



QUALITY SERVICE ALWAYS

Shonnah Paredes
Manager of Diversity Programs

Diversity Semi-Annual Report
April 11, 2019



AGENDA

1. **Capital Improvement Replacement Programs (Q1-Q2 FY 2019)**
 - **CIRP Construction Utilization**
 - **CIRP Construction Workforce Utilization**
 - **CIRP Design Utilization**
 - **CIRP Design Workforce Utilization**
2. **Small Contractor Infrastructure Repairs Program (Q1-Q2 FY 2019)**
3. **Community Benefits Agreement (CBA)**
4. **Diversity Semi-Annual Updates and Highlights**
 - **Tunneling OJT Program Results**
 - **Disparity Study Updates**

FY2019 CIRP Construction Utilization

45 Project Awards

\$22,086,420.76

- 39 Non Building (17% MBE African American)
- 0 Building Construction (30% MBE African American/Hispanic)
- 2 State Funded (10% MBE/10% WBE)
- 4 Under \$50K-No Goals

M/WBE Commitments

\$4,398,412.22 (19.92%)

- MBE = \$3,809,037.22 (17.25%)
- WBE = \$589,375.00 (2.67%)

M/WBE Active Contract Payments \$17,498,359.10 (22.70%)

Total Payments to Primes = \$77,092,787.93

- MBE = \$16,727,442.16 (21.07%)
- WBE = \$770,916.94 (1.00%)

FY2019 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: 33,580 Hours

Non-Bldg Const: 1,469,779 Hours

State Funded Const: 517,108 Hours

Total Project Hours Worked: 2,020,467 Hours

Minority Hours: 604,153 (29.91%)

Women Hours: 140,945 (6.98%)

Apprentice Hours: 57,995 (34.83%)

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

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

FY2019 Q1-Q2 CIRP Construction Workforce Utilization Program

FY2019 (July 1, 2018 – December 31, 2018)		
CATEGORY	MANHOURS	COMPARED TO GOAL
MINORITY	604,152 (29.91%)	1,988 UNDER
WOMEN	140,945 (6.98%)	487 UNDER
MINORITY/WOMEN APPRENTICE	42,759 (73.73%)	19,561 OVER

FY2019 Q1-Q2 CIRP Design Utilization

Contract Awards

\$5,715,923.75

9 Design Contracts (No Goals)

M/WBE Commitments

\$3,078,950.00 (53.87%)

MBE = \$2,584,891.00 (45.22%)

WBE = \$494,059.00 (8.64%)

M/WBE Active Contract Payments

\$6,848,202.87 (15.91%)

Total Payments to Primes = \$43,052,801.72

MBE = \$ 4,661,997.11 (10.83%)

WBE = \$ 2,186,205.76 (5.08%)

Design Workforce Utilization

Design WF Goals:

18% Minority
32% Women

FY2019 Q1-Q2 Local Office WF:

15.86% Minorities
36.79% Women

16 Prime Consulting Teams with Workforce Goals

*Watershed contracts were amended to current workforce goals

FY2019 Q1-Q2 Small Contractor Program

	<u>Sanitary IR</u>	<u>OMCI Storm</u>
Program Spend	\$1,668,439.87	\$422,287.50
M/WBE Dollars	\$755,097.99 (45.26%)	\$205,551.50 (48.68%)
Total Program Spend	\$2,090,727.37	
M/WBE Spend	\$960,649.49 (45.95%)	
Total Jobs	172	52
M/WBE Prime Jobs	73 (42.45%)	28 (53.85%)
Total Program	224	
M/WBE Prime Jobs	101 (45.09%)	

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

Community Benefits Agreement (CBA) Programs

➤ MSD First Source Hiring Program

- Eligibility List - 33 (15 Journey/18 Apprentice)
- 5 MSD Contractors received 24 Referrals
 - 1 Female Journeyman Carpenter Hire
- First Source Hiring Program with SLATE will end June 30, 2019
- MSD is currently working with CBA to issue an RFP

➤ Education and Internships

- St. Louis Internship Program - MSD Sponsored 5 Paid Internships
- SIUE Environmental Resource Training for Treatment Plant Operators
 - MSD now has a fully paid scholarship opportunity

Tunneling OJT Training Program

- Purpose of Tunneling OJT Training Program
 - Train diverse workers to do tunneling work
 - Increase availability of experienced diverse tunneling workers
- Target goals of OJT Training Program
 - Provide training to minority/women journey level laborers and/or apprentices unfamiliar with tunnel work
 - Retention of 40%
- OJT Program on 3 MSD Tunneling Projects
 - **Upper Maline Creek**
 - **Maline Creek**
 - **Deer Creek Sanitary Tunnel**
- Results of Tunneling OJT Training Program
 - 15 Trainees accepted into the program
 - 10 Trainees completed 1040 hours of training - 5 dropped before completing
 - 3 Trainees currently employed with SAK
 - 7 Available workers with tunneling experience
 - 30% Retention of workers trained

MSD 2019 Disparity Study Update

	Event	Date
MSD	MSD Board Authorizes Disparity Study Update – Ordinance no 15031	10/2018
MSD and Mason Tillman	Kick Off Meeting with MSD Mgmt. and Staff	2/2019
MSD	MSD collect and deliver CIRP contract data for study period (January 1, 2013-December 31, 2017)	3-4/2019
MSD and Mason Tillman	MSD community outreach sessions to construction and professional services contractors	3/2019
Mason Tillman	Analysis performed on: Prime Contractor, Subcontractor, Availability, Prime Contracts, and Subcontracts	4-9/2019
Mason Tillman	Draft Final Disparity Study Update Report	11/2019
MSD	Provide Comments on Draft Final Report	12/2019
Mason Tillman	Issue final disparity study and employment reports	1/2020



MSD Disparity Study Community Outreach



MSD PRESENTS!!

DISPARITY STUDY UPDATE ENGAGEMENT FY2020 CAPITAL CONSTRUCTION PROGRAM

Doors Open at 1:00 p.m.

(Attendance is Free – Reservations Required)

- 1:30 – 2:30 p.m. **MSD Disparity Study Update**
Dr. Eleanor Ramsey, Mason Tillman Associates
- 2:30 – 2:45 p.m. **Break**
- 2:45 – 4:00 p.m. **MSD FY2020 Construction CIRP**
Rich Unverferth, MSD Director of Engineering
- 4:00 – 5:30 p.m. **Prime & Subcontractor Networking**
(Refreshments sponsored by AGC and SITE)

Moolah Ballroom located at 12545 Fee Fee Rd. St. Louis, MO 63146 (2nd Floor)

Reservations Are Required – DEADLINE on Thursday, April 18, 2019

(A Limited Number of Company Display Tables will be available – Reservation Required)

AGC MEMBERS

RSVP to Beth Appelbaum

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SITE MEMBERS

RSVP to Rhonda Arnold

Ph. 314-966-2950, Fax 314-966-2999

Rhonda@sitestl.org

All Other Attendees

RSVP to Angela Silberschlag at MSD

314-768-2719, Fax 314-768-6341

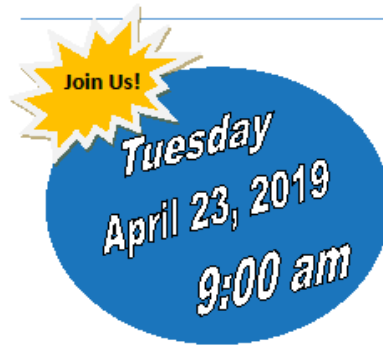
asilberschlag@stlmsd.com



MSD Disparity Study Community Outreach



MSD Business Community Meeting
St. Louis Community College
William J. Harrison Education Center
3140 Cass Avenue, St. Louis, MO 63106



Join the discussion! RSVP for the meeting here:
<https://tinyurl.com/MSDStLouisDS>

The Metropolitan St. Louis Sewer District is pleased to announce the upcoming business community meeting to discuss the Minority and Women Business Enterprise (M/WBE) Disparity Study (Study) Update. The Study is designed to review M/WBE participation on MSD's contracts and assess policies related to maximizing M/WBE participation.

The business community meetings will also afford businesses the opportunity to ask questions about the Study, obtain information regarding M/WBE certification and learn about upcoming contracting opportunities.

LIGHT REFRESHMENTS AND COFFEE WILL BE PROVIDED

Doors Open at 8:30 a.m.

(Attendance is Free – RSVP's Required)

8:30 a.m. Registration

9:00 a.m. Introductions and Presentation
Dr. Eleanor Ramsey, Mason Tillman Associates
Shonnah Paredes, MSD Manager of Diversity Programs
Rich Unverferth, MSD Director of Engineering

Thank You

**Shonnah Paredes
Manager of Diversity Programs
Metropolitan St. Louis Sewer District**

