

Equity in Contracting & Local Workforce Development

City of Tacoma

Study Session
September 10th, 2019
ITEM #2



AGENDA



Background Review

Review Foundational Recommendations

- Use of State Office of Minority and Women Business Enterprise (OMWBE) Certifications
- Race and Gender Conscious Contracting Goals
- Condition of Award for SBE & MWBE Participation
- Additional Training for Local Business Development
- Communication, Engagement, and Outreach Plan

DESIRED OUTCOMES



- City of Tacoma Public Work Projects Should:
 - Provide workforce development and employment opportunities to residents of Tacoma and economically distressed areas within the Tacoma Public Utilities Service Area
 - Promote equitable use of Small/ Minority/ Women's Business Enterprise (M/WBE) contractors

OBJECTIVES



- 1 Build local business contracting capacity
- 2 Implement race/gender-based contracting goals
- 3 Enforce mandatory utilization of equity goals
- 4 Increase local hiring and training
- 5 Enter into additional workforce development agreements

RECOMMENDATIONS



Phased Approach:

- **Phase I: Implement Foundational Recommendations**
 - **Present – December 2019**
- Phase II: Implement Major Policy Advancements
 - January 2020 – December 2020
- Phase III: Evaluate, Learn, Adjust and Revise
 - January 2021 – December 2023



OMWBE CERTIFICATIONS



- Small Business Enterprise (SBE) certification migration to State list
 - City of Tacoma SBE List: 210 firms
 - State SBE & MWBE Certified Firm List: 2,911 firms with 3,773 certifications
- Utilizing OMWBE Certifications with City of Tacoma geographic overlay (Tacoma Public Utility Service Area)
 - 1,711 firms with 2,218 certifications



M/WBE REQUIREMENTS



- Projects under \$25k to have SBE requirement
- Projects over \$25k to have MWBE requirement, and/or SBE requirement

● ● ● REQUIREMENT WAIVERS



- Emergency
- Not Practicable
- Sole Source
- Government Purchasing
- Lack of Certified Contractors
- Best Interests of the City

●●● CONDITION OF AWARD



- **All** contracts to go through goal audit process
- “Hard check” inserted into contracting process to hold internal staff accountable on front-end
 - Recommend 2 FTE to review and escalate contracts as outlined in Disparity Study Recommendation 1
- Proactively monitor and investigate construction contract MWBE/SBE utilization on back-end
 - Recommend 1 FTE to investigate as outlined in Disparity Study Recommendation 6

●●● ADDITIONAL TRAINING



- Staff evaluation next year (2020) leading towards additional funding request for small business training in '21-'22 budget.
- Leverage additional partnerships with Minority and Business Development Agency that is currently housed within City.

●●● OUTREACH PLAN Sep - Oct



- Internal Plan
 - Director's Forum
 - Manager's Meeting
 - Executive Team Meeting
 - Division Team Meetings
- External Plan
 - Community Groups
 - Organized Labor
 - Business Community
 - Neighborhood Groups

●●● NEXT STEPS

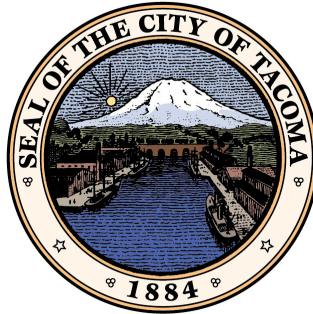


- Tacoma Public Utilities Board Study Session – September 11th
- Outreach – September – October.
- Mid-Mod budget increase request – November
- Joint Study Session – October 22nd
- 1st reading - October 29th
 - OMWBE List
 - MWBE Requirements
 - Additional Workforce Agreements (tentative to negotiation)

●●● NEXT STEPS (PHASE I)



Month (2019)	Study Session / Council Action
August/September	<ul style="list-style-type: none"> • Consider additional training efforts for public contracting business development • Consider authorization of SBE certification migration to State list • Consider race and gender subcontracting goals • Consider condition of Award for Small Business Enterprise (SBE) & MWBE Participation • Review Communication, Engagement, and Outreach Plan
October	<ul style="list-style-type: none"> • Consider Potential Options for Additional Apprenticeship and Workforce Agreements
December	<ul style="list-style-type: none"> • Consider Mid-Biennial Adjustments for newly adopted policies • Consider recommendations on MWBE and Local Hire participation on certain private sector projects that utilize City land, tax incentives, etc.



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