



**CONTRACT  
EQUITY  
PROGRAM**

**FY 2023 ANNUAL REPORT**



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## EXECUTIVE SUMMARY

The Contract Equity (CE) Program Fiscal Year (FY) 2023 Annual Report provides an overview of the District's contracting performance and related staff activities to increase local hiring and contract participation in the following areas:

- Cultural and gender diversity,
- Small businesses<sup>1</sup> (including disabled veteran and lesbian, gay, bisexual, transgender business enterprises), and
- Local businesses<sup>2</sup>.

For more than 39 years, the District has committed to and invested in diversity and inclusion practices in its contracting opportunities to reflect the communities we serve. Inclusive business participation in local government procurement and contracting is an important source of income and jobs for our communities and strengthens communities both economically and socially.

Since inception of the CE program, the District has awarded approximately \$5.5 billion in contracts with 21 percent (\$1.1 billion) awarded to ethnic minority and women owned businesses (EM/WBEs). This represents an average of \$28.2 million in annual awards to EM/WBEs for over 39 years. Through its CE Program, the District promotes stewardship to ensure diversity in our contracting and supply chain. The District's procurement and contracting practices support our mission to deliver safe, reliable, and high quality water service to 1.4 million customers and provide wastewater services for 740,000 customers in the Bay Area.

The CE Office oversees the District's contracting process to ensure fairness and equity in business opportunities, bidding of potential contracts, and the execution of contracts to the business community, especially to those sectors historically underutilized, including small and local businesses. Fair, active, and open competition help build valued relationships with the community where we live and serve, while also driving competition and productivity to provide value to our ratepayers.

In FY 2023, the District's key CE Program accomplishments include:

- Awarded contracts in the following amounts:
  - \$350 million to local businesses,
  - \$94 million to small businesses.
  - \$36 million to EM/WBEs
- Achieved 56 percent local hires on 28 targeted construction projects which resulted in over \$12.8 million in wages and benefits to workers who reside in Alameda, Contra Costa, San Joaquin, Calaveras, or Amador County.
- Awarded 89 percent of contracts to companies with a minority workforce that employ at least 50 percent of their applicable Metropolitan Statistical Area (MSA)<sup>3</sup>.

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<sup>1</sup> "Small business" is a business enterprise that has average annual gross receipts of \$15,000,000 or less over the previous three years or is a manufacturer with 100 or fewer employees or disabled veteran business enterprise. For public works projects, "small business" is a public works construction contractor with 200 or fewer employees and average gross receipts of \$36,000,000 or less over the previous three years.

<sup>2</sup> Local Business" is a business located in Alameda, Contra Costa, San Joaquin, Calaveras, Amador, and other counties directly impacted by District contracts and/or operations.

<sup>3</sup> MSA is the formal definition of a region that consists of a city and surrounding communities that are linked by social and economic factors that is determined by the U.S. Office of Management and Budget and applied to census data.

- Hosted two business development forums and participated in 51 community outreach events promoting the District’s mission for diversity in contracting.
- Produced *The Equalizer* newsletter quarterly to promote District contracting and procurement opportunities.
- Co-conducted Manager and Supervisor Training (MAST) course on procurement and the CE Program.

Ongoing challenges for FY 2023 include:

- Award of a mega project<sup>4</sup> with limited subcontracting opportunities for underutilized availability groups.
- Impact of legal requirement to award to the lowest responsible, responsive bidder for construction and materials and supplies contracts over \$80,000. Typically, these awards represent over 50 percent of all awards; however for FY 2023, they accounted for over 70 percent of all awards.

For FY 2024, staff will focus on the following in conjunction with the District’s Diversity, Equity, and Inclusion Strategic Plan

- Diversify community outreach and marketing efforts by:
  - Providing business development opportunities with an aim of improving the competitiveness and success of underutilized businesses including small businesses on District contracts.
  - Addressing CE-related issues quarterly at Senior Management Team meetings and at individual department meetings to increase sharing of information and buy-in of District staff’s commitment to equity in contracting opportunities.
  - Developing targeted publicity and an outreach plan which includes new marketing materials, and use of communication channels that are most effective and appropriate for the intended audience(s), including social media.
  - Launching of CE Program Recognition/Awards with 40<sup>th</sup> anniversary celebration.
- CE Education by:
  - Continuing MAST trainings and integrating presentations into New Employee Orientation that explains the purpose and benefits of contract equity.
  - Convening CE Advisory Committees at least twice a year and continuing active participation in business-oriented organizations to maintain open lines of communication about the District’s program and the needs of the organizations’ members.
  - Using the Equalizer newsletter as a training tool.
- Continuous Improvement by:
  - Developing a new reporting process on contract spending rather than contract award and developing a dashboard for monitoring progress especially for monitoring actual participation versus anticipated participation noted in contracts for targeted projects.
  - Hiring consultant(s) to assess CE Program-related services and District contracting practices to assess the value and quality of services offered and make appropriate adjustments to improve customer service, effectiveness, and efficiency, and prepare an economic impact report.
- Reconvening the construction roundtable to identify new developments related to “best practices” in construction contracting and in promoting diversity.

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<sup>4</sup> A mega project is any project that spans multiple years and is valued for over \$25,000,000.

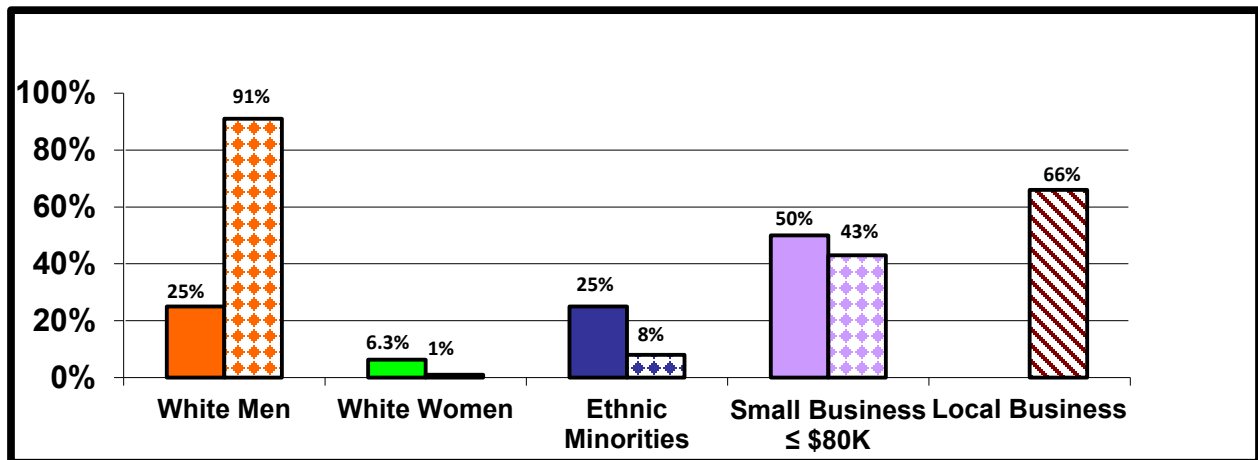
- Identifying potential approaches to reducing the impact of large construction projects by:
  - Expanding the pool of construction-related contractors in underutilized availability groups,
  - Working with lead departments to break up portions of large construction projects productively and creatively, and
  - Developing plan for providing bid-discount to non-SBE prime bidders who achieve a targeted level of SBE participation.
- Expanding the SBE First (Set-Aside) incentives to cover all contracts up to \$250,000 and not just professional services.

## FY 2023 SUMMARY

### Contract Awards

In FY 2023, the District awarded contracts totaling approximately \$534.7 million with exclusions of \$75.9 million<sup>5</sup>. Chart 1 reflects the program results and levels of participation after deleting the exclusions. See Attachment 1 for the distribution of contract awards – overall and for contract awards ≤ \$80,000.

**Chart 1. Distribution of FY 2023 Contract Awards**



Solid Color = Contracting Objective/Goal  
Checkerboard Color = Actual Results

The District awarded its largest single contract award to date for \$237.3 million for the Upper San Leandro Water Treatment Plant Maintenance and Reliability, and Upper San Leandro and Sobrante Water Treatment Plants Chemical Systems Safety Improvements (USLWTPMR). Since the USLWTPMR project represents over 44 percent of FY 2023 contract awards and has low participation for white women and ethnic minorities, this contract award had a significant impact on the distribution of contract awards. For example, excluding the USLWTPMR project results, white men participation decreased from 91 percent to 81 percent, white women participation increased to 3 percent from 1 percent, and ethnic minorities participation increased to 16 percent from 8 percent. See Chart 1A below for a comparison of overall contract awards and contract award without the USLWTPMR contract. Award of construction projects is determined by the lowest responsible, responsive bidder, therefore additional incentives for promoting diverse participation are limited.

<sup>5</sup> Excluded contracts are awards to government/nonprofit (\$7.4M), publicly held corporations (\$68.5M), foreign owned (\$0M), and sole source providers (\$0).

**Chart 1A. FY 2023 Overall Contract Awards (\$458.8M) vs. Overall Contract Awards *Less* USLMTPMR Contract (\$221.5M)**

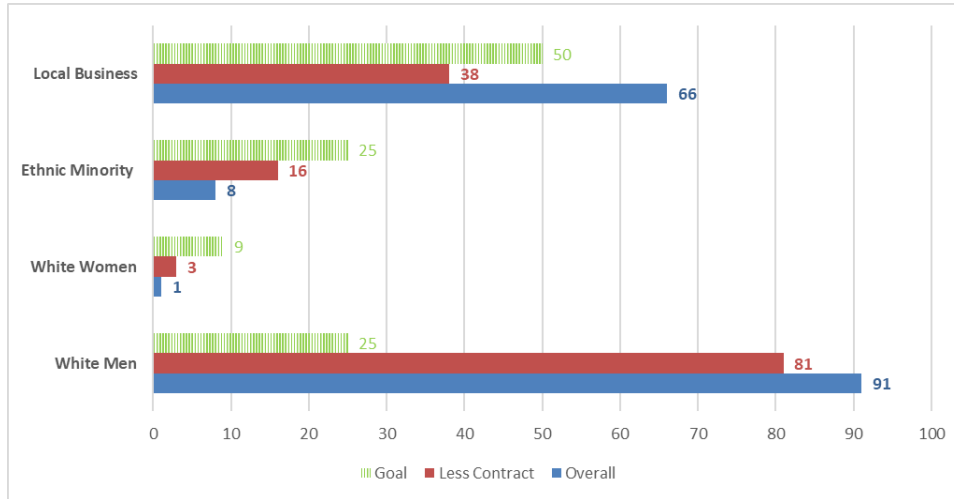


Table 1 provides a comparison of FY 2023 to FY 2022 contracting results. Contract awards of  $\leq$  \$80,000 for small businesses increased, while contracting objectives for white men and white women was achieved. The 53 percent local business participation is a nearly 20 percent increase from 36 percent in FY 2022.



**Table 1. FY 2023 Contract Equity Program Performance**  
*(excludes awards to government agencies, nonprofit organizations, publicly held corporations, foreign owned, and sole source awards)*

Availability Group/ Misc. Grouping	Contracting Objective %	Overall Results %		≤ \$80,000 Results %	
		FY 2022	FY 2023	FY 2022	FY 2023
White Men	25	87	91	73	67
White Women	6.3 <sup>6</sup>	2	1	0	10
Ethnic Minorities (Men/Women)	25	11	8	18	23
Unclassified	NA	0	0	0	0
Local Business	NA	15	66	36	53
Local/Small Business	NA	5	8	36	39
Small Business	50 <sup>7</sup>	36	18	36	43
<i>Micro-business</i>	NA	0	0	0	0
All Men	NA	96	96	100	84
All Women	NA	2	4	0	16
Exclusions	NA	2	14	10	0

<sup>6</sup> Weighted average based on contract distribution per contract category for FY 2005-FY 2015.

<sup>7</sup> The 50 percent Small Business Enterprise (SBE) goal is for contract awards of ≤ \$80,000 since January 1, 2019.

Table 2 shows the overall percentage of contracts awarded to the three availability groups and unclassified firms by contract category. For the highest level of contract participation excluding purchase cards, white men achieved 99 percent in construction, ethnic minorities achieved 19 percent in general services, and white women achieved 9 percent in materials and supplies. See Attachment 2 for a list of top prime awards by firm for each availability group and contract category.

<b>Table 2. FY 2023 Contract Participation (\$534.7M)</b> <i>(excludes awards to government agencies, nonprofit organizations, publicly held corporations, foreign owned, and sole source awards)</i>					
Availability Group/Misc. Grouping	Contract Categories				Overall
	Professional Services	General Services	Construction	Materials & Supplies	
White Men	79	70	99	87	91
White Women	5	3	0	9	1
Ethnic Minorities (Men & Women)	16	19	1	4	8
Unclassified Firms	0	0	0	0	0

### *Small Business Enterprise*

Nearly 2,000 SBEs are currently registered with the District. In FY 2023, SBE purchases and services contracts totaled \$94.4 million. The District is committed to expanding the use of SBE's by including a seven percent bid discount incentive on competitively bid contracts and the 25 percent set-aside for contracts that are ≤ \$80,000.

For professional and general services contract awards ≤ \$80,000 requiring award by the Board of Directors or the General Manager, SBEs received 43 percent (\$458 thousand) of the total value, compared to 36 percent from FY 2022. The level of participation by this availability group was 67 percent for white men, 13 percent for white women, and 20 percent for ethnic minorities.

Table 3 shows the average dollar amount of contracts is \$47.6K for contracts ≤ \$80,000 excluding purchase cards for FY 2023, which indicates opportunities to increase SBE awards to meet the goal of 50 percent participation since the size of the contract should not be a barrier.

<b>Table 3. FY 2023 Average Contract Expenditures by Contract Category</b>			
<b>Contract Category</b>	<b>Total Expenditures</b>	<b>Total Awards</b>	<b>Average Contract Expenditure</b>
<b>AWARDS &gt; \$80,000</b>			
Professional Services	\$55.3M	24	\$2.3M
General Services	\$98.2M	33	\$3.0M
Construction	\$295.9M	9	\$32.9M
Materials & Supplies	\$84.3M	24	\$3.5M
<b>SUBTOTAL</b>	<b>\$533.7M</b>	<b>90</b>	<b>\$5.9M</b>
<b>AWARDS &lt; \$80,000</b>			
Professional Services	\$376K	7	\$53.7K
General Services	\$700K	14	\$50K
Construction	\$0	0	\$0
Materials & Supplies	\$0	0	\$0
<b>SUBTOTAL</b>	<b>\$1M</b>	<b>21</b>	<b>\$47.6K</b>
<b>GRAND TOTAL</b>	<b>\$534.7M</b>	<b>111</b>	<b>\$4.8M</b>

## Local Business Enterprise

The District actively encourages firms in the District’s service area or in counties directly impacted by its operations to compete for contract opportunities. Even though there is no numeric goal established for local business enterprises (LBEs), local business participation resulted in \$350.6 million (66 percent) in District contract awards, an over 50 percent increase compared to 15 percent in FY 2022 as shown previously in Table 1. Local Small Business Enterprises (L/SBEs) received \$43.6 million (8 percent) in overall contract awards compared to \$25.6 million (5 percent) in FY 2022.

## Local Hire

The District’s overall good faith goals for local hiring are 50 percent of the total work hours for the project, with 30 percent from the county(ies) directly impacted by the District project which was met with 56 percent and 30 percent respectively in FY 2023. This resulted in over \$12.8 million in wages and benefits being reinvested back to the local community.

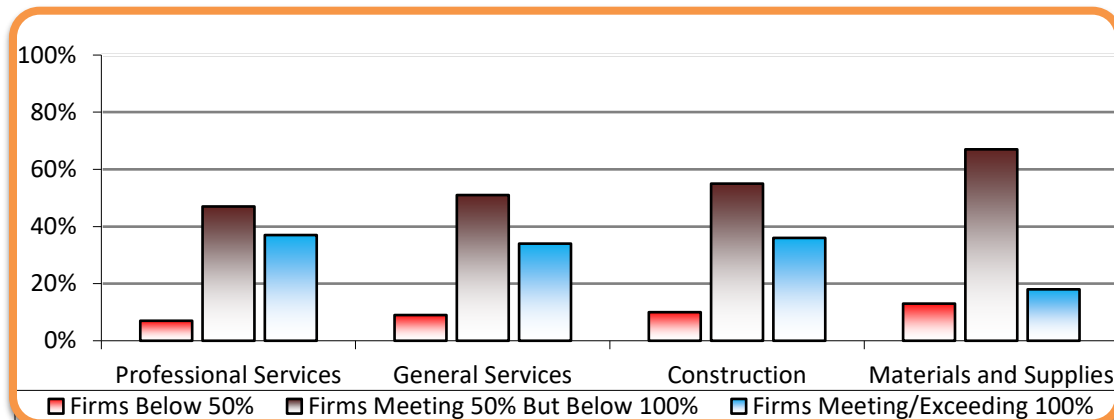
A summary of the jobsite workforce and wage data for FY 2023 projects can be found in *Attachment 3*. Of the total 28 current projects, 20 projects met the good faith goal of 50 percent, and 15 projects met the local hire good faith goal of 30 percent from the counties directly impacted by the projects. Nine projects met both goals. The total workforce from these projects had 56 percent local hires, of which 30 percent were from counties directly impacted by the project.

## Contractors’ Compliance with Equal Employment Opportunity (CCEEO)

Of the 285 major contract awards in FY 2023, 268 firms submitted employment data. This data reflects that 89 percent (239 firms) of awarded contracts went to companies with minority workforces that employ at least 50 percent of their applicable MSA. Of those 239 firms, 38 percent (92 firms) either met or exceeded their MSA for their local communities.

Contractors’ compliance results by contract category are shown in Chart 2. Firms providing professional services for the District have the most diverse employment record with 37 percent having a minority workforce profile meeting and exceeding 100 percent of their applicable MSAs followed by construction with 36 percent. A review of the contract awards reflects that approximately 9 percent (25 firms) were below 50 percent of the parity.

**Chart 2. FY 2023 Contractors’ Compliance Results for CCEEO by Contract Category**



## *Outreach and Community Participation*

The District recognizes that small, diverse, and local businesses play an important role in the health of the community that we serve. To that end, the District has an outreach program in place to engage these businesses regarding our contracting opportunities. These outreach activities are embedded organizationally to promote the District's CE Program, where staff engages in race and gender-neutral activities designed to:

- Identify potential firms to bid on District projects,
- Spark a firm's interest in doing business with the District,
- Educate firms on how to do business with the District,
- Educate District staff on our contracting process, including the CE Program, and
- Promote the District's CE Program and mission in the community at large.

A major factor in maintaining a successful CE Program is having internal and external visibility and support for the program. Therefore, CE Office staff participated in numerous internal and external activities in FY 2023 to aggressively promote nondiscrimination, diversity, and inclusion in the District's contracting processes that included:

- Coordinating and conducting two business forums:
  - December 7, 2022: the District, Contractors Resource Center, and the National Association of Minority Contractors hosted a Contractors Meet and Greet. Staff provided information on contract opportunities with the District and the Contract Equity Program. Approximately 100 participants attended.
  - June 26, 2023: the District hosted a virtual business forum "Demystify Construction Series Kick off" providing businesses information on construction contracting opportunities, navigating the website, and the Contract Equity Program. Approximately 20 people attended the event.
- Participating in 51 community events/trade fairs/conferences
- Giving five contract opportunity presentations (see *Attachment 4*)
- Promoting the District's mission for diversity in contracting through the placement of 18 magazine advertisements.
- Producing *The Equalizer* newsletter quarterly to inform prospective businesses of contracting opportunities.
- Participating in the:
  - American Indian Chamber of Commerce's Corporate Advisory Committee
  - Construction Resource Center's Industry Advisory Committee
  - Oakland Latino Chamber of Commerce's Board of Directors
  - University of California's Small & Diverse Business Advisory Council
  - Western Region Minority Supplier Development Council's Construction Working Group

To achieve program goals, staff's ongoing responsibilities include:

- Evaluating compliance with the CE and CCEEO Programs for all contracts that require Board of Directors or General Manager approval, and preparing CE forms (P-035 and P-061),
- Participating in 22 pre-bid and pre-proposal meetings,
- Evaluating professional services proposals,
- Providing extensive internal and external technical assistance,
- Promoting a fair distribution of contracts to all businesses regardless of race or gender,
- Identifying, educating, and motivating qualified businesses to pursue District projects,

- Encouraging prime contractors to provide equal employment opportunities,
- Increasing all District staff's sensitivity to the importance of contract diversity; conducting Contracting and Contract Equity Program MAST class; and giving presentations at Management Team, Senior Management Team, and department meetings.

## THE FUTURE

In conjunction with the District's Diversity, Equity, and Inclusion Strategic Plan, CE Office staff will focus on the following for FY 2024:

- Diversify community outreach and marketing efforts by:
  - Providing business development opportunities with an aim of improving the competitiveness and success of underutilized businesses including small businesses on District contracts by:
    - Co-hosting a trade fair or workshop with community partners and leveraging shared resources.
    - Coordinating targeted outreach activities to educate the business community and encourage participation on special projects,
    - Conducting more in-depth business forums with hands-on-training such as writing proposals, preparing for an interview panel, and providing drafting or legal services.
    - Providing more support in the development of small business by exploring insurance options, a mentor-protégé component, and more targeted technical assistance.
  - Addressing CE-related issues quarterly at Senior Management Team meetings and at individual department meetings to increase sharing of information and buy-in of District staff's commitment to equity in contracting opportunities.
  - Developing targeted publicity and an outreach plan which includes new marketing materials, and use of communication channels that are most effective and appropriate for the intended audience(s), including social media.
  - Launching of CE Program Recognition/Awards with 40<sup>th</sup> anniversary celebration.
- CE Education by:
  - Continuing MAST trainings and integrating presentations into New Employee Orientation that explains the purpose and benefits of contract equity.
  - Convening CE Advisory Committees at least twice a year and continuing active participation in business-oriented organizations to maintain open lines of communication about the District's program and the needs of the organizations' members.
  - Using the Equalizer newsletter as a training tool.
- Continuous Improvement by:
  - Developing a new reporting process on contract spending rather than contract award and developing a dashboard for monitoring progress especially for monitoring actual participation versus anticipated participation noted in contracts for targeted projects.
  - Hiring consultant(s) to assess CE Program-related services and District contracting practices to assess the value and quality of services offered and make appropriate adjustments to improve customer service, effectiveness, and efficiency, and prepare an economic impact report.
- Reconvening the construction roundtable to identify new developments related to “best practices” in construction contracting and in promoting diversity.
- Identifying potential approaches to reducing the impact of large construction projects by:
  - Expanding the pool of construction-related contractors in underutilized availability groups,

- Working with lead departments to break up portions of large construction projects productively and creatively, and
  - Developing plan for providing bid-discount to non-SBE prime bidders who achieve a targeted level of SBE participation.
- Expanding the SBE First (Set-Aside) incentives to cover all contracts up to \$250,000 and not just professional services.

Success with any of these efforts involves informing the business community of the District's commitment to equity in contracting opportunities regardless of the gender or ethnicity of the firm's owner(s) and increasing the sharing of information internally through ongoing internal and external presentations, which is why the outreach and marketing objective is first and serves as an anchor for all the other efforts.



# **ATTACHMENTS**

FY 2023 – OVERALL DISTRIBUTION OF CONTRACT AWARDS

East Bay Municipal Utility District

July 1, 2022 – June 30, 2023

Contract Category/Awards (\$)		Availability Group/Misc. Grouping <sup>1</sup>	Contracting Objective %	FY 2022 Year-End Results %	FY 2023 YTD Results %
Professional Services	\$52.4M	White Men	25.0	67.0	79.0
		White Women	6.0	1.0	5.0
		Ethnic Minorities	25.0	32.0	16.0
		Unclassified	NA	0.0	0.0
	\$55.6M	Local Business	NA	42.0	70.0
		Local/Small Business	NA	21.0	18.0
		Small Business	50.0	28.0	21.0
	Microbusiness	NA	0.0	0.0	
General Services	\$89.8M	White Men	25.0	85.0	70.0
		White Women	6.0	0.0	3.0
		Ethnic Minorities	25.0	15.0	19.0
		Unclassified	NA	0.0	0.0
	\$98.2M	Local Business	NA	12.0	51.0
		Local/Small Business	NA	4.0	27.0
		Small Business	50.0	8.0	33.0
	Microbusiness	NA	0.0	0.0	
Construction	\$295.9M	White Men	25.0	91.0	99.0
		White Women	9.0	2.0	0.0
		Ethnic Minorities	25.0	7.0	1.0
		Unclassified	NA	0.0	0.0
	\$295.9M	Local Business	NA	62.0	86.0
		Local/Small Business	NA	22.0	1.0
		Small Business	50.0	38.0	15.0
	Microbusiness	NA	0.0	0.0	
Materials & Supplies	\$20.7M	White Men	25.0	79.0	87.0
		White Women	2.0	2.0	9.0
		Ethnic Minorities	25.0	20.0	4.0
		Unclassified	NA	0.0	0.0
	\$85.0M	Local Business	NA	11.0	61.0
		Local/Small Business	NA	3.0	28.0
		Small Business	50.0	6.0	35.0
	Microbusiness	NA	0.0	0.0	
Purchase Cards		White Men	25.0		
		White Women	2.0		
		Ethnic Minorities	25.0		
		Unclassified	NA		
		Local Business	NA		
		Local/Small Business	NA		
		Small Business	50.0		
	Microbusiness	NA			
Overall Contracts	\$458.8M	White Men	25.0	87.0	91.0
		White Women	6.3 <sup>2</sup>	2.0	1.0
		Ethnic Minorities	25.0	11.0	8.0
		Unclassified	NA	0.0	0.0
	\$534.7M	Local Business	NA	15.0	66.0
		Local/Small Business	NA	5.0	8.0
		Small Business	50.0	36.0	18.0
	Microbusiness	NA	0.0	0.0	

\*Total contract awards excluding government, nonprofit, publicly held corporations, foreign-owned, and sole source awards.

<sup>1</sup> Ethnic Minorities includes men and women.

<sup>2</sup> Weighted average based on contract distribution per contract category for FY 2005-FY 2015; for the District overall and departments with construction awards, the contracting objective is 6.3 percent; for departments without construction awards, the objective is 1.7 percent.

**FY 2023 – DISTRIBUTION OF CONTRACT AWARDS OF \$80,000 OR LESS**

**East Bay Municipal Utility District**

**July 1, 2022 – June 30, 2023**

Contract Category/Awards (\$)		Availability Group/Misc. Grouping <sup>1</sup>	Contracting Objective %	FY 2022 Year-End Results %	FY 2023 YTD Results %
Professional Services	\$376.7K	White Men	25.0	100.0	65.0
		White Women	6.0	0.0	14.0
		Ethnic Minorities	25.0	0.0	21.0
		Unclassified	NA	0.0	0.0
	\$376.7K	Local Business	NA	0.0	89.0
		Local/Small Business	NA	0.0	65.0
		Small Business	50.0	0.0	65.0
		Microbusiness	NA	0.0	0.0
General Services	700.7K	White Men	25.0	100.0	68.0
		White Women	6.0	0.0	9.0
		Ethnic Minorities	25.0	0.0	23.0
		Unclassified	NA	0.0	0.0
	\$700.7K	Local Business	NA	0.0	33.0
		Local/Small Business	NA	0.0	25.0
		Small Business	50.0	0.0	30.0
		Microbusiness	NA	0.0	0.0
Construction	\$0	White Men	25.0	0.0	0.0
		White Women	9.0	0.0	0.0
		Ethnic Minorities	25.0	0.0	0.0
		Unclassified	NA	0.0	0.0
	\$0	Local Business	NA	0.0	0.0
		Local/Small Business	NA	0.0	0.0
		Small Business	50.0	0.0	0.0
		Microbusiness	NA	0.0	0.0
Materials & Supplies	\$0	White Men	25.0	44.0	0.0
		White Women	2.0	0.0	0.0
		Ethnic Minorities	25.0	56.0	0.0
		Unclassified	NA	0.0	0.0
	\$0	Local Business	NA	53.0	0.0
		Local/Small Business	NA	53.0	0.0
		Small Business	50.0	53.0	0.0
		Microbusiness	NA	0.0	0.0
Purchase Cards		White Men	25.0		
		White Women	2.0		
		Ethnic Minorities	25.0		
		Unclassified	NA		
		Local Business	NA		
		Local/Small Business	NA		
		Small Business	50.0		
		Microbusiness	NA		
Overall Contracts	\$1M	White Men	25.0	80.0	67.0
		White Women	6.3 <sup>2</sup>	0.0	10.0
		Ethnic Minorities	25.0	20.0	23.0
		Unclassified	NA	0.0	0.0
	\$1M	Local Business	NA	36.0	53.0
		Local/Small Business	NA	36.0	39.0
		Small Business	50.0	36.0	43.0
		Microbusiness	NA	0.0	0.0

\*Total contract awards excluding government, nonprofit, publicly held corporations, foreign-owned, and sole source awards.

<sup>1</sup> Ethnic Minorities includes men and women.

<sup>2</sup> Weighted average based on contract distribution per contract category for FY 2005-FY 2015; for the District overall and departments with construction awards, the contracting objective is 6.3 percent; for departments without construction awards, the objective is 1.7 percent.

## FY 2023 TOP AWARDS BY AVAILABILITY GROUP

July 1, 2022 – June 30, 2023

PRIME FIRM	CONTRACT TYPE	AVAILABILITY GROUP	CONTRACT AMOUNT
FLATIRON WEST, INC.	CONSTRUCTION	WHITE MEN	\$237,332,710
CRATUS, INC.	CONSTRUCTION	WHITE MEN	\$22,840,000
DISNEY CONSTRUCTION	CONSTRUCTION	WHITE MEN	\$12,323,000
FAAZ	PROFESSIONAL SERVICES	ETHNIC MINORITY	\$5,335,000
LEE + RO, INC.	PROFESSIONAL SERVICES	ETHNIC MINORITY	\$2,780,000
MARINSHIP DEVELOPMENT INTEREST LLC.	CONSTRUCTION	ETHNIC MINORITY	\$2,455,000
SEQUOIA ECOLOGICAL CONSULTING, INC.	PROFESSIONAL SERVICES	WHITE WOMEN	\$2,000,000
KOFFLER ELECTRICAL MECHANICAL APPARATUS REPAIR, INC.	MATERIALS AND SUPPLIES	WHITE WOMEN	\$1,637,433
MONTICELLO TRUCKING LLC	GENERAL SERVICES	WHITE WOMEN	\$1,470,588

FY 2023 Jobsite Workforce Local Hire Status Summary for Current Projects								
Project County(ies) Location	Total Work Hours	Local Work Hours				County Work Hours		
		Number of Hours	Percentage of Total Work Hours	GOAL	Wages with Benefits	Number of Hours	Percentage of Local Work Hours	GOAL
<b>CPA: AGR400101</b> As-Needed Construction Management & Inspection Services (Alameda / Contra Costa Co.)	2,844	1,818	64%	50%	144,824	1,554	85%	30%
<b>CPA: AGR400102</b> As-Needed Construction Management & Inspection Services (Alameda / Contra Costa Co.)	3,199	1,627	51%	50%	142,459	1,409	87%	30%
<b>CPA: AGR400104</b> As-Needed Construction Management & Inspection Services (Alameda / Contra Costa Co.)	1,664	1,664	100%	50%	155,164	1,513	91%	30%
<b>CPA: BRD-13721-AX</b> Shop Inspection to Support Capital Improvement Projects (Alameda /Contra Costa Co.)	2,257	1,624	72%	50%	143,127	50	3%	30%
<b>Spec. 2120</b> Happy Valley-Sunnyside PPs and Happy Valley Pipelines Ph 2 Improvements (Contra Costa Co.)	9,366	4,015	43%	50%	234,182	1,261	31%	30%
<b>Spec. 2125</b> San Pablo Clearwell and Rate Control Station Replacement (Contra Costa Co.)	35,795	21,503	60%	50%	1,506,356	6,193	29%	30%
<b>Spec. 2128</b> Upper San Leandro Water Treatment Plant Maintenance and Reliability and USL and Sobrante WTPs Chemical Systems Safety (Alameda Co.)	895	307	34%	50%	10,422	0	0%	30%
<b>Spec. 2135</b> Maloney Pumping Plant, Greenridge Pumping Plant, La Honda Rate Control Station, and Sobrante WTP Improvements (Contra Costa Co.)	3,265	2,304	71%	50%	119,356	809	35%	30%
<b>Spec. 2137</b> Orinda, Lafayette, and Walnut Creek WTPs- Carbonic Acid Storage and Feed Control Systems (Contra Costa Co.)	20,056	14,567	73%	50%	1,012,397	3,885	27%	30%

FY 2023 Jobsite Workforce Local Hire Status Summary for Current Projects								
Project County(ies) Location	Total Work Hours	Local Work Hours				County Work Hours		
		Number of Hours	Percentage of Total Work Hours	GOAL	Wages with Benefits	Number of Hours	Percentage of Local Work Hours	GOAL
<b>Spec. 2139</b> Orinda Water Treatment Plant Disinfection and Chemical Systems Safety Improvements (Contra Costa Co.)	62,475	37,423	60%	50%	2,599,710	13,354	36%	30%
<b>Spec. 2147</b> Fuel System Improvements (Alameda Co.)	15,120	6,154	41%	50%	348,336	2,745	45%	30%
<b>Spec. 2151</b> Upper San Leandro Water Treatment Plant Control Systems Improvements (Alameda Co.)	1,232	1,216	99%	50%	134,449	374	31%	30%
<b>Spec. 2152</b> San Pablo Reservoir Hypolimnetic Oxygenation System (Contra Costa Co.)	6,997	4,630	66%	50%	333,891	1,297	28%	30%
<b>Spec. 2153</b> Acorn, Derby, Scenic, and Scenic East Reservoirs Rehabilitation (Contra Costa Co.)	15,753	8,244	52%	50%	555,565	805	10%	30%
<b>Spec. 2155</b> Oakland Inner Harbor Pipeline Crossing (Alameda Co.)	27,351	12,627	46%	50%	812,964	3,870	31%	30%
<b>Spec. 2169</b> Castaneda No.1 & No.2 Reservoirs Rehabilitation, Glen Reservoir Demolition, and Mulholland Reservoirs Roof Maintenance (Contra Costa Co.)	3,198	1,404	44%	50%	10,109	872	62%	30%
<b>Spec. 2172</b> Moraga Creek Flood and Erosion Control (Contra Costa Co.)	21,113	13,355	63%	50%	96,999	4,828	36%	30%
<b>Spec. 2173</b> Summit Pressure Zone South Pipeline Replacement Phase 1 (Alameda Co.)	9,897	5,684	57%	50%	992,035	1,884	33%	30%
<b>Spec. 2174</b> Briones Outlet Tower Seismic Upgrade (Contra Costa Co.)	11,548	3,918	34%	50%	424,367	2,303	59%	30%
<b>Spec. 2176</b> Mokelumne Aqueduct No. 2 Relining Phase 1 (Calaveras)	19,295	5,103	26%	50%	228,311	465	9%	30%

FY 2023 Jobsite Workforce Local Hire Status Summary for Current Projects								
Project County(ies) Location	Total Work Hours	Local Work Hours				County Work Hours		
		Number of Hours	Percentage of Total Work Hours	GOAL	Wages with Benefits	Number of Hours	Percentage of Local Work Hours	GOAL
<b>Spec. 2178</b> District-Owned North Orinda Sports Fields Temporary Maintenance Facilities (Contra Costa Co.)	3,074	2,279	74%	50%	108,778	217	10%	30%
<b>SD290A</b> MWWTP Dechlorination Facility Improvements Phase 2B (Alameda Co.)	4,640	2,797	60%	50%	181,799	359	13%	30%
<b>SD356</b> MWWTP Digester Upgrade Project Phase 3 (Alameda Co.)	2,281	1,217	53%	50%	108,188	8	1%	30%
<b>SD398</b> Pump Station M Rehabilitation and Force Main Investigation (Alameda Co.)	7,301	5,547	76%	50%	501,888	1,466	26%	30%
<b>SD402</b> MWWTP Administration, Lab, and Dewatering Buildings HVAC Improvements (Alameda Co.)	19,969	12,445	62%	50%	705,935	6,103	49%	30%
<b>SD404</b> Special Structures Rehabilitation Phase 1 (Alameda Co.)	33,020	19,111	58%	50%	1,431,828	3,277	17%	30%
<b>SD413</b> MWWTP Power Generation Station Reliability Improvements Phase 3 (Alameda Co.)	383	291	76%	50%	31,994	60	21%	30%
<b>SD452</b> North Interceptor Emergency Repairs at Manhole N20 (Alameda Co.)	4,367	1,773	41%	50%	424,505	630	36%	30%
<b>TOTAL</b>	37,945	189,429	56%	50%	12,788,150	57,998	30%	30%-

Goal Achieved

## FY 2023 KEY OUTREACH ACTIVITIES

**Presentations:** Staff provided information on how to do business with the District and contract opportunities.

- EBMUD’s “Demystify Construction Series Kick off”
- EBMUD, Contractors Resource Center, and the National Association of Minority Contractors Meet and Greet “Upcoming Contract Opportunities”
- Associated General Contractors Small Business Construction Expo “Upcoming Contract Opportunities”
- Alameda County Department of Public Works Building Opportunities for Business (BOB) Breakfast Series “Upcoming Construction Opportunities 2023”
- Western Regional Minority Supplier Diversity Council (WRMSDC) Construction Day 2023 “Upcoming Construction Opportunities 2023”

**Community Events & Public Outreach:** Staff networked with small businesses and community organizations explaining how to do business with the District and provided information on contract opportunities.

- The American Indian Chamber of Commerce 19th Annual Expo, “Reconnect, Rebound, Rebuild and Recover for Next-Level Success
- Women’s Business Enterprise Council (WBEC) Pacific’s Manufacturing, Fabrication, Logistics, and MRO Industry Overview/Roundtable Sessions
- WBEC Pacific’s Construction Industry Overview/Roundtable Sessions
- California Hispanic Chamber of Commerce Annual Convention, Be All In
- WBEC Pacific’s Energy/Utilities Industry Event
- Oakland Latin Chamber of Commerce March Mixer – Celebrating STRONG WOMEN making a Difference in our Community
- WBEC Pacific’s Professional Services Industry Event
- National Minority Supplier Development Council (NMSDC) Virtual Business Connection Matchmaker

**Participation on the following:**

- American Indian Chamber EXPO22 planning meeting
- WBEC Pacific’s C-Suite Series: The Road Map
- Oakland Latino Chamber of Commerce Board Meetings
- Women Construction Owners and Executives (WCOE) Conference Planning Meeting
- San Francisco Bay Area Rapid Transit District (BART) “How to Do Business with BART” workshop
- WCOE Summer Mixer on Upcoming Events
- Willow Service Center Public Meeting II



- The Greater Stockton Chamber, Central Valley Asian American Chamber of Commerce, Delta Chamber and Visitors Bureau, San Joaquin African American Chamber of Commerce, San Joaquin County Hispanic Chamber of Commerce , and the Port of Stockton - Diversity Mixer
- University of California Small & Diverse Business Advisory Council
- California Native American Chamber of Commerce – California Native American Day
- California Water Association Meet the Primes
- Asian Inc. 51<sup>st</sup> Anniversary Gala: Unleashing your Potential
- NMSDC Annual Conference
- WBEC Pacific’s Industry Specific Event-Advertising, Marketing and PR
- Turner School of Construction Management Graduation
- United Airlines Franchise Fund Graduation
- National Association for the Advancement of Colored People (NAACP) Appreciation and Tribute Honoring NAACP President George Holland Sr
- UC Small & Diverse Business Advisory Council
- WBEC Pacific’s BOLD Success Conference-Audacious, Relentless, and Triumphant Women Entrepreneurs
- WRMSDC 2022 Annual Meeting
- WCOE Monthly Meeting
- National Association of Women in Construction (NAWIC) San Francisco Bay Area March Meeting
- BART Meet Contract Compliance and Certification Staff & Learn about Upcoming Procurement Opportunities
- American Indian Chamber of Commerce - Advisory Council
- Oakland Latino Chamber of Commerce - Come Meet Your Local Mayor
- San Leandro Chamber Business Celebration Gala
- African American Chamber of Commerce & Chamber Foundation 2nd Annual Business Conference
- WBEC Pacific’s Industry Day Event - Health Care Meeting
- WRMSDC’s Annual Gala
- American Indian Chamber State Capitol Impact Day Business Impact Session
- Oakland Multi-Culture Chamber annual Mixer
- WBEC Pacific’s WE-Xcel Vendor Showcase
- Chinese for Affirmative Action 54th Annual Celebration of Justice
- WBEC Pacific’s IDEATION: NEXUS - Tech Powered Transformation!
- WBEC Pacific’s EmpowerU: Take “Yes” For an Answer by Perfecting Your Pitch
- City of Oakland and Alameda County - Prequalification Demystified Webinar

**Advertisements:**

- American Contract Compliance Association
- Asian Enterprise Magazine
- Asian, Inc.
- California Hispanic Chamber of Commerce
- Chinese for Affirmative Action
- Construction Resource Center
- Hispanic Chamber of Commerce of Contra Costa County
- Latino Times

- Minority Business Enterprise Magazine
- National Association of Minority Contractors
- Pride & A Paycheck
- San Joaquin County Hispanic Chamber of Commerce
- Western Regional Minority Supplier Development