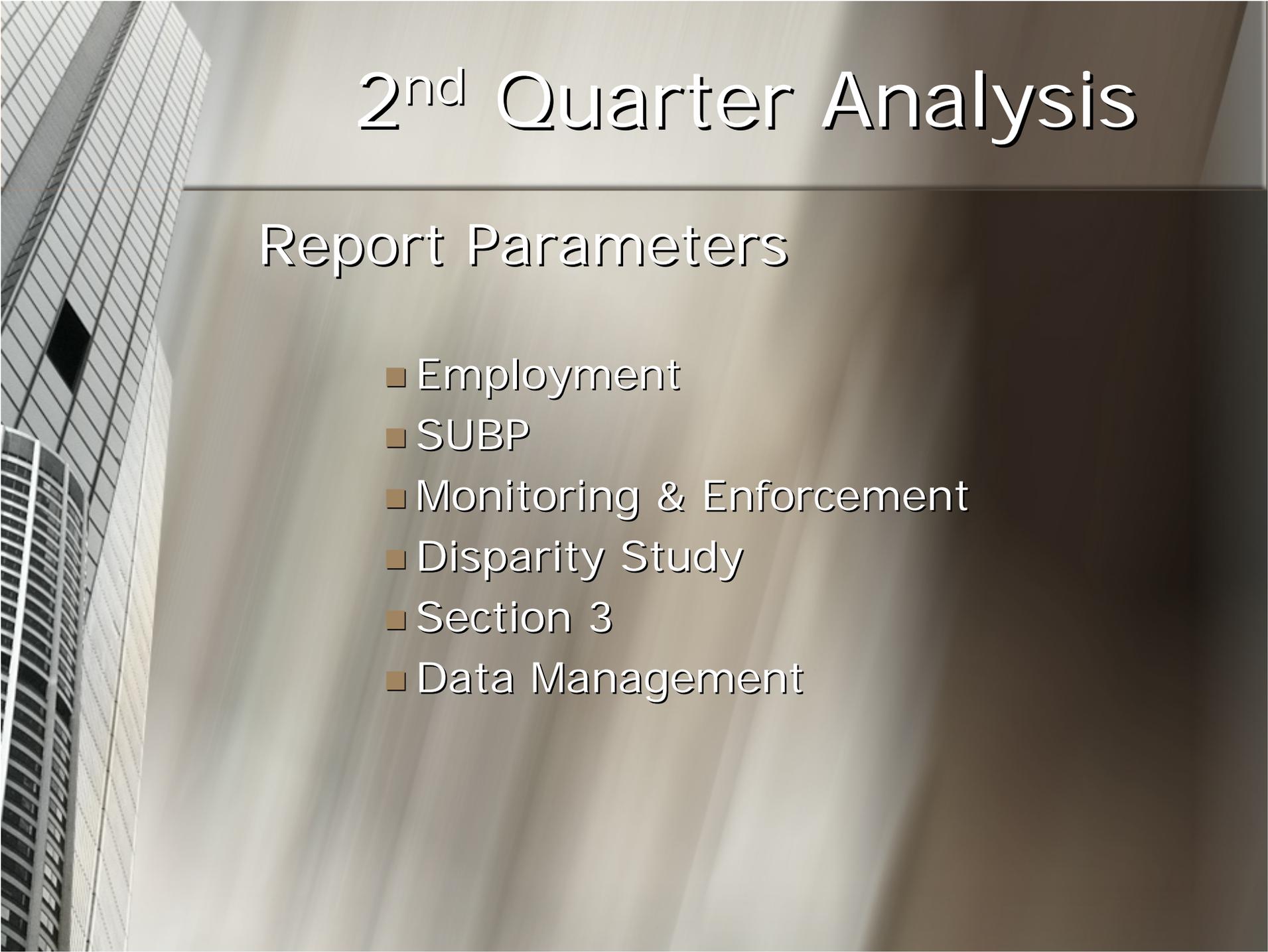




City of Minneapolis Department of Civil Rights

Contract Compliance Unit
2nd Quarter 2009



2nd Quarter Analysis

Report Parameters

- Employment
- SUBP
- Monitoring & Enforcement
- Disparity Study
- Section 3
- Data Management



Compliance Team

- Johnnie Burns, Manager
 - Melanie Bormett, Officer
 - Eddie Calderon, Officer
 - Roxanne Crossland, SUBP
 - Lauren Maker, Officer
 - Thmaris Richardson, Data
 - Mary Tradewell, Officer
 - Leslie Woyee, Officer



Employment

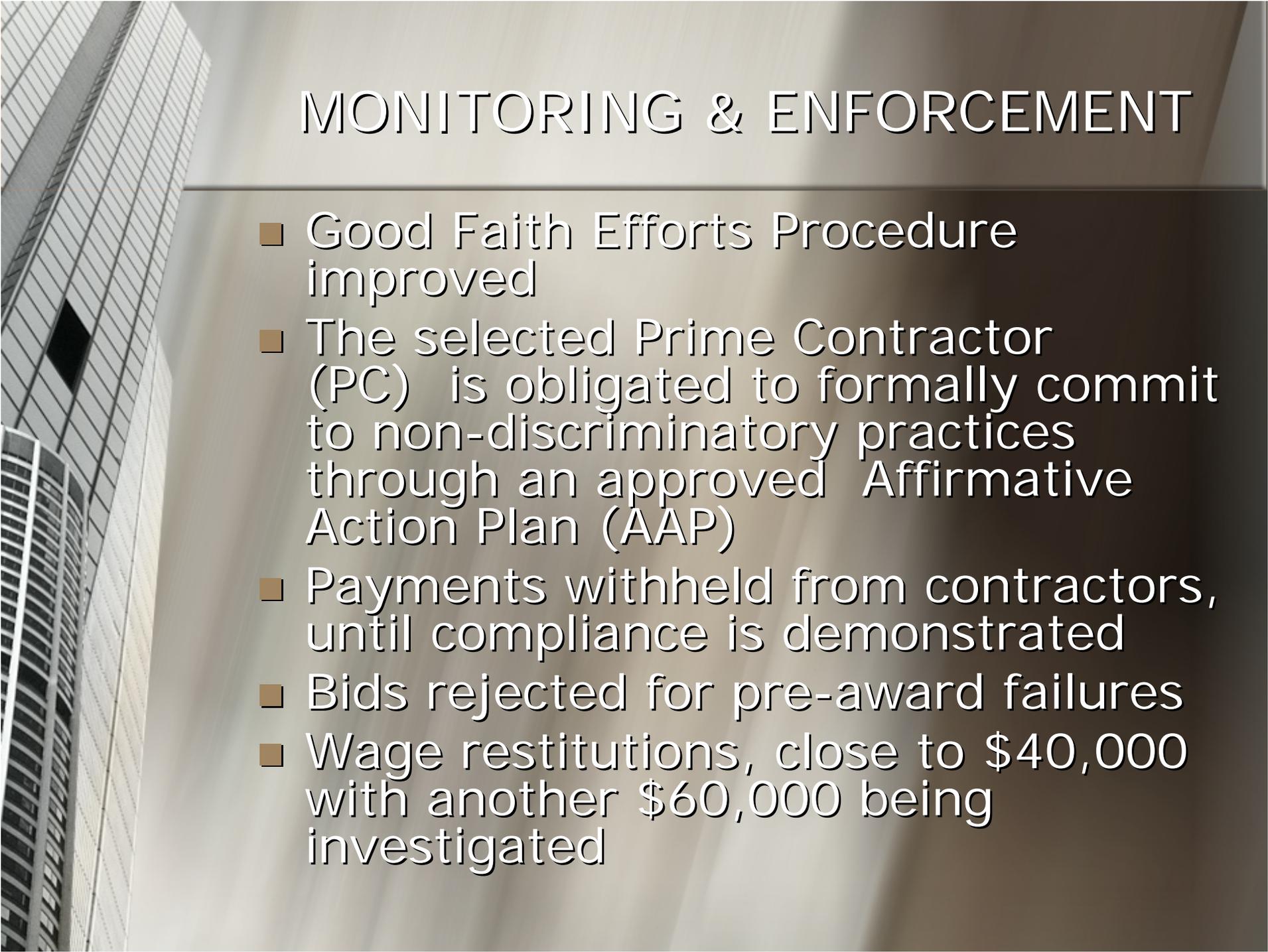
- 40 Active construction projects with a monetary value of \$90,814,007
- Combined Minority Goal **11%**
Actual Participation **15.6%**
- Female Goal **6%**
Actual Participation **6.5%**



Small Underutilized Business Program (SUBP)

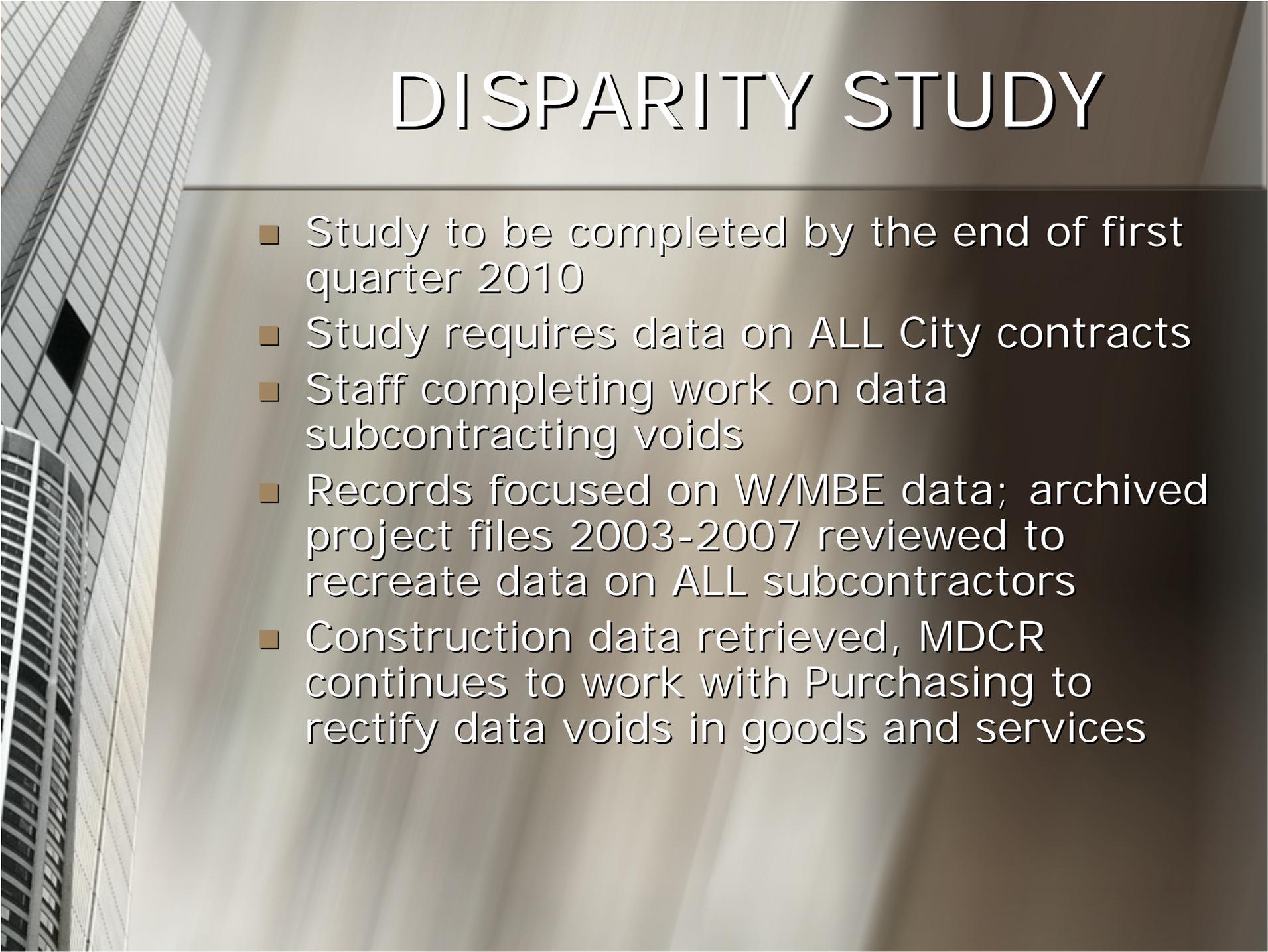
Small Business Participation – Active construction projects

- MBE Participation totaled \$5,571,303.60 or 6.3%
- WBE Participation \$7,093,372.30 or 8.0%
- Goods & Service contracts not included



MONITORING & ENFORCEMENT

- Good Faith Efforts Procedure improved
- The selected Prime Contractor (PC) is obligated to formally commit to non-discriminatory practices through an approved Affirmative Action Plan (AAP)
- Payments withheld from contractors, until compliance is demonstrated
- Bids rejected for pre-award failures
- Wage restitutions, close to \$40,000 with another \$60,000 being investigated



DISPARITY STUDY

- Study to be completed by the end of first quarter 2010
- Study requires data on ALL City contracts
- Staff completing work on data subcontracting voids
- Records focused on W/MBE data; archived project files 2003-2007 reviewed to recreate data on ALL subcontractors
- Construction data retrieved, MDCR continues to work with Purchasing to rectify data voids in goods and services

SECTION 3

- SECTION 3 PLAN -
 - MDCR is continuing to develop and implement a City of Minneapolis Section 3 plan.

- BUSINESS CERTIFICATIONS –
 - MDCR is certifying businesses on an annual basis – this quarter we've certified 8 businesses as Section 3, with 9 pending certification.

- BUILDING RELATIONSHIPS –
 - NAMC
 - Regulatory Services
 - NSP Grant Recipients (9)
 - HUD/FHEO – Washington, D.C.

- CHALLENGES –
 - Finding businesses that meet the HUD Section 3 business criteria –

- FEDERAL LEVEL –
 - On the federal level, staff has reviewed proposed federal legislation involving changes to Section 3 and has participated in related webinars.



DATA MANAGEMENT

LCPtracker

- All projects since April 1, 2009
- Provided training for 100+ contractors, ongoing training opportunities for contractors and staff
- Payroll submitted monthly by general contractors and subcontractors
- Worked to establish validations, internal processes

B2Gnow

- Early stages of application
- To monitor SUBP participation and payments to contractors