

## CR-05 - Goals and Outcomes

### Progress the jurisdiction has made in carrying out its strategic plan and its action plan. 91.520(a)

This could be an overview that includes major initiatives and highlights that were proposed and executed throughout the program year.

### Comparison of the proposed versus actual outcomes for each outcome measure submitted with the consolidated plan and explain, if applicable, why progress was not made toward meeting goals and objectives. 91.520(g)

Categories, priority levels, funding sources and amounts, outcomes/objectives, goal outcome indicators, units of measure, targets, actual outcomes/outputs, and percentage completed for each of the grantee's program year goals.

Goal	Category	Source / Amount	Indicator	Unit of Measure	Expected – Strategic Plan	Actual – Strategic Plan	Percent Complete	Expected – Program Year	Actual – Program Year	Percent Complete
Administration	Administration	CDBG: \$ / CDBG-CV: \$	Other	Other	0	0				
COVID 19 Community Support	Public Services	CDBG-CV: \$	Public service activities other than Low/Moderate Income Housing Benefit	Persons Assisted	1706	0	0.00%			
COVID 19 Community Support	Public Services	CDBG-CV: \$	Public service activities for Low/Moderate Income Housing Benefit	Households Assisted	314	0	0.00%			

Housing Goal 1- Palm Springs Comm Devpt& hm rehab	Affordable Housing	CDBG: \$	Homeowner Housing Rehabilitated	Household Housing Unit	25	20	80.00%	22	20	90.91%
Housing Goal 4 - Fair Housing	Fair Housing	CDBG: \$	Public service activities other than Low/Moderate Income Housing Benefit	Persons Assisted	0	670		0	670	
Housing Goal 4 - Fair Housing	Fair Housing	CDBG: \$	Public service activities for Low/Moderate Income Housing Benefit	Households Assisted	4000	0	0.00%	1000	0	0.00%
Non- Housing Comm- Devpt Goal 1-Rehab	Non-Housing Community Development	CDBG: \$	Public Facility or Infrastructure Activities other than Low/Moderate Income Housing Benefit	Persons Assisted	2500	3085	123.40%	0	3085	

**Table 1 - Accomplishments – Program Year & Strategic Plan to Date**

**Assess how the jurisdiction’s use of funds, particularly CDBG, addresses the priorities and specific objectives identified in the plan, giving special attention to the highest priority activities identified.**

In PY2023, the City of Palm Springs used it's CDBG allocations for community development and affordable housing activities.

In PY 2023, CDBG funds were used for fair housing activities and housing repairs. Both are high priorities for the City of Palm Springs.

**CR-10 - Racial and Ethnic composition of families assisted**

Describe the families assisted (including the racial and ethnic status of families assisted).

**91.520(a)**

	<b>CDBG</b>
White	200
Black or African American	0
Asian	0
American Indian or American Native	0
Native Hawaiian or Other Pacific Islander	0
<b>Total</b>	<b>200</b>
Hispanic	80
Not Hispanic	120

**Table 2 – Table of assistance to racial and ethnic populations by source of funds**

**Narrative**

## CR-15 - Resources and Investments 91.520(a)

### Identify the resources made available

Source of Funds	Source	Resources Made Available	Amount Expended During Program Year
CDBG	public - federal	413,506	413,506
Other	public - federal	0	

Table 3 - Resources Made Available

### Narrative

The City received an annual funding allocation of approximately \$413,506 during the CAPER period. The City continued efforts to seek other public and private resources that can be used creatively to further City affordable housing initiatives. The City expended \$353,819.40 in PY23 CDBG funds and an additional \$59,687 in prior year funding.

### Identify the geographic distribution and location of investments

Target Area	Planned Percentage of Allocation	Actual Percentage of Allocation	Narrative Description
Community-wide	100	100	General

Table 4 – Identify the geographic distribution and location of investments

### Narrative

The majority of the City’s CDBG activities serve clientele presumed by HUD to be of low or moderate income (abused children, battered spouses, elderly persons, adults meeting the Bureau of the Census’ Current Population Reports definition of “severely disabled,” homeless persons, illiterate adults, persons living with HIV/AIDS, and migrant farm workers). Other projects that do not fall within the presumed benefit category fall in a low/moderate income household Census Tract/Block Group or the subrecipient that justifies that the beneficiaries of the CDBG funds are from low or moderate-income households provides information. This information is provided on the attached Integrated Disbursement and Information System Report, Report #PR03 – Activity Summary (GPR).

## Leveraging

**Explain how federal funds leveraged additional resources (private, state and local funds), including a description of how matching requirements were satisfied, as well as how any publicly owned land or property located within the jurisdiction that were used to address the needs identified in the plan.**

In Fiscal Year 2023-2024, the City of Palm Springs sought to use Federal, State, local and private resources for its community development and affordable housing activities. Traditional funding sources such as the Federal CDBG program and the local redevelopment set-aside for affordable housing are mainstays for the City. The City of Palm Springs also partners with nonprofit organizations to provide CDBG public services. The non-profit leverages CDBG dollars with foundation grants, local donations, including financial and in-kind contributions.

## CR-20 - Affordable Housing 91.520(b)

Evaluation of the jurisdiction's progress in providing affordable housing, including the number and types of families served, the number of extremely low-income, low-income, moderate-income, and middle-income persons served.

	One-Year Goal	Actual
Number of Homeless households to be provided affordable housing units	0	0
Number of Non-Homeless households to be provided affordable housing units	22	18
Number of Special-Needs households to be provided affordable housing units	0	0
<b>Total</b>	<b>22</b>	<b>18</b>

Table 5 – Number of Households

	One-Year Goal	Actual
Number of households supported through Rental Assistance	0	0
Number of households supported through The Production of New Units	0	0
Number of households supported through Rehab of Existing Units	22	18
Number of households supported through Acquisition of Existing Units	0	0
<b>Total</b>	<b>22</b>	<b>18</b>

Table 6 – Number of Households Supported

**Discuss the difference between goals and outcomes and problems encountered in meeting these goals.**

The City provides housing rehabilitation assistance to low/ mod households in the City. In FY 2022, the City assisted 18 households.

Three other housing goals were formed as a result of the City's ongoing partnership with the County of Riverside Housing Authority and affordable housing developers considering housing sites.

**Discuss how these outcomes will impact future annual action plans.**

The City will continue to review and monitor all goals, particularly as it relates to the creation of affordable housing. Annual goals will likely be adjusted accordingly. Future Annual/Consolidated Plans will provide additional information on program changes that are currently in development as the City continues to determine the needs of its residents.

**Include the number of extremely low-income, low-income, and moderate-income persons served by each activity where information on income by family size is required to determine the eligibility of the activity.**

<b>Number of Households Served</b>	<b>CDBG Actual</b>	<b>HOME Actual</b>
Extremely Low-income	11	0
Low-income	11	0
Moderate-income	0	0
<b>Total</b>	<b>22</b>	<b>0</b>

**Table 7 – Number of Households Served**

**Narrative Information**

100 percent of those households served were below moderate income.



## **CR-25 - Homeless and Other Special Needs 91.220(d, e); 91.320(d, e); 91.520(c)**

**Evaluate the jurisdiction's progress in meeting its specific objectives for reducing and ending homelessness through:**

### **Reaching out to homeless persons (especially unsheltered persons) and assessing their individual needs**

The City does not use its standard CDBG public services funding for homelessness programs. In prior years, CDBG funds in the amount of \$ 58,900 were allocated for improvements to a public facilities serving the homeless. The City devoted a significant portion of its CDBG-CV1 and CDBG-CV3 resources to address homelessness. During FY 2021, CDBG funds were used to provide case management, wraparound services, and employment training to homeless persons in partnership with Martha's Village and Kitchen.

This year the City worked on installing massive shade structures that would allow community members, notably the homeless to seek refuge from the heat and sun as part of the CDBG program.

### **Addressing the emergency shelter and transitional housing needs of homeless persons**

No CDBG funds are used for emergency shelter or transitional housing. In prior years, the City allocated \$58,900 to make improvements to the Nightengale Manor, a public facility serving the homeless.

### **Helping low-income individuals and families avoid becoming homeless, especially extremely low-income individuals and families and those who are: likely to become homeless after being discharged from publicly funded institutions and systems of care (such as health care facilities, mental health facilities, foster care and other youth facilities, and corrections programs and institutions); and, receiving assistance from public or private agencies that address housing, health, social services, employment, education, or youth needs**

Palm Springs supports a comprehensive policy for homeless care that promotes a "Continuum of Care" approach. The approach is based on the understanding that homelessness is caused by a variety of underlying, unmet needs. A comprehensive system of services, as well as shelter and permanent housing, is necessary to help homeless individual and families regain their self-sufficiency consists of five major components:

- Outreach, intake, and assessment – City staff provides referral services for individuals seeking assistance to a network of non-profit and public agencies in Palm Springs and Riverside County.
- Emergency Shelter – The City will continue to provide CDBG funds to agencies that provide emergency shelter for the homeless and disabled. For the next five years, the City will be funding various non-profits who provide shelter beds and services.

- Transitional Housings – The City has supported non-profit agencies in the provision of transitional housing through the County of Riverside Continuum of Care (CoC) federal funds.
- Permanent Housing and Those at Risk of Becoming Homeless – The City of Palm Springs and the County of Riverside currently assist those at risk of coming homeless through rental subsidy Program such as Section 8 rental subsidy. The County also provides permanent housing through other federal funding previously discussed in the Five-Year Consolidated Plan; and
- Case Management, Supportive Services, and Other Homeless Activities – The City has provided CDBG funds to non-profit agencies that provide job training and other supportive services such as food distribution for the homeless. To the extent feasible, the City will continue to utilize its CDBG funds to assist in the delivery of support services.

In the 2020 fiscal year, the City emphasized helping low-income individuals and families avoid becoming homeless, especially extremely low-income individuals and families impacted by the Corona Virus. The City supported a full range effort by non-profit providers to obtain funds from CDBG CV funds to continue these efforts.

**Helping homeless persons (especially chronically homeless individuals and families, families with children, veterans and their families, and unaccompanied youth) make the transition to permanent housing and independent living, including shortening the period of time that individuals and families experience homelessness, facilitating access for homeless individuals and families to affordable housing units, and preventing individuals and families who were recently homeless from becoming homeless again**

The housing constraints that affect affordable housing in the City are primarily economic and not regulatory or policy oriented. The City attributes both external and internal factors to the barriers of affordable housing. The external factors, controlled by regional, national, or worldwide economic conditions, include land, construction, and financial costs. The limited availability of land and inflation has resulted in higher costs for land; higher construction costs have resulted from higher costs for energy, lumber, and other building material; and financing costs (interest rates) have resulted from national policies and economic conditions. The internal factors include increased homeownership costs due to the limited availability of land for new construction and the costs of property maintenance; rental costs outpacing personal incomes, especially for the elderly population; the supply of housing is limited.

## **CR-30 - Public Housing 91.220(h); 91.320(j)**

### **Actions taken to address the needs of public housing**

The City of Palm Springs does not operate its own Housing Authority and therefore does not own any public housing units. The Housing Authority of Riverside County administers any public housing units available in the City. The City is committed to work with the HA to maximize the use of Section 8 subsidies and vouchers in the City and to maintain the current level of units.

### **Actions taken to encourage public housing residents to become more involved in management and participate in homeownership**

N/A.

### **Actions taken to provide assistance to troubled PHAs**

N/A.

## **CR-35 - Other Actions 91.220(j)-(k); 91.320(i)-(j)**

**Actions taken to remove or ameliorate the negative effects of public policies that serve as barriers to affordable housing such as land use controls, tax policies affecting land, zoning ordinances, building codes, fees and charges, growth limitations, and policies affecting the return on residential investment. 91.220 (j); 91.320 (i)**

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**Actions taken to address obstacles to meeting underserved needs. 91.220(k); 91.320(j)**

The City supports efforts by local agencies to obtain outside funding – public and private – for their programming by providing letters of support and/or participation when appropriate. The City actively seeks funding from public and private grant-makers, especially in the areas of park enhancements, public safety, and transportation. The City has often provided in-kind support for non-City programs by space/use in City facilities. The City participates in numerous local and regional collaborative efforts aimed at sharing resources toward common objectives to address community needs.

**Actions taken to reduce lead-based paint hazards. 91.220(k); 91.320(j)**

Efforts to reduce the level of lead-based paint within structures were maintained in this reporting period. City's Building & Safety Code Enforcement staff identifies lead-based paint hazards as a part of their systematic property inspections. Particular attention was paid to dwelling units occupied by families with small children. No major areas of concern have been detected. The City encouraged nonprofit and for-profit developers for various activities to consider the lead-based paint implication of their projects. While implementing the City's Home Repair Program, and other City-operated housing improvement efforts, the City's Community & Economic Development Department ensured that owners were made aware of the hazards of lead-based paint.

**Actions taken to reduce the number of poverty-level families. 91.220(k); 91.320(j)**

The activities developed and implemented during the period covered in the CAPER are the City's Anti-Poverty Strategy. The success of the activities undertaken have resulted in helping agencies that work

with population groups which provides housing the homeless, improving the living conditions of the elderly and low-income families, and through the availability of public services to the City's most needy residents.

**Actions taken to develop institutional structure. 91.220(k); 91.320(j)**

Close coordination and interaction among City departments, nonprofit and for-profit organizations and philanthropic groups in the community are necessary to successfully implement a consolidated strategy. Generally, the City's goal is to maximize the number of organizations and the effectiveness of these institutional forces working toward achieving affordable housing and supportive services for all City residents. The leadership for this effort is derived from the Mayor and City Council. Many City agencies - particularly, the City Planning Services, Building & Safety, Community & Economic Development, Finance, Fire, Parks & Recreation, Police, and Public Works & Engineering departments - must work closely with other entities such as Boards, Commissions, Task Forces, nonprofit organizations, social service agencies, homeless service providers, private lending institutions and private owners and tenants. The Community & Economic Development Department has the lead responsibility for administration of the CDBG program, housing repair programs, and economic development efforts.

The City also works closely with social service providers and homeless service providers in the community to assure that coordination of housing and supportive services is maximized. Communication was maintained with the AIDS Assistance Program, Catholic Charities, the Desert AIDS Project, Food in Need of Distribution, Jewish Family Services of San Diego, the Mizell Senior Center, The Well in the Desert, and many others. Other governmental agencies including the Riverside County Economic Development Agency, the Riverside County Departments of Community Action, Public Social Services – Homeless Program and, Mental Health - Homeless Intervention Team, Riverside the Housing Authority of Riverside County, the California Debt Limit Allocation Committee (CDLAC), the California Tax Credit Allocation Committee (TCAC), the California Housing Finance Agency (CalFHA), the Local Initiative Support Corporation (LISC) and the Federal Department of Housing and Urban Development (HUD).

**Actions taken to enhance coordination between public and private housing and social service agencies. 91.220(k); 91.320(j)**

The City had primarily used its CRA Housing Set-Aside to leverage other affordable housing resources, but with the state's dissolution of CRAs state-wide. Limited government resources are unable to fully assist organizations requesting CDBG funds. The City believes that these limited funds should be used to supplement and, wherever possible, leverage resources provided by the private sector.

**Identify actions taken to overcome the effects of any impediments identified in the jurisdictions analysis of impediments to fair housing choice. 91.520(a)**

The City of Palm Springs continues to financially support the Fair Housing Council of Riverside County,

Inc. (FHCRC) and its Palm Springs Office, which serves the eastern portion of Riverside County, to further fair housing to residents and to affirmatively further fair housing choice for protected classes under the Fair Housing Act. The Fair Housing Council has provided tenant-landlord counseling, fair housing complaint abatement, and affirmative marketing guidance on behalf of City (and County) residents since 1986.

In the City's 2020 Analysis of Impediments (AI) To Fair Housing Choice Update, its assessment identified the City's commitment towards providing equal housing opportunities for all residents. The AI also recognized that the City had become increasingly diverse, with increases in the Hispanic population since the 1990s. In addition, the community has fostered diversity and racial tolerance and public/private agencies are proactive in mitigating any existing fair housing challenges. Considering the favorable fair housing environment in Palm Springs, the country's economic downturn and nationwide credit underwriting had substantially changed the housing climate and homebuyers' options.

## **CR-40 - Monitoring 91.220 and 91.230**

**Describe the standards and procedures used to monitor activities carried out in furtherance of the plan and used to ensure long-term compliance with requirements of the programs involved, including minority business outreach and the comprehensive planning requirements**

The City follows the CDBG Program standards and procedures for monitoring subrecipients. The City enters into an agreement with a Subrecipient that describes the type of activity; scope of services to be provided; number of persons to be assisted; the budget; reporting requirements; and other terms and conditions.

The City views monitoring not as a once-a-year exercise, but as an on-going process involving continuous subrecipient communication and evaluation. Such a process involves frequent email/telephone contacts, written communication and periodic meetings throughout the program year which ascertain whether the organization is meeting their goals and objectives. The overriding goal for monitoring of in-house operations and subrecipients is to identify any deficiencies and promote corrections to improve overall performance. As part of this process, the City will be alerted to fraud, waste and mismanagement or situations where such potential exists.

As part of each request for funds/draw, each subrecipient must submit all reconciliation documentation. Items including invoices, cancelled checks and approvals are verified prior to issuing funds. On a semi-annual basis, the Subrecipients are required to submit a Progress Report which the City inputs that information regarding the beneficiaries, and the accomplishments of the organization. Such information is reported utilizing the Integrated Disbursement Information System (IDIS), set up by HUD for grant management.

## **Citizen Participation Plan 91.105(d); 91.115(d)**

**Describe the efforts to provide citizens with reasonable notice and an opportunity to comment on performance reports.**

The *'draft'* Consolidated Annual Performance and Evaluation Report (CAPER) was available for citizen review and comment at City Hall in the Department of Community & Economic Development and on the website on XXX. A public notice was placed in the local general circulation newspaper, The Desert Sun morning paper announcing the availability of the CAPER. A public notice was also published in the La Presna Hispana paper.<sup>3</sup>

The 'draft' CAPER that was provided for public review included budget details reflecting the Federal funds available for CPD use during the 2023 Program Year, amounts committed and expended.

No clarification inquiries or written comments were received during the fifteen (15) day public notice and citizen comment period

**CR-45 - CDBG 91.520(c)**

**Specify the nature of, and reasons for, any changes in the jurisdiction's program objectives and indications of how the jurisdiction would change its programs as a result of its experiences.**

N/A

**Does this Jurisdiction have any open Brownfields Economic Development Initiative (BEDI) grants?**

No

**[BEDI grantees] Describe accomplishments and program outcomes during the last year.**



**CR-45 - CDBG 91.520(c)**

**Specify the nature of, and reasons for, any changes in the jurisdiction's program objectives and indications of how the jurisdiction would change its programs as a result of its experiences.**

N/A

**Does this Jurisdiction have any open Brownfields Economic Development Initiative (BEDI) grants?**

No

**[BEDI grantees] Describe accomplishments and program outcomes during the last year.**

### CR-58 – Section 3

Identify the number of individuals assisted and the types of assistance provided

<b>Total Labor Hours</b>	<b>CDBG</b>	<b>HOME</b>	<b>ESG</b>	<b>HOPWA</b>	<b>HTF</b>
Total Number of Activities	3	0	0	0	0
Total Labor Hours	0				
Total Section 3 Worker Hours	0				
Total Targeted Section 3 Worker Hours	0				

**Table 8 – Total Labor Hours**

<b>Qualitative Efforts - Number of Activities by Program</b>	<b>CDBG</b>	<b>HOME</b>	<b>ESG</b>	<b>HOPWA</b>	<b>HTF</b>
Outreach efforts to generate job applicants who are Public Housing Targeted Workers					
Outreach efforts to generate job applicants who are Other Funding Targeted Workers.					
Direct, on-the job training (including apprenticeships).					
Indirect training such as arranging for, contracting for, or paying tuition for, off-site training.					
Technical assistance to help Section 3 workers compete for jobs (e.g., resume assistance, coaching).					
Outreach efforts to identify and secure bids from Section 3 business concerns.					
Technical assistance to help Section 3 business concerns understand and bid on contracts.					
Division of contracts into smaller jobs to facilitate participation by Section 3 business concerns.					
Provided or connected residents with assistance in seeking employment including: drafting resumes, preparing for interviews, finding job opportunities, connecting residents to job placement services.					
Held one or more job fairs.					
Provided or connected residents with supportive services that can provide direct services or referrals.					
Provided or connected residents with supportive services that provide one or more of the following: work readiness health screenings, interview clothing, uniforms, test fees, transportation.					
Assisted residents with finding child care.					
Assisted residents to apply for, or attend community college or a four year educational institution.					
Assisted residents to apply for, or attend vocational/technical training.					
Assisted residents to obtain financial literacy training and/or coaching.					
Bonding assistance, guaranties, or other efforts to support viable bids from Section 3 business concerns.					
Provided or connected residents with training on computer use or online technologies.					
Promoting the use of a business registry designed to create opportunities for disadvantaged and small businesses.					
Outreach, engagement, or referrals with the state one-stop system, as designed in Section 121(e)(2) of the Workforce Innovation and Opportunity Act.					

Other.					
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**Table 9 – Qualitative Efforts - Number of Activities by Program**

**Narrative**

# **Attachment**

## **Proof of Publication**



California

GANNETT

PO Box 631437 Cincinnati, OH 45263-1437

**AFFIDAVIT OF PUBLICATION**

Brian Sotak-Rossman  
City Of Palm Springs/Legals  
Po Box 2743  
Palm Springs CA 92263-2743

STATE OF WISCONSIN, COUNTY OF BROWN

The Desert Sun, a newspaper published in the city of Palm Springs, Riverside County, State of California, and personal knowledge of the facts herein state and that the notice hereto annexed was Published in said newspapers in the issue:

08/29/2024

and that the fees charged are legal.  
Sworn to and subscribed before on 08/29/2024

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**CITY OF PALM SPRINGS  
NOTICE OF 15 DAY  
REVIEW**

Community Development  
Block Grant - CDBG  
Consolidated Annual Performance Evaluated Report  
(CAPER)  
Fiscal Year 2023-2024 (from  
7/1/2023-6/30/2024)

**NOTICE IS HEREBY GIVEN** that the City of Palm Springs will be submitting to the U.S. Department of Housing and Urban Development (HUD) a Consolidated Annual Performance Evaluation Report (CAPER) for Fiscal Year 2023-24. Title I of the National Affordable Housing Act established the requirement that municipalities who apply for direct assistance under certain HUD programs have an approved housing and community development strategy.

The purpose of the City of Palm Springs's CAPER is to report the progress the City has made in carrying out the 5-year Consolidated Plan and One-Year Action Plan. The document also provides the City the opportunity to assess its annual performance in relationship to meeting the overall Five-Year Consolidated Plan priorities and objectives, and what actions or changes the City intends to make as a result of its annual performance.

The Draft CAPER is being made available for public examination and comment for a 15-day period. A copy of the draft will be available online at <https://www.palmspringsca.gov/home> for examination and comment from September 02, 2024 to September 16, 2024.

**Public Comment**  
Interested persons and organizations are invited to provide public comment. Written comments may be submitted to Jay Virata, Director of Housing and Community Development by email [Jay.Virata@palmspringsca.gov](mailto:Jay.Virata@palmspringsca.gov) or letter to the address below:

Jay Virata  
3200 E. Tahquitz Canyon Way  
Palm Springs, CA 92262

**Accessibility**  
In compliance with the Americans with Disabilities Act, if you need special assistance to participate in services offered by this City, or if you need special equipment for the hearing or seeing impaired, please contact the City Clerk's Office at (760) 323-8204. Notification at least 48 hours prior to the meeting or time when services are needed will assist the City staff in assuring that reasonable arrangements can be made to provide accessibility to the service.

Si necesita ayuda con esta carta, por favor llame a la Ciudad de Palm Springs y puede hablar con Evelyn Beltran teléfono 760-323-8204.  
/S/Brenda Pree  
Brenda Pree  
Palm Springs City Clerk  
August 29, 2024

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/S/Brenda Pree  
Brenda Pree  
Palm Springs City Clerk  
August 29, 2024

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# Lo que los Empleadores Deben Saber Acerca de la Guía Reciente de la NLRB sobre las Cláusulas de Confidencialidad y Descrédito a Empleadores en los Acuerdos de Indemnización por Terminación de Relación Laboral

## What Employers Should Know About the NLRB's Recent Guidance On Confidentiality and Non-Disparagement Provisions in Severance Agreements



BEATRIZ R. MERCADO Associate Attorney

Bety@karenstoatlaw.com 760-779-1313

Al principio de este año, la Junta Nacional de Relaciones Laborales (NLRB, por sus siglas en inglés) emitió una decisión clave en el caso de McLaren Macomb (372 NLRB No. 58 McLaren Macomb 07-CA-263041). Esta agencia federal determinó que el amplio lenguaje en un acuerdo de indemnización de terminación de relación laboral (llamado "acuerdo más adelante") que impide a un empleado de "hacer declaraciones que podrían desacreditar al empleador" y/o de "divulgar los términos del acuerdo" violan la Ley Nacional de Relaciones Laborales (NLRA). En este artículo, voy a proporcionar una guía para los empleadores sobre las cosas más importantes que deben saber acerca de la decisión de la NLRB sobre las cláusulas de confidencialidad y de no descrédito al empleador en este tipo de acuerdos.

En McLaren Macomb, la Junta NLRB le ordenó a un hospital de enseñanza de Michigan que dejara de utilizar cláusulas de

confidencialidad y de no descrédito al empleador con lenguaje demasiado amplio en sus acuerdos porque violaron los derechos de los empleados de la Sección 7 bajo la ley NLRA.

La Junta NLRB determinó que la cláusula de no descrédito al empleador no estuvo limitada a problemas laborales del pasado y abarcaba cualquier cuestión relacionada con el trabajo, sin restricción de tiempo. Y por eso, los derechos de los empleados de la Sección 7 de la ley para divulgar condiciones ilícitas de trabajo fueron afectadas y limitadas de manera injustificada.

La cláusula de confidencialidad también se consideró que incluyó lenguaje demasiado amplio, ya que prohibía a los empleados revelar detalles del acuerdo a "cualquier tercera persona", posiblemente impidiendo que los empleados denunciaran prácticas laborales injustas.

Aunque esta reciente decisión de la Junta NLRB todavía está sujeta a apelación y puede ser revocada por una corte federal, debe servir como una advertencia para los empleadores de California que están elaborando este tipo de acuerdos, ya que limita de manera efectiva lo que los empleadores pueden requerir a los trabajadores en sus cláusulas de confidencialidad y de no descrédito a empleado-

res. Esta clase de cláusulas que contienen un lenguaje amplio o un alcance expansivo pueden ser declaradas inválidas bajo la ley NLRA. Dada la complejidad de este asunto, los empleadores deben actuar con cautela y es mejor un abogado laboral calificado redacte y revise cualquier acuerdo propuesto de este tipo.

En el Despacho Jurídico, the Law Office of Karen J. Sloat, APC, nuestros abogados laborales de California son defensores de empleadores con soluciones para el lugar de trabajo. Si tiene alguna pregunta sobre los acuerdos indicados en este artículo, llámenos ahora mismo o contáctenos en línea para programar una consulta totalmente confidencial y sin compromiso alguno para usted. Nuestro despacho atiende a empleadores en el Valle de Coachella, el Condado de Riverside y en todo California.

Earlier this year, the National Labor Relations Board (NLRB) issued a key decision in the case of McLaren Macomb (372 NLRB No. 58 McLaren Macomb 07-CA-263041). The federal agency determined that broad language in a severance agreement that bars an employee from "making statements that could disparage the employer" and/or from "disclosing the



terms of the agreement" violates the National Labor Relations Act (NLRA). Here, I will provide a guide for employers on the most important things to know about the NLRB's decision on confidentiality and non-disparagement provisions in severance agreements.

In McLaren Macomb, a Michigan teaching hospital was ordered by the National Labor Relations Board (NLRB) to stop using overly broad confidentiality and non-disparagement provisions in its severance agreements because they infringing on employees' Section 7 rights under the National Labor Relations Act (NLRA).

The NLRB determined that the non-disparagement provision was not limited to past employment issues, and encompassed

any labor-related matter, with no time restriction. As a result, the employees' Section 7 rights to disclose unlawful workplace conditions were impaired and limited unreasonably.

The confidentiality provision was also found to be overly broad, as it prohibited employees from disclosing agreement details to "any third person," possibly preventing the employees from reporting unfair labor practices.

Although this recent NLRB's decision is still subject to appeal and may be reversed by a federal court, it should serve as a warning for California employers that are crafting severance agreements since it effectively limits what employers can require of workers in terms of confidentiality and non-disparagement

clauses. Non-disparagement and confidentiality clauses with broad language or an expansive scope may be declared invalid under the NLRA. Given the complexity of this matter, employers should exercise caution and it is best to have any proposed severance agreement drafted and reviewed by a qualified employment lawyer.

At the Law Office of Karen J. Sloat, APC, our California employment attorneys are solutions-forward advocates for employers. If you have any questions about severance agreements, give us a call now or contact us online to arrange your fully confidential, no-obligation consultation. Our firm serves employers in Coachella Valley, Riverside County, and throughout California.

# Reafirmación positiva: como ser tú mismo sin herir a los demás

VALERIA SABATER



Reafirmate de manera positiva y verás cambiar tu realidad. Nadie peca de egoísmo o altanería por confiar en su potencial, por priorizarse cuando lo necesita y por validar su autoestima para hacer frente a entornos estresantes.

La reafirmación positiva es un ejercicio de bienestar psicológico que todos deberíamos practicar. No hay nada malo en validarnos a nosotros mismos. Nadie debe sentirse herido o molesto si defendemos nuestros propios derechos con asertividad. Así-

mismo, pocas dimensiones refuerzan tanto la identidad, la motivación y la autoconfianza como reforzar lo que somos y lo que valemos.

Todos nosotros estaremos de acuerdo en dichas dimensiones. Sin embargo, en un mundo que en ocasiones se excede en materia de individualismos, llama la atención cómo el cuidado del yo se ve en ocasiones con malos ojos. De ahí, por ejemplo, que se le llame "egoísta" a quien se prioriza a sí mismo en medio de contexto familiar adverso y disfuncional.

Por tanto, siempre es buen momento para abrirnos camino sin miedo al arte de la reafirmación. Aunque nos cueste al principio, a largo plazo el beneficio se nota. Lejos de parecernos un simple recurso sacado de los manuales de crecimiento personal sin mucha base científica, lo cierto es que existe un gran respaldo académico detrás. Lo analizamos. Claves para practicar la reafirmación positiva

### Claves para practicar la reafirmación positiva

La reafirmación positiva es una estrategia que se usa de manera frecuente en terapia psicológica. Es una forma de identificar muchos de los mensajes negativos que nos decimos a nosotros mismos y cambiar ese discurso interno. De esta manera, podemos disminuir la rumia y los procesos de estrés (Kooze et al., 1999; Wiesenfeld et al., 2001).

No basta con decirnos aquello de "yo soy valiente, yo puedo con todo". Esta técnica va mucho más allá porque permite detectar lo que no es saludable ni funcional para activar otro tipo de respuestas cognitivas y conductuales. Investigaciones, como las realizadas en la Universidad de Pensilvania, señalan que las reafirmaciones activan los sistemas de recompensa cerebrales.

Es decir, validarnos y reforzarnos a nosotros mismos no solo fortalece la autoestima, sino que además eleva nuestra percepción de logro. Nos

sentimos más motivados para lograr cosas, para esforzarnos por aquello que queremos y deseamos. Todo ello nos demuestra sin duda algo innegable. Aquello que nos decimos a nosotros mismos tiene un impacto en el universo neurológico.

Ahora bien, ¿cómo poner en práctica la reafirmación positiva en nuestro día a día? ¿Cómo hacerlo sin que los demás nos tilden de individualistas o egoístas por elegir validarnos a nosotros mismos? Lo analizamos.

No basta con decirnos aquello de "yo soy valiente, yo puedo con todo". Esta técnica va mucho más allá porque permite detectar lo que no es saludable ni funcional para activar otro tipo de respuestas cognitivas y conductuales. Investigaciones, como las realizadas en la Universidad de Pensilvania, señalan que las reafirmaciones activan los sistemas de recompensa cerebrales.

**AVISO PUBLICO**

Notificación de Intento de Adoptar una Declaración de Mitigación Negativa

Resultados de estudios del proyecto en la Interestatal 15 (I-15) disponible para su revisión

¿Tienes comentarios acerca del proyecto? ¿Deseas una audiencia pública?

**Interstate 15 Drainage System Rehabilitation**

ubicación del proyecto

¿Cuáles son los planes?	El Departamento de Transportación de California (Caltrans) propone rehabilitar el sistema de drenaje en la Interestatal 15 (I-15) entre el punto de inicio, Truck Trail (ubicación posible (PM) 30.0) hasta 1.1 millas norte del puente, Yemecan Canyon Road (ubicación PM 33.0) en el Condado de Riverside. (Project ID: IA 08-11820; PN 080000161)
¿Porque este aviso?	Caltrans evaluó los efectos ambientales de este proyecto. Nuestros estudios identifican que el proyecto no tendrá impactos significativos de afecto a la calidad del ambiente. El reporte que explica los impactos del proyecto es llamado un Estudio Inicial (SI). Este aviso es para informar al público que el Estudio Inicial con Propuesta de Mitigación Negativa (MND) está preparado y disponible para leer, ofreciendo la oportunidad de solicitar una audiencia pública y/o presentar comentarios acerca de ello. El intento de Caltrans es adoptar la Declaración de Mitigación Negativa (MND).
¿Que está disponible?	El Estudio Inicial (SI) con Propuesta de Mitigación Negativa (MND) y los documentos relacionados están disponibles. Estos se pueden pedir por medio de correo electrónico a <a href="mailto:Data.Technical@dot.ca.gov">Data.Technical@dot.ca.gov</a> o llamando al (909) 901-8742. El SI con MND también está disponible en nuestra página web: <a href="https://dot.ca.gov/05/About-us/doing-business-with-us/submitting-comments">https://dot.ca.gov/05/About-us/doing-business-with-us/submitting-comments</a> .
¿Cuál es tu...	¿Tienes comentarios del proceder con este proyecto con un Estudio Inicial (SI) con Propuesta de Mitigación Negativa

**CIUDAD DE PALM SPRINGS**

**NOTIFICACIÓN DEL PERIODO DE REVISIÓN DE 15 DÍAS**

Subido para Desarrollo Comunitario - CDBG

Informe Consolidado de Evaluación del Desempeño Anual (CAPER) Ejercicio Económico 2023-2024 (desde el 7/1/2023 hasta el 6/30/2024)

**POR EL PRESENTE SE NOTIFICA** que la ciudad de Palm Springs enviará al Departamento de Vivienda y Desarrollo Urbano (HUD, por sus siglas en inglés) de los EE. UU. un Informe Consolidado de Evaluación del Desempeño Anual (CAPER, por sus siglas en inglés) para el Ejercicio Económico 2023-24. Según el Título 1 de la Ley Nacional sobre Viviendas Asequables, los municipios que soliciten asistencia directa en virtud de programas específicos del HUD deben tener una estrategia de desarrollo de viviendas y comunitario aprobada.

El CAPER de la ciudad de Palm Springs tiene como objetivo informar el progreso realizado por la ciudad en relación con el Plan Consolidado a 5 años y el Plan de Acción de 1 año. El documento también permite a la ciudad evaluar su desempeño anual con respecto a las prioridades y los objetivos del Plan Consolidado a 5 años y las acciones o cambios que pretenda hacer como consecuencia de su desempeño anual.

El CAPER preliminar estará disponible para que el público lo analice y envíe sus comentarios durante 15 días. Habrá una copia del borrador disponible en línea en <https://www.palm Springsca.gov/home> para fines de análisis y comentarios desde el 02 de Septiembre de 2024 hasta el 16 de Septiembre de 2024.

**Comentarios Públicos**

Se invita a los individuos y las organizaciones interesadas a proporcionar comentarios públicos. Puede enviar comentarios escritos a Jay Virata, Director de Vivienda y Desarrollo Comunitario, por correo electrónico a [Jay.Virata@palm Springsca.gov](mailto:Jay.Virata@palm Springsca.gov) o





# PR 26

	Office of Community Planning and Development	DATE: 08-22-24
	U.S. Department of Housing and Urban Development	TIME: 17:20
	Integrated Disbursement and Information System	PAGE: 1
	PR26 - CDBG Financial Summary Report	
	Program Year 2023 PALM SPRINGS, CA	

**PART I: SUMMARY OF CDBG RESOURCES**

01 UNEXPENDED CDBG FUNDS AT END OF PREVIOUS PROGRAM YEAR	0.00
02 ENTITLEMENT GRANT	413,506.00
03 SURPLUS URBAN RENEWAL	0.00
04 SECTION 108 GUARANTEED LOAN FUNDS	0.00
05 CURRENT YEAR PROGRAM INCOME	412.17
05a CURRENT YEAR SECTION 108 PROGRAM INCOME (FOR SI TYPE)	0.00
06 FUNDS RETURNED TO THE LINE-OF-CREDIT	0.00
06a FUNDS RETURNED TO THE LOCAL CDBG ACCOUNT	0.00
07 ADJUSTMENT TO COMPUTE TOTAL AVAILABLE	0.00
08 TOTAL AVAILABLE (SUM, LINES 01-07)	413,918.17

**PART II: SUMMARY OF CDBG EXPENDITURES**

09 DISBURSEMENTS OTHER THAN SECTION 108 REPAYMENTS AND PLANNING/ADMINISTRATION	709,410.33
10 ADJUSTMENT TO COMPUTE TOTAL AMOUNT SUBJECT TO LOW/MOD BENEFIT	0.00
11 AMOUNT SUBJECT TO LOW/MOD BENEFIT (LINE 09 + LINE 10)	709,410.33
12 DISBURSED IN IDIS FOR PLANNING/ADMINISTRATION	0.00
13 DISBURSED IN IDIS FOR SECTION 108 REPAYMENTS	0.00
14 ADJUSTMENT TO COMPUTE TOTAL EXPENDITURES	0.00
15 TOTAL EXPENDITURES (SUM, LINES 11-14)	709,410.33
16 UNEXPENDED BALANCE (LINE 08 - LINE 15)	(295,492.16)

**PART III: LOW/MOD BENEFIT THIS REPORTING PERIOD**

17 EXPENDED FOR LOW/MOD HOUSING IN SPECIAL AREAS	0.00
18 EXPENDED FOR LOW/MOD MULTI-UNIT HOUSING	0.00
19 DISBURSED FOR OTHER LOW/MOD ACTIVITIES	709,410.33
20 ADJUSTMENT TO COMPUTE TOTAL LOW/MOD CREDIT	0.00
21 TOTAL LOW/MOD CREDIT (SUM, LINES 17-20)	709,410.33
22 PERCENT LOW/MOD CREDIT (LINE 21/LINE 11)	100.00%

**LOW/MOD BENEFIT FOR MULTI-YEAR CERTIFICATIONS**

23 PROGRAM YEARS(PY) COVERED IN CERTIFICATION	PY: PY:
24 CUMULATIVE NET EXPENDITURES SUBJECT TO LOW/MOD BENEFIT CALCULATION	0.00
25 CUMULATIVE EXPENDITURES BENEFITING LOW/MOD PERSONS	0.00
26 PERCENT BENEFIT TO LOW/MOD PERSONS (LINE 25/LINE 24)	0.00%

**PART IV: PUBLIC SERVICE (PS) CAP CALCULATIONS**

27 DISBURSED IN IDIS FOR PUBLIC SERVICES	55,000.00
28 PS UNLIQUIDATED OBLIGATIONS AT END OF CURRENT PROGRAM YEAR	0.00
29 PS UNLIQUIDATED OBLIGATIONS AT END OF PREVIOUS PROGRAM YEAR	0.00
30 ADJUSTMENT TO COMPUTE TOTAL PS OBLIGATIONS	0.00
31 TOTAL PS OBLIGATIONS (LINE 27 + LINE 28 - LINE 29 + LINE 30)	55,000.00
32 ENTITLEMENT GRANT	413,506.00
33 PRIOR YEAR PROGRAM INCOME	808.20
34 ADJUSTMENT TO COMPUTE TOTAL SUBJECT TO PS CAP	0.00
35 TOTAL SUBJECT TO PS CAP (SUM, LINES 32-34)	414,314.20
36 PERCENT FUNDS OBLIGATED FOR PS ACTIVITIES (LINE 31/LINE 35)	13.27%

**PART V: PLANNING AND ADMINISTRATION (PA) CAP**

37 DISBURSED IN IDIS FOR PLANNING/ADMINISTRATION	0.00
38 PA UNLIQUIDATED OBLIGATIONS AT END OF CURRENT PROGRAM YEAR	0.00
39 PA UNLIQUIDATED OBLIGATIONS AT END OF PREVIOUS PROGRAM YEAR	0.00
40 ADJUSTMENT TO COMPUTE TOTAL PA OBLIGATIONS	0.00
41 TOTAL PA OBLIGATIONS (LINE 37 + LINE 38 - LINE 39 +LINE 40)	0.00
42 ENTITLEMENT GRANT	413,506.00
43 CURRENT YEAR PROGRAM INCOME	412.17
44 ADJUSTMENT TO COMPUTE TOTAL SUBJECT TO PA CAP	0.00
45 TOTAL SUBJECT TO PA CAP (SUM, LINES 42-44)	413,918.17
46 PERCENT FUNDS OBLIGATED FOR PA ACTIVITIES (LINE 41/LINE 45)	0.00%



**LINE 17 DETAIL: ACTIVITIES TO CONSIDER IN DETERMINING THE AMOUNT TO ENTER ON LINE 17**

No data returned for this view. This might be because the applied filter excludes all data.

**LINE 18 DETAIL: ACTIVITIES TO CONSIDER IN DETERMINING THE AMOUNT TO ENTER ON LINE 18**

No data returned for this view. This might be because the applied filter excludes all data.

**LINE 19 DETAIL: ACTIVITIES INCLUDED IN THE COMPUTATION OF LINE 19**

Plan Year	IDIS Project	IDIS Activity	Voucher Number	Activity Name	Matrix Code	National Objective	Drawn Amount
2021	3	400	6883689	City Dept of Public Works & Eng Demuth Park Community Center Air Conditioning	03F	LMC	\$16,617.71
2022	5	403	6817292	Department of Public Works Shade Structures (2022)	03F	LMA	\$6,104.32
2022	5	403	6883689	Department of Public Works Shade Structures (2022)	03F	LMA	\$765.00
2022	5	403	6896347	Department of Public Works Shade Structures (2022)	03F	LMA	\$167,361.43
2022	5	403	6905123	Department of Public Works Shade Structures (2022)	03F	LMA	\$94,292.65
2022	5	403	6934033	Department of Public Works Shade Structures (2022)	03F	LMA	\$9,129.78
					<b>03F</b>	<b>Matrix Code</b>	<b>\$294,270.89</b>
2023	2	408	6883689	PY 23 Fair Housing	05J	LMA	\$29,066.93
2023	2	408	6905123	PY 23 Fair Housing	05J	LMA	\$18,037.18
2023	2	408	6934033	PY 23 Fair Housing	05J	LMA	\$7,895.89
					<b>05J</b>	<b>Matrix Code</b>	<b>\$55,000.00</b>
2020	5	386	6883689	City of Palm Springs Community & Economic Development - Home Repair Program	14A	LWH	\$988.55
2021	5	402	6883689	City of Palm Springs Community & Economic Development - Home Repair Program	14A	LWH	\$645.19
2023	1	407	6889524	PY23 Home Rehabilitation	14A	LWH	\$158,411.12
2023	1	407	6905123	PY23 Home Rehabilitation	14A	LWH	\$41,950.00
2023	1	407	6934033	PY23 Home Rehabilitation	14A	LWH	\$158,144.58
					<b>14A</b>	<b>Matrix Code</b>	<b>\$360,139.44</b>
<b>Total</b>							<b>\$709,410.33</b>

**LINE 27 DETAIL: ACTIVITIES INCLUDED IN THE COMPUTATION OF LINE 27**

Plan Year	IDIS Project	IDIS Activity	Voucher Number	Activity to prevent, prepare for, and respond to Coronavirus	Activity Name	Grant Number	Fund Type	Matrix Code	National Objective	Drawn Amount
2023	2	408	6883689	No	PY 23 Fair Housing	B23MCD60561	EN	05J	LMA	\$29,066.93
2023	2	408	6905123	No	PY 23 Fair Housing	B23MCD60561	EN	05J	LMA	\$18,037.18
2023	2	408	6934033	No	PY 23 Fair Housing	B23MCD60561	EN	05J	LMA	\$7,895.89
								<b>05J</b>	<b>Matrix Code</b>	<b>\$55,000.00</b>
<b>Total</b>				<b>No</b>	<b>Activity to prevent, prepare for, and respond to Coronavirus</b>					<b>\$55,000.00</b>

**LINE 37 DETAIL: ACTIVITIES INCLUDED IN THE COMPUTATION OF LINE 37**

No data returned for this view. This might be because the applied filter excludes all data.

# PR02

IDIS - PR02

U.S. Department of Housing and Urban Development  
 Office of Community Planning and Development  
 Integrated Disbursement and Information System  
 List of Activities By Program Year And Project  
 PALM SPRINGS, CA

DATE: 08-22-24  
 TIME: 17:14  
 PAGE: 1

REPORT FOR CPD PROGRAM: CDBG  
 PGM YR: 2023  
 Formula and Competitive Grants only

Plan Year	IDIS Project	Project	IDIS Activity ID	Activity Name	Activity Status	Program	Funded Amount	Draw Amount	Balance
2023	1	City of Palm Springs Community & Economic Development Home Repair Program- Substantial	407	PY23 Home Rehabilitation	Open	CDBG	\$358,506.00	\$358,505.70	\$0.30
		<b>Project Total</b>					<b>\$358,506.00</b>	<b>\$358,505.70</b>	<b>\$0.30</b>
	2	Fair Housing and Legal Services	408	PY 23 Fair Housing	Open	CDBG	\$55,000.00	\$55,000.00	\$0.00
		<b>Project Total</b>					<b>\$55,000.00</b>	<b>\$55,000.00</b>	<b>\$0.00</b>
		<b>Program Total</b>				<b>CDBG</b>	<b>\$413,506.00</b>	<b>\$413,505.70</b>	<b>\$0.30</b>
		<b>2023 Total</b>					<b>\$413,506.00</b>	<b>\$413,505.70</b>	<b>\$0.30</b>
		<b>Program Grand Total</b>				<b>CDBG</b>	<b>\$413,506.00</b>	<b>\$413,505.70</b>	<b>\$0.30</b>
		<b>Grand Total</b>					<b>\$413,506.00</b>	<b>\$413,505.70</b>	<b>\$0.30</b>

# PR05

IDIS - PR05

U.S. Department of Housing and Urban Development  
 Office of Community Planning and Development  
 Integrated Disbursement and Information System  
 Drawdown Report by Project and Activity  
 PALM SPRINGS , CA

DATE: 08-22-24  
 TIME: 17:12  
 PAGE: 1

REPORT FOR PROGRAM : CDBG, CDBG-CV  
 PGM YR : 2023  
 PROJECT : ALL  
 ACTIVITY : ALL

Program Year/ Project	IDIS Act ID	Activity Name	Prior Year	Voucher Number	Line Item	Voucher Status	LOCCS Send Date	Grant Year	Grant Number	Fund Type	Drawn Amount	
2023 1	407	City of Palm Springs Community & Economic Development Home Repair Program- Substantial										
				6889524	1	Completed	4/16/2024	2019	B19MC060561	EN	\$15,379.10	
				6889524	2	Completed	4/16/2024	2021	B21MC060561	EN	\$44,448.80	
				6889524	3	Completed	4/16/2024	2022	B22MC060561	EN	\$12,019.41	
				6889524	4	Completed	4/16/2024	2023	B23MC060561	EN	\$86,563.81	
				6905123	4	Completed	5/29/2024	2023	B23MC060561	EN	\$41,950.00	
			Y	6934033	2	Pending	8/21/2024	2023	B23MC060561	EN	\$158,144.58	
											<b>Activity Total</b>	<b>\$358,505.70</b>
											<b>Project Total</b>	<b>\$358,505.70</b>
2023 2	408	Fair Housing and Legal Services										
				6883689	6	Completed	4/3/2024	2023	B23MC060561	EN	\$29,066.93	
				6905123	5	Completed	5/29/2024	2023	B23MC060561	EN	\$18,037.18	
			Y	6934033	3	Pending	8/21/2024	2023	B23MC060561	EN	\$7,895.89	
											<b>Activity Total</b>	<b>\$55,000.00</b>
											<b>Project Total</b>	<b>\$55,000.00</b>
											<b>Program Year 2023 Total</b>	<b>\$413,505.70</b>

IDIS - PR05

U.S. Department of Housing and Urban Development  
 Office of Community Planning and Development  
 Integrated Disbursement and Information System  
 Drawdown Report by Project and Activity  
 PALM SPRINGS , CA

DATE: 08-22-24  
 TIME: 17:12  
 PAGE: 2

# Public Comments

City of Palm Springs Public Comments for PY23 CAPER

None Received