Request for City Council Committee Action from the Minneapolis Department of Civil Rights

Date: February 5, 2014

To: Council Member Blong Yang, Chair – Public Safety, Civil Rights & Emergency Management Committee

Subject: Vikings Stadium Compliance Report

Recommendations:

The Department respectfully requests that the City Council receive and file this report.

Department Information

Prepared by: Lisa Sartwell, Administrative Assistant to the Director, Civil Rights
Approved by: Velma J. Korbel
Presenter in Committee: Velma J. Korbel, Director – Minneapolis Department of Civil Rights
Alex Tittle, Equity Director – MN Sports Facilities Authority
Lynn Littlejohn, Director of Community Affairs – Mortenson Const.

Supporting Information

Since the summer of 2012, staff in the Minneapolis Department of Civil Rights has worked in collaboration with staff and loaned executives of the Minnesota Sports Facilities Authority (MSFA) to carry out the May 25, 2012 council direction to staff regarding compliance monitoring and oversight for the design and construction of the NFL stadium.

- May 25, 2012 - Council's direction to staff:
  - Inclusion of Minneapolis Civil Rights department as a contractor to the Stadium Authority, to be compensated as project cost, to enforce participation, contracting, employment and prevailing wage compliance;
  - Inclusion of goals for construction contracts to be awarded to women and minority owned businesses in a percentage based on the highest performing City of Minneapolis development projects, and the other construction workforce will establish workforce utilization goals at least equal to current city goals;
  - Inclusion of goals for workers from city zip codes that have high rates of poverty and unemployment;
  - Inclusion of hiring goals to be applied to vendors and service providers during stadium facility operation for women and members of minority communities;
  - Timeline and procedure for regular public reports, to be at least quarterly, by contract enforcement agency, developers, tenants, and contractors showing compliance with workforce goals;
  - Inclusion of employment goals for total percentage of workers that live in the City of Minneapolis.

- August 21, 2012 – Minneapolis Department Civil Rights developed Women and Minority Business Enterprise (W/MBE) goal of 11% WBE and 8% MBE for the NFL stadium Architectural and Engineering Contract.

- October/November 2012 – MSFA contracted with the Metropolitan Council for a "loaned executive" to provide equity planning services.

- November 16, 2012 – MSFA approved Design Services Agreement inclusion plan. The stadium Design Services Agreement was awarded to HKS in November. Contract amount $34 Million.

- December 5, 2012 – Minneapolis Department of Civil Rights developed W/MBE goal of 11% WBE and 9% MBE for Construction Contract.

- February 8, 2013 – MSFA approved a Construction Services Equity Plan. The Equity Plan includes requirements prescribed the Stadium Legislation: Employment Assistance Firm, job fair, targeted business, workforce inclusion (32% minority, 6% female), and compliance monitoring/reporting. Additionally the Equity Plan includes a requirement for veterans' inclusion, affirmative action certificates, data collection, a Stadium Oversight Committee, and the creation of a Construction Manager Equity Review Panel.

- February, 2013 – MSFA selected Mortenson/Thor as the Construction Manager. Guaranteed Maximum Price negotiated in November 2013 of $763 Million.

- June 14, 2013 – MSFA hired Director of Equity.

- October 2013 – MSFA selected Summit Academy as Employment Assistance Firm.

- November 14, 2013 – Minneapolis Department of Civil Rights identified Minneapolis zip codes of high poverty and high unemployment to guide project participants in their targeted recruitment and hiring efforts to include workers from Minneapolis zip codes that have high rates of poverty and unemployment.

- February 7, 2014 – Minneapolis City Council approved increased revenue for payment by MSFA for use of City's Compliance database and terms of Memorandum of Agreement MSFA.

This report will provide an update on the status of the Equity Plan Provisions to date and will address the Council's May 25, 2012 staff direction.

This report includes information on the status of the Design Services Women-Owned and Minority-Owned Business inclusion.

Included are:

1. Narrative Overview as of December 31, 2013
2. Design Services Progress Report as of December 31, 2013
3. Multipurpose Stadium WMBE Participation Report as of December 2013
4. Workforce Utilization Summary through December 2013