

EAST BAY MUNICIPAL
UTILITY DISTRICT

CONTRACT EQUITY PROGRAM

FY 2024
ANNUAL
REPORT





TABLE OF CONTENTS

EXECUTIVE SUMMARY	1
FY 2024 SUMMARY	4
<i>Contract Awards</i>	<i>4</i>
<i>Small Business Enterprise.....</i>	<i>6</i>
<i>Local Hire</i>	<i>7</i>
<i>Contractors' Compliance with Equal Employment Opportunity (CCEEO).....</i>	<i>7</i>
<i>Outreach and Community Participation.....</i>	<i>8</i>
THE FUTURE.....	10

ATTACHMENTS

- Attachment 1 – Chronology of Key Milestones
- Attachment 2 - Overall Distribution of Prime Contract Awards
- Attachment 3 - Listing of Top Prime Contract Awards
- Attachment 4 - Jobsite Workforce Local Hire Status Summary
- Attachment 5 - Key Outreach Activities

EXECUTIVE SUMMARY

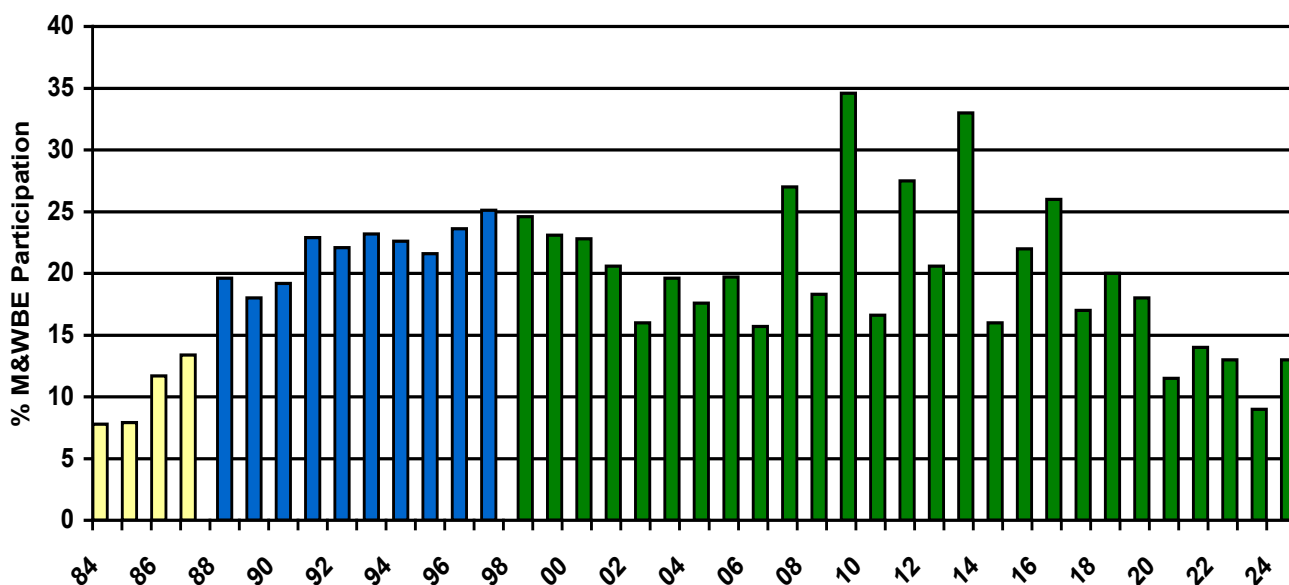
The Contract Equity (CE) Program Fiscal Year (FY) 2024 Annual Report provides an overview of the District's contracting performance and related staff activities to increase local hiring and contract participation in the following areas:

- Cultural and gender diversity,
- Small businesses¹ (including disabled veteran and lesbian, gay, bisexual, transgender business enterprises), and
- Local businesses².

For more than 40 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 \$5.8 billion in contracts with 18 percent (\$1.07B) to ethnic minority and women owned businesses (EM/WBEs). This represents an average of \$26.6 million in annual awards to EM/WBEs for over 40 years. Chart 1 provides a 40-year snapshot of the District's diverse business contract awards.

EBMUD's Historical Combined Ethnic Minority & White Women Business Enterprises (EM/WWBE) Participation (FY1984 - FY2024)



¹ "Small business" is a business enterprise that has average annual gross receipts of \$18,000,000 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 \$43,000,000 or less over the previous three years.

² 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.

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 helps build valued relationships with the community where we live and serve, while also driving competition and productivity to provide value to our ratepayers. Over the last 40 years, staff has facilitated over 165 business forums and participated in over 1,280 trade fairs and community events to engage and educate firms on how to do business with the District and its contracting processes.

Background

The District established a Minority Business Enterprise (MBE) program in 1984 to increase the level of minority business participation in contracting. In 1988, the MBE program was expanded to include women-owned businesses (previously only minority women-owned businesses were included), and the program was renamed the Minority and Women Business Enterprise (M&WBE) Program.

In 1999, the M&WBE Program was changed to the CE Program in response to changing laws and court decisions³. The purpose of the CE Program is to prevent ongoing and future discrimination in contracting, avoid the granting of illegal preferences on the basis of race, gender, and other protected categories while proactively promoting contract awards diversity among businesspersons of all races and both genders, including white men.

At the same time, a Small Business Enterprise (SBE) component was added to the CE Program with bid discount and set-aside incentives. For all contracts \leq \$50,000⁴, there are goals of 50 percent SBE participation and a 25 percent SBE set-aside. The definition of SBE was expanded to include disabled veteran businesses in FY 2016. In FY 2019, the small business bid discount was increased from five percent to seven percent for all competitively bid contracts, the definition of small business became more inclusive by the addition of lesbian, gay, bisexual, transgender business enterprises, and a definition for small public works construction contractors was added.

Concurrently with changes to the CE Program in 1999, the Contractors' Affirmative Action Workforce Profile (CAAWP) Program for contractors was established which requires all firms doing business with the District to take lawful and adequate steps to ensure that their employment practices comply with Equal Employment Opportunity (EEO) laws. Then in 2001, CAAWP was replaced by the current Contractors' Compliance with Equal Employment Opportunity Program.

³ The CE Program takes into account State of California Public Contract Code §2000, Proposition 209, the U.S. Supreme Court's decision in *City of Richmond, Virginia v. J. A. Croson Company* 488 U.S. 469 (1989), and other related court decisions.

⁴ Current dollar threshold for SBE First (set-asides) is \$80,000 as of January 1, 2019.

Since FY 2011, at least half of the firms awarded contracts continue to have a minority workforce that reflects 50 percent or more of their applicable Metropolitan Statistical Area (MSA.) To support these efforts, the District provides *Working Together with Respect* brochures and posters which notify contractors and their employees that discrimination, harassment, and retaliation are not tolerated by the District – to be prominently displayed at all contractors' worksites.

The District's CE Program reached another milestone in FY 2016. In response to ongoing interest in a local hire program, a pilot local hire component was launched on targeted construction projects with a good faith goal of 50 percent for local residents with 30 percent from the county(ies) directly impacted by the project. Because of the District's commitment to reinvest back into the community through local hiring and track its impacts, the local hire component was adopted in FY 2019.

In FY 2020, in recognition of its 35 years of promoting equity and diversity in the local community, the District's CE Program received a Certificate of Special Congressional Recognition from Congresswoman Barbara Lee. See Attachment 1 for Chronology of Key Milestones over the 40-year history of the CE Program.

FY 2024 SUMMARY

Highlights

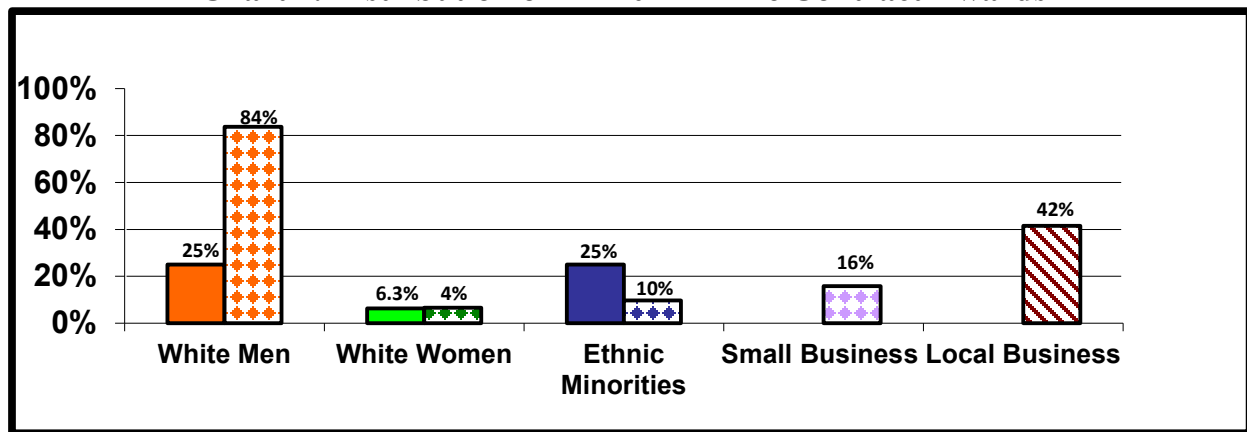
In FY 2024, the District's key CE Program accomplishments include:

- Awarded contracts in the following amounts:
 - \$107 million to local businesses,
 - \$41 million to small businesses.
 - \$25 million to EM/WBEs
- Achieved 54 percent local hires on 27 targeted construction projects which resulted in over \$15.6 million in wages and benefits to workers who reside in Alameda, Contra Costa, San Joaquin, Calaveras, Amador, or Sacramento County.
- Awarded 84 percent of contracts to companies with a minority workforce that employ at least 50 percent of their applicable Metropolitan Statistical Area (MSA)⁵.
- Hosted one business development forum and participated in 61 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.

Contract Awards

In FY 2024, the District awarded contracts via the Board of Directors or the General Manager totaling approximately \$258.4 million with exclusions of \$66.3 million⁶. Chart 1 reflects the program results and levels of prime participation after removing the exclusions.

Chart 1. Distribution of FY 2024 Prime Contract Awards⁷



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

⁵ 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.

⁶ Excluded contracts are awards to government/nonprofit (\$0.0M), publicly held corporations (\$49.9M), foreign owned (\$11.5M), and sole source providers (\$4.9M).

⁷ Contract awards reflect only those approved by the Board of Directors via a BD-1 or by the General Manager via a GM-1

Chart 2 shows the levels of both prime and subcontractor (subs) participation after removing the exclusions. The use of subs by the primes only increased the level of white women participation which resulted in exceeding their contracting objective. See Attachment 2 for the distribution of these prime and primes and subs contract awards by contract category.

Chart 2. Distribution of FY 2024 Prime and Sub Contract Awards⁸

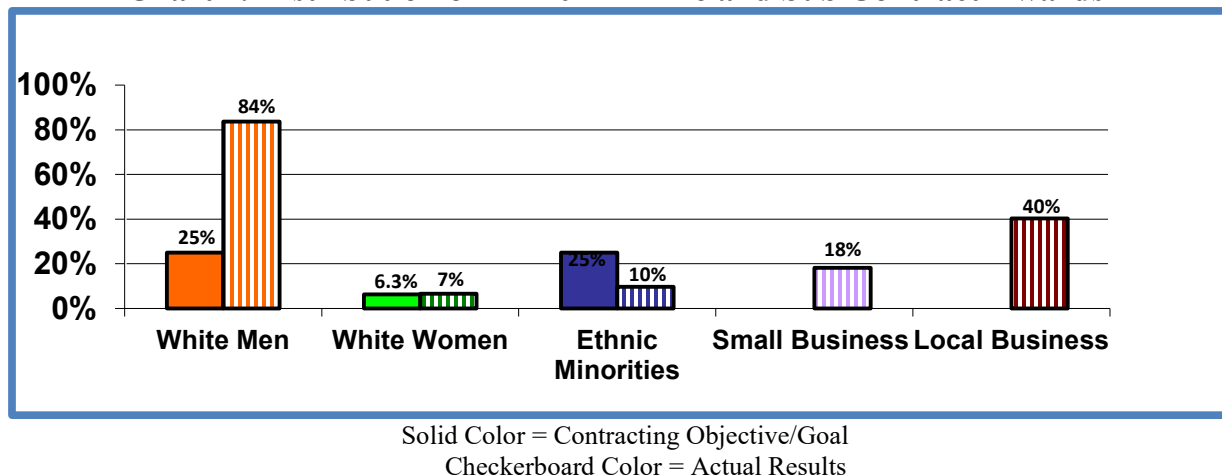


Table 1 provides a comparison of FY 2024 to FY 2023 contracting results. Contract awards for small businesses, local businesses, white women and ethnic minorities remained relatively the same, while contracting objectives for white men was achieved. Exclusions increased from 14 percent to 26 percent due in part to contract awards to Badger Meter, Inc., a publicly held corporation, for \$26M and to GardaWorld Security Services, a foreign corporation, for \$8M.

Table 1. FY 2024 Contract Equity Program Performance <i>(excludes awards to government agencies, nonprofit organizations, publicly held corporations, foreign owned, and sole source awards)</i>			
Availability Group/ Misc. Grouping	Contracting Objective %	Overall Results %	
		FY 2023	FY 2024
White Men	25	91	87
White Women	6.3 ⁹	1	4
Ethnic Minorities (Men/Women)	25	8	9
Local Business	NA	66	42
Local/Small Business	NA	8	12
Small Business	50 ¹⁰	18	16
All Men	NA	96	94
All Women	NA	4	6
Exclusions	NA	14	26

⁸ Contract awards reflect only those approved by the Board of Directors via a BD-1 or by the General Manager via a GM-1.

⁹ Weighted average based on contract distribution per contract category for FY 2005-FY 2015.

¹⁰ 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 prime contract participation, white men achieved 96 percent in materials & supplies, ethnic minorities achieved 20 percent in general services, and white women achieved 7 percent in professional services. See Attachment 3 for a list of top prime awards by firm for each availability group and contract category.

Table 2. FY 2024 Prime Contract Participation (\$192.1M) <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	85	76	95	96	87
White Women	7	4	5	2	4
Ethnic Minorities (Men & Women)	8	20	0	2	9

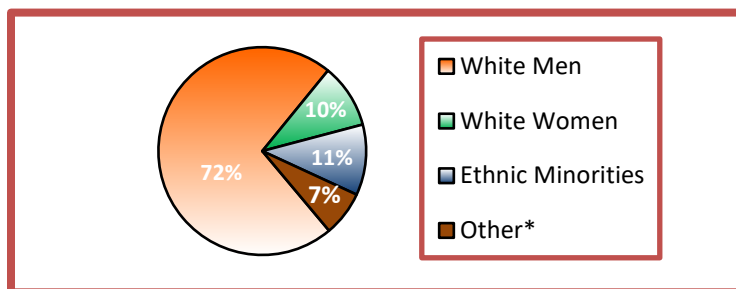
Small Business Enterprise

Nearly 2,000 SBEs are currently registered with the District. In FY 2024, SBE purchases and services contracts totaled \$40.9 million (16 percent) for contract awards requiring award by the Board of Directors or the General Manager. The level of participation by availability group was 52 percent for white men, 22 percent for white women and 26 percent for ethnic minorities. The utilization of white women and ethnic minorities exceed the District's contracting objectives for each. 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.

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 \$107.3 million (42 percent) in District contract awards, a decrease compared to 66 percent in FY 2023 as shown previously in Table 1. This decrease resulted from materials and supplies purchases and construction contracts where awards are based on low bid. Chart 3 provides the distribution of local business awards by availability group.

Chart 3. FY 2024 Distribution of Local Business Awards



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 54 percent and 44 percent respectively in FY 2024. This resulted in over \$115.6 million in wages and benefits being reinvested back to the local community.

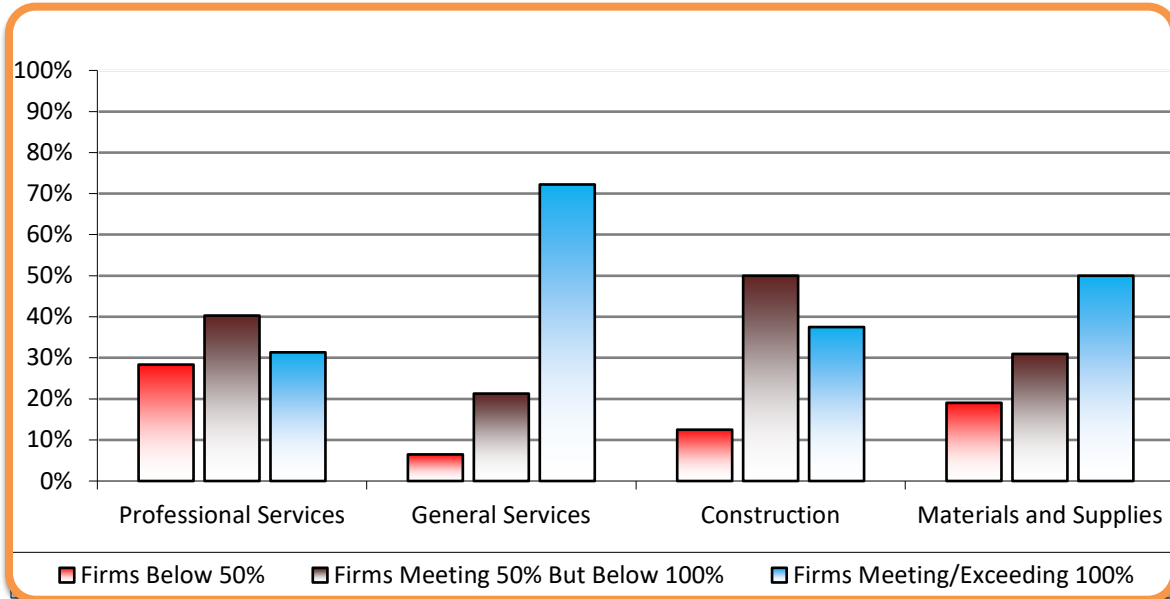
A summary of the jobsite workforce and wage data for FY 2024 projects can be found in *Attachment 4*. Of the 27 current projects, 19 projects met the good faith goal of 50 percent, and 17 projects met the local hire good faith goal of 30 percent from the counties directly impacted by the projects.

Contractors' Compliance with Equal Employment Opportunity (CCEEO)

Of the 277 major contract awards in FY 2024, 225 firms submitted employment data. This data reflects that 84 percent (190 firms) of awarded contracts went to companies with minority workforces that employ at least 50 percent of their applicable MSA. Of those 225 firms, 55 percent (123 firms) either met or exceeded their MSA for their local communities.

Contractors' compliance results by contract category are shown in Chart 4. Firms providing general services for the District have the most diverse employment record with 72 percent having a minority workforce profile meeting and exceeding 100 percent of their applicable MSAs followed by materials and supplies with 50 percent. A review of the contract awards reflects that approximately 16 percent (35 firms) were below 50 percent of the parity.

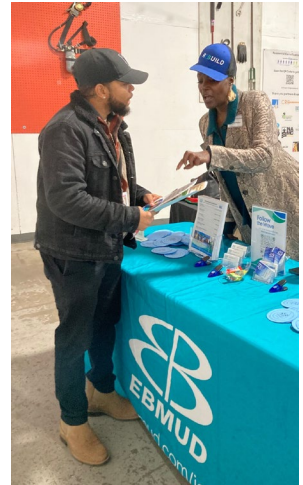
Chart 4. FY 2024 Contractors' Compliance Results for CCEEO by Contract



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.



Bay Area Construction Conference

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 2024 to aggressively promote nondiscrimination, diversity, and inclusion in the District's contracting processes that included:

- Coordinating and conducting one business forum:
 - June 24, 2024: the District hosted a Small Business Resource Forum. Staff led multiple panel discussions on topics including upcoming contracting opportunities with the District and other agencies, mentorship, access to creative financing, and lender relationships. Invited agencies staffed resource tables to support participants with "hands-on" assistance. Approximately 80 participants attended.



Photos taken from the District's Small Business Resource Forum

- Participating in 61 community events/trade fairs/conferences
- Giving 17 contract opportunity presentations (see *Attachment 4*)
- 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 Regional Minority Supplier Development Council's Construction Working Group



Photo taken from the District's Small Business Resource Forum

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

- Evaluating compliance with the CE and CCEEEO Programs for all contracts that require Board of Directors or General Manager approval, and preparing CE Program forms (P-035 and P-061),
- Participating in pre-bid and pre-proposal meetings,
- Evaluating professional services proposals,
- Providing extensive internal and external technical assistance,
- Promoting 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 2025 and 2026:

- Continuing to diversify community outreach and marketing efforts by:
 - Providing business development opportunities with an aim of improving the competitiveness and success of underutilized businesses, especially small local businesses on District contracts by:
 - Co-hosting trade fairs or workshops with community partners and leveraging shared resources.
 - 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.
 - Reconvening the construction roundtable to identify new developments related to “best practices” in construction contracting and in promoting diversity.
 - Addressing CE-related issues 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.
- 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 annually 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:
 - Utilizing outside data collection from e-commerce companies such as Amazon (online retailer) to track and monitor small dollar expenditures. For example, the table below shows the distribution of the District spend (\$306,052 via 2521 Transactions) with Amazon from January 1 – June 30, 2024.

EBMUD Amazon Spend for January 1 – June 30, 2024						
	Small	Minority	Women	Veteran	Local	LGBT
Total Spend	\$ 92.7K	\$ 17.4K	\$ 6.5K	\$ 4.1K	\$ 4,0K	\$ 582
# Transactions	669	120	48	22	36	2
%	30%	6%	2%	1%	1%	0%

- Working with an external firm to cross-check the ownership and small business status of firms in our database to improve our tracking and reporting on the demographics of firms we do business with.

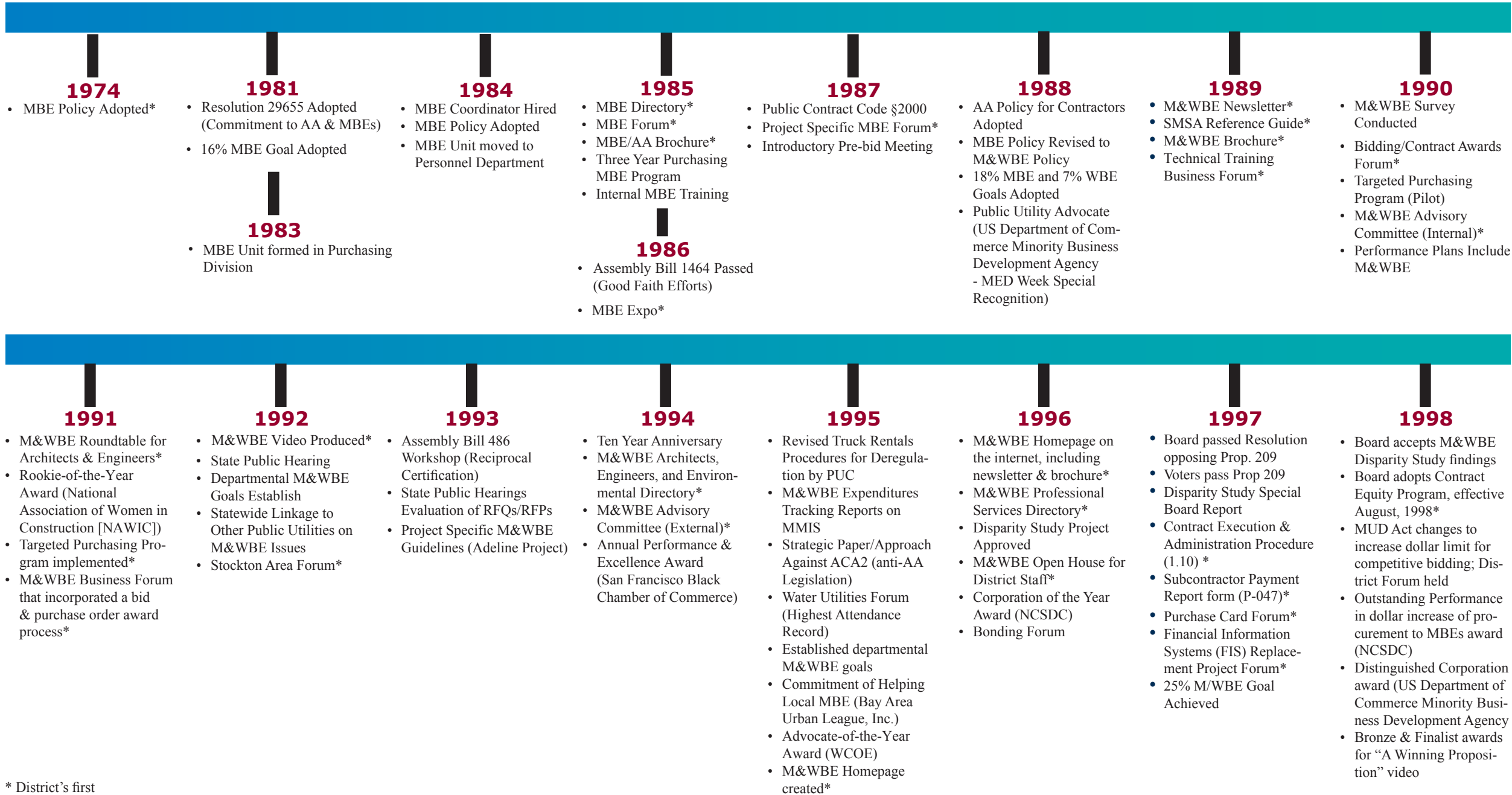
- Developing a dashboard for monitoring progress, especially for monitoring actual participation versus anticipated participation noted in contracts for targeted projects.
 - Hiring consultant(s) to assess CE Program-related services and District contracting practices to assess the value and quality of services offered and make appropriate adjustments to improve customer service, effectiveness, and efficiency, and to prepare an economic impact report.
- 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

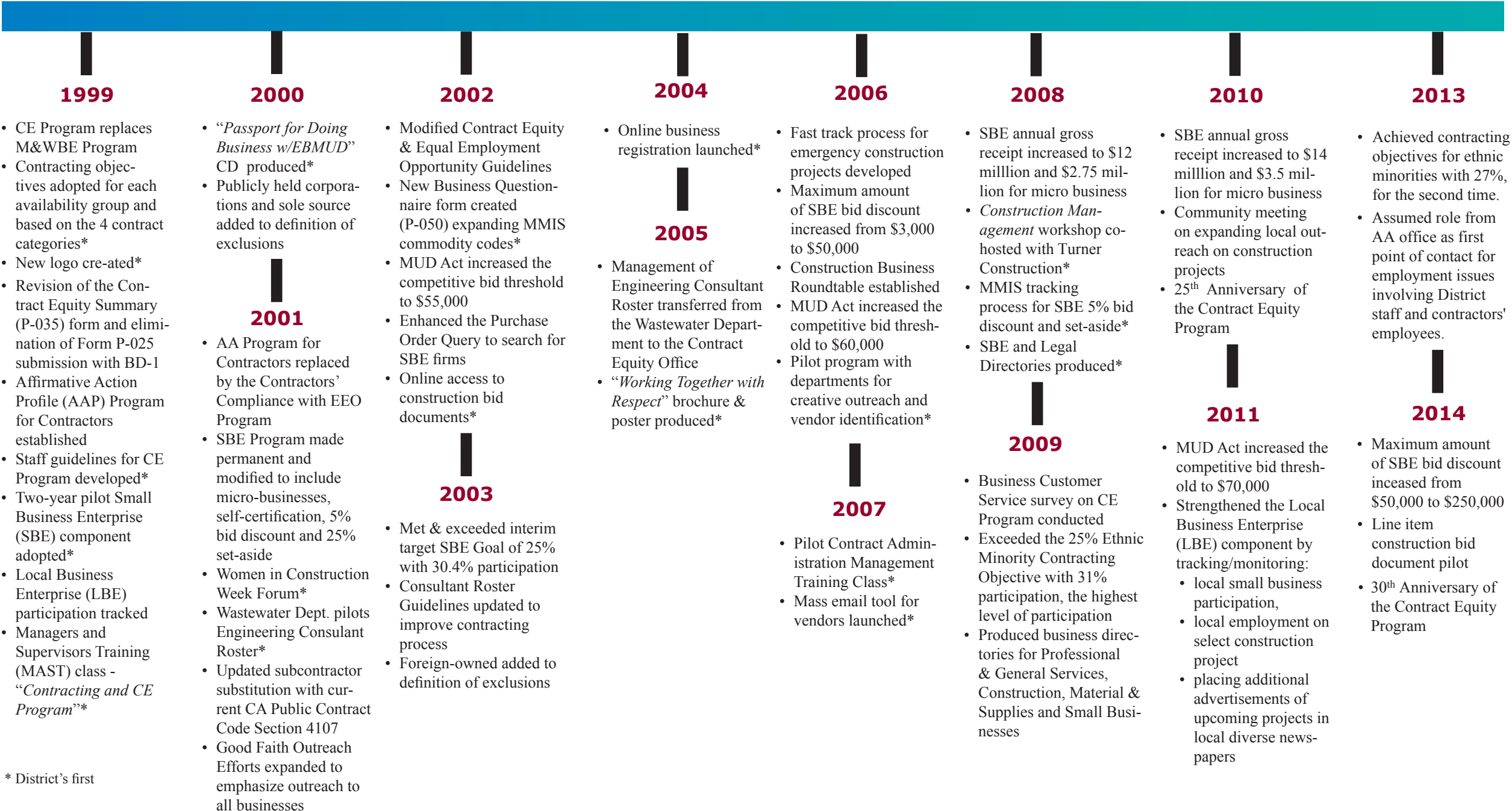
Minority & Women Business Enterprise (M&WBE) Program

Chronology of Key Milestones



Contract Equity (CE) Program

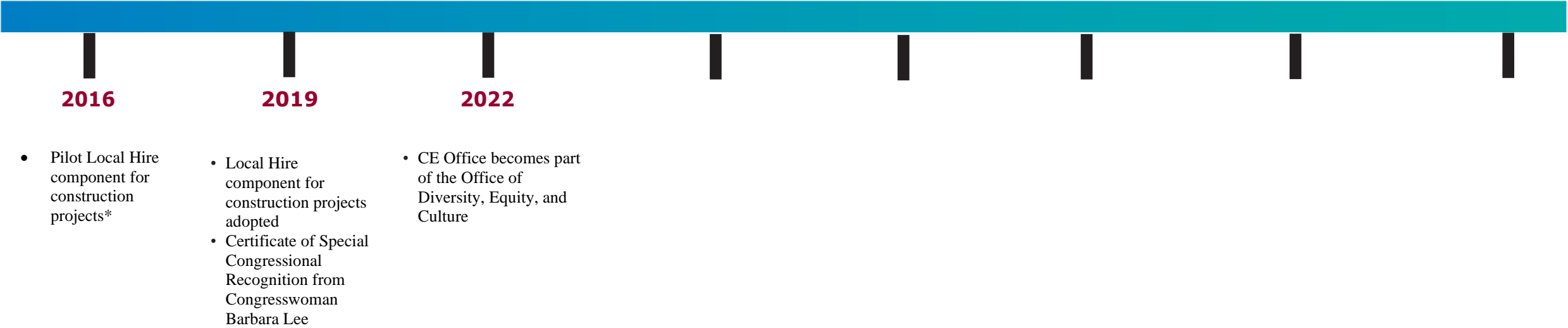
Chronology of Key Milestones



* District's first

Contract Equity (CE) Program

Chronology of Key Milestones



FY 2024 – OVERALL DISTRIBUTION OF CONTRACT AWARDS
East Bay Municipal Utility District
July 1, 2023 – June 30, 2024

Contract Category/Awards (\$)		Availability Group/ Misc. Grouping ¹	Contracting Objective %	FY 2023 Year- End Results %	FY 2024 Year-End Results %	
					Primes	Primes & Subs
Professional Services	\$52.4M	White Men	25.0	79.0	84.5	77.4
		White Women	6.0	5.0	7.1	12.3
		Ethnic Minorities	25.0	16.0	8.3	10.3
	\$55.6M	Local Business	NA	70.0	73.0	64.4
		Local/Small Business	NA	18.0	12.1	NA
		Small Business	50.0	21.0	20.0	19.9
General Services	\$89.8M	White Men	25.0	70.0	76.4	76.6
		White Women	6.0	3.0	3.6	3.5
		Ethnic Minorities	25.0	19.0	20.1	19.9
	\$98.2M	Local Business	NA	51.0	43.0	43.3
		Local/Small Business	NA	27.0	22.4	NA
		Small Business	50.0	33.0	28.0	28.1
Construction	\$295.9M	White Men	25.0	99.0	95.4	89.5
		White Women	9.0	0.0	4.6	8.5
		Ethnic Minorities	25.0	1.0	0.0	2.0
	\$295.9M	Local Business	NA	86.0	36.0	37.0
		Local/Small Business	NA	1.0	7.7	NA
		Small Business	50.0	15.0	8.0	18.0
Materials & Supplies	\$20.7M	White Men	25.0	87.0	96.2	96.2
		White Women	2.0	9.0	1.7	1.7
		Ethnic Minorities	25.0	4.0	2.1	2.1
	\$85.0M	Local Business	NA	61.0	26.0	26.0
		Local/Small Business	NA	28.0	3.2	NA
		Small Business	50.0	35.0	6.0	6.0
Overall Contracts	\$458.8M	White Men	25.0	91.0	86.9	83.7
		White Women	6.3 ²	1.0	4.3	6.6
		Ethnic Minorities	25.0	8.0	8.8	9.7
	\$534.7M	Local Business	NA	66.0	41.5	40.3
		Local/Small Business	NA	8.0	11.9	NA
		Small Business	50.0	18.0	15.8	18.2

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

¹ Ethnic Minorities includes men and women.

² 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 2024 TOP AWARDS BY AVAILABILITY GROUP**July 1, 2023 – June 30, 2024**

PRIME FIRM	CONTRACT TYPE	AVAILABILITY GROUP	CONTRACT AMOUNT
Universal Protection Service LP dba Allied Universal Security Services	General Services	White Men	\$18,624,555
Certified Coatings Company	Construction	White Men	\$15,281,498
Anvil Builders Inc. (LBE)	Construction	White Men	\$14,290,000
Carollo Engineers, Inc. (LBE)	Professional Services	White Men	\$11,215,126
ABL, Inc. (H - SBE)	General Services	Ethnic Minority	\$5,000,000
Bay Line Cutting & Coring, Inc. (H – S/LBE)	General Services	Ethnic Minority	\$650,000
Carbon Supply Inc. (H)	Materials and Supplies	Ethnic Minority	\$569,751
Blocka Construction, Inc. (Sub) (LBE)	Construction	White Women	\$2,450,000
American Portables (SBE)	Materials and Supplies	White Women	\$1,575,215

FY 2024 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	Percentag e of Total Work Hours	GOAL	Wages with Benefits	Number of Hours	Percentage of Local Work Hours	GOAL
CPA: AGR400101 As-Needed Construction Management & Inspection Services (Alameda / Contra Costa Co.)	4,800	1,705	36%	50%	140,648	1,673	98%	30%
CPA: AGR400102 As-Needed Construction Management & Inspection Services (Alameda / Contra Costa Co.)	3,688	1,914	52%	50%	172,737	0	0%	30%
CPA: AGR400179 Construction Management And Inspection Services for Orinda WTP DCSSIP (Contra Costa Co.)	3,412	3,256	95%	50%	297,748	3,013	93%	30%
Spec. 2120 Happy Valley-Sunnyside PPs and Happy Valley Pipelines Ph 2 Improvements (Contra Costa Co.)	21,639	12,137	56%	50%	941,567	5,627	46%	30%
Spec. 2128 Upper San Leandro Water Treatment Plant Maintenance and Reliability and USL and Sobrante WTPs Chemical Systems Safety (Alameda Co.)	41,408	22,653	55%	50%	1,877,213	6,526	29%	30%
Spec. 2137 Orinda, Lafayette, and Walnut Creek WTPs- Carbonic Acid Storage and Feed Control Systems (Contra Costa Co.)	16,351	12,928	79%	50%	1,094,075	6,099	47%	30%
Spec. 2139 Orinda Water Treatment Plant Disinfection and Chemical Systems Safety Improvements (Contra Costa Co.)	97,438	52,284	54%	50%	4,242,512	20,714	40%	30%
Spec. 2145 Palo Seco PP & Madrone Regulator Replacement, Almond PP Flowmeter Replacement & Madrone Reservoir Demolition (Alameda Co./Contra Costa Co.)	2,371	1,389	59%	50%	116,783	596	43%	30%
Spec. 2147 Fuel System Improvements (Alameda Co.)	10,853	3,423	32%	50%	253,332	1,873	55%	30%

FY 2024 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	Percentag e of Total Work Hours	GOAL	Wages with Benefits	Number of Hours	Percentage of Local Work Hours	GOAL
Spec. 2152 San Pablo Reservoir Hypolimnetic Oxygenation System (Contra Costa Co.)	13,985	7,694	55%	50%	832,941	4,892	64%	30%
Spec. 2153 Acorn, Derby, Scenic, and Scenic East Reservoirs Rehabilitation (Contra Costa Co.)	8,606	3,915	45%	50%	303,552	461	12%	30%
Spec. 2156 Recoat Mokelumne Aqueduct No. 1 Gully Crossings Phase 13 (Calaveras Co.)	2,594	1,903	73%	50%	126,310	0	0%	30%
Spec. 2157 Wildcat Pipeline Improvements – El Cerrito (Contra Costa Co.)	34,873	19,195	55%	50%	1,396,860	14,635	76%	30%
Spec. 2165 Pardee Recreation Area & Pardee WTP Improvements (Calaveras Co.)	4,850	2,851	59%	50%	234,974	108	4%	30%
Spec. 2169 Castaneda No.1 & No.2 Reservoirs Rehabilitation, Glen Reservoir Demolition, and Mulholland Reservoirs Roof Maintenance (Contra Costa Co.)	13,858	1,649	12%	50%	139,427	23	1%	30%
Spec. 2174 Briones Outlet Tower Seismic Upgrade (Contra Costa Co.)	11,539	6,095	53%	50%	693,377	4,427	73%	30%
SD290A MWWTP Dechlorination Facility Improvements Phase 2B (Alameda Co.)	13	9	68%	50%	1,071	0	0%	30%
SD356 MWWTP Digester Upgrade Project Phase 3 (Alameda Co.)	11,593	3,740	32%	50%	262,477	1,813	48%	30%
SD398 Pump Station M Rehabilitation and Force Main Investigation (Alameda Co.)	9,593	6,302	66%	50%	641,324	2,455	39%	30%
SD402 MWWTP Administration, Lab, and Dewatering Buildings HVAC Improvements (Alameda Co.)	78	8	10%	50%	670	0	0%	30%

FY 2024 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	Percentag e of Total Work Hours	GOAL	Wages with Benefits	Number of Hours	Percentage of Local Work Hours	GOAL
SD404 Special Structures Rehabilitation Phase 1 (Alameda Co.)	9,635	5,912	61%	50%	462,953	1,547	26%	30%
SD413 MWWTP Power Generation Station Reliability Improvements Phase 3 (Alameda Co.)	3,727	2,894	78%	50%	285,740	1,196	41%	30%
SD424 MWWTP Operations Center Improvements (Alameda Co.)	9,999	7,994	80%	50%	629,067	3,013	38%	30%
SD431 MWWTP Dechlorination Facility Improvements Phase 3 (Alameda Co.)	2,538	1,039	41%	50%	93,265	174	17%	30%
SD441 MWWTP Laboratory Media Room Improvements (Alameda Co.)	418	194	46%	50%	14,084	130	67%	30%
SD442 Oakport WWF Sodium Hypo FRP Tanks Replacement (Alameda Co.)	4	4	100%	50%	278	4	100%	30%
SD446 MWWTP Secondary Clarifier Rehabilitation Phase 3 (Alameda Co.)	4,998	3,784	76%	50%	320,137	1,527	40%	30%
TOTAL	344,861	186,870	54%	50%	15,575,121	82,521	44%	30%

Goal Achieved

FY 2024 KEY OUTREACH ACTIVITIES

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

- Women’s Business Enterprise Network Pacific Pitch Regional Spark Rounds 1 & 2
- Alameda County Department of Public Works Building Opportunities for Business (BOB) Breakfast Series “Upcoming Construction Opportunities 2024”, “2023 Construction Contractors Academy”
- Stockton Chamber of Commerce “Tradeshow Mixer”
- Western Regional Minority Supplier Development Council’s “Construction Day 2024: Building Diversity in Construction Supply Chains”, “Construction Inclusion Week Event”, “2023 Multi-Industry Supplier Diversity Expo”
- State Fund “Supplier Diversity Summit”
- U.S. Small Business Administration/Oakland African American Chamber “Inclusivity Project Small Business Workshop”
- California Public Utilities Commission “Small Diverse Business Expo”
- Construction Resource Center “Virtual 10-Week Project Management Course”
- Women’s Business Enterprise Council (WBEC) Pacific’s virtual Industry Event/Matchmaking Series (Utilities/Energy, Human Resources Staffing)
- Associated General Contractors “Small Business Virtual Expo”
- Oakland Metro Chamber “Small Business Mixer”

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.

- Western Regional Minority Supplier Development Council
 - 2023 Multi-Industry Supplier. Diversity Expo
 - Construction Day 2024: Building Diversity in Construction Supply Chains
 - Construction Working Group Meetings
 - Supplier Diversity Leadership Summit
 - Annual Award Gala
 - Franchise Fund 4th Cohort Graduation
 - Multi-Culture Mixer
 - Bay Area Supplier Diversity Professional Mixers
- California Public Utilities Commission Small Diverse Business Expo.
- Associated General Contractors Small Business Virtual Expo and Small/Underrepresented Business Forum Meeting
- Women Construction Owners & Executives – California “Annual Conference” and Transbay Joint Power Authority Portal Project.
- Women’s Business Enterprise Council – Pacific:
 - “Ideation Conference”
 - Board Meetings
 - EmpowHer Financial Summit
- Oakland Latino Chamber of Commerce Monthly Board Meetings

- City of Oakland “Doing Business with the City”
- Renaissance Entrepreneurship Center 2023 Annual Event “Small Business Big Impact”
- Caltrans “Disadvantaged Business Enterprise Summit”
- Asian, Inc.’s “52nd Anniversary Gala”
- Oakland African American Chamber of Commerce “Business Awards Luncheon”
- University of California
 - Diverse Spend Strategies Navigating Supplier Diversity
 - Small & Diverse Business Advisory Council
- National Association of Minority Contractor – Oakland:
 - Small & Diverse
- Gateway’s “2024 Lunar New Year Celebration and Networking Mixer”
- National Association of Women in Construction – SF Women in Construction Week Panel Discussion
- California Statewide Coalition on Diversity 2024 California Supplier Diversity Symposium
- Fremont Bank Supplier Diversity Forum
- American Indian Chamber of Commerce – California Corporate Advisory Board Meetings and Expo Planning Meeting
- East Bay Municipal Utility District/West Oakland Community Liaison Annual Meeting
- Latino Business Action Network (LBAN) 2024 State of Latino Entrepreneurship (SOLE) Summit