

FY17 Contract Equity Program Annual Report

Presented to

**Legislative/Human Resources Committee
October 10, 2017**

Agenda



- Program Overview
- FY17 Key Accomplishments
- Contracting Challenges
- FY18 Key Initiatives

Contract Equity Program FY17 Key Objectives

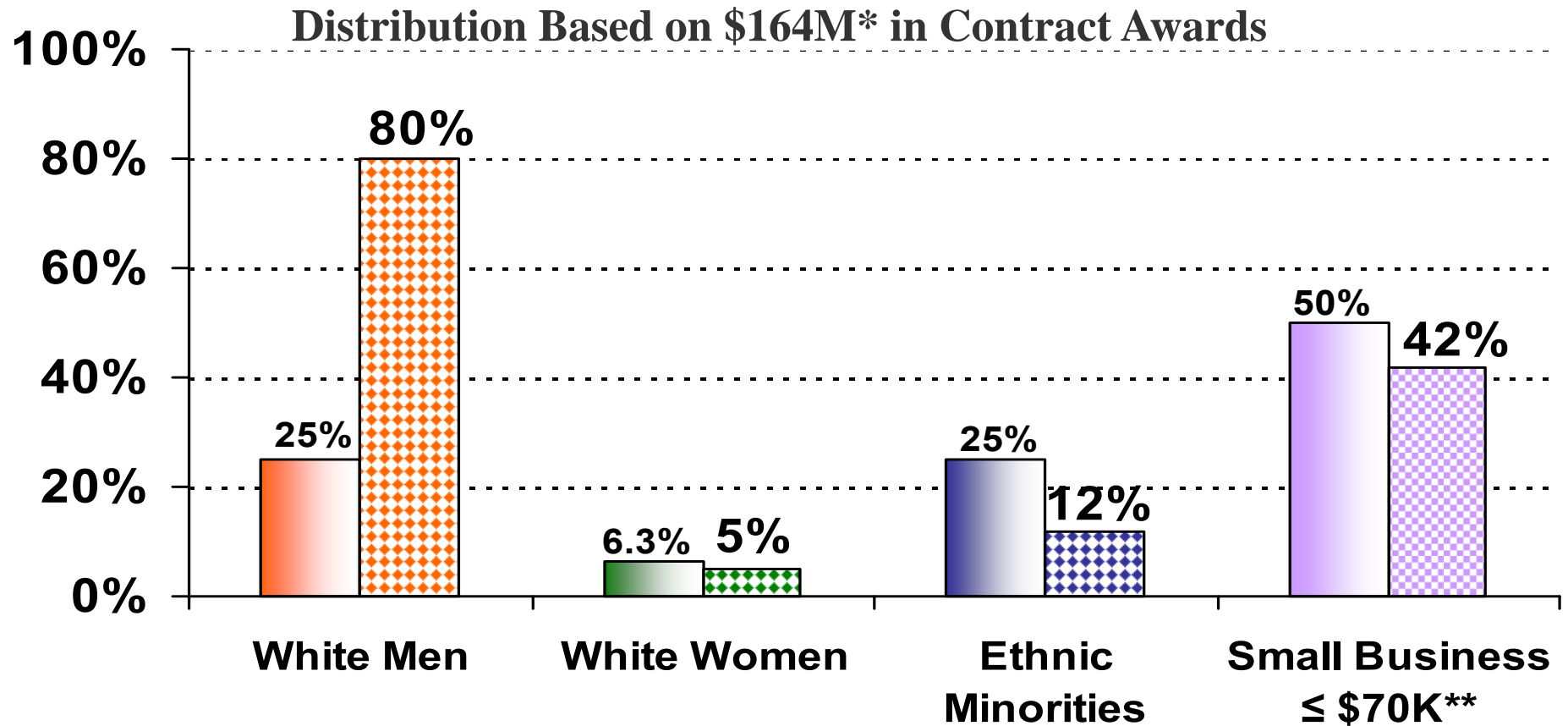


1. Contract Awards
 - a. Availability Groups
 - b. Small Businesses
 - c. Local Businesses



2. Local Hires on Construction Projects

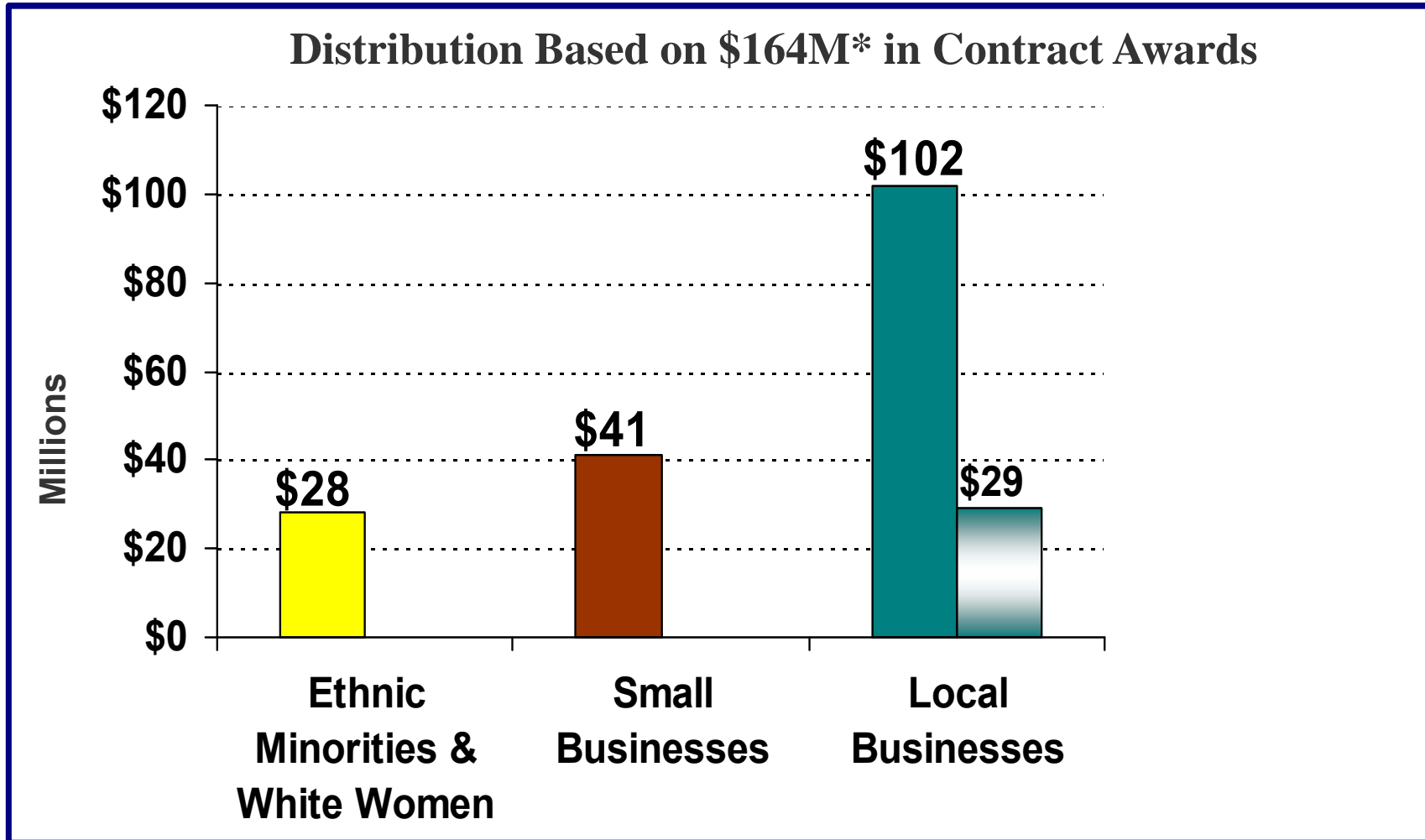
FY17 Contract Participation (%)



*Gradient Color = Contracting Objective/Goal
Checkerboard Color = Actual Results*

* Total Contract Awards minus Exclusions ** Contracts ≤ \$70,000

FY17 Contract Participation (\$)



*Total Contract Awards minus Exclusions

Contracting Challenges



- Regulatory Mandates
 - Awards to the lowest responsible bidder
 - Race or gender preference
- Specialized work and limited contracting opportunities



Comparison of District's Results to BART's Disparity Study*



AVAILABILITY GROUP/ MISC. GROUPING	CONTRACT CATEGORIES								OVERALL	
	A&E Services		General Services		Construction		Materials & Supplies			
	EBMUD	BART	EBMUD	BART	EBMUD	BART	EBMUD	BART	EBMUD	BART**
White Men	90%	61%	75%	78%	79%	75%	84%	97%	80%	91%
White Women	2%	3%	7%	<1%	5%	2%	8%	<1%	5%	<1%
Ethnic Minorities	8%	32%	16%	7%	14%	12%	6%	2%	12%	3%
Unclassified	1%	--	2%	--	2%	--	2%	--	3%	--
D&B MWBE	--	4%	--	15%	--	11%	--	1%	--	5%

* BART's results based on 2011-2014 data; ** Prime Contract Awards

FY17 Local Hire Results

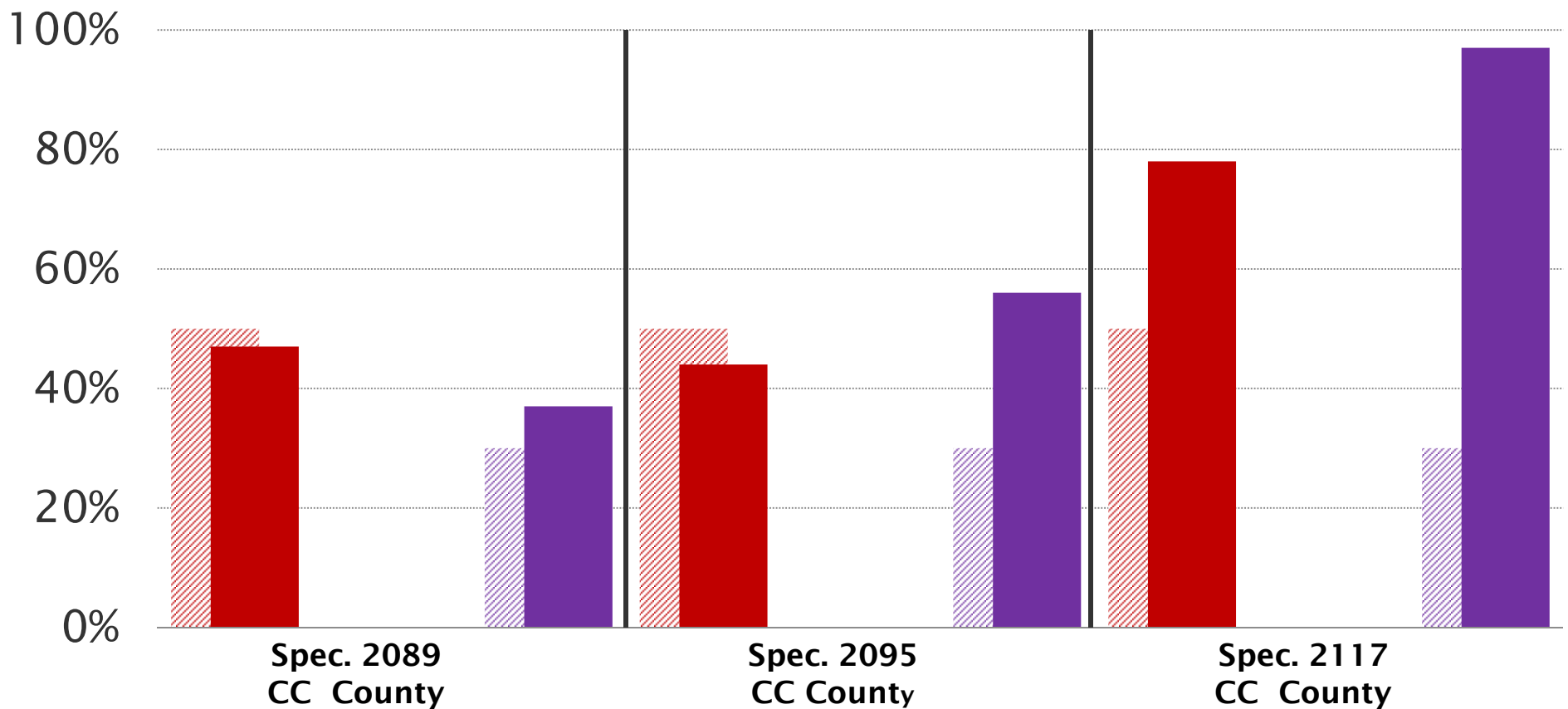


Local Hire Goal

Local Hire Results

Impacted County(ies) Goal

Impacted County(ies) Results



FY18 Key Initiatives



- Expand the pilot local hire component on construction projects
- Expand contracting opportunities
 - Improve efforts for achieving contracting objectives
 - Improve SBE participation
- Engage in targeted outreach & education efforts



Questions



Thank You!

East Bay Municipal Utility District Employee Wellbeing

Legislative/Human Resources Committee

October 10, 2017



What is “Wellness?”



- Wellness and Wellbeing Programs
- Definition: Workplace health and wellbeing promotion designed to support healthy behaviors to improve health and wellbeing outcomes for employees, and positively influence engagement and productivity at work.
- Wellness and Wellbeing Dimensions at EBMUD:
 - Physical
 - Mental
 - Financial

What is “Wellness?”



- Purpose:
 - To foster a healthy workforce and a caring workplace and build morale
 - To improve the health of the workforce so as to **reduce lost time for sick leave and job injuries, and increase productivity.**
 - Healthier, engaged, and productive employees.

How Are We Doing?



- Aggregated data from Kaiser
 - Diabetes, Obesity
- Lost Time
- “Presenteeism”
- During a meeting with the Unions on Wellbeing the idea of January Wellbeing Month came up – similar to the Affinity Groups.
- 2017 was the inaugural January Wellbeing Month

January Wellbeing Month 2017



GOALS:

- Get out the message on State of the District Health – drive ‘why do we care about Wellbeing’
- Engage the workforce on 3 key messages of Wellbeing (mental health, physical health, and nutrition)
- Build a volunteer army of Wellbeing champions at EBMUD

January Wellbeing Month 2017



THE PLAN

3 themes: **RELAX** , **MOVE**, **NOURISH**

- Kicked off with a **MOVE** challenge for the full month
- All events included “Why Wellbeing and State of the District Health” information. And then played on one of the three themes
- Made a special effort to engage employees in remote locations

January Wellbeing Month 2017



Event	# of Sessions	# of Attendees	# of Raffle Prizes	Who helped
Move Challenge	All Month	40	7 step trackers, books, water bottles	Everyone who participated
EAP-Stress Mngt, Elder Care, Wellness	10	100	20 books	2 volunteers 3 presenters
Yard Safety Meetings	11	406	52 Thermos 17 Chili kits	10 volunteers
Stretching Session	1	18	1 book	3 volunteers
Walk/Run (in the rain)	1	18	4 misfits, 2 bottles, 2 books	8 volunteers
Movie - Food Choices	2 (split)	22 / 32	2 cookbooks, snack of apples, tangerines, pistachios	3 volunteers
Healthy Eating Potluck	1	47	5 cookbooks, 15 bags with apple and tangerine	5 volunteers and one amazing MC.
Relax, Move, Nourish Emails	13	Sent to everyone	NA	ES Staff

January Wellbeing Month 2017



THE YARDS: - 45 minutes at safety meetings

- Brought breakfast
 - Oatmeal, blueberries, mango, raisins, walnuts, almonds
- Talked about Why Wellbeing and State of the District Health
- Talked about nutrition and taking time to pack a healthy lunch
- Brought them stretch bands, and walked through stretches <https://youtu.be/b86DIZXMFS8>
- Raffled off wide mouth thermos and chili ingredients

THE YARDS:

- **RELAX** – find some ways to release your stress – stretching and a little quiet time can help.
- **MOVE** – Even though you have physical jobs, you need to move more, take a walk – 20 minutes after dinner.
- **NOURISH** – In 2017 cut back added sugars, add more veggies, stay away from high processed and fast food.

January Wellbeing Month 2017



January Well-Being Month 2017



January Wellbeing Month 2017



- What is next?
 - Work with new Champions and Steering Committee to plan January 2018 Wellbeing Month
 - Focus on Type 2 Diabetes prevention
 - Warm-ups and stretching for field staff
 - Create an annual plan for 2018 and beyond