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**RESOLUTION OF THE BOARD OF COMMISSIONERS
OF THE DAUPHIN COUNTY, PENNSYLVANIA
AUTHORIZING SUBMISSION OF THE 2016 ACTION PLAN
FOR
HOUSING AND COMMUNITY DEVELOPMENT PROGRAMS**

RESOLUTION NO. 12-2016

WHEREAS, under Title I of the Housing and Community Development Act, the Secretary of the U.S. Department of Housing and Urban Development (HUD) has made grants to the County of Dauphin Pennsylvania, to implement Community Development Block Grant (CDBG) Programs; and

WHEREAS, under Title II of the Cranston-Gonzales National Affordable Housing Act of 1990, as amended, HUD has made grants to the County of Dauphin Pennsylvania, to implement the HOME Program; and

WHEREAS, the County of Dauphin submitted and HUD approved the County's 2012-2016 Consolidated Plan for Community Planning and Development Programs; and

WHEREAS, the County's Action Plan for 2016 is consistent with the goals and objectives established in the 2012-2016 Consolidated Plan; and

WHEREAS, a public hearing was held to review the 2016 Annual Action Plan

NOW, THEREFORE, BE IT RESOLVED by the Board of Commissioners of Dauphin County, Pennsylvania, that:

1. The Action Plan for 2016 for the County of Dauphin is hereby approved in all respects.
2. The Chairman of the Board of Commissioners hereby is authorized and directed to submit the Action Plan/ Consolidated Plan to HUD allowing for the inclusion of public comments and the responses to those comments and to provide any supplemental or revised data which HUD may request in connection with its review.
3. The Chairman Commissioner is hereby authorized and directed to execute grant/loan agreements under the CDBG and HOME Programs.

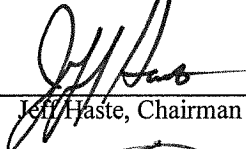
Approved this 6 day of April, 2016.

ATTEST:



Chad Saylor,
Chief Clerk/Chief of Staff

**BOARD OF COMMISSIONERS
THE COUNTY OF DAUPHIN**



Jeff Haste, Chairman



Mike Pries, Vice-Chairman



George P. Hartwick, III, Secretary

EXECUTIVE SUMMARY
DAUPHIN COUNTY 2016 ACTION PLAN
Period, January 1, 2016 thru December 31, 2016

Dauphin County's Consolidated Plan is a five (5) year Plan (2012-2016) that establishes Dauphin County's general strategy and priorities for housing, community and economic development over the five (5) year period. The strategy is a result of a logical progression from the Housing Market Analysis and Affordable Housing and Homeless needs Assessments to a determination of the County's priorities based on those needs.

The Dauphin County is required to submit an annual Action Plan to implement the Consolidated Plan. The annual Action Plan sets forth the specific projects and activity that will be undertaken in any given year in meeting the identified needs and goals.

The U.S. Department of Housing and Urban Development (HUD), upon Congressional approval, allocates each year, housing and community development grants to Dauphin County entitlement grant programs. The entitlement programs include Community Development Block Grant (CDBG) and HOME investment Partnership Act (HOME) program. These two programs are administered by Dauphin County Office of Community and Economic Development and Dauphin County Planning Commission under the direction of Dauphin County Commissioners.

For the year 2016, Dauphin County received \$1,228,023 in CDBG funds and \$394,110 in HOME funds. The proposed activities with allocation of funds are summarized below.

I: FINANCIAL RESOURCES

A.	CDBG Entitlement	\$1,228,023
B.	HOME Entitlement	\$ 394,110
	TOTAL	\$1,622,133

II: CDBG PROGRAM ACTIVITIES

The following CDBG activities meet the national objectives of the program, namely benefiting low and moderate income persons and/or addressing slums or blight.

CDBG ACTIVITY DESCRIPTION		ALLOCATION	TOTAL
A.	Infrastructure and Public Facilities – 46% of Grant		\$565,418
1.	Lykens Borough Union House Apartments	\$200,000	

CDBG ACTIVITY DESCRIPTION		ALLOCATION	TOTAL
A. Infrastructure and Public Facilities(contd.)			
2.	Steelton Borough Storm Sewer Repairs	\$71,000	
3.	Gratz Borough Municipal Authority Pumping Stations Alarm System Upgrades/ Digester Access Manway	\$21,772	
4.	Elizabethville Area Authority North & Lyter Streets Water Main Improvements	\$100,000	
5.	Pillow Borough Authority Replacement of Water Main on Market St. from Pine St. to Union St.	\$172,646	
CDBG ACTIVITY DESCRIPTION		ALLOCATION	TOTAL
B. Public Service – 9% of Grant			\$110,000
6.	Community Action Commission/ Housing Housing Counseling Services Housing Counseling and Preservation Program	\$30,000	
7.	Steelton Borough Codes Enforcement	\$50,000	
8.	Habitat for Humanity Critical Home Repair Program	\$30,000	
C. Unprogrammed Funds – 25%			\$307,005
11.	Unprogrammed Funds Use of funds to be determined.	\$307,005	
D. Administration and Planning – 20% of Grant			\$245,600
12.	Dauphin County Office of Community and Economic Development	\$245,600	
CDBG TOTAL FUNDS			\$1,228,023
HOME ACTIVITY DESCRIPTION		ALLOCATION	TOTAL
A. Activities – 90% of Grant			\$354,699
1.	Dauphin County Office of Community and Economic Development Countywide housing rehabilitation for repairs to low income homeowners in Dauphin County excluding Harrisburg City.	\$137,938.50	
2.	Dauphin County Office of Community and Economic Development Second or Subordinated Mortgage Program for first- time home buyer with down payment and closing cost assistance.	\$137,938.50	

<p>3. Tri-County HDC, Ltd. Infill project in Steelton Borough to rehabilitate homes that are affordable to low and moderate income households.</p>	<p>\$59,116.50 (15%)</p>	
<p>4. Tri-County HDC, Ltd. CHDO Operating</p>	<p>\$19,705.50 (5%)</p>	
<p>B. Program Administration – 10% of Grant</p>		<p>\$39,411</p>
<p>5. Dauphin County Office of Community and Economic Development Administration of HOME Program.</p>	<p>\$39,411</p>	
<p>HOME TOTAL</p>		<p>\$394,110</p>

Application for Federal Assistance SF-424		
* 1. Type of Submission: <input type="checkbox"/> Preapplication <input checked="" type="checkbox"/> Application <input type="checkbox"/> Changed/Corrected Application		
* 2. Type of Application: <input checked="" type="checkbox"/> New <input type="checkbox"/> Continuation <input type="checkbox"/> Revision		
* If Revision, select appropriate letter(s): [] * Other (Specify): []		
* 3. Date Received: []		4. Applicant Identifier: []
5a. Federal Entity Identifier: []		5b. Federal Award Identifier: []
State Use Only:		
6. Date Received by State: []		7. State Application Identifier: []
8. APPLICANT INFORMATION:		
* a. Legal Name: Dauphin County		
* b. Employer/Taxpayer Identification Number (EIN/TIN): 23-6003043		* c. Organizational DUNS: 0712079550000
d. Address:		
* Street1: 112 Market Street		
Street2: 7th Floor		
* City: Harrisburg		
County/Parish: Dauphin		
* State: PA: Pennsylvania		
Province: []		
* Country: USA: UNITED STATES		
* Zip / Postal Code: 17101		
e. Organizational Unit:		
Department Name: Dauphin County EDC		Division Name: []
f. Name and contact information of person to be contacted on matters involving this application:		
Prefix: Mr.		* First Name: George
Middle Name: H.		
* Last Name: Connor		
Suffix: []		
Title: Executive Director		
Organizational Affiliation: []		
* Telephone Number: 717-780-6250		Fax Number: 717-780-6258
* Email: gconnor@dauphinc.org		

Application for Federal Assistance SF-424

*** 9. Type of Applicant 1: Select Applicant Type:**

B: County Government

Type of Applicant 2: Select Applicant Type:

Type of Applicant 3: Select Applicant Type:

* Other (specify):

*** 10. Name of Federal Agency:**

U.S. Department of HUD

11. Catalog of Federal Domestic Assistance Number:

CFDA Title:

*** 12. Funding Opportunity Number:**

0000

* Title:

N/A

13. Competition Identification Number:

Title:

14. Areas Affected by Project (Cities, Counties, States, etc.):

Add Attachment

Delete Attachment

View Attachment

*** 15. Descriptive Title of Applicant's Project:**

2016 - Community Development Block Grant

Attach supporting documents as specified in agency instructions.

Add Attachments

Delete Attachments

View Attachments

Application for Federal Assistance SF-424

16. Congressional Districts Of:

* a. Applicant

* b. Program/Project

Attach an additional list of Program/Project Congressional Districts if needed.

Add Attachment

Delete Attachment

View Attachment

17. Proposed Project:

* a. Start Date:

* b. End Date:

18. Estimated Funding (\$):

* a. Federal	<input type="text" value="1,228,023.00"/>
* b. Applicant	<input type="text"/>
* c. State	<input type="text"/>
* d. Local	<input type="text"/>
* e. Other	<input type="text"/>
* f. Program Income	<input type="text"/>
* g. TOTAL	<input type="text" value="1,228,023.00"/>

*** 19. Is Application Subject to Review By State Under Executive Order 12372 Process?**

- a. This application was made available to the State under the Executive Order 12372 Process for review on
- b. Program is subject to E.O. 12372 but has not been selected by the State for review.
- c. Program is not covered by E.O. 12372.

*** 20. Is the Applicant Delinquent On Any Federal Debt? (If "Yes," provide explanation in attachment.)**

- Yes
- No

If "Yes", provide explanation and attach

Add Attachment

Delete Attachment

View Attachment

21. *By signing this application, I certify (1) to the statements contained in the list of certifications and (2) that the statements herein are true, complete and accurate to the best of my knowledge. I also provide the required assurances** and agree to comply with any resulting terms if I accept an award. I am aware that any false, fictitious, or fraudulent statements or claims may subject me to criminal, civil, or administrative penalties. (U.S. Code, Title 218, Section 1001)**

** I AGREE

** The list of certifications and assurances, or an internet site where you may obtain this list, is contained in the announcement or agency specific instructions.

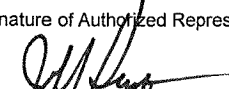
Authorized Representative:

Prefix: * First Name:
Middle Name:
* Last Name:
Suffix:

* Title:

* Telephone Number: Fax Number:

* Email:

* Signature of Authorized Representative: 

* Date Signed:

Application for Federal Assistance SF-424

* 1. Type of Submission:

- Preapplication
- Application
- Changed/Corrected Application

* 2. Type of Application:

- New
- Continuation
- Revision

* If Revision, select appropriate letter(s):

* Other (Specify):

* 3. Date Received:

4. Applicant Identifier:

5a. Federal Entity Identifier:

5b. Federal Award Identifier:

State Use Only:

6. Date Received by State:

7. State Application Identifier:

8. APPLICANT INFORMATION:

* a. Legal Name:

Dauphin County

* b. Employer/Taxpayer Identification Number (EIN/TIN):

23-6003043

* c. Organizational DUNS:

0712079550000

d. Address:

* Street1:

112 Market Street

Street2:

7th Floor

* City:

Harrisburg

County/Parish:

Dauphin

* State:

PA: Pennsylvania

Province:

* Country:

USA: UNITED STATES

* Zip / Postal Code:

17101

e. Organizational Unit:

Department Name:

Dauphin County EDC

Division Name:

f. Name and contact information of person to be contacted on matters involving this application:

Prefix:

Mr.

* First Name:

George

Middle Name:

H.

* Last Name:

Connor

Suffix:

Title:

Executive Director

Organizational Affiliation:

* Telephone Number:

717-780-6250

Fax Number:

717-780-6258

* Email:

gconnor@dauphinc.org

Application for Federal Assistance SF-424

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* Other (specify):

*** 10. Name of Federal Agency:**

U.S. Department of HUD

11. Catalog of Federal Domestic Assistance Number:

CFDA Title:

*** 12. Funding Opportunity Number:**

0000

* Title:

N/A

13. Competition Identification Number:

Title:

14. Areas Affected by Project (Cities, Counties, States, etc.):

Add Attachment

Delete Attachment

View Attachment

*** 15. Descriptive Title of Applicant's Project:**

2016 - HOME Entitlement

Attach supporting documents as specified in agency instructions.

Add Attachments

Delete Attachments

View Attachments

Application for Federal Assistance SF-424

16. Congressional Districts Of:

* a. Applicant

* b. Program/Project

Attach an additional list of Program/Project Congressional Districts if needed.

Add Attachment

Delete Attachment

View Attachment

17. Proposed Project:

* a. Start Date:

* b. End Date:

18. Estimated Funding (\$):

* a. Federal	<input type="text" value="394,110.00"/>
* b. Applicant	<input type="text"/>
* c. State	<input type="text"/>
* d. Local	<input type="text"/>
* e. Other	<input type="text"/>
* f. Program Income	<input type="text"/>
* g. TOTAL	<input type="text" value="394,110.00"/>

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** The list of certifications and assurances, or an internet site where you may obtain this list, is contained in the announcement or agency specific instructions.

Authorized Representative:

Prefix: * First Name:

Middle Name:

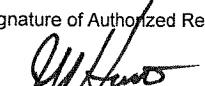
* Last Name:

Suffix:

* Title:

* Telephone Number: Fax Number:

* Email:

* Signature of Authorized Representative: 

* Date Signed:

4/6/16

CERTIFICATIONS

In accordance with the applicable statutes and the regulations governing the consolidated plan regulations, the jurisdiction certifies that:

Affirmatively Further Fair Housing -- The jurisdiction will affirmatively further fair housing, which means it will conduct an analysis of impediments to fair housing choice within the jurisdiction, take appropriate actions to overcome the effects of any impediments identified through that analysis, and maintain records reflecting that analysis and actions in this regard.

Anti-displacement and Relocation Plan -- It will comply with the acquisition and relocation requirements of the Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, as amended, and implementing regulations at 49 CFR 24; and it has in effect and is following a residential anti-displacement and relocation assistance plan required under section 104(d) of the Housing and Community Development Act of 1974, as amended, in connection with any activity assisted with funding under the CDBG or HOME programs..

Drug Free Workplace -- It will or will continue to provide a drug-free workplace by:

1. Publishing a statement notifying employees that the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in the grantee's workplace and specifying the actions that will be taken against employees for violation of such prohibition;
2. Establishing an ongoing drug-free awareness program to inform employees about -
 - (a) The dangers of drug abuse in the workplace;
 - (b) The grantee's policy of maintaining a drug-free workplace;
 - (c) Any available drug counseling, rehabilitation, and employee assistance programs; and
 - (d) The penalties that may be imposed upon employees for drug abuse violations occurring in the workplace;
3. Making it a requirement that each employee to be engaged in the performance of the grant be given a copy of the statement required by paragraph 1;
4. Notifying the employee in the statement required by paragraph 1 that, as a condition of employment under the grant, the employee will -
 - (a) Abide by the terms of the statement; and
 - (b) Notify the employer in writing of his or her conviction for a violation of a criminal drug statute occurring in the workplace no later than five calendar days after such conviction;
5. Notifying the agency in writing, within ten calendar days after receiving notice under subparagraph 4(b) from an employee or otherwise receiving actual notice of such

conviction. Employers of convicted employees must provide notice, including position title, to every grant officer or other designee on whose grant activity the convicted employee was working, unless the Federal agency has designated a central point for the receipt of such notices. Notice shall include the identification number(s) of each affected grant;

6. Taking one of the following actions, within 30 calendar days of receiving notice under subparagraph 4(b), with respect to any employee who is so convicted -
 - (a) Taking appropriate personnel action against such an employee, up to and including termination, consistent with the requirements of the Rehabilitation Act of 1973, as amended; or
 - (b) Requiring such employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by a Federal, State, or local health, law enforcement, or other appropriate agency;
7. Making a good faith effort to continue to maintain a drug-free workplace through implementation of paragraphs 1, 2, 3, 4, 5 and 6.

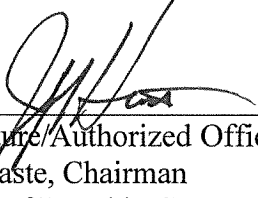
Anti-Lobbying -- To the best of the jurisdiction's knowledge and belief:

1. No Federal appropriated funds have been paid or will be paid, by or on behalf of it, to, any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any Federal contract, the making of any Federal grant, the making of any Federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any Federal contract, grant, loan, or cooperative agreement;
2. If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this Federal contract, grant, loan, or cooperative agreement, it will complete and submit Standard Form-LLL, "Disclosure Form to Report Lobbying," in accordance with its instructions; and
3. It will require that the language of paragraph (n) of this certification be included in the award documents for all subawards at all tiers (including subcontracts, subgrants, and contracts under grants, loans, and cooperative agreements) and that all subrecipients shall certify and disclose accordingly.

Authority of Jurisdiction -- The consolidated plan is authorized under State and local law (as applicable) and the jurisdiction possesses the legal authority to carry out the programs for which it is seeking funding, in accordance with applicable HUD regulations.

Consistency with plan -- The housing activities to be undertaken with CDBG, HOME, ESG, and HOPWA funds are consistent with the strategic plan.

Section 3 -- it will comply with section 3 of the Housing and Urban Development Act of 1968, and implementing regulations at 24 CFR part 135.



Signature/Authorized Official
Jeff Haste, Chairman
Board of Dauphin County Commissioners

4/6/16

Date

SPECIFIC CDBG CERTIFICATIONS

The Entitlement Community certifies that:

Citizen Participation -- It is in full compliance and following a detailed citizen participation plan that satisfies the requirements of 24 CFR 91.105.

Community Development Plan -- Its consolidated housing and community development plan identifies community development and housing needs and specifies both short-term and long-term community development objectives that provide decent housing, expand economic opportunities primarily for persons of low and moderate income. (See CFR 24 570.2 and CFR 24 part 570)

Following a Plan -- It is following a current consolidated plan (or Comprehensive Housing Affordability Strategy) that has been approved by HUD.

Use of Funds -- It has complied with the following criteria:

1. **Maximum Feasible Priority.** With respect to activities expected to be assisted with CDBG funds, it certifies that it has developed its Action Plan so as to give maximum feasible priority to activities which benefit low and moderate income families or aid in the prevention or elimination of slums or blight. The Action Plan may also include activities which the grantee certifies are designed to meet other community development needs having a particular urgency because existing conditions pose a serious and immediate threat to the health or welfare of the community, and other financial resources are not available);
2. **Overall Benefit.** The aggregate use of CDBG funds including section 108 guaranteed loans during program year 2002, (a period specified by the grantee consisting of one, two, or three specific consecutive program years), shall principally benefit persons of low and moderate income in a manner that ensures that at least 70 percent of the amount is expended for activities that benefit such persons during the designated period;
3. **Special Assessments.** It will not attempt to recover any capital costs of public improvements assisted with CDBG funds including Section 108 loan guaranteed funds by assessing any amount against properties owned and occupied by persons of low and moderate income, including any fee charged or assessment made as a condition of obtaining access to such public improvements.

However, if CDBG funds are used to pay the proportion of a fee or assessment that relates to the capital costs of public improvements (assisted in part with CDBG funds) financed from other revenue sources, an assessment or charge may be made against the property with respect to the public improvements financed by a source other than CDBG funds.

The jurisdiction will not attempt to recover any capital costs of public improvements assisted with CDBG funds, including Section 108, unless CDBG funds are used to pay the proportion of fee or assessment attributable to the, capital costs of public improvements financed from other revenue sources. In this case, an assessment or charge may be made against the property with respect to the public improvements financed by a source other than CDBG funds. Also, in the case of properties owned and occupied by moderate-income (not low-income) families, an assessment or charge may be made against the property for public improvements financed by a source other than CDBG funds if the jurisdiction certifies that it lacks CDBG funds to cover the assessment.

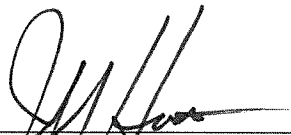
Excessive Force -- It has adopted and is enforcing:

1. A policy prohibiting the use of excessive force by law enforcement agencies within its jurisdiction against any individuals engaged in non-violent civil rights demonstrations; and
2. A policy of enforcing applicable State and local laws against physically barring entrance to or exit from a facility or location which is the subject of such non-violent civil rights demonstrations within its jurisdiction;

Compliance With Anti-discrimination laws -- The grant will be conducted and administered in conformity with title VI of the Civil Rights Act of 1964 (42 USC 2000d), the Fair Housing Act (42 USC 3601-3619), and implementing regulations.

Lead-Based Paint -- Its notification, inspection, testing and abatement procedures concerning lead-based paint will comply with the requirements of 24 CFR 570.608;

Compliance with Laws -- it will comply with applicable laws.



Signature Authorized Official
Jeff Haste, Chairman
Board of Dauphin County Commissioners

4/6/16

Date

SPECIFIC HOME CERTIFICATIONS

The HOME participating jurisdiction certifies that:

Tenant Based Rental Assistance -- If the participating jurisdiction intends to provide tenant--based rental assistance:

The use of HOME funds for tenant-based rental assistance is an essential element of the participating jurisdiction's consolidated plan for expanding the supply, affordability, and availability of decent, safe, sanitary, and affordable housing.

Eligible Activities and Costs -- it is using and will use HOME funds for eligible activities and costs, as described in 24 CFR 92.205 through 92.209 and that it is not using and will not use HOME funds for prohibited activities, as described in 92.214.

Appropriate Financial Assistance -- before committing any funds to a project, it will evaluate the project in accordance with the guidelines that it adopts for this purpose and will not invest any more HOME funds in combination with other Federal assistance than is necessary to provide affordable housing.



Signature/Authorized Official
Jeff Haste, Chairman
Board of Dauphin County Commissioners

4/6/16

Date

APPENDIX TO CERTIFICATIONS

INSTRUCTIONS CONCERNING LOBBYING AND DRUG-FREE WORKPLACE REQUIREMENTS

A. **Lobbying Certification**

This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by section 1352, title 31, U.S. Code. Any person who fails to file the required certification shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

B. **Drug-Free Workplace Certification**

1. By signing and/or submitting this application or grant agreement, the grantee is providing the certification.
2. The certification is a material representation of fact upon which reliance is placed when the agency awards the grant. If it is later determined that the grantee knowingly rendered a false certification, or otherwise violates the requirements of the Drug-Free Workplace Act, HUD, in addition to any other remedies available to the Federal Government, may take action authorized under the Drug-Free Workplace Act.
3. Workplaces under grants, for grantees other than individuals, need not be identified on the certification. If known, they may be identified in the grant application. If the grantee does not identify the workplaces at the time of application, or upon award, if there is no application, the grantee must keep the identity of the workplace(s) on file in its office and make the information available for Federal inspection. Failure to identify all known workplaces constitutes a violation of the grantee's drug-free workplace requirements.
4. Workplace identifications must include the actual address of buildings (or parts of buildings) or other sites where work under the grant takes place. Categorical descriptions may be used (e.g., all vehicles of a mass.-transit authority or State highway department while in operation, State employees in each local unemployment office, and performers in concert halls or radio stations).
5. If the workplace identified to the agency changes during the performance of the grant, the grantee shall inform the agency of the change(s), if it previously identified the workplaces in question (see paragraph three).

6. The grantee may insert in the space provided below the site(s) for the performance of work done in connection with the specific grant:

Place of Performance (Street address, city, county, state, zip code)

Dauphin County Office of Community and Economic Development
112 Market Street, 7th, Floor
P.O. box 1295
Harrisburg, PA 17108

Check ____ if there are workplaces on file that are not identified here.

The certification with regard to the drug-free workplace required by 24 CFR part 24, subpart F.

7. Definitions of terms in the Nonprocurement Suspension and Debarment common rule and Drug-Free Workplace common rule apply to this certification. Grantees' attention is called, in particular, to the following definitions from these rules:

"Controlled substance" means a controlled substance in Schedules I through V of the Controlled Substances Act (21 U.S.C. 812) and as further defined by regulation (21 CFR 1308.11 through 1308.15);

"Conviction" means a finding of guilt (including a plea of nolo contendere) or imposition of sentence, or both, by any judicial body charged with the responsibility to determine violations of the Federal or State criminal drug statutes;

"Criminal drug statute" means a Federal or non-Federal criminal statute involving the manufacture, distribution, dispensing, use, or possession of any controlled substance;

"Employee" means the employee of a grantee directly engaged in the performance of work under a grant, including: (i) All "direct charge" employees; (ii) all "indirect charge" employees unless their impact or involvement is insignificant to the performance of the grant; and (iii) temporary personnel and consultants who are directly engaged in the performance of work under the grant and who are on the grantee's payroll. This definition does not include workers not on the payroll of the grantee (e.g., volunteers, even if used to meet a matching requirement; consultants or independent contractors not on the grantee's payroll; or employees of subrecipients or subcontractors in covered workplaces).