

City of Gainesville, FL

Disparity Study
Findings & Recommendations

Presented November, 2024



Study Parameters



Study Parameters

Study Period: CY2016-CY2020 (5 years)

The geographic location (by county) where Gainesville spent at least 75% of its dollars during the Study Period

Gainesville's Relevant Market is the 25 counties of FDOT regions 2, 5 and 7: Alachua, Baker, Bradford, Brevard, Citrus, Clay, Columbia, Dixie, Duval, Flagler, Gilchrist, Hamilton, Hernando, Hillsborough, Lafayette, Lake, Levy, Madison, Marion, Nassau, Orange, Osceola, Pasco, Pinellas, Putnam, St. Johns, Seminole, Sumter, Suwannee, Taylor, Union, Volusia

Within those counties, Gainesville spent

- 86.92 % of Construction dollars
- 77.59 % of A&E dollars
- 75.25 % of Professional Services dollars
- 76.62 % of Other Services dollars
- 75.53 % of Goods dollars
- 78.77 % of All Dollars



Availability

(in the Relevant Market)

* The firm does business within an Industry Category from which the City makes certain purchases.

* The firm's owner has taken steps to demonstrate interest in doing business with government.

* The firm is located within the Relevant Geographic Market.

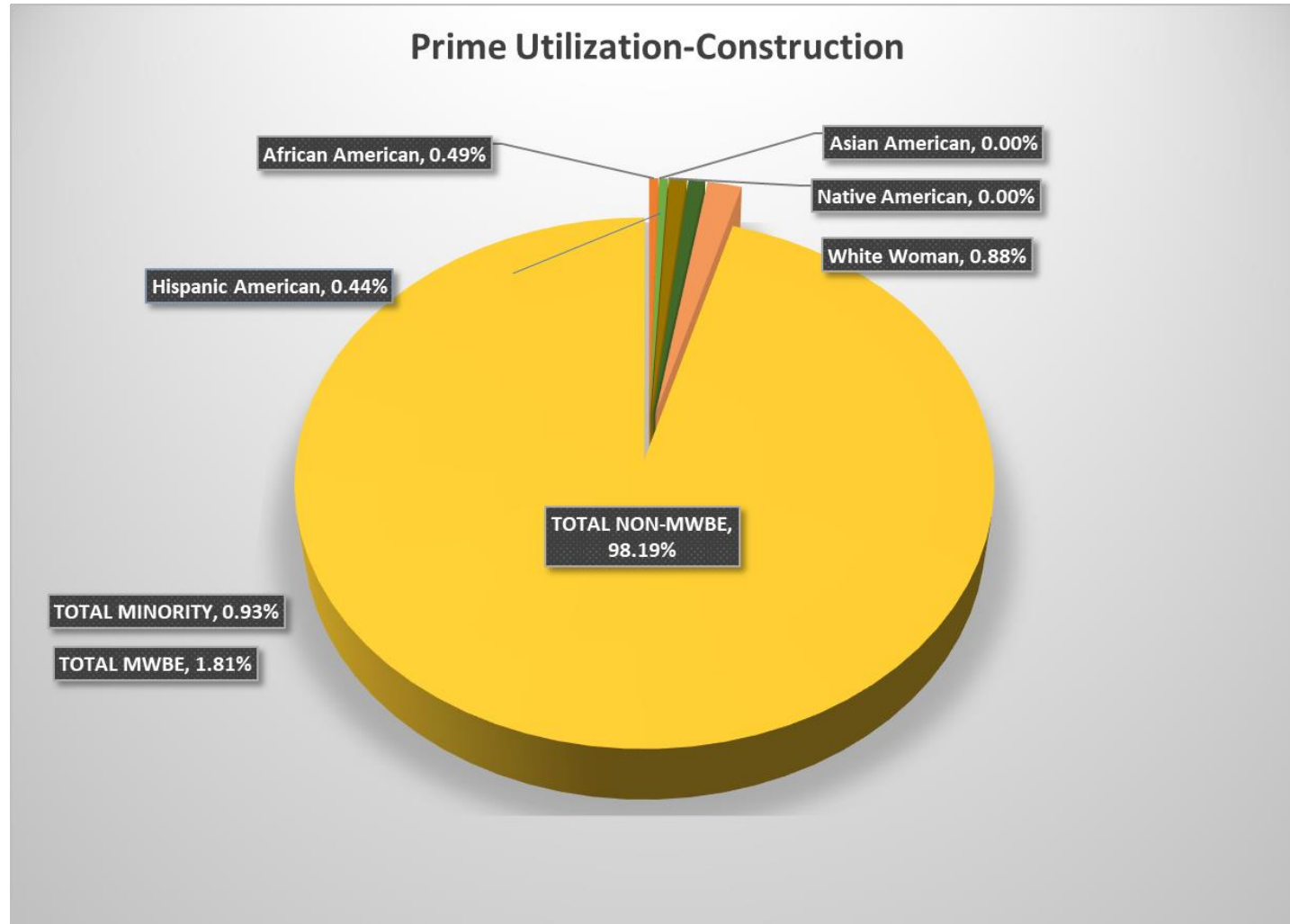
| Business Owner Classification | Construction | A&E | Professional Services | Other Services | Goods |
|-------------------------------|----------------|----------------|-----------------------|----------------|----------------|
| African American | 10.76% | 6.86% | 12.75% | 7.96% | 3.41% |
| Asian American | 2.08% | 6.64% | 4.38% | 1.05% | 0.43% |
| Hispanic American | 7.46% | 8.24% | 4.78% | 3.40% | 2.13% |
| Native American | 0.73% | 0.23% | 0.40% | 0.12% | 0.43% |
| TOTAL MINORITY | 21.03% | 21.97% | 22.31% | 12.53% | 6.40% |
| White Woman | 6.48% | 12.81% | 14.74% | 3.64% | 5.97% |
| TOTAL MWBE | 27.51% | 34.78% | 37.05% | 16.17% | 12.38% |
| TOTAL Non-MWBE | 72.49% | 65.22% | 62.95% | 83.83% | 87.62% |
| TOTAL | 100.00% | 100.00% | 100.00% | 100.00% | 100.00% |

Prime Utilization (CY2016-CY2020)

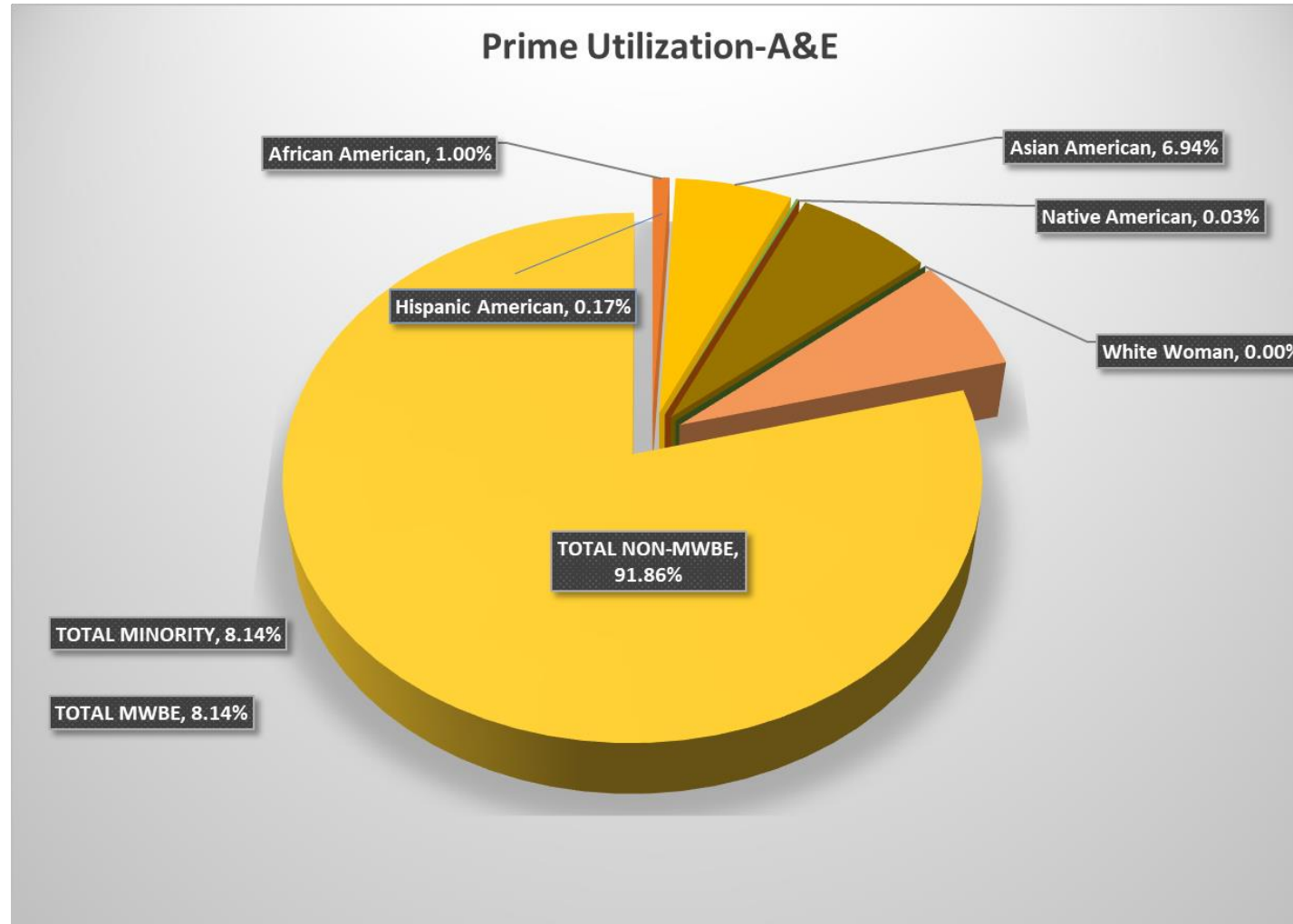
(in the Relevant Market)

| Business Ownership Classification | Construction | A&E | Professional Services | Other Services | Goods | TOTAL |
|-----------------------------------|-----------------------|----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| | (\$) | (\$) | (\$) | (\$) | (\$) | (\$) |
| African American | \$ 840,272 | \$ 277,942 | \$ - | \$ 1,787,390 | \$ 448,648 | \$ 3,354,252 |
| Asian American | \$ 4,985 | \$ 1,934,669 | \$ 820,912 | \$ 3,163,530 | \$ 4,490 | \$ 5,928,586 |
| Hispanic American | \$ 758,319 | \$ 48,403 | \$ 97,259 | \$ 989,820 | \$ 47,500 | \$ 1,941,301 |
| Native American | \$ - | \$ 7,730 | \$ - | \$ - | \$ - | \$ 7,730 |
| TOTAL MINORITY | \$ 1,603,576 | \$ 2,268,744 | \$ 918,171 | \$ 5,940,740 | \$ 500,638 | \$ 11,231,869 |
| White Woman | \$ 1,510,573 | \$ - | \$ 476,782 | \$ 4,627,781 | \$ 16,288,120 | \$ 22,903,256 |
| TOTAL MWBE | \$ 3,114,149 | \$ 2,268,744 | \$ 1,394,953 | \$ 10,568,521 | \$ 16,788,758 | \$ 34,135,125 |
| TOTAL NON-MWBE | \$ 169,171,125 | \$ 25,598,959 | \$ 25,647,835 | \$ 190,127,374 | \$ 175,749,623 | \$ 586,294,916 |
| TOTAL FIRMS | \$ 172,285,274 | \$ 27,867,703 | \$ 27,042,788 | \$ 200,695,895 | \$ 192,538,381 | \$ 620,430,041 |
| Business Ownership Classification | Construction | A&E | Professional Services | Other Services | Goods | TOTAL |
| | (%) | (%) | (%) | (%) | (%) | (%) |
| African American | 0.49% | 1.00% | 0.00% | 0.89% | 0.23% | 0.54% |
| Asian American | 0.00% | 6.94% | 3.04% | 1.58% | 0.00% | 0.96% |
| Hispanic American | 0.44% | 0.17% | 0.36% | 0.49% | 0.02% | 0.31% |
| Native American | 0.00% | 0.03% | 0.00% | 0.00% | 0.00% | 0.00% |
| TOTAL MINORITY | 0.93% | 8.14% | 3.40% | 2.96% | 0.26% | 1.81% |
| White Woman | 0.88% | 0.00% | 1.76% | 2.31% | 8.46% | 3.69% |
| TOTAL MWBE | 1.81% | 8.14% | 5.16% | 5.27% | 8.72% | 5.50% |
| TOTAL NON-MWBE | 98.19% | 91.86% | 94.84% | 94.73% | 91.28% | 94.50% |
| TOTAL FIRMS | 100.00% | 100.00% | 100.00% | 100.00% | 100.00% | 100.00% |

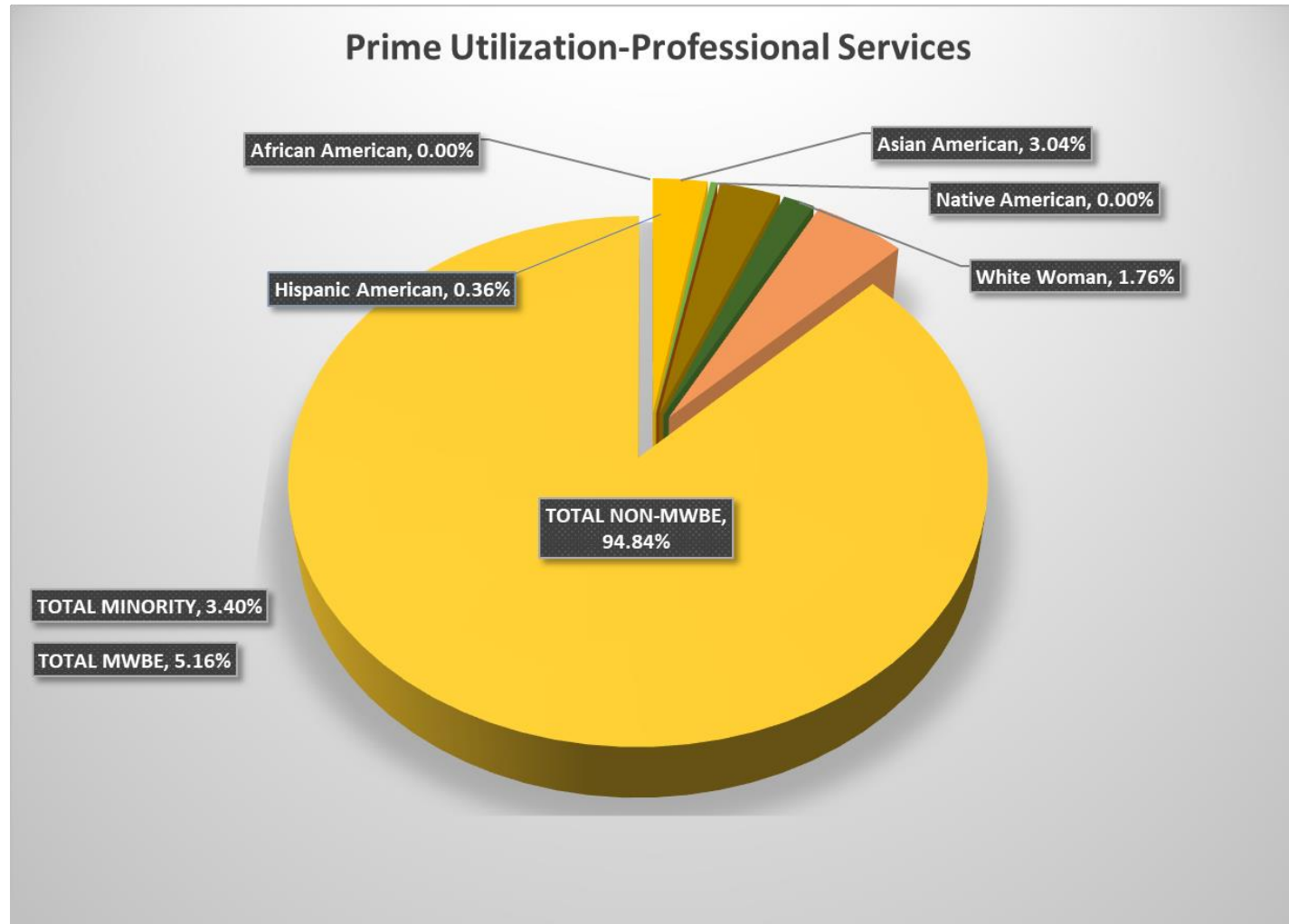
Prime Utilization-Construction CY2016-CY2020



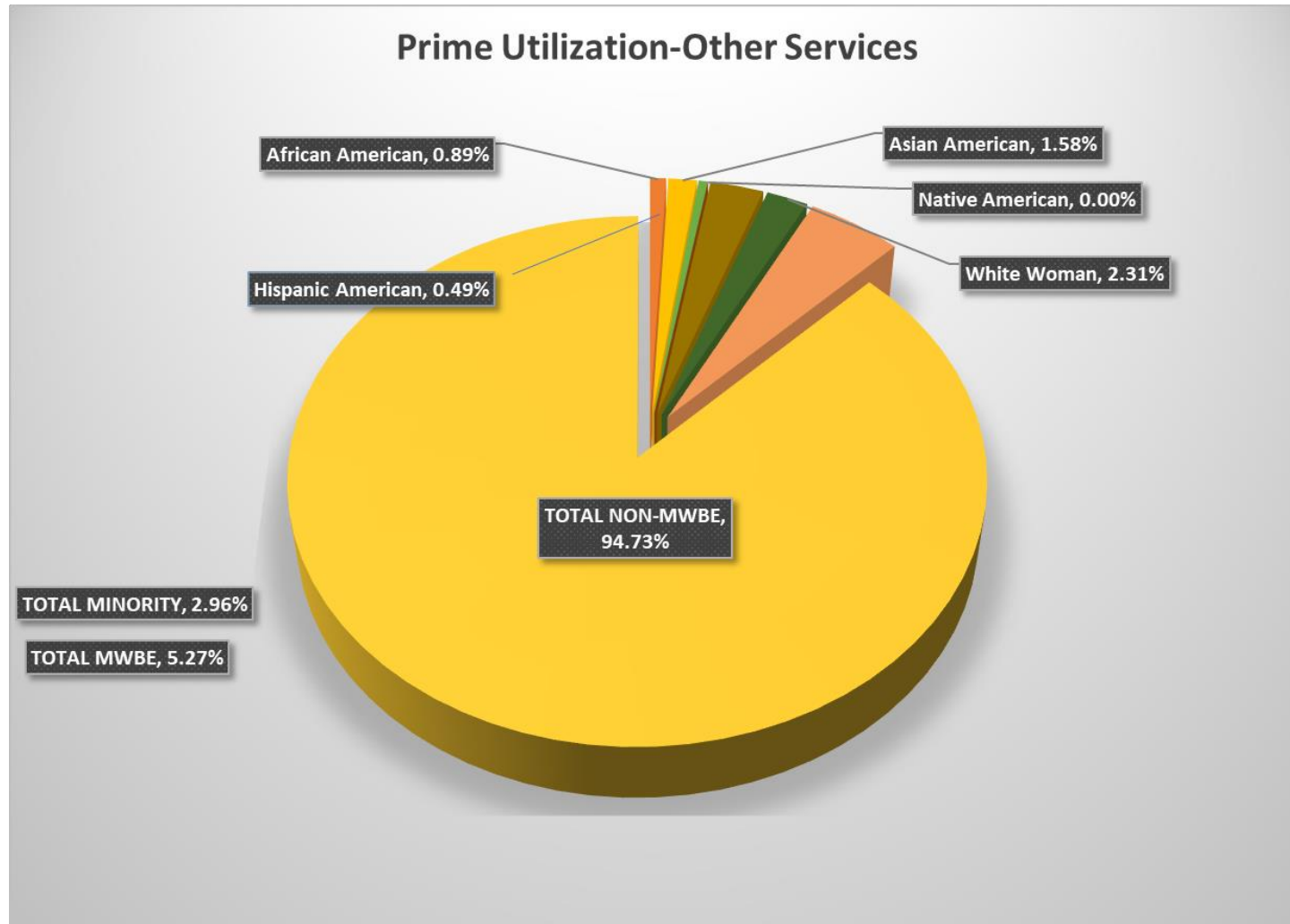
Prime Utilization-A&E CY2016-CY2020



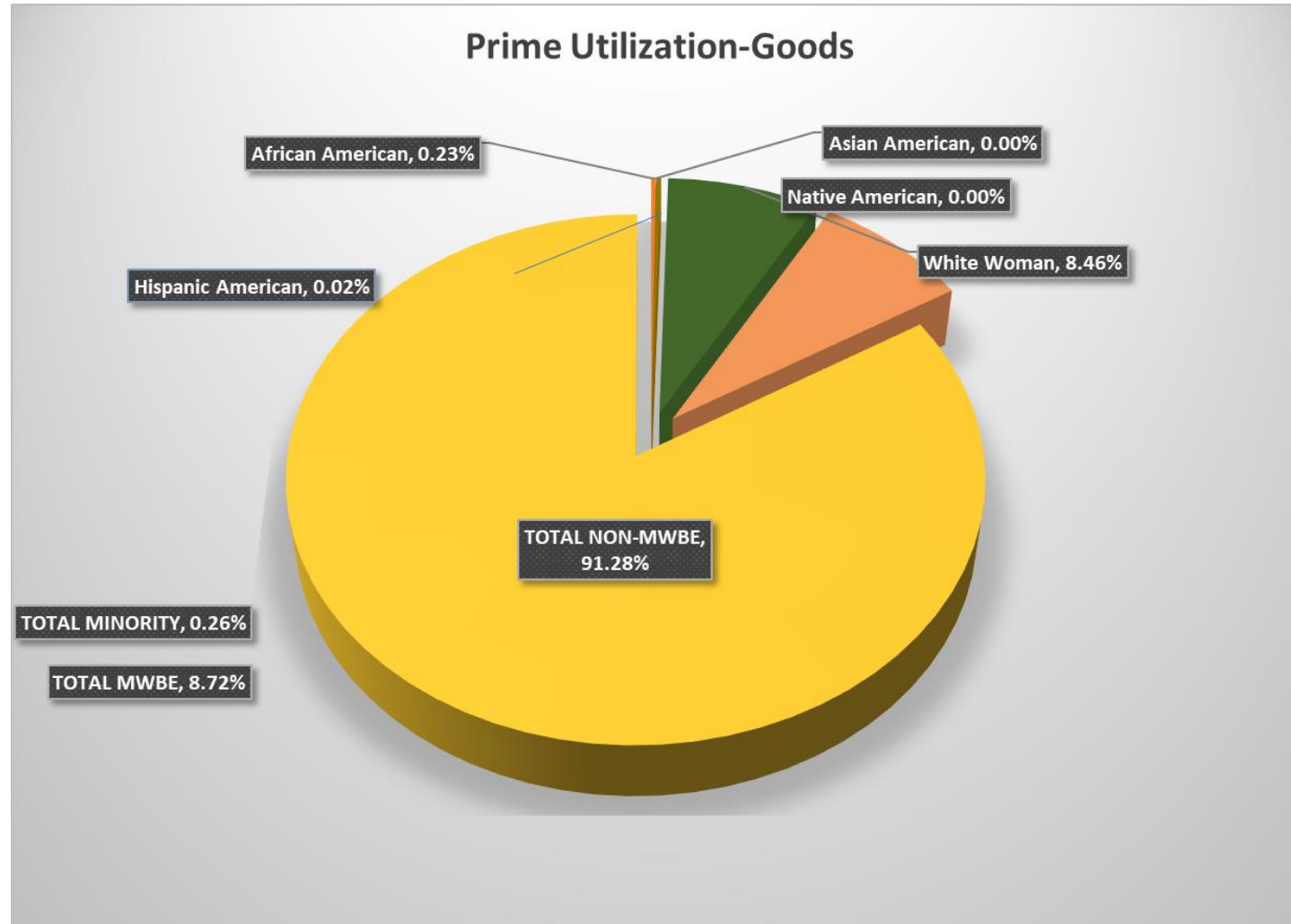
Prime Utilization-Professional Services CY2016-CY2020



Prime Utilization-Other Services CY2016-CY2020



Prime Utilization-Goods CY2016-CY2020



Prime Utilization-Construction

Top 10 Payees

CY2016-CY2020

| VENDOR NAME | COUNTY_STATE | AMOUNT | ETHNICITY/GENDER |
|-------------------------------------|-------------------------|---------------|------------------|
| OELRICH CONSTRUCTION, INC | ALACHUA COUNTY, FL | \$ 29,195,890 | Non-MWBE |
| WW GAY MECHANICAL CONTRACTORS INC | ALACHUA COUNTY, FL | \$ 18,405,406 | Non-MWBE |
| ORTEGA INDUSTRIAL CONTRACTORS | COLUMBIA COUNTY, FL | \$ 10,551,164 | Non-MWBE |
| FLORIDA SAFETY CONTRACTORS INC | HILLSBOROUGH COUNTY, FL | \$ 7,463,033 | Non-MWBE |
| WHARTON-SMITH, INC | ALACHUA COUNTY, FL | \$ 7,448,856 | Non-MWBE |
| GILBANE BUILDING COMPANY | ALACHUA COUNTY, FL | \$ 6,458,056 | Non-MWBE |
| HICKS SEAL COATING AND STRIPING LLC | GILCHRIST COUNTY, FL | \$ 5,241,384 | Non-MWBE |
| THE BRENTWOOD COMPANY INC | ALACHUA COUNTY, FL | \$ 5,145,696 | Non-MWBE |
| CHARLES PERRY PARTNERS INC | ALACHUA COUNTY, FL | \$ 4,909,481 | Non-MWBE |
| PIKE ELECTRIC | ALACHUA COUNTY, FL | \$ 4,741,645 | Non-MWBE |

Prime Utilization-A&E

Top 10 Payees

CY2016-CY2020

| VENDOR NAME | COUNTY_STATE | AMOUNT | ETHNICITY/GENDER |
|---|-------------------------|--------------|------------------|
| JONES EDMUNDS AND ASSOCIATES INC | ALACHUA COUNTY, FL | \$ 4,285,192 | Non-MWBE |
| WARTSILA NORTH AMERICA INC | BROWARD COUNTY, FL | \$ 2,244,470 | Non-MWBE |
| HNTB CORPORATION | ALACHUA COUNTY, FL | \$ 1,963,017 | Non-MWBE |
| AKEA INC | ALACHUA COUNTY, FL | \$ 1,934,669 | Asian American |
| CH2M HILL ENGINEERS, INC | ALACHUA COUNTY, FL | \$ 1,829,372 | Non-MWBE |
| TANKTEK INC | HILLSBOROUGH COUNTY, FL | \$ 1,348,899 | Non-MWBE |
| JACOBS ENGINEERING GROUP INC | ALACHUA COUNTY, FL | \$ 1,335,635 | Non-MWBE |
| CAUSSEAUX, HEWETT & WALPOLE INC D/B/A CHW | ALACHUA COUNTY, FL | \$ 1,334,391 | Non-MWBE |
| CAPITOL ENVIRONMENTAL SERVICES INC | ALACHUA COUNTY, FL | \$ 1,085,721 | Non-MWBE |
| LANDSHORE ENTERPRISE LLC | BROWARD COUNTY, FL | \$ 811,520 | Non-MWBE |

Prime Utilization-Professional Services

Top 10 Payees

CY2016-CY2020

| VENDOR NAME | COUNTY_STATE | AMOUNT | ETHNICITY/GENDER |
|---|-------------------------|--------------|------------------|
| BIORESOURCE MANAGEMENT INC | ALACHUA COUNTY, FL | \$ 3,643,316 | Non-MWBE |
| WINSTON & STRAWN LLP | BROWARD COUNTY, FL | \$ 2,823,914 | Non-MWBE |
| TOWERS WATSON INVESTMENT SERVICES INC | ALACHUA COUNTY, FL | \$ 1,376,875 | Non-MWBE |
| COMMUNICATIONS SOFTWARE CONSULTANTS INC | MARTIN COUNTY, FL | \$ 1,197,850 | Non-MWBE |
| HATCH ASSOCIATES CONSULTANTS INC | HILLSBOROUGH COUNTY, FL | \$ 1,067,930 | Non-MWBE |
| HOLLAND & KNIGHT LLP | DUVAL COUNTY, FL | \$ 1,020,505 | Non-MWBE |
| MCGURN INVESTMENT COMPANY | ALACHUA COUNTY, FL | \$ 873,948 | Non-MWBE |
| AEROTEK INC | DUVAL COUNTY, FL | \$ 761,926 | Non-MWBE |
| GARTNER INC | ORANGE COUNTY, FL | \$ 729,049 | Non-MWBE |
| ENVIRONMENTAL CONSULTING & TECHNOLOGY INC | ALACHUA COUNTY, FL | \$ 727,098 | Non-MWBE |

Prime Utilization-Other Services

Top 10 Payees

CY2016-CY2020

| VENDOR NAME | COUNTY_STATE | AMOUNT | ETHNICITY/GENDER |
|---|-------------------------|---------------|------------------|
| WCA OF FLORIDA LLC | ALACHUA COUNTY, FL | \$ 22,828,869 | Non-MWBE |
| MARSH USA INC | DUVAL COUNTY, FL | \$ 21,892,911 | Non-MWBE |
| SAP PUBLIC SERVICES INC | SEMINOLE COUNTY, FL | \$ 19,149,316 | Non-MWBE |
| BLUE CROSS AND BLUE SHIELD OF FLORIDA INC | ALACHUA COUNTY, FL | \$ 15,600,125 | Non-MWBE |
| INSITUFORM TECHNOLOGIES LLC | MARION COUNTY, FL | \$ 12,173,626 | Non-MWBE |
| ASPLUNDH TREE EXPERT CO | ALACHUA COUNTY, FL | \$ 10,300,640 | Non-MWBE |
| MV TRANSPORTATION INC | ALACHUA COUNTY, FL | \$ 7,566,081 | Non-MWBE |
| TEKSYSTEMS INC | DUVAL COUNTY, FL | \$ 4,987,649 | Non-MWBE |
| COLLABORATIVE SOLUTIONS LLC | HILLSBOROUGH COUNTY, FL | \$ 4,242,182 | Non-MWBE |
| TEMP FORCE OF GAINESVILLE | ALACHUA COUNTY, FL | \$ 4,065,354 | Non-MWBE |

Prime Utilization-Goods

Top 10 Payees

CY2016-CY2020

| VENDOR NAME | COUNTY_STATE | AMOUNT | ETHNICITY/GENDE R |
|-------------------------------------|-------------------------|---------------|----------------------|
| LEWIS OIL COMPANY INC | ALACHUA COUNTY, FL | \$ 15,359,975 | White Woman |
| GILLIG LLC | HILLSBOROUGH COUNTY, FL | \$ 12,615,027 | Non-MWBE |
| SIEMENS ENERGY INC | ALACHUA COUNTY, FL | \$ 9,772,432 | Non-MWBE |
| STUART C IRBY COMPANY | SUMTER COUNTY, FL | \$ 8,717,497 | Non-MWBE |
| CARMEUSE LIME | HILLSBOROUGH COUNTY, FL | \$ 7,224,602 | Non-MWBE |
| MOTOROLA INC | ALACHUA COUNTY, FL | \$ 6,782,430 | Non-MWBE |
| GE INTERNATIONAL INC | DUVAL COUNTY, FL | \$ 6,716,533 | Non-MWBE |
| FERGUSON WATERWORKS | ALACHUA COUNTY, FL | \$ 6,264,828 | Non-MWBE |
| LHOIST NORTH AMERICA OF ALABAMA LLC | MARION COUNTY, FL | \$ 5,950,729 | Non-MWBE |
| SHI INTERNATIONAL CORP | HILLSBOROUGH COUNTY, FL | \$ 5,857,352 | Non-MWBE |

Prime Utilization-Construction

Top 10 MWBE Payees

CY2016-CY2020

| VENDOR NAME | COUNTY_STATE | AMOUNT | ETHNICITY/GENDER |
|--|----------------------|--------------|-------------------|
| TCB SERVICES, LLC | GILCHRIST COUNTY, FL | \$ 1,271,276 | White Woman |
| R J P ENTERPRISES INC | ALACHUA COUNTY, FL | \$ 530,465 | Hispanic American |
| ELEVATED DESIGN CONSTRUCTION LLC | ALACHUA COUNTY, FL | \$ 523,958 | African American |
| JEFFERY PAUL WILLIAM JR DBA WPJ CONSTRUCTION LLC | ORANGE COUNTY, FL | \$ 294,814 | African American |
| SOUTHEASTERN COATINGS & WATERPROOFING INC | COLUMBIA COUNTY, FL | \$ 135,670 | White Woman |
| FORESIGHT CONTRUCTION GROUP | ALACHUA COUNTY, FL | \$ 111,324 | Hispanic American |
| CITRUS SANDBLAST LLC | ORANGE COUNTY, FL | \$ 47,250 | White Woman |
| EWING WATERPROOFING | ALACHUA COUNTY, FL | \$ 47,000 | Hispanic American |
| R & B FENCING INC | BRADFORD COUNTY, FL | \$ 39,700 | White Woman |
| ERNEST MOSLEY | ALACHUA COUNTY, FL | \$ 21,500 | African American |
| JENNIFER E RIVERS, E. VAUGHAN RIVERS, INC. | COLUMBIA COUNTY, FL | \$ 14,375 | White Woman |

Prime Utilization-A&E

Top 10 MWBE Payees

CY2016-CY2020

| VENDOR NAME | COUNTY_STATE | AMOUNT | ETHNICITY/GENDER |
|--|-------------------------|--------------|-------------------|
| AKEA INC | ALACHUA COUNTY, FL | \$ 1,934,669 | Asian American |
| ONE DAY CAME INC | HILLSBOROUGH COUNTY, FL | \$ 273,141 | African American |
| EDA ENGINEERS-SURVEYORS-PLANNERS INC | ALACHUA COUNTY, FL | \$ 34,498 | Hispanic American |
| ROBERTO DENIS D/B/A LIQUID SOLUTIONS GROUP LLC | SEMINOLE COUNTY, FL | \$ 13,904 | Hispanic American |
| THE NDN COMPANIES | DUVAL COUNTY, FL | \$ 7,730 | Native American |
| TLC ENGINEERING FOR ARCHITECTURE | ORANGE COUNTY, FL | \$ 4,800 | African American |

Prime Utilization-Professional Services

Top 10 MWBE Payees

CY2016-CY2020

| VENDOR NAME ^a | COUNTY_STATE | AMOUNT | ETHNICITY/GENDER |
|--|---------------------|------------|-------------------|
| INNOVATIVE WASTE CONSULTING SERVICES LLC D/B/A | ALACHUA COUNTY, FL | \$ 462,766 | Asian American |
| AURITAS LLC | SEMINOLE COUNTY, FL | \$ 351,133 | Asian American |
| CLAIRE ELISABETH MANLEY, DBA MANLEY DESIGN LLC - LANDSCAPE ARCHITECTS | ALACHUA COUNTY, FL | \$ 287,172 | White Woman |
| CINDI W BLANCHARD TIBS1, LLC D/B/A TELASSURE GLOBAL | PUTNAM COUNTY, FL | \$ 141,000 | White Woman |
| EDA CONSULTANTS INC | ALACHUA COUNTY, FL | \$ 97,258 | Hispanic American |
| SANTANGINI APPRAISALS LLC | ALACHUA COUNTY, FL | \$ 38,610 | White Woman |
| SOUTHARC INC | ALACHUA COUNTY, FL | \$ 10,000 | White Woman |
| INFO TECH | ALACHUA COUNTY, FL | \$ 4,950 | Asian American |
| APEX TEKLABS | ALACHUA COUNTY, FL | \$ 2,000 | Asian American |

Prime Utilization-Other Services

Top 10 MWBE Payees

CY2016-CY2020

| VENDOR NAME | COUNTY_STATE | AMOUNT | ETHNICITY/GENDER |
|--|--------------------|--------------|-------------------|
| CAREER CENTER INC D/B/A TEMPFORCE | ALACHUA COUNTY, FL | \$ 3,892,275 | White Woman |
| GREEN TECHNOLOGIES LLC | ALACHUA COUNTY, FL | \$ 3,163,529 | Asian American |
| TNTSI INC D/B/A SECURITY 101 | DUVAL COUNTY, FL | \$ 948,709 | Hispanic American |
| JASPER SHERMAN DBA BIG SHERM LAWN SERVICE | ALACHUA COUNTY, FL | \$ 492,300 | African American |
| CARPET SYSTEMS PLUS NORTH FLORIDA INC | ALACHUA COUNTY, FL | \$ 369,862 | African American |
| ALMIGHTY PROTECTION SERVICES 2 LLC | BROWARD COUNTY, FL | \$ 200,783 | African American |
| E W RESHARD INC | ALACHUA COUNTY, FL | \$ 186,960 | African American |
| ALTA SYSTEMS INC | ALACHUA COUNTY, FL | \$ 156,271 | White Woman |
| SHEILA ROCHELLE DBA SHEILASHINE CLEANING SERVICE INC | ALACHUA COUNTY, FL | \$ 153,841 | African American |
| MELANIE LING, FEATTHR | ALACHUA COUNTY, FL | \$ 137,667 | White Woman |

Prime Utilization-Goods

Top 10 MWBE Payees

CY2016-CY2020

| VENDOR NAME | COUNTY_STATE | AMOUNT | ETHNICITY/GENDER |
|---|-------------------------|---------------|-------------------|
| LEWIS OIL COMPANY INC | ALACHUA COUNTY, FL | \$ 15,359,975 | White Woman |
| HILLMAN SUPPLY COMPANY INC | ALACHUA COUNTY, FL | \$ 322,600 | White Woman |
| CREATIVE INDUSTRIAL SOLUTIONS, LLC | ALACHUA COUNTY, FL | \$ 243,353 | African American |
| TRANSPORTATION CONTROL SYSTEMS | HILLSBOROUGH COUNTY, FL | \$ 125,951 | White Woman |
| ENCORE BROADCAST EQUIPMENT SALES INC | HILLSBOROUGH COUNTY, FL | \$ 125,042 | White Woman |
| MEDICAL EQUIPMENT SALES INC | ALACHUA COUNTY, FL | \$ 72,797 | African American |
| CORNERSTONE BARRICADES INC | ALACHUA COUNTY, FL | \$ 55,209 | African American |
| BMG CONVEYOR SERVICES OF FLORIDA D/B/A DAVID INDUSTRIAL | HILLSBOROUGH COUNTY, FL | \$ 47,500 | Hispanic American |
| INNOVATIVE INCENTIVES | BROWARD COUNTY, FL | \$ 27,950 | White Woman |
| BELL PERFORMANCE INC | SEMINOLE COUNTY, FL | \$ 23,548 | White Woman |

Prime Disparity Analysis

Statistically Significant Underutilization

| Business Owner Classification | Construction | A&E | Professional Services | Other Services | Goods |
|-------------------------------|--------------|-----|-----------------------|----------------|-------|
| African American | X | X | X | X | X |
| Asian American | X | | X | | X |
| Hispanic American | X | X | X | X | X |
| Native American | X | X | X | X | X |
| White Woman | X | X | X | X | |

For contracts under \$500,000 Asian Americans were overutilized in Other Services, in Professional Services they were underutilized but it was not statistically significant, and Women were overutilized in Other Services.

For contracts under \$1,000,000 Asian Americans were overutilized in A&E and Other Services, in Professional Services they were underutilized but it was not statistically significant, and Women were overutilized in Other Services and Goods.

| Business Ownership Classification | Construction | A&E | Professional Services | Other Services | Goods | TOTAL |
|-----------------------------------|--------------|------------|-----------------------|----------------|--------------|---------------|
| | (\$) | (\$) | (\$) | (\$) | (\$) | (\$) |
| African American | \$ - | \$ - | \$ - | \$ - | \$ 784 | \$ 784 |
| Asian American | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - |
| Hispanic American | \$ - | \$ 3,500 | \$ - | \$ - | \$ - | \$ 3,500 |
| Native American | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - |
| TOTAL MINORITY | \$ - | \$ 3,500 | \$ - | \$ - | \$ 784 | \$ 4,284 |
| White Woman | \$ - | \$ - | \$ - | \$ 17,684 | \$ 20 | \$ 17,704 |
| TOTAL MWBE | \$ - | \$ 3,500 | \$ - | \$ 17,684 | \$ 804 | \$ 21,988 |
| TOTAL NON-MWBE | \$ 7,727,649 | \$ 122,647 | \$ 433,016 | \$ 1,613,040 | \$ 1,064,222 | \$ 10,960,574 |
| TOTAL FIRMS | \$ 7,727,649 | \$ 126,147 | \$ 433,016 | \$ 1,630,724 | \$ 1,065,026 | \$ 10,982,562 |
| Business Ownership Classification | Construction | A&E | Professional Services | Other Services | Goods | TOTAL |
| | (%) | (%) | (%) | (%) | (%) | (%) |
| African American | 0.00% | 0.00% | 0.00% | 0.00% | 0.07% | 0.01% |
| Asian American | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Hispanic American | 0.00% | 2.77% | 0.00% | 0.00% | 0.00% | 0.03% |
| Native American | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| TOTAL MINORITY | 0.00% | 2.77% | 0.00% | 0.00% | 0.07% | 0.04% |
| White Woman | 0.00% | 0.00% | 0.00% | 1.08% | 0.00% | 0.16% |
| TOTAL MWBE | 0.00% | 2.77% | 0.00% | 1.08% | 0.08% | 0.20% |
| TOTAL NON-MWBE | 100.00% | 97.23% | 100.00% | 98.92% | 99.92% | 99.80% |
| TOTAL FIRMS | 100.00% | 100.00% | 100.00% | 100.00% | 100.00% | 100.00% |

Subcontractor Utilization

Subcontractor Disparity Analysis

Statistically Significant Underutilization

| Business Owner Classification | Construction | A&E | Professional Services | Other Services | Goods |
|-------------------------------|--------------|-----|-----------------------|----------------|-------|
| African American | X | X | X | X | X |
| Asian American | X | X | X | X | X |
| Hispanic American | X | X | X | X | X |
| Native American | X | X | X | X | X |
| White Woman | X | X | X | X | X |

Overall Findings

GSPC found that Gainesville has a factual basis for establishing race and gender-conscious program elements in addition to race and gender-neutral efforts.

A regression analysis found that disparities by race, ethnicity, or gender status of the firm owners remained after controlling for capacity and other race and gender-neutral factors.

Anecdotal findings and practices & procedures findings support the statistical analysis and regression analysis.



Commendations

COMMENDATION 1: Small Business Efforts

COMMENDATION 2: Assisting Vendors Invoice Templates

COMMENDATION 3: Encouraging Primes to Utilize MWBEs

COMMENDATION 4: The City has B2G to track SBE subcontractors.

COMMENDATION 5: Mentor/protégé Program

Recommendations

RECOMMENDATION 1: ALLOCATE RESOURCES & STAFFING

RECOMMENDATION 2: SET ASPIRATIONAL GOALS

Recommendations

RECOMMENDATION 3: SET MWBE CONTRACT- BY- CONTRACT SUBCONTRACTING GOALS

RECOMMENDATION 4: PROMPT PAYMENT POLICY

Recommendations

RECOMMENDATION 5: ROBUST CONTRACT COMPLIANCE

Assessment

Outreach

Certification/Verification

Procurement

Tracking/Monitoring

RECOMMENDATION 6: GREATER USE OF B2GNOW

Recommendations

RECOMMENDATION 7: REVIEW CONTRACT SIZING

RECOMMENDATION 8: OUTREACH & SUPPORTIVE SERVICES

Forecasting

Targeted Marketing

Recommendations

RECOMMENDATION 9: JOINT VENTURE REQUIREMENT

RECOMMENDATION 10: INSTITUTE DATA REFORM

Add unique vendor numbers & commodity code to vendor system

Track subcontractor award and payment data for all subcontractors

Track awards and amendments and connect to payments

Create a database of bid tabs

Combine data

NEXT STEPS TO

1. Accept Disparity Study Report and its Recommendations
2. Gap Analysis (What needs new authorization and what is an enhancement to existing program elements)
3. Determine Aspirational Goals (which are internal benchmarks of what the percentage of participation is expected to be on an annual basis).
4. Draft New Program Plan – There is no one process for developing a remedial program. GSPC will work with the City to suggest narrowly tailored remedies and processes.
4. Plan for Implementation (Steps, Phases, and Tasks)
5. Determine Budget and Staffing Needs for New Program Elements
6. Develop a Training Protocol and train Staff which includes contract-by-contract goal-setting training. Contract-by-contract goals are goals for a project based upon the weighted availability of individual scopes of work on that project rather than a one size fits all goal.

Q&A