



EAST BAY MUNICIPAL UTILITY DISTRICT

Contract Equity Program Enhancements

Presented to

**Legislative/Human Resources Committee
June 9, 2015**

Agenda



- ◆ Overview of CEP Program
- ◆ Proposed Local Hire Enhancement
- ◆ Sample Historical Local Hire Participation
- ◆ Comparison of Agencies
- ◆ Proposed Expansion of Small Business Definition to include Disabled Veteran Businesses
- ◆ Next Steps

Contract Equity Program



- ◆ Good Faith Outreach Efforts
- ◆ Waiver Provision
- ◆ Contracting Objectives
- ◆ Encouragement of Local Business
- ◆ Local Hire for Targeted Projects *(New)*
 - 50% Good faith goal with 30% from the county(ies) directly impacted by the project
- ◆ Small Business Enterprise - Disabled Veteran *(New)*
 - 5% Bid Discount (max. \$250K/year)
 - 50% SBE Participation Goal for Contracts \leq \$70,000
 - Set-Aside Goal of 25% for Contracts \leq \$70,000

Local Hire Enhancement



- ♦ Pilot local hire on four construction projects including the Chabot Dam Project
- ♦ Utilize a goal of **50%** for employees residing in Alameda, Contra Costa, San Joaquin, Calaveras, or Amador County or in any county(ies) directly impacted by the project
 - **30%** being from the county(ies) directly impacted by project based on work hours
- ♦ Good Faith Effort



TRADESWOMEN, INC.



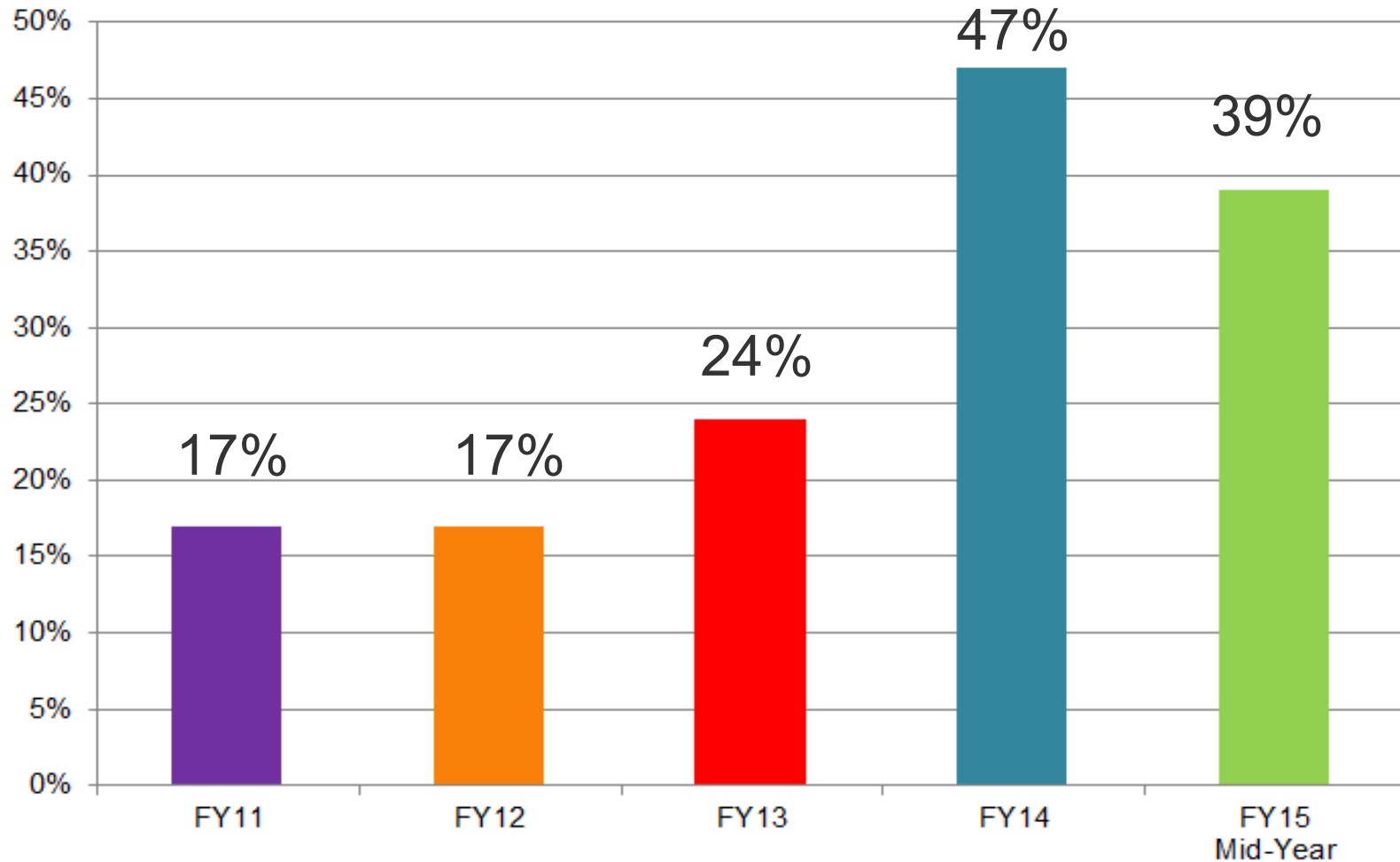
Contractors' Responsibilities



- ◆ Use best good faith efforts to meet goals
- ◆ Retain ability to assess qualifications of prospective workers
- ◆ Make final hiring and retention decisions
- ◆ Submit workforce projections



Sample Historical Local Hiring Participation EBMUD*



* Number of workers on targeted projects west of the hills

Comparison of Agencies



Agency Type	Legal Authority	Agencies with Local Hire Program
Municipal Utility Districts	MUD Act and Public Contract Code provide narrow authority over contracting practices	None
Charter Cities/Counties	Extensive authority over “municipal affairs”	<ul style="list-style-type: none"> - City of Oakland - City of Richmond - City & County of SF - County of Alameda
Transportation Agencies	U.S.DOT Contracting Initiative 1-Year Pilot allow geographic-based hiring preference	Finalizing Program: <ul style="list-style-type: none"> - AC Transit - BART

Local Hire Tasks



- ◆ Establish Good Faith Efforts
- ◆ Include in proposed Project Labor Agreement
- ◆ Investigate resource needs
- ◆ Investigate possible legislative actions to support local hire



Proposed Disabled Veterans Enhancement



Expand Small Business definition to include Disabled Veterans Business Enterprises

- A veteran of the U.S. military, naval, or air service;
- The veteran must have a service-connected disability of at least 10% or more; and
- The veteran must reside in California.



Small Business Component



♦ Proposed SBE Definition:

A business with fewer than 100 employees and average annual gross receipts of \$14 million or less over the last three years; a manufacturer with 100 or fewer employees; or a **Disabled Veteran Business Enterprise (DVBE)**.

♦ SBE Goal and Incentives:

DVBEs would be counted toward the District's SBE goal and eligible for the current incentives offered to SBEs.



Disabled Veteran Business Enterprises Tasks



- ◆ Finalize small business definition
- ◆ Establish eligibility criteria
- ◆ Update business ownership categories for monitoring and tracking
- ◆ Identify available resources



Next Steps



- Submit recommendations to the Board on July 14, 2015
- Implement no later than October 1, 2015



Questions



Legislative/Human Resources Committee

Contract for Benefits Broker and Consulting Services

Alliant Insurance Services, Inc.

June 9, 2015

Background



- **Contract with current benefits broker expires June 30, 2015**
- **RFP was sent out to eight organizations**
 - Four companies submitted proposals
 - Submissions were reviewed by staff from Employee Services, Regulatory Compliance, and Workplace Health and Safety
 - Invited all four companies to in-person interviews
 - Finalist based on written proposals and in-person interviews
 - Sought input from the unions; response from one union was in support of the selected broker

Fiscal Impacts



- Annual contract fee of \$108,000 max
- 60% of fees will be paid by the District and 40% of fees will be earned through commissions from carriers
- Commissions will be returned to District if total annual earnings over \$108,000

Approve Contract



- **Contract on BOD's agenda on June 9, 2015**
- **Staff requests Board's approval of the contract for benefits brokerage and consulting services with Alliant Insurance Services, Inc.**