

Parrish Sustainability Activation Project

Summary:

The Parrish Sustainability Activation Project (PSAP) is a comprehensive plan to make the government of the Town of Parrish a low-emissions community by 2027. This achievement will be leveraged to activate and organize a disadvantaged community traditionally resistant to climate mitigation measures.

Government of Parrish Structures:

Direct reduction:

The PSAP will replace and consolidate all town structures via renovation or replacement should it prove to be less costly in CO₂e and dollars. Presently the Town of Parrish's government is spread over 5 actively maintained buildings. The PSAP calls for the consolidation of these 5 functions into 2 building complexes: the Government and Community Center (GCC) and the Justice Center (JC). The overall goal of the building renovation and consolidation effort is to streamline functionality while supporting the Town's effort to achieve net-zero energy and support community resilience. This will accomplish a number of goals:

- It will substantially reduce the town's emissions directly
- It will reduce the ongoing maintenance costs and the likelihood of catastrophic failure in the municipal government's structures, all of which are past their design lifespan.
- It will substantially reduce the town's ongoing operations costs, allowing the financial leeway to invest in local infrastructure improvements and sustainable redevelopment. The town has sharply limited financial resources due to disinvestment, economic decline, and the upkeep of legacy structures.

In the absence of the funding to implement the PSAP, Parrish's local government structures will begin to decay rapidly and unpredictably as they pass their design lifespans. The two principal options are replacement and acceptance.

Replacement:

Replacing the structures will have to be done as cheaply as possible.

Remaining existing structures in Parrish are wholly unsuited to the purpose of governance and are approaching their own design lifespans. Likely candidates include a 3,600 ft² pawn shop and a 1,500 ft² unrenovated Works Progress Administration building. The buildings will create more operating CO₂e emissions than the current stock and will make government functions more difficult to carry out as they are even smaller than the town government's already cramped quarters.

Substantial new construction is not within Parrish's financial ability and will consist strictly of temporary structures pressed into service. They will meet the minimum code requirements at best. As new constructions, they will cause significantly more emissions than renovations and will lock the town into a carbon emissive paradigm for the remainder of their lifespan. The town was already forced into a similar situation due to financial constraints in the 1990s.

Necessity of Funding:

The small Town of Parrish, population approximately 982 (2020 Census) has very limited revenue but has regained financial stability in recent years after having repaid substantial debt associated with financial mismanagement by previous administrations. The town's infrastructure - particularly roads, water/sewer systems, and buildings - have suffered from deferred maintenance due to prioritizing payment of past debts. Investment of this CPRG implementation funding would allow Parrish to become more fiscally sustainable by replacing outmoded vehicles and by improving built infrastructure while simultaneously reducing operational costs. By utilizing cleaner energy sources, public health in the community will also improve in this community which has suffered from decades of pollution and socioeconomic impacts such as extreme rates of substance use disorder and high rates of mortality. The extent of cumulative impacts in the community is clearly evident and investment should be made in accordance with the Justice 40 Initiative.

This is the first application the Town of Parrish has submitted for funding the PSAP, which was recently developed in response to general outreach by the Alabama Department of Environmental Management (ADEM) in their effort to formulate the state's Climate Action Plan submitted to EPA in March. Other funding sources have not yet been explored, as the CPRG presented the most comprehensive opportunity to address both building and vehicle improvements along with renewable energy goals. Should the PSAP not be funded by this opportunity, the work and timeline would need to be scaled back significantly.

Transformative Impact:

The CPRG grant presents a monumental opportunity for Parrish, Alabama to undergo a profound metamorphosis, transcending its historical carbon-intensive legacy into a beacon of sustainable progress. Nestled in the shadow of the once-infamous William Crawford Gorgas Electric Generating Plant, Parrish now stands at the threshold of a new era, poised to reshape its identity and inspire neighboring communities.

Through the visionary utilization of grant funds, Parrish will orchestrate a multifaceted transformation. The conversion of aging municipal buildings into net-zero facilities symbolizes a commitment to sustainability, significantly reducing carbon emissions and setting a precedent for responsible resource management. Simultaneously, the establishment of essential electrical charging infrastructure will catalyze the adoption of electric vehicles among town workers, paving the way for a cleaner, greener transportation landscape.

However, the impact extends far beyond infrastructure. Parrish will become a hub of climate consciousness, pioneering educational initiatives to shift mindsets towards proactive environmental stewardship. In a region where resistance to climate action has prevailed, these programs represent a paradigm shift, empowering individuals to embrace sustainability as a collective responsibility.

Moreover, by drastically curbing greenhouse gas emissions, Parrish will not only mitigate environmental harm but also unlock economic opportunities. The creation of net-zero facilities and charging infrastructure will attract outside entities, fostering partnerships for workforce development training and stimulating local employment.

Ultimately, the CPRG grant is more than a financial investment; it is a catalyst for holistic revitalization. Parrish, once synonymous with carbon emissions, will emerge as a model of sustainability, resilience, and community-driven progress.

Impact of GHG Reduction Measures

Magnitude of GHG Reductions from 2025 through 2030

Direct governmental GHG reductions will be discussed first, followed by indirect reductions and total reductions in that order.

Governmental greenhouse gas reductions are made up of two components. The first is the replacement of the Town of Parrish's vehicle fleet with 8 electric Sedans and 2 electric light pick-ups. The second is the renovation or replacement of the Town of Parrish's buildings to allow consolidation.

The replacement of the town's vehicle fleet is expected to be durable over the 2025-2030 timeframe. The model assumes that the vehicles are replaced every 7 years. Furthermore, it assumes that there are 10% efficiency gains on average over each 7 year cycle. Assuming the town lacks the funds for replacement and no additional funding can be found, then it is likely that the cars will be used until they are nonfunctional. If the EVs have a 17-year lifespan, they would be unusable in 2042. Given current growth in EV uptake and the rapid depreciation of used EVs, it is expected that EVs will be the cheapest option in 2042.

The government of the Town of Parrish expects to design the renovations or new buildings to accommodate all plausible growth into the 2070s. Given the needs and resources of the town these buildings are expected to continue in operation indefinitely. Renovations will be designed with a 50-year lifespan, new builds will be designed with a 100-year lifespan. The low upkeep costs combined with the utility of the structures will lock-in a low or no-emission government as long as the structures are habitable. Though the PSAP will explore net-zero options, a solar-powered scenario is the baseline used here.

Given that all of the government of the Town of Parrish's buildings are past their design lifespans, future emissions will be higher than 2024. The unpredictable nature of their degradation precludes substantive forecasting given present resources.

Based upon the advice of a professional architect it would reduce energy needs to 30% of current for the GCC and 50% of current for the JC.

The listed decrease for the town's vehicles assumes that 8 sedans and 2 utility pick-ups would replace the town's current fleet. For the purposes of calculation the 2023 Chevy Bolt and the 2023 Ford Lightning were used.

This scenario assumes that rooftop solar is used to generate the energy required post-renovation.

Town of Parrish Government Solar	2025-2030	2025-2035	2025-2050
Town Vehicles	345	669	1,641
Town Buildings	464	1,009	2,646
Town Public EV Chargers	753	1,407	3,370
Total	1,562	3,086	7,657

Indirect Emissions:

The preponderance of the emissions reductions as a result of the PSAP are expected to occur due to indirect reductions. Housing emissions are expected to be durable through the lifetime of the rooftop solar system. Given a 30-year design lifespan, any degradation will occur after the 2050 timeframe. It is considered unlikely that solar roofs will be replaced with traditional roofs at the end of their design lifespan. Similarly, electric cars are unlikely to be replaced by ICE or other polluting vehicles due to familiarity and the fact that used electric cars are likely to be the cheapest alternative by the time replacement is required.

Town of Parrish Residential Emissions Reduction	2025-2030	2025-2035	2025-2050
Counterfactual Buildings	4	43	384
Counterfactual Vehicles	237	1,013	13,252
Counterfactual Total	242	1,056	13,636
Minimum Activation Buildings	153	794	14,410
Minimum Activation Vehicles	518	2,113	20,524
Minimum Activation Total	671	2,907	34,934
Moderate Activation Buildings	226	1,287	21,091
Moderate Activation Vehicles	851	3,304	26,093
Moderate Activation Total	1,076	4,591	47,184
Full Activation Buildings	461	3,258	26,742
Full Activation Vehicles	1,995	8,027	52,443
Full Activation Total	2,456	11,285	79,184

All CO₂e totals are sourced from EPA calculators or calculations.

Total Reductions:

Total Emissions Reduction	2025-2030	2025-2035	2025-2050
Minimum Total	2,233	5,992	42,591
Moderate Total	2,638	7,677	54,841
Full Activation Total	4,018	14,370	86,842

Magnitude of GHG Reductions from 2025 through 2050

Durability of emissions 2025-2050:

The emissions reductions from Parrish's government structures will be locked in for the entire 2025-2050 period. Absent a major increase in population there is no reason to expect that the town will require more buildings. A population increase is not expected due to the fact that Parrish had a 0.0% growth rate between the 2010 and 2020 censuses. The financial condition of the town will also prohibit serious expansion.

The vehicle fleet will require replacement around 2042. Based on current trends the majority of new cars sold in Alabama will be electric by 2042. Given the infrastructure in place and institutional experience with electric cars the town will most likely replace them with electric cars. If pressured by budget costs, the town will likely replace them with cheaper used electric cars.

Both electric vehicle and residential rooftop solar activation assume that the incipient pro-sustainability culture solidified by the PSAP remains in place. A reversion to Alabama trends would defeat this reduction. At present the populace is eager to embrace clean, sustainable technology due to the efforts of a handful of local organizers. If these organizers can show meaningful life improvements due to their efforts then they will be able to perpetuate this openness. The PSAP would represent the greatest improvement in material wellbeing for the residents of the town of Parrish in decades. This will solidify the home-grown culture of environmentalism and dramatically improve its ability to spread.

	2025-2030 mt CO2e reduction	2025-2035 mt CO2e reduction	2025-2050 mt CO2e reduction	Cost	\$/CO2e 2025-2030	\$/CO2e 2025- 2035	\$/CO2e 2025- 2050
EV+EV Chargers	3,093	10,103	57,453	\$1,012,226	\$327	\$100	\$18
JC	197	654	3,534	\$2,272,196	\$11,541	\$3,475	\$643
GCC	728	3,613	25,854	\$11,073,265	\$15,209	\$3,065	\$428
Total	4,018	14,370	86,842	\$14,357,687	\$3,574	\$999	\$165

Environmental Results – Outputs, Outcomes, and Performance Measures

Expected Outputs and Outcomes

1) Outcomes:

a) Direct Reduction of GHG Emissions by the Government of the Town of Parrish:

- i) Outcome: Reduction in CO₂e emissions by the government of the Town of Parrish by 3,086 metric tons over the 2025-2035 period. This is a short term measure with all outputs programmed to be achieved by Q1 2027.

ii) Outputs:

- (1) Acquisition of 8 electric sedans
- (2) Acquisition of 2 electric full-size pickup trucks
- (3) Renovation of the old High School into a Government and Community Center
- (4) Renovation of the old Town Hall into the Justice Center
- (5) Installation of 5 level 2 EV chargers at Justice Center
- (6) Installation of 5 level 2 EV chargers at Government and Community Center
- (7) Installation of 5 level 3 EV chargers at the current Town Hall

b) Improving the Town of Parrish's financial position

- i) Outcome: Reduction in energy operating costs. The equipment to achieve this measure will be in place by Q1 2027. It is expected that this will continue to improve relative to the counterfactual due to the replacement of machinery past its design lifespan.

ii) Outputs:

- (1) Acquisition of 8 electric sedans
- (2) Acquisition of 2 electric full-size pickup trucks
- (3) Renovation of the old High School into a Government and Community Center
- (4) Renovation of the old Town Hall into the Justice Center

- c) Reduction in CAP/HAP emissions:
 - i) Outcome: Parrish is defined as a disadvantaged community according to CEJST. The increased uptake of EVs is expected to reduce CAP/HAP emissions within Parrish in greater proportion than a similar uptake in other areas due to the high average age and relatively poor condition of vehicles within Parrish.
 - ii) Outputs:
 - (1) Increased EV uptake within Parrish
- d) Indirect Reduction in CO₂e emissions within Parrish beyond those covered by this grant via increased uptake of climate change mitigation technologies.
 - i) Outcomes: The increased uptake of net zero adaptations and electric cars due to the example of the Town of Parrish government. The increased uptake of EVs in particular is expected to reduce CAP/HAP emissions within Parrish more than a similar uptake in other areas due to the high average age and relative poor condition of vehicles within Parrish.
 - ii) Outputs:
 - (1) Quarterly workshops for local businesses and homeowners demonstrating the benefits of energy and water efficiency, increased building performance, and associated techniques for improving health and reducing energy burden. These gatherings would take place in the renovated community center to also showcase building improvements and renewable energy systems.
 - (2) Quarterly field days until Q4 2030 demonstrating the Town's electric vehicles and allowing locals to enter and ride in vehicles.
- e) Increased green economy opportunities within Parrish.
 - i) Outcomes: Developing the skills of Parrish's workforce to support a just transition in the region. Directly providing green construction jobs in Parrish. Encouraging manufacturing and other employers of green jobs to locate operations in Parrish.
 - ii) Outputs:
 - (1) In the 2025-2027 period, Parrish intends to establish a Community Benefits Agreement with the community stakeholders and employers involved in building renovations. Goals include prioritizing employment of local Parrish residents, to make up at least 30% of the workforce.
 - (2) ACROSS will aid Parrish in recruiting experts to host workforce development events and skills/apprenticeship programs as often as is practical, minimally 6 events/programs per annum.
 - (3) ACROSS will leverage its national network, the sustainable town government allowed by this grant, and the skills acquired by Parrish's workforce to advertise the town as a green city in the heart of coal country.
- f) CO₂e Reductions beyond the boundaries of Parrish
 - i) Outcomes: The success of the PSAP will enable the development, testing, and proliferation of narratives that will counteract cultural resistance to green technology in communities like Parrish. It is expected that Parrish's EV chargers will be used by drivers passing through Parrish.
 - ii) Outputs:
 - (1) Publicly available, detailed documentation of the implementation of the PSAP with the goal of providing a blueprint for similar communities. This

will include both “hard” factors such as funding, administrative realities and technical details and “soft” factors such as community engagement and cultural shifts.

- (2) The number and energy usage of drivers beyond Parrish that utilize Parrish’s EV Chargers.

Performance Measures and Plan

2) Key metrics are:

- a) Direct reduction
 - i) This will primarily be measured by the kWh of electricity the Town of Parrish avoids importing both by efficiency improvements and solar generation.
- b) Town financials:
 - i) This will be measured by the cost of operations and maintenance compared to the baseline year.
- c) Indirect reduction within Parrish:
 - i) Rate of EV ownership among residents of the Town of Parrish
 - (1) This will be measured by surveys spearheaded by ACROSS acting alongside local organizers supported by the Town of Parrish.
 - ii) Resident charges at the Town of Parrish chargers
 - (1) This will be measured at the chargers. It is planned for residents of Parrish to pay cost plus a \$2/hour access fee for EV chargers via discount cards.
 - iii) Proportion of residential and commercial buildings with distributed solar power systems within the Town of Parrish
 - (1) This will be measured by survey and direct observation by the Town of Parrish and ACROSS.
 - iv) Other installed renewable energy capacity within the Town of Parrish
 - (1) Will be measured administratively when permits are acquired.
- d) Increased green economy opportunities within Parrish.
 - i) The number and occupation of construction jobs filled by residents of Parrish in the 2025-2027 period
 - ii) The number of green jobs will be determined by surveys of Parrish employers in Q1 2028, Q1 2029, Q1 2030, and with every 5-year review thereafter. Green jobs will be defined by the BLS definition.
- e) Indirect reduction beyond the boundaries of Parrish:
 - i) Non-resident charges at the Town of Parrish chargers. It is anticipated that non-residents will be charged at prevailing market rates for private EV charging stations.
 - ii) The calculated emissions reductions by communities convinced by ACROSS using Parrish’s example to embrace the clean energy transition.

Authorities, Implementation Timeline, and Milestones

The Town of Parrish will be responsible for the implementation of all GHG reduction measures, with administrative support provided as needed by ACROSS.

All assets are directly owned by the Town of Parrish without any contracts or other legal agreements which would preclude their renovation, construction, or disposal. Specific authority over all uses and dispositions considered is granted by the following sections of the state code of Alabama: AL Code § 11-

96A-3 (2022), AL Code § 11-47-19 (2022), AL Code § 11-47-20 (2022), AL Code § 11-47-16 (2022), AL Code § 11-47-7 (2022), AL Code § 11-80-5 (2022), AL Code § 11-56-8 (2022), AL Code § 11-81A (2022) and Title 11 of the Alabama Code generally.

Responsibilities:

Town of Parrish: The Town of Parrish will hold final authority over all grant monies and will bear full responsibility for carrying the grant to completion.

ACROSS: ACROSS agrees to either directly furnish or provide all necessary aid to acquire the administrative support required for the Town of Parrish to administer the grant. It will be ACROSS's specific responsibility to generate all reports specified in the following timeline as well as any data required for their completion.

The Capacity Collaborative: in partnership with the Town of Parrish and ACROSS, the Collaborative will take responsibility for community engagement, including facilitation of outreach, meetings, and workshops to manage stakeholder engagement and lead development of a Community Benefits Plan for the PSAP.

Roles:

Town of Parrish: The Town of Parrish will provide the property necessary to physically complete the GHG measures. The Town of Parrish will make space available for all community meetings, gatherings, and consultations required for this plan. The Town of Parrish will make the final decision on the specific details of the measures outlined in this plan in accordance with local, state, and federal law as well as EPA guidelines. The Town of Parrish will dedicate 1 FTE from current employees to grant management.

ACROSS: ACROSS will provide access to in-house expertise and its network of expertise across the country to the Town of Parrish. ACROSS will dedicate up to 1 FTE as necessary

The Capacity Collaborative: Senior staff of the Collaborative experienced in community engagement and facilitation will provide expertise and facilitate collaboration among PSAP stakeholders, particularly with oversight for Just, equitable, sustainable and resilient outcomes.

Renovation of buildings:

Authority: Particularly relevant sections of the Code of Alabama are: AL Code § 11-47-19 (2022), AL Code § 11-47-16 (2022), AL Code § 11-47-7 (2022), AL Code § 11-80-5 (2022)

Responsibilities:

Town of Parrish: The Town of Parrish will hold final authority over the renovations and will bear full responsibility for carrying them out.

ACROSS: ACROSS agrees to either directly furnish or provide all necessary support to acquire the administrative support required in order for the Town of Parrish to administer renovations to achieve goals of the PSAP.

Roles:

Town of Parrish: The Town of Parrish will provide the real property necessary to physically complete the renovations. The Town of Parrish will make the final decision on the scope of the renovations and the choice of contractor in accordance with local, state, and federal law as well as EPA guidelines. The Town of Parrish will make space available for all community meetings, gatherings, and consultations required.

The Town of Parrish will organize and facilitate all local programming, events, or other activities related to this grant. The Town of Parrish will work with ACROSS to facilitate all non-local programming sourced by ACROSS.

ACROSS: ACROSS will provide access to in-house expertise and its network of expertise across the country to the Town of Parrish. ACROSS will make every reasonable effort to recruit speakers and instructors on the subjects of Workforce Development and Climate Mitigation to host training events at the GCC. See “Community Benefits and Engagement.”

The Capacity Collaborative: As an advisor to the PSAP, the Collaborative will provide project scoping assistance and plan review for engagement of design and energy evaluation contractors, and facilitation of integrative design workshops among contractors such as architects, engineers, and builders to optimize more sustainable, resilient outcomes.

Purchase and maintenance of electric vehicles:

Authority: Particularly relevant authorities are AL Code § 11-47-135 (2022), AL Code § 41-16-50 (2022)

Responsibilities:

Town of Parrish: The Town of Parrish will hold final authority over all decisions and will bear full responsibility for carrying out the purpose of this program. It will bear administrative responsibility for regular maintenance, insurance, and upkeep of the fleet.

ACROSS: ACROSS agrees to aid Parrish in determining the most suitable models for its purposes within the limits of the grant. It will be ACROSS’s specific responsibility to conduct surveys of town employees and residents regarding the program and compile them into actionable reports.

Roles

Town of Parrish: The Town of Parrish will purchase and operate the electric vehicles. The Town of Parrish will make space available for all community meetings, gatherings, and consultations required. The Town of Parrish will make the final decision on the specific details of the vehicles to be purchased and their disposition at the conclusion of the 2025-2030 period.

ACROSS: ACROSS will conduct research on the EV market and aid Parrish in precisely defining their use cases.

Installation of EV Chargers: Particularly relevant authority AL Code § 41-16-50 (2022).

Purchase of EV Chargers:

Authority: The Town of Parrish has full authority to purchase and install EV Chargers on Town of Parrish property.

Responsibilities:

Town of Parrish: The Town of Parrish will hold final authority over all decisions and will bear full responsibility for carrying out the purpose of this program. It will bear administrative responsibility for regular upkeep of the chargers.

ACROSS: ACROSS agrees to aid Parrish in determining the most suitable models for its purposes within the limits of the grant. It will be ACROSS’s specific responsibility to conduct surveys of town employees and residents regarding the program and compile them into actionable reports. ACROSS will aid Parrish in selecting contractors and in conducting a feasibility study on the final disposition of the EV Chargers.

Roles

Town of Parrish: The Town of Parrish will purchase and operate the EV Chargers. The Town of Parrish will make space available for all community meetings, gatherings, and consultations required. The Town of Parrish will make the final decision on the specific details of the chargers to be purchased and their disposition at the conclusion of the renovation of the GCC.

ACROSS: ACROSS will conduct research on the EV charger market and aid Parrish in precisely defining their use cases. ACROSS will provide all reasonable administrative support to Parrish throughout the process.

Timeline:

	Electric Vehicles	EV Chargers	Government and Community Center (GCC) and Justice Center (JC)	Major Reports & Community
Q1-Q3 2024	Determining requirements, initial community engagement	Determining requirements, initial community engagement	Determining requirements, Energy audit of all town buildings, determine necessity of retro-conditioning, initial community engagement, assessment of net-zero renovations/new builds, determine if costs of renovation surpass replacement costs	Initial community outreach for stakeholder engagement in the project as a whole
Q4 2024	Request for Proposals, Initial Selection, Final Selection	Request for Proposals, initial selection, final selection	Request for proposals	Ongoing community engagement, quarterly public interest discussions and periodic community gatherings
Q1 2025	Purchase, Delivery	Town Hall EV Charger installation construction begins	Initial selection of designs	Ongoing community engagement, contribution to ADEM Climate Action Plan First quarterly report
Q2 2025	Employee Familiarization	Town Hall EV charger installation complete and operational	Final selection of designs	Community celebration showcasing final design for GCC and community EV vehicle familiarization First semi-annual progress report
Q3 2025	Six month review, solicitation of employee feedback	GCC chargers constructed as part of renovation	Renovations begin	
Q4 2025		Six month review of Town Hall EV Chargers, solicitation of employee		Second semi-annual progress report

		feedback		
Q1 2026	First yearly review of employee satisfaction, EV market penetration, total/resident /non-resident charges at public charging stations			
Q2 2026				First annual community gathering celebrating progress towards sustainability in the previous year
Q3 2026		GCC Chargers Operational. First year review of Town Hall EV chargers, solicitation of community feedback and feasibility study on leaving chargers in place	Renovations Complete, facilities operational	Sustainability and efficiency trainings by guest speakers held at minimum monthly from here on
Q4 2026			Move in of all town operations, restart of community events	
Q1 2027	Second yearly review	Six month review of GCC chargers, solicitation of community and employee feedback		Contribution to 4-year Status Report. Parrish Sustainability Activation Project Report covering impact assessment, program review, potential opportunities for further sustainability measures by the Town of Parrish.
Q1 2028	Third yearly review		Six month review of GCC and JC renovations, solicitation of employee	

			and community feedback	
Q2 2028-Q1 2030	Yearly reviews will continue until Q1 2030	Q3 2028: First yearly review of GCC and JC renovations, solicitation of community feedback. Yearly reviews will be conducted on Q1 2029 and Q1 2030		
Q1 2030-Q1 2050	Impact assessment, program review, and feasibility study on further sustainability measures by the Town of Parrish will be conducted at 5 year increments from Q1 2027			

The town of Parrish acknowledges the importance of streamlined and timely reporting for the effective utilization of the funding provided by the Environmental Protection Agency (EPA). In alignment with EPA's mission, this proposal outlines a strategic plan to enhance CPRG reporting processes on a quarterly basis. Led by the Program Manager at the Town of Parrish and ACROSS, The town of Parrish aims to ensure efficient and transparent reporting, facilitating compliance with EPA requirements while maximizing the impact of CPRG funds.

Timeline Overview:

Year 1-5: Quarterly Reporting Implementation

- Quarterly reporting cycles will be established to capture the progress, outcomes, and financial data related to CPRG-funded projects.
- Reporting templates and tools will be developed to standardize data collection and facilitate timely submission of reports to the EPA.
- Training sessions will be conducted for city staff to ensure familiarity with reporting procedures and adherence to EPA guidelines.
- Regular communication channels will be maintained with EPA representatives to address any questions or concerns related to CPRG reporting.

Through the implementation of quarterly CPRG reporting enhancements, The town of Parrish aims to keep the Environmental Protection Agency fully informed while demonstrating accountability in the utilization of CPRG funds.

Community Benefits and Engagement

Community Benefits

The Town of Parrish, located in Walker County, Alabama is identified by the U.S. Department of Energy as an [Energy Community](#) (Census Tract ID 01127021400) due to its proximity to coal mine closures, as well as a Justice40 and EPA IRA Disadvantaged Community per EJScreen (Version 2.2) and CEJST. Parrish is a low income community (Supplemental Demographic Index >=90%), having suffered decades of environmental and health impacts from the exploitation of natural resources (primarily coal mining) and emissions from two nearby coal-fired power plants. Plant Gorgas was a coal-fired facility operated by Alabama Power from 1917 to 2019 approximately 8 miles from Parrish; and Plant Miller, approximately 15 miles from Parrish in West Jefferson County, operated by Alabama Power since 1978 and often cited as the #1 CO2 emitter in the United States. Coal ash and other toxins continue to be stored at both power plant locations, which sit immediately adjacent to tributaries to the Black Warrior River, posing

ongoing risks to people and ecosystems. Compounding the public health risks, Walker County has been described as the epicenter of Alabama's opioid crisis. The area also ranks in the 97th percentile for overall vulnerability per the U.S. Climate Vulnerability Index. (<https://map.climatevulnerabilityindex.org/> accessed March 2024) Parrish and the nearby community of Cordova were heavily impacted by severe tornado activity in April 2011, an event from which the area never fully recovered. Increased frequency of severe weather and extreme rain events has already begun to have an impact on local infrastructure, as evidenced by flooding and rapid degradation of exposed infrastructure from damaged roadways and sidewalks.

Benefits to the Parrish community resulting from implementation of the Parrish Sustainability Activation project (PSAP) beyond the direct and indirect GHG emissions and financial cost of operations reductions described previously include:

- Increased community engagement and comprehensive, strategic community development planning among local stakeholders utilizing the Just Communities Protocol (<https://justcommunities.info/>)
- Development of a Community Benefits Plan by leveraging established frameworks including the Just Communities Protocol and Department of Energy Guidance (<https://www.energy.gov/infrastructure/clean-energy-infrastructure-program-and-funding-announcements>) with the goal of executing a Community Benefits Agreement (CBA) among Town government, Labor interests, and other stakeholders such as community and public health organizations
- Improved understanding among local residents, workers, and business operators of the health and environmental impacts from legacy fossil fuel dependent energy production and transportation fueling
- Socioeconomic improvements from the addition and improvement of local jobs and working conditions in support of PSAP implementation
- Improved health associated with the reduction of GHG emissions and improved local air quality such as reduced rates of asthma and respiratory infection/dysfunction
- Improved awareness of measures that can be taken at the household and community scale to address climate vulnerability

Community Engagement

The Just Communities Protocol will be used as an overall framework to guide implementation of an equitable process for community engagement in the Town of Parrish for the PSAP. This work will be led by a professional facilitator from The Capacity Collaborative, Kathleen Kirkpatrick - the first practitioner accredited by the Just Communities program - in partnership with Warren Tidwell, Executive Director of ACROSS. Both have existing relationships with people and local government in the Town of Parrish, and are experienced communicators knowledgeable of rural issues in Alabama and have achieved past success bridging perceived divides along race, class, gender, economic, and political lines. The Just Communities Protocol provides an established framework for ensuring racial and class equity, climate resilience, and collaborative decision-making are integrated throughout a comprehensive process leading to establishment of shared commitments for a sustainable, resilient project.

The PSAP community engagement process will begin by listening to local people's needs, collecting additional data relevant to the PSAP project, and facilitating meaningful ongoing dialogue with elected officials and community organizations. Agreements will be formulated to ensure ongoing collaboration and engagement with Labor organizations to ensure workers' interests are balanced with cost-effective

investment of federal funds for reduction of GHG emissions from Town of Parrish government building and vehicle operations.

Job Quality

1. Recruitment and Hiring:

- We will develop a comprehensive recruitment strategy to attract qualified individuals from Parrish and surrounding areas while collaborating with local educational institutions, job centers, and community organizations to reach potential candidates.
- Follow fair and transparent hiring processes to ensure equal opportunities for all applicants that complies with the Davis-Bacon Act
- When possible priority will be given to re-employ local workers who lost jobs in the mines or with the closure of the Gorgas Plant

2. Benefits:

- Offer competitive benefits packages including health insurance, retirement plans, and paid time off
- Provide additional perks such as wellness programs, flexible work arrangements, and professional development opportunities to enhance employee satisfaction and well-being.

3. Diversity, Equity, Inclusion, and Accessibility (DEIA):

- Foster a diverse and inclusive workplace environment by actively recruiting individuals from underrepresented groups.
- Implement DEIA training programs to raise awareness and promote cultural competency among staff. A leader in DEIA training from Auburn University will be a part of the planning for this portion
- Ensure accessibility for employees with disabilities by providing accommodations and removing barriers to participation.

4. Empowerment and Representation:

- Encourage employee participation in decision-making processes related to infrastructure projects in Parrish.
- Establish employee resource groups to amplify the voices of marginalized communities and ensure their perspectives are considered.
- Promote leadership opportunities for individuals from diverse backgrounds to foster representation at all levels of the organization.
- Analyze and Develop Strategies to Address Barriers to Equity

5. Job Security and Working Conditions:

- Provide stable employment opportunities with competitive wages and benefits to promote job security.
- Ensure safe working conditions by adhering to Occupational Safety and Health Administration (OSHA) standards and implementing appropriate safety protocols.
- Offer ongoing training and support to enhance job skills and performance.

6. Organizational Culture:

- Cultivate a positive and collaborative organizational culture that values teamwork, innovation, and continuous improvement.
- Recognize and celebrate achievements and contributions of employees to boost morale and motivation.
- Foster open communication channels to facilitate feedback and address any concerns or issues promptly.

7. Pay

- Conduct market research to establish competitive salary ranges based on industry standards and local cost of living.
- Consider performance-based incentives to reward exceptional contributions and outcomes.

8. Skills and Career Advancement:

- Provide opportunities for skills development and career advancement through training programs, workshops, and certifications.
- Establish clear pathways for career progression within the organization to retain top talent and promote internal mobility.

By incorporating these elements into the grant proposal, we aim to not only build green infrastructure that reduces carbon emissions in Parrish but also to create a sustainable and inclusive workforce that is equipped to drive long-term success in the community.

Recruitment and Hiring:

We will craft a robust recruitment strategy, tapping into Parrish's talent pool while engaging with educational institutions, job centers, and community organizations to identify qualified candidates. Adhering to the Davis-Bacon Act, our hiring processes will prioritize fairness and transparency, with special consideration given to re-employing local workers affected by industry transitions.

Benefits:

To attract and retain top talent we will offer competitive benefits packages, including health insurance, retirement plans, and paid time off. Additionally, we will provide wellness programs, flexible work arrangements, and professional development opportunities to support employee satisfaction and well-being.

Diversity, Equity, Inclusion, and Accessibility (DEIA):

Our commitment to DEIA will be unwavering. Through targeted recruitment efforts and cultural competency training programs, we will cultivate a workplace that celebrates diversity and fosters inclusion. Moreover, we will ensure accessibility for employees with disabilities, providing accommodations and removing barriers to full participation.

Empowerment and Representation:

We believe in empowering our workforce to shape the future of Parrish. By involving employees in decision-making processes and establishing resource groups we will amplify the voices of marginalized communities and promote representation at all organizational levels.

Job Security and Working Conditions:

Stability and safety are paramount. We will offer stable employment opportunities with competitive wages, while prioritizing adherence to OSHA standards to ensure safe working conditions. Through ongoing training and support we will equip our employees with the skills needed to excel in their roles.

Organizational Culture:

A positive organizational culture is foundational to our success. We will foster an environment that values teamwork, innovation, and continuous improvement while also recognizing and celebrating the achievements of our employees.

Pay:

Market research will guide our approach to establishing competitive salary ranges, complemented by performance-based incentives to reward exceptional contributions.

Skills and Career Advancement:

Opportunities for skills development and career advancement will be abundant, with training programs and clear pathways for progression within the organization.

This grant proposal represents a commitment to building a resilient workforce that reflects the values and aspirations of Parrish. With a focus on recruitment, diversity, equity, inclusion, empowerment, and organizational excellence, we will set the groundwork for a successful project that achieves the goals we have set forth in this proposal.

Programmatic Capability and Past Performance

Project title: FY2021 CDBG Road Improvement Project

Assistance agreement number: SM-CE-PF-21-017

Federal or non-federal funding agency and assistance listing number: HUD CDBG – Administered by the Alabama Department of Economic and Community Affairs. CFDA #14.228

Brief description of the agreement (no more than two sentences): The Town of Parrish received \$300,000 in CDBG funds with a \$7,830 local match to repair and resurface 3 severely deteriorated streets in the western section of the town. The streets that were improved as part of this project were Atkins-Edison Road, Shady Grove Road, and section of Baltimore Street.

Contact from the organization that funded the assistance agreement: ADECA Kathleen Rassmussen, Unit Chief 1-334-353-0323

The Town hired a grant consultant and engineer to assist in the implementation of this CDBG Project. This project was completed in 2023. The project was completed in a timely manner, within budget, with no findings by the City Auditor or ADECA.

The Town followed an implementation schedule approved by ADECA, submitted Quarterly updates, submitted monthly drawdowns, and submitted final close-out documents at the completion of this project. Project was closed out with no findings.

The Town of Parrish was judged by ADECA to have submitted acceptable interim and final reports. The Town of Parrish was judged by ADECA to have reported on progress in an adequate and timely fashion.

The Town of Parrish completed the project on schedule.

Project title: FY2023 CDBG Road Improvement Project - (Awarded in November, 2023 - Project is in the Environmental Phase)

Assistance agreement number: SM-CM-PF-23-011

Federal or non-federal funding agency and assistance listing number: HUD CDBG – Administered by the Alabama Department of Economic and Community Affairs. CFDA #14.228

Brief description of the agreement: The Town of Parrish has been awarded \$400,000 in CDBG funds with a \$40,000 local match commitment to repair and resurface 4 severely deteriorated streets in the town. The streets to be improved as part of this project are White Street, Bank Street, 3rd Avenue and Hill Drive.

Contact from the organization that funded the assistance agreement: ADECA - Kathleen Rassmussen, Unit Chief 1-334-353-0323,

The Town hired a grant consultant and engineer to assist in the implementation of this CDBG Project. This project is in the design phase.

This project is ongoing and is expected to be completed in 2024.

The Town will follow an approved implementation schedule approved by ADECA, will submit Quarterly updates, will submit monthly drawdowns, and will submit final close-out documents upon completion of this project.

The town will repair and resurface all 3 streets that are listed in the CDBG Application to be improved.

Staff Expertise

Town of Parrish has a small but efficient office staff that consists of two full-time employees and one part-time assistant. Jerry Callahan is our Clerk while Ashley Aaron is our Secretary.

Mr. Callahan has been with the town for 14+ years. He knows the town and its departments inside and out. There is little he has not done at the Town of Parrish. Mr. Callahan has worked on three separate ADECA Community Development Block Grants totalling over one-million dollars in awards. He is instrumental in handling the notarization and signature process for the projects. Mr. Callahan has assisted with organizing and facilitating pre-bidding, bidding, and end-of-project closeout meetings. He wrote and distributed checks as needed in a timely manner. Mr. Callahan is an invaluable member of our staff who has worked tirelessly with our grant writers, consultants, engineers, and contractors to ensure that all guidelines and requirements are met. The expertise and work ethic of Mr. Callahan are invaluable to the Town of Parrish.

Ms. Aaron has been an employee for the town for 2+ years but her positive effect on this office is widely noticed. Ms. Aaron began her employment while we were engaged in the FY 2021 CDBG project. Ms. Aaron facilitated communication between all parties involved in CDBG projects. She has been the liaison between the mayor, council, and Mr. Callahan as well as the grant writers, consultants, engineers, and contractors. During the FY 2023 CDBG process, Ms. Aaron was able to take on a more involved role. Once again, she jumped right in to assist in making the process more efficient. Ms. Aaron has done a wonderful job handling the invoices, due dates, and payments in conjunction with Mr. Callahan.