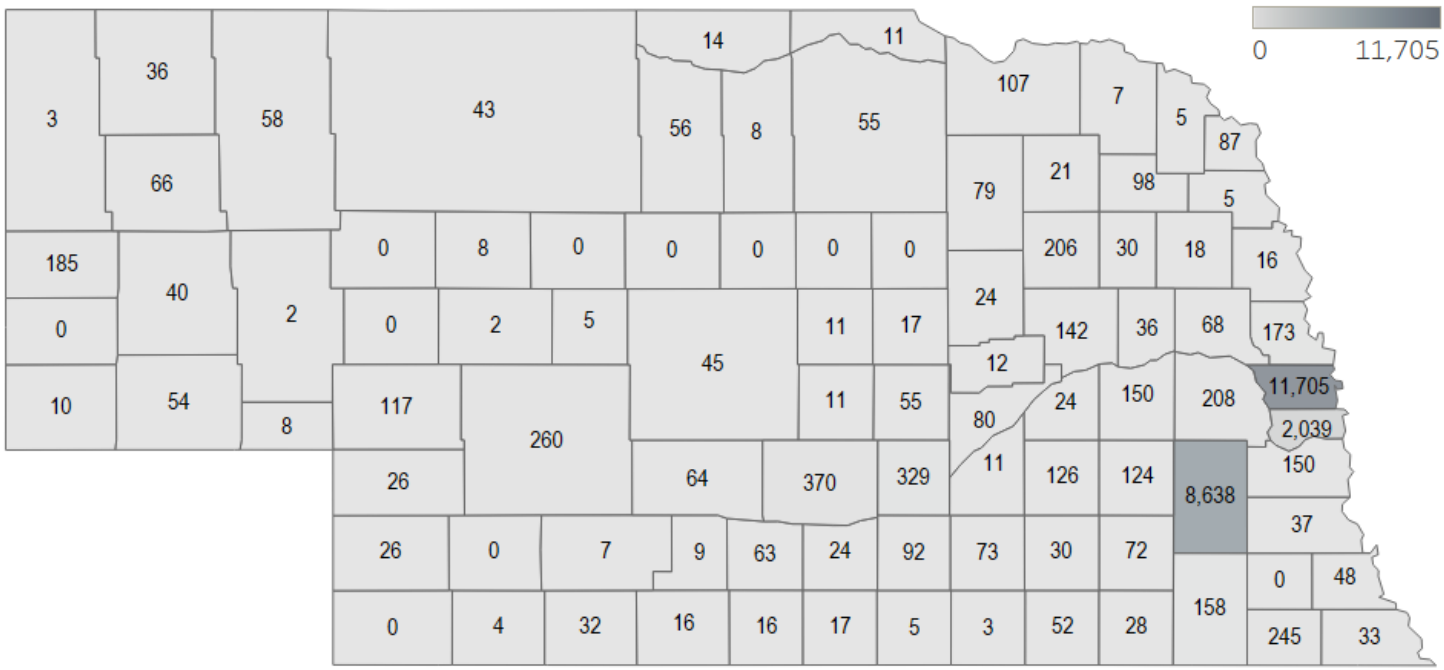
Figure 6. Population of Spanish-speaking LEP Persons Ages 65 and Older by Nebraska Counties



Source: U.S. Census Bureau, 2016-2021 American Community Survey 5-Year Estimates

The following maps (see Figures 7-9) depict the concentrations of LEP persons by Nebraska counties according to the remaining Safe Harbor language groups, including Indo European languages, Asian and Pacific Island languages, and Other languages. The majority of LEP persons in the remaining Safe Harbor language groups are predominantly concentrated in Douglas and Lancaster counties.

Figure 7. Population of LEP Persons in Indo European Language Group by Nebraska Counties



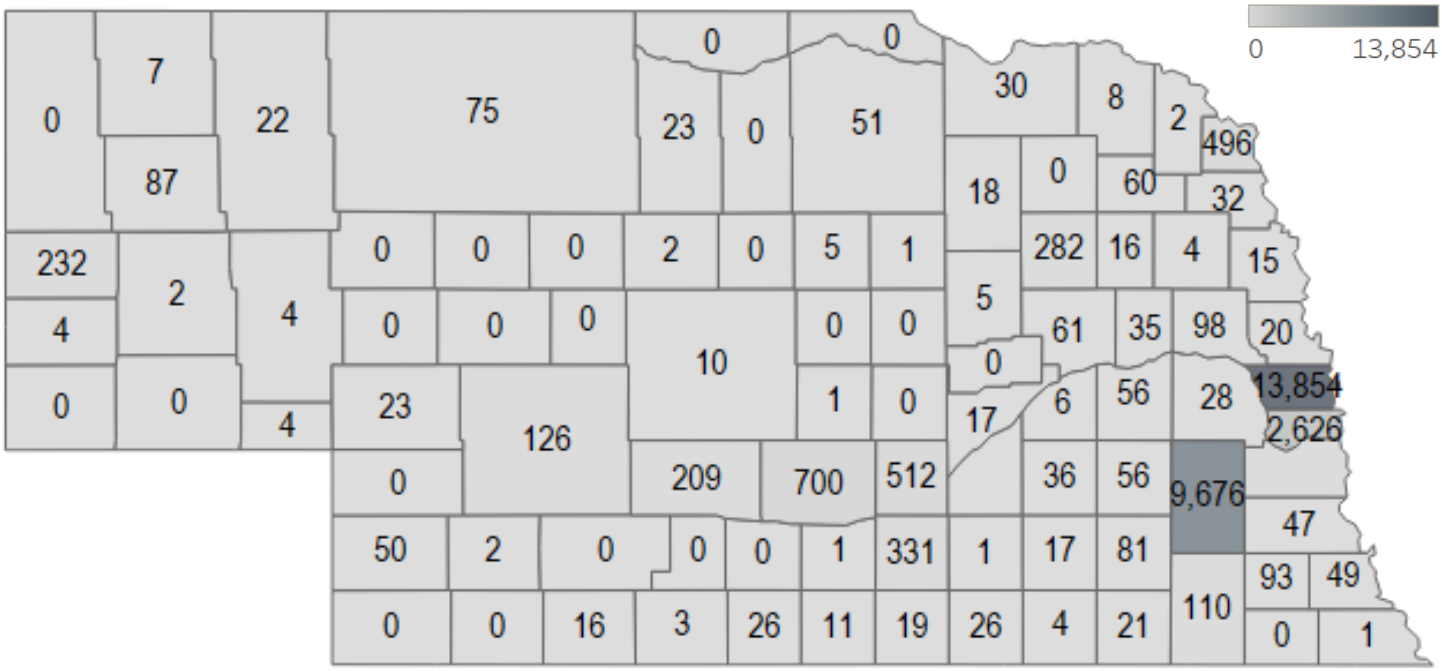
Source: U.S. Census Bureau, 2016-2021 American Community Survey 5-Year Estimates

Table 3. Nebraska Counties with LEP Persons in Indo-European Language Groups Greater than 1,000 Persons

County	Indo-European LEP Estimates
Douglas	11,705
Lancaster	8,638
Sarpy	2,039

Source: U.S. Census Bureau, 2016-2021 American Community Survey 5-Year Estimates

Figure 8. Population of LEP Persons in Asian and Pacific Island Language Group by Nebraska Counties



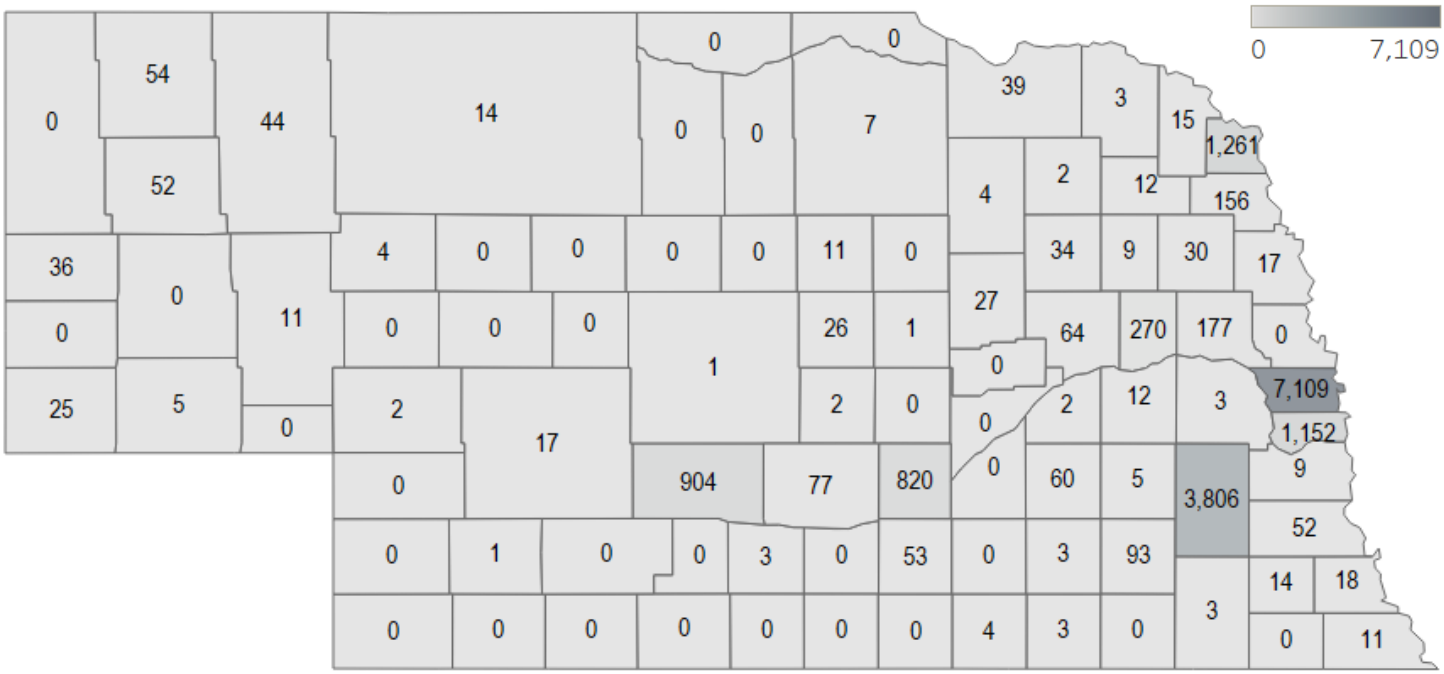
Source: U.S. Census Bureau, 2016-2021 American Community Survey 5-Year Estimates

Table 4. Nebraska Counties with LEP Persons in Asian and Pacific Island Language Groups Greater than 1,000 Persons

County	Asian and Pacific Island LEP Estimates
Douglas	13,854
Lancaster	9,676
Sarpy	2,626

Source: U.S. Census Bureau, 2016-2021 American Community Survey 5-Year Estimates

Figure 9. Population of LEP Persons in Other Languages Group by Nebraska Counties



Source: U.S. Census Bureau, 2016-2021 American Community Survey 5-Year Estimates

Table 5. Nebraska Counties with LEP Persons in Other Language Groups Greater than 1,000 Persons

County	Other Language LEP Estimates
Dakota	1,261
Douglas	7,109
Lancaster	3,806
Sarpy	1,152

Source: U.S. Census Bureau, 2016-2021 American Community Survey 5-Year Estimates

Given these observations, it is evident that the majority of Nebraska's LEP persons speak Spanish, while the remaining non-Spanish-speaking LEP persons fall within one of three remaining Safe Harbor language groups, identified in Table 1. Therefore, based on data alone, NDOT LAD should be prepared to potentially interact with LEP persons from, at minimum, any of the four non-English languages specified above, with a particular emphasis on Spanish.

Geographically, it can be stated with confidence that interaction between NDOT LAD and persons of limited English proficiency is most likely to occur within any of Nebraska's major metropolitan areas, such as Douglas, Sarpy, Lancaster, or Hall counties. A notable exception is Spanish, where LEP persons are more widely distributed across the state, with population concentrations in rural, micropolitan, and metropolitan areas.

Above all, it can be stated with confidence that in most rural settings, interaction between NDOT LAD personnel and LEP persons is most likely to involve the Spanish language group, while interactions in urban settings are somewhat more unpredictable, but likely to involve any of the Safe Harbor language groups identified in Table 1.

1c. The literacy skills of LEP populations in their native languages, in order to determine whether translation of documents will be an effective practice

NDOT LAD performed an online search for data pertaining to the native language literacy of Nebraska residents, with no results. Should such data become available in the future, NDOT LAD will take the data into consideration as it continues to evaluate the effectiveness of its language assistance resources.

1d. Whether LEP persons are underserved by the recipient due to language barriers

As stated in factor 1a, interaction between NDOT LAD personnel and LEP persons is unlikely to occur outside of public engagement activities, such as public meetings or hearings, events, advertisements, surveys, etc. Historically, participation in such events by the general public, including LEP persons, has been very low. For these reasons, it is estimated that LEP persons are not underserved by NDOT LAD as a result of language barriers at the current time.

Factor 2: The frequency with which LEP persons come into contact with the program.

Based on staff estimates, interaction between NDOT LAD personnel and LEP persons is infrequent.

Factor 3: The nature and importance of the program, activity, or service provided by the program to people's lives

The operations of NDOT LAD play an integral role in supporting, maintaining, improving, and enhancing public transportation for Nebraska residents statewide. As a primary funding recipient, NDOT LAD provides necessary oversight and support for transportation systems statewide. A variety of resources are provided including technical assistance, language assistance, marketing, and guidance for the subrecipient transportation agencies. Though NDOT LAD does not directly operate public transportation, it plays a key role in ensuring that public transportation remains efficient, affordable, and accessible for all Nebraskans.

Factor 4: The resources available to the recipient for LEP outreach, as well as the costs associated with that outreach

NDOT LAD has access to no-cost document translation in over 35 non-English languages through a partnership with the UNO Center for Public Affairs Research. This partnership is expected to extend, at minimum, through 2024. Through this partnership, NDOT LAD also has as-needed access to additional forms of language assistance. For example, UNO provides technical support to translate social media posts, public announcements, and other documents as needed to increase accessibility.

For competent oral interpreting, NDOT LAD has access to LanguageLine solutions at a rate of .59 cents per minute. This enables NDOT LAD to communicate with LEP persons in multiple non-English languages over the phone. This service has been utilized by NDOT LAD and UNO personnel to aide in phone conversations, most often for individuals speaking Spanish.

NDOT LAD Language Assistance Plan

To reiterate, the following main conclusions were drawn from the Four Factor Analysis presented above:

1. The nature of NDOT LAD's programs and activities implies that contact with LEP persons is most likely to occur in the context of public engagement activities, such as public announcements, public meetings or hearings, events, etc. This implies that NDOT LAD should be prepared to provide adequate language assistance to LEP persons in ways that enable them to participate in the agency's decision-making processes and community dialogue.
2. American Community Survey data reveals that two-thirds of Nebraska's LEP population speaks Spanish. The remaining non-Spanish-speaking LEP persons fall within one of three remaining Safe Harbor language groups, identified in Table 1 of the current Title VI Program. It follows that NDOT LAD should be prepared to potentially interact with LEP persons from, at minimum, any of four non-English languages specified in Table 1, with a particular emphasis on Spanish.
3. The statewide distribution of Nebraska's LEP population is such that interaction with LEP persons who speak a language other than Spanish is somewhat unlikely to occur outside of the state's metropolitan areas, including Douglas, Sarpy, Lancaster, and Hall counties. Interaction with LEP persons who speak Spanish should be anticipated on a much wider scale.

NDOT's plan to provide meaningful access to LEP persons is as follows:

- As previously described, NDOT LAD currently has access to professional, no-cost document translation services in more than 35 non-English languages through a partnership with the UNO Center for Public Affairs Research; this includes the Safe Harbor Languages (identified in Table 1) that are spoken by the majority of Nebraska's LEP residents. This service will be utilized to assist NDOT LAD's public engagement process surrounding projects, public meetings, events, etc. The service will also be utilized to provide translations of publicly distributed documents at the request of LEP persons, as feasible.
- Additionally, NDOT LAD has access to professional over-the-phone interpretation through a contract with LanguageLine Solutions, LLC. This service will be used to assist LEP persons who contact NDOT LAD by telephone for information, general assistance, or assistance filing a Title VI complaint.
- If additional language assistance resources are deemed necessary, NDOT LAD will consult UNO to develop sufficient strategies to meet this demand.
- NDOT LAD informs LEP persons of the availability of language assistance on vital and/or publicly distributed documents, including its Title VI Notice to the Public and Discrimination Complaint Form.

Monitoring and Updating the Language Assistance Plan

NDOT LAD will update its Language Assistance Plan prior to the subsequent Title VI Program submission (FY 2026). Additionally, the NDOT LAD Transit Liaison Manager will revise and update the current plan as necessitated by increased interaction with LEP persons. At minimum, this language assistance plan will be re-evaluated and updated every three years.

Employee Training

The NDOT LAD Transit Liaison Manager is primarily responsible for administering language assistance, including requesting translated documents and operating LanguageLine as needed. This staff member is assisted by personnel from the UNO Center for Public Affairs Research, who are familiar with FTA's Title VI compliance requirements.

9. Minority Representation on Planning and Advisory Bodies

Title 49 CFR Section 21.5(b)(1)(vii) states that a recipient may not, on the grounds of race, color, or national origin, "deny a person the opportunity to participate as a member of a planning, advisory, or similar body which is an integral part of the program." Recipients that have transit-related, non-elected planning boards, advisory councils or committees, or similar committees, the membership of which is selected by the recipient, must provide a table depicting the racial breakdown of the membership of those committees, and a description of efforts made to encourage the participation of minorities on such committees.

NDOT LAD does not have a transit-related, non-elected planning board, advisory council, or other committee and, therefore, is exempt from this requirement.

10. Providing Assistance to Subrecipients

Title 49 CFR Section 21.9(b) states that if "a primary recipient extends Federal financial assistance to any other recipient, such other recipient shall also submit such compliance reports to the primary recipient as may be necessary to enable the primary recipient to carry out its obligations under this part." See Appendix L for clarification of reporting responsibilities by recipient category. Primary recipients should assist their subrecipients in complying with DOT's Title VI regulations, including the general reporting requirements. Assistance shall be provided to the subrecipient as necessary and appropriate by the primary recipient.

NDOT LAD provides ongoing assistance for all subrecipients in achieving and maintaining Title VI compliance:

- All subrecipients are assisted by NDOT LAD in the formulation of an FTA-complaint Title VI Program.
- All subrecipients are provided sample Title VI Notices to the Public and Discrimination Complaint Forms. These documents are provided in non-English translations corresponding to the limited English proficiency (LEP) characteristics of the subrecipient's service area; the proper translations are determined in advance by using the latest U.S. Census Bureau data. Copies of the sample Title VI documents provided by NDOT LAD to first-time grant recipients are included in the current Title VI Program document.
- All subrecipients are provided with sample procedures for investigating and tracking Title VI complaints, which subrecipients are encouraged, but not required, to adopt.
- Subrecipients are advised that they may, at any time, request translation of any vital document into over 35 different non-English languages, at no cost to the subrecipient.
- Upon request, NDOT LAD facilitates in-person or teleconferenced Title VI training for subrecipient transportation personnel, including drivers and dispatchers.

11. Monitoring of Subrecipients

In accordance with 49 CFR 21.9(b), and to ensure that subrecipients are complying with the DOT Title VI regulations, primary recipients must monitor their subrecipients for compliance with the regulations. Importantly, if a subrecipient is not in compliance with Title VI requirements, then the primary recipient is also not in compliance.

Subrecipient Title VI programs are reviewed and stored electronically by NDOT LAD. Following initial Title VI Program submission, all subrecipients are required to submit approved Title VI Programs to NDOT on a schedule of every 10 years. The most recent primary Title VI submission cycle occurred in 2014-15, to be renewed in 2024-25.

To monitor ongoing compliance, NDOT LAD staff conduct site visits at each 5310 and 5311 subrecipient location at a minimum of once every three years. A site visit checklist is utilized to review critical Title VI elements, such as complaint form availability and proper display of the Notice to the Public. Deficiencies are noted and corrective action is required for subrecipients who are not in compliance.

NDOT LAD also monitors Title VI compliance among MPOs receiving Section 5303 funds. Title VI assurances are included in the 5303 agreements signed by MPOs. MPO work plans submitted with funding applications are reviewed to ensure they reference Title VI compliance.

12. Equity Analysis to Determine Site or Location of Facilities

Title 49 CFR Section 21.9(b)(3) states, "In determining the site or location of facilities, a recipient or applicant may not make selections with the purpose or effect of excluding persons from, denying them the benefits of, or subjecting them to discrimination under any program to which this regulation applies, on the grounds of race, color, or national origin; or with the purpose or effect of defeating or substantially impairing the accomplishment of the objectives of the Act or this part." Title 49 CFR part 21, Appendix C, Section (3)(iv) provides, "The location of projects requiring land acquisition and the displacement of persons from their residences and businesses may not be determined on the basis of race, color, or national origin." For purposes of this requirement, "facilities" does not include bus shelters, as these are transit amenities and are covered in Chapter IV, nor does it include transit stations, power substations, etc., as those are evaluated during project development and the NEPA process. Facilities included in this provision include, but are not limited to, storage facilities, maintenance facilities, operations centers, etc.

NDOT LAD conducts a Title VI equity analysis for facilities construction projects utilizing FTA funds to determine that their location is not selected with regard to race, color, or national origin, and to compare the impact of various siting alternatives. Copies of subsequent equity analyses will be included in NDOT LAD's 2026 Title VI Program submission. For projects requiring land acquisition with or without federal participation, NDOT LAD follows the Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970.

13. Requirement to Provide Additional Information Upon Request

FTA may request, at its discretion, information other than that required by this Circular from a recipient in order for FTA to investigate complaints of discrimination or to resolve concerns about possible noncompliance with DOT's Title VI regulations.

NDOT LAD will provide additional information to FTA upon request.

III. Requirements and Guidelines for Fixed-Route Transit Providers: N/A

NDOT LAD does not operate public transportation and, therefore, is exempt from this section.

IV. Requirements for States

1. Requirement to Prepare and Submit a Title VI Program

NDOT LAD's previous Title VI Program was submitted to the FTA Region VII Civil Rights Officer in July 2020. The current Title VI Program is intended to fulfill submission requirements for the 2023-2026 reporting period. NDOT's Director-State Engineer reviewed and approved the current Title VI Program prior to the Program's submission to FTA.

2. All general requirements set out in section 4 of Chapter III of [FTA Circular 4702.1B]

NDOT LAD's compliance with the requirements set out in section 4 of Chapter III is detailed in Part II of the current Title VI Program.

3. All requirements for transit providers set out in Chapter IV of [FTA Circular 4702.1B] if the State is a provider of fixed route public transportation services: N/A

NDOT LAD does not operate public transportation and, therefore, is exempt from this requirement.

4. A demographic profile of the State that includes identification of the locations of minority populations in the aggregate.

NDOT LAD obtained U.S. Census Bureau 2016-2021 American Community Survey 5-Year Estimates to generate a demographic profile of the state of Nebraska broken down by race and ethnicity. Table 6 presents this demographic profile.

Table 6. Demographic Profile of Nebraska

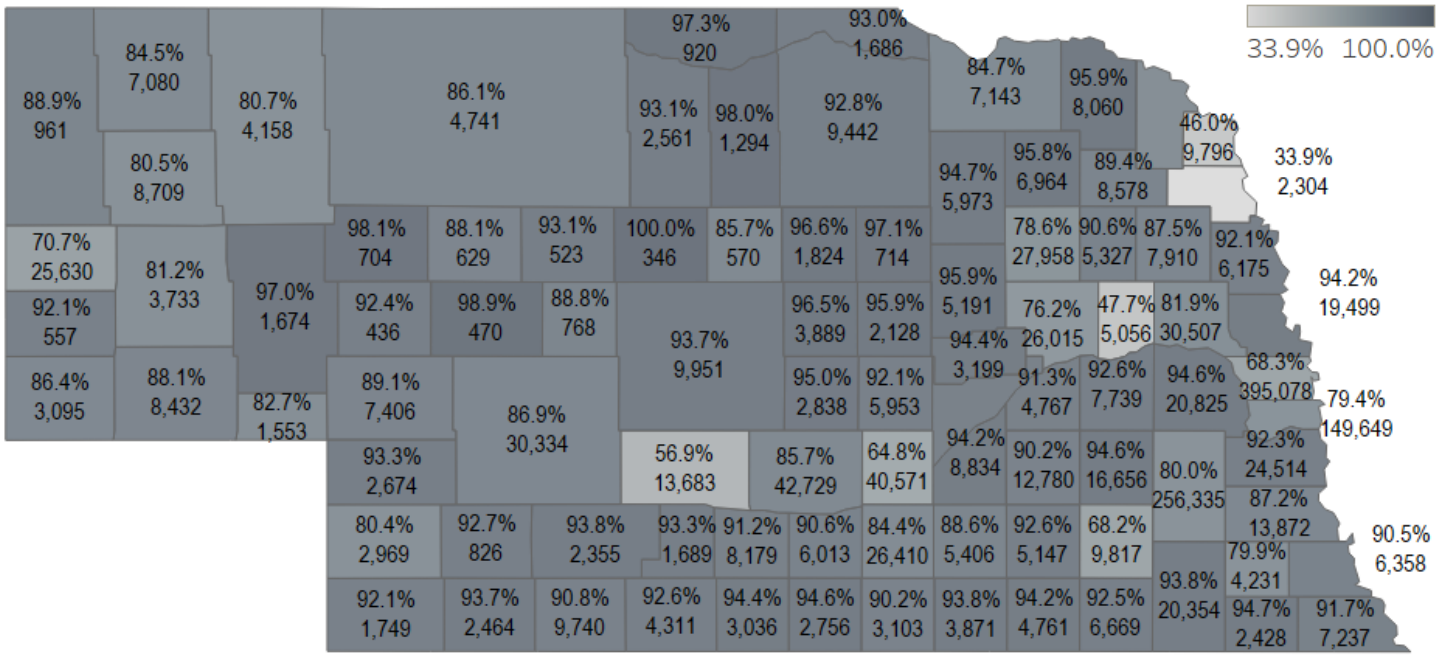
Race	Percent of Total Population
White (not Hispanic or Latino)	77.7%
Hispanic or Latino (of any race)	11.5%
Black or African American	4.7%
Asian	2.5%
American Indian and Alaska Native	0.7%
Native Hawaiian and Other Pacific Islander	0.1%

Source: U.S. Census Bureau, 2016-2021 American Community Survey 5-Year Estimates

To determine the primary locations of Nebraska's minority persons and groups, data was used from the 2016-2021 American Community Survey 5-Year Estimates to generate maps of the state that identify estimates and percentages for race and ethnicity by Nebraska counties. This analysis provides more detail on areas of Nebraska with higher percentages of non-White, and potentially LEP, persons, which has implications for public transit services across the state.

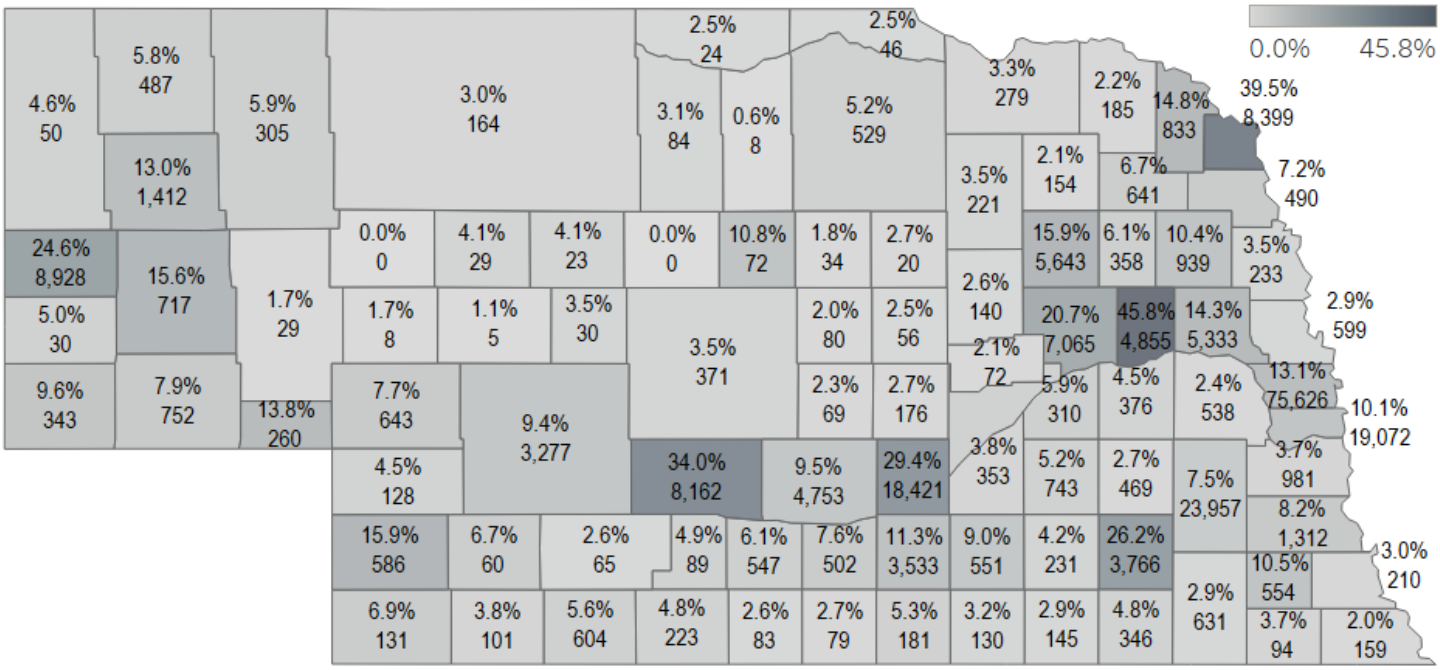
Based on American Community Survey data, nearly 78% of the state's population identifies as White not Hispanic or Latino, which is shown in Figure 10. Additionally, Figures 11- 15 depict race and ethnicity by Nebraska counties. It should be noted that, for Figure 11, most Latine persons in Nebraska are White.

Figure 10. Population of White Persons (not Hispanic or Latino) by Nebraska Counties



Source: U.S. Census Bureau, 2016-2021 American Community Survey 5-Year Estimates

Figure 11. Population of Latine Persons (of Any Race) by Nebraska Counties



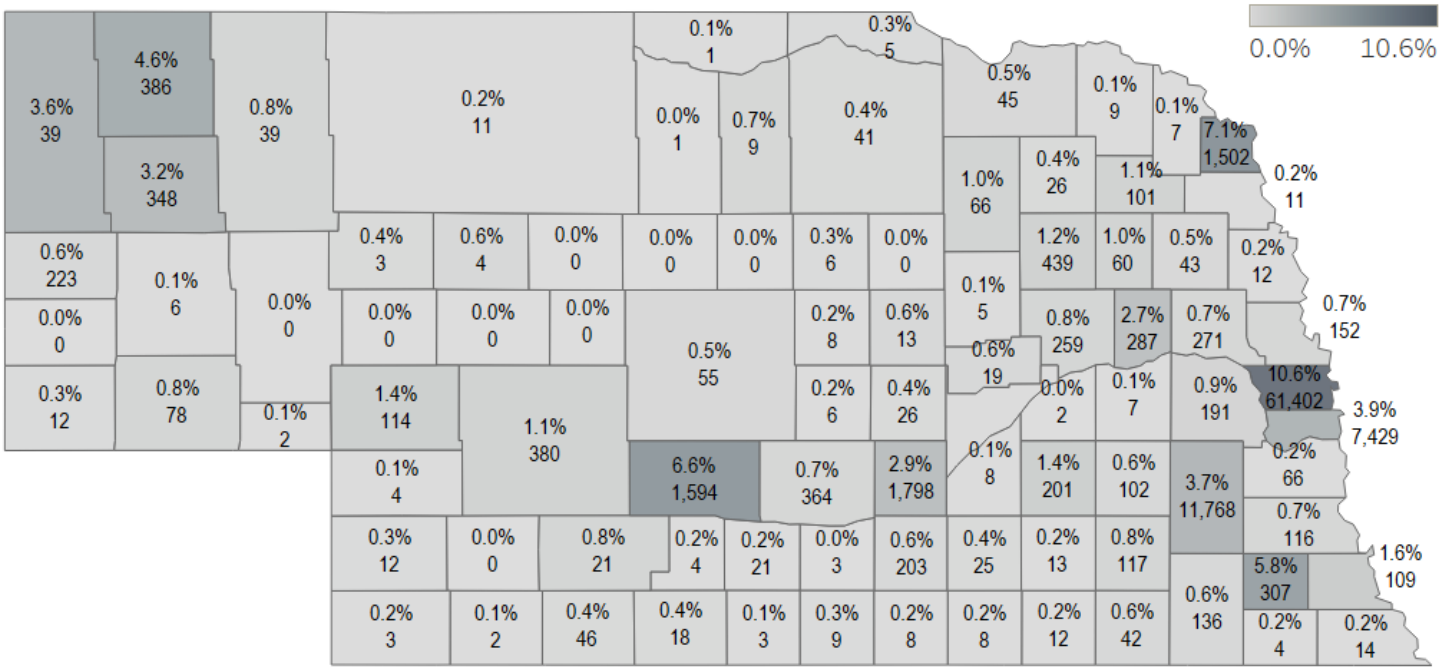
Source: U.S. Census Bureau, 2016-2021 American Community Survey 5-Year Estimates

Table 7. Nebraska Counties with Population of Latine Persons of Any Race Greater than 1,000 Persons

County	Latine Estimates
Adams	3,533
Box Butte	1,412
Buffalo	4,753
Colfax	4,855
Dakota	8,399
Dawson	8,162
Dodge	5,333
Douglas	75,626
Hall	18,421
Lancaster	23,957
Lincoln	3,277
Madison	5,643
Otoe	1,312
Platte	7,065
Saline	3,766
Sarpy	19,072
Scotts Bluff	8,928

Source: U.S. Census Bureau, 2016-2021 American Community Survey 5-Year Estimates

Figure 12. Population of Black or African American Persons by Nebraska Counties



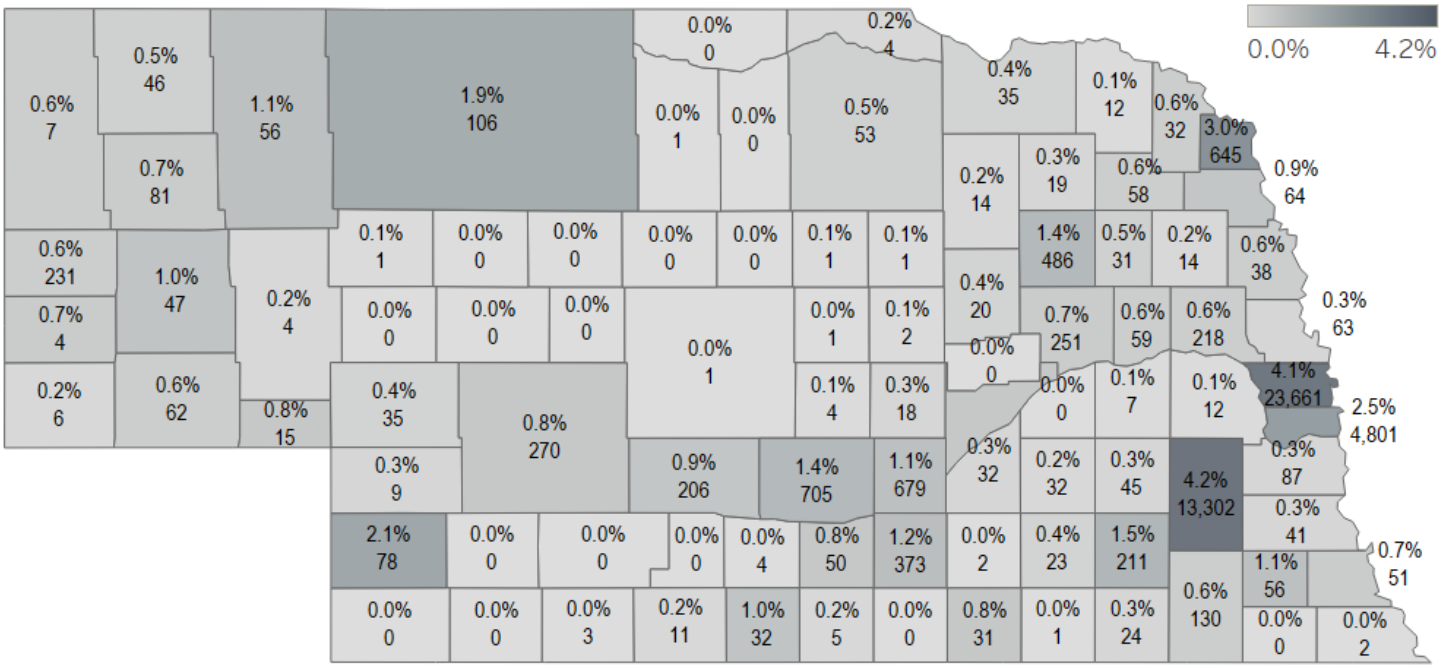
Source: U.S. Census Bureau, 2016-2021 American Community Survey 5-Year Estimates

Table 8. Nebraska Counties with Population of Black of African American Persons Greater than 1,000 Persons

County	Percent of Population
Dakota	1,502
Dawson	1,594
Douglas	61,402
Hall	1,798
Lancaster	11,768
Sarpy	7,429

Source: U.S. Census Bureau, 2016-2021 American Community Survey 5-Year Estimates

Figure 13. Population of Asian Persons by Nebraska Counties



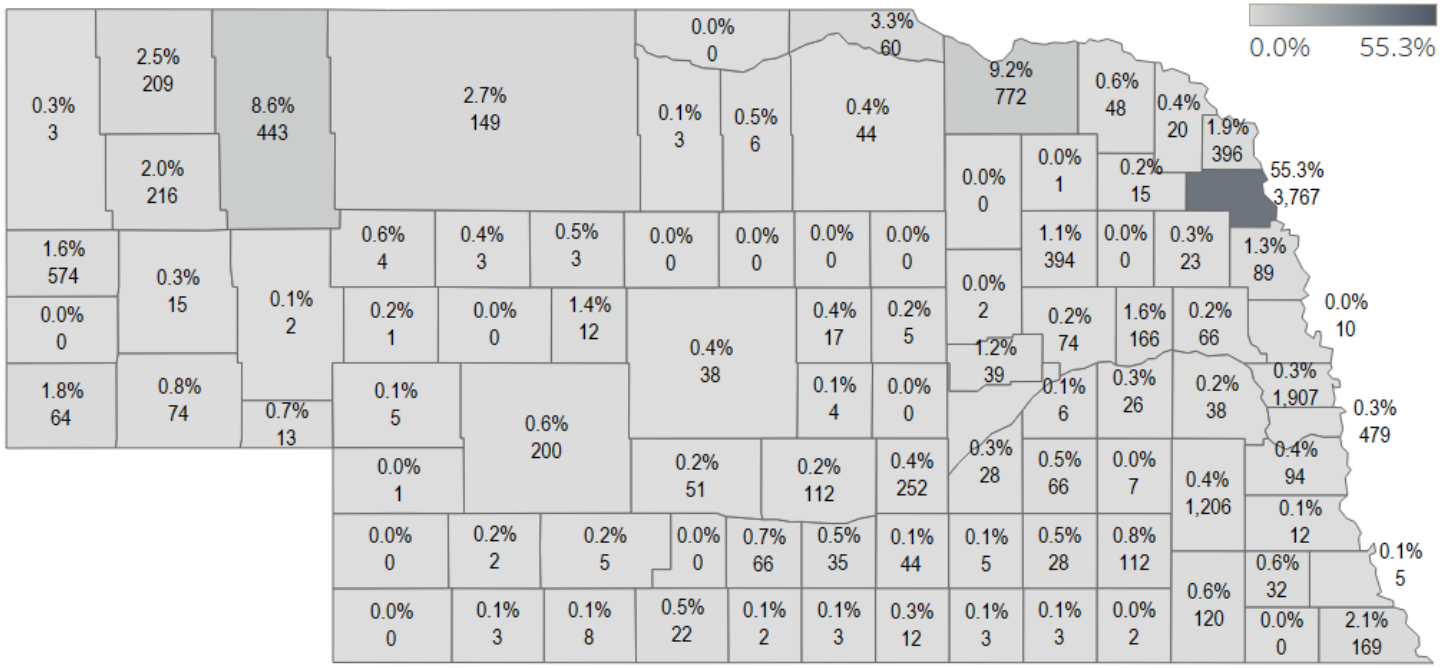
Source: U.S. Census Bureau, 2016-2021 American Community Survey 5-Year Estimates

Table 9. Nebraska Counties with Population of Asian Persons Greater than 1,000 Persons

County	Percent of Population
Douglas	23,661
Lancaster	13,302
Sarpy	4,801

Source: U.S. Census Bureau, 2016-2021 American Community Survey 5-Year Estimates

Figure 14. Population of American Indian and Alaska Native Persons by Nebraska Counties



Source: U.S. Census Bureau, 2016-2021 American Community Survey 5-Year Estimates

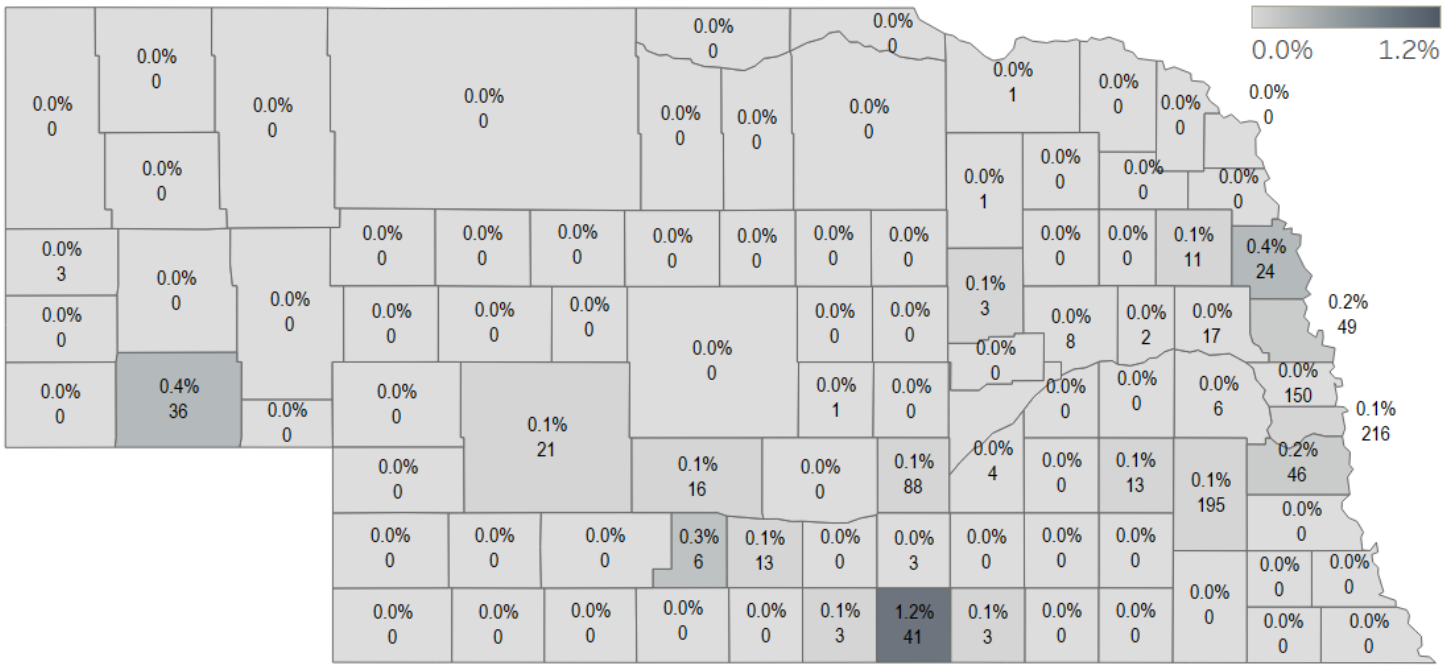
Table 10. Nebraska Counties with Population of American Indian and Alaska Native Persons Greater than 1,000 Persons

County	Percent of Population
Douglas	1,907
Lancaster	1,206
Thurston	3,767

Source: U.S. Census Bureau, 2016-2021 American Community Survey 5-Year Estimates

Among Nebraska's 93 counties, estimates for Hawaiian and Pacific Islander persons are not greater than 1,000 persons in any county.

Figure 15. Population of Hawaiian or Pacific Islander Persons by Nebraska Counties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0.0% 1
0.0% 0
0.0% 0
0.0% 0
0.0% 0
0.0% 0
0.0% 3
0.0% 0
0.0% 0
0.0% 0
0.0% 0
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Table 11. List of service providers by county, including county-wide service and whether county populations meet the Safe Harbor Threshold of greater than 1,000 persons or 5% of the county population

County	County-Wide Service (Y/N)	Safe Harbor Threshold Met (Y/N)	Service Provider(s)
Adams	Y	Y	RYDE Transit
Antelope	Y	N	Avera Creighton Hospital Avera St. Anthony's Hospital City of Neligh Dial-A-Ride Public Transit North Fork Area Transit
Arthur	Y	N	Grant Arthur Handi Bus
Banner	Y	Y	KCTS
Blaine	N	N	
Boone	Y	N	Good Samaritan Society-Albion Public Transit NanceTrans, Inc. North Fork Area Transit
Box Butte	Y	Y	Open Plains Transit Alliance Public Transit
Boyd	Y	N	Avera Creighton Hospital Avera St. Anthony's Hospital
Brown	Y	N	Avera St. Anthony's Hospital
Buffalo	Y	Y	RYDE Transit
Burt	Y	N	Oakland Public Transit
Butler	Y	Y	Butler County Transit Service
Cass	Y	N	Blue Rivers Transportation System
Cedar	Y	N	Avera Creighton Hospital Cedar County Transit
Chase	Y	Y	Chase County Transportation System Hitch & Hay Public Transit
Cherry	N	N	Open Plains Transit
Cheyenne	Y	N	KCTS Open Plains Transit City of Sidney Transportation System
Clay	Y	Y	Midland Public Transit
Colfax	Y	Y	Butler County Transit Service Schuyler Public Transit
Cuming	Y	Y	North Fork Area Transit
Custer	Y	N	Callaway District Hospital Public Transit
Dakota	N	Y	Sioux City Transit System

County	County-Wide Service (Y/N)	Safe Harbor Threshold Met (Y/N)	Service Provider(s)
Dawes	Y	N	Open Plains Transit Chadron City Transit Crawford Public Transportation
Dawson	Y	Y	RYDE Transit
Deuel	Y	N	KCTS Open Plains Transit
Dixon	N	Y	
Dodge	Y	Y	Butler County Transit Service
Douglas	N	Y	Omaha Metro
Dundy	Y	Y	Hitch & Hay Public Transit City of Benkelman Handi Bus
Fillmore	Y	N	Fillmore County Rural Transit Service
Franklin	Y	N	RYDE Transit
Frontier	Y	N	Hitch & Hay Public Transit
Furnas	Y	N	Hitch & Hay Public Transit RYDE Transit Tri Valley Public Transportation
Gage	Y	N	Blue Rivers Transportation System
Garden	Y	N	Garden County Public Transportation Open Plains Transit
Garfield	Y	N	Community Memorial Health Center Valley County Transit System
Gosper	Y	N	RYDE Transit
Grant	Y	N	Grant Arthur Handi Bus Open Plains Transit
Greeley	Y	N	Community Memorial Health Center Valley County Transit System
Hall	Y	Y	CRANE Public Transit
Hamilton	Y	N	RYDE Transit
Harlan	Y	N	Harlan County Transportation System
Hayes	Y	Y	Hitch & Hay Public Transit
Hitchcock	Y	N	Hitch & Hay Public Transit
Holt	Y	N	Avera Creighton Hospital Avera St. Anthony's Hospital
Hooker	Y	N	Hooker County Handi Bus
Howard	Y	N	Midland Public Transit
Jefferson	Y	N	Blue Rivers Transportation System
Johnson	Y	Y	City of Tecumseh/Johnson County Public Transit
Kearney	Y	N	RYDE Transit

County	County-Wide Service (Y/N)	Safe Harbor Threshold Met (Y/N)	Service Provider(s)
Keith	Y	N	KCTS Open Plains Transit City of Ogallala Public Transit
Keya Paha	Y	N	Avera St. Anthony's Hospital
Kimball	Y	N	KCTS
Knox	Y	N	Avera Creighton Hospital Avera St. Anthony's Hospital Cedar County Transit Ponca Express Santee Sioux Nation Tatanka Transit
Lancaster	Y	Y	Butler County Transit Service Lancaster County Public Rural Transit StarTran
Lincoln	Y	Y	RYDE Transit North Platte Public Transit System
Logan	N	N	Callaway District Hospital Public Transit
Loup	Y	N	Community Memorial Health Center Valley County Transit System
McPherson	N	N	
Madison	Y	Y	North Fork Area Transit Ponca Express
Merrick	Y	Y	Midland Public Transit NanceTrans, Inc.
Morrill	Y	Y	KCTS Open Plains Transit
Nance	Y	N	NanceTrans, Inc.
Nemaha	Y	N	Blue Rivers Transportation System
Nuckolls	Y	N	Midland Public Transit
Otoe	Y	Y	Blue Rivers Transportation System
Pawnee	Y	Y	Pawnee County Transit
Perkins	Y	N	Perkins County Public Transit
Phelps	Y	N	Phelps County Public Transit
Pierce	Y	N	Avera Creighton Hospital North Fork Area Transit City of Plainview Handi Van
Platte	Y	Y	Butler County Transit Service Columbus Area Transit System
Polk	Y	Y	Butler County Transit Service
Red Willow	Y	N	Hitch & Hay Public Transit Tri Valley Public Transportation City of McCook Transit

County	County-Wide Service (Y/N)	Safe Harbor Threshold Met (Y/N)	Service Provider(s)
Richardson	Y	N	Richardson County Transit
Rock	Y	N	Avera St. Anthony's Hospital
Saline	Y	Y	Saline County Area Transit
Sarpy	N	Y	City of Bellevue Specialized Transportation Service La Vista/Ralston Special Services Bus Papillion Specialized Transportation Service
Saunders	Y	N	Butler County Transit Service Saunders County Public Transportation
Scotts Bluff	Y	Y	KCTS Open Plains Transit Tri-City Roadrunner
Seward	Y	N	Butler County Transit Service Seward County Public Transit
Sheridan	Y	N	Open Plains Transit
Sherman	Y	N	Loup City Handi Bus Valley County Transit System
Sioux	N	N	
Stanton	Y	N	North Fork Area Transit
Thayer	Y	N	Blue Rivers Transportation System
Thomas	N	N	
Thurston	N	Y	Winnebago Tribal Transit
Valley	Y	N	Community Memorial Health Center Valley County Transit System
Washington	N	N	
Wayne	Y	Y	North Fork Area Transit Wayne Public Transit
Webster	Y	N	Midland Public Transit
Wheeler	Y	N	Avera St. Anthony's Hospital Community Memorial Health Center Valley County Transit System
York	Y	N	York County Transportation System

Source: Nebraska Public Transit website.

The following section presents the findings of the current disparate impact analysis.

5. An analysis of impacts identified in paragraph d that identifies any disparate impacts on the basis of race, color, or national origin, and, if so, determines whether there is a substantial legitimate justification for the policy that resulted in the disparate impacts, and if there are alternatives that could be employed that would have a less discriminatory impact.

An analysis of the information presented in Table 11 shows that NDOT LAD's distribution of State and Federal funds during the current reporting period resulted in seven instances in which county-wide public transportation is unavailable to Nebraska residents. However, there is only one instance in which public transportation is unavailable within a Nebraska county that has a high minority concentration.

Findings from the analysis are as follows:

1) No county-wide public transportation is available in Blaine, Custer, Dixon, McPherson, Sioux, Thomas, and Washington counties.
2) According to ACS data, Blaine, Custer, McPherson, Sioux, Thomas, and Washington have a low proportion of LEP persons and do not meet the Safe Harbor Threshold. However, Dixon County has a higher proportion of Spanish-speaking LEP persons and does meet the Safe Harbor Threshold.

Based on these observations, there is a small potential for disparate impact in Dixon County, for the following reason:

a. No county-wide public transportation is currently available in Dixon County. Given the high proportion of Spanish-speaking LEP persons in Dixon County, there is a potential for disparate impact. However, due to the county's composition and low population overall, it is not estimated the LEP population is underserved at this time. Dixon County borders the metropolitan area of Sioux City, Iowa, providing residents with close proximity to critical services. Additionally, Dixon County is within the mileage range for Ponca Express, which has offices in adjacent counties in Nebraska.

Although no county-wide public transportation is available in Blaine, Custer, McPherson, Sioux, Thomas, and Washington counties, due to the rural composition and low population in these areas, it is not estimated that groups are disparately affected.

6. A description of the statewide planning process that identifies the transportation needs of minority populations.

As of the current Title VI Program submission, NDOT LAD does not have an active role in the greater Nebraska Department of Transportation (NDOT) formal statewide planning process. NDOT LAD does contribute information upon request to facilitate NDOT's formal Long-Range Transportation Plan. This may consist of cost and ridership data, descriptive system data, summaries of gaps, needs, and barriers, etc. To encourage coordination with the needs of minority groups, the LAD Transit Manager participates in meetings including the Nebraska Tribal Transportation Conference and Nebraska Federation for the Blind annual meetings.

In public meetings, NDOT LAD makes interpreters available for any transit agency, and reviews the demographic data above to determine what languages should be planned for and what interpreters should accompany. NDOT LAD also offers document translation for any transit agency and provides translated documents for its own meetings including those languages most common in the area the meeting concerns. Between 2020-2023, NDOT LAD facilitated 25 translations for transit agencies, ranging from public hearing notices to social media posts to brochures and agency handbooks.

NDOT LAD also supports the Public Involvement Plan for Minority and Low-Income Populations by ensuring all potentially affected communities have full and fair participation in the transportation decision making process, and that this prevents the denial of or reduction in receipt of benefits by the minority and low-income populations. NDOT LAD believes following these guidelines in their outreach efforts to minority populations aid in their participation in the planning process to identify their transportation needs.

7. A description of the procedures the State uses to pass through FTA financial assistance to subrecipients in a non-discriminatory manner.

NDOT LAD includes required Title VI, equal employment opportunity, and disadvantaged business enterprise certifications and assurances in its financial assistance agreements with subrecipients, which are signed awarding funds. Section 5310 and 5311 subrecipients are required to develop and submit a Title VI Program to NDOT for review and approval. Title VI programs must be reviewed and approved by the subrecipient's governing board or appropriate governing entity/official, and proof of this approval (e.g., meeting minutes, board resolution) must be submitted with the approved Title VI program to the Division. NDOT LAD does not discriminate on the basis of race, color, or national origin in its pass-through of financial assistance to FTA recipients.

Current subrecipients and other potential applicants are contacted when the 5310 applications are available. Funding availability is announced through a dedicated list serv, postcard notification to current and potential applicants and a statewide press release. Applicants are provided with an application form, instructions, procedures and other sample documents. The release of the applications for the Lincoln/Lancaster County area is accomplished through coordination with the MPO. Applications and supporting documentation must be submitted by a deadline determined by NDOT.

The Division follows a rubric when deciding which applications to provide funding. The rubric considers eligibility of the applicant, budget to provide proposed services, non-duplication of services, and public involvement. Other factors may be considered, such as need of proposed service area. These factors ensure the funds are passed through in a non-discriminatory manner.

8. A description of the procedures that State uses to provide assistance to potential subrecipients applying for funding, including its efforts to assist applicants that would serve predominantly minority populations.

The Division contacts potential Section 5311(f) Intercity Bus applicants annually to inform them when program applications will be accepted. Private, for-profit intercity bus providers are encouraged to apply for funding. In addition, the Division may release a request for proposal soliciting intercity bus providers to apply for funding. Applicants are provided with an application form, instructions, procedures, and other sample documents.

The Division maintains and updates a list of potential applicants for the Section 5310, Enhanced Mobility and Seniors with Disabilities Program. Eligible local entities are notified of the availability of the program, and current subrecipients and other potential applicants are contacted when the 5310 application process begins. The release of applications for the Lincoln/Lancaster County area is accomplished through coordination with the MPO. Applicants are provided with an application form, instructions, procedures, and other sample documents.

The Division notifies awarded recipients of the availability of no-cost Title VI program assistance, including assistance with Title VI program and limited English proficiency (LEP) plan formulation, the provision of city and/or county demographic and/or LEP data, no-cost document translation, and other resources upon request.

Appendix A. 5311 Operating Agreements, FY2019-2021

Operating Contractor	Total Federal Share	Total State Share	Total Local Match	Total Award
Avera St. Anthony Hospital	$ 245,041.00	$ 86,744.00	$ 86,743.00	$331,785.00
Blue Rivers AAA	$ 831,509.00	$ 254,302.00	$ 254,302.00	$1,085,811.00
Blue Valley Community Action	$ 126,124.00	$ 45,463.00	$ 45,462.00	$171,587.00
Butler County Rural Service	$ 103,038.00	$ 30,342.00	$ 30,342.00	$133,380.00
Callaway Hospital Public Transit Services	$ 47,212.00	$ 17,123.00	$ 17,123.00	$64,335.00
Cambridge Memorial Hospital Inc	$ 96,158.00	$ 41,622.00	$ 41,622.00	$137,780.00
Cedar County Hartington	$ 452,520.00	$ 146,790.00	$ 146,790.00	$599,310.00
Chase County Transit Imperial	$ 176,960.00	$ 75,343.00	$ 75,342.00	$252,303.00
City of Alliance	$ 438,590.00	$ 138,655.00	$ 138,655.00	$577,245.00
City of Benkelman	$ 38,549.00	$ 12,636.00	$ 12,635.00	$51,185.00
City of Broken Bow Handi Bus	$ 74,245.00	$ 34,243.00	$ 34,242.00	$108,488.00
City of Central City	$ 105,029.00	$ 33,289.00	$ 33,287.00	$138,318.00
City of Chadron	$ 87,171.00	$ 32,480.00	$ 32,479.00	$119,651.00
City of Columbus	$ 333,639.00	$ 93,685.00	$ 93,684.00	$427,324.00
City of Crawford	$ 90,300.00	$ 36,744.00	$ 36,744.00	$127,044.00
City of Loup City	$ 74,621.00	$ 27,291.00	$ 27,289.00	$101,912.00
City of McCook	$ 171,824.00	$ 61,997.00	$ 61,996.00	$233,821.00
City of Neligh Dial-A-Ride	$ 50,997.00	$ 15,835.00	$ 15,835.00	$66,832.00
City of North Platte	$ 863,180.00	$ 282,358.00	$ 282,356.00	$1,145,538.00
City of Oakland	$ 120,000.00	$ 36,000.00	$ 36,000.00	$156,000.00
City of Ogallala	$ 223,450.00	$ 62,750.00	$ 62,750.00	$286,200.00
City of Plainview	$ 29,725.00	$ 7,597.00	$ 7,595.00	$37,322.00
City of Schuyler	$ 62,672.00	$ 19,969.00	$ 19,969.00	$82,641.00
City of Sidney	$ 437,010.00	$ 86,145.00	$ 86,145.00	$523,155.00
City of Tecumseh	$ 145,900.00	$ 33,800.00	$ 33,800.00	$179,700.00
City of Wayne	$ 146,517.00	$ 37,443.00	$ 37,441.00	$183,960.00
Comm Action Partnership of Mid-NE - RYDE Transit	$ 2,115,518.00	$ 706,320.00	$ 706,318.00	$2,821,838.00
Community Concern of Norfolk	$ 749,090.00	$ 150,085.00	$ 150,083.00	$899,175.00
Community Memorial Health Center	$ 70,174.00	$ 33,287.00	$ 33,286.00	$103,461.00
Eastern NE Office on Aging	$ 804,570.00	$ 295,436.00	$ 295,435.00	$1,100,006.00
Fullerton Area Senior Center/NANCE-TRANS	$ 133,048.00	$ 42,956.00	$ 42,956.00	$176,004.00
Garden County Transportation	$ 269,400.00	$ 67,050.00	$ 67,050.00	$336,450.00
Grant County	$ 30,822.00	$ 9,253.00	$ 9,252.00	$40,075.00
Harlan County	$ 101,690.00	$ 23,269.00	$ 23,268.00	$124,959.00
Hooker County	$ 44,450.00	$ 16,525.00	$ 16,525.00	$60,975.00
Kimball County	$ 643,642.00	$ 150,777.00	$ 150,776.00	$794,419.00
Lancaster County Lincoln	$ 161,726.00	$ 41,966.00	$ 41,966.00	$203,692.00
Midland AAA	$ 632,248.00	$ 189,758.00	$ 189,758.00	$822,006.00
Morrill County Public Transit	$ 149,320.00	$ 37,340.00	$ 37,340.00	$186,660.00
Perkins County	$ 81,330.00	$ 26,535.00	$ 26,535.00	$107,865.00
Phelps County Public Transit	$ 183,472.00	$ 55,492.00	$ 55,490.00	$238,964.00
Ponca Tribe of NE	$ 757,091.00	$ 211,513.00	$ 211,512.00	$968,604.00
Sacred Heart Health Services	$ 326,845.00	$ 80,422.00	$ 80,420.00	$407,267.00
Saline County Area Transit Western	$ 437,892.00	$ 100,734.00	$ 100,734.00	$538,626.00
Saunders County	$ 132,909.00	$ 37,998.00	$ 37,996.00	$170,907.00
Scotts Bluff County Gering	$ 977,006.00	$ 335,457.00	$ 335,456.00	$1,312,463.00
Senior Citizens Industries Inc dba Hall County Public Transp.	$ 42,835.00	$ 13,527.00	$ 13,526.00	$56,362.00
Seward County	$ 280,820.00	$ 89,723.00	$ 89,722.00	$370,543.00
Sheridan County/Northwest Community Action Partnership	$ 48,443.00	$ 18,750.00	$ 18,750.00	$67,193.00
Southeast NE Comm Action Partnership	$ 109,261.00	$ 35,267.00	$ 35,265.00	$144,528.00
Stratton Industrial Commission	$ 143,624.00	$ 31,689.00	$ 31,688.00	$175,313.00
The Evangelical Lutheran Good Samaritan Society - Albion	$ 55,230.00	$ 22,000.00	$ 21,998.00	$77,230.00
Valley County Health System	$ 137,811.00	$ 50,181.00	$ 50,180.00	$187,992.00
Village of Guide Rock Public Transit	$ 41,236.00	$ 12,992.00	$ 12,992.00	$54,228.00
York County	$ 219,593.00	$ 84,161.00	$ 84,161.00	$303,754.00

Appendix B. 5311 Operating Agreements, FY2021-2023

Operating Contractor	Total Federal Share	Total State Share	Total Local Match	Total Award
Avera St. Anthony Hospital	$ 302,469.00	$ 98,366.00	$ 98,364.00	$400,835.00
Blue Rivers AAA	$ 835,794.00	$ 263,991.00	$ 263,989.00	$1,099,785.00
Blue Valley Community Action	$ 141,156.00	$ 53,198.00	$ 53,198.00	$194,354.00
Butler County Rural Service	$ 88,373.00	$ 25,898.00	$ 25,897.00	$114,271.00
Callaway District Hospital	$ 85,458.00	$ 10,755.00	$ 10,754.00	$96,213.00
Cambridge Memorial Hospital Inc	$ 199,337.00	$ 82,452.00	$ 82,451.00	$281,789.00
Cedar County Hartington	$ 536,500.00	$ 157,400.00	$ 157,400.00	$693,900.00
Chase County Transit Imperial	$ 177,630.00	$ 75,660.00	$ 75,660.00	$253,290.00
City of Alliance	$ 487,240.00	$ 157,580.00	$ 157,580.00	$644,820.00
City of Benkelman	$ 66,249.00	$ 15,367.00	$ 15,367.00	$81,616.00
City of Broken Bow Handi Bus	$ 79,616.00	$ 36,639.00	$ 36,637.00	$116,255.00
City of Chadron	$ 170,045.00	$ 69,505.00	$ 69,503.00	$239,550.00
City of Columbus	$ 339,159.00	$ 95,411.00	$ 95,410.00	$434,570.00
City of Crawford	$ 132,622.00	$ 28,569.00	$ 28,569.00	$161,191.00
City of Loup City	$ 74,621.00	$ 27,291.00	$ 27,289.00	$101,912.00
City of McCook	$ 175,645.00	$ 62,751.00	$ 62,751.00	$238,396.00
City of Neligh Dial-A-Ride	$ 55,420.00	$ 15,639.00	$ 15,638.00	$71,059.00
City of North Platte	$ 879,785.00	$ 297,714.00	$ 297,712.00	$1,177,499.00
City of Oakland/Oakland Heights Nursing Home	$ 44,730.00	$ 12,360.00	$ 12,360.00	$57,090.00
City of Ogallala	$ 243,340.00	$ 69,005.00	$ 69,005.00	$312,345.00
City of Plainview	$ 30,146.00	$ 7,800.00	$ 7,799.00	$37,946.00
City of Schuyler	$ 64,252.00	$ 21,644.00	$ 21,644.00	$85,896.00
City of Sidney	$ 463,000.00	$ 77,000.00	$ 77,000.00	$540,000.00
City of Tecumseh	$ 146,100.00	$ 37,950.00	$ 37,950.00	$184,050.00
City of Wayne	$ 134,732.00	$ 39,702.00	$ 39,701.00	$174,434.00
Comm Action Partnership of Mid-NE - RYDE Transit	$ 2,251,640.00	$ 733,584.00	$ 733,582.00	$2,985,224.00
Community Concern of Norfolk	$ 1,858,901.00	$ 527,792.00	$ 527,791.00	$2,386,693.00
Community Memorial Health Center	$ 52,431.00	$ 24,295.00	$ 24,295.00	$76,726.00
Eastern NE Office on Aging	$ 477,782.00	$ 176,980.00	$ 176,979.00	$654,762.00
Garden County Transportation	$ 435,320.00	$ 90,790.00	$ 90,790.00	$526,110.00
Grant County	$ 33,016.00	$ 9,227.00	$ 9,227.00	$42,243.00
Harlan County	$ 51,371.00	$ 10,656.00	$ 10,654.00	$62,027.00
Hooker County	$ 44,450.00	$ 16,525.00	$ 16,525.00	$60,975.00
Kimball County	$ 1,262,371.00	$ 325,963.00	$ 325,962.00	$1,588,334.00
Lancaster County Lincoln	$ 171,937.00	$ 44,510.00	$ 44,509.00	$216,447.00
Midland AAA Clay Center	$ 855,680.00	$ 217,585.00	$ 217,585.00	$1,073,265.00
Morrill County Public Transit	$ 156,900.00	$ 40,200.00	$ 40,200.00	$197,100.00
Nancetrans Inc.	$ 203,211.00	$ 53,947.00	$ 53,947.00	$257,158.00
Perkins County	$ 85,410.00	$ 28,095.00	$ 28,095.00	$113,505.00
Phelps County Public Transit	$ 186,642.00	$ 57,618.00	$ 57,616.00	$244,260.00
Ponca Tribe of NE	$ 882,642.00	$ 290,319.00	$ 290,317.00	$1,172,961.00
Sacred Heart Health Services-Avera	$ 341,918.00	$ 80,240.00	$ 80,239.00	$422,158.00
Saline County Area Transit Western	$ 453,250.00	$ 107,188.00	$ 107,187.00	$560,438.00
Saunders County	$ 151,349.00	$ 42,618.00	$ 42,617.00	$193,967.00
Scotts Bluff County Gering	$ 1,150,520.00	$ 340,015.00	$ 340,015.00	$1,490,535.00
Senior Citizens Industries Inc dba CRANE.	$ 59,194.00	$ 16,493.00	$ 16,493.00	$75,687.00
Seward County	$ 291,231.00	$ 93,638.00	$ 93,637.00	$384,869.00
Sheridan County Handi-Bus or NW Community Action Partnership	$ 153,909.00	$ 43,049.00	$ 43,048.00	$196,958.00
Southeast NE Comm Action Partnership	$ 92,602.00	$ 29,350.00	$ 29,349.00	$121,952.00
Stratton Industrial Commission	$ 255,626.00	$ 62,165.00	$ 62,164.00	$317,791.00
The Evangelical Lutheran Good Samaritan Society-Albion	$ 52,988.00	$ 22,891.00	$ 22,889.00	$75,879.00
Valley County Health System	$ 143,562.00	$ 50,900.00	$ 50,898.00	$194,462.00
Village of Guide Rock Public Transit	$ 61,139.00	$ 17,459.00	$ 17,457.00	$78,598.00
York County	$ 234,458.00	$ 87,944.00	$ 87,943.00	$322,402.00

Appendix C. 5311 Operating Agreements, FY2023-2025

Operating Contractor	Total Federal Share	Total State Share	Total Local Match	Total Award
Avera Creighton Hospital	$ 403,600.00	$ 91,700.00	$ 91,700.00	$495,300.00
Avera St. Anthony Hospital	$ 310,451.00	$ 91,556.00	$ 91,555.00	$402,007.00
Blue Rivers AAA	$ 1,019,754.00	$ 299,646.00	$ 299,646.00	$1,319,400.00
Blue Valley Community Action Partnership	$ 137,872.00	$ 57,759.00	$ 57,757.00	$195,631.00
Butler County Rural Service	$ 105,162.00	$ 32,296.00	$ 32,295.00	$137,458.00
Callaway Hospital Public Transit Services	$ 153,582.00	$ 25,208.00	$ 25,206.00	$178,790.00
Cambridge Memorial Hospital Inc	$ 334,573.00	$ 138,564.00	$ 138,564.00	$473,137.00
Cedar County	$ 930,430.00	$ 313,385.00	$ 313,385.00	$1,243,815.00
Chase County Transit	$ 177,630.00	$ 75,660.00	$ 75,660.00	$253,290.00
City of Alliance Public Transit	$ 628,850.00	$ 205,525.00	$ 205,525.00	$834,375.00
City of Benkelman	$ 52,150.00	$ 13,169.00	$ 13,169.00	$65,319.00
City of Chadron	$ 273,735.00	$ 63,363.00	$ 63,362.00	$337,098.00
City of Columbus	$ 276,349.00	$ 74,780.00	$ 74,779.00	$351,129.00
City of Crawford	$ 172,140.00	$ 38,848.00	$ 38,847.00	$210,988.00
City of Fremont	$ 399,027.00	$ 121,982.00	$ 121,980.00	$521,009.00
City of Loup City	$ 119,587.00	$ 41,903.00	$ 41,902.00	$161,490.00
City of McCook	$ 198,915.00	$ 70,443.00	$ 70,442.00	$269,358.00
City of Neligh	$ 88,477.00	$ 29,085.00	$ 29,083.00	$117,562.00
City of North Platte	$ 1,041,629.00	$ 357,434.00	$ 357,434.00	$1,399,063.00
City of Oakland	$ 97,303.00	$ 26,334.00	$ 26,334.00	$123,637.00
City of Ogallala	$ 335,480.00	$ 94,060.00	$ 94,060.00	$429,540.00
City of Plainview	$ 32,660.00	$ 8,376.00	$ 8,376.00	$41,036.00
City of Schuyler	$ 85,692.00	$ 29,724.00	$ 29,724.00	$115,416.00
City of Sidney	$ 802,840.00	$ 138,230.00	$ 138,230.00	$941,070.00
City of Tecumseh	$ 158,265.00	$ 37,156.00	$ 37,154.00	$195,421.00
City of Wayne	$ 136,025.00	$ 41,068.00	$ 41,066.00	$177,093.00
Community Action Partnership of Mid-NE	$ 2,728,910.00	$ 941,676.00	$ 941,675.00	$3,670,586.00
Community Concern of Norfolk	$ 3,660,399.00	$ 1,116,719.00	$ 1,116,719.00	$4,777,118.00
Garden County Transportation	$ 665,280.00	$ 160,410.00	$ 160,410.00	$825,690.00
Grant County	$ 52,580.00	$ 13,780.00	$ 13,780.00	$66,360.00
Hall County-CRANE	$ 97,575.00	$ 29,785.00	$ 29,785.00	$127,360.00
Harlan County	$ 162,406.00	$ 38,153.00	$ 38,153.00	$200,559.00
Hooker County	$ 48,350.00	$ 16,075.00	$ 16,075.00	$64,425.00
Kimball County	$ 4,774,943.00	$ 1,207,707.00	$ 1,207,705.00	$5,982,650.00
Lancaster County	$ 210,814.00	$ 59,877.00	$ 59,876.00	$270,691.00
Midland AAA	$ 725,291.00	$ 201,555.00	$ 201,554.00	$926,846.00
Morrill County	$ 133,860.00	$ 38,070.00	$ 38,070.00	$171,930.00
NanceTrans	$ 308,450.00	$ 89,949.00	$ 89,947.00	$398,399.00
Panhandle Transit Services	$ 751,541.00	$ 207,685.00	$ 207,684.00	$959,226.00
Perkins County	$ 96,665.00	$ 33,243.00	$ 33,242.00	$129,908.00
Phelps County	$ 234,142.00	$ 74,615.00	$ 74,613.00	$308,757.00
Ponca Tribe	$ 1,060,820.00	$ 286,096.00	$ 286,096.00	$1,346,916.00
Saline County Area Transit	$ 484,100.00	$ 116,530.00	$ 116,530.00	$600,630.00
Saunders County	$ 186,197.00	$ 39,596.00	$ 39,595.00	$225,793.00
Scotts Bluff County	$ 1,938,718.00	$ 539,225.00	$ 539,224.00	$2,477,943.00
SENCA	$ 109,415.00	$ 35,467.00	$ 35,466.00	$144,882.00
Seward County	$ 348,748.00	$ 124,604.00	$ 124,603.00	$473,352.00
Stratton Industrial Commission	$ 307,108.00	$ 84,651.00	$ 84,650.00	$391,759.00
Valley County Health Systems	$ 141,535.00	$ 31,982.00	$ 31,980.00	$173,517.00
Wolf Memorial Good Samaritan Public Transit	$ 48,256.00	$ 22,263.00	$ 22,262.00	$70,519.00
York County	$ 302,095.00	$ 109,634.00	$ 109,633.00	$411,729.00