

FY20 Annual Report

CONTRACT EQUITY PROGRAM

Advocating Economic Equality for over 35 Years



Stewardship ~ Integrity ~ Respect ~ Teamwork

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OVERVIEW - CONTRACT EQUITY PROGRAM

The Contract Equity (CE) Program Fiscal Year 2020 Annual Report provides an overview of the District's contracting performance and related staff activities. For FY21, additional program enhancements will be made to support the CE Program's continuing goal to increase 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 35 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 over \$4 billion in contracts with 21 percent (\$894 million) awarded to ethnic minority and women owned businesses (EM/WBEs). This represents an average of \$24.5 million in annual awards to EM/WBEs for over 35 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 supports our mission to deliver safe, reliable and high quality water service and provide wastewater services for 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, which drives competition and productivity to provide value to our ratepayers.

Background

The District established a Minority Business Enterprise (MBE) program in 1984 in order 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 Contract Equity (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,

¹ "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 \$36,000,000 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.

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.

gender, and other protected categories while proactively promoting contract awards diversity among business persons of all races and both genders, including white men.

At the same time, a Small Business Enterprise (SBE) Component was added to the CEP 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 FY16. In FY19, 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 CEP 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 assure 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.

Since FY11, 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 CEP reached another milestone in FY16. 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 FY19.

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

FY20 SUMMARY

Highlights

In FY20, the CE Program key accomplishments include:

- \$85.0 million in District contracts were awarded to local businesses⁵, including \$11.3 million to local small businesses.
- \$37.6 million in District contracts were awarded to small businesses⁶ (including disabled veteran and lesbian, gay, bisexual, transgender business enterprises).
- \$21.0 million in District contracts were awarded to EM/WBEs businesses.
- Achieved over 47 percent local hires on 24 targeted construction projects, which resulted in over \$5 million in wages and benefits to workers who reside in Alameda, Contra Costa, San Joaquin, Calaveras, or Amador County.
- Awarded 76 percent of District contracts to companies with a minority workforce that employ at least 50 percent of their applicable Metropolitan Statistical Area (MSA)⁷.
- Conducted five business development forums and participated in 39 community outreach events promoting the District’s mission for diversity in contracting.
- Produced quarterly the *Equalizer* newsletter to promote District contracting and procurement opportunities.
- Received a Certificate of Special Congressional Recognition from Congresswoman Barbara Lee and won two awards for the District’s Contract Equity Program.

Contract Awards

In FY20, the District awarded contracts totaling approximately \$235.1 million with exclusions of \$23.3 million⁸. Chart 1 on the following page 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.

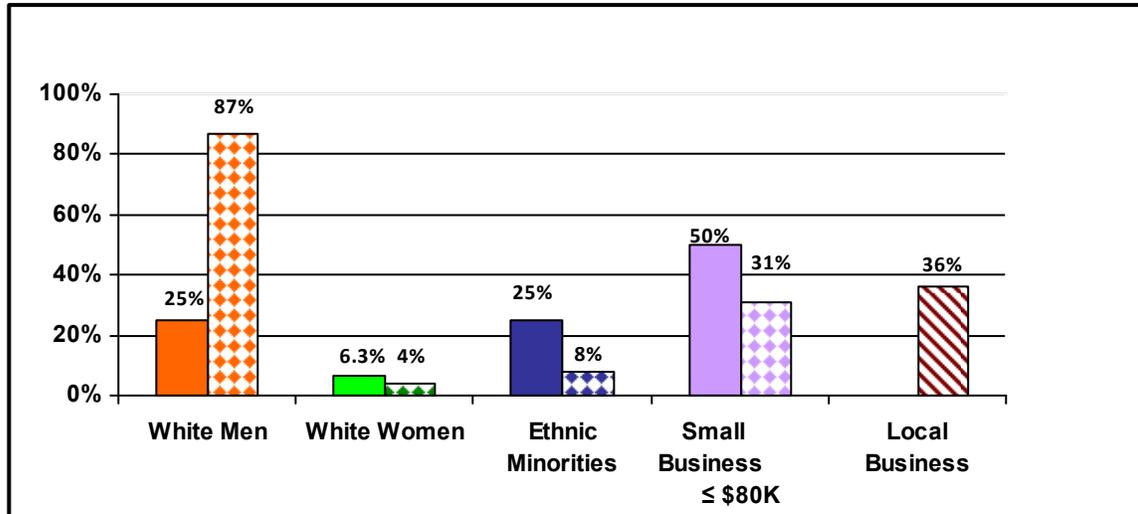
⁵ “Local Business” is a business located in Alameda, Contra Costa, San Joaquin, Calaveras, Amador, and other counties directly impacted by District contracts and/or operations.

⁶ “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 \$36,000,000 or less over the previous three years.

⁷ Metropolitan statistical area (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.

⁸ Excluded contracts are awards to government/nonprofit (\$1.5M), publicly held corporations (\$15.9M), foreign owned (\$5.9M) and sole source providers (\$0).

Chart 1. Distribution of FY20 Contract Awards



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

Table 1 below provides a comparison of FY20 to FY19 contracting results. Contract awards of ≤ \$80,000 for local businesses increased, while contracting objectives for white men and white women were achieved. The 31 percent small business participation is a 4 percent decrease compared to FY19.

Table 1. FY20 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 %		≤ \$80,000 Results %	
		FY19	FY20	FY19	FY20
White Men	25	79	87	68	71.3
White Women	6.3 ⁹	4	4	9	11.7
Ethnic Minorities (Men/Women)	25	14	7.5	11	11.3
Unclassified	NA	3	1.5	12	5.7
Local Business	NA	43	36.3	42	54
Local/Small Business	NA	12	4.8	25	19.3
Small Business	50 ¹⁰	22	16	35	30.7
<i>Micro-business</i>	NA	2	<1	5	2
All Men	NA	92.5	86	62	84
All Women	NA	4.3	4	13	4.5
Exclusions	NA	8	9	13	11.5

⁹ Weighted average based on contract distribution per contract category for FY05-FY15.

¹⁰ The 50% SBE goal is for contract awards of ≤ \$80,000 since January 1, 2019.

The distribution of \$235.1 million in total contract awards by gender, ethnicity, unclassified, and exclusions is shown in Table 2 below:

Table 2. Distribution of FY20 Contract Awards by Gender/Ethnicity								
GENDER/ ETHNICITY	CONTRACT AWARDS							
	Overall		Local Business		Small Business		≤ \$80K Small Business	
	\$ Amount	%	\$ Amount	%	\$ Amount	%	\$ Amount	%
Men	197,691,904	84.1	72,900,532	86.3	30,407,130	83.7	12,550,536	78.5
Women	10,217,845	4.3	5,546,552	6.6	5,789,046	15.9	2,806,643	17.5
White Men	184,067,311	78.3	69,787,369	82.6	26,888,966	74.0	10,876,665	68.0
White Women	8,492,622	3.6	4,529,509	5.4	4,861,747	13.4	2,242,544	14.0
African American/ Black Men	226,681	0.1	80,119	0.1	170,334	0.5	172,381	1.1
African American/ Black Women	102,698	0.0	55,000	0.1	45,000	0.1	45,198	0.3
Hispanic Men	5,380,242	2.3	1,194,092	1.4	2,311,391	6.4	738,404	4.6
Hispanic Women	182,537	0.1	126,106	0.1	126,106	0.3	130,515	0.8
Asian/Pacific Islander Men	3,885,488	1.7	868,918	1.0	803,423	2.2	631,728	3.9
Asian/Pacific Islander Women	1,352,049	0.6	832,936	1.0	662,516	1.8	294,062	1.8
American Indian/ Alaskan Native Men	261,349	0.1	122,660	0.1	42,660	0.1	54,169	0.3
American Indian/ Alaskan Native Women	19,292	0.0	3,000	0.0	16,292	0.0	16,292	0.1
Mixed Minority Men	3,870,833	1.6	847,375	1.0	0.0	0.0	77,190	0.5
Mixed Minority Women	68,646	0.0	-	0.0	77,385	0.2	78,032	0.5
Unclassified	3,170,414	1.3	725,173	0.9	96,729	0.3	284,422	1.8
Exclusions	24,005,315	10.2	5,306,902	6.3	20,000	0.1	335,593	2.1
Total	235,085,478	100.0	84,479,158	100.0	36,312,906	100.0	15,977,194	100.0

Table 3 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 95.4 percent in construction, and white women achieved 8.3 percent in materials and supplies. Separately, ethnic minorities achieved 19.0 percent in both professional and general services. See Attachment 2 for a list of top prime awards by firm for each availability group and contract category.

Table 3. FY20 Contract Participation (\$235.1M) <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	Purchasing Card	
White Men	77.0%	65.0%	95.4%	73.0%	80.8%	87.0%
White Women	3.5%	7.2%	2.0%	8.3%	4.0%	4.0%
Ethnic Minorities (Men & Women)	19.0%	19.0%	2.6%	15.8%	6.1%	7.5%
Unclassified Firms	0.5%	8.8%	0.0%	2.9%	9.1%	1.5%

Small Business Enterprise

Over 2,800 small business enterprises (SBEs) are registered with the District. In FY20, SBE purchases and services contracts totaled \$73 million with \$4.7 million going to micro-businesses⁷. The District is committed to expand 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 contract awards ≤ \$80,000, SBEs received 31 percent (\$13.3 million) of the total value, compared to 35 percent from FY19. Micro-businesses were awarded two percent (\$864.0 thousand) in FY20, which is less than three percent decrease from FY19 for micro-businesses¹¹. The level of participation by this availability group was 71 percent for white men, 12 percent for white women and 12 percent for ethnic minorities with five percent for unclassified firms. The highest level of SBE participation for contract awards ≤ \$80,000 for FY20 was 66 percent (\$1.3M) for construction awards.

¹¹ "Micro-business" is a small business enterprise that, together with affiliates, has average annual gross receipts of \$3,500,000 or less over the previous three years or is a manufacturer with 25 or fewer employees.

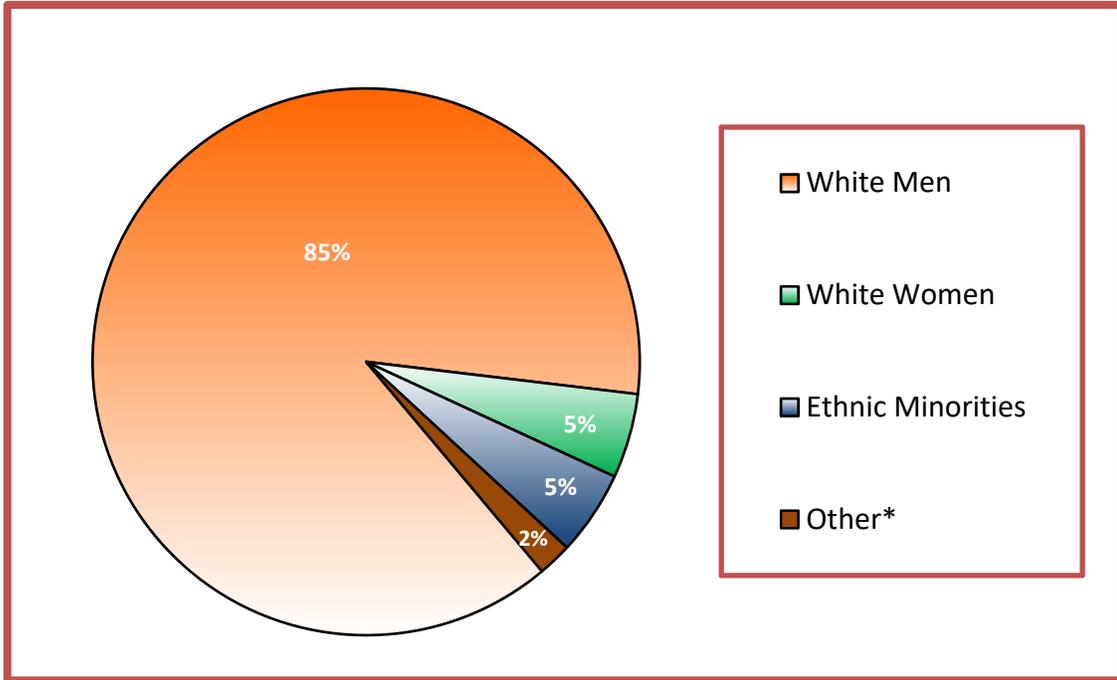
Table 4 shows the average dollar amount of contracts \leq \$80,000 excluding purchase cards for FY20 is \$7.9K which indicates opportunities to increase SBE awards to meet the goal of 50 percent participation since size of the contract should not be a barrier. Materials and supplies contracts accounts for over 66 percent (\$23.3M) of awards \leq \$80,000, so the CE Office will focus on increasing SBE participation by targeting outreach efforts in this contract category in FY21.

Table 4. FY20 Average Contract Expenditure by Contract Category			
Contract Category	Total Expenditures	Total Awards	Average Contract Expenditure
AWARDS > \$80,000			
Professional Services	\$46.2M	53	\$871.7K
General Services	\$6.7M	31	\$216.1K
Construction	\$102.5M	12	\$8.5M
Materials & Supplies	\$36.5M	99	\$368.7K
SUBTOTAL	\$191.9M	195	\$984.1K
AWARDS \leq \$80,000			
Professional Services	\$2.1M	102	\$20.6K
General Services	\$7.8M	1,151	\$6.8K
Construction	\$2.0M	21	\$95.2K
Materials & Supplies	\$23.3M	3,156	\$7.4K
SUBTOTAL	\$35.2M	4,430	\$7.9K
Purchasing Card	\$8.9M	18,674	\$477
SUBTOTAL	\$44.1M	23,104	\$1.9K
GRAND TOTAL	\$236.0M	23,299	\$98.4K

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 participation resulted in \$84.0 million (36%) in District contract awards a seven percent decrease compared to 43 percent in FY19 as shown previously in Table 1. Chart 2 provides the distribution of local business awards by availability group.

Chart 2. FY20 Distribution of Local Business Awards



**Other is defined as contracts awarded to government/nonprofit, publicly held corporations, foreign owned, or unclassified.*

In FY20, the highest overall level of LBEs participation was in general services (51.8%). For contract awards \leq \$80,000, LBEs received \$23 million (54%) in District contract awards, which increased LBEs participation by 12 percent compared to FY19 (42.3%).

Local Small Business Enterprises (L/SBEs) received \$11.3 million (4.8%) in overall contract awards compared to \$18million (11%) in FY19. The highest overall level of L/SBE participation was for general services (22.5%). For contract awards \leq \$80,000, the L/SBE participation was \$8.3 million (19.3%) compared to \$6.5 million (24.3%) in FY19. The highest level of participation was in construction at 37 percent.

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. For FY20 over \$5 million in wages and benefits were reinvested back to the local community.

A summary of the jobsite workforce and wage data for FY20 projects can be found in *Attachment 3*. Of the total 24 current projects, nine projects met the good faith goal of 50 percent and 19 projects met the local hire good faith goal of 30 percent from the counties directly impacted by the projects. Six projects met both goals. The total workforce from these projects had 47 percent local hires of which 44 percent being from counties directly impacted by the project.

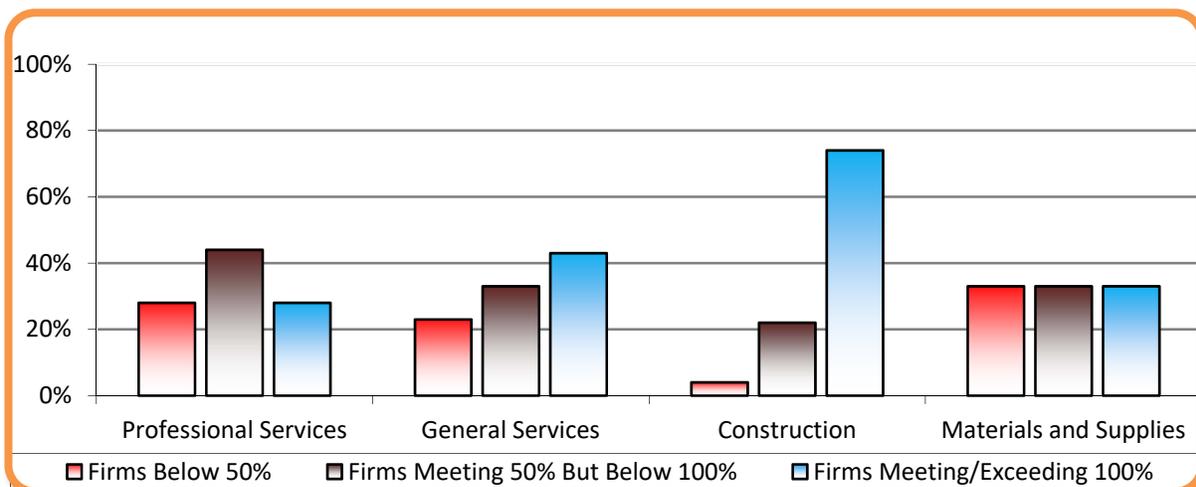
Staff gathered contractors' employment data from 24 construction projects (93 prime and subcontractors) since January 2017. The data analyzed during this period, reflects over \$5.0 million in prevailing wages, including benefits have gone back into our local communities.

Contractors' Compliance with Equal Employment Opportunity

Of the 195 major contract awards (>\$80K) in FY20, 175 firms submitted employment data. This data reflects that 76 percent (134 firms) awarded contracts went to companies with minority workforces that employ at least 50 percent of their applicable Metropolitan Statistical Area (MSA). Of those 175 firms, 42 percent either met or exceeded their MSA for their local communities.

Contractors' compliance results by contract category are shown in Chart 3. Firms providing construction for the District have the most diverse employment record with 96 percent having a minority workforce profile meeting and exceeding 100 percent of their applicable MSAs. A review of the materials and supplies contract awards reflects that approximately 33 percent (15 firms) were below 50 percent of the parity.

Chart 3. FY20 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 health of the community that we serve. To that end, the District has an outreach program in place for more than 35 years to engage these businesses regarding our contracting opportunities. These outreach activities are embedded organizationally to promote the District's CEP 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 key in maintaining a successful CE Program is achieving wide visibility and support for the program. Staff participated in the following outreach activities in FY20 to promote diversity and inclusion in the District's contracting processes:

- Conducted five Business Forums:
 1. **On July 9, 2019, the District and the Construction Resource Center hosted the July Project Management Certificate Ceremony in Oakland, CA.** The ceremony was to present completion certificates along with a certificate from Senator Nancy Skinner to students and small business owners who had successfully completed the 10-weeks project management course at Laney College. Staff informed participants of upcoming contracting and employment opportunities and the District's Contract Equity Program. Approximately 51 participants attended.
 2. **On December 10, 2019, the District and the Construction Resource Center hosted the December Project Management Certificate Ceremony in Oakland, CA.** The ceremony was to present completion certificates along with a certificate from Senator Nancy Skinner to students and nineteen (19) small business owners who had successfully completed the 10-weeks project management course. Staff informed participants of upcoming contracting and employment opportunities and the District's Contract Equity Program. Approximately 45 participants attended.
 3. **On January 23, 2020, the District and the American Indian Chamber of Commerce – California hosted *Going to "O-Town" for Opportunities in Oakland, CA.*** Also the American Indian Chamber of Commerce Education Fund conducted a "Strategic Planning: Increase your Business Market Share and Profitability" workshop. Staff informed participants of upcoming contracting opportunities and recent Contract Equity Program enhancements. Approximately 35 participants attended.
 4. **On May 20, 2020, Swinerton, the District, and the Western Region Minority Supplier Development Council hosted a virtual *Back to Business Builders Event.*** Staff gave a presentation on the Contract Equity Program, overview of contracting process, and upcoming construction opportunities. Approximately 180 participants attended.

5. **On May 26, 2020, the District and Construction Contractors Resource Center hosted *Creative Business Solutions* as part of the 10-week Project Management Program.** Staff gave a presentation on upcoming contract opportunities, how to do business with the District, and on the Contract Equity Program. Approximately 21 participants attended.
- Staff participated in 32 community events/trade fairs/conferences, conducted 7 presentations and placed 18 magazine advertisements promoting the District’s mission for diversity in contracting. (See Attachment 3 - Listing of Key Outreach Activities.)
- Quarterly production of the *Equalizer* Newsletter to inform prospective businesses of contracting opportunities.
- Participation on the:
 - American Indian Chamber of Commerce – *Corporate Advisory Committee*
 - Construction Resource Center – *Industry Advisory Committee*
 - Oakland Latino Chamber of Commerce – *Board of Directors*
 - University of California - *Small & Diverse Business Advisory Council*
 - Western Region Minority Supplier Development Council - *Construction Working Group*

Awards/Recognition:

- Received a Certificate of Special Congressional Recognition from Congresswoman Barbara Lee on November 12, 2019 for the 35th Anniversary of the Contract Equity Program.
- Received the Reciprocity Partner of the Year Bronze Winner award from the State of California during their 20th Annual State Recognition Awards Program on January 29, 2020. The award recognized the State’s top three (3) organizations that supports and promotes the state’s small business and disabled veteran business programs.
- Winner of the Local/Regional Corporation of the Year for the Western Region Minority Supplier Development Council (WRMSDC) on June 30, 2020. This award recognizes a Local/Regional Corporate Member that has demonstrated company-wide support of WRMSDC and whose Supplier Diversity initiatives are moving the needle toward a more inclusive and diverse landscape.

MAJOR FOCUS FOR FY21

The District will continue to invest resources to promote supplier diversity and increase local participation. Additionally, staff will focus on advancing initiatives to achieve the District's contracting objectives, small business goals, and to promote local hiring on District construction projects. Key initiatives will include:

- Help “level the playing field” for local, diverse, small businesses by exploring ways to invest back into the community and promoting mentor-protégé relationships such as a “Social Impact Partnership/Community Benefits” Component.
- Continue to explore ways to increase diversity of contract awards such as increasing the current SBE Set-Aside cap from \$80,000 to \$250,000 to match the State of California SBE Option.
- Enhanced outreach and education efforts by expanding the use of the electronic certified payroll system to incorporate the demographics of the local workforce and show how workforces are distributed within the service area by Ward and by local communities.
- Develop and implement internal and external awards/recognition program with internal awards focusing on innovation in support of overall intent of CE Program.

ATTACHMENTS

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FY20 – OVERALL DISTRIBUTION OF CONTRACT AWARDS
East Bay Municipal Utility District
July 1, 2019 – June 30, 2020

Contract Category/Awards (\$)		Availability Group/ Misc. Grouping ¹	Contracting Objective %	FY19 Year-End Results %	FY20 Results %
Professional Services	\$39.3M	White Men	25.0	65.2	77.0
		White Women	6.0	4.5	3.5
		Ethnic Minorities	25.0	24.8	19.0
		Unclassified	NA	5.5	0.5
	\$49.3M	Local Business	NA	52.6	23.0
		Local/Small Business	NA	20.0	3.8
		Small Business	50.0	26.2	14.5
	Microbusiness	NA	6.1	3.0	
General Services	\$12.3M	White Men	25.0	72.2	65.0
		White Women	6.0	7.6	7.2
		Ethnic Minorities	25.0	13.6	19.0
		Unclassified	NA	6.8	8.8
	\$14.5M	Local Business	NA	36.5	51.8
		Local/Small Business	NA	36.1	22.5
		Small Business	50.0	46.0	38.3
	Microbusiness	NA	6.0	4.8	
Construction	\$107.3M	White Men	25.0	76.7	95.4
		White Women	9.0	2.5	2.0
		Ethnic Minorities	25.0	20.6	2.6
		Unclassified	NA	0.2	0.0
	\$107.6M	Local Business	NA	36.6	36.5
		Local/Small Business	NA	8.2	4.6
		Small Business	50.0	19.6	5.8
	Microbusiness	NA	0.0	0.0	
Materials & Supplies	\$45.5M	White Men	25.0	89.0	72.8
		White Women	2.0	3.6	8.3
		Ethnic Minorities	25.0	3.7	15.8
		Unclassified	NA	3.7	2.9
	\$60.8M	Local Business	NA	34.0	32.3
		Local/Small Business	NA	11.7	10.0
		Small Business	50.0	16.3	16.3
	Microbusiness	NA	3.4	2.3	
Purchase Cards	\$7.7M	White Men	25.0	76.5	80.9
		White Women	2.0	3.8	4.0
		Ethnic Minorities	25.0	3.4	6.1
		Unclassified	NA	16.3	9.3
	\$8.9M	Local Business	NA	33.3	32.5
		Local/Small Business	NA	17.0	13.8
		Small Business	50.0	22.4	18.8
	Microbusiness	NA	2.1	1.5	
Overall Contracts	\$212.1M	White Men	25.0	79.5	87.0
		White Women	6.3 ²	3.8	4.0
		Ethnic Minorities	25.0	13.9	7.5
		Unclassified	NA	2.8	1.5
	\$235.1M	Local Business	NA	43.3	36.3
		Local/Small Business	NA	12.2	4.8
		Small Business	50.0	22.0	16.0
	Microbusiness	NA	1.9	0.9	

*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 FY05-FY15; 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.

FY20 – DISTRIBUTION OF CONTRACT AWARDS OF \$80,000 OR LESS
East Bay Municipal Utility District
July 1, 2019 – June 30, 2020

Contract Category/Awards (\$)		Availability Group/Misc. Grouping ¹	Contracting Objective %	FY19 Year-End Results %	FY20 Fourth Quarter Results %
Professional Services	\$2.0M	White Men	25.0	47.0	53.3
		White Women	6.0	18.9	17.3
		Ethnic Minorities	25.0	17.1	20.3
		Unclassified	NA	16.8	7.7
	\$2.1M	Local Business	NA	44.4	50.3
		Local/Small Business	NA	21.3	30.3
		Small Business	50.0	28.7	59.0
		Microbusiness	NA	7.0	10.0
General Services	\$7.3M	White Men	25.0	58.4	66.7
		White Women	6.0	9.5	5.0
		Ethnic Minorities	25.0	18.8	12.6
		Unclassified	NA	13.6	15.7
	\$7.8M	Local Business	NA	58.2	48.0
		Local/Small Business	NA	44.7	25.7
		Small Business	50.0	47.4	42.3
		Microbusiness	NA	8.1	2.7
Construction	\$2.0M	White Men	25.0	77.6	80.0
		White Women	9.0	6.9	3.3
		Ethnic Minorities	25.0	9.8	15.3
		Unclassified	NA	5.3	1.3
	\$2.0M	Local Business	NA	63.7	59.0
		Local/Small Business	NA	32.8	37.0
		Small Business	50.0	33.9	66.0
		Microbusiness	NA	7.3	17.3
Materials & Supplies	\$22.0M	White Men	25.0	73.7	72.3
		White Women	2.0	9.2	7.7
		Ethnic Minorities	25.0	7.2	11.3
		Unclassified	NA	10.3	8.7
	\$23.3M	Local Business	NA	35.3	46.3
		Local/Small Business	NA	19.8	19.0
		Small Business	50.0	30.1	32.7
		Microbusiness	NA	3.4	1.7
Purchase Cards	\$7.7M	White Men	25.0	76.5	80.0
		White Women	2.0	3.8	3.5
		Ethnic Minorities	25.0	3.4	6.5
		Unclassified	NA	16.3	10.0
	\$8.9M	Local Business	NA	33.3	35.0
		Local/Small Business	NA	17.0	14.0
		Small Business	50.0	22.4	18.7
		Microbusiness	NA	2.1	1.3
Overall Contracts	\$38.2M	White Men	25.0	68.1	71.3
		White Women	6.3 ²	8.7	11.7
		Ethnic Minorities	25.0	11.3	11.3
		Unclassified	NA	12.0	5.7
	\$43.2M	Local Business	NA	42.3	54.0
		Local/Small Business	NA	24.6	19.3
		Small Business	50.0	35.3	30.7
		Microbusiness	NA	5.2	2.0

*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 FY05-FY15; 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.

TOP PRIME PROFESSIONAL SERVICES AWARDS
FY20 (July 1, 2019 – June 30, 2020)

Prime Firm	Project Description	Availability Group	Contract Amount
BROWN & CALDWELL	Provide Consulting Services for the MWWTP Master Plan Project.	White Men	\$1,995,000
LUHDORFF & SCALMANINI	Provide Consulting Services for East Bay Plain Subbasin Groundwater Sustainability Plan Development.	White Men	\$1,591,442
GAYNER ENGINEERS	Provide Engineering and Design Services for HVAC and Other Building Systems Improvements at the MWWTP.	Asian Men	\$1,183,530
CONSOLIDATED CM	Provide Construction Support Services for the Administration Buildings HVAC Systems Upgrade.	White Men	\$990,048
TAIT ENVIRONMENTAL SVCS INC	Provide Engineering Design Services for the Specification 2147 Fuel Systems Improvement Project.	White Men	\$943,786
BROWN & CALDWELL	Provide Consulting Services for Design of a Hypolimnetic Oxygenation System (HOS) at San Pablo Reservoir.	White Men	\$775,078
RIMINI STREET, INC	Provide Software Maintenance Services for PeopleSoft HRIS/FIS Systems.	White Men	\$348,000
MCMILLEN JACOBS ASSOCIATES	Provide Design of Two New Chemical Feed Shafts to Pardee Tunnel as a part of the Pardee Chemical Plant Improvements.	White Men	\$338,611
LETTIS CONSULTANTS INT'L, INC.	Perform Engineering Geology Field Work and Preparation of Planning Documents for the Pardee Dam.	White Men	\$281,030
TERRAPHASE ENGINEERING	Support State Mandated Lead Sampling in K -12 Schools.	White Men	\$260,000

TOP PRIME GENERAL SERVICES AWARDS
FY20 (July 1, 2019 – June 30, 2020)

Prime Firm	Project Description	Availability Group	Contract Amount
CLEAR BLUE ENERGY CORP	Upgrade Lighting in the Admin Building per RFQ 1819.	White Men	\$1,162,069
SCHNEIDER ELECTRIC	Supply ICS Cyber security Services for the Districts Scada Network.	White Men	\$716,467
PATRIOT ENVIRONMENTAL SERVICES	Provide Routing and Emergency Hazardous and Non Hazardous Waste Management Services.	White Men	\$700,000
CIVICORPS SCHOOLS	Provide Vegetation Control and Related Duties.	Government	\$572,240
NATIONAL PLANT SERVICES	Perform Sewer Interceptor Siphon and Gravity Pipe Cleaning and Inspection Services.	White Men	\$484,257
HORIZON WATER AND ENVIRONMENT	Prepare Required Environmental Documentation to Support Routing Maintenance of the Mokelumne Aqueducts.	Mixed Minority	\$348,514
PACIFIC RIM FALL PROTECTION	Provide Fall Protection Services and Systems for Adeline Maintenance Center Building.	White Men	\$340,864
EXPERT TREE SERVICE	Provide Tree Removal Services to Reduce Wildfire Hazard.	White Men	\$310,000
SOLAR TURBINES	Extended Service Agreement for PGS2 Solar Turbines Mercury 50 Turbine.	Publicly Held Corp	\$212,000
PROCESS SOLUTIONS INC	Install Chloramine Boosting System at the Project Site.	White Men	\$200,000

TOP PRIME CONSTRUCTION AWARDS
FY20 (July 1, 2019 – June 30, 2020)

Prime Firm	Project Description	Availability Group	Contract Amount
MOUNTAIN CASCADE, INC.	Specification 2125 - San Pablo Clearwell & Rate Control Station Replacement.	White Men	\$41,213,000
MLADEN BUNTICH CONSTRUCTION	Specification SD-392 - Construction for South Interceptor 3rd Street Rehabilitation Phase 2.	White Men	\$12,516,000
BAYCITY MECHANICAL SERVICE	Specification 2130 – Administration Building HVAC Systems.	Mixed Minority	\$11,265,800
SIERRA MOUNTAIN CONSTRUCTION	Specification 2129 – Construction of Arcardian, Larkey, and Rheem Reservoirs Rehabilitation.	Hispanic Men	\$9,630,813
KIEWIT INFRASTRUCTURE WEST	Specification SD-399 –Main Wastewater Treatment Plant Aerated Grit Tanks and Gallery Improvements.	White Men	\$4,787,350
DISNEY CONSTRUCTION, INC	Specification 2126 – Fire Trail and Jensen No. 1 Pumping Plants Rehabilitation.	White Men	\$4,340,000
CON-QUEST CONTRACTORS, INC.	SD-401 – Construction of the North Interceptor Relief Sewer – Virginia Street Relief Structure.	White Men	\$3,172,728
KWS MANUFACTURING CO, LTD	RFQ 1909.	White Men	\$1,978,299
E.R.S. INDUSTRIAL SERVICE	Specification SD-408 – Solid Liquid Waste Receiving Station Tanks 4 & 5 Recoating and Miscellaneous Improvements.	White Men	\$842,790
FARWEST CORROSION CONTROL	Specification 2131 – Mokelumne Aqueducts Cathodic Protection Improvements.	White Women	\$554,034

TOP PRIME MATERIAL & SUPPLIES AWARDS**FY20 (July 1, 2019 – June 30, 2020)**

Prime Firm	Project Description	Availability Group	Contract Amount
SOLENIS LLC	Polymeric Flocculent Supplies for Dewater Digested Sludge.	White Men	\$31,399,997
SOLENIS LLC	Thickening Polymeric Flocculent Active Base.	White Men	\$12,138,578
MYERS POWER PRODUCTS, INC.	Miscellaneous Electrical supplies.	White Men	\$7,024,354
ALISTO ENGINEERING GROUP	Provide Services to Install Anodes and Conduct Leak Detection Survey on 5355 Copper Services in the City of Alameda.	Asian Men	\$3,293,325
HONEYWELL PROCESS SOLUTIONS	USL and Sobrante Plant Hardware/Software.	Publicly Held Corporation	\$2,660,487
GRANITE DATA SOLUTIONS	Various Dell OptiPlex products and equipment with 5 years Pro Support and Onsite Services.	White Men	\$2,147,281
AT&T/MCI	Provide Data and Voice Communication Services through the State of California's CalNET Contract.	Publicly Held Corporation	\$1,906,055
FERGUSON WATERWORKS	Miscellaneous Supplies replating for Proposal 1905A.	Publicly Held Corporation	\$1,784,100
HONEYWELL PROCESS SOLUTIONS	Provide Engineering Services Relating to Sobrante and USL Water Treatment Plants Control System Improvements.	Publicly Held Corporation	\$1,500,040
BADGER METER, INC.	Miscellaneous Meter Supplies for Prop 1805D.	Publicly Held Corporation	\$1,423,638

EBMUD FY20 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
Spec. 2075 South Reservoir Replacement (Alameda Co.)	4,863	1,538	32%	50%	\$80,807	656	43%	30%
Spec. 2085A Carisbrook Reservoir & Skyline Pumping Plant Replacements and Montclair Reservoir Rehabilitation (Alameda Co.)	12,573	3,402	27%	50%	\$216,242	747	22%	30%
Spec. 2111 Wildcat Pipeline Improvement - Berkeley (Alameda Co.)	292	172	59%	50%	\$9,806	50	29%	30%
Spec. 2112 Country Club, Schapiro & Berryman North Pumping (Alameda & Contra Costa Co.)	1,381	63	5%	50%	\$6,212	27	43%	30%
Spec. 2117 Sobrante and Upper San Leandro Ozone Systems (Contra Costa Co.)	547	459	84%	50%	\$31,485	374	81%	30%
Spec. 2121 Bacon, Mendocino, and Pearl Reservoirs 384 (Contra Costa Co.)	2,764	1,158	42%	50%	\$100,718	20	2%	30%
Spec. 2125 San Pablo Clearwell and Rate Control Station Replacement (Contra Costa Co.)	17,789	8,696	49%	50%	\$523,345	4,240	49%	30%
Spec. 2126 Fire Trail and Jensen No. 1 Pumping Plants Rehabilitation (Alameda Co.)	3,816	2,782	73%	50%	\$225,676	233	8%	30%
Spec. 2129 Arcadian, Larkey, and Rheem Reservoirs Rehabilitation (Contra Costa Co.)	15,551	3,526	23%	50%	\$227,221	2,364	67%	30%
Spec. 2130 Administration Building HVAC Systems Upgrade (Alameda Co.)	23,948	17,057	71%	50%	\$1,756,232	6,410	38%	30%
Spec. 2135 Maloney Pumping Plant, Greenridge Pumping Plant, La Honda Rate Control Station, and Sobrante WTP Improvements (Contra Costa Co.)	11,432	8,216	72%	50%	\$553,449	4,568	56%	30%

EBMUD FY20 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
Spec. 2136 Bayfair Pumping Plant and Peralta Regulator Replacement & Peralta, South, and May Pumping Plants Demolition (Alameda Co.)	6,394	3,004	47%	50%	\$176,005	1,420	47%	30%
Spec. 2143 Orinda Water Treatment Plant Maintenance and Scouring Air System Upgrade (Contra Costa Co.)	84	0	0%	50%	\$0	0	0%	30%
Spec. 2144 Birch, Cull Creek, and Sherwick Reservoirs Rehabilitation (Contra Costa Co.)	6,626	2,535	38%	50%	\$144,113	865	34%	30%
Spec. 2146 Oak, 98th and Sequoia Rate Control Stations Rehabilitation; University Pumping Plant, and University No. 2 Reservoir Replacement (Alameda Co.)	2,964	645	22%	50%	\$43,942	193	30%	30%
Spec. 2149 Westside Pumping Plant Replacement - El Toyonal/La Encinal Pipeline Improvements (Contra Costa Co.)	1,437	877	61%	50%	\$37,990	473	54%	30%
SD356 MWWTP Digester Upgrade Project Phase 3 (Alameda Co.)	7,625	3,764	49%	50%	\$251,234	2,071	55%	30%
SD396 MWWTP Primary Sedimentation Tanks and Channels Rehabilitation - Phase 5 (Alameda Co.)	17,781	6,425	36%	50%	\$483,469	2,101	33%	30%
SD399 Aerated Grit Tanks Improvement (Alameda Co.)	6,941	1,265	18%	50%	\$95,738	453	36%	30%
SD400 North Interceptor Relief Sewer Buchanan Street and Page Street Intertie Structures and Eastshore Highway Interceptor (Alameda Co.)	1,205	693	58%	50%	\$41,194	306	44%	30%

EBMUD FY20 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
SD401 North Interceptor Relief Sewer - Virginia Street Relief Structure (Alameda Co.)	6,052	5,653	93%	50%	\$334,194	4,143	73%	30%
SD408 Solid Liquid Waste Receiving Station Tanks 4 & 5 Recoating and Misc. Improvements (Alameda Co.)	1,434	217	15%	50%	\$10,104	184	85%	30%
SD411 Main Wastewater Treatment Plant 02 Plant Recoat (Alameda Co.)	2,284	735	32%	50%	\$56,184	501	68%	30%
927-40830-AX EBMUD Blend Tank OCU Improvement (Alameda Co.)	309	309	100%	50%	\$19,339	8	3%	30%
TOTAL	156,092	73,191	47%	--	\$5,424,699	32,407	44%	--

Goal Achieved

New Project

Completed

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FY20 KEY OUTREACH ACTIVITIES

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

- EBMUD and the Construction Resource Center hosted the July Project Management Certificate Ceremony (July, Oakland, CA)
- EBMUD and the Construction Resource Center hosted the December Project Management Certificate Ceremony (December, Oakland, CA)
- EBMUD and the American Indian Chamber of Commerce - California hosted Going to “O-Town” for Opportunities Forum (January, Oakland, CA)
- Swinerton, EBMUD, and the Western Region Minority Supplier Development Council hosted a virtual *Back to Business Builders Event*. (May, Virtual)
- East Bay Municipal Utility District and Construction Contractors Resource Center hosted *Creative Business Solutions* as part of the 10-week Project Management Program (May, Virtual)

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

- American Indian Chamber of Commerce of California hosted its 2019 Expo “Creating Connections & Business Success in a Changing Market” (July, Rancho Mirage, CA).
- Western Regional Minority Supplier Diversity Council (WRMSDC) hosted the 2019 Multi-Industry Diversity Expo: “The Digitized Supplier” (August, San Ramon, CA)
- Richmond Chamber of Commerce hosted its 2019 Richmond Chamber Economic Summit (September, Oakland, CA)
- Western Regional Minority Supplier Development Council hosted its Builders & Tradespeople Industry Day in (October, Oakland, CA)
- Women’s Business Enterprise Council - Pacific hosted its Bold Success Level Up! Conference in (November, San Jose, CA)
- Alameda County Public Works Agency hosted *Business Opportunities for Business (B.O.B) Construction Contracting Opportunities Workshop & Breakfast* (January, Hayward, CA)
- California Department of General Services will host its 4th Annual Procurement Workshop & Panel (February, San Jose, CA)

Trade Fairs/Conferences: Staff disseminated information on the CE Program, Small Business incentives and contracting opportunities.

- American Indian Chamber of Commerce of California hosted its 2019 Expo “Creating Connections & Business Success in a Changing Market” (July, Rancho Mirage, CA).
- California Hispanic Chamber of Commerce hosted its 40th annual Statewide Convention “REINVENT OPPORTUNITIES” (August, Stockton, CA)
- Western Regional Minority Supplier Diversity Council (WRMSDC) hosted the 2019 Multi-Industry Diversity Expo: “The Digitized Supplier” (August, San Ramon, CA)
- Associated General Contractors-California hosted its Bay Area Fall Regional Meeting and Public Works Expo (September, Lafayette, CA)
- Greater Stockton Chamber of Commerce hosted its October Business Showcase & Trade Show (October, Stockton, CA)
- Oakland Metropolitan Chamber of Commerce hosted its Small Business and Nonprofit Fair (October, Oakland, CA)
- California Public Utilities Commission/Joint Utilities hosted its Small/Diverse Business Expo (October, Citrus Heights, CA)
- Alameda County Public Works Agency hosted *Business Opportunities for Business (B.O.B) Construction Contracting Opportunities Workshop & Breakfast* (January, Hayward, CA)
- California Department of General Services will host its 4th Annual Procurement Workshop & Panel (February, San Jose, CA)

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.

- Oakland African American Chamber of Commerce - Chairwoman's Reception (July, Oakland, CA)
- Alameda County Public Works Agency- Building Opportunities for Business (B.O.B.) DBE, SLEB, and SLBE Certification Workshop (July, Hayward, CA)
- San Joaquin Hispanic Chamber of Commerce - Leaders' Luncheon on Business Planning for San Joaquin's Future (July, Stockton, CA)
- Peralta Colleges Foundation - Annual Scholarship Gala Benefit Going to Bat for our Students, our Colleges and our Community (September, Oakland, CA)
- Tradeswomen Inc. - 40 Years Celebration (September, Oakland, California)
- Asian, Inc. Asian, Inc. - 48th Anniversary Gala (September, San Francisco, CA)
- Regional Parks Foundation - *A Night to Remember 50th Anniversary Gala* (October, Pleasanton, CA)
- Council of Business & Industry of West Contra Costa County - *Annual Shoreline and Bay Yacht Tour* (October, Richmond, CA)
- Oakland Latino Chamber of Commerce - *Board Meeting* (October, Oakland, CA)
- Oakland African American Chamber of Commerce - *16th Annual Business Awards Luncheon* (October, Oakland, CA)
- San Francisco Public Utilities Commission - *6th Annual Women in Construction Expo – "A Seat At the Table"* (November, San Francisco, CA)
- American Indian Chamber of Commerce - *Advisory Council Planning Retreat* (December, Santa Rosa, CA)
- Women's Business Enterprise Council – *Pacific Awards Gala* (December, San Jose, CA)
- Construction Resource Center - *Industry Advisory Committee Meeting* (December, Teleconference)
- State of California - 20th Annual State Recognition Awards (January, Citrus Heights, CA)
- California Hispanic Chamber of Commerce - Latino Legislative Caucus Reception (January, Sacramento, CA)
- California Hispanic Chamber of Commerce - Round Table with the U.S. Department of Energy (February, Oakland, CA)
- San Francisco Public Utilities Commission (Contractors Assistance Center) - LBE Cooperative Opportunity and Discussion (March, San Francisco, CA)
- Construction Resource Center - Industry Advisory Committee Meeting, (April, Teleconference)
- American Indian Chamber of Commerce - Advisory Council Meeting (April, Teleconference)
- American Indian Chamber of Commerce Tribal Business Empowerment Webinar: Connect with Customers and Manage Your Business Remotely & Chamber AICEF-PTAC COVID Resources Update with Town Hall Discussion (May, Google Meets)
- Oakland Latino Chamber of Commerce - Board Meeting (May, Zoom Meeting)
- Women's Business Enterprise Council Pacific - *Corporate General Membership Meeting* (May, Zoom Meeting)
- California Hispanic Chamber of Commerce - *Virtual California Business Policy Summit* (May, Zoom Meeting)
- EBMUD and the Construction Resource Center hosted the July Project Management Certificate Ceremony in (December, Oakland, CA)
- EBMUD and the American Indian Chamber of Commerce – California will host Going to "O-Town" for Opportunities (January, Oakland, CA)
- Western Region Minority Supplier Development Council Prime Time (February, San Francisco, CA)

Participation on the following:

- American Indian Chamber of Commerce - *Corporate Advisory Committee*
- Construction Resource Center – *Industry Advisory Committee*
- Oakland Latino Chamber of Commerce – *Board of Directors*

- University of California - *Small & Diverse Business Advisory Council*
- Western Region Minority Supplier Development Council - *Construction Working Group*

Awards/Recognition:

- Received a Certificate of Special Congressional Recognition from Congresswoman Barbara Lee on November 12, 2019 for the 35th Anniversary of the Contract Equity Program.
- Received the Reciprocity Partner of the Year Bronze Winner award from the State of California during their 20th Annual State Recognition Awards Program on January 29, 2020. The award recognized the State's top three (3) organizations that supports and promotes the state's small business and disabled veteran business programs.
- Winner of the Local/Regional Corporation of the Year for the Western Region Minority Supplier Development Council (WRMSDC) on June 30, 2020. This award recognizes a Local/Regional Corporate Member that has demonstrated company-wide support of WRMSDC and whose Supplier Diversity initiatives are moving the needle toward a more inclusive and diverse landscape.

ADVERTISEMENTS

- American Indian Chamber of Commerce of CA
- American Contract Compliance Association
- Asian Business League of San Francisco
- Asian Enterprise Magazine
- Asian, Inc.
- Bay Area Black Expo, LLC
- California Hispanic Chamber of Commerce
- California Black Chamber of Commerce
- Construction Resource Center
- Cypress Mandela Training Center, Inc.
- Hispanic Chamber of Commerce of Contra Costa County
- Latino Times
- Minority Business Enterprise Magazine
- National Association of Minority Contractors
- Pride & A Paycheck
- R. Warren Media
- San Joaquin County Hispanic Chamber of Commerce
- Western Regional Minority Supplier Development