



QUALITY SERVICE ALWAYS

Exhibit MSD 45A

Shonnah Paredes
Manager of Diversity Programs

Diversity Annual Report
September 13, 2018

AGENDA

1. **Diversity CIRP Construction Utilization (FY 2018)**
2. **Diversity CIRP Design Utilization (FY 2018)**
3. **Small Contractor Infrastructure Repairs Program (FY 2018)**
4. **Community Benefits Agreement (CBA) Programs Status**
5. **Diversity Annual Updates and Highlights**
 - **Tunneling OJT Program Update**

FY2018 CIRP Construction Utilization

82 Project Awards

\$248,022,930.18

- 69 Non Building (6 Immediate Need/Emergency)
(17% African American)
- 1 Non-Building Design-Build (17% African American)
- 2 Building Construction (30% MBE African American/Hispanic)
- 4 State Funded (10% MBE/10% WBE)
- 6 Under \$50K-No Goals

M/WBE Commitments

\$85,025,230.98 (34.3%)

- MBE = \$48,342,360.88 (19.5%)
- WBE = \$36,682,870.10 (14.8%)

M/WBE Active Contract Payments \$41,314,569.35 (24.3%)

Total Payments to Primes = \$170,197,254.45

- MBE = \$ 35,555,976.27 (20.9%)
- WBE = \$ 5,758,593.08 (3.4%)

FY2018 Construction Workforce Utilization

Construction WF Goals

Building Const: 30%M/7%W
40% Apprentice (if used)

Non-Building Const: 30%M/7%W
40% Apprentice (if used)

State Funded Const: 14.7M/6.9%W

Total Project Hours Worked

Building Const: 93,476 Hours

Non-Bldg Const: 1,405,457 Hours

State Funded Const: 558,977 Hours

Total Project Hours Worked: 2,057,910 Hours

Minority Hours: 609,511 (29.6%)

Women Hours: 124,115 (6.0%)

Total Apprentice Hours: 84,952

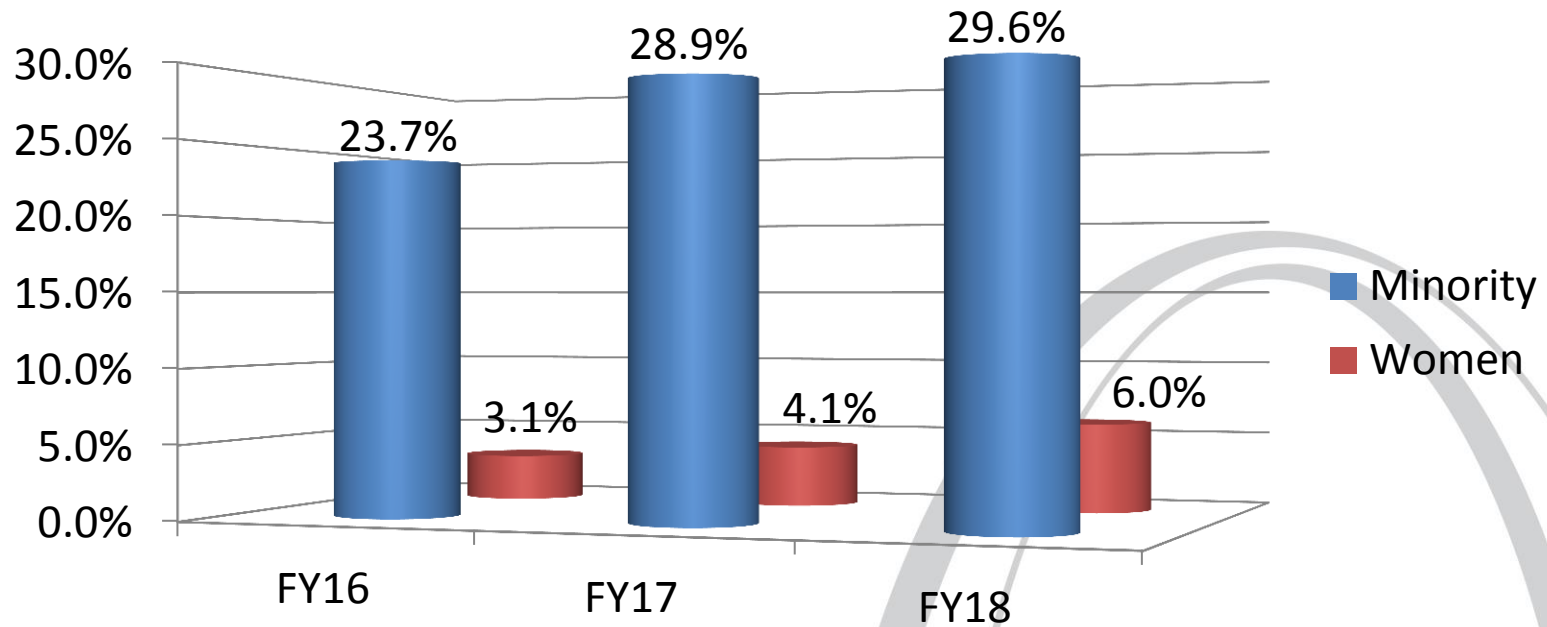
***Workforce applies to construction contracts exceeding \$500,000**

****Workforce applies to State Funded Construction contracts exceeding \$10,000**

FY2018 CIRP Construction Workforce Utilization Program

FY2018 (July 2017 – June 2018)		
CATEGORY	MANHOURS	COMPARED TO GOAL
MINORITY	609,511 (29.62%)	77,661 OVER
WOMEN	124,115 (6.03%)	-19,379 UNDER
MINORITY/WOMEN APPRENTICE	67,343 (79.3%)	33,362 OVER

FY2016-18 Construction Workforce Utilization



Workforce compared to Diversity Program Goals of
30% Minority and 7% Women

FY2018 CIRP Design Utilization

Contract Awards

\$3,813,446.00

- 17 Design Contracts (No M/WBE Goals)

M/WBE Commitments

\$1,258,583.00 (33.0%)

- MBE = \$855,475.00 (22.4%)
- WBE = \$403,108.00 (10.6%)

M/WBE Active Contract Payments

\$17,452,674.95 (40.4%)

Total Payments to Primes = \$43,142,869.34

- MBE = \$12,696,857.65 (29.4%)
- WBE = \$4,755,817.30 (11.0%)

Design Workforce Utilization

Design WF Goals:

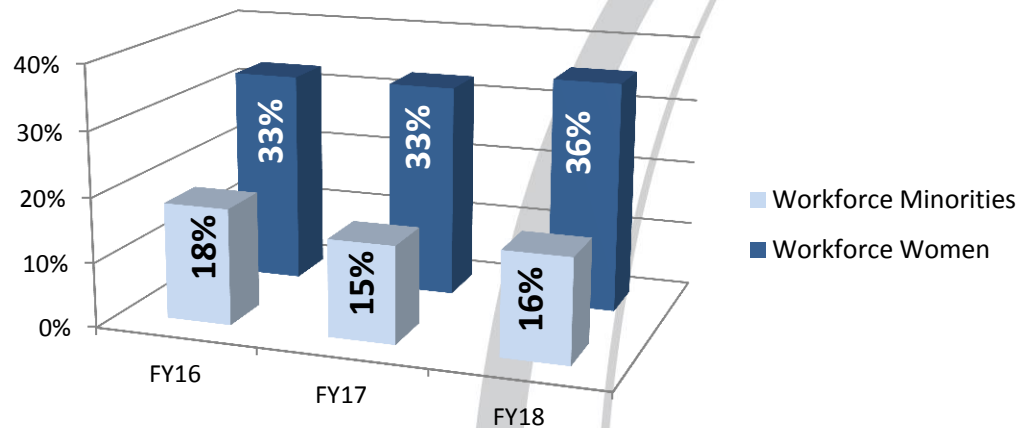
18% Minority
32% Women

FY2018 Local Office WF:

16.0% Minorities
35.5% Women

18 Prime Consulting Teams with Workforce Goals

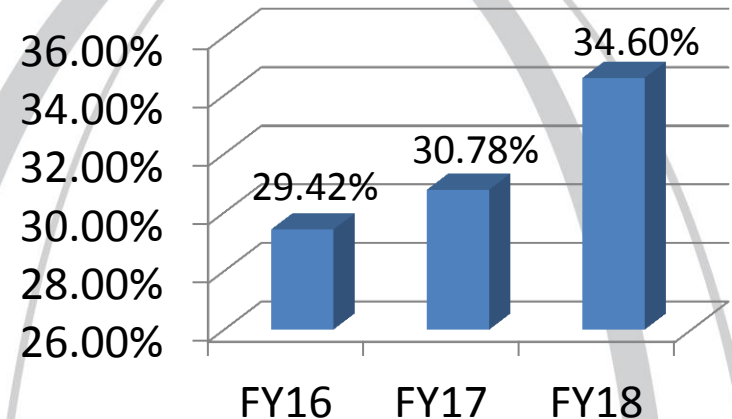
*Watershed contracts were amended to current workforce goals



FY2018 Small Contractor Program

	<u>Sanitary IR</u>	<u>OMCI Storm</u>
Program Spend	\$2,656,823	\$1,981,557
M/WBE Dollars	\$838,875 (31.6%)	\$766,325 (38.7%)
FY2018 Annual Spend	\$4,638,380	
M/WBE Dollars	\$1,605,200 (34.6%)	
Total Program PO Work Orders	509	
M/WBE PO Work Orders	190 (37.3%)	

M/WBE % of Dollars



**All M/WBE's perform as Primes
No Bonding Requirements**

Community Benefits Agreement (CBA) Programs

- **MSD & Community Benefits Agreement Signatories Announce Settlement on January 25, 2018, via press conference.**
 - Regular CBA Meetings resumed on Friday, March 30, 2018.



Community Benefits Agreement (CBA) Programs

➤ Contractor Loan Fund

- To date 40/31 Loans approved worth \$6 Million, 4 repaid in full
- In 2018, 20 Loans outstanding worth \$3 Million
- 12+ Loan applications currently in the review pipeline

➤ MSD BUD Job Training Program (Final Report)

- BUD Contract expired October, 2017
- MSD sponsored total of 75 BUD Pre-Apprentices
- Plan to discuss MSD's training programs with CBA Signatories

➤ MSD First Source Hiring Program

- Eligibility List - 65 (40 Journey/25 Apprentice)
- 24 Referrals made to MSD Contractors

➤ Education and Internships

- St. Louis Internship Program – Sponsored 5 HS Interns
- SIUE Environmental Resource Training for Treatment Plan Operators
 - 3 Scholarship recipients (100% Completion)
 - 1 Employed with MSD / 1 with Pending Cert. Testing

Diversity Reporting System Updates



www.msddiversityreporting.com

- Automated Payment Verification Module Implementation
 - 2 February Contractor Trainings
 - March 1st Go Live
- Next System Enhancement Updates
 - Late Reporting Notifications (Vendor Involvement)
 - Project Completion Notifications (25%, 50%, 75%)

Tunneling OJT Training Program

- Purpose of Tunneling OJT Training Program
 - Train diverse workers to do tunneling work
 - Increase availability of experienced diverse tunneling workers
 - Maintain 40% minimum retention on tunnel projects
- OJT Program currently on 4 Tunneling Projects
 - Upper Maline Creek
 - Maline Creek
 - Deer Creek Sanitary Tunnel
 - Jefferson Barracks (Contractor Sponsored OJT Program)

Tunneling OJT Training Program

- **Maline Creek (SAK Prime Contractor)**
 - **Current Workforce: Goals 30% Minority - 7% Women - 40% Apprentices**
 - Minority 30.17%
 - Women 8.20%
 - Apprentice Hours: 68.64% Minority / 26.86% Women
 - 100% Completion / 50% Retention

 - **Status of 6 Trainees in OJT Training Program (1040 Hours)**
 - **4 Minority Men**
 - Candidate #1 - Completed 1040 Hours April 2017 (Employed through 4/26/2017)
 - Candidate #2 - Completed 1040 Hours January 2018 (Employed on Project)
 - Candidate #3 - Completed 1040 Hours February 2018 (Employed through 3/13/2018)
 - Candidate #4 - Completed 1040 Hours April 2018 (Employed on Project)
 - **2 Minority Women**
 - Candidate #5 - Completed 1040 Hours December 2017 (Employed on Project)
 - Candidate #6 - Completed 1040 Hours June 2018 (Employed with Luther Supply through 3/15/2018)

Tunneling OJT Training Program

- **Upper Maline Creek (SAK Prime Contractor)**

- **Current Workforce: Goals 30% Minority – 7% Women – 40% Apprentices**
 - Minority 37.14%
 - Women 10.16%
 - Apprentice Hours: 74.57% Minority / 57.65% Women
 - 50% Completion / 0% Retention

- **Status of 4 Trainees in OJT Training Program**
 - **4 Minority Men**
 - Candidate #1 – 540 Hours of 1040 Hours (52% Complete, Employed through 8/31/2017)
 - Candidate #2 – Completed 1040 Hours (Employed through 3/1/2018)
 - Candidate #3 – 151 Hours of 1040 Hours (15% Complete, Employed through 5/12/2017)
 - Candidate #4 – Completed 1040 Hours (Employed through 3/1/2018)

Tunneling OJT Training Program

- **Deer Creek Sanitary Runnel (SAK Prime Contractor)**
 - **Current Workforce: Goals 30% Minority – 7% Women – 40% Apprentices**
 - Minority 30.93%
 - Women 11.02%
 - Apprentice Hours: 70.65% Minority / 38.72% Women
 - On target for 60% completion
 - **Status of 5 Trainees in OJT Training Program**
 - **4 Minority Men**
 - Candidate #1 – 498 Hours of 1040 Hours (48% Complete)
 - Candidate #2 – 74 Hours of 1040 Hours (7% Complete, Employed through 4/16/2018)
 - Candidate #3 – 482 Hours of 1040 Hours (46% Complete)
 - Candidate #4 – 310 Hours of 1040 Hours (30% Complete, Employed through 6/15/2018)
 - **1 Minority Woman**
 - Candidate #5 – 439 Hours of 1040 Hours (42% Complete)

Thank You

**Shonnah Paredes
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