



Minneapolis
City of Lakes

Contract Compliance Division 4th Quarterly Report

with 2014 Annual Summary

October - December 2014

Minneapolis Department of Civil Rights

Contents

INTRODUCTION.....	2
MINORITY and WOMEN BUSINESS ENTERPRISE INCLUSION	2
SMALL & UNDERUTILIZED BUSINESS PROGRAM (SUBP)	2
Business Inclusion/Goals.....	2
Business Inclusion/Closed Projects/All.....	3
Business Inclusion/Closed Projects/\$10M or more	4
Business Inclusion/Closed Projects/less than \$10M.....	5
Business Inclusion/Active Projects/\$10M or more.....	6
MINNESOTA UNIFIED CERTIFICATION PROGRAM (MNUCP)	7
Eligibility Requirements	7
Certifications.....	7
MINORITY and FEMALE WORKFORCE INCLUSION	8
Workforce Inclusion/Goals	8
Workforce Inclusion/Closed Projects/All	8
Workforce Inclusion/Closed Projects/\$10M or more	9
Workforce Inclusion/Closed Projects/less than \$10M.....	10
Workforce Inclusion/Active Projects/\$10M or more.....	11
AFFIRMATIVE ACTION	12
CCD ACTIVITY	13
2014 ANNUAL SUMMARY	14
MINORITY and WOMEN BUSINESS ENTERPRISE INCLUSION	14
Business Inclusion/Closed Projects/All Projects	14
Business Inclusion/Closed Projects/\$10M or more	15
Business Inclusion/Closed Projects/less than \$10M.....	16
MINORITY and FEMALE WORKFORCE INCLUSION	17
Workforce Inclusion/Closed Projects/All	17
Workforce Inclusion/Closed Projects/\$10M or more	18
Workforce Inclusion/Closed Projects/less than \$10M.....	19

INTRODUCTION

The Contract Compliance Division (CCD) monitors City of Minneapolis construction and development projects, commodities and supplies procurement, and professional and technical services contracts. CCD enforces local, state and federal laws to ensure women, minority and low income workforce and business inclusion, and to ensure appropriate wages are paid to workers on City funded construction projects.

MINORITY and WOMEN BUSINESS ENTERPRISE INCLUSION

SMALL & UNDERUTILIZED BUSINESS PROGRAM (SUBP)

SUBP was created pursuant to evidence of past and ongoing discrimination against qualified and available women-owned and minority-owned business enterprises in the awarding of City of Minneapolis construction and development contracts and contracts for the provision of goods and services. The continued presence of ongoing discrimination against Minority Business Enterprises (MBEs) and Women Business Enterprises (WBEs) is evidenced by a study completed by National Economic Research Associates, Inc. (NERA) and submitted to the City of Minneapolis in December of 2010. The purpose of the program is to remedy past and ongoing discrimination against Minority Business Enterprises (MBEs) and Women Business Enterprises (WBEs) found in the city's marketplace.

Business Inclusion/Goals

The City Council adopted an overall annual 25% aspirational goal (12% for minorities/13% for women) for SUBP. However, contract specific SUBP goals are set based on project scope, subcontracting opportunities, and availability of qualified MBEs/WBEs. These goals are set before the project is published and are indicated in the call for bids or request for proposal documents.

Goals are set on the following:

- Goods or commodities and supplies contracts **\$50,000 and over**
- Construction or development contracts **\$100,000 and over**
- Professional or technical services contracts **\$100,000 and over**

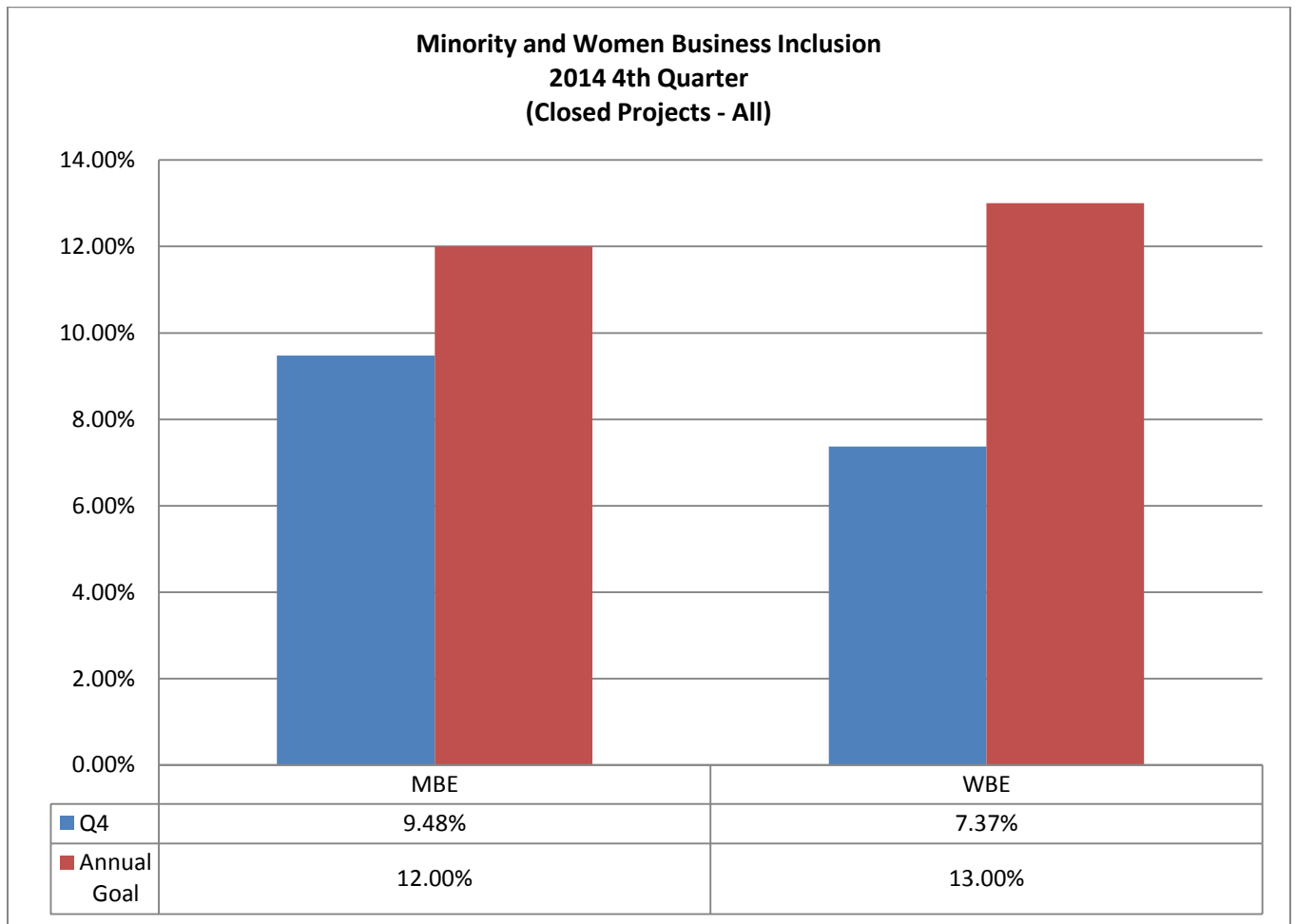
If a bidder or proposer has not fully met the SUBP project goals, they must demonstrate that they made a good faith effort to comply with the SUBP requirements. The bidder or proposer must make every necessary and reasonable effort to subcontract work to MBEs/WBEs in advance of the dates specified for submitting and opening of bids or requests for proposals. CCD will conduct a review to determine if the bidder or proposer solicited MBEs/WBEs in good faith.

Business Inclusion/Closed Projects/All

8 construction projects totaling \$24,079,695 closed during the 4th quarter 2014. Of this,

- \$2,282,525 (9.48%) went to MBEs, and
- \$1,775,652 (7.37%) went to WBEs.

Minority and Woman Business Inclusion 4th Quarter 2014 (Closed Projects - All)										
Project Name	Contractor	Final Contract Amount	Committed MBE \$	Committed MBE Goal %	Verified MBE \$	Verified MBE %	Committed WBE \$	Committed WBE Goal %	Verified WBE \$	Verified WBE %
1 Emanuel Housing	Frerichs Construction	\$ 11,596,963	\$ 1,449,874	12.50%	\$ 1,188,689	10.25%	\$ 1,162,087	10.02%	\$ 1,208,404	10.42%
2 Fridley Ammonia System	Municipal Builders, Inc.	\$ 5,067,103	\$ 226,030	4.84%	\$ 166,593	3.57%	\$ 181,975	3.90%	\$ 210,463	4.51%
3 Fridley Filter Plant Split	Municipal Builders	\$ 2,542,681	\$ 38,500	1.29%	\$ 28,820	1.13%	\$ 170,870	5.73%	\$ 48,017	1.89%
4 Concrete Sidewalks	Shafer Contracting Company, Inc.	\$ 1,317,785	\$ 70,000	2.33%	\$ -	0.00%	\$ 85,000	2.83%	\$ 70,305	5.34%
5 Winter Street Paving	Meyer Contracting	\$ 1,258,333	\$ 838,241	66.62%	\$ 838,241	66.62%	\$ 203,549	16.18%	\$ 176,233	14.01%
6 Mechanical/Life Safety Upgrades	Northern Air	\$ 852,154	\$ 20,000	3.52%	\$ 40,313	4.73%	\$ 26,609	4.68%	\$ 47,848	5.61%
7 Outdoor Warning Sirens	Front Line Plus Fire and Rescue	\$ 738,323	\$ 25,250	3.63%	\$ 17,150	2.32%	\$ 15,000	2.15%	\$ 10,800	1.46%
8 ADA Pedestrian Ramps	Thomas and Sons	\$ 706,352	\$ 53,000	4.05%	\$ 2,719	0.38%	\$ 52,500	4.01%	\$ 3,582	0.51%
TOTALS		\$ 24,079,695	\$ 2,720,895	11.30%	\$ 2,282,525	9.48%	\$ 1,897,590	7.88%	\$ 1,775,652	7.37%



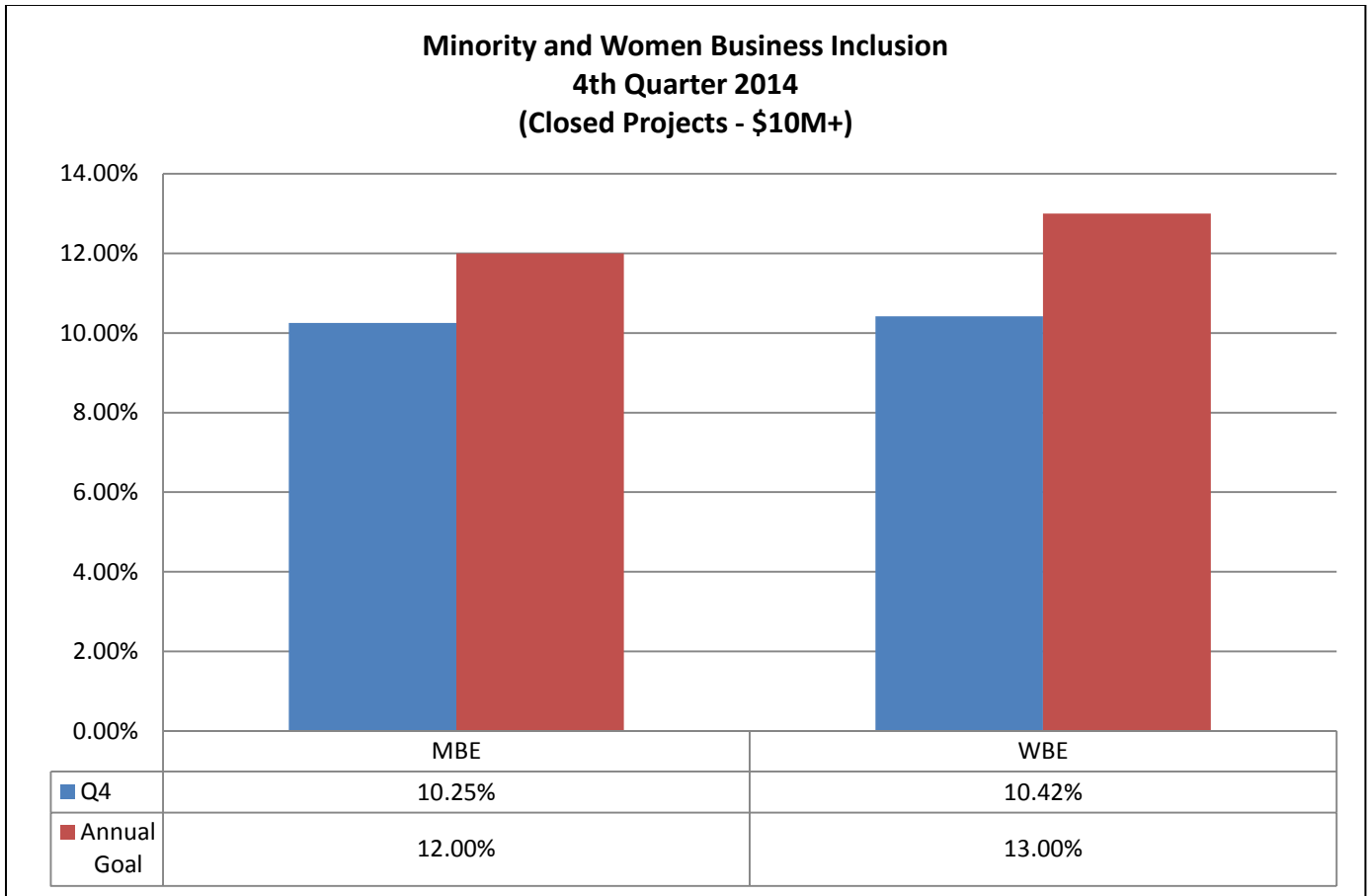
Business Inclusion/Closed Projects/\$10M or more

1 construction project valued at \$10M or more (totaling \$11,596,963) closed during the 4th quarter 2014.

Of this,

- \$1,188,689 (10.25%) went to MBEs, and
- \$1,208,404 (10.42%) went to WBEs.

Minority and Woman Business Inclusion 4th Quarter 2014 (Closed Projects - \$10M+)										
Project Name	Contractor	Final Contract Amount	Committed MBE \$	Committed MBE Goal %	Verified MBE \$	Verified MBE %	Committed WBE \$	Committed WBE Goal %	Verified WBE \$	Verified WBE %
1 Emanuel Housing	Frerichs Construction	\$ 11,596,963	\$ 1,449,874	12.50%	\$1,188,689	10.25%	\$ 1,162,087	10.02%	\$ 1,208,404	10.42%
TOTALS		\$ 11,596,963	\$ 1,449,874	12.50%	\$1,188,689	10.25%	\$ 1,162,087	10.02%	\$1,208,404	10.42%



Business Inclusion/Closed Projects/less than \$10M

7 construction projects each valued at less than \$10M (totaling \$12,482,732) closed during the 4th quarter 2014. Of this,

- \$1,093,837 (8.76%) went to MBEs, and
- \$567,248 (4.54%) went to WBEs.

Minority and Woman Business Inclusion 4th Quarter 2014 (Closed Projects - < \$10M)											
Project Name	Contractor	Final Contract Amount	Committed MBE \$	Committed MBE Goal %	Verified MBE \$	Verified MBE %	Committed WBE \$	Committed WBE Goal %	Verified WBE \$	Verified WBE %	
1 Fridley Ammonia System	Municipal Builders, Inc.	\$ 5,067,103	\$ 226,030	4.84%	\$ 166,593	3.57%	\$ 181,975	3.90%	\$ 210,463	4.51%	
2 Fridley Filter Plant Split	Municipal Builders	\$ 2,542,681	\$ 38,500	1.29%	\$ 28,820	1.13%	\$ 170,870	5.73%	\$ 48,017	1.89%	
3 Concrete Sidewalks	Shafer Contracting Company, Inc.	\$ 1,317,785	\$ 70,000	2.33%	\$ -	0.00%	\$ 85,000	2.83%	\$ 70,305	5.34%	
4 Winter Street Paving	Meyer Contracting	\$ 1,258,333	\$ 838,241	66.62%	\$ 838,241	66.62%	\$ 203,549	16.18%	\$ 176,233	14.01%	
5 Mechanical and Life Safty Upgrades	Northern Air	\$ 852,154	\$ 20,000	3.52%	\$ 40,313	4.73%	\$ 26,609	4.68%	\$ 47,848	5.61%	
6 Outdoor Warning Sirens	Front Line Plus Fire and Rescue	\$ 738,323	\$ 25,250	3.63%	\$ 17,150	2.32%	\$ 15,000	2.15%	\$ 10,800	1.46%	
7 ADA Pedestrian Ramps	Thomas and Sons	\$ 706,352	\$ 53,000	4.05%	\$ 2,719	0.38%	\$ 52,500	4.01%	\$ 3,582	0.51%	
TOTALS		\$ 12,482,732	\$ 1,271,021	10.18%	\$ 1,093,837	8.76%	\$ 735,503	5.89%	\$ 567,248	4.54%	

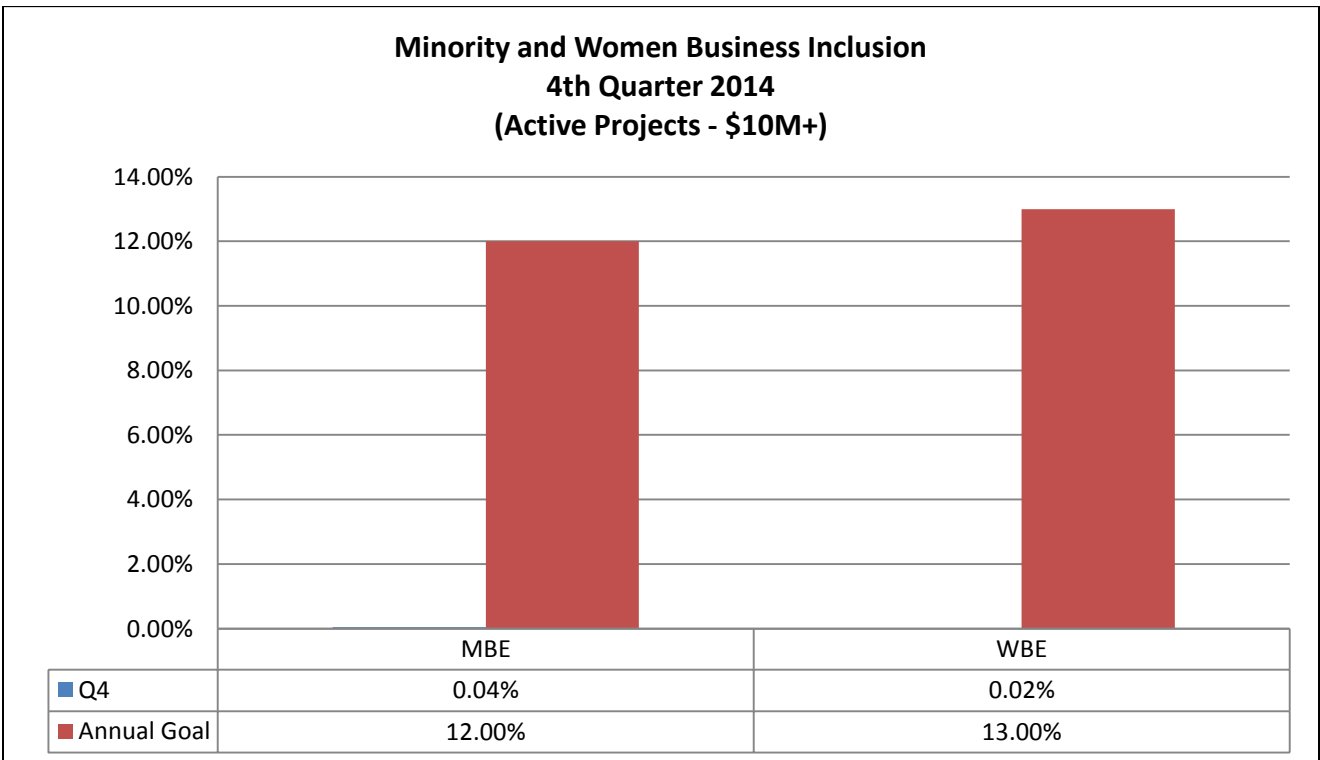


Business Inclusion/Active Projects/\$10M or more

In the 4TH quarter, CCD monitored MBE/WBE inclusion on 4 projects valued at \$10M or more. MBE/WBE participation on active construction projects varies depending on the phase of the project and when the MBE/WBE work is scheduled during the project. At the point the data was pulled for this report very little MBE/WBE activity had occurred on these projects during the quarter.

4th Quarter 2014 Summary Active Projects \$10M+		
Active Projects	General Contractor	Total Contract Value
1 Pillsbury Lofts Historic renovation to include 255 affordable housing/underground parking	Weis Builders	\$ 76,000,000
2 Five15 on the Park New construction 260 unit apartment building with commercial space	Frana Companies	\$ 30,662,344
3 The Rose & Pine Cliff Apartments New construction 90 unit apartment building (The Rose) and 30 units (Pine Cliff Apts.)	Weis Builders	\$ 21,902,500
4 Downtown East Environmental clean-up	Ryan Companies	\$ 10,926,795
TOTALS		\$ 139,491,639

Minority and Women Business Inclusion 4th Quarter 2014 (Active Projects - \$10M+)										
Active Projects	General Contractor	Total Contract Value	Committed MBE \$	Committed MBE Goal %	Verified MBE \$	Verified MBE %	Committed WBE \$	Committed WBE Goal %	Verified WBE \$	Verified WBE %
1 Pillsbury Lofts	Weis Builders	\$ 76,000,000	\$ 4,218,000	5.55%	\$ -	0.00%	\$ 3,442,800	4.53%	\$ -	0.00%
2 Five15 on the Park	Frana Companies	\$ 30,662,344	\$ 392,478	1.28%	\$ 58,258	0.19%	\$ 929,069	3.03%	\$ 24,530	0.08%
3 The Rose & Pine Cliff Apartments	Weis Builders	\$ 21,902,500	\$ 628,602	2.87%	\$ -	0.00%	\$ 821,344	3.75%	\$ -	0.00%
4 Downtown East	Ryan Companies	\$ 10,926,795	\$ 983,412	9.00%	\$ -	0.00%	\$ 1,201,947	11.00%	\$ -	0.00%
TOTALS		\$ 139,491,639	\$ 6,222,491	4.46%	\$ 58,258	0.04%	\$ 6,395,160	4.58%	\$ 24,530	0.02%



MINNESOTA UNIFIED CERTIFICATION PROGRAM (MNUCP)

MBEs and WBEs must be certified through the MNUCP for their participation to count toward the SUBP goals. MNUCP is a small business certification program managed jointly by the City of Minneapolis, Minnesota Department of Transportation, Metropolitan Council, and the Metropolitan Airport Commission. These same agencies are the certifying members of the MNUCP.

Designated CCD staff and staff from each certifying agency are trained specialists who review applications and conduct on-sites for businesses applying for certification. Once the review and on-sites are complete specialists present applications to the Certification Application Committee (CAC) of the MNUCP for approval or denial of certification. The chair of the CAC rotates between agencies annually. The 2014 CAC is being hosted by the City and the chair is the CCD division director.

Non-certifying members are other agencies in Minnesota that access the MNUCP directory for their own small business or disadvantaged business enterprise programs.

Eligibility Requirements

- The firm is at least 51% owned and controlled by a socially and economically disadvantaged individual(s)
- The disadvantaged owner is a U.S. citizen or permanent resident of the United States
- The firm is a for-profit business
- The firm's annual gross receipts do not exceed \$23.98 million or the Small Business Administration (SBA) size standard requirements
- The disadvantaged owner's personal net worth does not exceed \$1.32 million

Certifications

The following companies were certified by CCD certification specialists in the 4th quarter of 2014:

Company Name	MBE or WBE	Business Description
Biff's, Inc.	MBE	Firm providing portable restroom rental and service to construction projects, special events, non-construction and parks and recreation.
Roseleon, LLC	MBE	Firm providing trucking and hauling of sand and gravel.
Stalex, LLC.	MBE	Firm providing trucking and hauling of sand and gravel.
TsuSource Consulting Services, LLC	MBE	Firm offering a variety of medical supply and tissue services, including: procurement, compliance, and utilization of Allograft tissue products used for a variety of surgical procedures. Firm specializes in consultation, assistance in distributing and locating products, and providing analysis relative to usage, cost, safety, and reimbursement solutions.
Urban Oasis, LLC	MBE	Firm providing landscape design and consulting services.
Cathy Hockert Consulting	WBE	Firm providing professional consultation services within the Emergency Preparedness Field.
DMJ Asphalt, Inc.	WBE	Firm providing asphalt paving for residential and commercial
Floodplain Collective	WBE	Firm providing design and planning, sustainable design, transportation planning, environmental restoration, and conservation, social and environmental advocacy, community engagement, and communication design services.
JL Theis, Inc.	WBE	Firm providing retaining wall, hardscapes, excavation, and erosion control.

MINORITY and FEMALE WORKFORCE INCLUSION

Workforce Inclusion/Goals

The Minneapolis City Council adopted the aspirational goals set by the Minnesota Department of Human Rights for minority and female utilization on all City construction and development projects exceeding \$50,000. The goals are as follows:

- 6% of the total project trade hours to be performed by females, and
- 32% of the total project trade hours to be performed by minorities.

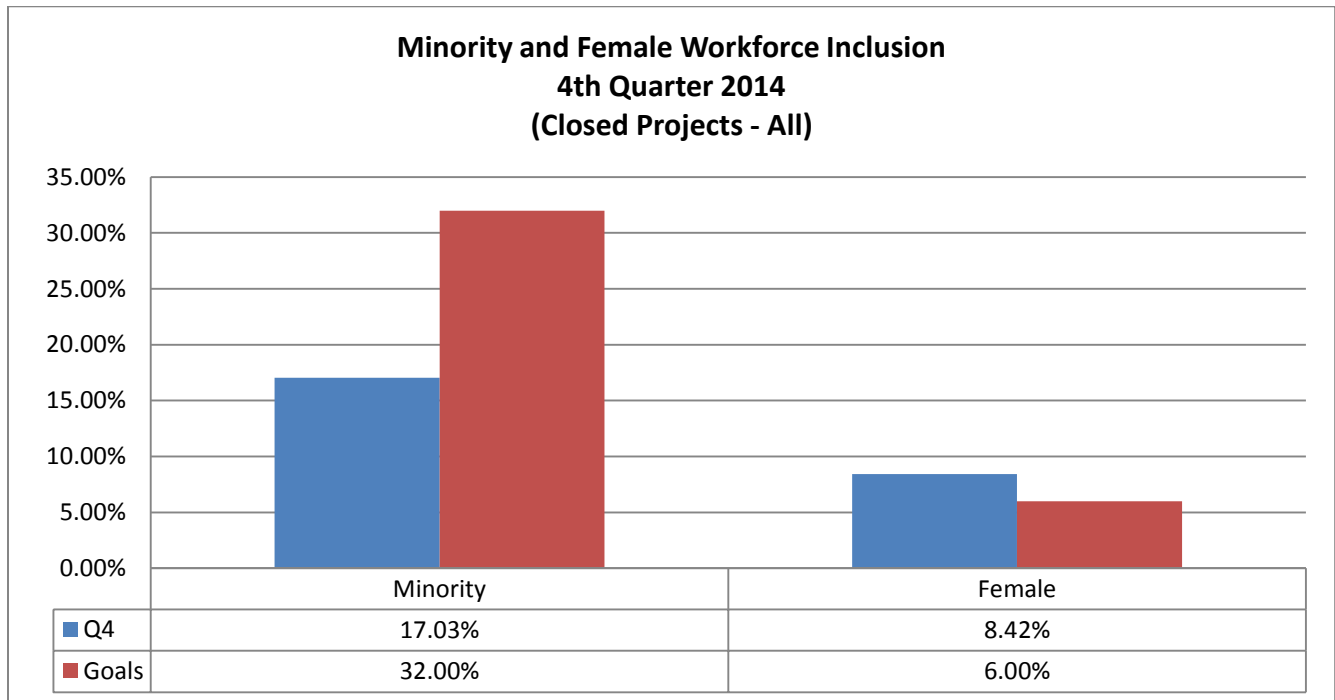
CCD monitors City funded construction projects to ensure minority and female utilization. If the goals are not met, contractors are asked to provide documentation of efforts taken to recruit, hire and/or train minorities and females on the project

Workforce Inclusion/Closed Projects/All

127,162 total project hours were performed on projects that closed during the 4th quarter. Of this,

- 21,651 hours (17.03%) were performed by minority workers, and
- 10,702 hours (8.42%) were performed by female workers.

Minority and Female Workforce Inclusion 4th Quarter 2014 (Closed Projects - All)						
Project Name	General Contractor	Final Project Hours	Minority Hours	Minority %	Female Hours	Female %
1 Emanuel Housing	Frerichs Construction	66,153	13,574	20.52%	2,159	3.26%
2 Fridley Ammonia System	Municipal Builders, Inc.	15,369	202	1.31%	20	0.13%
3 Fridley Filter Plant Split	Municipal Builders	13,874	1,405	10.13%	715	5.15%
4 Winter Street Paving	Meyer Contracting	10,174	2,246	22.07%	779	7.66%
5 Construction for Concrete Sidewalks	Shafer Contracting Company, Inc.	8,191	2,065	25.21%	6,126	74.79%
6 ADA Pedestrian Ramps	Thomas and Sons	7,513	794	10.56%	582	7.74%
7 Mechanical and Life Safty Upgrades	Northern Air	4,733	1,366	28.86%	207	4.36%
8 Outdoor Warning Sirens	Front Line Plus Fire and Rescue	1,155	0	0.00%	116	10.05%
TOTALS		127,162	21,651	17.03%	10,702	8.42%



Workforce Inclusion/Closed Projects/\$10M or more

66,153 total project hours were performed on projects valued at \$10 million or more during the 4th quarter. Of this,

- 13,574 hours (20.52%) were performed by minority workers, and
- 2,159 hours (3.26%) were performed by female workers.

Minority and Female Workforce Inclusion 4th Quarter 2014 (Closed Projects - \$10M+)						
Project Name	General Contractor	Final Project Hours	Minority Hours	Minority %	Female Hours	Female %
1 Emanuel Housing	Frerichs Construction	66,153	13,574	20.52%	2,159	3.26%
TOTALS		66,153	13,574	20.52%	2,159	3.26%

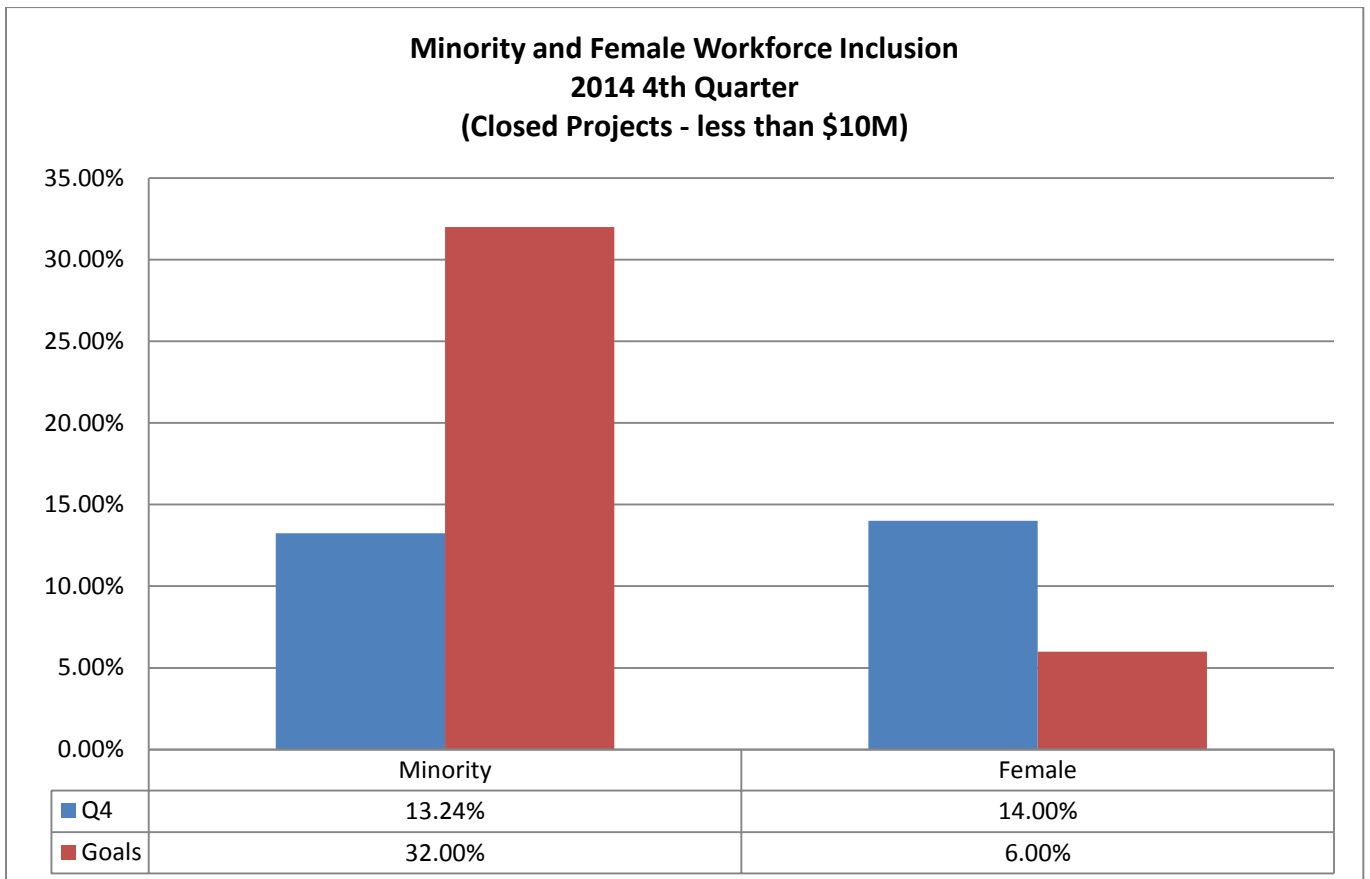


Workforce Inclusion/Closed Projects/less than \$10M

61,009 total project hours were performed on closed projects valued at less than \$10 million during the 4th quarter. Of this,

- 8,077 hours (13.24%) were performed by minority workers, and
- 8,543 hours (14.00%) were performed by female workers.

Minority and Female Workforce Inclusion 4th Quarter 2014 (Closed Projects - < \$10M)						
Project Name	General Contractor	Final Project Hours	Minority Hours	Minority %	Female Hours	Female %
1 Fridley Ammonia System	Municipal Builders, Inc.	15,369	202	1.31%	20	0.13%
2 Fridley Filter Plant Split	Municipal Builders	13,874	1,405	10.13%	715	5.15%
3 Winter Street Paving	Meyer Contracting	10,174	2,246	22.07%	779	7.66%
4 Construction for Concrete Sidewalks	Shafer Contracting Company, Inc.	8,191	2,065	25.21%	6,126	74.79%
5 ADA Pedestrian Ramps	Thomas and Sons	7,513	794	10.56%	582	7.74%
6 Mechanical and Life Safty Upgrades	Northern Air	4,733	1,366	28.86%	207	4.36%
7 Outdoor Warning Sirens	Front Line Plus Fire and Rescue	1,155	0	0.00%	116	10.05%
TOTALS		61,009	8,077	13.24%	8,543	14.00%

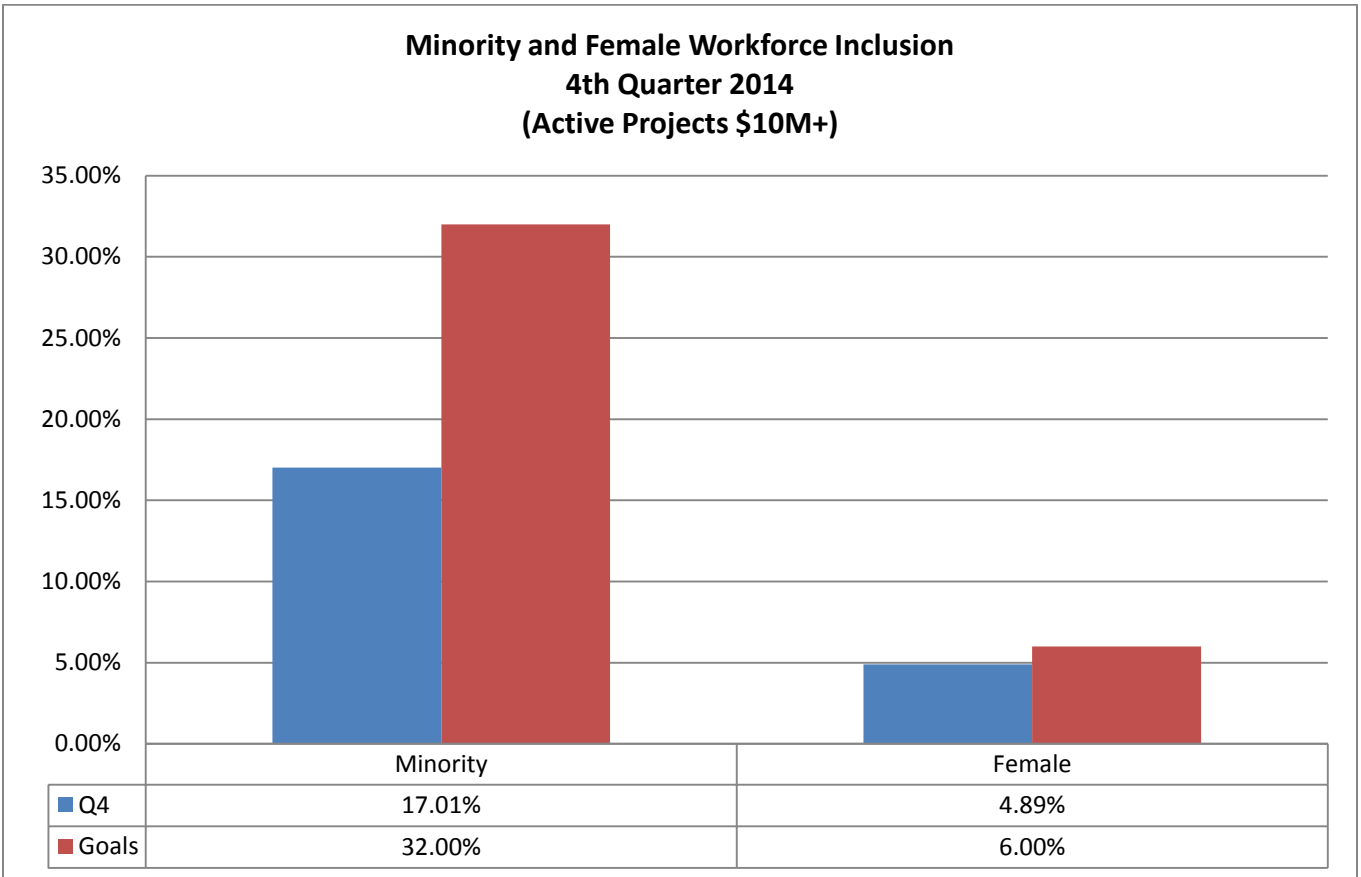


Workforce Inclusion/Active Projects/\$10M or more

377,391 total project hours were performed on closed projects valued at \$10M or more during the 4th quarter. Of this,

- 64,210 hours (17.01%) were performed by minority workers, and
- 18,448 hours (4.89%) were performed by female workers.

Minority and Female Workforce Inclusion 4th Quarter 2014 (Active Projects - \$10M+)						
Project Name	Contractor	Total Project Hours	Minority Hours	Minority %	Female Hours	Female %
1 Pillsbury Lofts	Weis Builders	282,796	54,710	17.61%	14,327	4.07%
2 Lifesource	Greiner Construction, Inc.	57,920	5,503	9.54%	2,515	4.57%
3 Five15 on the Park	Frana Companies	32,229	3,620	8.47%	1,467	2.34%
4 The Rose & Pine Cliff Apartments	Weis Builders	3,759	191	24.21%	76	0.00%
5 Downtown East	Ryan Companies	686	187	27.19%	64	9.33%
TOTALS		377,391	64,210	17.01%	18,448	4.89%



AFFIRMATIVE ACTION

An affirmative action plan (AAP) is a combination of policies and procedures a company utilizes to prohibit discrimination and promote employment opportunities for women, minorities and disabled individuals. Minneapolis Ordinance 139.50(d) requires every contractor, consultant, supplier, vendor, or developer entering into a contract with the City of Minneapolis to have an approved written AAP on file with CCD prior to execution of the contract if:

- the contract is in excess of \$50,000, or
- an amended contract results in a cumulative value in excess of \$50,000.

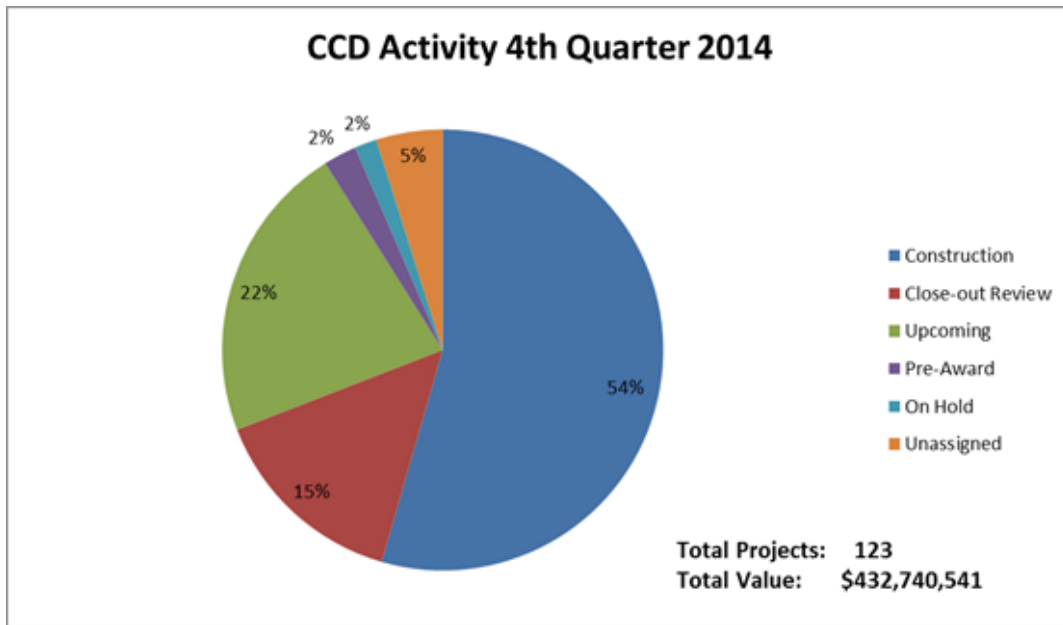
In the 4th quarter of 2014, CCD processed and approved 101 affirmative action plans.

CCD ACTIVITY

CCD activity is constantly changing. The data within the report is a snap shot taken at the end of the 4th quarter, at which time CCD was monitoring 123 projects valued at \$432,470,541. Of this,

- 54% were active construction,
- 15% were in close-out review
- 22% were upcoming
- 2% were in pre-award review
- 2% were on hold
- 5% were unassigned

CCD Activity 4th Quarter 2014	
Construction	67
Close-out Review	18
Upcoming	27
Pre-Award	3
On Hold	2
Unassigned	6
TOTAL PROJECTS	123
TOTAL VALUE	\$432,740,541



2014 ANNUAL SUMMARY

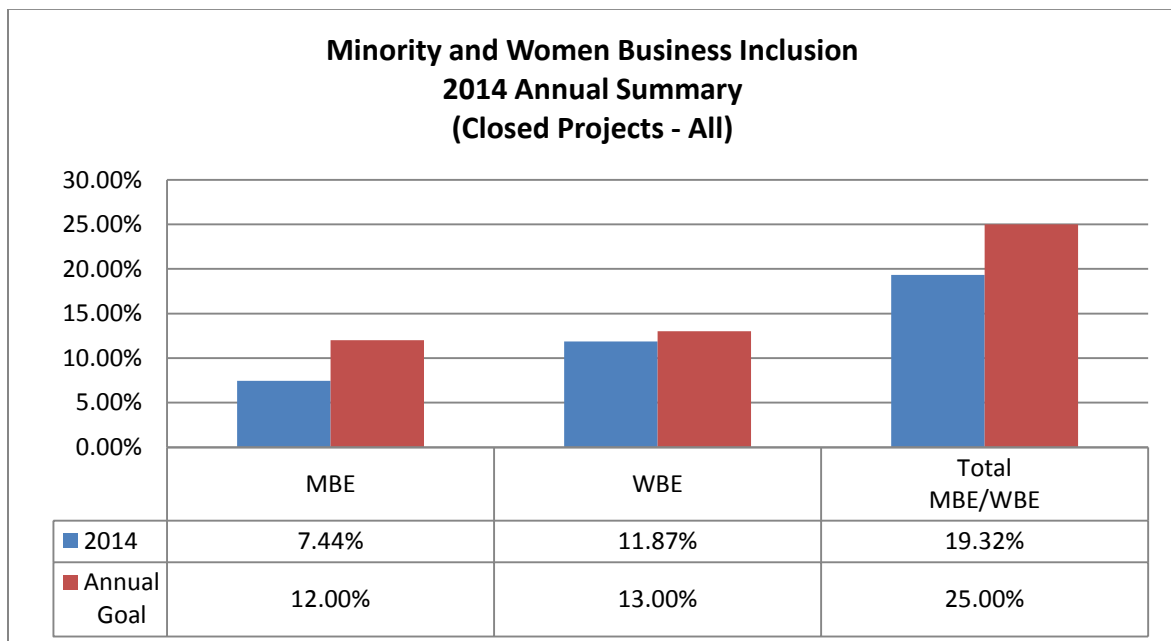
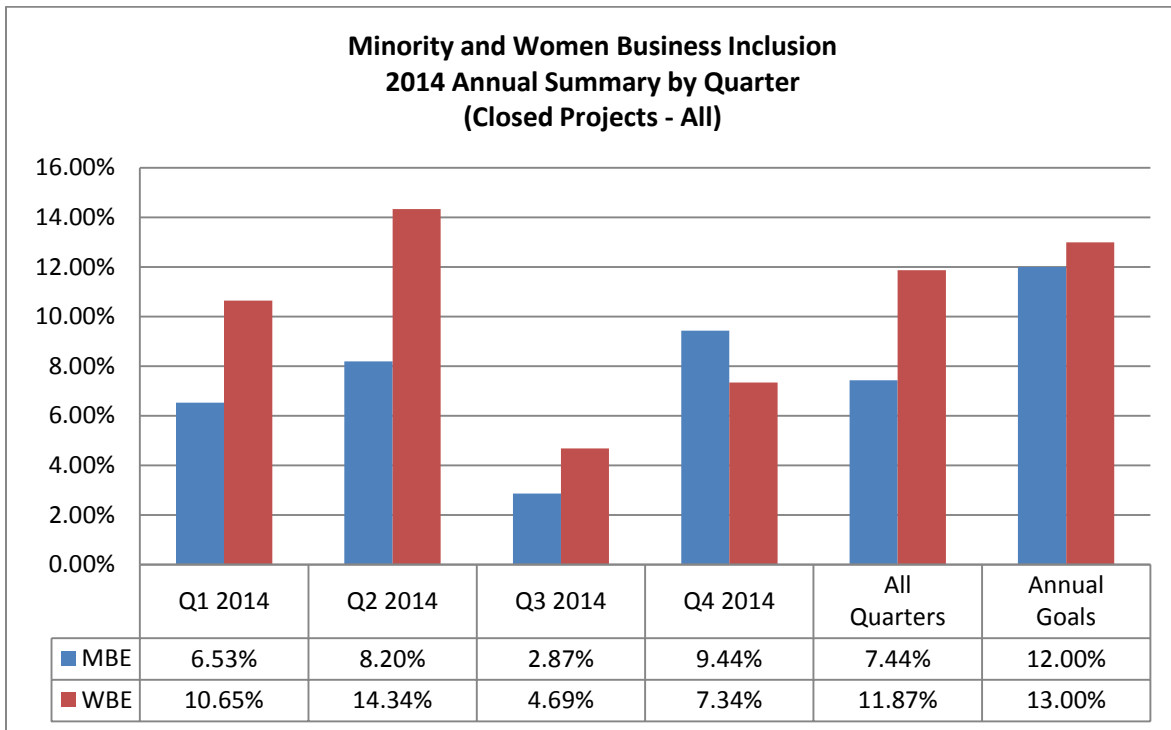
MINORITY and WOMEN BUSINESS ENTERPRISE INCLUSION

Business Inclusion/Closed Projects/All Projects

59 construction projects totaling \$232,001,644 closed during 2014. Of this,

- \$17,270,260 (7.44%) went to MBEs, and
- \$27,548,728 (11.87%) went to WBEs.

Combining all 4 quarters of 2014, the total amount that went to MBEs/WBEs is \$44,818,988 (19.32%). The annual combined goal is 25%.

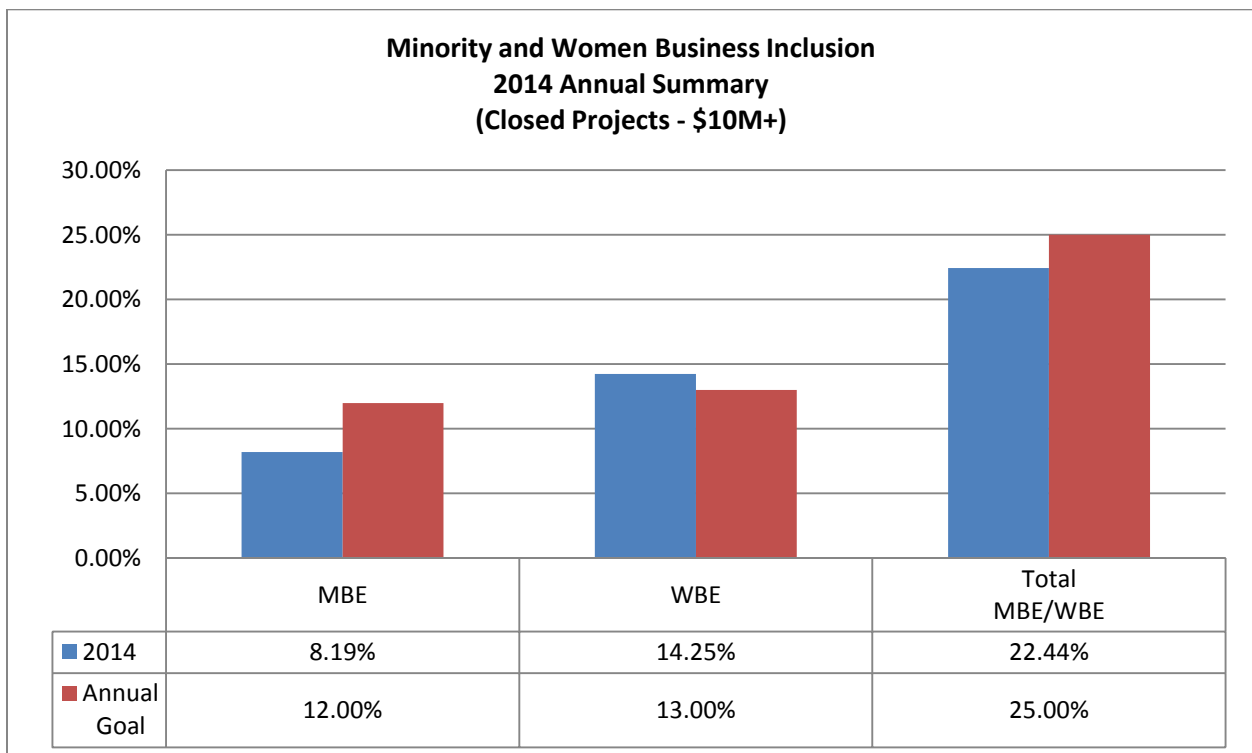
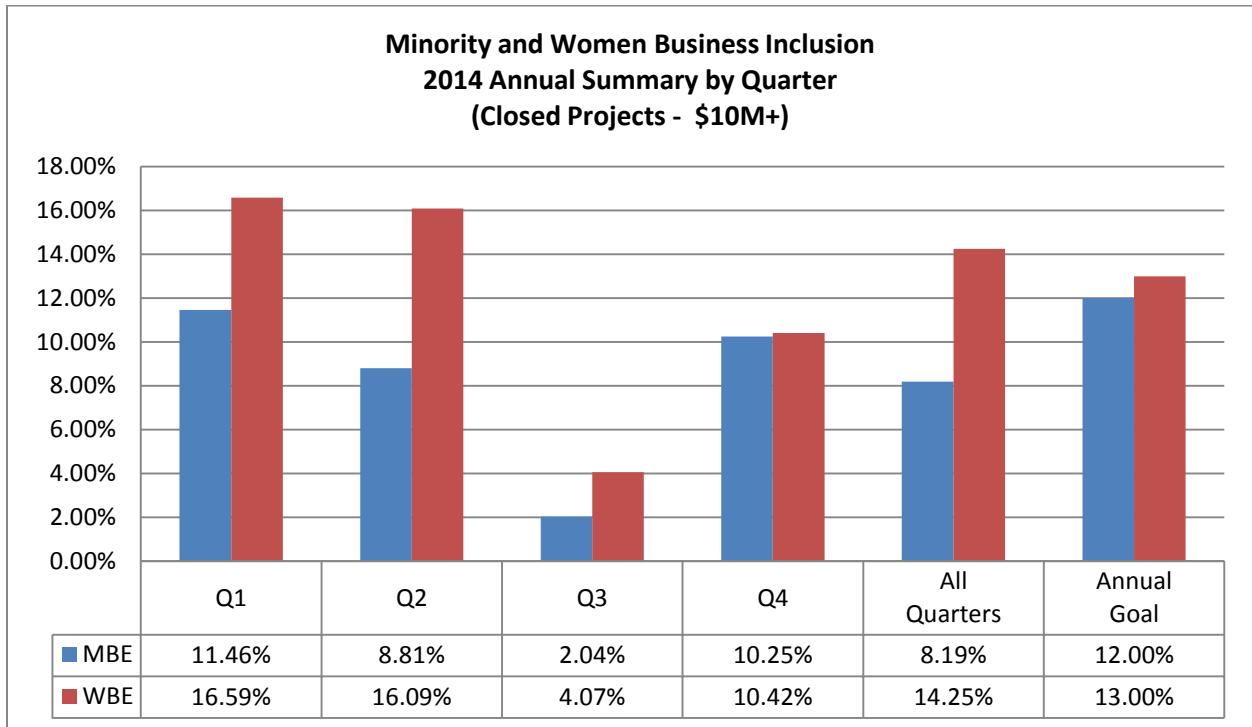


Business Inclusion/Closed Projects/\$10M or more

6 construction projects each valued at \$10M or more (totaling \$167,191,637) closed during 2014. Of this,

- \$13,697,868 (8.19%) went to MBEs, and
- \$23,821,659 (14.25%) went to WBEs.

Combining all 4 quarters of 2014, the total amount that went to MBEs/WBEs is \$37,519,527 (22.44%). The annual combined goal is 25%.

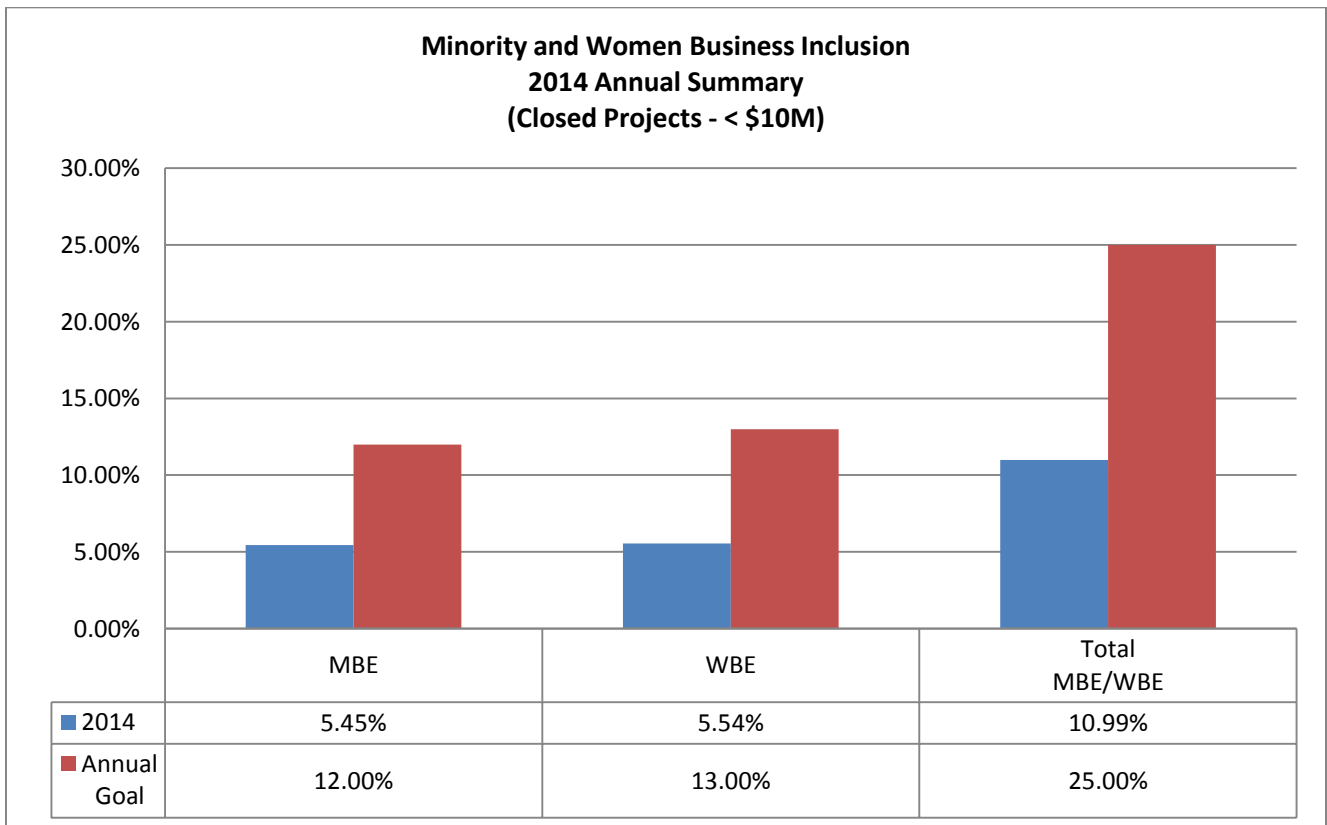
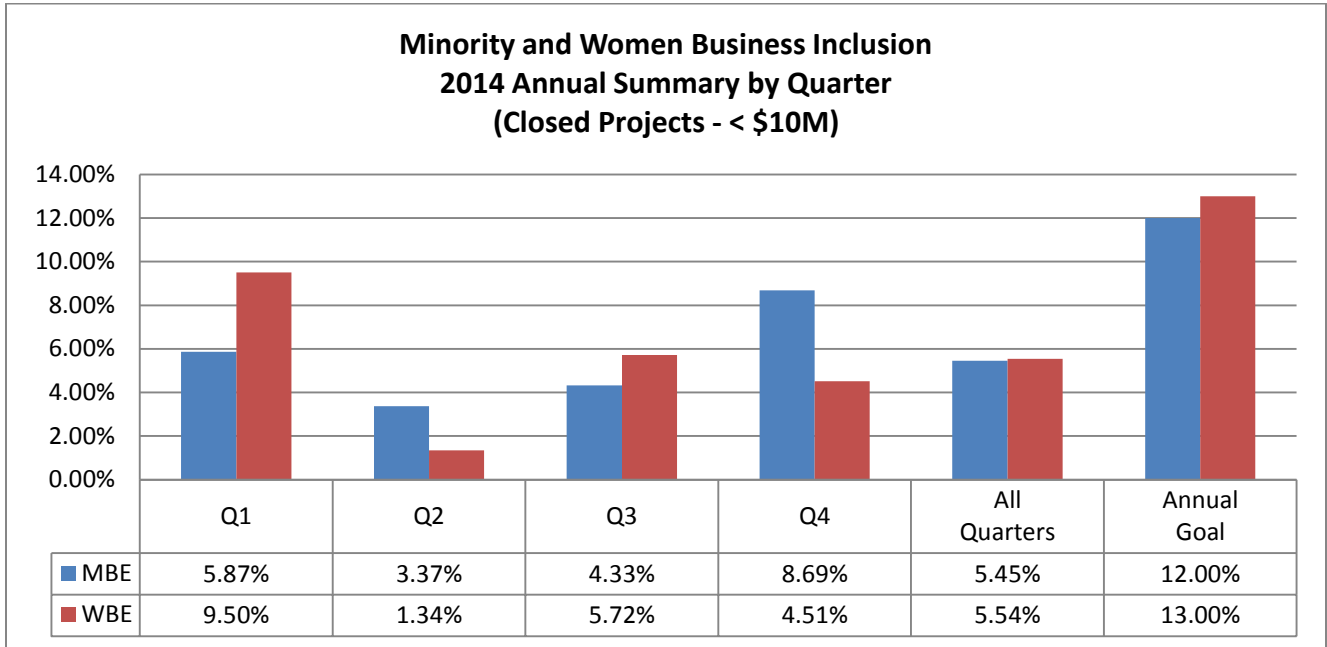


Business Inclusion/Closed Projects/less than \$10M

53 construction projects each valued at less than \$10M (totaling \$64,820,007) closed during 2014. Of this,

- \$3,532,452 (5.45%) went to MBEs, and
- \$3,591,088 (5.54%) went to WBEs.

Combining all 4 quarters of 2014, the total amount that went to MBEs/WBEs is \$7,123,541 (10.99%). The annual combined goal is 25%.

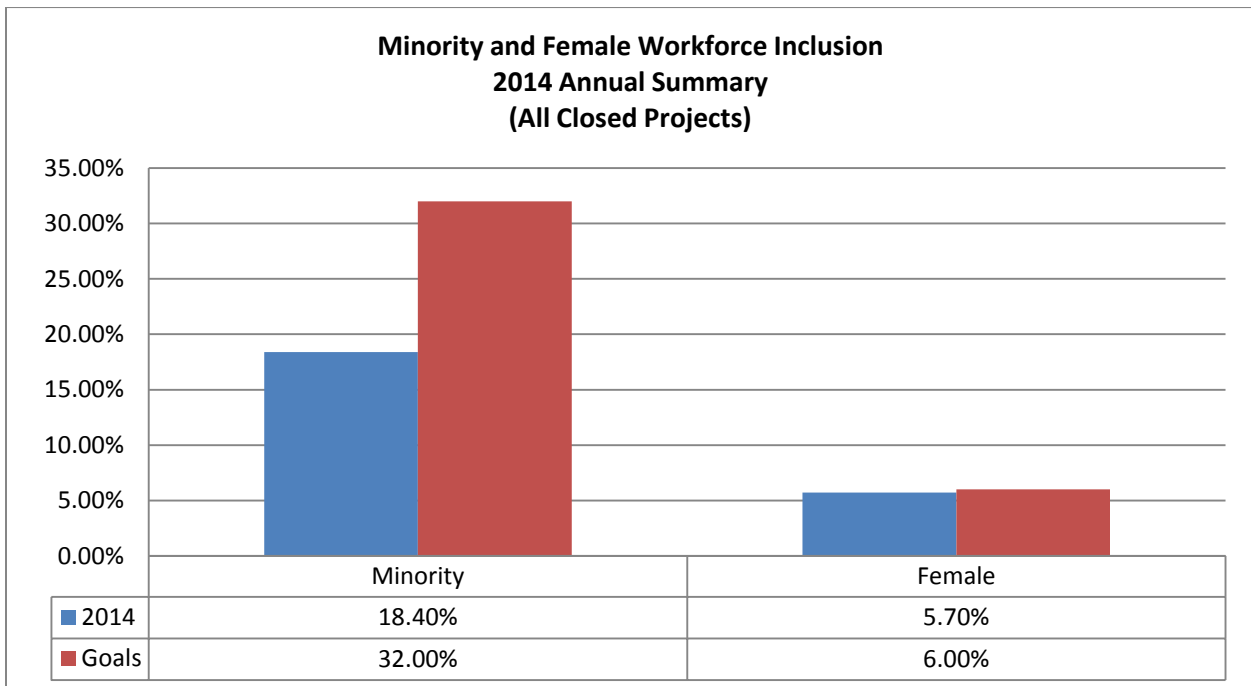
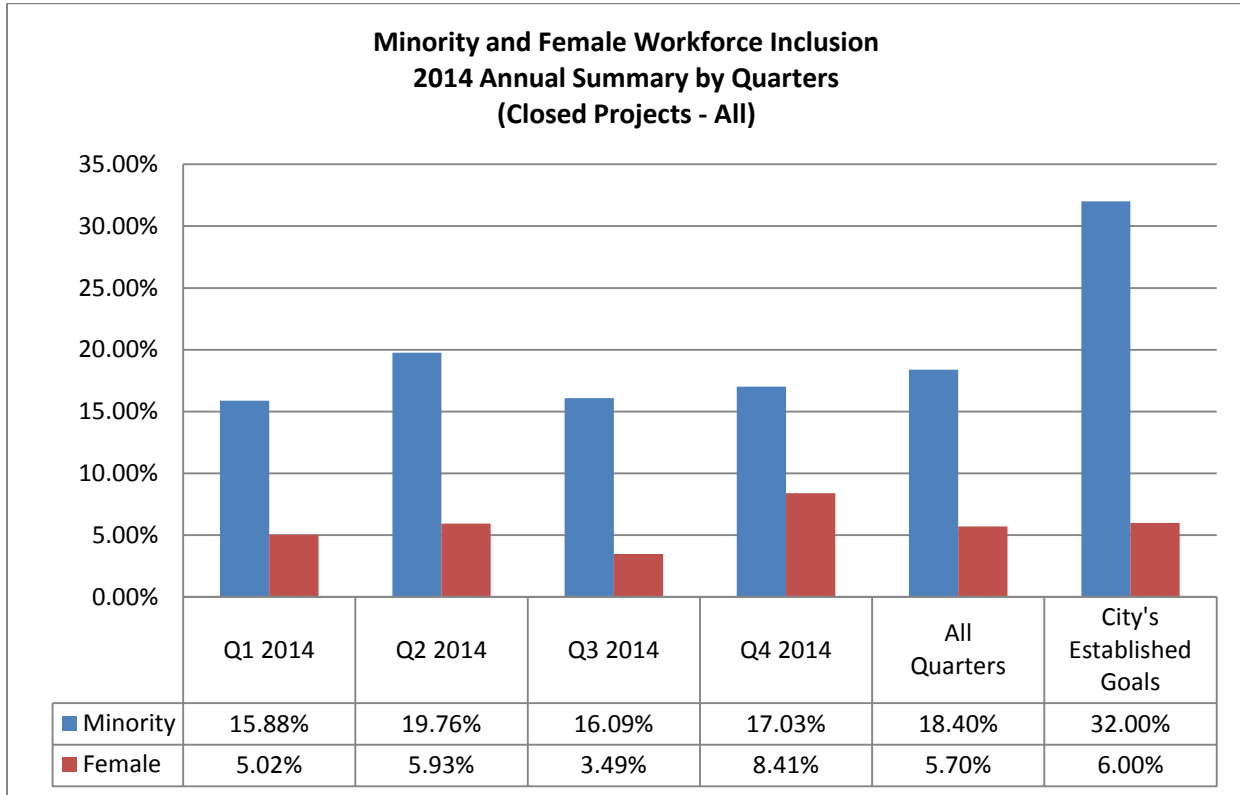


MINORITY and FEMALE WORKFORCE INCLUSION

Workforce Inclusion/Closed Projects/All

1,352,337 total project hours were performed on all closed projects during 2014. Of this,

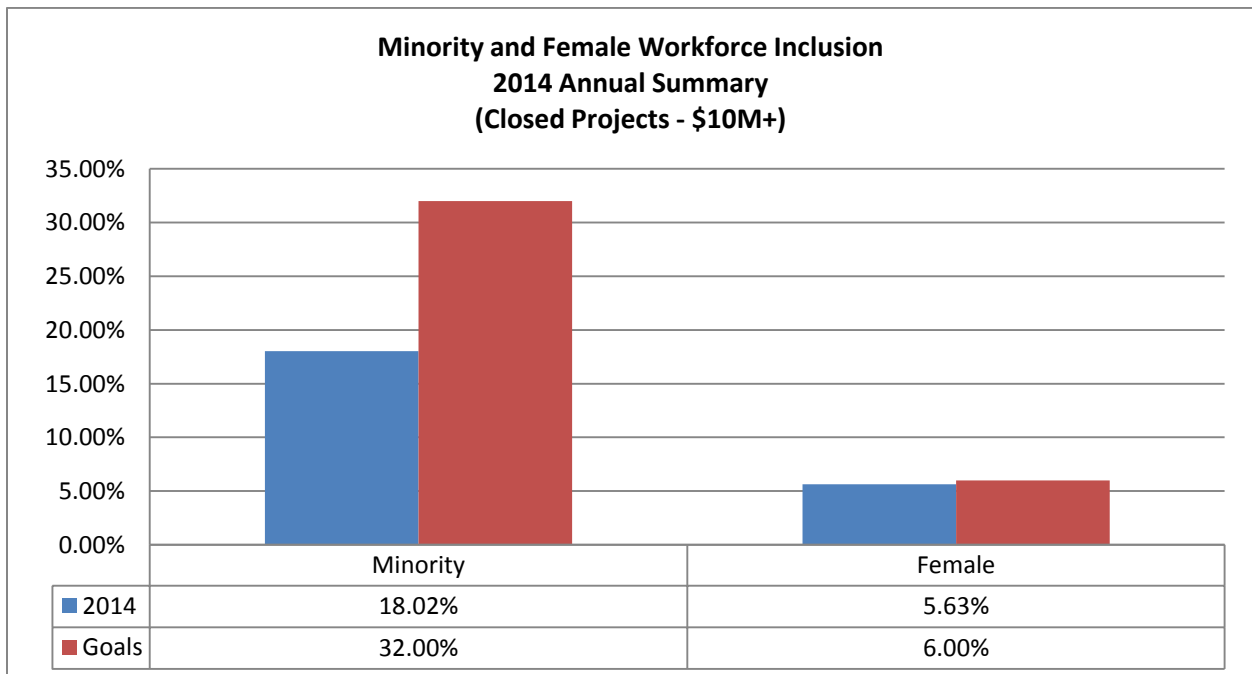
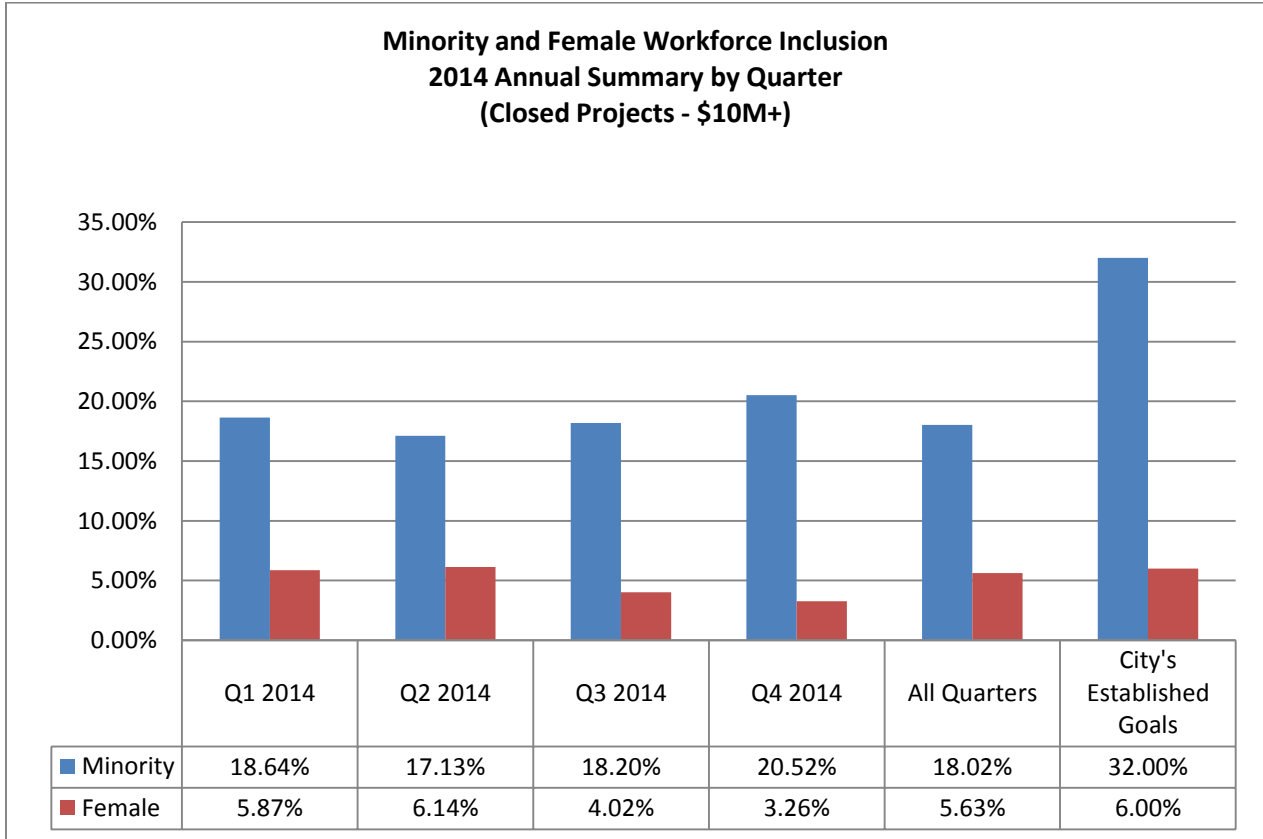
- 248,832 hours (18.40%) were performed by minority workers, and
- 77,140 hours (5.70%) were performed by female workers.



Workforce Inclusion/Closed Projects/\$10M or more

988,927 total project hours were performed on closed projects each valued at \$10M or more during 2014. Of this,

- 178,192 hours (18.02%) were performed by minority workers, and
- 55,643 hours (5.63%) were performed by female workers.



Workforce Inclusion/Closed Projects/less than \$10M

363,410 total project hours were performed on all closed projects each valued at less than \$10M during 2014. Of this,

- 70,640 hours (19.44%) were performed by minority workers, and
- 21,497 hours (5.92%) were performed by female workers.

