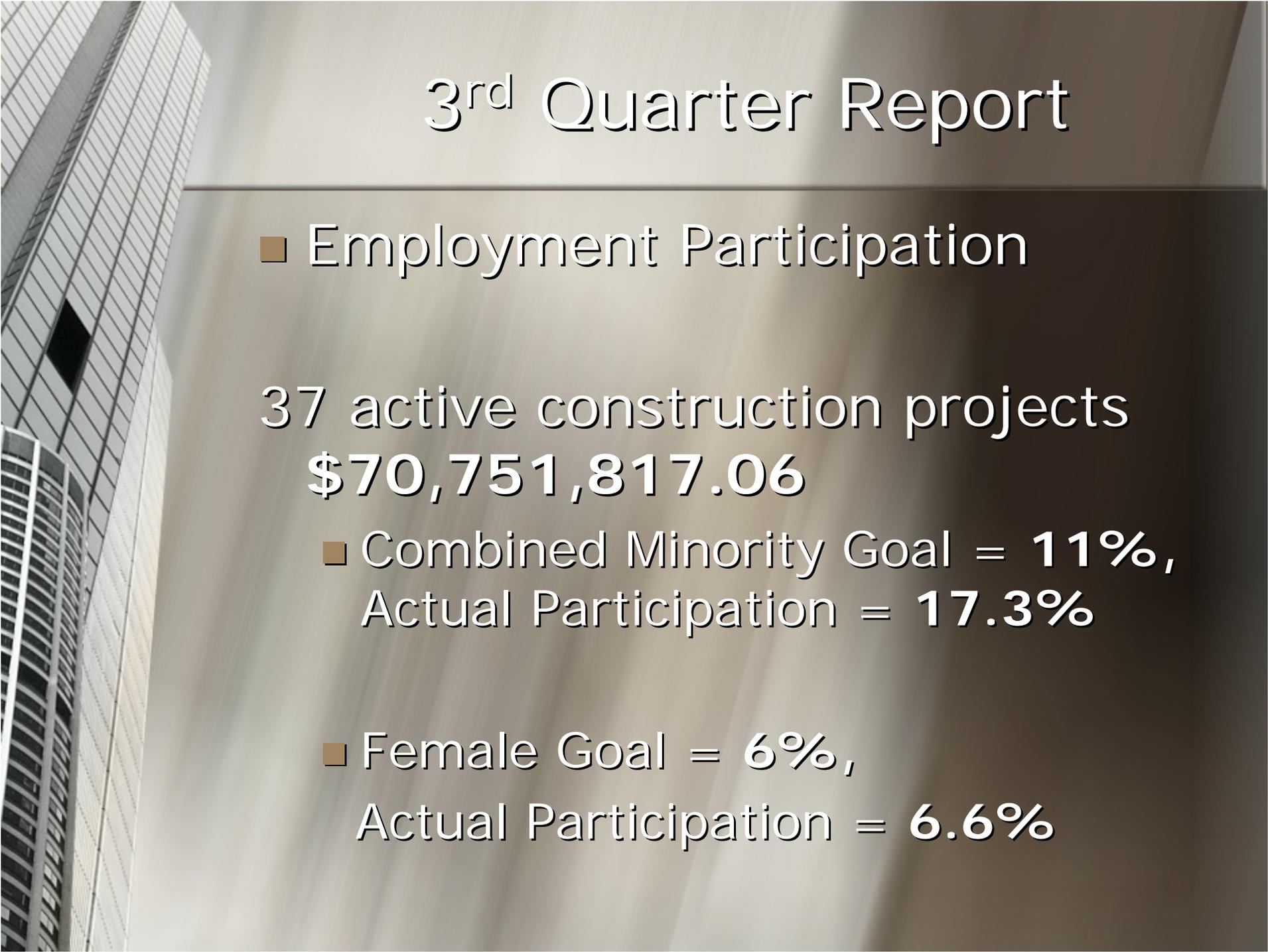




City of Minneapolis Department of Civil Rights

Contract Compliance Unit
3rd Quarter Report



3rd Quarter Report

- Employment Participation

37 active construction projects

\$70,751,817.06

- Combined Minority Goal = **11%**,
Actual Participation = **17.3%**

- Female Goal = **6%**,
Actual Participation = **6.6%**



3rd Quarter Report

Small Business Participation

- MBE Participation totaled \$4,962,807.60, or 7.0%
- WBE Participation totaled \$6,709,659.30, or 9.5%



3rd Quarter Report

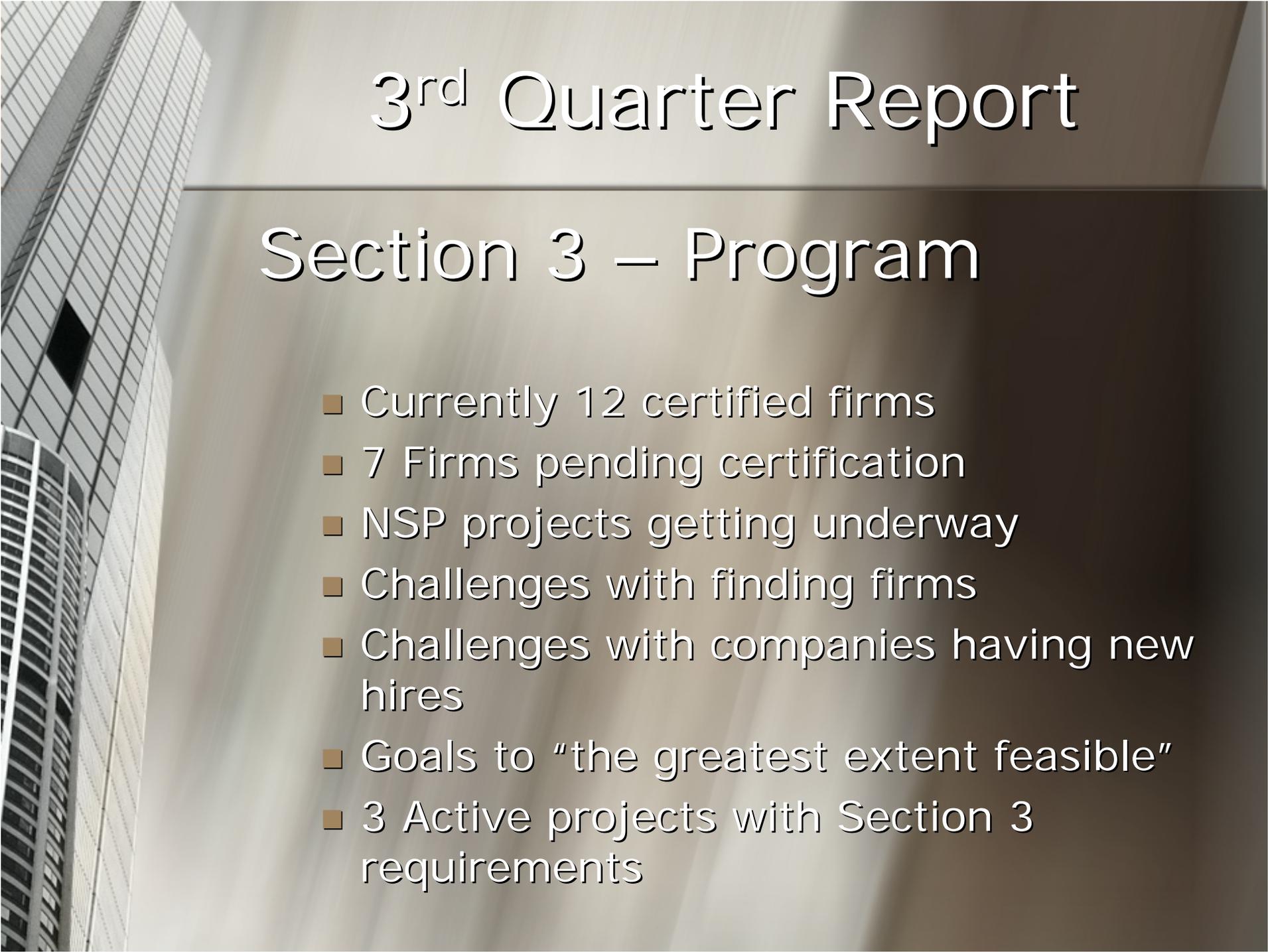
Small Underutilized Business Program

Reviewed 42 Projects for goals

11 Construction

26 Goods and Services

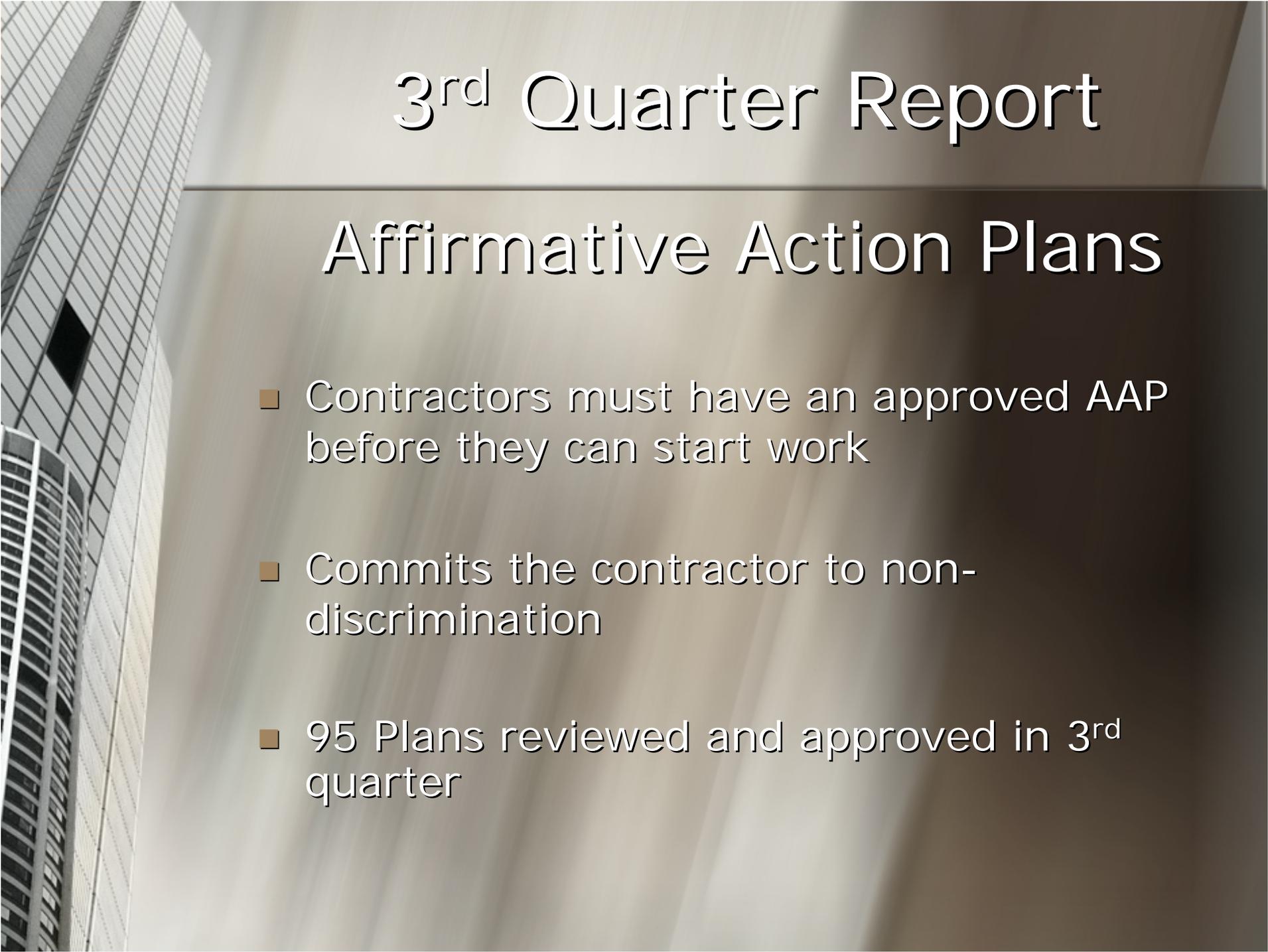
5 Requests for Proposals



3rd Quarter Report

Section 3 – Program

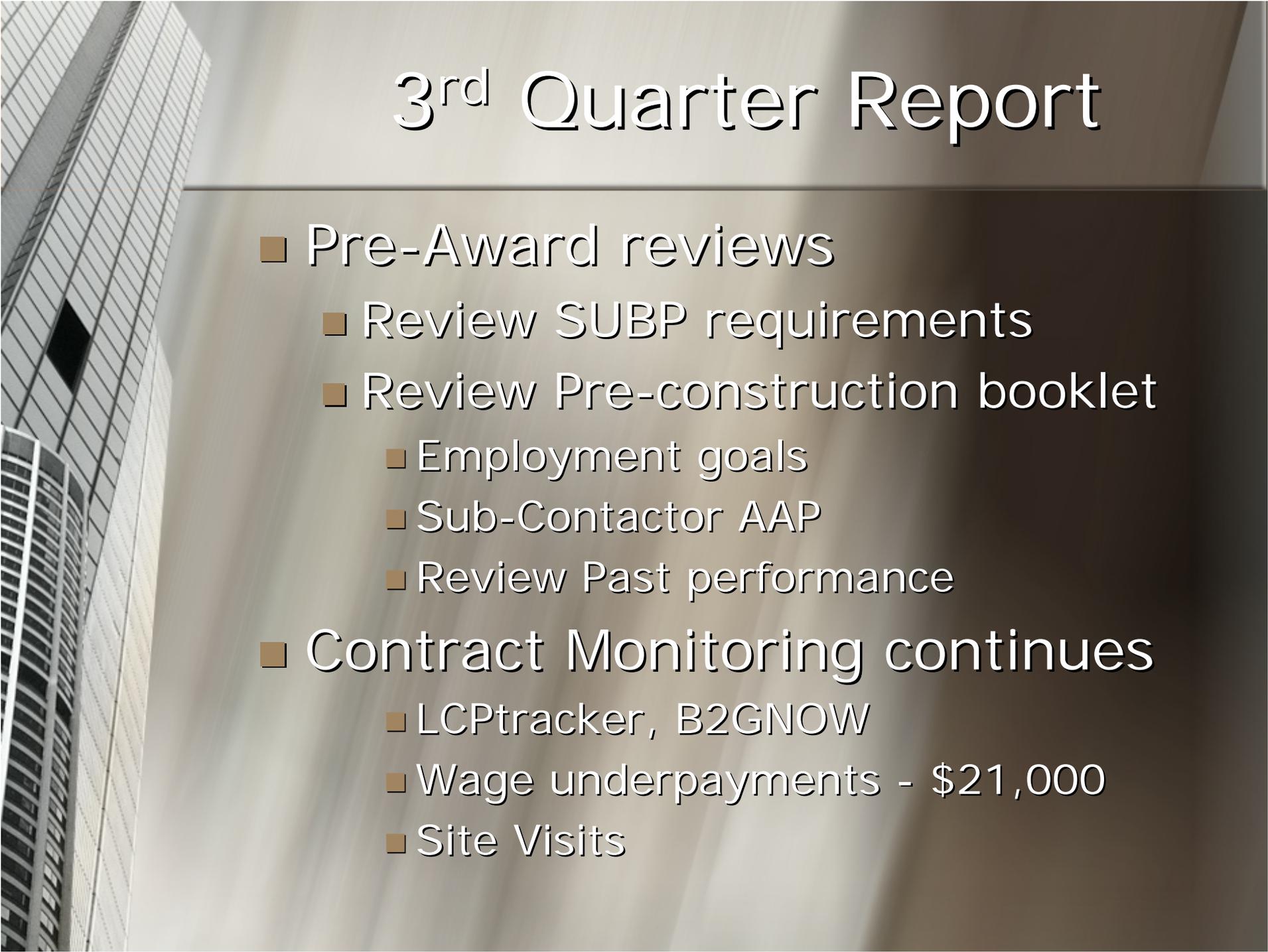
- Currently 12 certified firms
- 7 Firms pending certification
- NSP projects getting underway
- Challenges with finding firms
- Challenges with companies having new hires
- Goals to “the greatest extent feasible”
- 3 Active projects with Section 3 requirements



3rd Quarter Report

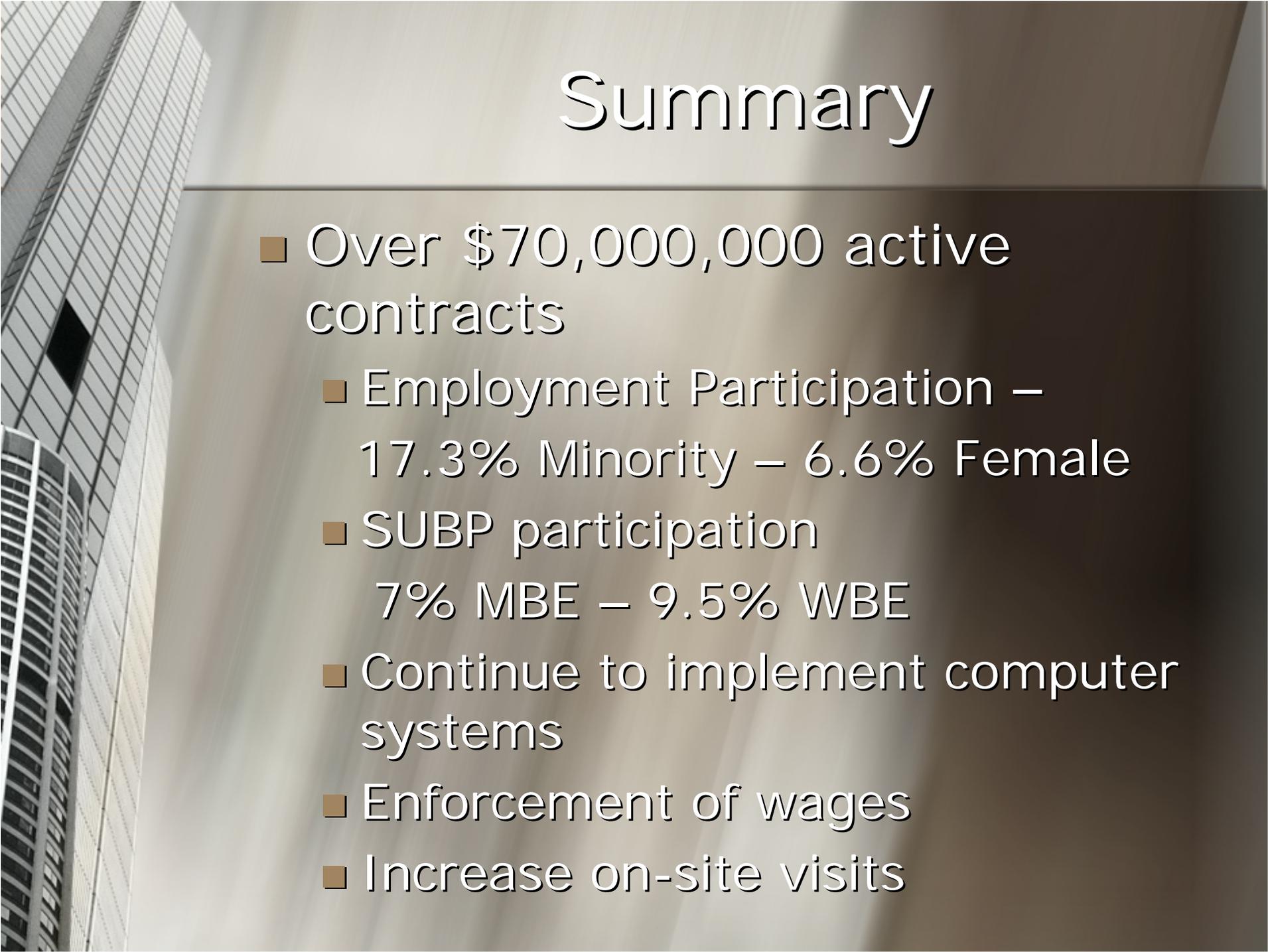
Affirmative Action Plans

- Contractors must have an approved AAP before they can start work
- Commits the contractor to non-discrimination
- 95 Plans reviewed and approved in 3rd quarter



3rd Quarter Report

- Pre-Award reviews
 - Review SUBP requirements
 - Review Pre-construction booklet
 - Employment goals
 - Sub-Contractor AAP
 - Review Past performance
- Contract Monitoring continues
 - LCPtracker, B2GNOW
 - Wage underpayments - \$21,000
 - Site Visits



Summary

- Over \$70,000,000 active contracts
 - Employment Participation – 17.3% Minority – 6.6% Female
 - SUBP participation
 - 7% MBE – 9.5% WBE
 - Continue to implement computer systems
 - Enforcement of wages
 - Increase on-site visits