



Equity in Contracting

City of Tacoma

Study Session
October 22nd, 2019



AGENDA



Background Review

Outreach

Review Code Revision Recommendations

Advisory Committee

Next Steps

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

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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

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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

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OUTREACH



Consulted with:

Advanced Government Services (AGS)	Absher	Asia Pacific Cultural Center
Association of General Contractors (AGC)	The Black Collective	Centro Latino
CWA Task Force Members (x7)	National Association of Minority Contractors (NAMC)	Pierce County Building Trades
Tacoma Housing Authority (THA)	Tacoma Ministerial Alliance (TMA)	Tacoma Urban League (TUL)
TPU Management Forum	CoT Director's Meeting	CoT Engineer Teams

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OUTREACH



Feedback:

- Data provided helped the stakeholders understand the current problem.
- Groups were receptive to the changes and believe it will be impactful.
- Suggest that we follow-up with small businesses in a timely matter after codification.
- Want the City to forecast and communicate opportunities much earlier.

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CODE REVISIONS



1.07.040 Program administration

- Adds “Program Regulations” that will define administrative rules, regulations, and procedures outside of Code.

1.07.050 Certification

- Adds consideration of MBE, WBE, and MWBE status.
- Uses the State of Washington’s Office of Minority & Women Business Enterprises for all certifications (MWBE-related and SBE).
- Personal residence of owner(s) must be located in City of Tacoma or Tacoma Public Utilities Service Area or,
- The company’s business offices are located in any county of the Tacoma Public Utilities Service Area...

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CODE REVISIONS



1.07.060 Program requirements

- Statement of cumulative annual goals that the City shall attempt to meet.
- Program Manager shall consult with City departments/divisions to establish plans to comply with City's annual goals.

1.07.070 Evaluation of submittals

- All contracts evaluated for attainment of the MWBE and SBE requirements...
- Bid requirements a condition of award...

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CODE REVISIONS



1.07.090 Program monitoring

- Advisory Committee created to monitor compliance with all provisions... and related Regulations
- Program Manager shall submit an annual report...

1.07.140 Review of program

- Program to be reviewed (based on new Disparity Study Finding) by July 1st, 2024.

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●●● ADVISORY COMMITTEE



- Members from MBE, WBE, SBE, large prime, union contractors, open-shop contractors, and community members
- Subcommittees comprised of City Staff and Advisory members.

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●●● NEXT STEPS



Counsel Consideration Dates:

- First Reading – Oct 29th
- Second Reading – Nov 5th

Pending Mid Mod requests:

- Compliance position to engage contractors – January 1, 2020
- Requirements on Construction and Architecture/Engineering contracts – January 1, 2020
- Requirements on Goods/Services contracts– phased in over time as workloads determined. May require additional staffing requests in next budget cycle.

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