

City of Poughkeepsle, NY 2015 Title VI Program
April 15, 2015

Christopher Gent, Commissioner
City of Poughkeepsie Department of Public Works
62 Civic Center Plaza
Poughkeepsie, NY 12601
845-451-4110

Title VI of the Civil Rights Act of 1964 ensures that public transportation and other FTA-funded services to the public are provided without regard to race, color, and national origin. To help us verify that, FTA issues Circular 4702.1B in 2012, which requires recipients of FTA funds to submit a Title VI Program every three years. Chapter IV of the circular explains the policies, practices, and procedure that FTA recipients must document to constitute a Title VI Program. A full circular can be found online at: www.fta.dot.gov.

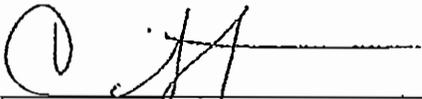
FEDERAL TRANSIT ADMINISTRATION (FTA)
CIVIL RIGHTS ASSURANCE

The City of Poughkeepsie hereby certifies that, as a condition of receiving federal financial assistance under federal transit laws and the Civil Rights Act of 1964, as amended, it will ensure that:

- No person, based on race, color, or national origin will be subjected to discrimination in the level and quality of transportation services and transit-related benefits.
- The City of Poughkeepsie will compile, maintain, and submit in a timely manner, Department of Transportation's Title VI regulation, 49 CFR Part 21.9.
- The City of Poughkeepsie's Public Transit will make it known to the public that those person or persons alleging discrimination based on race, color, or national origin as it relates to the provision of transportation services and transit-related benefits may file a complaint with the Federal Transit Administration and/or the U.S. Department of Transportation:
 - Federal Transit Administration Office of Communications and Congressional Affairs
1200 New Jersey Avenue SE, East Building
Washington, DC 20590
Phone: 202-366-4043; Fax: 202-366-3472

The person or persons, whose signature appears below, are authorized to sign this assurance on behalf of the grant applicant or recipient.

I acknowledge that I have reviewed this Policy and understand that the City of Poughkeepsie is required to comply with Title VI of the Civil Rights Act of 1964; Title 49, Chapter 53, Section 5332 of the United States Code; and the Federal Transit Administration (FTA) Circular 4702.1B, "Title VI Program Guidelines for Federal Transit Administration Recipients," effective October 1, 2012.



Christopher Gent, Commissioner of Public Works 4/23/15
Date

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1) General Reporting Requirements

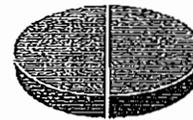
- a) Record of active lawsuits and complaints over the previous three years: None. There have been no Title VI complaints, lawsuits, or investigations of the past three years.
- b) City of Poughkeepsie Transit is not governed by a board. There are no appointed committees or boards which oversee public transit. There is, however, a City of Poughkeepsie Bus Committee that serves as an advisory board, which consists of several members of the Common Council and also the transit officer (when needed). This is a diversified group of individuals. Transit is overseen by the City's Commissioner of Public Works, the City Administrator, and the City's transit officer.

Racial Makeup of Committee



▪ African American ▪ Caucasian

Gender Makeup of Committee



▪ Male ▪ Female

The Committee consists of Common Councilmembers (and City officials when asked to sit in to address a specific concern/question). The Committee meetings are open to members of the public who are invited to share their experiences, opinions, and suggestions on transit.

This Committee does not make any decisions, but instead gives their suggestions, concerns, and opinions to City decision makers on transit.

- c) Pending applications by the applicant: None
- d) No recent Civil Rights Reviews to other Federal Agencies are or have been underway.
- e) A signed Civil Rights Assurance is included in front of this document.
- f) Construction Projects: City of Poughkeepsie Transit Hub.
- g) Since our last submission, we have not had a service or fare charge.

h) There are no sub-recipients to whom the City extends FTA financial assistance.

2) Profile of the Service Area

In Attachment D, Table 1 shows Linguistically Isolated Households in Dutchess County.

Subject	Poughkeepsie city, New York	
	Speak a Language other than English	
	Estimate	Margin of Error
All households	28,939	+/- 268
Households speaking other than English	6,313	+/- 638
Spanish or Spanish Creole	4,591	+/- 596
Other Indo-European Languages	1,143	+/- 354
Asian and Pacific-Island Languages	298	+/- 144
Other Languages	281	+/- 151

3) Fixed Facility Impact Statement

a) The only project that was completed recently was the City of Poughkeepsie Transit Hub on Market Street. There was a categorical exclusion on this project with no problems found on moving the project forward.

4) Distribution of Service

Distribution of Service

a) Fleet Roster

i) The City of Poughkeepsie Transit system Fleet Roster as of January 1, 2015 is as follows:

Year of Manufacture	Seating Capacity	Equipment	# of Vehicles
2004	36	Phantom/DF	2
2008	32	Hybrid/HD	3
2008	38	Hybrid/HD	1
2011	32	Hybrid/HD	1
2011	38	Hybrid/HD	1

Average age of buses is 7.25 years.

All of the buses in the fleet meet are accessible per the Americans with Disabilities Act (ADA).

Transit Management of Dutchess County operates Dutchess County Dial-A-Ride, Flex, and ADA Complementary Paratransit Bus Systems under a management contract with Dutchess County. The City of Poughkeepsie has a contractual agreement with Dutchess County to provide these services to the City. Direct oversight of this part of the Transit System is the responsibility of the Dutchess County Department of Public Works Division of Public Transit. The vehicles used

for this service are mostly cutaway-type vehicles. Vehicles are assigned based on service demand, physical operating characteristics of the service area and vehicle availability. The average age of vehicles serving this system is 3 years and the average seating capacity is 21 per vehicle.

Route(s)	Monday-Friday	Saturday
Main Street, Northside, Southside	6:30am-6:10pm	6:30am-3:10pm
Galleria	8:30am-4:30pm	8:30am-3:30pm
Shopper's Special	9:30am-5:30pm	N/A
"Special"	6:40am-7:40am & 3:00pm-3:40pm	N/A

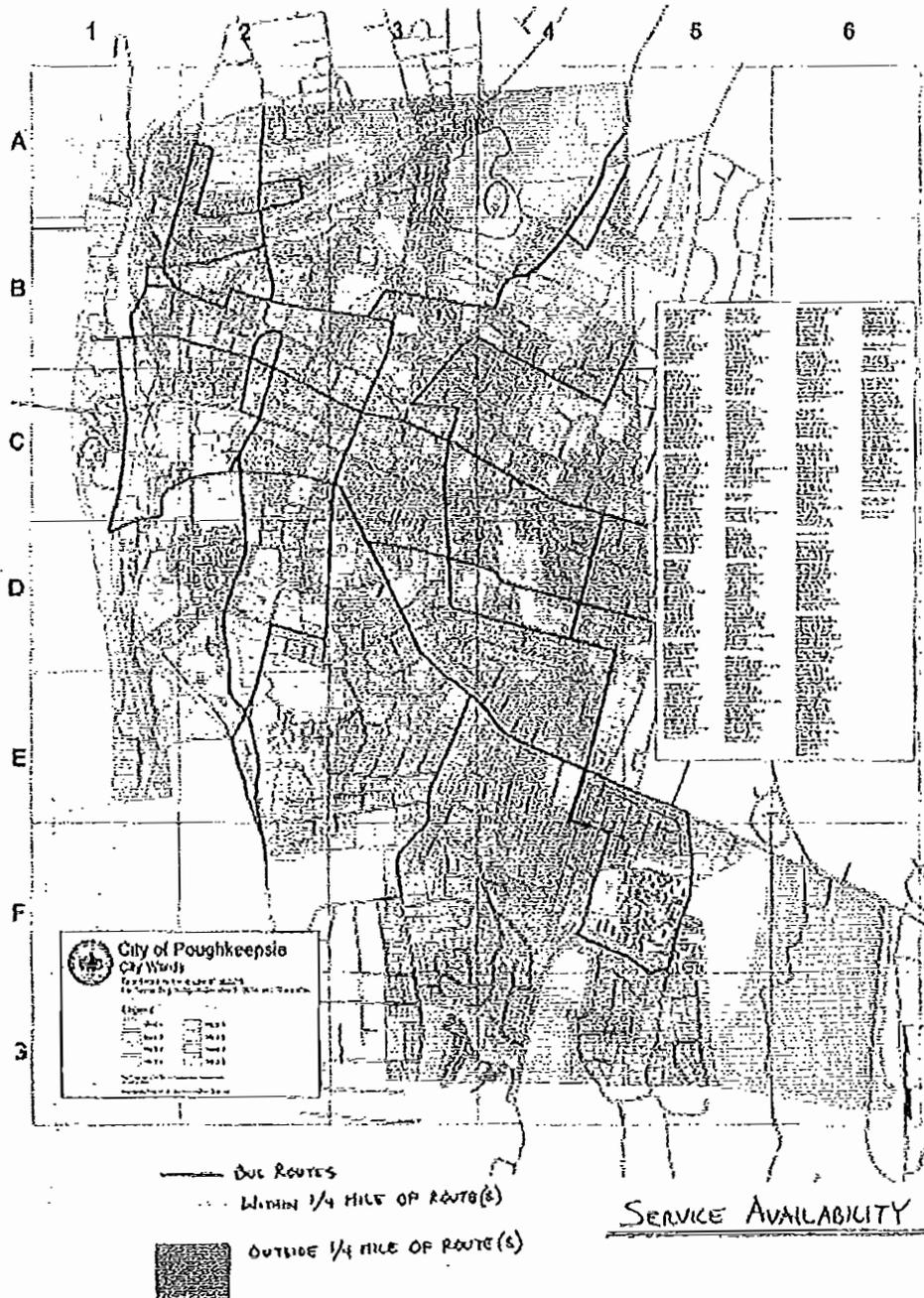
Routes	2012	2013	2014
Galleria	80,575	67,566	60,575
Main Street	130,241	106,873	91,920
Northside	111,668	91,489	96,162
Southside	77,766	63,539	61,983
Shopper's Special	28,160	23,388	26,575
Special	13,148	13,555	12,985

The Dial-A-Ride and Flex services are demand response systems and do not operate during peak hours. Therefore, a load factor analysis is not applicable.

FTA Standard [1]	City of Poughkeepsie Calculation
On-Time Performance	Maximum average difference between scheduled time and actual time arriving at a time point based on a window of no more than 5 minutes early or 7 minutes late
Service Availability	Transit service is provided so that 90% of the City of Poughkeepsie population is within ¼ mile walking distance to a bus route

[1] As defined in FTC C4702.1B IV §4a

Service Availability



Vehicle Type:	Average Passenger Capacities			
	Seated	Standing	Total	Maximum Load Factor
35' Standard Bus	36	26	62	1.7
35' Low Floor Bus	32	24	56	1.8
38' Low Floor Bus	38	28	66	1.7
40' Low Floor Bus	38	28	66	1.7

POLICY HEADWAYS AND PERIODS OF OPERATION			
Weekday	AM Peak*	Base*	PM PEAK*
Main Street	60	60	60
Shopper's Special**	60	60	60
Southside	60	60	60
Galleria**	60	60	60
Northside	60	60	60
Special	40 (2 runs)	--	(1 run)

*Peak: 6:30am-9am, Base: 9am-3:30pm
**Shopper's Special runs 9:30am-5:30pm
**Galleria runs 8:30am-4:30pm
"--" means no service is provided during that time period
All scheduled routes have maximum intervals of 60 minutes. Overlapping portions of Main Street/Shopper's Special routes and Southside/Galleria routes have intervals of 30 minutes.

POLICY HEADWAYS AND PERIODS OF OPERATION			
Saturday	AM Peak*	Base*	PM PEAK*
Main Street	60	60	--
Shopper's Special**	--	--	--
Southside	60	60	--
Galleria**	60	60	--
Northside	60	60	--
Special	--	--	--

*Peak: 6:30am-9am, Base: 9am-3:30pm
**Galleria runs 8:30am-3:30pm
"--" means no service is provided during that time period
All scheduled routes have maximum intervals of 60 minutes. Overlapping portions of Main Street/Shopper's Special routes and Southside/Galleria routes have intervals of 30 minutes.

FTA Policy [2]	City of Poughkeepsie Policy
Distribution of Transit Amenities	The City of Poughkeepsie has shelters and benches placed throughout the City. The installation of new bus amenities can be requested verbally or in writing as well as with the help of a translator. When the cost of repairs to any amenity (beyond the cost of normal cleaning) is greater than the cost of the structure, the City of Poughkeepsie reserves the right to permanently remove the amenity.
Vehicle Assignment	Vehicles are assigned to routes based on ridership demands, road conditions, service types, maintenance, garage capacity and vehicle technologies (e.g., fueling only at central garage). The current fleet is made up of similar types and sizes of buses. All buses are able to accommodate each route.

[2] As defined in FTA C 4702.1B IV §4b

Requirement to Monitor Transit Service

Public Notification

A portion of the below information is posted on the City of Poughkeepsie’s website as Attachment A. Attachment B is also posted on the buses and on the City’s website. This gives information regarding the program and contact information. These attachments were translated into Spanish and are posted both places.

Factor 1: The Number and Proportion of LEP Person Served or Encountered In the Eligible Service Population

Task 1, Step 1: Examine prior experiences with LEP Individuals

The City of Poughkeepsie serves a diverse community. The City transit operators report daily interactions with LEP persons, particularly those persons speaking Spanish as their primary language. In most cases, the information needed from the City of Poughkeepsie relates to use of transit services including requests for route and schedule information, fare information, transfers, etc. English-speaking family members are often, but not always, available to help with translation when needed.

Task 1, Step 2: Become familiar with data from the U.S. Census

The 2010 Census and the U.S. Census Bureau’s 2009-2013 5-Year American Community Survey describes the languages spoken in the City of Poughkeepsie and the number of persons speaking each language as provided in Attachment E.

The most significant non-English speaking population speaks Spanish.

Task 1, Step 2A: Identify the geographic boundaries of the area that your agency serves

The City's service area is defined by the city limits of the City of Poughkeepsie, including a small portion of the Towns of Poughkeepsie and Hyde Park. A copy of the transit map is included in Attachment F.

Task 1, Step 2B: Obtain Census Data on the LEP Population in your service area

Attachment E contains census data on English proficiency in the City of Poughkeepsie, listing population by language of origin and the numbers of those speaking English either "very well" or "less than very well".

Task 1, Step 2C: Analyze the data collected

Non-proficiency is determined by adding those who speak English "less than very well". According to the U.S. Census Bureau's American Factfinder 2009-2013: American Community Survey 5-Year Estimates, a total of 6,313 persons are identified as speaking a language other than English.

Of the total City of Poughkeepsie population (28,939), 3,174 are persons with limited English proficiency (Speak English "less than very well"). The largest group, 2,366 speak Spanish and English "less than very well," followed by 195 people who only speak Gujarati and 81 people who speak French and speak English "less than very well".

Task 1, Step 2D: Identify any concentrations of LEP persons within your service area

The majority of LEP persons live in the City of Poughkeepsie, with the largest concentration speaking Spanish. Attachment G shows maps with above average minority populations by census block group and another map with above average Hispanic population by census block group. The City of Poughkeepsie is the only municipality in Dutchess County with above county-average for linguistically isolated households.

Task 1, Step 3: Consult state and local sources of data

The Poughkeepsie-Dutchess County Transportation Council (PDCTC) conducted a study in 2012 looking at the minority populations through Dutchess County. Using the Environmental Justice threshold based on current Title VI guidelines in FTA C 4702.1A dated May 13, 2007, proposed Title VI guidance in FTA C 4702.1B dated September 28, 2011, and proposed Environmental Justice guidance in FTA C 4703.1 dated September 28, 2011; the latter provides detailed guidance as how to identify minority and low income populations. (Environmental justice threshold seeks to prevent degrading the quality of life for areas with large numbers of disadvantaged population groups. It ensures that positive and negative effects of transportation decisions are not biased towards certain groups and areas), the Council identified seven 2010 Census block groups that had minority percentages exceeding 50 percent, all located in the City of Poughkeepsie, NY (Attachment G).

The Council also calculated the total Hispanic population by summing the Hispanic, non-white population. In 2010, Dutchess County's Hispanic population was 10.5% of the total population. The City of Poughkeepsie was one of the areas that was above average for total minority population. In 2012, the Council, using the Environmental Justice threshold, identified one block group in the City of Poughkeepsie (Main Street area), a main thoroughfare for transit, as having a Hispanic percentage exceeding 50 percent (Attachment G).

Task 1, Step 4 & 4A: Reach out to community organizations that serve LEP persons & identify community organizations

The City of Poughkeepsie interacts with Dutchess County, St. Mary's Church Parish of Poughkeepsie, Catholic Charities, the Poughkeepsie Housing Authority, the Dutchess County Department of Social Services, and Literacy Connections, Inc. among others, who establish contacts with LEP persons.

Task 1, Step 4B: Contact relevant community service organizations

Dutchess County Transit and the City of Poughkeepsie work closely together to ensure that LEP persons are serviced in every way possible. The City's brochures in Spanish are available in City Hall, on the City of Poughkeepsie's website (www.cityofpoughkeepsie.com), where schedules in Spanish have been downloaded 2,751 times from December 19, 2014-March 23, 2015). Many community organizations have direct access to the LEP population and have been contacted with information regarding LEP persons and told how they can use our website to communicate with the City about informational and transportation needs. These organizations have indicated that language is not a barrier.

Task 1, Step 4C: Obtain information

Transit needs are attended to by the City's Commissioner of Public Works. The City's bus driver's report to the Commissioner and are told that any complaints or needs that are not being met by any LEP person should be reported to the Commissioner immediately. The City also has a consultant on downtown revitalization who has been looking at the bus routes with several members of City staff who have been riding the bus routes themselves and interacting with the riders. All signs on the bus are both in English and in Spanish.

Factor 2: The frequency with which LEP individuals come into contact with your programs, activities, and services

Task 2, Step 1: Review the relevant programs, activities, and services you provide

LEP persons sometimes ride the bus routes.

Task 2, Step 2: Review information obtained from community organizations

Community organizations that the City associates with stated that they were unaware of the way their participants who are LEP use transit. The City knows that some LEP passengers are not from these organizations.

Task 2, Step 3: Consult directly with LEP persons

When LEP persons contact the City of Poughkeepsie or inquire with a bus driver or City employee, they are directed to a Spanish-language document that describes the City's services in an easy to read format. If needed, future meetings will be held during times and locations that facilitate participation from the LEP population.

Factor 3: The importance to LEP persons of your program, activities, and services

Task 3, Step 1: Identify your agency's most critical services

The City of Poughkeepsie provides bus service. Information about the bus service is disseminated through bus schedules, the City's website, and by word-of-mouth. During normal business hours, an employee who speaks a foreign language is usually available, predominantly a Spanish speaking employee. The reason those employees are available is that people who speak languages other than English already work at the City.

Task 3, Step 2: Review input from community organizations and LEP persons

LEP persons use the transit service successfully. Anyone that has a language barrier can contact the City and be accommodated with a translator. As previously noted, the City of Poughkeepsie is aware of community service organizations that have translators as well.

Factor 4: The resources available to the recipient and the costs

Task 4, Step 1: Inventory language assistance measures currently being provided, along with estimated costs

Printing of the brochures for transit in Spanish was at a cost of \$500. A City employee in the City Chamberlain's office who speaks Spanish assists anyone with interpretation of the schedule. The pictographs on the bus were included already in the price of the bus.

The City currently has 12 people on-staff who speak Spanish. This is at a cost of \$25,000 per year in foreign language stipends. However, this stipend would be paid regardless of the existence of LEP persons due to the fact that a foreign language stipend is contractual.

There is no advertising budget, so printing is done as cheaply as possible with postings and printings in English and in Spanish. The City doesn't have to hire translators from outside sources because the employees who translate are already hired to do their individual jobs. Speaking a second language is considered to be a plus in a prospective employee.

The cost of providing the service is nominal, as the only extra costs are for printing in a language other than English.

Task 4, Step 2: Determine what, if any, additional services are needed to provide meaningful access

Signs are posted on the buses in English and Spanish. All schedules are also posted and printed in English and In Spanish.

Task 4, Step 3: Analyze your budget

The City has employees to handle the number of LEP, Spanish-speaking passengers. The languages spoken by City employees mirror those spoken by LEP passengers. The cost of providing language assistance is minimal because the employees are getting paid to work for the City already.

Task 4, Step 4: Consider cost-effective practices for providing language services

In relation to the number of people who need language assistance, the City's practices are very cost-effective. City employees translate printed materials into Spanish. Most people who need translation of websites provide the translation through their own device or browser. The City's new website, which is forecasted to launch this Summer, will have a translation feature built-in.

Task 5: Monitoring and updating the LEP plan

Task 5, Step 1: Establish a process to obtain feedback on your agency's language assistance measures

Staff meetings are held with department heads on a monthly or bi-monthly basis. Any issues that an employee has (including transit employees) should be brought to the attention of the Commissioner of Public Works. If there was an issue that the Commissioner of Public Works could not handle or thought it needed to be escalated further, the issue would be brought up at a meeting with the Mayor or City Administrator in coordination with Corporation Counsel.

Task 5, Step 2: Obtain feedback from community members and from agency staff

The City of Poughkeepsie has a close working relationship with several community agencies mentioned previously. A major portion of the City's Hispanic population attends services at St. Mary's Church in Poughkeepsie or utilizes Catholic Charities as well as Literacy Connections. These organizations reach out to the City of Poughkeepsie with any negative or positive feedback from LEP persons. Updated information is available on the City's website in Spanish about transit whenever something is updated in English.

Task 5, Step 3: Conduct Internal monitoring

The City of Poughkeepsie Commissioner of Public Works or Social Development Director will ride the bus with "What Do I Speak Cards?" to interact with the travelling public, especially with

LEP persons. When riding the bus, they can observe how City staff respond to requests from those who are LEP persons.

Task 5, Step 4: Make changes to the language assistance plan based on feedback received

Incremental changes, based on feedback, will be made to the types of written and oral language assistance provided as well as for staff training purposes. The City shall take into account the cost of these proposed changes and the City's available resources. The City will try to disseminate the most helpful and resourceful information to LEP persons.

Step 5, Task 5: Consider new language assistance needs when expanding service

Should service expand into areas known to have high concentrations of LEP persons, the City will consider modifying their implementation plan to provide services not previously available.

City of Poughkeepsie Title VI Complaint Procedure 2015

The following City of Poughkeepsie Title VI Complaint Procedure is attached and posted in all facilities and vehicles. Both documents and the corresponding forms and letters are available in English and Spanish.

Title VI of the Civil Rights Act of 1964 prohibits discrimination on the basis of race, color or national origin in programs receiving federal financial assistance.

This complaint procedure does not prohibit a complainant the right to file formal complaints with the New York Department of Human Rights, the New York State Department of Transportation, or seek private counsel for complaints alleging discrimination, intimidation or retaliation of any kind that is prohibited by law.

Any person who believes that s/he has been subjected to discrimination on the basis of race, color or national origin as noted below may file a written complaint with the City of Poughkeepsie Commissioner of Public Works or Title VI Director, 62 Civic Center Plaza, Poughkeepsie, New York 12601. Complainants have the right to complain directly to the appropriate federal and state agencies, as well. Every effort will be made to obtain early resolution of complaints. The option of information meeting(s) between the affected parties and the Title VI Director may be utilized for resolutions. The Title VI Director will notify the Commissioner of Public Works of all Title VI complaints as well as resolutions. Attachment H contains the form that can be used to file a complaint with the City of Poughkeepsie.

Poughkeepsie City Transit operates in compliance with the U.S. Department of Transportation (USDOT) Title VI Regulations. Consistent with these regulations (49 CFR Part 21.9 and 2012 Circular 4702.1B) the City Transit operates all programs without regard to race, color and national origin and investigates all discrimination complaints.

Members of the public may file a complaint within 180 days from the date of the alleged discrimination with either the City of Poughkeepsie or FTA. Complaints and/or complainants are directed to the Commissioner of Public Works who investigates allegations of discrimination and produces a written report. Investigation procedures include:

- Complaints are taken verbally, by phone, e-mail, fax, and mail. Please see contact information on the following page.
- Any phone message, letter, or e-mail complaint will result in a call from the Commissioner of Public Works or his designee (CPWD) to the complainant by the next business day.
- The CPWD reduces any verbal complaints to writing and encouraging the complainant to put the complaint in writing by completing the Title VI Complaint Form (attached) within three days.
- THE CPWD reads written complaints and develops questions to help understand the complaint, within 5 days.
- CPWD interviews in-person the complainant at a time and location convenient to complainant, within 5 days.
- CPWD interviews any witnesses at the witnesses' convenience (in-person is preferred), within 5 days.
- CPWD will interview appropriate and involved staff, within 5 days.
- Given the availability and cooperation of complainant and witnesses follow up interviews will be completed within three weeks of initial conversation with complainant. The number witnesses may cause this time period to be extended.
- CPWD will provide a written report within two weeks of the last interview to the City Administrator and Corporation Counsel. Complainant will be advised that the investigation has been concluded. Appropriate policy changes will be made as warranted and/or employee discipline pursued.
- The report will include the complaint and the findings as to the validity of the complaint, reasons for the findings and appropriate follow-up action.

- This report will be kept on file in the CPW office, the Title VI compliance office and in the Triennial review file. A summary log will be established that contains the date of the complaint, the complaint, summary of the allegations, date of report, outcome of the investigation and actions taken in response to the allegations. This log will be maintained in the office of the DPW.
- In the event that the complainant is not satisfied with the outcome of the investigation or action taken, they may submit an appeal to the Federal Transit Administration— Region II, Title VI Office, One Bowling Green, New York, NY 10004-1415.

Internal Review Process

Poughkeepsie City Transit operates its programs without regard to race, color, or national origin and is determined to assure that no person is excluded from participation in or denied benefits of programs or activities on these grounds. Furthermore, no person or group of persons shall be discriminated against with regard to the routing, scheduling, or quality of service of transportation service furnished on the basis of race, color or national origin. Frequency of service, age and quality of vehicles assigned to routes, quality of stations servicing different routes and location of routes are not determined on the basis of race, color, or national origin. Poughkeepsie City Transit has defined its internal review process for service delivery and capital programs decisions. Service delivery will be reviewed when there is a major change in service is considered the elimination of a route or an addition of routes, the combining of routes and substantial (over 33% of stops are dropped or reassigned) change in routes. In addition, periodic service monitoring activities shall be undertaken to compare the level and quality of service provided to predominately minority areas with service provided in other areas to ensure the end result of policies and decision making is equitable service.

The Internal Review Committee will conduct passenger surveys and compare the responses from individuals who identify themselves as members of minority groups and/or in low income brackets and the responses of those who identify themselves as white and/or in the middle and upper-income brackets.

To the extent that survey data is available, the Committee should determine whether the different demographic groups report significant differences in travel time, number of transfers, and overall cost of the trip or if different demographics gave significantly different responses when asked to rate the quality of service such as their satisfaction with the system, willingness to recommend transit to others and value for fare paid.

The Internal Review Committee is made up of staff in the following positions:
Commissioner of Public Works, Chair: Christopher Gent
Title VI Officer: Karen Sorrell
EEOC Officer: Regina Sweat

This committee will, after completing the Internal Review Process for service delivery and capital programs, make recommendations at such time as necessary to the City Administrator. The City Administrator has ultimate responsibility for approving the recommendations.

Public Participation

The City also offers the public the opportunity to speak and voice concerns at the Common Council meetings held the first and third Monday of every month. These meetings are held at City Hall, 62 Civic Center Plaza, Poughkeepsie, NY at 6:30pm. The meetings are held in the evening so it is convenient for members of the public to attend. This location offers plenty of parking and the normal parking charge at City Hall is also waived for Council meetings. When there is a matter specific to transit, a public notice is placed in the City's official newspaper, *The Poughkeepsie Journal*. The information is also posted on the City's official website www.cityofpoughkeepsie.com.

There is a telephone line available for the general public to call for general information, concerns, and schedule information. Office staff is trained to handle any type of call that may come in and supervisors are available to handle unusual calls. The phone number is advertised on the City's website and its bus schedules.

City of Poughkeepsie transit has a website at <http://www.cityofpoughkeepsie.com/departments/dpw/busservice> where one may find information in English about the services and schedules that the transit system offers. There is an English and a Spanish schedule posted there available for download.

Bus schedules which show maps and timetables are available at City Hall and at the City's website. Schedules will also be mailed upon request by calling the transit number. The phone number is advertised on the City's website and it can be accessed by calling the City's main line.

Periodically, the City of Poughkeepsie makes transit announcements and changes such as schedule changes, system changes, or service changes on the City's website. If there is a special situation involving transit such as change of service or a presentation on transit, a notice is placed in the City's official newspaper, *The Poughkeepsie Journal*.

Common Council meetings are usually conducted on the first and third Mondays of the month in City Hall. There is a portion of the meeting set aside for public comments. Each individual

gets a maximum of 3 minutes to speak. Should there be a concern that warrants Council participation, an individual can voice their concern in this public forum or call a City official or Councilmember as these phone numbers are readily available. These meetings are held in the evenings for the convenience of those attending. Parking is also free during these meetings.

The City of Poughkeepsie holds this outreach because it believes that its service to taxpayers is of the utmost importance. The City of Poughkeepsie strives to provide quality service to all residents and visitors of the City and ensures that all persons, even those traditionally underserved, are provided with satisfactory and quality service.

The City is also holding outreach because its demographics are changing. The Hispanic population in the City is growing and the population is taking a more active and important role in the community. The City is continually addressing the need for public transportation for a wide demographic.

The City's Bus Committee holds meetings and the public is able to attend and participate in the meetings. When projects are anticipated, a public hearing is usually held and is advertised in the City's official newspaper, *The Poughkeepsie Journal*. It is also placed on the City's website, which is capable of being translated into Spanish.

The City works with several not-for-profits in the Community to gain insight into the concerns and needs of the LEP population including St. Mary's Catholic Church Parish (has the largest Spanish population in Catholic parishes in the City of Poughkeepsie), Catholic Charities, Poughkeepsie Housing Authority, Dutchess County Department of Social Services, and Literacy Connections, Inc. among others.

City outreach is also done through the Middle Main Initiative. The City's Social Development Director attends Middle Main meetings and hears and addresses the needs and concerns of the Spanish speaking population through these meetings. The Middle Main Neighborhood Initiative runs along Poughkeepsie's Main Street, generally from Market Street to Pershing Avenue, between both arterials (Route 44/55). The neighborhood sits at the intersection of Poughkeepsie's African American, Latino, and European-American communities. Middle Main Meet-ups are held the third Tuesday of every month on Main Street.

The neighborhood has the largest mix of Latino and Caribbean eateries and small retailers in the Hudson Valley and it has been said that it contains the largest population of Oaxacans outside of Oaxaca, Mexico.



THE CITY OF POUGHKEEPSIE
NEW YORK

CHRISTOPHER GENT
Commissioner of Public Works

NOTICE OF TITLE VI OBLIGATION

Poughkeepsie City Transit operates its programs without regard to race, color or national origin and is committed to providing nondiscriminatory transit service.

To request further information or for information on how to file a discrimination complaint please contact:

Commissioner of Public Works

By Phone at (845) 451-4188

By Fax at (845) 451-4103

By Mail at City of Poughkeepsie DPW

26 Howard Street

Poughkeepsie, NY 12601

Attn: Commissioner of Public Works

By email: cgent@cityofpoughkeepsie.com

Please include at least a brief review of the nature of the complaint and a means of contact. All complaints generate a response.

"Attachment A"

Title VI Complaint Policy and Investigation Procedures

Poughkeepsie City Transit operates in compliance with U.S. Department of Transportation (USDOT) Title VI Regulations. Consistent with these regulations (49 CFR §21.11(a)) the City Transit operates all programs without regard to race, color and national origin and investigates all discrimination complaints.

Members of the public may file a complaint within 180 days from the date of the alleged discrimination with either the City of Poughkeepsie or FTA. Complaints and/or complainants are directed to the Commissioner of Public Works who investigates allegations of discrimination and produces a written report. Investigation procedures include:

Complaints are taken verbally, by phone, email, fax and by mail. Please contact
Commissioner of Public Works

By Phone: (845) 451-4111

By Fax: (845) 451-4103

By Mail: City of Poughkeepsie DPW, 62 Civic Center Plaza, Poughkeepsie, NY 12601 Attn:
Commissioner of Public Works

By email: cgent@cityofpoughkeepsie.com

Please include at least a brief review of the nature of the complaint and a means of contact. All complaints generate a response.

"Attachment B"

TITLE VI Program

The City of Poughkeepsie Transit System Complies with the Title VI program; Chapter IV of FTA C 4702.1B as a Section 5307 recipient as follows:

The City of Poughkeepsie Transit System operates without regard to race, color, and national origin;

Members of the public may request additional information regarding nondiscrimination obligations by contacting (845) 451-4118 or writing to 62 Civic Center Plaza, Poughkeepsie, NY 12601
Attn: Transit Division

Members of the public may file a discrimination complaint by contacting (845) 451-4118 or writing to 62 Civic Center Plaza, Poughkeepsie, NY 12601
Attn: Transit Division

"Attachment C"

Title VI Complaint Form

Name: _____

Address: _____

City: _____ State: _____ Zip Code: _____

Home Telephone No. (____) _____

Work Telephone No. (____) _____

Were you discriminated against because of:

Race National Origin Color Other _____

Date of alleged Incident: _____

Explain as clearly as possible what happened and how you were discriminated against. Indicate who was involved. Be sure to include names and contact information of any witnesses. If more space is needed please use the back of the form.

Have you filed this complaint with any other federal, state or local agency; or with any federal or state court? _____ Yes _____ No

If yes, check all that apply:

____ Federal agency ____ Federal court ____ State agency ____ State court ____ Local agency

Please provide information about a contact person at the agency/court where the complaint was filed.

Name _____

Address _____

City, State, Zip Code _____

Please sign below. You may attach any written materials or other information that you think is relevant to your complaint.

Signature

Date

Please mail this form to:

Christopher Gent
Commissioner of Public Works
62 Civic Center Plaza
Poughkeepsie, New York 12601

"Attachment D"

Table 1: Linguistically Isolated Households in Dutchess County (U.S. Census Bureau, 2009-2013, 5-Year American Community Survey)

Poughkeepsie city, New York								
Subject	Total		People who speak only English at home		Percent distribution of people who speak a language other than English at home			
	Estimate	Margin of Error	Estimate	Margin of Error	Total	Margin of Error	Spanish or Spanish Creole	Margin of Error
Total population 5 years and over	28,939	+/-288	22,626	+/-671	6,313	+/-630	4,591	+/-598
AGE								
5 to 17 years	17.6%	+/-1.3	17.3%	+/-1.4	18.4%	+/-3.7	21.7%	+/-4.4
18 to 64 years	67.6%	+/-1.5	66.2%	+/-1.7	72.7%	+/-4.3	75.6%	+/-4.6
65 years and over	14.8%	+/-1.0	16.5%	+/-1.2	8.9%	+/-2.7	2.7%	+/-1

B16001

LANGUAGE SPOKEN AT HOME BY ABILITY TO SPEAK ENGLISH FOR THE POPULATION 5 YEARS AND OVER

Universe: Population 5 years and over

2009-2013 American Community Survey 5-Year Estimates

Supporting documentation on code lists, subject definitions, data accuracy, and statistical testing can be found on the American Community Survey website in the Data and Documentation section.

Sample size and data quality measures (including coverage rates, allocation rates, and response rates) can be found on the American Community Survey website in the Methodology section.

Although the American Community Survey (ACS) produces population, demographic and housing unit estimates, it is the Census Bureau's Population Estimates Program that produces and disseminates the official estimates of the population for the nation, states, counties, cities and towns and estimates of housing units for states and counties.

	Poughkeepsie city, New York	
	Estimate	Margin of Error
Total:	28,939	+/-268
Speak only English	22,626	+/-671
Spanish or Spanish Creole:	4,591	+/-596
Speak English "very well"	2,226	+/-452
Speak English less than "very well"	2,366	+/-357
French (incl. Patois, Cajun):	200	+/-112
Speak English "very well"	119	+/-79
Speak English less than "very well"	81	+/-59
French Creole:	114	+/-83
Speak English "very well"	103	+/-74
Speak English less than "very well"	11	+/-18
Italian:	160	+/-77
Speak English "very well"	106	+/-63
Speak English less than "very well"	54	+/-46
Portuguese or Portuguese Creole:	21	+/-25
Speak English "very well"	21	+/-25
Speak English less than "very well"	0	+/-25
German:	76	+/-57
Speak English "very well"	76	+/-57
Speak English less than "very well"	0	+/-25
Yiddish:	0	+/-25
Speak English "very well"	0	+/-25
Speak English less than "very well"	0	+/-25
Other West Germanic languages:	16	+/-20
Speak English "very well"	16	+/-20
Speak English less than "very well"	0	+/-25
Scandinavian languages:	31	+/-46
Speak English "very well"	31	+/-46
Speak English less than "very well"	0	+/-25
Greek:	80	+/-58
Speak English "very well"	45	+/-37
Speak English less than "very well"	35	+/-35
Russian:	31	+/-38
Speak English "very well"	31	+/-38
Speak English less than "very well"	0	+/-25
Polish:	50	+/-40

	Poughkeepsle cily, New York	
	Estimate	Margin of Error
Speak English "very well"	44	+/-38
Speak English less than "very well"	6	+/-12
Serbo-Croatian:	0	+/-25
Speak English "very well"	0	+/-25
Speak English less than "very well"	0	+/-25
Other Slavic languages:	0	+/-25
Speak English "very well"	0	+/-25
Speak English less than "very well"	0	+/-25
Armenian:	8	+/-15
Speak English "very well"	8	+/-15
Speak English less than "very well"	0	+/-25
Persian:	2	+/-8
Speak English "very well"	2	+/-8
Speak English less than "very well"	0	+/-25
Gujarati:	195	+/-258
Speak English "very well"	0	+/-25
Speak English less than "very well"	195	+/-258
Hindi:	60	+/-111
Speak English "very well"	0	+/-25
Speak English less than "very well"	60	+/-111
Urdu:	0	+/-25
Speak English "very well"	0	+/-25
Speak English less than "very well"	0	+/-25
Other Indic languages:	0	+/-25
Speak English "very well"	0	+/-25
Speak English less than "very well"	0	+/-25
Other Indo-European languages:	99	+/-93
Speak English "very well"	53	+/-63
Speak English less than "very well"	46	+/-51
Chinese:	48	+/-57
Speak English "very well"	21	+/-33
Speak English less than "very well"	27	+/-44
Japanese:	93	+/-98
Speak English "very well"	26	+/-41
Speak English less than "very well"	67	+/-70
Korean:	35	+/-35
Speak English "very well"	12	+/-20
Speak English less than "very well"	23	+/-30
Mon-Khmer, Cambodian:	0	+/-25
Speak English "very well"	0	+/-25
Speak English less than "very well"	0	+/-25
Hmong:	0	+/-25
Speak English "very well"	0	+/-25
Speak English less than "very well"	0	+/-25
Thai:	0	+/-25
Speak English "very well"	0	+/-25
Speak English less than "very well"	0	+/-25
Laotian:	0	+/-25
Speak English "very well"	0	+/-25
Speak English less than "very well"	0	+/-25
Vietnamese:	51	+/-70
Speak English "very well"	0	+/-25
Speak English less than "very well"	51	+/-70
Other Asian languages:	49	+/-69
Speak English "very well"	49	+/-69
Speak English less than "very well"	0	+/-25
Tagalog:	0	+/-25
Speak English "very well"	0	+/-25
Speak English less than "very well"	0	+/-25

Poughkeepsie city, New York		
	Estimate	Margin of Error
Other Pacific Island languages:	22	+/-32
Speak English "very well"	22	+/-32
Speak English less than "very well"	0	+/-25
Navajo:	0	+/-25
Speak English "very well"	0	+/-25
Speak English less than "very well"	0	+/-25
Other Native North American languages:	4	+/-7
Speak English "very well"	4	+/-7
Speak English less than "very well"	0	+/-25
Hungarian:	0	+/-25
Speak English "very well"	0	+/-25
Speak English less than "very well"	0	+/-25
Arabic:	107	+/-111
Speak English "very well"	30	+/-35
Speak English less than "very well"	77	+/-77
Hebrew:	0	+/-25
Speak English "very well"	0	+/-25
Speak English less than "very well"	0	+/-25
African languages:	170	+/-108
Speak English "very well"	95	+/-81
Speak English less than "very well"	75	+/-68
Other and unspecified languages:	0	+/-25
Speak English "very well"	0	+/-25
Speak English less than "very well"	0	+/-25

Data are based on a sample and are subject to sampling variability. The degree of uncertainty for an estimate arising from sampling variability is represented through the use of a margin of error. The value shown here is the 90 percent margin of error. The margin of error can be interpreted roughly as providing a 90 percent probability that the interval defined by the estimate minus the margin of error and the estimate plus the margin of error (the lower and upper confidence bounds) contains the true value. In addition to sampling variability, the ACS estimates are subject to nonsampling error (for a discussion of nonsampling variability, see Accuracy of the Data). The effect of nonsampling error is not represented in these tables.

Methodological changes to data collection in 2013 may have affected language data for 2013. Users should be aware of these changes when using multi-year data containing data from 2013.

While the 2009-2013 American Community Survey (ACS) data generally reflect the February 2013 Office of Management and Budget (OMB) definitions of metropolitan and micropolitan statistical areas; in certain instances the names, codes, and boundaries of the principal cities shown in ACS tables may differ from the OMB definitions due to differences in the effective dates of the geographic entities.

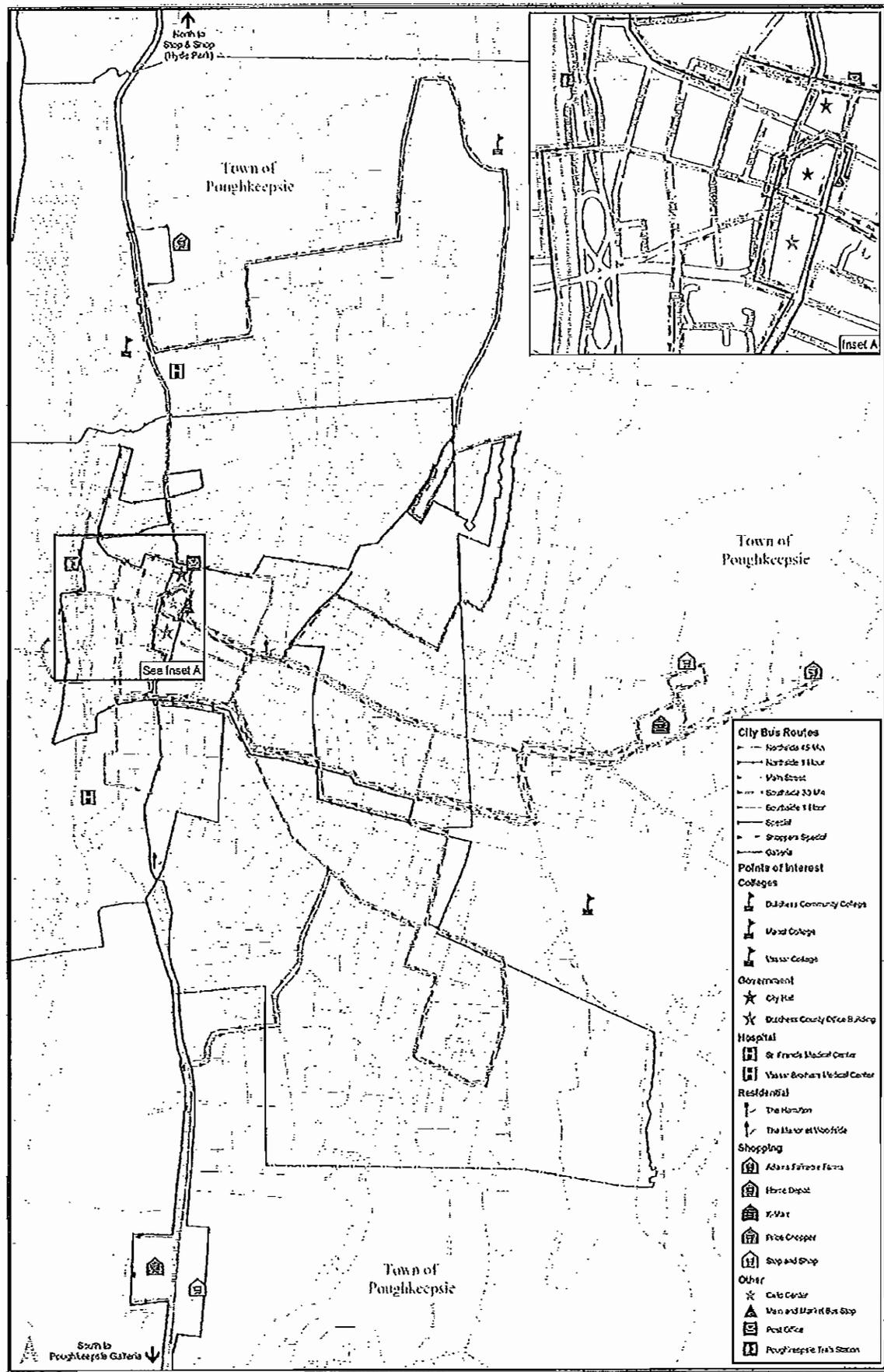
Estimates of urban and rural population, housing units, and characteristics reflect boundaries of urban areas defined based on Census 2010 data. As a result, data for urban and rural areas from the ACS do not necessarily reflect the results of ongoing urbanization.

Source: U.S. Census Bureau, 2009-2013 5-Year American Community Survey

Explanation of Symbols:

1. An "N" entry in the margin of error column indicates that either no sample observations or too few sample observations were available to compute a standard error and thus the margin of error. A statistical test is not appropriate.
2. An "L" entry in the estimate column indicates that either no sample observations or too few sample observations were available to compute an estimate, or a ratio of medians cannot be calculated because one or both of the median estimates falls in the lowest interval or upper interval of an open-ended distribution.
3. An "L" following a median estimate means the median falls in the lowest interval of an open-ended distribution.
4. An "U" following a median estimate means the median falls in the upper interval of an open-ended distribution.
5. An "N" entry in the margin of error column indicates that the median falls in the lowest interval or upper interval of an open-ended distribution. A statistical test is not appropriate.
6. An "C" entry in the margin of error column indicates that the estimate is controlled. A statistical test for sampling variability is not appropriate.
7. An "N" entry in the estimate and margin of error columns indicates that data for this geographic area cannot be displayed because the number of sample cases is too small.
8. An "(X)" means that the estimate is not applicable or not available.

CITY BUS ROUTES

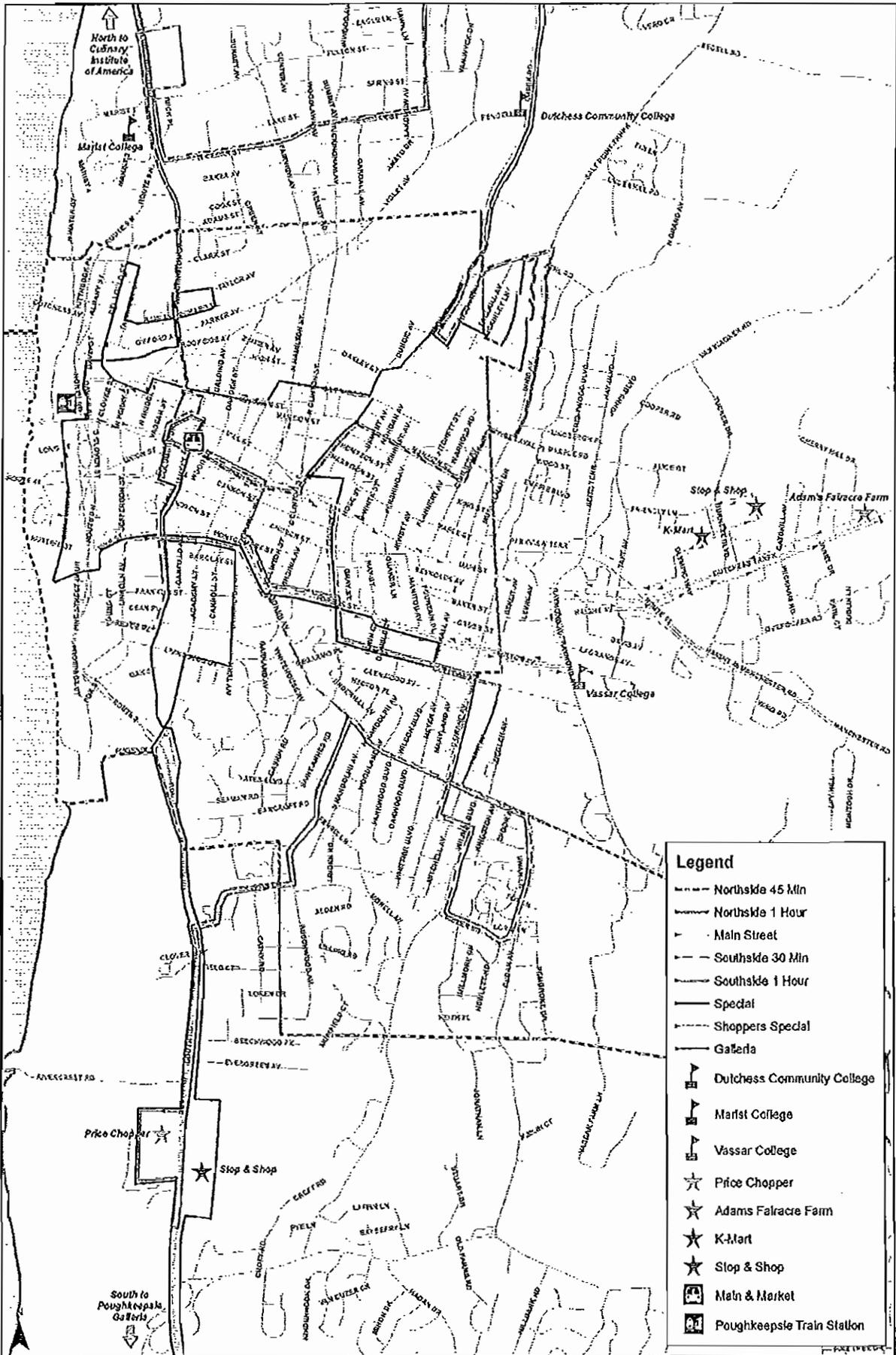


- City Bus Routes**
- Northside 45 Min
 - Northside 1 Hour
 - Midtown
 - Southside 30 Min
 - Southside 1 Hour
 - Special
 - Strayer's Special
 - Galleria
- Points of Interest**
- Colleges**
- Dutchess Community College
 - Vassar College
 - Vassar College
- Government**
- ★ City Hall
 - ✱ Dutchess County Office Building
- Hospital**
- St. Francis Medical Center
 - Vassar Brothers Medical Center
- Residential**
- The Hamilton
 - The Manor at Woodside
- Shopping**
- Adams Fairlee Farms
 - Home Depot
 - K-Mart
 - Price Chopper
 - Stop and Shop
- Other**
- ★ Cafe Center
 - ▲ Man and Mart Bus Stop
 - Post Office
 - Poughkeepsie Train Station



CITY OF POUGHKEEPSIE

City of Poughkeepsie
This map was made using data from various sources. The City of Poughkeepsie is not responsible for any errors or omissions in this map and does not warrant the accuracy or completeness of the data it has provided.



LA CIUDAD DE POUGHKEEPSIE
LAS RUTAS DEL AUTOBUS

Disclaimer: This map was made using data from various sources. The information provided on this map is for reference purposes only. The scale, accuracy and completeness of the data is not guaranteed.

"Attachment G"

Figure 1. 2010 Census Block Groups

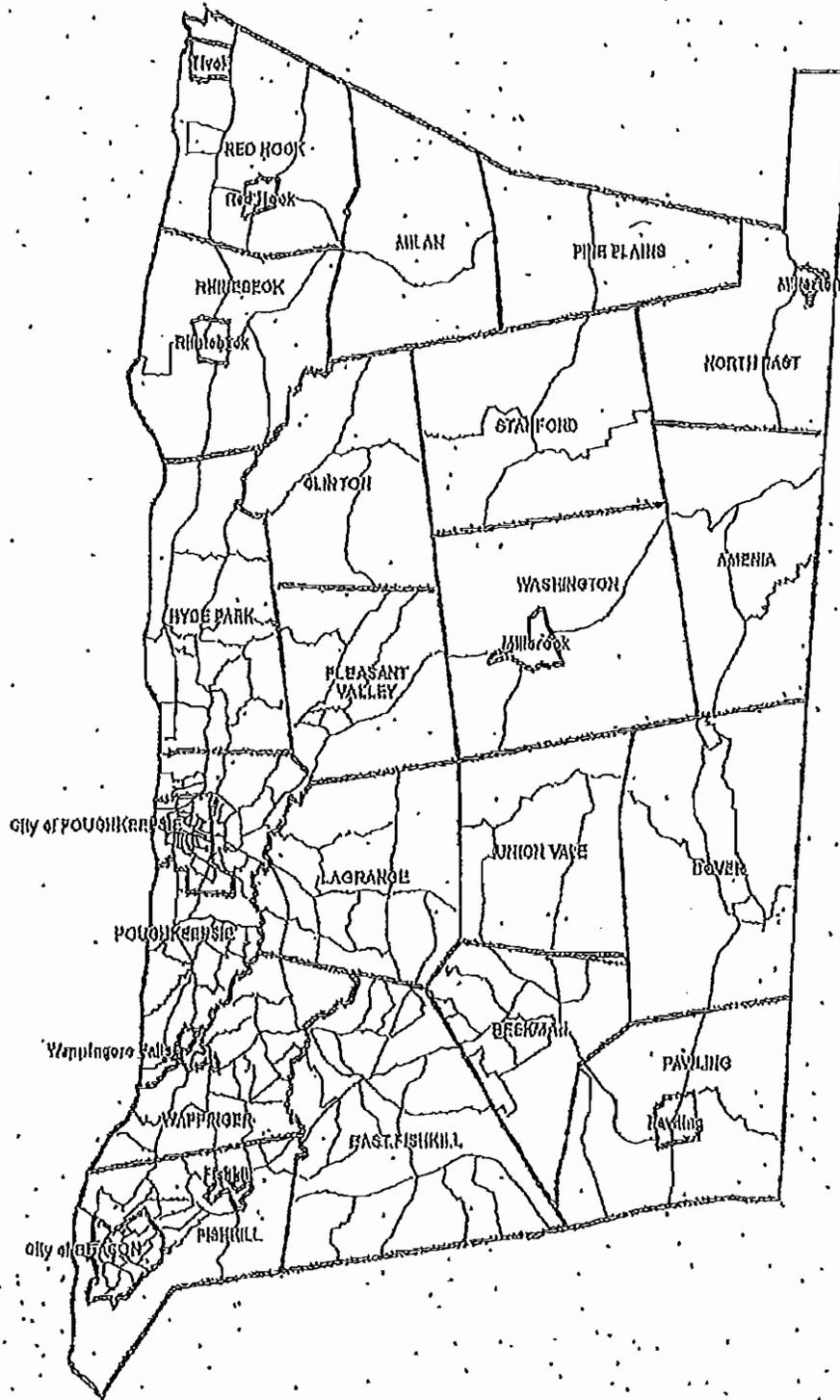


Figure 2. Above Average Minority Population by Census Block Group.

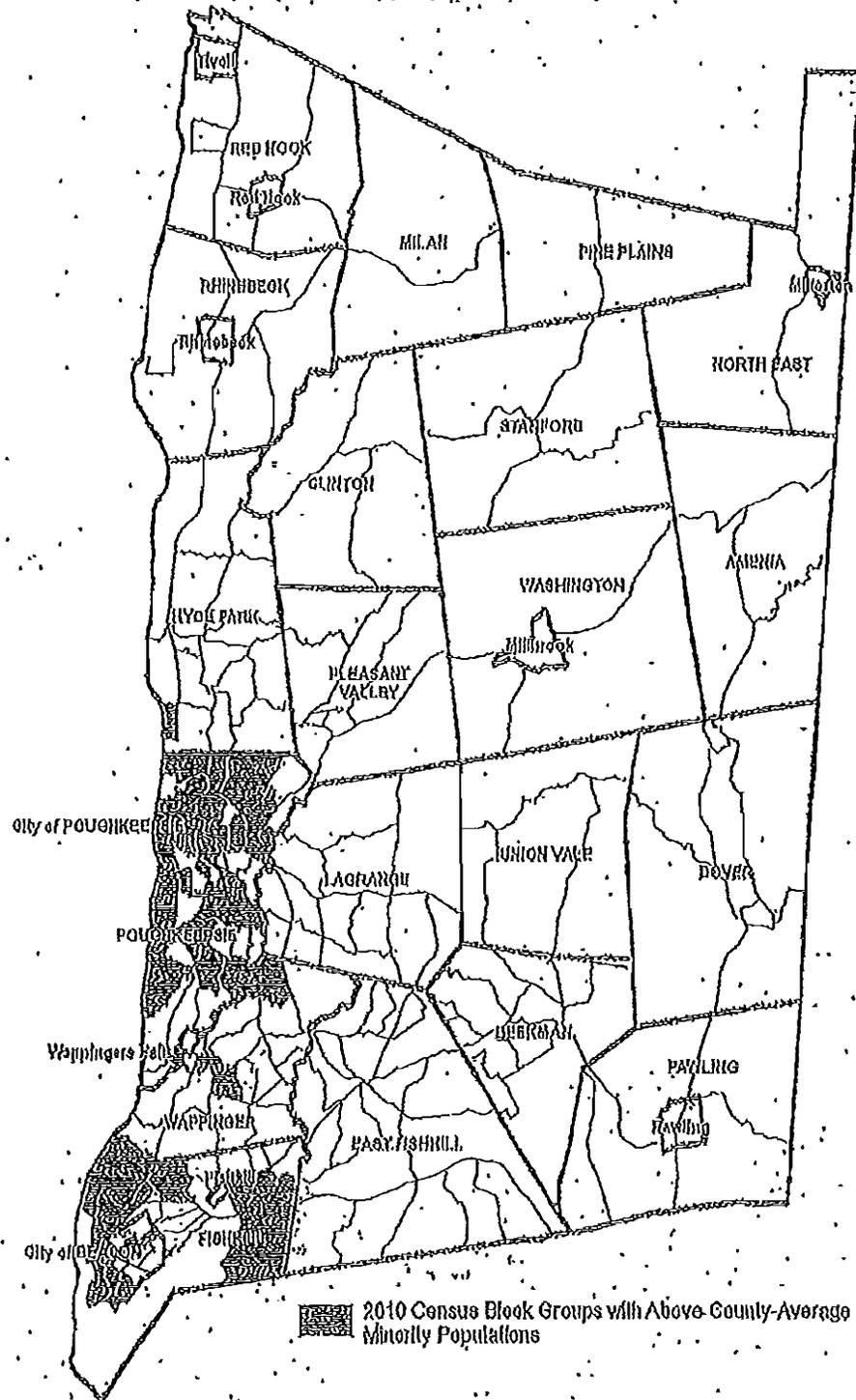


Figure 3. Above Average Hispanic Population by Census Block Group

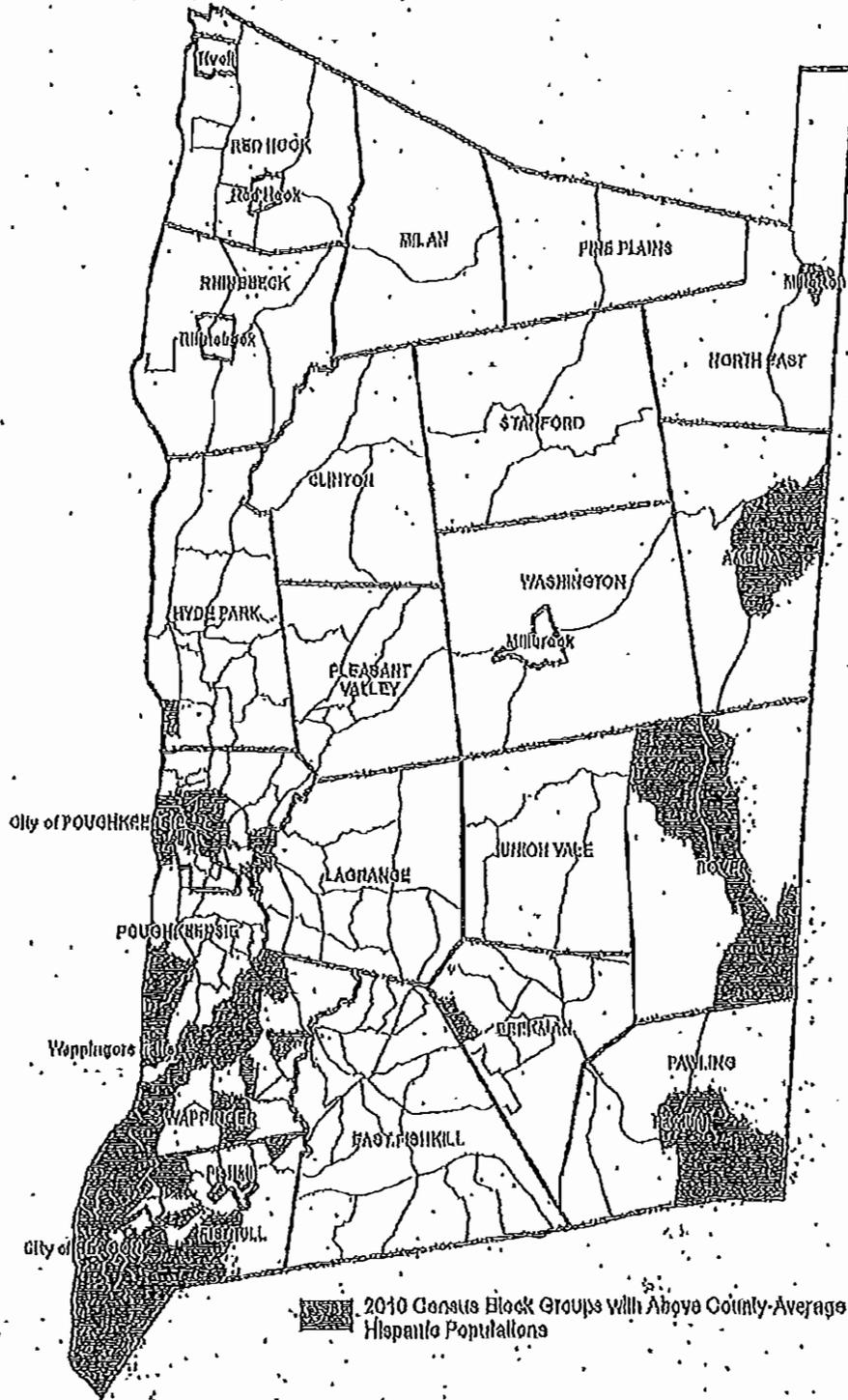


Figure 4. Title VI Overlay

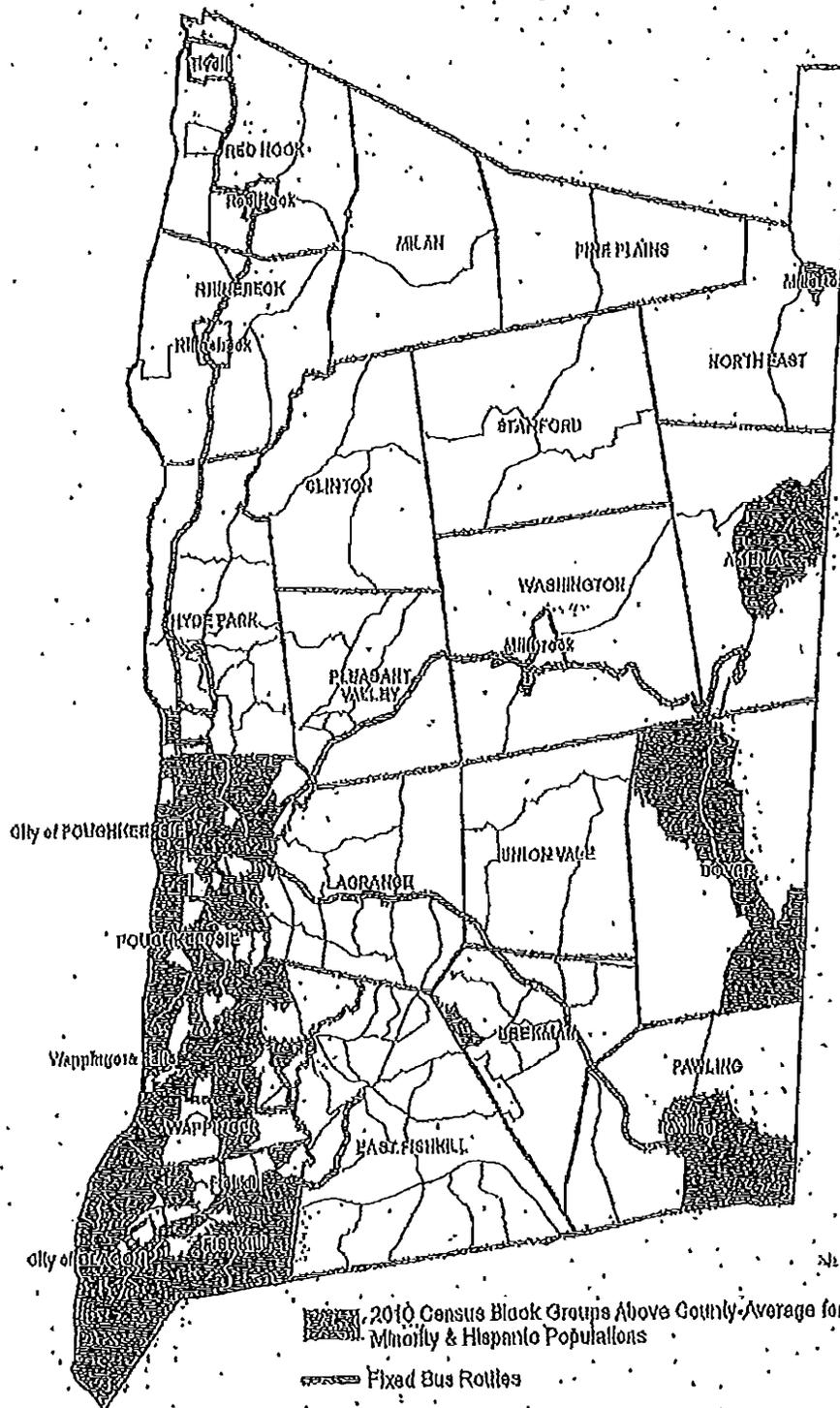
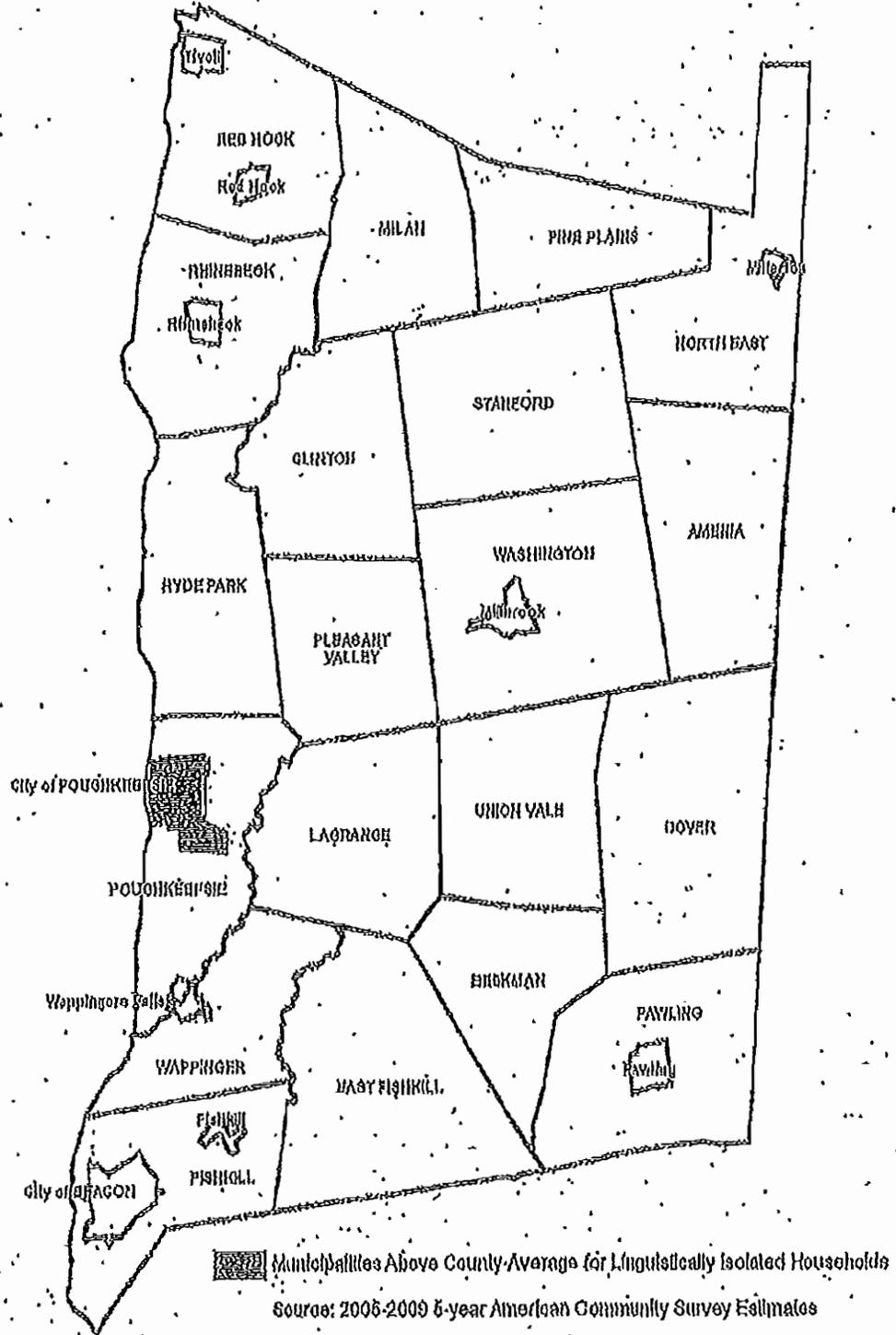


Figure 8. Limited English Proficiency Populations



"Attachment H"

English Title VI

Title VI of the Civil Rights Act of 1964 prohibits discrimination on the basis of race, color or national origin in programs receiving federal financial assistance.

This complaint procedure does not prohibit a complainant the right to file formal complaints with the New York State Department of Human Rights, the New York State Department of Transportation, or seek private counsel for complaints alleging discrimination, intimidation or retaliation of any kind that is prohibited by law.

Any person who believes that he or she has been subjected to discrimination on the basis of race, color, or national origin as noted below may file a written complaint with the City of Poughkeepsie's Commissioner of DPW, 62 Civic Center Plaza, Poughkeepsie, New York, 12601. Complainants have the right to complain directly to the appropriate federal and state agencies, as well. Every effort will be made to obtain early resolution of complaints. The option of information meeting(s) between the affected parties and the Title VI Director may be utilized for resolutions. The Title VI Director will notify the Commissioner of Public Works of all Title VI complaints as well as all resolutions.

Spanish Title VI

Título VI del Acta de Derechos Civiles de 1964 prohíbe la discriminación por motivos de raza, color u origen nacional en programas que reciben asistencia financiera federal.

Este procedimiento de queja no prohíbe que el demandante el derecho a presentar quejas formales ante el Departamento de Estado de Nueva York de los Derechos Humanos, el Departamento de Transporte del Estado de Nueva York, o buscar un abogado privado para que las denuncias de discriminación, intimidación o represalia de ningún tipo que está prohibido por la ley.

Cualquier persona que cree que él o ella ha sido objeto de discriminación por motivos de raza, color u origen nacional como se indica a continuación puede presentar una queja por escrito al Administrador de Departamento de Trabajos Públicos, 62 Civic Center Plaza, Poughkeepsie, New York, 12601. Los denunciantes tienen derecho a presentar sus quejas directamente a las agencias federales y estatales apropiadas, también. Se hará todo lo posible para obtener la pronta resolución de las quejas. La opción de la hará todo lo posible para obtener la pronta resolución de las quejas. La opción de la reunión informativa (s) entre las partes afectadas y el director Título VI se puede utilizar para las resoluciones. El Título VI director notificará Administrador de Departamento de Trabajos Públicos de todas la quejas del Título VI, así como todas las resoluciones del Condado de la Ciudad de Poughkeepsie.

Date

Mr. Jones

3 Smith Street

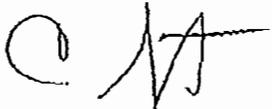
Poughkeepsle, NY 12601

Dear Mr. Jones:

The City of Poughkeepsle Transit System is in receipt of your complaint. I will review your complaint and notify you in writing of my determination of its jurisdiction, acceptability, or the need for additional information.

I will notify you in writing of the disposition of your complaint within 30 days of this letter.

Sincerely,

A handwritten signature in black ink, appearing to read "Christopher Gent". The signature is stylized, with a large initial "C" and a long horizontal stroke extending to the right.

Christopher Gent

Commissioner of Public Works

Date

Mr. Jones
3 Smith Street
Poughkeepsie, NY 12601

Dear Mr. Jones:

I have reviewed your complaint and have determined that the complaint is not acceptable, because:

- The complaint was not filed within 180 days of the alleged occurrence.
- The allegation did not involve a covered basis such as race, color or national origin.
- The allegation must involve Dutchess County Mass Transit service.

If you do not agree with this determination, you may appeal this decision within 15 days of receipt of this letter in writing to:

City of Poughkeepsie City Administrator
Camilo Bunt
62 Civic Center Plaza
Poughkeepsie, NY 12601

Your appeal will be reviewed by the City Administrator and he will respond to your appeal in writing within 30 days of receipt of your submission.

Sincerely,



Christopher Gent

Commissioner of Public Works

Fecha

Mr. Jones

3 Smith Street

Poughkeepsie, Nueva York 12601

Estimado Sr. Jones:

He revisado su queja y han determinado que la queja no es aceptable, debido a que:

___ La denuncia fue presentada dentro de los 180 días del supuesto acontecimiento.

___ La acusación no implica una base cubierta como la raza, color u origen nacional.

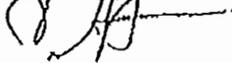
___ La denuncia debe incluir el condado de Dutchess Misa de servicios de tránsito.

Si usted no está de acuerdo con esta decisión, puede apelar esta decisión dentro de los 15 días siguientes al recibo de esta carta por escrito a:

Administrador de Ciudad Poughkeepsie
62 Civic Center Plaza
Poughkeepsie, NY 12601

Su apelación será revisada por el administrador y el a responder a su apelación por escrito dentro de los 30 días siguientes al recibo de su presentación.

Atentamente,



Christopher Gent
Administrador de Departamento de Trabajos Públicos

Date

Mr. Jones
3 Smith Street
Poughkeepsie, NY 12601

Dear Mr. Jones:

I have reviewed your complaint and have determined that the complaint is acceptable, because:

_____ The complaint was filed within 180 days of the alleged occurrence.

_____ The allegation involved a covered basis such as race, color or national origin.

_____ The allegation involved City of Poughkeepsie Transit service.

This complaint will be investigated and you will receive a disposition notice within 30 days of this letter.

Sincerely,



Christopher Gent
Commissioner of Public Works

Fecha

Mr. Jones
3 Smith Street
Poughkeepsie, Nueva York 12601

Estimado Sr. Jones:

He revisado su queja y han determinado que la queja es aceptable, debido a que:

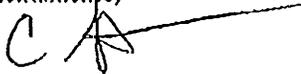
_____ La demanda fue presentada dentro de los 180 días del supuesto acontecimiento.

_____ El denunció también una base cubierta como la raza, color u origen nacional.

_____ El denunció también el condado de Poughkeepsie Misa servicio de tránsito.

Esta denuncia será investigada y usted recibirá un aviso de disposición dentro de los 30 días siguientes a la fecha de esta carta.

Atentamente,



Christopher Gent
Administrador de Departamento de Trabajos Públicos



The City of Poughkeepsie

New York

Karen Sorrell
Title VI Officer
Deputy Commissioner of Finance

FEDERAL TRANSIT ADMINISTRATION (FTA) CIVIL RIGHTS ASSURANCE

The City of Poughkeepsie hereby certifies that, as a condition of receiving federal financial assistance under federal transit laws and the Civil Rights Act of 1964, as amended, it will ensure that:

- o No person, based on race, color or national origin, will be subjected to discrimination in the level and quality of transportation services and transit-related benefits.
- o City of Poughkeepsie Transit will compile, maintain, and submit in a timely manner, Title VI information required by FTA Circular 4702.1B and in compliance with the Department of Transportation's Title VI regulation, 49 CFR Part 21.9.
- o City of Poughkeepsie Transit will make it known to the public that those person or persons alleging discrimination based on race, color, or national origin as it relates to the provision of transportation services and transit-related benefits may file a complaint with the Federal Transit Administration and/or the U.S. Department of Transportation.

The person or persons, whose signature appears below, are authorized to sign this assurance on behalf of the grant applicant or recipient.

Karen Sorrell

4/23/15

Karen Sorrell, Title VI Officer/Deputy Commissioner of Finance

Date



The City of Poughkeepsie

New York

Karen Sorrell
Title VI Officer
Deputy Commissioner of Finance

Administración Federal de Tránsito (FTA) Garantía de los Derechos Civiles

El ciudad de Poughkeepsie certifica que, como condición para recibir ayuda financiera federal bajo las leyes de tránsito federal y la Ley de Derechos Civiles de 1964, según enmendada, se asegurará de que:

- o Ninguna persona, por motivos de raza, color u origen nacional, será objeto de discriminación en el nivel y la calidad de los servicios de transporte y los beneficios relacionados con el tránsito.
- o Ciudad de Poughkeepsie de Transporte se compile, mantener y presentar de manera oportuna, el Título VI de Información requerida por el TLC Circular 4702.1B y de acuerdo con el Departamento de Transporte de la regulación del Título VI, 49 CFR Parte 21.9.
- o El condado de Poughkeepsie de Transporte lo dare a conocer a la opinión pública que las persona o personas que alegan discriminación por motivos de raza, color u origen nacional en lo que respecta a la prestación de los servicios de transporte y los beneficios relacionados con el tránsito puede presentar una queja con la Federal de Tránsito administración y / o el Departamento de Transporte de EE.UU.

La persona o personas, cuya firma aparece a continuación, están autorizados a firmar esta promesa en nombre de la solicitante de la subvención o el destinatario.

4/23/15

Karen Sorrell, Title VI Officer/Deputy Commissioner of Finance

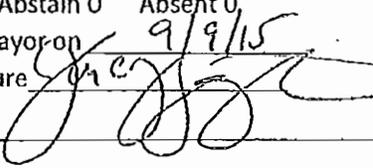
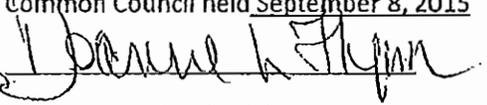
Date

RESOLUTION
R15-71

INTRODUCED BY COUNCILMEMBER RICH

BE IT RESOLVED, that the Common Council of the City of Poughkeepsie, New York, hereby approved and adopts the Title VI program dated April 15, 2015 for the City of Poughkeepsie Transit System as attached in its entirety.

SECONDED BY COUNCILMEMBER HERMANN

<p>Submitted to Council: September 8, 2015 Council Action: Approved Roll call vote taken: Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Ayes 8 Nays 0 Abstain 0 Absent 0 Approved by Mayor on <u>9/9/15</u> Mayor's Signature </p>	<p>I hereby certify the foregoing to be a true and correct copy of a Resolution duly adopted at a regular meeting of the Common Council held <u>September 8, 2015</u>  City Chamberlain</p>
--	---