



Department of Civil Rights

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Council Member Robert Lilligren, Chair
Committee of the Whole
Room 317 City Hall
Minneapolis, MN 55415

Dear Chairperson Lilligren:

Enclosed please find the Department's 2009 Year End Report on contract compliance and small business activity. The overall labor participation goals for skilled and unskilled people of color have been exceeded. We achieved 5.9% female participation, which is a significant achievement considering that many firms are not hiring or have reduced their workforce. We are also pleased to announce that for all active projects during the calendar year of 2009 the female participation goals have been met. For the sake of clarity, construction projects are identified as active or closed. The report also contains dollars committed to Women Business Enterprises (WBEs) and Minority Business Enterprises (MBEs) on construction projects.

The Department is nearing the final implementation of the automated monitoring systems. Following our lead, the City of St. Paul, Minneapolis Public Housing and the Metropolitan Council will also use this system. By utilizing these tools, we will greatly enhance our contract compliance efficiency and improve the opportunities for minority and female participation in the areas of construction and purchasing of goods and services.

Sincerely,

Michael S. Jordan
Director





MINNEAPOLIS DEPARTMENT OF CIVIL RIGHTS

CONTRACT COMPLIANCE UNIT

2009 YEAR END REPORT



I. INTRODUCTION

The Minneapolis Department of Civil Rights Contract Compliance Unit supports and promotes the City objectives to develop and maintain stable neighborhoods and *One Minneapolis* through equal opportunity and affirmative action activities. The Contract Compliance Unit (CCU) assists, monitors, investigates and reports on employment and trade participation. Ensuring nondiscrimination, affirmative action in employment, and prevailing wage payment are major functions of the unit.

Each prime contractor or subcontractor receiving more than \$50,000 from a contract or project financed or assisted by the City of Minneapolis is required to develop and submit an affirmative action plan. The plan formally documents the business' adherence to nondiscriminatory practices and its method to obtain a workforce that mirrors the availability of protected class citizens, females and disabled individuals in the marketplace. Such plans are good for a two-year period after review and approval by the Contract Compliance Unit.

Each general contractor is also required to submit a preconstruction booklet that outlines the contractor's plan to meet both contracting goals, set on a project by project basis, and labor goals, which are the same on all city projects. Finally, contractors are required to pay the prevailing wage on nearly all city assisted projects.

The Small and Underutilized Business Program (SUBP) component strives to support the development and growth of businesses owned by persons of color and women so they may participate in the economic opportunities generated by City of Minneapolis activity. These objectives are achieved by setting project goals for the participation of targeted businesses on contracts and projects funded in whole or in part by the City of Minneapolis.

SUBP goals are set on a contract by contract basis, based on the availability of businesses that are ready, willing and able to participate. The unit assists city departments and prime contractors with the identification and utilization of certified women or minority business enterprises and reviews bid and contract award recommendations. This report will examine CCU activities during 2009.

II. 2009 – YEAR END ANALYSIS

Summaries for the calendar year 2009 are as follows:

48 active construction projects with a monetary value of **\$96,944,075** (Table 1)

- Actual Labor Participation = 13.3% (Combined Minority Goal = **11%**)
- Actual Labor Participation = 5.9% (Female Goal = **6%**)

Small Business Participation – Active projects (Table 4)

- MBE Participation totaled **\$7,908,109**, or 8.16%
- WBE Participation totaled **\$10,367,336**, or 10.69%

III. MONITORING & ENFORCEMENT ACTIVITY

The approach of the unit is to be informative and definitive with contractors on contract compliance requirements and expectations. Staff provided assistance to contractors in meeting and maintaining the goals, identifying contractors that are not in compliance, and working with contractors to bring them into compliance. Compliance is defined by a contractor either meeting the goals or showing a “Good Faith Effort” to meet the goals. While a contractor may miss a goal area by 2% (as outlined in Table 6), missing a goal by 2% does not necessarily mean a contractor is out of compliance. To aid in our identification of “Good Faith Efforts,” a new standard procedure has been implemented. Each compliance officer utilizes the same standard of review of a contractor and follows a process to ensure that all efforts are being applied in a uniform manner to all contractors.

During the past year, the CCU continued to monitor and enforce prevailing wage on all city construction projects. Prevailing wage is required on federally funded city projects pursuant to the Davis Bacon Act, and projects without federal funding are subject to prevailing wage pursuant to city ordinance. General contractors are responsible for ensuring proper payment to both their own employees and to the employees of all their subcontractors.

III. MONITORING & ENFORCEMENT ACTIVITY (continued)

During calendar year 2009 a number of enforcement activities were necessary. The CCU investigated a painting subcontractor that was not paying prevailing wage or fringe benefits to its employees on a city construction project. When the subcontractor failed to cooperate, the CCU secured compliance through the general contractor and ultimately collected wage restitutions amounting to over \$21,500 for five employees. We also were able to secure over \$68,000 for 74 employees on a major roofing contract. The process took several months and involved a trade misclassification of employees. The contractor was paying in some instances over \$20 an hour less than the prevailing wage rate. There were also claims of discrimination and mistreatment of employees, however, none of the employees wanted to file an official complaint. The CCU also has withheld several payments to general contractors in order to secure compliance on wages, employment and small business goals.

IV. IMPROVED COORDINATION with DEPARTMENTS & PARTNERS

In the calendar year 2009 we have had several meetings with other city departments and our community partners. The Contract Compliance Unit has also been active with educational and outreach activities.

We have worked with various other city departments to address specific concerns, to develop a better understanding of each other's ordinances and objectives, and to develop mutually used language, processes and procedures, and forms. The CCU continued to participate in meetings with the City Coordinator's office to develop reporting requirements for the federal stimulus projects. We also worked closely with Regulatory Services in creating a means to facilitate small business participation on demolition projects. We have also attended multi-agency pre-construction meetings when appropriate. There were several meetings with the Minnesota Department of Human Rights, the Metropolitan Council and Public Works regarding the MARQ2 project. That project had several funding sources and various jurisdictional issues arose. While there are some issues still remaining, there have been lessons learned that will aid the City of Minneapolis in understanding its role in multi-jurisdictional, multi-funded projects in the future.

The unit has had several opportunities to both receive and provide education and training. We attended a Civil Rights Training held by the Federal Transit Authority (FTA) hoping to avoid any cross jurisdictional issues on projects in the future. There has also been continuing discussion with the City of St. Paul, Hennepin County and Ramsey County relative to coordinated enforcement and investigation of prevailing wage violations and other infractions. These agencies as well as the Metropolitan Council appear to be following the lead of the City of Minneapolis in the utilization of the LCPtracker/B2GNOW system to assist in these efforts.

V. SMALL AND UNDERUTILIZED BUSINESS PROGRAM (SUBP)

In accordance with sections 139.70 and 423.70 of the Minneapolis Code of Ordinances, the Department of Civil Rights worked with various other city departments to set participation goals in selected areas. We reviewed goals for 182 projects: 61 construction projects, 19 goods and services contracts, and five Request For Proposals. We continued to review projects for goals within the 10-day timeframe established.

VI. DISPARITY STUDY

The CCU continues to make progress on the disparity study. One of the most significant issues in data collection is the thorough approach used by the National Economic Research Associates (NERA). In an effort to save city funds, the department agreed to take responsibility for data collection. NERA requires data on all contractors, including businesses owned by non-minorities. Although this has saved the city in excess of \$250,000, it was a massive undertaking. The City of Minneapolis had not collected subcontracting data for the purpose of a study during the target years of 2003 through 2007. Records from a couple of major projects were helpful as well as general records from 2006 and 2007.

Last year staff from both Civil Rights and Purchasing sent data to NERA. They later responded that the data from the two departments did not coincide. NERA also indicated that there were gross voids of subcontracting data in the materials submitted by Civil Rights. For the last few months, staff has worked to rectify those concerns. We corrected the difficulty to link subcontractors to a table and worked to fill in missing information. Civil Rights collaborated with Purchasing to understand and address the lack of conformity.

Over the past few weeks, letters under the Mayor's signature were sent to approximately four hundred vendors requesting subcontracting information. We are currently receiving and compiling the data. Upon completion of this phase, the department's obligations will be fulfilled. The plan is to have the study complete by August 31, 2010.

VII. SECTION 3 PROGRAM

As a recipient of Community Development Block Grant (CDBG) funds, the City of Minneapolis is required, by Section 24, part 135 of the Code of Federal Regulations, Housing and Urban Development Act, to have a Section 3 Program. We are further obligated to require contractors receiving more than \$100,000 to comply with program requirements.

Our office has made big advancements over this past year in developing a Section 3 program that works for the people it was meant to assist, with minimal staff.

We have just submitted our first HUD 2009 Section 3 60002 Summary Report and are pleased to report that of the \$5,985,309 CDBG funded projects, \$465,279 or 7.8% were awarded to Section 3 businesses. The Section 3 contracting goal is 10%. The City of Minneapolis did not achieve the 10% goal as it just began its Section 3 program and several issues arose, as described below.

During the first quarter only three businesses were certified as Section 3 businesses. Our list has since grown to 29 businesses with 10 pending certification. In addition, the Bricklayers Union has committed to referring all of their union shops to our office to seek certification. This is an enormous step towards building relationships between the union and the City of Minneapolis, and it also brings non-traditional businesses into a city administered program that is not race or gender driven.

We met with CPED regarding Section 3 requirements on various upcoming rehab projects and more specifically the Neighborhood Stabilization Program projects. To date, of the ¹\$370,595 projects let, \$93,046 or 25.11% have been awarded to Section 3 businesses.

We also met with Regulatory Services regarding Section 3 requirements on upcoming demolition projects. Although Regulatory Services and MDCR did everything to ensure Section 3 participation on these projects, there were unfortunately no businesses that met the criteria to perform demolition work; the Section 3 goals were therefore not met on these projects. However, MDCR continues to seek out businesses that are able to perform on these types of projects in the future.

CCU staff attended the National Association of Minority Contractors (NAMC) meetings to inform NAMC members that the City of Minneapolis has a viable Section 3 program and to recruit businesses for certification.

The CCU also reviewed and commented on proposed changes to the national Section 3 bill which may have substantial changes to the Section 3 program.

¹ These dollars were not included in the Section 3 report as they occurred after October 1, 2009

SECTION 3 PROGRAM (continued)

The CCU also held an open house to establish partnerships for the employment portion of the Section 3 program. Various community groups were invited, as they have job-ready individuals who could work on City funded projects. The agencies include 180 Degrees, American Indian OIC, Christian Restoration Services, Dunwoody, Minneapolis Urban League, MN Workforce Center, and Summit Academy OIC. After discussing ideas with the various attendees, it was determined that general contractors seeking employees to satisfy their Section 3 requirements would contact MDCR, and MDCR would in turn contact the appropriate entity to make the connection.

180 Degrees has referred several clients who are now on our certified Section 3 Resident waiting list for upcoming projects. Some clients have received interviews, but have not yet been hired.

Our new database system, LCP Tracker, can track new hires on all projects. There is a 30% new hire goal on all Section 3 funded projects. This database has allowed both the contractors and CCU staff to track new hires and Section 3 residents.

CCU met with individuals regarding the Minnesota Build Apprenticeship Program. We discussed how to connect people with this program through City funded projects. We discussed creating a partnership website to entice young people to enter the program, and holding meetings with the larger general contractors to inform them of this program

The CCU is very excited about the Section 3 program and anticipates that 2010 will bring about more employment opportunities and actual new hires on our City projects. We are also hopeful that we will meet the 10% contracting goal as well.

VIII. DATA MANAGEMENT SYSTEM

Over the past year the CCU has successfully implemented an online payroll and reporting system, LCPtracker, that has substantially improved the efficiency and effectiveness of the unit's monitoring and enforcement responsibilities. The City of Minneapolis is the first of several agencies to utilize this program to facilitate duties related to civil rights and prevailing wage.

At the beginning of 2009 the unit was still relying entirely on paper reporting to conduct payroll, employment, and apprenticeship reviews. In the spring the CCU implemented the new system and entered into the system all new projects, except special projects (non-prevailing wage projects and non-jurisdictional projects). Implementation has involved training staff and contractors, learning system nuances, revising settings based on unit requirements, and developing an internal review and approval process.

DATA MANAGEMENT SYSTEM (continued)

As of the end of the year 283 contractors and 44 projects, constituting a dollar volume of over \$108,000,000, have been entered into the system. Contractors regularly submit certified payroll into the system, which in turn automatically checks the payroll for prevailing wage, female and minority participation, overtime, and apprenticeship compliance. It also proactively alerts staff and contractors to real and potential problems as they arise. Whereas in the past prevailing wage on non-federal projects was monitored on a complaint-only basis, the new system checks for prevailing wage compliance on locally funded projects as well. It is also useful in the newly implemented Section 3 programming, as it assists in tracking employment status and location of Section 3 residents.

The new system has also resulted in various challenges. Substantial staff time has been expended learning the system; assisting contractors in their efforts to enter payroll and resolve difficulties; identifying system nuances and communicating internally to avoid overlap and inconsistency; testing and changing validation settings based on changing union wages; and working with LCPtracker personnel to address requirements specific to the City of Minneapolis (such as breaking down minority participation into skilled and unskilled categories). The electronic monitoring of non-federal projects has resulted in increased detection of underpayments, which has also required significant staff time to resolve. In addition, the CCU has had to create its own internal processes and procedures for using the system's tools for reviewing, approving, and rejecting payrolls consistently and in a timely manner.

An increased volume of projects and dollars is anticipated for the upcoming year. Staff continues to be engaged in ongoing training to become increasingly familiar with additional tools in the system that facilitates their duties. Staff is also learning how contractors input their data and address payroll issues, in order to more effectively and efficiently field questions from contractors. Increasing proficiency with the system and enforcement processes will enable staff to expand its focus in other areas, such as site visits and outreach. B2Gnow, the counterpart to LCPtracker, will also be implemented in the upcoming year to efficiently monitor SUBP participation, contract amounts, and payments made by the city and general contractors.

IX. CONCLUSION

The Contract Compliance Unit continues to hold both internal and external partners accountable to city and federal rules and regulations. We are committed to becoming stronger advocates in seeking increased opportunities for small women and minority owned businesses, women and minority trade workers, Section 3 businesses, and Section 3 residents.

Our activity has become more effective and efficient. Our increased and continued efforts in ensuring that prevailing wages are being paid to individuals has been accepted and appreciated by the community as a whole. Interactions with contractors, city departments, civil rights commissioners, unions, partner organizations and neighboring jurisdictions have consistently improved.

Due to the work of the CCU, contractors and the City of Minneapolis are now in a better position to be in compliance with local, state and federal requirements. Our more thorough and transparent reporting requirements and procedures have enabled us to identify contractors that are repeatedly below compliance standards. We will continue to redefine the unit based on integrity, accountability and structure. This will clearly define our roles and responsibilities in the contracting process throughout the City of Minneapolis.

TABLE 1**Active Projects (Year End 2009)**

Project Name	Project Location	General Contractor	Amount of Contract	Minority Percentage (Combined)	Female Percentage
1200 West Broadway	1200 West Broadway	Norman Construction	\$450,000	32.8%	3.7%
2007 Lake of the Isles Improvement Project	Lake of the Isles	Rachel Contracting	\$1,352,995	13.3%	9.8%
African Development Center	1925 – 5 th Street South	Flannery Construction	\$459,117	31.4%	5.8%
Alliance Addition	722-730 17 th Avenue East	Weis Builders	\$4,566,927	.03%	0%
Areaway Abandonment 7160	1000 Marquette Avenue	Construction Results Corp	\$96,670	13.3%	0%
Audubon Crossing	951 Lowery Avenue South	Benson-Orth	\$4,283,224	0%	0%
B F Nelson Park	Main Street North East	Meyer Contracting	\$463,024	15.2%	6%
Chicago Avenue Pavement Repair 7116	Chicago Avenue	Veit & Company	\$992,848	17.2%	7.9%
Chicago Fire Arts Center	3749 Chicago Ave S	J. Carlson & Sons	\$282,954	0%	0%
Construction of Sidewalks	District 1	Standard Sidewalk	\$854,861	34.8%	19.8%
Construction of Sidewalks	District 2	Concrete Idea	\$752,235	42.6%	5.7%
Construction of Sidewalks	District 3	Concrete Idea	\$990,230	49.4%	8.7%
Convention Center Re-Roof 7186	1301 – 2 nd Avenue South	Central Roofing	\$3,002,426	55.5%	0%
Creeside Commons	115 – 54 th Street East	Weis Builders	\$5,006,760	11.7%	0%
Creeside Watermain	115 – 54 th Street East	Weis Builders	\$149,974	0%	0%
Delisi (5 Points) Building	2119 West Broadway	Norman Construction	\$1,817,600	49.3%	4.4%
Demolition of a Commercial Structure	1335 Water Street NE	Veit & Company	\$86,319	35.5%	.4%
Demolition of Structures 7181	Various	K.A. Kamish Excavation	\$93,750	82.1%	0%
Elevator Modernization 7084	City Hall	Gen-Con Construction	\$253,000	0%	0%
Emergency Operations Facility	37 th & Main Street NE	Ebert Construction	\$4,197,692	32.7%	2.2%
Exodus Hotel	819 – 2 nd Avenue South	Load-Bearing	\$302,500	30.4%	.77%
Fremont Flats	18 th & Fremont Avenue No.	Frerichs Construction	\$360,330	12.3%	3.5%
Fridley Chemical Building	4300 Marshall Street N.E.	Magney Construction	\$5,408,000	29.4%	6.1%
Heritage Park Overlook 7065	East Van White Boulevard	Bulach Custom Rock	\$83,084	14.7%	7.6%
Hiawatha Maintenance Facility 7057	E. 26 th St. & Hiawatha Ave	Knutson Construction	\$10,366,370	13.7%	4.0%
Hope Stabilization	Portland & Oakland Avenue	Frerichs Construction	\$1,031,000	24.5%	3.7%

Project Name	Project Location	General Contractor	Amount of Contract	Minority Percentage (Combined)	Female Percentage
Lake Calhoun South Parking Lot 7170	W & E Calhoun Parkway	Veit & Company	\$319,919	14.8%	13.7%
Little Earth Phase V	2501 Cedar Avenue South	Watson – Forsberg	\$3,418,089	22.7%	10.6%
Mechanical & Life Safety 13 – Mechanical 7195	350 S 5th Street	Northern Air Corporation	\$852,739	12.9%	5.7%
Olson Townhomes	501 Girard Terrace	Flannery Construction	\$304,937	37.99%	6.7%
Park Plaza Apartments – Repairs	1513 Olson Memorial Hwy	Flannery Construction	\$179,126	22.7%	11.2%
Pump Station #4	37th Ave NE, Fridley	Madsen-Johnson	\$7,655,709	17.8%	4.79%
Ramp A & C 7196	10 th & Hawthorne Avenue	Lund Martin Construction	\$1,137,500	11%	12.5%
Ramp B (rebid) 7173	516 – 2 nd Avenue North	Lund Martin Construction	\$5,850,982	15.3%	5.4%
Renovation 7114	3649 – 2 nd Avenue South	Ram Construction	\$105,655	90.9%	3.35%
Riverbank Stabilization 7153	38 th & West River Pkwy	Rachel Contracting	\$317,803	15.9%	5.7%
Roof Replacements 7169	Various	SPS Infrastructure	\$72,571	12.2%	0%
Sheridan Memorial Park	W River Rd and Broadway	Meyer Contracting	\$223,760	14.8%	12.6%
Shoreline Stabilization	W River Rd and Miss River	Rachel Contracting	\$1,540,817	11.7%	6.08%
Slater Square	1400 Portland Avenue So	Flannery Construction	\$1,069,758	8.9%	5.4%
Target Center Roof Replacement	600 1st Avenue North	Stock Roofing Company	\$5,335,422	69.9%	7.4%
Telecommunications Installation & Removal Service	1301 2nd Avenue South	ColliSys	\$80,000	0.0%	1.8%
Tennis Court Replacement 7108	1328 West 58 th Street	Barber Construction	\$74,870	24.8%	0.0%
The Shubert Performing Arts	516 Hennepin Ave	McGough Construction	\$18,399,940	20.3%	0%
Wabun Phase II 7115	4645 East 46 th Street	Copeland Building	\$1,024,054	7.2%	4.1%
Wabun Picnic Phase II 7151	East 46 th Street	Copeland Building	\$455,000	14.1%	1.9%
Wall Fabric Replacement 7165	Convention Center	Hamernick Decorating	\$59,545	17.9%	0%
Wirth Beach Phase II - 7191	3300 Glenwood Avenue	Fitol-Hintz Construction	\$761,989	0%	0%
TOTALS			\$96,944,075	13.3%	5.9%

TABLE 2**Special Projects – Labor Hours (Year End 2009)**

Project Name	Project Location	General Contractor	Amount of Contract	Female %	Minority Skilled %	Minority Unskilled %
Minneapolis Children's Hospital ACC/Ramp - West	2525 Chicago Avenue South	Knutson Construction Services	\$46,000,000	3.94%	12.96%	17%
Minneapolis Children's Hospital Expansion Project - East	2525 Chicago Avenue South	Knutson Construction Services	\$125,000,000	4.37%	14.31%	14.30%
University of Minnesota Children's Hospital	2200 Riverside Avenue	Kraus Anderson	\$180,000,000	5.39%	10.36%	15.65%

TABLE 3**Special Projects - SUBP Results (Year End 2009)**

Project Name	MBE Goal %	WBE Goal %	Actual MBE Participation	Actual WBE Participation	Amount of Contract
Minneapolis Children's Hospital ACC/Ramp – West	13.00%	11.00%	\$3,765,278	\$8,141,073	\$46,000,000
Minneapolis Children's Hospital Expansion Project – East	13.00%	11.00%	\$2,592,593	\$9,261,464	\$125,000,000
University of Minnesota Children's Hospital	5.00%	5.00%	\$5,596,056	\$5,665,059	\$180,000,000

TABLE 4**SUBP Results for Active Projects (Year End 2009)**

Project Name	Project Location	General Contractor Name	MBE Goal %	WBE Goal %	Actual MBE Participation	Actual WBE Participation	Amount of Contract
1200 West Broadway	1200 West Broadway	Norman Construction	8%	7%	\$134,461	\$81,910	\$450,000
2007 Lake of the Isles Improvement	Lake of the Isles	Rachel Contracting	5%	3%	\$50,959	\$58,042	\$1,352,995
African Development Center	1925 – 5 th Street South	Flannery Construction	7%	6%	\$35,025	\$26,295	\$459,117
Alliance Addition	722-730 17 th Avenue East	Weis Builders	8%	9%	\$684,447	\$632,014	\$4,566,927
Areaway Abandonment 7160	1000 Marquette Avenue	Construction Results	0%	0%	\$23,708	\$0	\$96,670
Audubon Crossing	951 Lowery Avenue South	Benson-Orth	6%	8%	\$71,777	\$360,489	\$4,283,224
B F Nelson Park	Main Street North East	Meyer Contracting	4%	4%	\$173,932	\$173,032	\$463,024
Chicago Avenue Pavement Repair 7116	Chicago Avenue	Veit & Company	6%	7%	\$59,600	\$104,775	\$992,848
Chicago Fire Arts Center	3749 Chicago Ave S	J. Carlson & Sons	5%	5%	\$41,242	\$39,280	\$282,954
Construction of Sidewalks	District 1	Standard Sidewalk	8%	8%	\$1,980	\$800	\$854,861
Construction of Sidewalks	District 2	Concrete Idea	8%	8%	\$60,000	\$112,802	\$752,235
Construction of Sidewalks	District 3	Concrete Idea	8%	8%	\$60,000	\$95,000	\$990,230
Convention Center Re-Roof 7186	1301 – 2 nd Avenue South	Central Roofing	7%	8%	\$210,800	\$240,500	\$3,002,426
Creekside Commons	115 – 54 th Street East	Weis Builders	8%	7%	\$170,964	\$221,011	\$5,006,760
Creekside Watermain	115 – 54 th Street East	Weis Builders	3%	6%	0%	0%	\$149,974
Delisi (5 Points) Building	2119 West Broadway	Norman Construction	6%	7%	\$430,335	\$277,609	\$1,817,600
Demolition of a Commercial Structure	1335 Water Street NE	Veit & Company	0%	0%	\$0	\$0	\$86,319
Demolition of Structures 7181	Various	K.A. Kamish Excavation	0%	0%	\$0	\$90,200	\$93,750
Elevator Modernization 7084	City Hall	Gen-Con Contracting	0%	0%	\$0	\$47,500	\$253,500
Emergency Operations Facility	37 th & Main Street NE	Ebert Construction	8%	9%	\$367,300	\$751,429	\$4,197,692
Exodus Hotel	819 – 2 nd Avenue South	Load-Bearing	8%	7%	\$5,100	\$1,914	\$302,500
Fremont Flats	1800 Fremont Avenue	Frerichs Construction	7%	6%	\$45,000	\$75,630	\$360,330
Fridley Chemical Building	4300 Marshall Street N.E.	Magney Construction	4%	7%	\$230,406	\$541,624	\$5,408,000
Heritage Park Overlook 7065	East Van White Boulevard	Bulach Custom Rock	0%	0%	\$0	\$0	\$83,084
Hiawatha Maintenance Facility 7057	E. 26 th & Hiawatha Avenue	Knutson Construction	8%	8%	\$220,012	\$870,994	\$10,366,370
Hope Stabilization	Oakland & Portland Avenue	Frerichs Construction	7%	8%	\$78,000	\$85,460	\$1,031,000
Lake Calhoun South Parking Lot 7170	W & E Calhoun Parkway	Veit & Company	3%	2%	\$11,000	\$7,740	\$319,919

Project Name	Project Location	General Contractor Name	MBE Goal %	WBE Goal %	Actual MBE Participation	Actual WBE Participation	Amount of Contract
Little Earth Phase V	2501 Cedar Avenue South	Watson – Forsberg	7%	8%	\$724,330	\$62,177	\$3,418,089
Mechanical & Life Safety - Phase 13 – Mechanical 7195	350 South 5th Street	Northern Air Corporation	5%	7%	\$51,810	\$73,350	\$852,739
Olson Townhomes	501 Girard Terrace	Flannery Construction	8%	7%	\$75,956	\$24,700	\$304,937
Park Plaza Apartments - Repairs	1513 Olson Memorial Hwy	Flannery Construction	7%	6%	\$13,912	\$63,011	\$179,126
Pump Station #4	37th Avenue NE Fridley	Madsen-Johnson	5%	5%	\$556,000	\$1,383,171	\$7,655,709
Ramp A & C 7196	10 th & Hawthorne	Lund Martin Construction	5%	5%	\$99,335	\$62,429	\$1,137,000
Ramp B (rebid) 7173	516 – 2 nd Avenue North	Lund Martin Construction	7%	9%	\$528,800	\$565,144	\$5,850,982
Renovation 7114	3649 – 2 nd Avenue South	Ram Construction	7%	8%	\$93,660	\$8,595	\$105,655
Riverbank Stabilization 7153	38 th & West River Pkwy	Rachel Contracting	7%	8%	\$4,147	\$32,633	\$317,803
Roof Replacements 7169	Various	SPS Infrastructure	0%	0%	\$3,356	\$4,030	\$72,571
Sheridan Memorial Park	W River Rd and Broadway	Meyer Contracting	4%	4%	\$50,601	\$50,601	\$223,760
Shoreline Stabilization	W River Rd and Miss River	Rachel Contracting	4%	2%	\$200,563	\$129,357	\$1,540,817
Slater Square	1400 Portland Avenue South	Flannery Construction	6%	5%	\$20,500	\$103,350	\$1,069,758
Target Center Roof Replacement	600 1st Avenue North	Stock Roofing Company	4%	4%	\$240,000	\$310,756	\$5,335,422
Telecommunications Installation & Removal Service	1301 2nd Avenue South	ColliSys	0%	0%	\$0	\$0	\$80,000
Tennis Court Replacement 7108	1328 West 58 th Street	Barber Construction	0%	0%	\$0	\$0	\$74,870
The Shubert Performing Arts	516 Hennepin Ave	McGough Construction	10%	11%	\$1,956,291	\$2,289,894	\$18,399,940
Wabun Phase II 7115	4645 East 46 th Street	Copeland Building	6%	6%	\$62,000	\$214,383	\$1,024,054
Wabun Picnic Phase II 7151	46 th Street	Copeland Building	5%	7%	\$28,200	\$34,461	\$455,000
Wall Fabric Replacement 7165	Convention Center	Hamernick Decorating	0%	0%	\$0	\$0	\$59,545
Wirth Beach Phase II 7191	3300 Glenwood Avenue	Fitol-Hintz Construction	4%	3%	\$32,600	\$59,244	\$761,989
TOTALS			8.2%	10.7%	\$7,908,109	\$10,367,336	\$96,944,075

Table 5
Closed Projects (Year End 2009)

Project Name	General Contractor	Amount of Contract	Minority Percentage (Combined)	Female Percentage
205 Park Demonstration	Veit & Company	\$209,671	22.4%	2.3%
Abbot View	Flannery Construction	\$621,699	14.1%	5.4%
Areaway Abandonment 7124	Construction Results	\$280,175	17.5%	2.7%
Blue Goose/Family Tree Co-Op	Flannery Construction	\$670,000	63.5%	1.6%
Columbia Heights Entrance	Crowley Company	\$668,000	21.6%	21.6%
CRS Permanent Re-Entry	Frerichs Construction	\$466,000	10.97%	10.5%
Demolition of 16 Structures 7053	Veit & Company	\$194,449	10.3%	9.4%
East River Flats Park	Veit & Company	\$415,782	6.7%	3.6%
Exodus Residence Stabilization	Load-Bearing	\$185,000	28.3%	1.3%
First Precinct Expansion	Ultimate Construction Services	\$412,662	20.2%	6.7%
Franklin Steele Site Improvements	Veit & Company	\$659,137	33.2%	1.9%
Impacted Soil Removal - Blachard Site 7062	Ramsey Excavating Company	\$91,246	0.0%	0.0%
Incarnation House	Construction Results	\$74,200	16.0%	18.4%
Mechanical and Life Safety Upgrades – 12 6919	Northern Air Corporation	\$988,000	11.4%	5%
Mechanical and LS Upgrades – 13 Demo 7044	Lund Martin Construction	\$83,000	15.0%	1.7%
Mechanical and LS Upgrades - 13 Hoistway 7054	Construction Results	\$157,900	4.0%	0.0%
North Mississippi Park Trails & Pathway 7028	Veit & Company	\$893,424	19.8%	13.0%
Nokoma Co-Op Project	Flannery Construction	\$916,084	81.7%	4.9%
The Bridge for Youth	Housecraft Remodeling	\$262,000	65.1%	9.5%
Van Cleve Apartments – West	Flannery Construction	\$7,630,746	12.9%	3.7%
TOTALS		\$15,879,175	15.8%	5%

TABLE 6
Projects Missing Goals

Contractor	Project Name	Contract Amount	Project Status	Minority Percentage (Combined)	Female Percentage	Activity if missed goal by over 2%	# of Missed Goal Incidents in Last 5 Years
Barber Construction	Tennis Ct. Replacement 7108	\$74,870	Active	24.8%	0%	Admin staff counted on hours, contractor issued letter	1
Central Roofing	Convention Center Re-roof 7186	\$3,002,426	Active	55.5%	0%	Met with contractor, very few female roofers	0
Construction Results	Areaway Abandonment 7124	\$280,175	Closed	17.5%	2.7%	Under projected labor on mobilization, required change order	3
Copeland Building	Wabun Phase II – 7115	\$1,024,055	Active	7.2%	4.1%	Payment held, corrective plan submitted	2
Ebert Construction	Emergency Operations Facility	\$4,197,692	Active	32.7%	2.2%	Project in early stages, will continue to monitor	1
Fitol-Hintz	Wirth Beach II	\$761,989	Active	0%	0%	Early stages, contractor put on notice	0
Flannery Construction	Van Cleve Apartments West	\$7,630,746	Closed	11.3%	3.7%	Received a plan various issues with female onsite staff	6
J. Carlson & Sons	Chicago Fire Arts Center	\$282,984	Active	0%	0%	Project just started – Contractor aware of requirements	0
Load Bearing	Exodus Hotel	\$302,500	Active	30.39%	0.77%	Project just started – contractor aware of requirements	0
McGough	The Shubert	\$18,399,940	Active	25.75%	0%	Project just started Committed to goals	0
Norman Construction	1200 West Broadway	\$450,000	Active	33.3%	3.86%	Scope of work changed eliminating areas to be performed by females	2
Rachel Contracting	Riverbank Stabilization	\$317,803	Active	56%	0%	Early project – have a plan in place to correct numbers	1
Weis Builders	Creekside Commons	\$5,006,760	Active	11.67%	0%	Project just started – contractor aware of requirements	1