

Report of the  
Working Group on  
Community Impact Assessment,  
Public Involvement &  
Environmental Justice

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## **EXECUTIVE SUMMARY**

FINAL CIA REPORT  
05/30/97

The U.S. Department of Transportation is giving greater emphasis to understanding and addressing the effects of transportation improvements on communities, neighborhoods, individuals and subgroups. Greater emphasis is also being given to the transportation decision making process itself, especially concerning how various groups within a community are afforded access to and participation in transportation decision making. This is especially true for those individuals who historically have been considered either by themselves or by others to be nonparticipants in the process. These include non-motorists and transit dependent groups such as the elderly, children, low-income individuals, minority groups and the disabled.

On August 15, 1996, a working group of transportation professionals was formed by the Central Environmental Management Office (CEMO) within the Florida Department of Transportation (FDOT) to assess how FDOT addresses socio-economic, public involvement, relocation, environmental justice and civil rights (Title VI) issues throughout the Planning, Project Development, Right-of-way and other Production and Operation phases. The impetus behind establishment of the working group was the issuance by Federal Highway Administration (FHWA) and the Federal Transit Administration (FTA) of their Interim Policy Guidance on Public Involvement, the signing of Presidential Executive Order 12898 concerning environmental justice, and FHWA's renewed emphasis on community impact assessment. The working group

was referred to as the Community Impact Assessment (CIA) Team. The CIA Team was composed of professional staff (i.e., planners, community analysts, environmental specialists, engineers, civil rights specialists, relocation specialists, attorneys, public information specialists and policy analysts) from within and outside of FDOT, who are typically responsible for addressing and implementing socio-economic, public involvement, relocation, civil rights and environmental justice programs for their respective areas.

The CIA Team reviewed existing federal and state laws, rules, regulations and other related guidance material and literature affecting these areas. The CIA Team also reviewed FDOT's current practices, policies and procedures related to how socio-economic, public involvement, relocation and civil rights requirements are implemented. There were five meetings held for a total of nine days by the CIA Team. In conducting the literature review, the CIA Team found that FDOT was generally complying with state and federal policies and procedures for community impact assessment, public involvement, relocation, civil rights and environmental justice. The CIA Team also found that the FDOT procedures adequately addressed all issues; however, the Team concluded that strengthening some program areas was needed. From these meetings emerged a number of recommendations and suggestions to enhance FDOT's current programs, practices and processes so that they more thoroughly comply with the spirit of existing regulations and the intent of recent guidances. To that end, the attached report explains the process followed by the CIA Team and documents their recommendations for program enhancement and implementation.

The CIA Team's recommendations were consolidated into four general categories. These are:

- PCommunity Impact Assessment,
- PCommunity Participation/Public Involvement,
- PPartnering/Coordination, and
- PTraining.

These recommendations within each of the four categories were then tiered into three levels: Tier 1 representing guiding principles and policy initiatives; Tier 2 representing organizational or program adjustments; and Tier 3 representing procedural enhancements.

Listed below is a summary of the Tier 1 recommendations which are the heart of the findings by the CIA Team. The specific Tier 1 recommendations, along with Tier 2 and Tier 3 recommendations, are contained in the attached CIA Report.

## **SUMMATION OF TIER 1 RECOMMENDATIONS:**

### **COMMUNITY IMPACT ASSESSMENT**

- Promote openness and inclusiveness in decision making in all Planning, Production

and Operational phases.

- Promote collaborative problem solving in decision making in all Planning, Production and Operational phases.
- Promote a comprehensive and balanced approach (e.g., social, natural and physical) to problem solving that gives full consideration to community value issues in decision making.
- Promote reasonable mitigation for community impacts.
- Establish a Commitment Compliance Program for tracking mitigative commitments related to community value issues.

## **COMMUNITY PARTICIPATION/PUBLIC INVOLVEMENT**

- Establish a public involvement program that is continuous from the Transportation Planning phase through Maintenance.

## **PARTNERING/COORDINATION**

- Promote partnering with local governments, MPOs and resource agencies.
- Establish processes for better internal and external coordination in identifying and addressing community value issues.
- Promote networking with local agencies and citizens to better establish two-way communication.

## **TRAINING**

- Establish a broad curriculum of training courses available to in-house and Department consultant personnel involved in local government coordination, public involvement, community impact assessment and related subject areas.

- Establish Community Outreach Programs.
- Establish a Community Impact Research Program.
- Establish a Task Team to implement CIA Team recommendations.

## **ACKNOWLEDGMENT**

The Florida Department of Transportation extends its thanks to all members of the Community Impact Assessment Team (CIA Team) for their dedication and generosity of time and talent. The working sessions required many hours of reading the assigned material in preparation for the meetings. The meetings required extensive participation in analyzing the reading materials and active discussion in subteam and open sessions. This was no small task. In addition, participation was voluntary which means the offices and agencies involved actively supported the mission of the group. For this, especially for those agencies outside of the Department, we are extremely grateful.

A special thanks to Louise Fragala, of Powell, Fragala and Associates, Inc. for an excellent job facilitating the working group and to Augie Fragala, for his dedicated help and assistance with regard to the CIA report.

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## **PURPOSE**

The U.S. Department of Transportation is giving greater emphasis to understanding and addressing the effects of transportation improvements on individuals, communities, neighborhoods and subgroups. Greater emphasis is also being given to the transportation decision making process and how various groups within a community are afforded access to and participation in decision making.

This is especially true for those individuals who are non-motorists and transit-dependent, such as the elderly, children, low-income, minorities, and the disabled. It also includes those traditionally viewed, by others or by themselves, as being disenfranchised from the process, under-served or under-represented.

On August 15, 1996, a working group of transportation professionals was convened by the Office of Environmental Management (EMO) within the Florida Department of Transportation (FDOT) to assess how FDOT addresses socio-economic, public involvement, relocation, environmental justice and civil rights (Title VI) issues in fulfilling its mission. The working group was known as the Community Impact Assessment Team (CIA Team). The impetus behind the establishment of the CIA Team was the issuance by FHWA/FTA of its Interim Policy Guidance on Public Involvement, the signing of the Presidential Executive Order 12898 concerning environmental justice, and FHWA's renewed emphasis on community impact assessment.

The CIA Team was asked to review the Department's current practices, policies, and procedures for identifying, evaluating, and addressing socio-economic, public involvement, and environmental justice issues. The CIA Team was to evaluate all phases from Planning to Maintenance. Finally, it was asked to make recommendations on what changes, if any, it determined necessary to improve the Department's procedures, programs, practices, and processes.

The CIA Team was specifically composed of high-level, professional staff from offices within the FDOT that are normally responsible for addressing and implementing socio-economic, public involvement, relocation, civil rights (Title VI), and environmental justice concerns and programs. FDOT offices participating with the Team included representatives from Central Office, General Counsel, Right-of-Way, Minority Programs, Policy Planning, and Environmental Management. Participation from the Districts included representatives from all Environmental Management Offices including Turnpike, the District Planning Offices from Districts 5 and 6, the Right-of-Way Office from District 4, and the Public Information Office from District 6.

Additionally, other public agencies and private consulting firms were also invited or expressed an interest to participate voluntarily with the CIA Team and support its intended mission. These public agencies included the Office of Environmental Policy of FHWA in Washington, D.C., the FHWA Florida Division Office in Tallahassee, and the Center for Urban Transportation Research at the University of South Florida in Tampa. Private sector assistance included H.W. Lochner Engineering, Inc. of Clearwater and Transportation Consulting Group of Tallahassee.

## **METHODOLOGY**

A total of five meetings were held with each meeting professionally facilitated. The study approach and organization was designed to provide an overview of socio-economic considerations, public involvement, relocation, civil rights (Title VI), and environmental justice. This was accomplished by team members thoroughly and diligently reading and analyzing all relevant laws, regulations, policy and guidance materials concerning these issues. The CIA Team was divided into subteams to more fully review and discuss the implications of the numerous rules, regulations, and policies. The subteams reported the essence of their findings to the full CIA Team. The procedures followed are enumerated below.

1. The CIA Team would discuss the subteams findings in open session and relate these to how FDOT is, in practice, complying with these regulations based on each individual's knowledge and experience. The CIA Team and subteams were encouraged to brainstorm concerning all issues and not to be constrained by their individual perspectives or expectations. It was emphasized that the CIA Team's opinion on how topics should be addressed was especially important.
2. From the open discussion, a thematic, conceptual framework for reviewing social issues began to emerge. Recorded minutes from prior meetings were brought before the CIA Team so they could collectively determine the preferred manner for FDOT to address the many issues associated with the community environment (e.g., relocation, environmental justice, civil rights (Title VI), public involvement, mobility, community values, mitigation, enhancement and commitment compliance).
3. At the fourth meeting of the CIA Team, a content analysis of FDOT's Operational procedures was conducted by the four subteams. The thematic, conceptual framework developed was applied to the Operational procedures. This resulted in a series of recommendations from the CIA Team to address the major themes arising out of the existing regulations. These recommendations are both general and specific in nature regarding where enhancements in FDOT policies, programs, practices, and procedures are needed to fully satisfy the intent of the laws, policies, regulations, and guidances.
4. At the fifth and final meeting the CIA Team discussed the Draft Report and sought consensus. Their recommendations are expressed in this report.

## **MAJOR THEMES**

The early CIA Team findings resulted in 15 major themes. These themes continually re-occur

throughout the regulations and/or require an organizational response to meet legal intent. These themes are listed below and are very important to the CIA Team findings. During the fifth meeting, these themes were integrated into the tiered recommendations. The 15 themes are:

1. There is a need for training in civil rights, public involvement, conflict mediation, cultural diversity and sensitivity, communication skills, media relations and community impact assessment to strengthen programs and practices.
2. There is a need for better in-house and external coordination in identifying and addressing social and community values beginning in Transportation Planning and continuing through Construction and Maintenance.
3. There is a need to focus more on the human environment or human community, which means giving equal weight to the human environment and the same level of consideration that has historically been afforded the natural or physical environment. This will require educating in-house personnel on the application of policies, procedures and practices so that the Department is more open to working with citizens and sensitive to citizens' needs, goals and concerns about their communities.
4. Mitigation of social impacts needs to be traditional and non-traditional in form. Mitigation must be reasonable and have a direct relationship to proposed transportation activities.
5. Solving community problems should be part of the Transportation Planning and Project Development processes, where applicable.
6. A holistic approach to project development and problem solving should be applied. Decision making should be inclusive and involve full consideration of community values.
7. Public involvement needs to be a continuous process beginning with the Transportation Planning phase (e.g.MPO)and continuing through Construction and Maintenance.
8. Public involvement needs to be creative and innovative throughout all phases. During the PD&E phase, public involvement should be structured to make a contribution to the assessment of community impacts and aid in satisfying NEPA requirements.
9. Collaborative problem solving and partnering are keys to successful project development and meeting community needs.
10. Early and continuous networking with community groups and organizations is an important communication tool that will lead to collaborative decision making and better community decisions.
11. Community values can best be understood when there is a strong relationship between the local comprehensive plans, MPO long range plans and the NEPA process for individual projects. This is especially true regarding secondary and cumulative impact assessments.

Local governments and MPOs need to better define community values and address them in their respective plans. FDOT should be an active partner in this process, since the Department is a customer and recipient of these plans.

12. The public needs to be involved in the Transportation Planning Phase concerning modal choice decision making and in the PD&E phase concerning alternative development, impact assessment, and mitigation decision making.
13. General education of the public, local governments, state resource agencies and other partners in FDOT's decision making process is needed. This should be a continuous education process.
14. FDOT should ensure that commitments made to address community value issues are carried forth and implemented regardless of the source or phase in which the commitment is made (e.g. Planning, PD&E, Design and later phases). A commitment compliance program should be established to track and ensure commitment implementation.
15. Recognition of community values, fairness, equal treatment, and equal access to decision making should be standard business practice from Transportation Planning through Construction and Maintenance.

## **RECOMMENDATIONS**

In conducting their reading and analysis of the literature, the CIA Team found that FDOT was generally complying with the state and federal policies and procedures for community impact assessment, public involvement, relocation, environmental justice and civil rights (Title VI). However, they also found that the intent of these rules regulations and policies could be more fully

developed in Department practices. The following recommendations were developed by the CIA Team to enhance Department programs and practices to better fulfill the intent of the regulations concerning community impact assessment, public involvement, relocation, environmental justice and civil rights (Title VI).

These recommendations have been tiered into three levels. These levels include Tier 1 representing guiding principles and policy initiatives; Tier 2 representing organizational and program adjustments; and Tier 3 representing procedural enhancements.

## **TIER 1 RECOMMENDATIONS**

1. In the Transportation Planning phase, the Department should consult and coordinate with communities and local governments to identify community goals that transportation improvements can help meet and community problems that transportation can help solve. In

### ***COMMUNITY IMPACT ASSESSMENT***

so doing, transportation makes a contribution to improving the quality of life of a community.

In the PD&E phase, the Department should employ a comprehensive and balanced approach (e.g., social, natural and physical) to understand community dynamics. The comprehensive and balanced approach should be used in developing a community impact assessment and in problem solving within a community. The Department, should give full consideration to community value issues throughout its decision making. The Department should seek to contribute to community problem solving by accommodating potential solutions within the PD&E phase, where such accommodation is acceptable to the Department and FHWA, and within our respective purviews. Where community problems are identified that are outside of the Department's jurisdiction, the Department should act as a facilitator, seeking ways to bring together parties and agencies that do have jurisdiction to address the issue of concern.

2. The Department should develop its plans, programs and projects to recognize community values through the use of an open decision making process that is inclusive of all citizens and reflects full consideration of citizen concerns. The process should promote dialogue and collaborative problem solving and allowing for equal access to information and decision makers. The Department should treat all citizens in a just and fair manner and provide equal consideration of citizen concerns. This process should be well defined and documented.
3. The Department should develop processes and programs that fully consider community value issues and community dynamics early in the MPO and Transportation Planning phase so that the potential for conflict with later Production phases (e.g. PD&E, Design and Right-of-way) is minimized.
4. The Department should provide reasonable mitigation for community impacts and establish a Commitment Compliance Program to ensure mitigation and enhancement commitments made to address community impacts are tracked and implemented.

## ***COMMUNITY PARTICIPATION/PUBLIC INVOLVEMENT***

1. The Department should develop a Public Involvement Policy that provides for the establishment of a strong and continuous Public Involvement Program beginning at the MPO Long Range Planning phase for major improvements and carrying through to the Maintenance phase. The policy should promote innovation and creativity in public involvement in the development of plans, programs and projects. The Public Involvement Program should be well defined and documented.

## ***PARTNERING/COORDINATION***

1. In developing plans, programs and projects, the Department should proactively network with citizens, advocacy groups, local government agencies, state and federal agencies to facilitate two-way communication, develop mutual trust and develop a better understanding of community value issues and other agency programs. This networking should begin at the earliest Transportation Planning phase and continue throughout the Production and Operation phases.
2. In developing plans, programs and projects, the Department should proactively partner with advocacy groups, local government agencies, MPOs, and state and federal agencies where there exists mutual goals and interests that will save resources and benefit the citizens of the state of Florida. Partnering should be based on mutual agreement and begin at the earliest Transportation Planning phase and continue throughout the Production and Operation phases.
3. The Department should review its processes to identify ways to promote better internal and external communication and coordination so that community value issues can be easily identified and addressed regardless of phase.

## ***TRAINING***

1. The Department should establish a broad curriculum of training courses in the fields of public involvement, community impact assessment, communication and related subject areas. These courses would be available to all in-house personnel and Department consultants involved in intergovernmental coordination, public involvement, community impact assessment and related subject areas. These courses should be available to resource agencies and local governments as well.
2. The Department should establish a Community Outreach Program that explains to citizens the Transportation Planning process for urban and rural communities and the Department's

Planning and Production phases. The Community Outreach Program should also inform citizens on how, where and when to get involved and affect decisions.

3. The Department should establish a Community Impact Research Program that is oriented to developing practical approaches to community impact assessment including public involvement. All research should subsequently be supported by technical resource literature and training.
4. The Department should establish an Implementing Task Team to oversee implementation of the recommendations of the CIA Team. This Implementing Task Team should be composed of appropriate offices and at least one member of the Executive Committee. The Implementing Task Team, through working with individual offices, should promote the needed revisions and recommended changes to program practices and promote the development or modification of training programs to meet identified needs. The Executive Committee will be involved in all implementation activities through the Executive Review process and by periodic briefings. The Implementing Task Team will work with all involved offices to institutionalize the recommendations of the CIA Team through policy, procedure and training. The Implementing Task Team should also include outside agencies such as FHWA and the MPOAC. It should also coordinate with other on-going Task Teams such as the Public Involvement Design Team and the PLEMO Partnering Team.

## TIER 2 RECOMMENDATIONS

1. In cooperation with FHWA, the MPOs and local governments, the Department should review its policies, procedures, practices and interlocal agreements to ensure that community value

### *COMMUNITY IMPACT ASSESSMENT*

- issues and community impacts are being fully considered in the Planning and Production phases. The Department should work closely with each governmental entity to provide for compatibility and linkage in processes and information. The DEMO staff should be involved in the Transportation Planning phase to advise Planning, MPO and local government staff on community value issues, community dynamics considerations and NEPA principles in plan and program development.
2. The Department should conduct a cross-functional Quality Assurance Review on community values and community impact assessment issues. The review should include appropriate program areas.
  3. Right-of-way and Relocation staff should be involved in the Transportation Planning phase to help address potential costly right-of-way and relocation issues associated with changes in ordinances and setback requirements that impact later right-of-way phases, and alternative concepts and strategies.
  4. Community value issues and community dynamics considerations identified in the Transportation Planning process (e.g. MPO process) and in corridor studies should be documented and passed on to DEMO for continued consideration during project development.
  5. The Department should employ traditional and non-traditional mitigation approaches in addressing social and community impact issues and solving community problems during the PD&E phase. This should be done in cooperation with FHWA. All mitigation must be reasonable and address issues that are directly or indirectly related to impacts resulting from the improvement.
  6. The Department should discuss with the Department of Community Affairs (DCA) the prospects of amending Rule 9J-5 to have local governments evaluate the potential general social, economic, and environmental affects of their respective local comprehensive plans on their own communities and neighboring jurisdictions. This would make a great contribution to understanding secondary and cumulative impacts of land use and infrastructure decisions. This information could be shared in report form with the MPOs and the Department. It would contribute greatly to later assessments of community impacts to comply with NEPA requirements.

## ***COMMUNITY PARTICIPATION/PUBLIC INVOLVEMENT***

1. Employ a **AGood Neighbor@** concept in the Department's publications and other media to better inform the public of its contributions to each community. This effort would highlight the good things done in concert with local government and the community to enhance the quality of life (e.g., bicycle paths, park improvements, safety features, and landscaping).
2. Host open public forums on a regular basis around the state of Florida where guest speakers on social, community and transportation issues are brought in to inform and stimulate discussion among the Department and citizen attendees. These forums would promote open dialogue with the community. These forums could be sponsored and hosted by the Department, MPOAC, FHWA, local governments, and civic and community groups.
3. Host open intergovernmental forums on a regular basis around the state of Florida where guest speakers on social, community and transportation issues are brought in to inform and stimulate discussion among the Department, MPO and local government attendees. These forums would promote open dialogue with the MPOs, resource agencies and local governments. These forums could be sponsored and hosted by the Department, MPOAC, FHWA, and local governments.
4. Host periodic forums for Community Impact Analysts and social scientists to meet and discuss CIA methods, current topics and case studies.

## ***PARTNERING AND COORDINATION***

1. The Department should establish a process for communication and networking with citizens groups, advocacy groups, local government agencies, MPOs, and state and federal agencies. All networking should be clearly established by mutual agreement and actively marketed to all interested and concerned parties.
2. The Department should establish partnering agreements with advocacy groups, local governments, MPOs, and state and federal agencies to address community dynamics, community value issues and mutual goals. These partnering agreements should promote open discussion, mutual goal attainment, problem solving and conflict resolution. A formal scoping process for Transportation Planning and PD&E could be a part of this partnering process. These agreements should be both program and project specific in application.

## **TIER 3 RECOMMENDATIONS**

1. Department procedures for Transportation Planning and PD&E should be revised or written to reflect that participating in solving community problems and contributing to the quality of

## *COMMUNITY IMPACT ASSESSMENTS*

life of a community are major elements of these phases. For the PD&E phase, the problem solving approach should embody the concepts of *Accommodation*-- meaning seeking to meet the goals and needs of the community and contribute to community problem solving, where the Department can--- and *Facilitation*@-- which is where a problem is outside the Department's jurisdiction, but the Department acts as a facilitator and seeks to bring together parties who can address and solve the problem. In resolving problems through this approach, the resolution sought should be acceptable to the Department and FHWA (for federal funds) and fall within the Department's purview.

2. Department procedures in Transportation Planning should be written to include in plan development a broad social, economic, and environmental understanding of the effects and consequences of proposed alternatives and strategies on the community. Where applicable, linkage between the Transportation Planning procedures and the PD&E Manual should be established to support subsequent Project Development phases.
3. Revise Part 2, Chapter 9, Social and Economic Impacts of the PD&E Manual to include the requirement that a Community Impact Assessment Report be developed using established guidelines and principles and based on current socioeconomic data and community values and needs identified in the early Transportation Planning phase, in Right-of-way's Conceptual Stage Relocation Plan, and the PD&E phase. The CIA report should be flexible and include documentation commensurate with the level of impact.
4. Review Part 2, Chapter 9, *Social and Economic Impacts*@ and Chapter 11, *Relocation*@ of the PD&E Manual to determine if they need to be merged into one chapter.
5. Revise Part 2, Chapter 15, *Visual Impacts*@ of the PD&E Manual to require that aesthetic consideration be a part of every project and discussed with the community.
6. Revise Part 2, Chapter 11, *Relocation*@ of the PD&E to include:
  - \$ Requirements for establishing a social service network to assist low income and other parties in need.
  - \$ This chapter should be reviewed and discussed with DEMO and R/W offices to determine its utility and contribution to the NEPA process.
7. Title VI Procedures should be revised to include the requirements that each District establish a Compliance Coordinator for the following areas:

- \$ Title VI
- \$ Title VIII
- \$ American with Disabilities Act (ADA)

8. The Department should consult with the MPOs in developing Long Range Plans to promote consideration of the following:

- \$ Consistency with the local government comprehensive plans within its jurisdiction.

- \$ Documentation of community values when developing the Long Range Plan and Cost-Feasible Plan. This information should be provided to the Department for use in Transportation Planning and PD&E activities. These concerns should also be reflected in plans and programs. Commitments made during the Transportation Planning process should be documented for future use by the Department.

- \$ A grass roots approach to transportation plan and program development to address transportation solutions based upon community value understanding and consensus building. This involves innovativeness and creativity to encourage citizen involvement, especially for those communities and groups who have historically not been involved.

- \$ Include a broad social/economic/environmental understanding of effects of proposed alternatives and strategies on the community. This includes the community opinions and concerns regarding the acceptability of proposed alternatives and strategies in meeting community goals and needs. Environmental Justice concerns should be addressed within this process. Consideration of R/W needs and corridor preservation objectives should be determined and addressed in consultation with local government jurisdictions and the Department.

***COMMUNITY PARTICIPATION/PUBLIC INVOLVEMENT***

1. Revise Part 1, Chapter 8, **Public Involvement** of the PD&E Manual to state that a Public Involvement Plan (PIP) should be developed that is specifically tailored to the project and address any special needs identified within a community. This means that the PIP is a dynamic plan that is tailored, based on research and knowledge of the community, from the outset until completion of the improvement. The PIP also should have as one of its products, a summary of community value information that will contribute to the community impact assessment while satisfying NEPA requirements. The following points should also be addressed:

- \$ Amend or delete Section 339.155, F.S. concerning subsequent public

hearings and the requirement for a 14 day consecutive ad period.

§ Review the Florida Administrative Weekly notice requirement to determine its necessity and possible deletion.

§ Review meeting and hearing times, dates and places to include multi-ethnic and multi-cultural considerations.

§ Consider holding joint public hearings with other agencies where such hearings can satisfy legal requirements of both agencies and advance the project.

### ***PARTNERING/COORDINATION***

1. Department Relocation and R/W offices should coordinate with local governments, MPOs and with FDOT project teams for corridor planning studies. These teams should be set up early in Transportation Planning stages to identify potential community values and NEPA related issues including relocation and R/W issues which could affect conceptual design development.

### ***TRAINING***

1. Develop handbooks for use as resources by Department personnel and consultants. These include handbooks on: Public Involvement Methods, Community Impact Assessment Methods, Conflict Resolution and Mediation Methods, Media Relations and Communications. All of these handbooks should be used to support training courses and oriented towards transportation issues.
2. Provide training on Part 2, Chapter 9, ~~A~~Social and Economic Impacts~~@~~of the PD&E Manual and provide a resource handbook on CIA methodologies. Secondary  
and cumulative impact assessment techniques should be a part of the handbook and training.
3. Develop a broad training curriculum that addresses the following topical areas:
  - (1) Civil Rights, American with Disabilities Act and Environmental Justice
  - (2) Public Involvement Methods including legal and procedural requirements
  - (3) Conflict Resolution and Mediation

- (4) Sensitivity of Human Relations Training
- (5) Multi-Cultural Diversity including Native American issues
- (6) Effective Communication
- (7) Media Relations
- (8) Community Impact Assessment Methods
- (9) Community Impact and Community Value Regulations
- (10) Planning Regulations
- (11) NEPA Regulations

## APPENDIX

The following laws, rules, regulations, policies and procedures were reviewed extensively by the CIA Team.

1. TITLE VI OF 1964 CIVIL RIGHTS ACT
2. TITLE VIII OF 1968 CIVIL RIGHTS ACT: 42 USC 3604, FAIR HOUSING
3. E.O. 12898, ENVIRONMENTAL JUSTICE
4. UNIFORM RELOCATION ASSISTANCE AND REAL PROPERTY ACQUISITION AND POLICY ACT
5. AMERICAN WITH DISABILITIES ACT: 28 CFR 36
6. 23 USC 128
7. 23 USC 134
8. NATIONAL ENVIRONMENTAL POLICY ACT
9. 23 USC 109(h)
10. CEQ REGULATIONS
11. T6640.8A
12. 23CFR 771 FHWA POLICY GUIDE
13. CEQ Q&A ON NEPA REGULATIONS
14. CEQ DRAFT GUIDANCE ON ENVIRONMENTAL JUSTICE
15. EPA DRAFT PROPOSED RULE ON ENVIRONMENTAL JUSTICE
16. 23 CFR 450
17. 23 CFR 500
18. CHAPTER 339, FLORIDA STATUTES (F.S.)
19. FHWA ENVIRONMENTAL POLICY STATEMENT 1990
20. FHWA ENVIRONMENTAL POLICY STATEMENT 1994
21. 2ND AND CUMULATIVE IMPACTS WHITE PAPER
22. PUBLIC INVOLVEMENT INTERIM GUIDANCE and Q&A
23. PART 2, CHAPTER 9, PD&E MANUAL
24. PART 2, CHAPTER 11, PD&E MANUAL
25. PART 2, CHAPTER 15, PD&E MANUAL
26. PART 1, CHAPTER 8, PD&E MANUAL
27. CHAPTER 9, SECTION 1, RIGHT-OF-WAY MANUAL
28. FTA LIVEABLE CITIES CRITERIA
29. SECTION 286.26, F.S.
30. SECTION 760, PART 11, F.S.