

# ENVIRONMENTAL ASSESSMENT

JULY 2022

## KITTRELL JOB CORPS CENTER DORMITORY CONSTRUCTION KITTRELL, NORTH CAROLINA

*Prepared for:*

**DEPARTMENT OF LABOR**

Office of Job Corps

Division of Facilities and Asset Management

200 Constitution Ave, N.W.

Washington, DC 20210

*Prepared by:*



*In Support of the Job Corps Program  
for the Department of Labor*

2101 Wilson Boulevard

Arlington, VA 22201-3062

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## LIST OF ACRONYMS AND ABBREVIATIONS

ACHP	Advisory Council on Historic Preservation
ACS	American Community Survey
ADA	Americans with Disabilities Act
AME	African Methodist Episcopal
APE	Area of Potential Effects
BCC	Birds of Conservation Concern
BLS	Bureau of Labor Statistics
CD	Candidate
CEQ	Council on Environmental Quality
CFR	Code of Federal Regulations
CH <sup>4</sup>	Methane
CO	Carbon dioxide
Db	Decibel
DOL	Department of Labor
EA	Environmental Assessment
EO	Executive Order
ESC	Engineering Support Contractor
FE	Federally Endangered
FEMA	Federal Emergency Management Agency
FONSI	Finding of No Significant Impact
FT	Federally Threatened
GHG	Greenhouse Gas
GIS	Geographic Information System
GSF	Gross square feet
HUC	Hydrologic Unit Code
HVAC	Heating, Ventilation, and Air Conditioning
IPaC	Information, Planning, and Conservation
IPCC	Intergovernmental Panel on Climate Change
KARTS	Kerr Area Rural Transportation System
kV	kilovolt
kW	kiloWatt
N <sub>2</sub> O	Nitrous oxide
NAAQS	National Ambient Air Quality Standards
NCADAC	National Climate Assessment and Development Advisory Committee
NCDCR	North Carolina Department of Natural and Cultural Resources

NCWRC	North Carolina Wildlife Resource Commission
NEPA	National Environmental Policy Act
NETR	Nationwide Environmental Title Research
NHPA	National Historic Preservation Act
NRCS	Natural Resources Conservation Service
NRHP	National Register of Historic Places
NWI	National Wetland Inventory
SHPO	State Historic Preservation Office
USC	United States Code
USCB	U.S. Census Bureau
USDA	U.S. Department of Agriculture
USEPA	U.S. Environmental Protection Agency
USFWS	U.S. Fish and Wildlife Service
USGS	U.S. Geological Survey
VFD	Volunteer Fire Department

## 1.0 EXECUTIVE SUMMARY

The U.S. Department of Labor (DOL) administers the Job Corps, a national residential training and employment program, that helps young people improve the quality of their lives through vocational and academic training. In support of this mission, DOL oversees residential training campuses nationwide and is responsible for facilities and asset management at the Centers, to include construction as well as operations and maintenance.

As required under the National Environmental Policy Act (NEPA), an environmental assessment (EA) must be prepared, detailing an evaluation of the impacts of the Proposed Action Alternative on the natural and built environment.

Under the No Action Alternative, no new construction would occur and existing facilities would continue to be used.

The Proposed Action Alternative is to construct a 35,000-gross square foot, 156-bed dormitory, access road, and landscaping; and install associated utilities. The purpose of the Proposed Action Alternative is to improve operations and enhance the student experience with the construction of these facilities at the Kittrell Job Corps Center.

Table 1 summarizes the evaluation of impacts to resources as a result of the No Action and Proposed Action Alternatives. The evaluation performed for this EA shows that no significant impacts would be expected from the Proposed Action Alternative.

**Table 1. Summary of Impact Analysis for the No Action and Proposed Action Alternatives**

<b>Impact Topic (Alphabetical)</b>	<b>No Action Alternative</b>	<b>Proposed Action Alternative</b>
<b>Air Quality</b>	No impact	No impact
<b>Biological and Physical Resources</b>		
Ecologically Critical Areas or Other Unique Natural Resources	Resource not present	Resource not present
Floodplains and Floodways	Resource not present	Resource not present
Prime and Unique Agricultural Land	No impact	No impact
Soils and Geology	No impact	Little to no measurable impact
Surface Water (Streams, Ponds, etc.) and Hydrology	No impact	Little to no measurable impact
Threatened and Endangered Species and Critical Habitats	No impact	Little to no measurable impact
Vegetation	No impact	Little to no measurable impact
Wetlands	No impact	No impact
Wildlife	No impact	Little to no measurable impact
<b>Climate Change</b>	No impact	Little to no measurable impact
<b>Cultural Resources</b>		
Archeological Resources	Resource not present	Resource not present

**Table 1. Summary of Impact Analysis for the No Action and Proposed Action Alternatives**

<b>Impact Topic (Alphabetical)</b>	<b>No Action Alternative</b>	<b>Proposed Action Alternative</b>
Historic Buildings	Resource not present	Resource not present
Historic Properties of Religious or Cultural Significance to Native American Tribes	Resource not present	Resource not present
<b>Energy Requirements and Conservation Potential</b>	No impact	Little to no measurable impact
<b>Hazardous and Toxic Substances</b>	No impact	No impact
<b>Land Use</b>	No impact	No impact
<b>Noise</b>	No impact	Little to no measurable impact
<b>Socioeconomics</b>		
Economic Development	No impact	Little to no measurable impact
Population Demographics	No impact	No impact
Housing	No impact	No impact
Community Services	No impact	No impact
Environmental Justice	No impact	No impact
Indian Trust Resources	Resource not present	Resource not present
Protection of Children	No impact	No impact
<b>Transportation</b>	No impact	Little to no measurable impact
<b>Utilities</b>	No impact	Little to no measurable impact

## 1.1 Conclusions

Based on the analysis discussed in Section 5 of this EA, the Proposed Action Alternative would have no significant impact on the existing natural or built environment. This EA supports a Finding of No Significant Impact (FONSI) for the Proposed Action Alternative. Accordingly, preparation of an Environmental Impact Statement is not required.

## 2.0 INTRODUCTION

Job Corps is a national residential training and employment program administered by DOL. The Job Corps was created during the administration of President Lyndon B. Johnson in 1964 as part of Johnson's War on Poverty and Great Society initiatives that sought to expand economic and social opportunities for Americans, especially minorities and the poor. The Job Corps was modeled on the Depression-era Civilian Conservation Corps of the 1930s, which provided room, board, and employment to thousands of unemployed people. The Job Corps was originally established by the Economic Opportunity Act of 1964; authorization for the program continued under the Comprehensive Employment Training Act, then Title IV-B of the Job Training Partnership Act; and is currently provided for under Title I-C of the Workforce Investment Act, 1998.

The Job Corps' mission is to attract eligible young adults, teach them the skills they need to become employable and independent, and develop careers or prepare them for further education. The Job Corps addresses multiple barriers to employment faced by disadvantaged youth throughout the United States.

In support of this mission, DOL oversees residential training campuses nationwide. The agency is responsible for facilities and asset management at the Centers, to include construction as well as operations and maintenance. As part of this mission, DOL proposes to construct a 35,000-gross square foot dormitory, access road, and landscaping; and install associated utilities at the Kittrell Job Corps Center.

This EA was conducted in accordance with NEPA of 1969 (42 United States Code [USC] 4321 et seq.) and the Council of Environmental Quality (CEQ) Regulations (40 Code of Federal Regulations [CFR] 1500 to 1508), as last amended in July 2005.

The purpose and need for the Proposed Action Alternative are defined in Section 3. A description of the project and overview of the alternatives is provided in Section 4. Section 5 describes the affected environment and consequences of the alternatives. Findings and conclusions are reported in Section 6.



## **3.0 PURPOSE AND NEED FOR ACTION**

### **3.1 Project Location**

The Kittrell Job Corps Center is located on 50 acres of land in Kittrell, Vance County, North Carolina. The Center is located about eight miles south of Henderson and seventeen miles north of Wake Forest, North Carolina. The main entrance to the Center is located off U.S. Highway 1 with a mailing address of 1096 U.S. Highway 1 South, Kittrell, NC 27544 (Figures 1 and 2). The Center is operated by Adams and Associates, Inc. (DOL 2018a). The Center is located at approximately 36°13' north latitude and 78°26' west longitude. Elevation of the site is approximately 440 feet above mean sea level.

### **3.2 Background**

The Kittrell Job Corps Center was activated for Job Corps utilization in 1978. The Federal government purchased the Kittrell College campus from the Kittrell College Board of Trustees in 1988 (DOL 2018a). The Center has 155,080 gross square feet (GSF) in 18 buildings and 92,457 GSF in 15 structures (Figure 3). The site slopes down towards the west with intermittent steeper areas, having approximately 90 feet elevation difference. Steep slopes around the dormitories and cafeteria allow ground access to the buildings at different levels. The campus plan is linear and generally apportioned into day activities in the east and night activities in the west (DOL 2018a).

#### **3.2.1 Kittrell Springs Health Resort**

Kittrell Springs, located a quarter mile west of Kittrell, were discovered in the 1840s and the mineral waters developed a reputation for healing powers; cabins and tents were soon erected in the vicinity. In 1858, Charles Blacknall, his brother, Dr. George W. Blacknall, and cousin, Thomas H. Blacknall, leased the Kittrell Springs and 200 acres of surrounding land from George W. Kittrell for \$8,000 and demolished the existing cabins and tents (Peace 1955:352; News & Record 2015; Williams 2010). A three-story wood frame hotel, 100 feet by 60 feet, with building-length porches on each floor including 36 well-ventilated rooms, a dining hall, and a ballroom opened in 1860 (Peace 1955:355; Williams 2010). Additional buildings surrounding the hotel included a two-story wood frame annex called the Long House, a building with a bowling alley and billiards room, a barroom building, and 45 cabins (Peace 1955: 353, 355). The Kittrell Springs Hotel catered to wealthy clientele from nearby counties making healthful pilgrimages (Williams 2010). Charles Blacknall trained his company, the Granville Rifles, at Kittrell Springs in 1861; George Blacknall managed the resort which continued to be a profitable business until 1864 (Williams 2010). In June 1864, the Kittrell Springs Hotel was converted into a Confederate hospital in use until 1865. Reverend Cornelius B. Riddick bought the Kittrell Springs Hotel in 1865 and operated the Kittrell Springs Female College there until 1870 (Best 1868; Branson and Jones 1868; Lipscomb 1901; News & Record 2015; Peace 1955:352). Thomas Blacknall eventually reopened the hotel in 1872 and it operated for several years before being closed. In 1885, a fire originated in the Long House annex and the Kittrell Springs Hotel and all associated buildings were destroyed (Peace 1955:352, 356; Williams 2010).

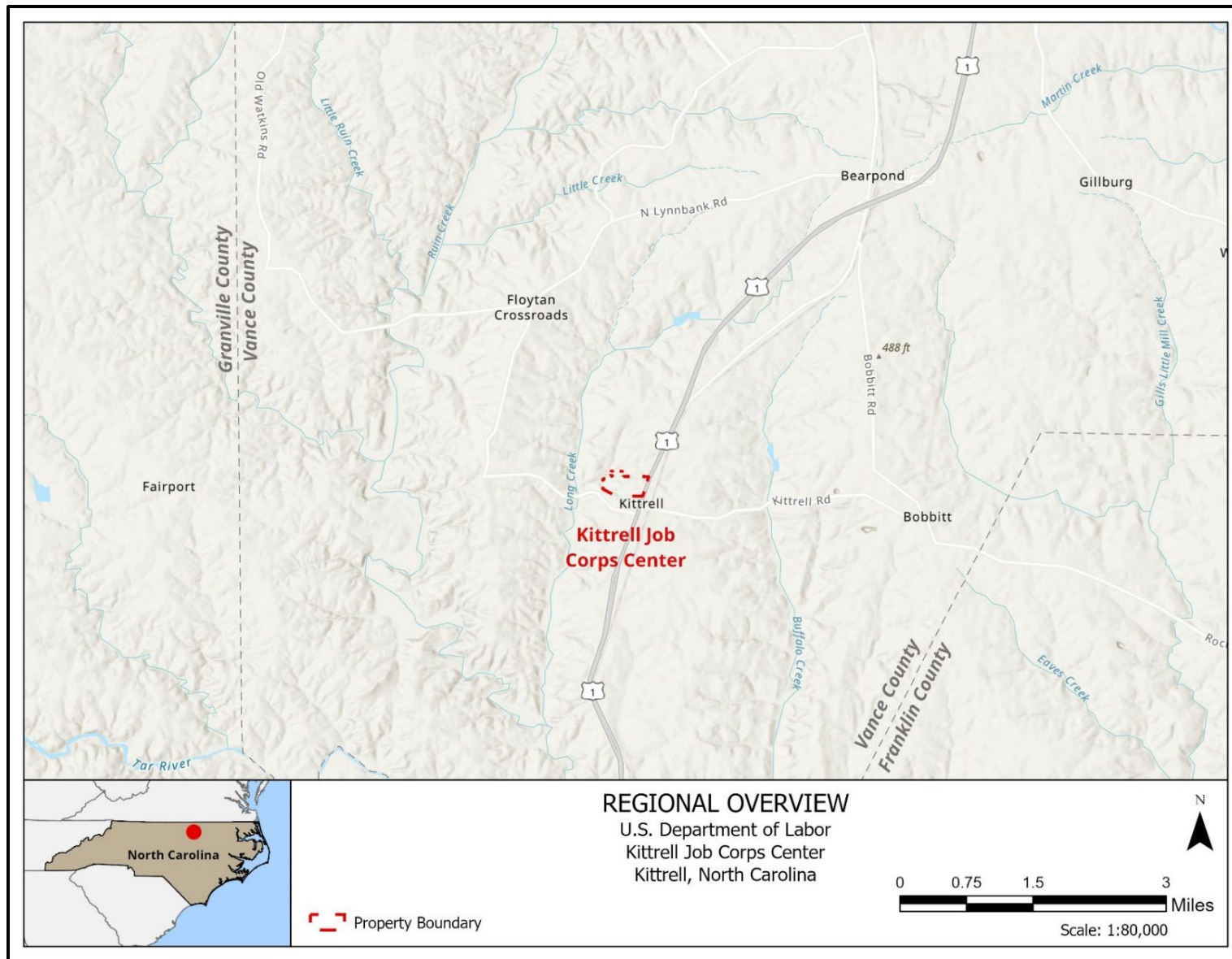


Figure 1. Regional Overview



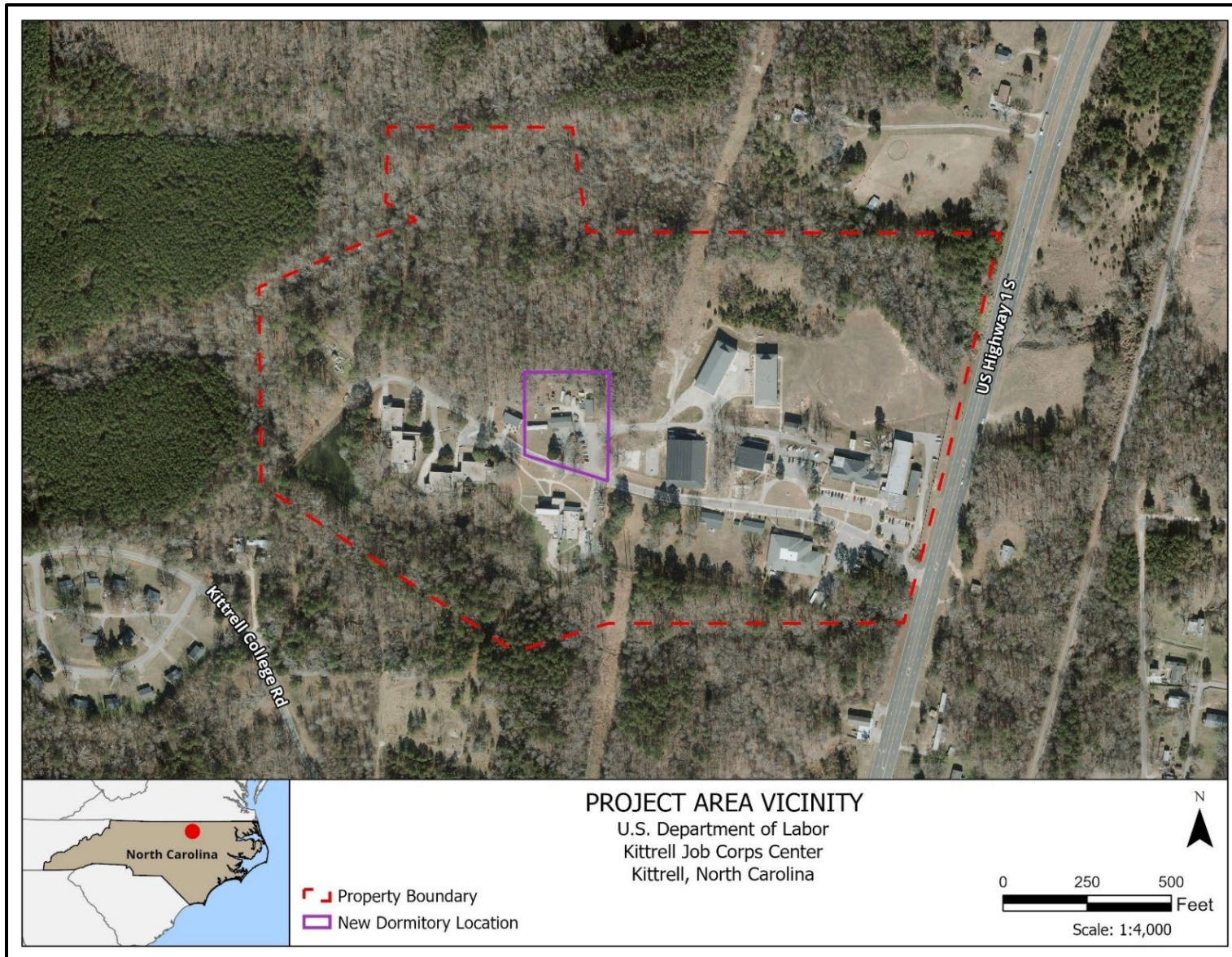


Figure 2. Project Area Vicinity

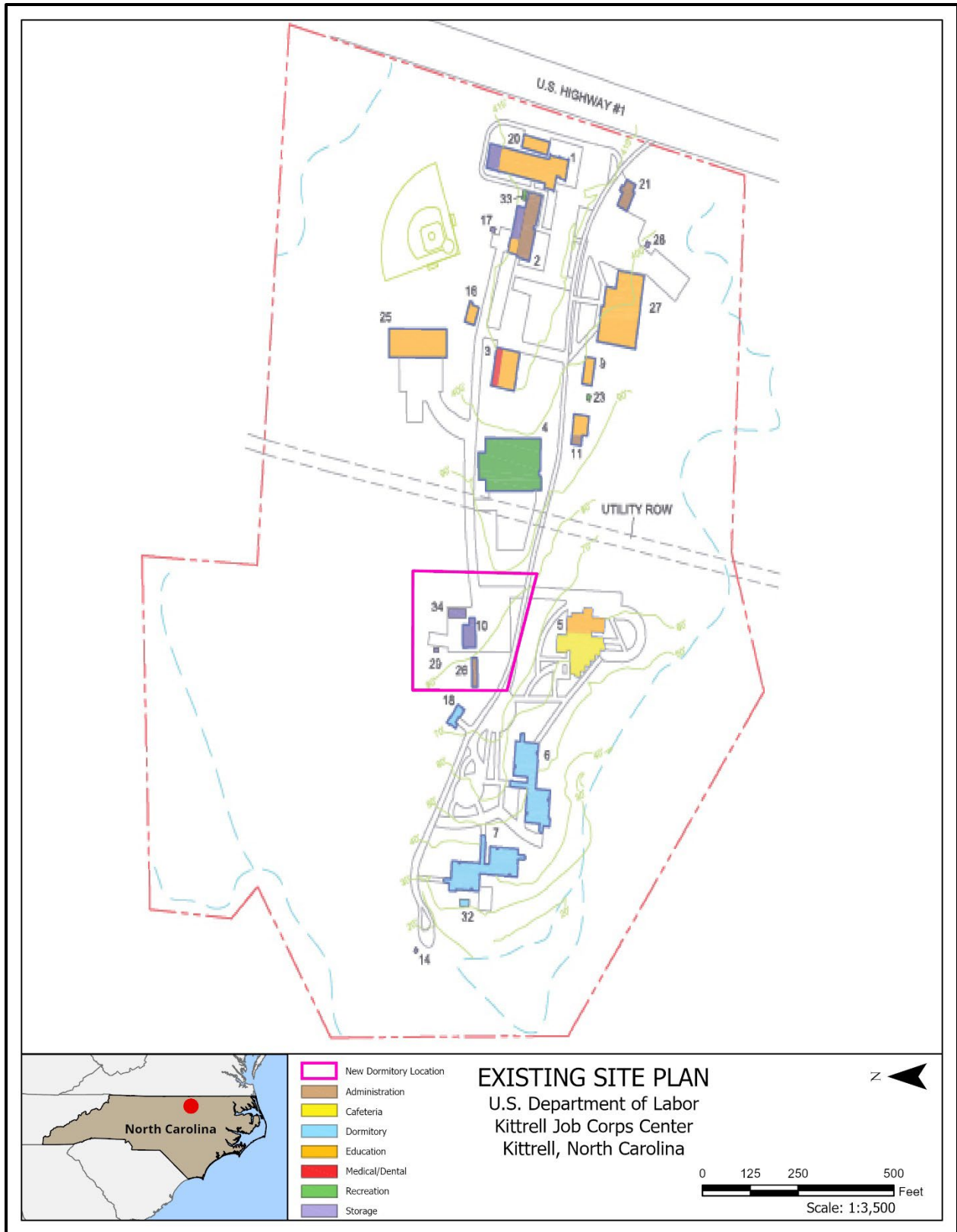


Figure 3. Existing Site Plan (North is to the left)

### 3.2.2 Kittrell College

In 1885, the North Carolina Conference of the African Methodist Episcopal (AME) Church passed a resolution authorizing the establishment of a Normal and Industrial School and appointed a committee to select a suitable site (Hawkins 1906:27; Kittrell College 1920a:7). Sixty acres, once part of the Kittrell Springs Health Resort, were purchased by the multi-denominational Board of Trustees (Kittrell College 1900: 27; Peace 1955:101). The land included two streams and two mineral springs (Kittrell College 1904:22). The Kittrell Normal and Industrial Institute was founded in 1886 (Kittrell College 1904; Lost Colleges n.d.). The guiding individuals in the organization of the school were Reverend R. H. W. Leak and twelve others (Reverend George D. Jimmerson, Reverend J. W. Telfair, Reverend J. E. C. Barham, Reverend George Hunter, Reverend W. D. Cook, Reverend W. H. Giles, Reverend F. F. Giles, Reverend Henry Epps, Reverend Cornelius Sampson, Reverend W. H. Bishop, Reverend R. Lucas, and Reverend J. G. Fry) under the episcopal supervision of Bishop W. F. Dickerson (Hawkins 1906:27; Kittrell College 1920a:7; Peace 1955: 101). The North Carolina Legislature incorporated the school in 1887 (Kittrell College 1920a:7; Hartshorn and Penniman 1910:288-289; Lost Colleges n.d.). Additional financial support in its early years came from church groups in Virginia and Pennsylvania (Kittrell College 1920a: 8). In 1889, Professor John R. Hawkins was made Principal of the Institution and the nature of the work was extended to provide a wider scope and more practical course (Hawkins 1906:28). In 1892, the AME Church expanded the Kittrell's district to include Virginia, Maryland, and the District of Columbia (Hawkins 1906:28; Kittrell College 1920a:8; Lost Colleges n.d.). In 1896, Professor Hawkins was elected by the General Conference of the AME Church as General Secretary and Commissioner of Education; Professor C.G. O'Kelly succeeded him as President of the Kittrell school (Hawkins 1906:29). In 1897, the name was changed from Kittrell Normal and Industrial Institute to Kittrell Institute (Peace 1955:102).

In 1900, the campus consisted of four main buildings: the Allen Building (Girls Dormitory), Dickerson Building (Academic purposes), South Hall (Boy's Dormitory) and Orient Cottage (Teacher's Home) (Kittrell College 1900). The school was organized into the English Course, a three-year program establishing a basic educational foundation, the Normal Department, also a three-year program granting diplomas (high school), and the College Department, a four-year program in which diplomas were awarded with degrees (Kittrell College 1900). Departments included culinary, music, sewing, and agriculture, and courses and skills were taught in business, religion, carpentry, mattress making, printing, shoe repair, and athletics (Kittrell College 1904).

By 1915, the college was offering the following programs: five-year Model School or Primary Department, three-year Grammar School Department (sixth, seventh, and eighth grades), four-year High School or Normal Department, four-year College Department, and a three-year Theological Department (Kittrell College 1915). The college offered coursework in music, religion, domestic economy, business, industry, and athletics (Kittrell College 1915, 1916, 1917). By 1920, Kittrell College included 240 acres (Kittrell College 1920b:6) with seven buildings with a proposed Boy's Dormitory and Chapel Building identified by 1922 (Kittrell College 1922). The Boy's Dormitory was completed by 1923 and dedicated in 1924 as the John R. Hawkins, Jr. Memorial Building (Kittrell College 1923, 1931). Major college subjects included



English, French, German, Greek, Latin, Biblical Literature, History, Philosophy, Biology, Chemistry, Geology, Astronomy, Mathematics, and Physics (Kittrell College 1922, 1923).

Some of the original wood buildings at Kittrell College were destroyed by fire (e.g., Allen Hall in 1909; Dickerson Hall in 1916) (Lost Colleges n.d.; Kittrell College 1920b). In 1925, W.G. Pearson, treasurer of Kittrell College, contacted the secretary-treasurer of Duke University, formerly Trinity College, regarding the disposition of four existing buildings to be removed during expansion. Benjamin N. Duke had been a supporter of Kittrell College since 1902 and by 1926, he had donated \$300,000 to the college (Gillispie 2014). Duke provided \$100,000 for the old buildings of Trinity College in Durham to be dismantled and moved to the Kittrell campus, where they were reassembled (Gillispie 2014). The cost to remove and relocate the buildings exceeded the funding and by 1929, only three of the four buildings (the library, Alspaugh Hall, and Craven Memorial Hall) had been relocated to Kittrell College (Gillispie 2014). Ten buildings were present on campus by 1931 (Kittrell College 1931).

Kittrell College struggled financially throughout its duration, was closed from 1934 to 1937 and again in 1948, for much needed repairs (Peace 1955:102). By 1954, Kittrell College encompassed 354 acres (Peace 1955:102). The historic marker that bears the college name also notes that during the era of Massive Resistance to desegregation in Virginia, high school students from Farmville, Virginia were given full scholarships to attend Kittrell College. Prince Edward County, of which Farmville is the county seat, chose to close its public schools rather than desegregate. Kittrell College was one of the schools to which Prince Edward County high school students transferred (June-Friesen 2013). Kittrell College closed in 1975 (Gillispie 2014).

### **3.2.3 Kittrell Job Corps Center**

The Kittrell Job Corps Center contains 18 buildings, which were built in a span of 60 years, in addition to 15 structures. The oldest building was constructed in 1941 (Building 2) and three buildings were built in the 1950s (Buildings 1, 3, and 4). These four buildings are the only remnants from Kittrell College. There are three buildings from the 1970s, four from the 1980s, four from the 1990s, two constructed in 2002, and one constructed in 2017. The building construction can be characterized as three types: 1) concrete columns and slabs, masonry skin, large windows, and flat built-up roofs; 2) steel frame and flat built-up roofs with masonry or metal siding; and 3) masonry, wood, or steel columns, punched windows, and sloped or arched roofs on wood or steel joists and beams (DOL 2018a).

The Kittrell Job Corps Center provides residential living, academic education, recreation, and vocational training for a population of 350 students, consisting of 150 resident men, 150 resident women, and 50 non-resident students (DOL 2018a). The Center provides career technical training in several vocational trades including the following:

- Brick Masonry
- Culinary Arts
- Facilities Maintenance and Construction
- Medical Administrative Assistant
- Certified Nurse Assistant

- Office Administration
- Security and Protective Services

Each training program prepares students to earn an industry-recognized certification through a state agency or national accrediting body. As an accredited institution, the Job Corps Center also provides academic training, including basic reading and math, with the opportunity to earn a General Educational Development credential or high school diploma.

All students must complete the application and recommendation process for his or her career training program as well as other Center requirements. All students must maintain satisfactory attendance and progress requirements.

### **3.3 Project Purpose**

The purpose of the Proposed Action Alternative is to improve operations and enhance the student experience by constructing a new 156-bed dormitory building, access road, and landscaping; and installing associated utilities.

### **3.4 Project Need**

The proposed project is needed because the existing dormitories (Buildings 6 and 7), constructed in 1972, have inadequate bed capacity, lack privacy, and are overcrowded. The buildings are also not accessible for students with disabilities. The new dormitory and its associated infrastructure are necessary to meet the current On-Board Strength requirements of DOL.

## 4.0 ALTERNATIVES

NEPA requires federal agencies to explore a range of reasonable alternatives and analyze effects that the alternatives could have on the natural and built environment. This section describes the No Action and Proposed Action Alternatives.

### 4.1 No Action Alternative

The No Action Alternative consists of continued use of the two existing dormitories (Buildings 6 and 7); no changes to existing conditions from new construction would occur.

### 4.2 Proposed Action Alternative

The Proposed Action Alternative is to construct a 35,000 GSF, 156-bed dormitory, access road, and landscaping; and install associated utilities at the location of the former maintenance yard in the north central portion of the Kittrell Job Corps Center (Figure 3). The building design would include the following requirements:

- The building would be consistent with the architectural vernacular of the Center and in conformance with the latest prototypical design for a dormitory (Figure 4).
- The ground and second levels would each have 78 beds: 18 four-person bedrooms, 1 two-person bedroom, and 2 two-person bedrooms that are American with Disabilities Act (ADA) accessible.
- The dormitory building would consist of the main lobby and two wings. The main lobby entrance would contain main stairs, elevator, mechanical and electrical rooms, and toilets. Two wings would have dorm rooms connected with a corridor to the main lobby.
- The new facility would be constructed of loadbearing masonry walls and concrete slabs with single-ply roofing with ballast over flat concrete slabs with interior roof drains to match the existing campus architecture.
- The floor height would be 12 feet (finish floor to finish floor).
- Packaged heating, ventilation, and air conditioning (HVAC) units or split system HVAC with ductwork to conform to standards for fresh air ventilation; air changes would be installed.
- The building would be connected to the existing domestic/fire protection water loop, existing sewage treatment system, and electric service.

Construction would involve excavation, grading, and movement of heavy equipment on the Kittrell Job Corps Center property. Construction activities would take place during the daylight hours and the expected duration for construction is currently unknown.

While the existing site plan (Figure 3) shows four buildings or structures in the project area for the construction of the new dormitory, Building 10, a former facility maintenance office, and Building 26, a manufactured building formerly used as the Student Government office, have been previously demolished. Structure 29, a hazardous waste storage container, and Structure 34, a three-sided vehicle shelter, would be removed and reused as needed. No additional demolition of buildings would be required under the Proposed Action Alternative.



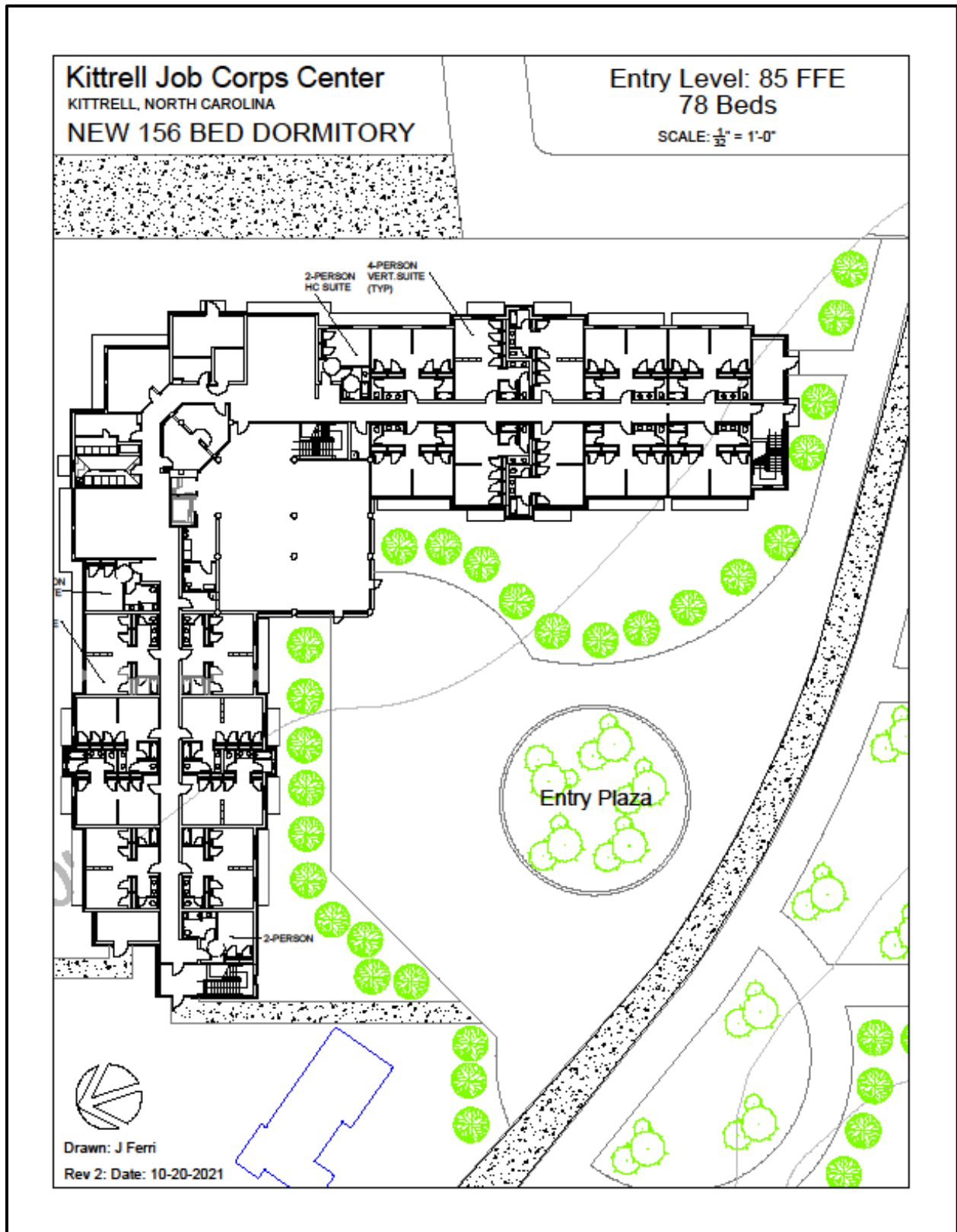


Figure 4. Proposed Action Alternative - Ground Level Floorplan (North is to the Left)

## **5.0 THE AFFECTED ENVIRONMENT AND ENVIRONMENTAL CONSEQUENCES**

This section provides a description of the existing environmental conditions of the geographic area that could potentially be affected by the No Action or Proposed Action Alternatives. Following each impact topic, a description of the potential environmental impacts that could result from implementation of the Proposed Action Alternative compared to the No Action Alternative is presented. The impact topics addressed are described below.

As part of this assessment, scoping letters describing the Proposed Action Alternative were submitted to various federal and state agencies to solicit comments regarding any possible impacts of the Proposed Action Alternative. Copies of the agency correspondence letters are presented in Appendix A.

Cumulative impacts of the Proposed Action Alternative, combined with impacts from past, current, and reasonably foreseeable future actions, are evaluated at the end of this section.

### **5.1 Impact Analysis Methods**

An environmental impact is defined as a change in a resource from the existing environmental baseline conditions caused by or resulting from one of the project alternatives. Impacts may be determined to be beneficial or adverse and may apply to the full range of natural, aesthetic, cultural, and economic resources of the property and its surrounding environment. The term “significant”, as defined in Section 1508.27 of the Regulations for Implementing NEPA (40 CFR 1500), requires consideration of both the context and intensity of the impact evaluated. Significance can vary in relation to the potentially affected environment such as society (human, national), the affected region, the affected interests, and the locality. Because of the nature of the proposed project, all impacts may be presumed to be localized unless stated otherwise. Factors contributing to the evaluation of the intensity of an impact are listed in Section 1508.27 of CEQ’s Regulations for Implementing NEPA.

The degree of potential impacts discussed in this EA are characterized as follows:

- Significant impact - the impact is severe, major, and highly disruptive to current or desired conditions.
- No significant impact - the impact is slight, but detectable (minor) or the impact is readily apparent and appreciable (moderate).
- Little to no measurable impact - the impact is not measurable at the lowest level of detection (negligible).
- No impact - a resource is present, but is not affected.
- Resource not present.

### **5.2 Impact Topics Analyzed**

Two impact topics were assessed for potential impacts resulting from the Proposed Action Alternative. These topics include: cultural resources and socioeconomics (see Section 5.2.2). Impact topics considered but not further assessed are described in Section 5.2.1. Table 1 at the

beginning of this EA lists each of the impact topics and subtopics and the potential environmental impact from the Proposed Action Alternative. As noted in the following analysis, none of the potential impacts identified in this EA are significant.

### 5.2.1 Impact Topics Dismissed

Resources that are either not present or for which the Proposed Action Alternative would have little to no measurable effect were dismissed from further consideration in this EA. The following provides rationale for the dismissal of these topics.

**Air Quality.** The Federal Clean Air Act (42 USC 7401-7671q) required the U.S. Environmental Protection Agency (USEPA) to establish a series of National Ambient Air Quality Standards (NAAQS) for air quality pollutant levels for six criteria pollutants. Current standards for these pollutants are available on the USEPA website (<https://www.epa.gov/criteria-air-pollutants/naaqs-table>). Areas where ambient concentrations of a given pollutant are below the applicable ambient standards are designated as being in “attainment” for that pollutant. An area that does not meet the NAAQS for a given pollutant is classified as a “non-attainment” area for that pollutant. Areas where pollutants were once designated as nonattainment but are now meeting and maintaining the standard are redesignated as a “maintenance area.”

During construction under the Proposed Action Alternative, there would be a negligible increase in air emissions. Emissions would be created from land clearing, paving concrete and asphalt surfaces, and landscaping. There would also be additional mobile emissions from commuting construction workers and construction equipment. Any impacts from these changes would be short-term and limited to the construction period. All applicable construction and operation permits would be obtained as required by the State of North Carolina.

During the operation of the new facilities, there would be negligible change in stationary source emissions as a new HVAC system would be installed at the new dormitory. This would result in a negligible change to stationary source emissions because only approximately 35,000 GSF would be constructed. There are no anticipated changes to mobile source emissions.

The project area is located within Vance County, North Carolina which is designated as “in attainment” for all USEPA NAAQS criteria pollutants (USEPA 2021). Because the county is in attainment for all NAAQS and the project would occur on a relatively small footprint within the much larger area of Vance County, there would be no impact to the county’s status in regard to the NAAQS. Further, the project would comply with all county ordinances and state guidance and regulations concerning emissions and air quality. Therefore, this topic was dismissed from further consideration.

**Ecologically Critical Areas.** CEQ regulations (40 CFR 1508.27(b)(3)) require consideration of the severity of impact (intensity) on unique characteristics of the geographic area such as proximity to ecologically critical areas. The Kittrell Job Corps Center is not located within or near, any ecologically critical areas. This topic was dismissed because the resource is not present within the project area.

**Floodplains and Floodways.** According to the Federal Emergency Management Agency (FEMA), the Center is entirely located in an area of minimal flood hazard (FEMA 2007). This

topic was dismissed because the resource is not present within the project area for the proposed dormitory.

**Prime and Unique Agricultural Lands.** Prime farmland has the best combination of physical and chemical characteristics for producing food, feed, forage, fiber, and oilseed crops. Unique land is land other than prime farmland used for production of specific high-value food and fiber crops. Both categories require that the land be available for farming uses. According to the Natural Resources Conservation Service (NRCS) web soil online mapping tool, four soil types were identified within the Kittrell Job Corps Center property (NRCS 2021); two of these soils (Appling sandy loam, 2 to 8 percent slopes, and Vance sandy loam, 2 to 8 percent slopes) are designated as Prime Farmland and one soil type (Wedowee sandy loam, 8 to 15 percent slopes) is designated as Farmland of Statewide Importance. Both the Appling sandy loam and Wedowee sandy loam are located within undeveloped, heavily forested areas of the Center; these areas would not be altered by the Proposed Action Alternative.

The developed areas of the Kittrell Job Corps Center are located upon Vance sandy loam, 2 to 8 percent slopes in the eastern portion and Louisburg (Wateree) loamy coarse sand, 15 to 40 percent slopes in the western portion. Louisburg loamy coarse sand is not classified as Prime Farmland. While the eastern portion of the Center, including the project area for the proposed dormitory, is situated on prime farmland soils (Vance sandy loam), the soil in the project area has been previously disturbed and compacted by development of Kittrell College and the former maintenance yard for the Center in which proposed construction activities would take place. The function of agriculture and crop cultivation is not consistent with the current land use (see Land Use section) nor the overall mission of the Job Corps at the Center.

Based on the function of the Center and because the project area for the new dormitory is located in a previously disturbed and developed area, the project area is not considered to be ideal for agricultural use even though it contains prime farmland soils. Therefore, there would be no impact to prime and unique agricultural lands, and this topic was not further assessed.

**Soils and Geology.** According to the North Carolina Department of Natural and Cultural Resources (NCDNR), the Job Corps Center lies within the Piedmont Province, which is characterized by gently rolling, well-rounded hills and long low ridges with a few hundred feet of elevation difference between the hills and valleys (NCDNR 2021). Review of the 1985 Geologic Map of North Carolina shows the Late Paleozoic intrusions, characterized by igneous rock granite and granodiorite, to be the sole geologic type underlying the Center as well as most of the Town of Kittrell (North Carolina Geological Survey 1985).

As discussed within the Prime and Unique Agricultural Lands section above, the Kittrell Job Corps Center is situated upon four soil types. The existing developed areas in the entire Center, including the project area for the proposed dormitory, reside upon two soil types: Louisburg (Wateree) loamy coarse sand, 15 to 40 percent slopes, and Vance sandy loam, 2 to 8 percent slopes. Building development is rated as somewhat limited on Vance sandy loam soils and very limited on Louisburg loamy coarse sand due to slope concern presented by both soil types and depth to bedrock concern with the latter (NRCS 2021).

Soils within the central Center area, where the campus is located, have been compacted and disturbed by leveling and grading activities during the original construction of the facility. Any project activities under the Proposed Action Alternative requiring excavation, backfilling, grading, or movement of heavy equipment within the project area would disturb the soil, increasing the potential for soil erosion by wind or runoff. However, impacts would be negligible because appropriate sediment control measures would be applied in accordance with local regulations to reduce and control erosion. Therefore, the Proposed Action Alternative would result in little to no measurable impacts to soils and geology and this topic was not further assessed.

**Surface Water and Hydrology.** The Kittrell Job Corps Center is a part of the Tabbs Creek Subwatershed, Hydrologic Unit Code (HUC) 12 – 030201010203, within the Piedmont Region (North Carolina Wildlife Resource Commission [NCWRC] 2021). Per U.S. Fish and Wildlife Service (USFWS) National Wetlands Inventory (NWI) mapping, riverine habitat is present within the Center property (USFWS 2021a). An intermittent stream runs through the southern periphery towards the western side of the Center property, where it connects to a 0.89-acre man-made freshwater pond located in a forested area southwest of the dormitories, and continues northwest from the pond. Another intermittent stream bisects the northern portion of the property in a heavily forested area. Both intermittent streams are tributaries to Long Creek, a perennial stream flowing north-south to the west of the Center (U.S. Geological Survey [USGS] 2021). The developed campus area, where all construction activities would occur as part of the Proposed Action Alternative, is separated from the streams by natural vegetation comprising dense forest and shrubs. Therefore, this project would have no direct impact on surface waters.

The Proposed Action Alternative would not change the current or historical drainage patterns for the area. Excavation for the Proposed Action Alternative would not occur deep enough to affect groundwater. Additionally, during construction activities, best management practices would be followed to avoid or minimize erosion and release of sediments that could enter surface waters through stormwater runoff. Therefore, the Proposed Action Alternative also would have little to no measurable impact on surface water and hydrology; and no further analysis is required.

**Wetlands.** Wetlands are areas that are inundated or saturated by surface or groundwater at a frequency and duration sufficient to support, and in normal conditions do support, a prevalence of vegetation adapted for life in saturated soil conditions. As indicated by the USFWS NWI online mapper, three types of wetlands are present within the Center property: riverine habitat, designated as intermittent and seasonally flooded stream bed, along the previously noted streams (see Surface Waters section); freshwater pond habitat that exists year-round in the previously noted man-made pond (see Surface Waters section); and freshwater forested/shrub wetland, designated by non-tidal, temporary flooded forested habitat (classification code PF01A), located in the northwestern edge of the Center property that is dominated by dense, woody, broad-leaved deciduous vegetation (USFWS 2021a). No wetlands are present in the project area for the proposed dormitory, which is previously disturbed and separated from wetland areas by dense natural vegetation. Therefore, this project would have no impact on wetlands, and this topic was not further assessed.

**Threatened and Endangered Species and Critical Habitats.** The USFWS Information, Planning, and Conservation (IPaC) System was reviewed to determine if any federally-listed

endangered or threatened species may occur in the project area. According to the official species list generated for the project in IPaC (Appendix A), the federally-listed species identified in Table 2 are known or expected to be on or in the vicinity of the Kittrell Job Corps Center (USFWS 2021b).

**Table 2. Federally Listed Species near the Kittrell Job Corps Center**

Common Name	Scientific Name	Status
<b>Amphibians</b>		
Neuse River Waterdog	<i>Necturus lewisi</i>	FT
<b>Fishes</b>		
Carolina Madtom	<i>Noturus furiosus</i>	FE
<b>Clams</b>		
Atlantic Pigtoe	<i>Fusconaia masoni</i>	FT
Dwarf Wedgemussel	<i>Alasmidonta heterodon</i>	FE
Yellow Lance	<i>Elliptio lanceolata</i>	FT
<b>Insects</b>		
Monarch Butterfly	<i>Danaus plexippus</i>	CD

Source: USFWS 2021b

Notes: FE = Federally endangered; FT = Federally threatened; CD = Candidate

The species of birds identified in Table 3 are protected under the Migratory Bird Act (16 USC 703-712) and, according to the USFWS, have the potential to occur in the vicinity of the Kittrell Job Corps Center (USFWS 2021c). All four of the listed migratory birds that have the potential to occur in the project area are listed as Birds of Conservation Concern (BCC), which represent those species in need of the highest conservation priority.

**Table 3. Migratory Birds near the Kittrell Job Corps Center**

Common Name	Scientific Name
Kentucky Warbler	<i>Oporornis formosus</i>
Prairie Warbler	<i>Dendroica discolor</i>
Red-headed Woodpecker	<i>Melanerpes erythrocephalus</i>
Rusty Blackbird	<i>Euphagus carolinus</i>
Wood Thrush	<i>Hylocichla mustelina</i>

Source: USFWS 2021c

The Center is not within any designated critical habitat (USFWS 2021b). The project area for the proposed dormitory is considered developed open space/open pasture (USGS 2021), which consists of a former maintenance yard with maintained grass-covered area, limited tree cover or shrubby vegetation, and no surface waters. This area does not provide suitable habitat for the federally-listed threatened and endangered amphibian, fish, clam, and insect species.

The forest along the northern edge of the project area may provide nesting habitat for migratory birds, however habitat conditions within the project area are poor due to existing development, limited natural vegetation, and regular lawn maintenance. Although daytime construction noise may temporarily disturb or displace nesting birds that may occupy forested areas adjacent to the project area, sufficient similar habitat is available within the vicinity and it is expected that individuals would return once construction noise has ceased. As such, impacts resulting from construction would be temporary; conditions would return to normal once construction activities were completed.

Therefore, there would be little to no measurable impact on federally-listed threatened or endangered species or migratory birds as a result of the Proposed Action Alternative. Based on guidance received from USFWS Raleigh Ecological Services Field Office (USFWS 2021b), concurrence and further consultation is not required for no effect determinations. No further analysis of this topic is required.

**Vegetation.** The Kittrell Job Corps Center property includes an existing disturbed and developed area central to the property, surrounded by undeveloped forest. The property is 50 acres, which is, according to the National Land Cover Database, primarily developed, forested, or herbaceous grassland/open pasture (USGS 2021). The developed area (approximately 20 percent) and open area (approximately 10 percent) includes the main campus of the Kittrell Job Corps Center with buildings, asphalt or concrete paved surfaces, and open recreational or storage areas (i.e. soccer fields and outdoor equipment areas) (AcreValue 2021). Natural vegetation, which is classified as deciduous/evergreen/mixed forest by the USGS, is present in the undeveloped areas located on the north, west, and south portions of the Center property.

The project area for the construction of the new dormitory is located in the developed area of the campus within a former maintenance yard with minimal existing vegetation or landscaping, adjacent to existing buildings. The potential for natural vegetation to be disturbed during construction is limited. Efforts would be made to preserve existing trees and vegetation to the extent possible during construction, and new areas of landscaped vegetation would be installed as part of the Proposed Action Alternative. Therefore, there would be little to no measurable impact on vegetation and no further analysis of this topic is required.

**Wildlife.** Wildlife identified in Vance County include white-tailed deer, gray fox, groundhog, raccoon, muskrat, eastern cottontail, and eastern gray squirrel (iNaturalist 2021). The Kittrell Job Corps Center is comprised of a developed campus area at the center with dense tree cover on, and surrounding, the periphery of the property. The perimeter fencing of the Center does not fully enclose the property, so species can freely roam in and through the Center and the surrounding forested areas. The central developed area of the Center, including the project area for the proposed dormitory contains few trees in open areas with minimal landscaping around buildings and structures.

Noise from proposed construction activities may temporarily displace individual animals within adjacent forested habitat; however, this would not result in population level effects, as sufficient habitat is available within the vicinity. Construction would occur during daylight hours and impacts resulting from construction would be temporary; conditions would return to normal once

construction activities were completed. Therefore, the Proposed Action Alternative would have little to no measurable impact on wildlife, and no further analysis of this topic is required.

**Land Use.** According to the County Zoning Map, the Kittrell Job Corps Center is classified as an “E-I-A Employment Institutional Area” (Vance County 2020a). This designation was established to provide suitable sites for a concentration of non-retail employment and institutional uses and services such as medical, manufacturing, office, religious, educational, recreational, and governmental (Vance County 2020b). The Center is located within the “Development Communities” land use classification (Vance County 2010a). Vance County seeks to channel most new growth outside of the immediate Henderson area into these designated areas. The parcels immediately adjacent to the Center share this general land use classification. Development pressures are anticipated to occur in the Kittrell community as growth extends further into Vance County as a potential bedroom community for the Raleigh, Durham Research Triangle Park (Vance County 2010b).

The Proposed Action Alternative is not changing land use within the Center and would not impact land use outside of the Center. Therefore, land use was not further assessed.

**Energy Requirements and Conservation Potential.** Executive Order (EO) 13834 requires federal agencies to efficiently operate federal facilities and addresses requirements for energy, water, fleet, buildings, and acquisition management. Currently, only parts 6, 7, and 11 are active (EO 13990). The Proposed Action Alternative includes construction of a 35,000 GSF dormitory which would require an incremental increase in the consumption of electricity and water at the 155,080 GSF Kittrell Job Corps Center. The additional energy and water consumption associated with the new dormitory is expected to have little to no measurable impact on total energy and water use at the Center because the building would support the same functions that are already occurring within other buildings, there would be no increase in the number of staff or residents, and the new dormitory would include a modern HVAC and plumbing system, which would conserve more energy and use less water than existing HVAC and plumbing systems within Buildings 6 and 7. Therefore, no further analysis of this topic is required.

**Climate Change.** Climate change refers to any significant changes in average climatic conditions (such as mean temperature, precipitation, or wind) or variability (such as seasonality and storm frequency) lasting for an extended period (decades or longer). A report by the National Climate Assessment and Development Advisory Committee (NCADAC) U.S. Climate Change Science Program and Intergovernmental Panel on Climate Change (IPCC) provides evidence that climate change is occurring as a result of human activity and associated rising greenhouse gas (GHG) emissions, and that it could accelerate in coming decades (NCADAC 2013). GHG trap heat in the atmosphere; the major GHGs are carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), and fluorinated gases, which are gases that are typically emitted from industrial processes. The majority of CO<sub>2</sub> emissions, the primary GHG emitted through human activities, comes from the burning of fossil fuels (USEPA 2020).

The Proposed Action Alternative would not result in an increase in the number of vehicles entering and exiting the Center during daily operations as there would be no increase in the number of staff or residents as a result of the project. During construction, the Proposed Action Alternative would include the use of fossil-fuel-burning heavy equipment, typical of construction



projects. However, all applicable construction and operation permits would be obtained as required by the State of North Carolina. Therefore, the Proposed Action Alternative would result in little to no measurable impacts to climate change, and no further analysis of this topic is required.

**Hazardous and Toxic Substances.** Hazardous materials located on the Kittrell Job Corps Center are identified as organic solvent (five gallons) and five propane tanks (1,000 gallons each) which are handled by standard Emergency Planning and Community Right-to-Know Act protocol which includes having a hazardous materials spill response plan (DOL 2018b). Hazardous materials are stored onsite within the Paint Storage Building (Building 15) as well as in Buildings 4, 6, 10, 18, and 25. Two active aboveground storage tanks, each 500 gallons, for gasoline and diesel fuel, are located near Buildings 10 and 14. Both are equipped with overfill prevention and secondary containment (DOL 2018b). Additionally, any hazardous materials associated with Structure 29, a hazardous waste storage container located at the former maintenance yard in the project area for the proposed dormitory, would be properly handled and the container would be removed.

Construction activities would result in the generation of a small amount of non-hazardous construction waste. All debris generated during construction activities would be transported off-site and disposed of in compliance with applicable solid waste handling laws and regulations. Hazardous waste would not be generated by construction of the facility, nor would construction affect any hazardous waste sites. Therefore, there would be no impact to hazardous and toxic substances, and no further analysis of this topic is required.

**Noise.** Noise is typically defined as unwanted sound, a definition that includes both the psychological and physical nature of the sound. Under certain conditions, noise may cause hearing loss, interfere with human activities at home and work, and may affect human health and well-being in various ways. Sensitive noise receptors include the existing dormitories located about 300 feet and 450 feet west of the project area for the construction of the new dormitory, and several private residences located east of U.S. Highway 1 at distances of approximately 1,370 feet (across from the main gate) and 1,430 feet to the southeast.

Under the Proposed Action Alternative, equipment used in site preparation and construction could at times generate noise above ambient levels. Estimated noise levels for heavy construction equipment range from 75 to 105 decibels (dB) at 50 feet from the source and the sound intensity generally decreases 6 dB with each doubling of the distance from the source (USEPA 1971). During construction activities, the sensitive receptors adjacent to the project area (Buildings 6 and 7, the existing dormitories) would experience intermittent, temporary noise caused by use of construction equipment and, similarly, the residences adjacent to the main gate may experience intermittent, temporary noise caused by the access of the heavy equipment to and from the site. Construction activities would only be conducted during daylight hours and impacts resulting from construction would be temporary; conditions would return to normal once construction activities were completed. Therefore, there would be little to no measurable impact due to noise from the Proposed Action Alternative, and no further analysis of this topic is required.

**Indian Trust Resources.** Indian trust assets are owned by Native Americans but held in trust by the United States. Requirements are included in the Secretary of the Interior's Secretarial Order

No. 3206, *American Indian Tribal Rites, Federal – Tribal Trust Responsibilities, and the Endangered Species Act*, and Secretarial Order No. 3175, *Departmental Responsibilities for Indian Trust Resources*. Indian trust assets do not occur within the project area so this topic was dismissed.

**Transportation.** Access to the Kittrell Job Corps Center is provided by U.S. Highway 1, or Route 1, a major north-south national highway that connects Henderson with Raleigh. U.S. Highway 1 is classified as a four-lane principal arterial highway (Vance County 2010b). In North Carolina, the highway is also designated as a bike route. Known as U.S. Bike Route 1, it covers almost 200 miles (Vance County 2010b). The designation is symbolic and does not provide dedicated bicycle infrastructure along the highway.

Public transportation in Vance County is provided by Kerr Area Rural Transportation System (KARTS), which provides scheduled (reserved) rides to Franklin, Granville, Vance, and Warren Counties. With a fleet of 45 vans/buses, KARTS averages 179,000 riders annually and operates 6 days a week (Vance County 2010b).

The Proposed Action Alternative would not alter transportation access to or within the Center, with the exception of a short new access road to connect the proposed dormitory to the existing Center roadway network. During construction of the Proposed Action Alternative, a temporary increase in vehicular traffic to and from the Center would occur due to truck and heavy equipment traffic as well as commuting construction workers accessing the site. No new access roads for construction activities would be required. There would be little to no measurable impact on transportation resources, and no further analysis of this topic is required.

**Utilities.** Current utilities located at the Kittrell Job Corps Center include electrical service, natural gas, telephone/communications, and municipal water and sewer.

*Electric.* The Center is serviced by two primary overhead lines: 14.4 kiloVolt (kV) from the north of the Center and 13.2 kV lines from the southeast of the Center across from U.S. Highway 1. The utility company owns and maintains all pole- and pad-mounted transformers as well as all pole-mounted lights (DOL 2018a).

*Gas.* The Center uses propane gas, supplied by Amerigas, Inc., for space heating, cooking and domestic water heating (DOL 2018a).

*Communication.* Telephone service at the Center is provided by Century Link and Verizon, which are used to process local calls. Long distance calls are processed by the Job Corps Data Center. Internet service is provided by two Cisco 3900 series routers that control network traffic, voice, and video services. The main telephone demarcation point and the Center's data closet are housed in the server room in Building 2. The telephone and data communication equipment is supported by a 10 kiloWatt (kW) American Power Conversion uninterruptible power supply module providing power backup (DOL 2018a).

*Water and Sewer.* Potable water for domestic use and fire protection is supplied by the Kittrell Water Association. Distribution infrastructure is adequate throughout the Center, well maintained, and in good condition (DOL 2018a).

The utility services available in the area have the capacity to provide service for new development in the Center, and there would be no increase in staff or residents as a result of the

Proposed Action Alternative. Therefore, any change in demand and usage would result in little to no measurable impact, and this topic was not carried forward for analysis.

### 5.2.2 Impact Topics Retained for Analysis

Two impact topics were retained for further analysis as described in Section 5.3 below. These topics warranted more detailed analysis because of the need to gather more extensive data to determine whether resources are present (e.g., archaeological resources) or due to the sensitivity of resources known to be present (e.g., low-income populations) within the project area or surrounding areas. Impact topics assessed include:

- Cultural Resources (see Section 5.3); and
- Socioeconomics (see Section 5.4).

## 5.3 Cultural Resources

Cultural resources are prehistoric and historic sites, structures, districts, artifacts, or any other physical evidence of human activity considered important to a culture, subculture, or community for traditional, religious, scientific, or any other reason. Cultural resources are discussed in terms of archaeological resources, including both prehistoric and historical occupations, architectural resources (historic buildings), and properties of religious or cultural significance to Native American Tribes, including Traditional Cultural Properties. Historic properties, as defined by the National Historic Preservation Act (NHPA), represent the subset of cultural resources listed on, or eligible for, inclusion in the National Register of Historic Places (NRHP).

Identification of NRHP-eligible resources, including archaeological sites, architectural resources, and Native American resources, was conducted according to requirements of 36 CFR 800 for Section 106 of the NHPA. The Section 106 process was initiated with the North Carolina Department of Natural and Cultural Resources which contains the State Historic Preservation Office (SHPO), on July X, 2022 (Appendix A). The Area of Potential Effects (APE) was established in coordination with that office.

### 5.3.1 Affected Environment

The APE for cultural resources for the Proposed Action Alternative at the Kittrell Job Corps Center consists of the footprint of the proposed construction of the new dormitory, access road, and associated staging areas; the APE totals 1.6 acres (Figure 5).

Archival research included a review of listings on the NRHP, assessment of historic cartographic records, and a general literature search. A site files search was conducted on November 23, 2021 using the North Carolina Department of Natural and Cultural Resources, North Carolina SHPO Geographic Information System (GIS) Web Service. Nine resources have been recorded within 0.5 mile of the project area (Table 4). The St. James Episcopal Church and Rectory (Southern and Sumner 1977) and the Josiah Crudup House (Bishir and Cross 1979) are listed on the NRHP.

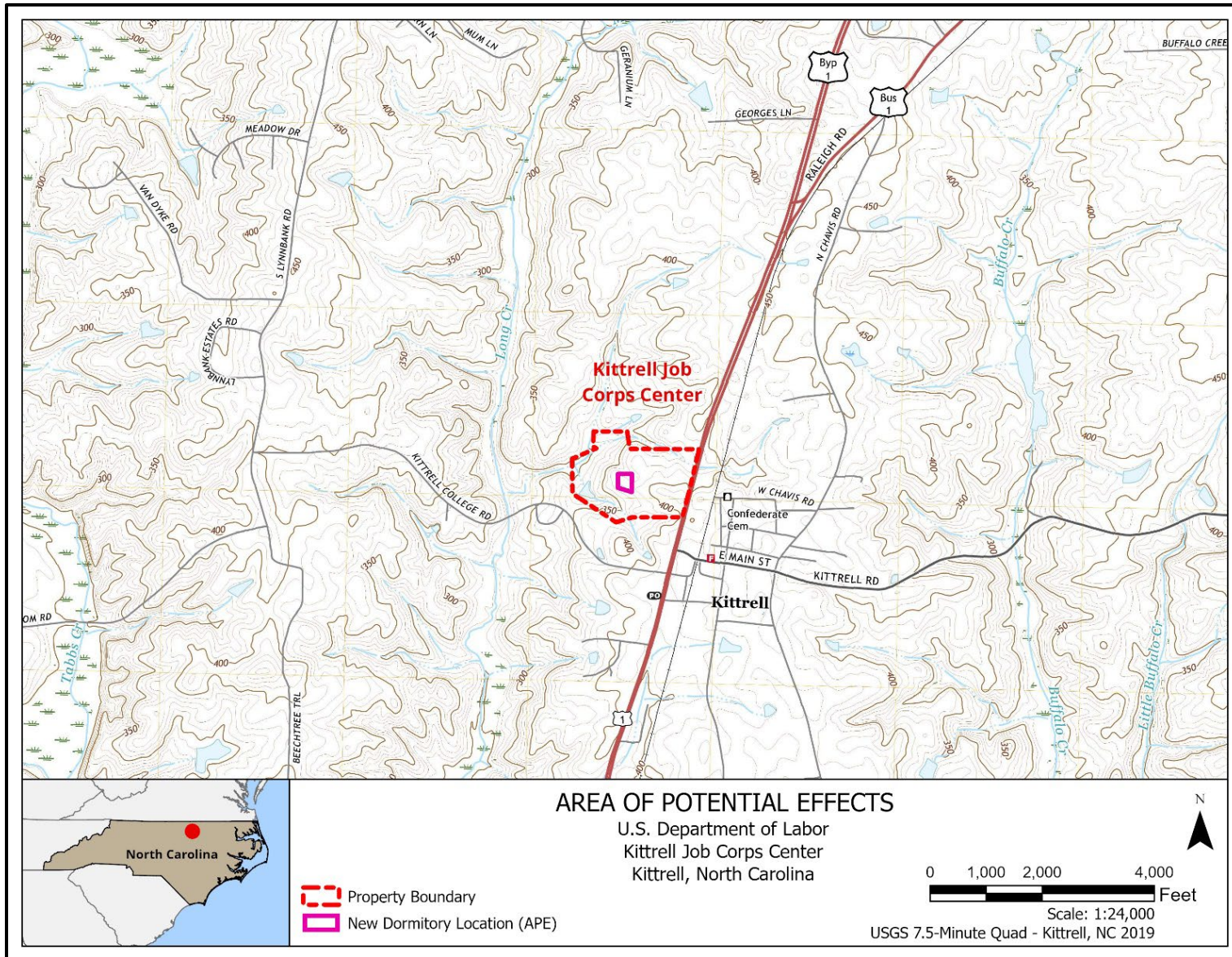


Figure 5. Area of Potential Effects (APE)



**Table 4. Cultural Resources within 0.5 mile of the Kittrell Job Corps Center**

Resource Number	Resource Name	NRHP Status
VN0010 NR 78001976	St. James Episcopal Church and Rectory	Listed 1978
VN0026	Confederate Cemetery	Eligible 2005
VN0097	Late 19th Century Queen Anne Style Residence	Contributing Element of the Kittrell Residential Historic District; Eligible 2013
VN0110	Kittrell College Campus (no longer extant)	Not applicable
VN0136	Railroad Service Shed	Contributing Element of the Raleigh & Gaston Rail Corridor; Eligible 2007
VN0344	Hedgepeth and Finch Store	Eligible 2005
VN0383	Kittrell Residential Historic District	Eligible 2013
VN0384	Thomas Crudup House	Not Eligible 2013
NR 79003342	Josiah Crudup House	Listed 1979

Source: North Carolina Department of Natural and Cultural Resources, North Carolina SHPO GIS Web Service

### 5.3.1.1 Archaeological Resources

No archaeological survey has been conducted and no archaeological resources have been recorded in the APE. Historically, the APE was part of both the Kittrell Springs Health Resort and subsequent Kittrell College properties but remained undeveloped land until 1929 when Alspaugh Hall, a former Trinity College building, was moved from Durham and reconstructed at this location (Kittrell College 1931). Alspaugh Hall was a three-story H-shaped brick building with a basement and was used as a Boy's Dormitory (Kittrell College 1931:12; USGS 1950). Alspaugh Hall was present in 1983, but had been demolished by 1998 (Nationwide Environmental Title Research [NETR] 1983; Google Earth Pro 1998). The APE was devoid of any buildings or structures in 1993 (Google Earth Pro 1993). In 1995, a manufactured building, Building 26 that was used as the Student Government office, was installed in the western portion of the APE (DOL 2018a, 2018b). By 1998, most of the APE was an open space with several structures, most likely functioning as an open maintenance yard (Google Earth Pro 1998). Buildings and structures associated with the maintenance yard were: Building 10, the facility maintenance office (built in 2002); Structure 29, a hazardous waste storage container on a concrete pad (installed 2000); and Structure 34, a three-sided vehicle shelter with a concrete floor (built in 2008) (DOL 2018a, 2018b). Buildings 10 and 26 have been previously demolished.

Previous ground disturbance in the APE consists of: basement excavation and construction of the relocated Trinity College building (Alspaugh Hall) by 1929; demolition of Alspaugh Hall between 1983 and 1998; installation of Building 26 in 1995; maintenance yard operations from 1998; construction of buildings and structures associated with the maintenance yard between

2000 and 2008; and demolition of Buildings 10 and 26. No intact archaeological resources are expected to occur within the APE.

### **5.3.1.2 Architectural Resources**

Although Alspaugh Hall was present in the APE from 1929 to post-1983, it was demolished prior to 1998. The two modern buildings, Buildings 10 and 26 have also been demolished. Two modern structures (Structures 29 and 34) remain. No architectural resources are extant within the APE.

### **5.3.1.3 Properties of Religious or Cultural Significance to Native American Tribes**

Native American Tribes with a potential interest in the project area based on location or historical ties to the area were identified (DeMallie 2004; Rudes et al. 2004). DOL initiated consultation with two federally recognized tribes, the Catawba Indian Nation and the Monacan Indian Nation, in letters dated July x, 2022 (Appendix A). Based on a preliminary review, no properties of religious or cultural significance to Native American tribes are known to occur within the proposed project area.

### **5.3.2 Environmental Consequences**

Impact analyses presented here are intended to comply with the requirements of both NEPA and Section 106 of the NHPA and in accordance with the Advisory Council on Historic Preservation (ACHP) regulations implementing Section 106 (36 CFR Part 800, Protection of Historic Properties). A determination of either adverse effect or no adverse effect must be made for affected NRHP-listed or eligible cultural resources. An adverse effect occurs whenever an impact alters, directly or indirectly, any characteristic of a cultural resource that qualifies it for inclusion in the NRHP (e.g., diminishing the integrity of the resource's location, design, setting, materials, workmanship, feeling, or association). A determination of no adverse effect means that historic properties are present, but the effect would not diminish in any way the characteristics of the cultural resource that qualify it for inclusion in the NRHP.

#### **5.3.2.1 No Action Alternative**

Under the No Action Alternative, no changes to existing conditions from new construction would occur. The existing dormitory facilities (Buildings 6 and 7) would continue to be used. Because cultural resources are not present and the proposed project would not take place, there would be no impacts to cultural resources.

#### **5.3.2.2 Proposed Action Alternative**

Under the Proposed Action Alternative, no impacts to archaeological resources are expected because there is no potential for intact archaeological resources to occur within the previously disturbed APE. No historic architectural resources and no Native American resources occur in the APE. The Proposed Action Alternative is expected to have no impact to cultural resources.

## 5.4 Socioeconomic Environment

This section describes the existing socioeconomic conditions, as well as potential impacts that could result from taking no action or implementation of the Proposed Action Alternative.

### 5.4.1 Affected Environment

In this section, current socioeconomic conditions with the potential to be affected by the Proposed Action Alternative are presented.

#### 5.4.1.1 Economic Development

**Local Economic Activity.** The Kittrell Job Corps Center has approximately 350 students between 16 and 24 years of age including 150 resident men, 150 resident women, and 50 non-residents (DOL 2018a).

Vance County's labor force is 20,904 persons, with an unemployment rate of 8.4 percent (U.S. Census Bureau [USCB] 2021a).

Local and regional employment were affected due to closures from the on-going COVID-19 pandemic. According to 2020 data from the Bureau of Labor Statistics (BLS), unemployment in Vance County averaged 10.1 percent out of a labor force of 17,119 (BLS 2020). Unemployment in the State of North Carolina, which peaked at 13.5 percent in April 2020, has since rebounded to resemble pre-pandemic levels at 4.6 percent in June 2021 (BLS 2021).

Of the 19,153 employed within the civilian labor force who are also 16 years and over, the majority work in the following industries: educational services and health care/social assistance (23.2 percent); manufacturing (17.1 percent); and retail trade (15.1 percent) (USCB 2021a).

**Regional Economic Activity.** The regional economic analysis is defined within the boundaries of the Bank of Richmond (Fifth District), a district designated by the Federal Reserve that encompasses five states (Maryland, Virginia, West Virginia, North Carolina, South Carolina) and the District of Columbia. Their latest report, released on July 14, 2021, indicates modest growth in employment as firms continue to struggle to fill open positions during the on-going COVID-19 pandemic. Wages rose modestly as firms increasingly turn to non-wage incentives to attract workers. Manufacturing experienced robust demand and shipping activities are seeing growth driven by imports of retail goods and exports of agricultural products (Federal Reserve 2021).

#### 5.4.1.2 Population Demographics

Vance County has an estimated 2019 population of 44,479, a slight decrease from the 2015 estimated population of 44,829. Minorities are 60.4 percent of the population. Within that category, 43.6 percent are White; 49.8 percent are Black and African American; 1.46 percent are American Indian and Alaskan Native; 0.72 percent are Asian; and 5.3 percent are some other race or two or more races (USCB 2021b, 2021c). The median household income for 2019 in Vance County is estimated to be \$40,529, which is about 25.7 percent lower than the State of North Carolina (\$54,602) (USCB 2021b). The percentage of those living at or below the poverty level in Vance County is 20.9 percent out of a population of 43,836 for whom poverty status has been determined.

### 5.4.1.3 Housing

The median value of an owner-occupied housing unit in Kittrell Township in 2019 was \$96,400 (Table 5). This is 4.9 percent less than the median value of owner-occupied housing in Vance County, which has a median value of \$101,400. Approximately 63 percent of housing units in Kittrell Township are owner-occupied.

**Table 5. Housing Characteristics, 2019**

Jurisdiction	Total Housing Units	Percent Vacant	Percent Owner Occupied	Median Value Owner Occupied	Median Rent Renter Occupied	Median Household Income
Kittrell Township	2,261	11.5	63.4	\$96,400	\$782	\$46,790
Vance County	20,139	16.2	56.5	\$101,400	\$699	\$40,529
North Carolina	4,708,710	11.6	65.3	\$193,200	\$931	\$57,341

Source: USCB 2021b, 2021c

A search on the National Association of Realtors website for property for-sale within the zip code 27544 showed eleven homes for sale with listing prices ranging between \$100,000 and \$1,100,000 (National Association of Realtors 2021).

### 5.4.1.4 Community Services

Community services examined include education, health services, law enforcement, fire protection, and recreation.

**Education.** According to the U.S. Census Bureau data on educational attainment, approximately 37.0 percent of the population over 25 in Vance County have only a high school diploma or the equivalent. This value is comparatively higher than those of the State of North Carolina (25.7 percent). However, Vance County (14.9 percent) lags behind North Carolina (31.3 percent) when it comes to those with a bachelor's degree or higher (USCB 2021d).

Vance County Public Schools contains ten public elementary schools, one middle school, three high schools, and two academies. All are located within the City of Henderson, except for Zeb Vance Elementary School, which is the closest educational institution to the Kittrell Job Corps Center and located 4 miles north (Vance County Schools 2020).

**Health Services.** Maria Parham Health, located at 566 Ruin Creek Road, Henderson, NC 27536, is approximately 10 miles north of the Kittrell Job Corps Center. It hosts 102 licensed beds, a medical/surgical unit, intensive care services, progressive care services, and a maternity center (Maria Parham Health 2021).

**Law Enforcement.** The Vance County Sheriff's Office is the law enforcement entity within the County. It is located on 156 Church Street Suite 004, Henderson, NC 27536, approximately 9 miles from the Center (Vance County Sheriff 2021).

**Fire Protection.** The Center is supported by the Kittrell Volunteer Fire Station (District 17), which is located about 3/4 miles away and has a four-minute response time to the Center (DOL 2018b; Kittrell Volunteer Fire Department 2018). The Kittrell Volunteer Fire Station staff includes paid municipal firefighters, emergency medical technicians, and emergency medical



responders (Kittrell Volunteer Fire Department 2018). The Bearpond Fire Department at 325 Bearpond Rd, Henderson, NC 27537, is located about 8 miles from the Center and has an approximately 10 minute response time (DOL 2018b). The Bearpond Fire Department consists of 23 volunteer firefighters (USFireDept.com 2021).

**Recreation.** There are no known parks within a 10 mile radius of the Center. Kerr Lake State Recreation Area is located approximately 17 miles north of the proposed project area (North Carolina State Parks 2021). Kerr Lake State Recreation Area provided several swim beaches, multiple boating ramps, two private marinas, and hundreds of campsites including recreational vehicle hookups (North Carolina State Parks 2021).

#### **5.4.1.5 Environmental Justice**

On February 11, 1994, President Clinton issued EO 12898, *Federal Actions to Address Environmental Justice in Minority and Low-Income Populations*. The purpose of this EO is to avoid the disproportionate placement of adverse environmental, economic, social, or health impacts from federal actions and policies on minority and low-income populations or communities.

For environmental justice considerations, these populations are defined as individuals or groups of individuals subject to actual or potential health, economic, or environmental threat arising from existing or proposed federal actions and policies. The USCB uses a set of money income thresholds that vary based on family size and composition to determine who is in poverty. According to the USCB, approximately 20.8 percent of those in Vance County are estimated to be living below the poverty level; that is 6.1 percentage points higher than the State of North Carolina (14.7 percent) and 7.4 percentage points higher than the Nation (USCB 2021e).

#### **5.4.1.6 Protection of Children**

On April 21, 1997, President Clinton issued EO 13045, *Protection of Children from Environmental Health Risks and Safety Risks*. This EO recognizes that a growing body of scientific knowledge demonstrates that children may suffer disproportionately from environmental health risks and safety risks.

DOL complies with EO 13045 by incorporating these concerns in decision-making processes supporting DOL policies, programs, projects, and activities. In this regard, DOL ensures that it would identify, disclose, and respond to potential adverse social and environmental impacts on children within the area affected by a proposed DOL action.

#### **5.4.2 Environmental Consequences**

In this section the potential impacts to socioeconomic resources that could result from taking no action and implementation of the Proposed Action Alternative are described.

##### **5.4.2.1 No Action Alternative**

The No Action Alternative would have no impacts on economic development, population demographics, housing, community services, and environmental justice because there would be

no change from existing conditions. Under this alternative, the existing/baseline conditions would continue at the Kittrell Job Corps Center.

#### 5.4.2.2 Proposed Action Alternative

The following section details potential impacts to each aspect of socioeconomics that could result from implementation of the Proposed Action Alternative.

**Economic Development.** The Proposed Action Alternative would result in beneficial impacts due to increased revenue to the local area during construction due to use of construction labor. However, long-term effects on the local economy would have little to no measurable impact.

**Population Demographics.** The Proposed Action Alternative would result in no impact to the demographics of the local or regional areas. There would be no increase in the number of staff or residents at the Center as a result of the Proposed Action Alternative.

**Housing.** The Proposed Action Alternative would result in no impact to housing in the local or regional areas.

**Community Services.** There are no anticipated impacts to police, fire, or law enforcement public services (i.e., police and fire protection, hospital services) or recreational opportunities as a result of the Proposed Action Alternative. There would be no increase in staff or residents as a result of the Proposed Action Alternative and therefore, there would not be any additional demand on the services.

**Environmental Justice.** The Proposed Action Alternative would not negatively affect low-income or minority families with respect to health, community disruption, transportation, planned development, or employment. No families, whether in these socioeconomic groups or not, would be relocated as a result of the Proposed Action Alternative. There would be no changes in local populations or other social factors as a result of the Proposed Action Alternative. The Center provides services to low income families, through their educational and training program. Therefore, the Proposed Action Alternative would meet the requirements of EO 12898.

**Protection of Children.** There are no anticipated impacts to the safety of children during construction of the project. Appropriate federal and state safety measures and health regulations would be followed to protect the health and safety of all residents as well as workers. Safety measures, barriers, and “no trespassing” signs would be placed around the perimeter of the construction site to deter children from playing in these areas, and construction vehicles and equipment would be secured when not in use. There would be no impacts to the safety of children from the reuse. Therefore, the Proposed Action Alternative would meet the requirements of EO 13045.

### 5.5 Cumulative Impacts

A cumulative impact analysis evaluates the incremental effects of implementing the Proposed Action Alternative when added to past, present, and reasonably foreseeable future actions at the Kittrell Job Corps Center and the actions of other parties in the surrounding area, where

applicable. A five-year planning horizon was used for this assessment (five years into the past and five years into the future).

### **5.5.1 Actions at the Kittrell Job Corps Center Property**

Within the past five years, the operator has completed and began maintenance, repair, and minor renovation projects on the Kittrell Job Corps Center. These projects have included:

#### **Completed and Current Projects**

- Construction of a new Warehouse Building.
- Replacement of HVAC units in Buildings 6 and 7.

Reasonably foreseeable future actions other than the Proposed Action Alternative that may occur at the Center include the following construction, repair, renovation, and replacement projects that are funded or recommended as of the most recent Facility Planning Report (DOL 2018a):

- Repaving of the main road and parking.
- Improvement of the Center security system.
- Improvement of the electrical distribution system serving Buildings 1 and 2.
- Replacement of the fire alarm system in Building 5.
- Roof repair/replacement of the built up roof on Administration Building 2, and the asphalt shingle roof on Education Building 27.
- Replacement of the windows in the front storage room of Food Service/Culinary Arts Building 5 Cafeteria.
- Replacement of the egress doors on Food Service/Culinary Arts Building 5, and Gymnasium Building 4.
- Upgrades to the HVAC and ventilation systems and equipment in the Education Building 1, Medical/Dental Building 3, Gymnasium Building 4, and Food Service/Culinary Arts Building 5.

### **5.5.2 Actions by Others in the Surrounding Area**

There are no actions in the foreseeable future that would be performed by others. Neither Vance County nor the Town of Kittrell have plans for infrastructure changes identified in the comprehensive plan (Vance County 2010).

### **5.5.3 Potential Cumulative Impacts**

Recent maintenance, repair, and minor renovation projects conducted at the Kittrell Jobs Corps Center did not appear to have resulted in any adverse impacts and led to the beneficial impacts of needed improvements to the facility. All potential future projects planned for the facility, as listed above, are expected to result in similar beneficial impacts to continued operation of the Center, while any adverse impacts would likely be negligible or mitigated, pending assessment as part of future NEPA studies, if required.

### **5.5.3.1 No Action Alternative**

Under the No Action Alternative, the proposed project would not occur. Therefore, the proposed project would not contribute to cumulative impacts resulting from past, present and reasonably foreseeable future projects in the surrounding area.

### **5.5.3.2 Proposed Action Alternative**

As presented in Sections 5.2,.5.3, and 5.4, the Proposed Action Alternative would have little to no measurable impact on soils and geology, surface water and hydrology, vegetation, wildlife, energy, climate change, noise, economic development, transportation, and utilities. The potential effects associated with most of these impact topics (i.e., soils and geology, surface water and hydrology, wildlife, noise, economic development, and transportation) would be short-term effects related to construction and any adverse effects would be avoided or minimized with the implementation of the mitigation measures or best management practices presented in Section 5.6. Impact topics that would be affected by the Proposed Action Alternative over the long term (e.g., vegetation) were determined to not involve sensitive or limited resources. Lastly, the amount of energy and water resources needed to operate the new dormitory represents a negligible increase for the overall Kittrell Job Corps Center and would not have an appreciable effect on energy conservation, climate change, or existing utilities. The Proposed Action Alternative, therefore, in combination with other past, present, and reasonably foreseeable future activities, would not contribute to significant cumulative impacts to the surrounding area.

## **5.6 Mitigation Measures or Best Management Practices**

Implementation of the Proposed Action Alternative would incorporate measures to mitigate environmental impacts during construction, operation, and maintenance activities, as follows:

- Prior to commencement of any construction activities, a silt fence or other suitable control device would be placed between the construction area and any potentially affected waterway or drainage area. The barrier would be maintained in a functioning capacity until the area is permanently stabilized upon project completion. Other erosion control measures to minimize indirect impacts to aquatic resources may include staked straw bales, brush barriers, sediment basins, and diversion ditches.
- Runoff from construction areas would be collected and stored in an approved and permitted storm water collection system prior to discharge.
- Once initiated, project construction would be carried out in an expeditious manner in order to minimize the period of disturbance to the environment.
- If needed, water sprayers would be used during dry weather in conjunction with grading and excavating to minimize fugitive dust.
- During construction, all necessary measures would be taken to prevent oil, tar, trash, debris, and other pollutants from entering adjacent waterways. Construction areas would be cleaned on a daily basis and onsite trash containers would remain closed, except when adding or removing trash.
- Upon completion of the construction activities, all adjacent disturbed areas would be permanently stabilized with a grass or vegetative covering.

In combination, these practices are designed to prevent or reduce environmental impacts at the proposed construction site and within the surrounding area.

## **6.0 FINDINGS AND CONCLUSIONS**

This EA was conducted in accordance with the requirements of NEPA, the CEQ regulations implementing NEPA (40 CFR 1500), and DOL NEPA Compliance Procedures (29 CFR §11). As analyzed and discussed in this EA, impacts of the Proposed Action Alternative for construction of a new dormitory at the Kittrell Jobs Corps Center have been considered and no significant impacts were identified. Therefore, issuance of a FONSI is warranted and preparation of an Environmental Impact Statement is not required.

## **7.0 AGENCY CONSULTATION**

DOL contacted federal and state agencies and two federally-recognized Native American tribes regarding the Proposed Action Alternative. The letters are presented in Appendix A. The following agencies were consulted:

- North Carolina Department of Natural and Cultural Resources (SHPO)
- U.S. Fish & Wildlife Service (USFWS)
- Catawba Indian Nation
- Monacan Indian Nation

## 8.0 PREPARERS OF THIS ENVIRONMENTAL ASSESSMENT

The Engineering Support Contractor (ESC) prepared this EA under Contract DOL 121A21848 for the DOL Job Corps program. The environmental specialists who prepared this document are listed as follows:

- Susan Bupp, Senior Cultural Resources Specialist, Parsons – M.A., 1981, Anthropology, University of Wyoming, Laramie. Years of Experience: 45. Role on the project: Author and Reviewer.
- Melanie Delion, GIS Specialist, Parsons – M.A.G., 2014, Geographic Information Systems, Texas State University, San Marcos. M.A., 2006, Applied Ecology, SUNY Stony Brook, Stony Brook. Years of Experience: 11. Role on the project: GIS and Graphics Production.
- Danielle Gresham, Senior Environmental Planner, Parsons – M.S., 1995, Renewable Natural Resources, University of Arizona, Tucson. Years of Experience: 26. Role on the project: NEPA Technical Reviewer.
- Jennifer Kleinman, Senior Project Planner, Parsons – B.S., 2005, Civil and Environmental Engineering, Carnegie Mellon University, Pittsburgh, PA. Years of experience: 16. Role on the project: Author and Reviewer.
- Margaret Moore, Environmental Scientist, Parsons – M.S., 1994 Environmental Science, M.A., 1994 Public Administration, Indiana University, Bloomington, IN. Years of Experience: 18. Role on the project: Author.
- Hung Truong, Associate Planner, Parsons – B.S., 2017, Urban and Environmental Planning, University of Virginia, Charlottesville, VA. Years of Experience: 4. Role on the project: Author.



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**APPENDIX A**  
**AGENCY COMMENT SOLICITATION LETTERS**

