

ECONOMIC OPPORTUNITY REVIEW COMMITTEE

Room 400, City Hall  
Philadelphia, Pennsylvania  
Monday, March 3, 2014  
10:06 a.m.

PRESENT:

ANGELA DOWD BURTON, CHAIR  
STEVEN SCOTT BRADLEY

ALSO PRESENT:

COUNCILMAN CURTIS JONES, JR.

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MS. DOWD-BURTON: Good morning.

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I want to thank all of you for being here today especially in light of our weather conditions. I think this is the 15th storm of the season, Steven. So, I'm hoping that this will be the March coming in like a lion but will be leaving very quickly like a lamb.

So, I want to thank all of you for your endeavors to be here. I got a few emails and phone calls from those who are expected to provide testimony today. They are en route. So, we will certainly be happy to have them once they've arrived.

My name is Angela Dowd-Burton. I am the Executive Director of the Office of Economic Opportunity. And it is my pleasure to welcome you to the first quarter 2014 meeting of the Economic Opportunity Review Committee. This Committee was established by City Council Resolution 120184.

The mission of the Economic Opportunity Review Committee is to review the details of the legislation as they govern economic opportunity plans. Our responsibility is to review the

1 implementation and effectiveness of Chapter  
2 17-1600 of the Philadelphia Code entitled Economic  
3 Opportunity Plans and make recommendations to City  
4 Council regarding the adoption of resolutions  
5 calling for debarment of certain contractors and  
6 recipients of city financial assistance under  
7 Chapter 17-1606 of the Philadelphia Code.

8           The business of this Committee is  
9 transcribed and published on the Office of  
10 Economic Opportunity's website. So, the mission  
11 of this Committee is to conduct public hearings on  
12 a quarterly basis to capture the state of the  
13 marketplace from the perspective of property  
14 owners, developers, contractors, subcontractors,  
15 union leaders, perspective employees and  
16 consultants.

17           And so at this time, I would like to ask my  
18 Committee to introduce themselves.

19           MR. BRADLEY: Good morning. My name is  
20 Steven Scott Bradley. I'm Chairman of the  
21 African-American Chamber of Commerce of  
22 Pennsylvania, New Jersey and Delaware.

23           MS. DOWD-BURTON: And, Steven, we will have  
24 a little bit of time today. I would ask if you

1 would give just a brief overview of the  
2 African-American Chamber and some of the work that  
3 you are aspiring to accomplish.

4 MR. BRADLEY: Great. The goal of the  
5 African-American Chamber of Commerce is to serve  
6 as an advocate also provide business training and  
7 development for our membership. We are very  
8 excited and getting ready to celebrate our 21st  
9 year in April. We are having our annual meeting  
10 on April the 30th.

11 And some of our accomplishments over the  
12 last quarter, our membership is up over  
13 10 percent. We have Executive Director Shalimar  
14 Blakely Thomas who has developed new contacts.  
15 And we just had an event about a week ago where we  
16 had a successful networking event at Warm Daddy's.

17 And we continue to try to serve as an  
18 advocate. We continue to try to build  
19 relationships, provide employment and business and  
20 supplier opportunities for our membership base.  
21 In this the goal and mission of the  
22 African-American Chamber of Commerce.

23 MS. DOWD-BURTON: Thank you, Steven. We  
24 are also expecting Varsovia Fernandez who we hope

1 to be here shortly. And we also would like to  
2 give acknowledgement to Judy Hoover who has  
3 represented the District Council 47 on the  
4 Economic Opportunity Review Committee. We thank  
5 her for her contributions over the last almost two  
6 years. And we want to welcome Vanessa Fields who  
7 will be replacing Judy at future meetings.

8           So with that, one of the things that I'd  
9 like to do is invite those who are here or who  
10 will be arriving shortly to let us know if there  
11 is anyone who is interested in speaking this  
12 morning. On our agenda for today, we currently  
13 have registered Glenn Bryan who will be  
14 representing the University of Pennsylvania,  
15 Dexter Hendricks who will be representing Turner  
16 Construction, William Clark who will be  
17 representing the Office of Economic Opportunity,  
18 and we do have Steve Masters. And thank you,  
19 Steve, for being here in follow up to the  
20 conversation we had in December. It's not the  
21 typical public works transaction, which is why I  
22 separate our activity, but I do appreciate your  
23 being here.

24           All right. So with that in mind, one of

1 the things I wanted to do, Steve, is go through  
2 our agenda for today. Just two quick items that I  
3 wanted to highlight. One is the first half of the  
4 year, Public Works Transactions that the City of  
5 Philadelphia has been engaged in. And so, you  
6 have the details in terms of the list of  
7 contractors, prime contractors who have won  
8 contracts with Aviation, Public Property,  
9 Department of the Streets Department, Water  
10 Department.

11 And so, these are contracts that have been  
12 awarded. They are funded by city funds and from  
13 the general fund. These do not include the  
14 federally funded projects.

15 This report also highlights the number of  
16 minorities and women who also have won contracts  
17 as subcontractors and some as prime contracts for  
18 the first six months of Fiscal Year 2014. And so,  
19 that's from July 1, 2013 to December 31, 2013.  
20 And so, I'm just going to give you a highlight.

21 If you look at the total dollars that were  
22 awarded to minorities for the first half of the  
23 year, it's \$9.8 million compared to \$7.3 million  
24 in Fiscal Year 2013. And we also have -- I want

1 to acknowledge Councilman Curtis Jones has joined  
2 us this morning. So, thank you, Councilman Jones  
3 for being here.

4 And then women in Fiscal Year 2014, first  
5 half of the fiscal year were awarded \$8.5 million  
6 in contracts. That's up from the 4.7 million that  
7 were awarded the same time for Fiscal Year 2013.  
8 This document is a draft document which. We are  
9 still getting a few more bits of information  
10 coming in from our operating departments.  
11 Ultimately, though, we will be publishing a  
12 semiannual report. So, this only highlights the  
13 Public Works Transactions that would be included  
14 in that report.

15 Just another quick sort of factor is the  
16 fact that this report represents 60 contracts. In  
17 Fiscal Year '13. There were about 56 contracts.  
18 We are coming in around the same volume. We did  
19 spend approximately \$40 million more on large  
20 contracts this fiscal year. And so, we do expect  
21 some larger volumes of work to be coming in to the  
22 minorities and women as these projects get  
23 underway.

24 Any questions about how we collect this

1 information or what it represents?

2 MR. BRADLEY: No.

3 MS. DOWD-BURTON: Okay. Thank you.

4 Councilman Jones.

5 COUNCILMAN JONES: First of all, thank you  
6 on this snow emergency day for you to be diligent  
7 enough to come in and present the report. Also,  
8 Mr. Bradley, thank you for attending on behalf of  
9 the African-American Chamber of Commerce. And  
10 these kinds of Public Works breakdowns are very  
11 important. I have one question.

12 Do these represent both private and public  
13 sector?

14 MS. DOWD-BURTON: No. These are  
15 specifically the City of Philadelphia Public Works  
16 contracts.

17 COUNCILMAN JONES: So, would that contract  
18 also include the Plaza work that's being done  
19 outside of City Hall? Does that include that?

20 MS. DOWD-BURTON: No. The Dilworth Project  
21 around City Hall is funded by Federal funds as  
22 well as City of Philadelphia funds by SEPTA funds,  
23 as well. And so, that's not counted in the city  
24 general fund dollar portfolio, which is what this

1 is.

2 COUNCILMAN JONES: So, that would be  
3 monitored by whom?

4 MS. DOWD-BURTON: That project is monitored  
5 by an Oversight Committee which includes the  
6 Center City District who also has a funding stake  
7 in the project, SEPTA, Public Property, the  
8 Department of Public Property for the City of  
9 Philadelphia. Office of Economic Opportunity,  
10 Gilbane is the monitor on that project and Keating  
11 is also on that Oversight Committee.

12 COUNCILMAN JONES: Gilbane and Keating?

13 MS. DOWD-BURTON: Yes.

14 COUNCILMAN JONES: Okay. You wouldn't  
15 happen -- you wouldn't -- they wouldn't have  
16 shared that information with you by way of the  
17 amount of time, amount of participation, have  
18 they?

19 MS. DOWD-BURTON: Yes. We do have --

20 COUNCILMAN JONES: Without you standing by  
21 their numbers, could you share with me what the  
22 participation -- isn't that a \$60 million --

23 MS. DOWD-BURTON: Yes. It's about  
24 60 million. I do not have the Dilworth Economic

1 Opportunity Plan data with me here. I will be  
2 happy to make sure you receive a copy of that.

3 COUNCILMAN JONES: This was for extra  
4 credit on top of on your day-to-day  
5 responsibilities. This Council is going to ask  
6 that question about a project that is in the  
7 shadow, literally, of City Hall.

8 MS. DOWD-BURTON: Yes.

9 COUNCILMAN JONES: And the irony is that we  
10 moved the Occupied Group away from that Plaza to  
11 create this beautiful more prestigious project.  
12 I'm concerned that we may not have reached our  
13 particular goals, and want to take a hard look at  
14 that.

15 Would you happen to know, Mr. Bradley --

16 MS. DOWD-BURTON: I can tell you,  
17 Councilman, that our participation goals are  
18 exceeding our goals. The workforce goals are a  
19 challenge.

20 COUNCILMAN JONES: You said they are  
21 exceeding?

22 MS. DOWD-BURTON: The participation goals  
23 for minority and women-owned businesses.

24 COUNCILMAN JONES: Within the Plaza

1 Project?

2 MS. DOWD-BURTON: Yes.

3 COUNCILMAN JONES: Okay.

4 MS. DOWD-BURTON: I do have the Director of  
5 Special Projects for the Office of Economic  
6 Opportunity who has workforce goals that we'll be  
7 talking about at today's meeting.

8 COUNCILMAN JONES: Okay.

9 MS. DOWD-BURTON: But we'll be happy to  
10 also provide you with the details of the  
11 participation.

12 COUNCILMAN JONES: Appreciate that. Just a  
13 quick question.

14 Mr. Bradley, are any of your members  
15 participating in the Dilworth Plaza?

16 MR. BRADLEY: Not to my knowledge.

17 COUNCILMAN JONES: Okay. Thank you very  
18 much.

19 MS. DOWD-BURTON: Okay. So if there are no  
20 other questions on this report, I would like to  
21 open the floor for our testimony.

22 And I will ask William Clark if you will  
23 approach, please.

24 MR. MASTERS: Madam Chair, is it possible

1 to have the agenda distributed?

2 MS. DOWD-BURTON: Let's see. I can provide  
3 you with a copy of the agenda, yes. There you  
4 are.

5 Before you get started, William, I want to  
6 sort of give sort of a prelude to why you're here  
7 and why you're talking about workforce this  
8 morning. I attended a City Council Hearing last  
9 week, and it was the Zoning Committee. I  
10 typically do not attend those hearings, but was  
11 there to ensure that an Economic Opportunity Plan  
12 goals that were being collaborated between  
13 Comcast, the City of Philadelphia's Office of  
14 Economic Opportunity. And there was some input  
15 from City Council. We wanted to make sure that  
16 information was provided in the ultimate plan.

17 One of the things that came up during the  
18 meeting, though, was the specific interest in  
19 workforce diversity on projects. There was  
20 conversation about minority and female  
21 participation but also local. And so, one of the  
22 things that I've asked Director Clark to provide  
23 is the initial or preliminary report that the  
24 Office of Economic Opportunity is pulling together

1 for Council to address what workforce looks like  
2 on the major projects.

3 So with that.

4 MR. CLARK: Good morning, EORC Committee.  
5 Good morning, Chairwoman Dowd-Burton. My name is  
6 William Clark. I'm the Director of Special  
7 Projects in the Office of Economic Opportunity for  
8 the City of Philadelphia.

9 As a Director of Special Projects, I am  
10 responsible for the EOPs, that is, the Economic  
11 Opportunity Plans for projects throughout the  
12 City. I also provide oversight and leadership to  
13 Economic Opportunity Plan reports in the  
14 development of supplier diversity initiatives.

15 Today I am here to testify about minority,  
16 female and workforce utilization relative to  
17 projects within Philadelphia that have Oversight  
18 Committees. The Economic Opportunity Plan  
19 provides a written commitment by a project owner  
20 to use best and good faith efforts to provide  
21 opportunities for M/WBEs to participate in all  
22 phases of the project. This commitment applies to  
23 the employment of minority, female and local  
24 workers, as well.

1           Project owners agree to this agreement,  
2   that is the EOP Plan, with the clear expectation  
3   to exhaust all best and good faith efforts to  
4   employ minority, female and local workers  
5   according to the agreed goals documented within  
6   the EOP. M/WBE and workforce goals clears a path  
7   for equal and fair treatment of persons that  
8   choose to work and live in the great City of  
9   Philadelphia.

10           The EOP requires the formulation of a  
11   Project Oversight Committee to ensure compliance  
12   and monitoring of the best and good faith efforts  
13   a project owner is to meet and/or exceed the goals  
14   and provisions of the project's EOP.

15           During the life cycle of the project,  
16   project owners receive ongoing project data  
17   relative to M/WBE participation and workforce  
18   utilization from project monitors.

19           Project monitors do the following. They  
20   collect and audit real time inclusion data and  
21   workforce demographics. Secondly, they identify  
22   ready, willing and able M/WBEs to meet project  
23   needs. And finally, they advise project owners on  
24   best practices to meet or exceed EOP inclusion

1 goals. Project monitors tabulate minority, female  
2 and local workforce percentages by dividing the  
3 number of hours worked by each categorical site  
4 worker by the total number of hours logged for the  
5 project. This type of data is primarily prepared  
6 for private and public projects that have  
7 oversight committees.

8 At this time, few city projects collect  
9 and/or maintain this data. We can report today,  
10 however, the City is actively developing a system  
11 call LCPtracker to collect workforce demographics  
12 on active and future projects. Based on the data  
13 available to us, I would like to summarize  
14 minority, female and local utilization on projects  
15 that have or had oversight committees.

16 Minorities have an average participation  
17 goal of 30 percent. The average actual  
18 participation among minorities is 24 percent. The  
19 average variance between the participation and  
20 actual participation is minus 7 percent. And  
21 minorities have utilization rate of 78 percent.

22 Females have an average participation goal  
23 of 7 percent. The average actual participation  
24 among females on projects is 2 percent. Average

1 variance of females -- female goals and  
2 participation is minus 5 percent. And finally,  
3 females have utilization rate of 30 percent.

4 Locals, that is with those that live within  
5 Philadelphia, have an average participation goal  
6 of 49 percent. The average actual participation  
7 among locals within Philadelphia is 33 percent.  
8 That provides variance of minus 6 on average.  
9 Utilization rate of locals is at 68 percent.

10 I have a few observations I would like to  
11 share with the EORC Committee. Minorities have  
12 the greatest variance of all three categories at  
13 the rate of minus 7 percent. None of the tracked  
14 categories, that is from minorities, females and  
15 locals, show a positive net gain in their variance  
16 thus far.

17 The average participation goal for  
18 minorities is 2 percent less than the goal that is  
19 currently in the standard EOP. The utilization  
20 rate of all three categories shows that female  
21 workforce participation has the greatest  
22 underperforming utilization of all three  
23 categories.

24 Minorities lead the utilization rate for

1 all three categories. And finally, minority male  
2 actual participation is 10 percent less than local  
3 participation.

4 Based on these observations, I have also  
5 identified a few opportunities.

6 One, increase minority workforce goals to  
7 keep up with the demand of current and new project  
8 demands.

9 Two, leverage local project demand to  
10 increase utilization of a minority and local  
11 workforce. This can be done by geo-targeting  
12 workforce outreach records in communities local to  
13 active projects.

14 Three, leverage project demand to increase  
15 the availability of targeted workforce  
16 demographics among the trade unions.

17 Four, strategically plan project activities  
18 to correspond with known workforce availability.

19 Five, adjust EOP goals setting to  
20 correspond with known workforce availability and  
21 historical workforce utilization average.

22 Finally, increase the availability of union  
23 apprenticeship programs to increase the minority,  
24 female and local workforce numbers.

1           In closing, I would like to leave the EORC  
2     with two prevailing thoughts. One, each  
3     stakeholder that contributes to an EOP plays a  
4     significant role in meeting or exceeding EOP  
5     commitments. Secondly, all stakeholders are  
6     interdependent. The role of stakeholders is  
7     significant as we continue to find ways to  
8     increase M/WBE participation and minority, female  
9     and local utilization on projects in the City of  
10    Philadelphia.

11           That completes my testimony. And I am  
12    available to answer questions at this time.

13           MS. DOWD-BURTON: Thank you, William.

14           Any questions, Steven?

15           MR. BRADLEY: The data, how current is the  
16    data?

17           MR. CLARK: The data is current as --

18           MR. BRADLEY: I mean, what time period did  
19    you research to get this data? Twelve months?  
20    Twenty-four months?

21           MR. CLARK: On average, I would say about  
22    the past twenty-four months. This includes active  
23    projects and projects that have been closed in the  
24    past twenty-four months.

1           MR. BRADLEY: How do you determine defining  
2 the word utilization?

3           MR. CLARK: So if we have a particular goal  
4 to reach for a particular category and a  
5 particular group of folks do not meet that goal,  
6 we determine utilization by dividing the total  
7 number of hours that they worked based on what we  
8 expect them to participate in.

9           MR. BRADLEY: I mean, the point I am trying  
10 to get at is when I look at the minorities,  
11 females and locals and you said the average  
12 participation goal was 30 percent, actual  
13 participation was 24 percent, so is it the lack of  
14 opportunities? Lack of quality participants?

15           I mean, what do you see are the symptoms  
16 that we can correct?

17           MR. CLARK: It varies. One of the things  
18 I've noticed over the past three or four months  
19 that I've been here is the presence of none  
20 opportunity deductions that take place on  
21 projects. In that case, there may not be an  
22 available pool of resources that can complete  
23 certain parts of a project which then lowers our  
24 ability to meet our goals.

1           The other thing that's happening, which is  
2 also a good thing, the City of Philadelphia is  
3 going through a building boom. There are a lot of  
4 projects going on at this time. What that means  
5 is a lot of our folks who may be available to  
6 participate are being stretched all over the city  
7 on current projects. So that has a negative  
8 impact on projects that are current and ongoing or  
9 in the planning.

10           That means that we do have to look at ways  
11 to increase the number of available workers that  
12 are minorities, females and locals that are coming  
13 from the trade unions to participate on current  
14 and future projects.

15           MR. BRADLEY: What's the outlook as far  
16 apprentice programs? Do you see that as a growing  
17 market or still a difficult in the challenge for  
18 minorities to get into the whole apprentice  
19 program?

20           MR. CLARK: At this time, I have no  
21 information on that. I don't have any way of  
22 knowing that information at this time. But based  
23 on conversations, it seems that those programs are  
24 not active.

1           MS. DOWD-BURTON: Steven, you asked a very  
2 important question. I recall last year Alice  
3 Dungee-James -- and she's here in the audience  
4 today. Thank you, Alice for being here -- had  
5 collected from the different unions the time frame  
6 for their apprentice programs. And so, we will be  
7 looking to do that again this year and get that  
8 information out into the marketplace.

9           MR. BRADLEY: One further comment. Your  
10 statement as far as apprentice program, but the  
11 whole difficulty in signing them to be a part of  
12 the apprentice program is a major challenge for  
13 minorities.

14          MS. DOWD-BURTON: That's right.

15          MR. BRADLEY: There's no opportunities.  
16 These numbers will continue to look like this.

17          MR. CLARK: If I can just address and  
18 correct something that I stated about the  
19 utilization rate. Back to the point you made, it  
20 was determined by providing actual participation  
21 by the goal that is set. So that's how we  
22 determine utilization for minorities, locals and  
23 females.

24          MR. BRADLEY: Thank you.

1 MS. DOWD-BURTON: Councilman Jones.

2 COUNCILMAN JONES: Thank you again, Madam  
3 Chairman. Thank you for indulging us. This is  
4 not our meeting, but you are allowing us to  
5 participate.

6 MS. DOWD-BURTON: This is your house,  
7 Councilman.

8 COUNCILMAN JONES: It's okay. It's all of  
9 our houses. The people's house.

10 MS. DOWD-BURTON: Yes.

11 COUNCILMAN JONES: Mr. Clark, thank you for  
12 that data which you are translating into useful  
13 information for us as Councilpersons. Along the  
14 line of the African-American Chamber's questions  
15 Steven Bradley, couple of questions.

16 For those who may be listening in the  
17 television land, utilization is based on the  
18 universe of available labor for a particular  
19 contract or trade skill set. So if there are 100  
20 plumbers, that would be the utilization potential.  
21 And if 25 of them were certified minorities, that  
22 means the utilization in the minority universe is  
23 25 percent of the total.

24 Is that generally correct?

1 MS. DOWD-BURTON: Yes.

2 MR. CLARK: That makes sense.

3 COUNCILMAN JONES: We can go by each trade;  
4 electricians, plumbers, carpenters to say what the  
5 utilization rate is. As you relate it to  
6 workforce, your numbers as stated were for MBE  
7 goals, can you repeat those? I thought I heard  
8 30 percent and then an actual utilization number  
9 of 24 percent.

10 MR. CLARK: For minorities the goal on  
11 minority workforce was 30 percent. The actual was  
12 24 percent.

13 COUNCILMAN JONES: Explain for -- I used to  
14 participate in this in another lifetime, but it's  
15 changed a great deal since I was a part of the  
16 Minority Business Enterprise Council.

17 Explain to all of us what that means.

18 MR. CLARK: We track M/WBE participation,  
19 which is the participation of minority, women and  
20 disadvantaged businesses. What I am reporting on  
21 today is the actual workforce side of the EOP.

22 So, we set a goal within our EOPs at a  
23 certain percentage. Based on the data I  
24 collected, the average goal was 30 percent.

1           COUNCILMAN JONES: On any given project  
2 whether it's in a neighborhood like Temple, North  
3 Philly or right outside our door, 30 percent of  
4 that workforce should be?

5           MR. CLARK: Minority workers.

6           COUNCILMAN JONES: And we are  
7 underutilizing that workforce by, I believe you  
8 said in that category, 7 percent?

9           MR. CLARK: No. The variance is a negative  
10 7 percent. Your definition of utilization is  
11 correct. However, the way I was calculating it,  
12 we are at 78 percent utilization based on the goal  
13 that we have set for our particular project.

14          COUNCILMAN JONES: In English, how short  
15 are we by way of participation so that I -- make  
16 it simple for me. Out of 100, we should have 30.  
17 We are actually at?

18          MR. CLARK: At 24.

19          COUNCILMAN JONES: At 24.

20          MR. CLARK: Yes.

21          COUNCILMAN JONES: So that's 7 spots --

22          MR. CLARK: On average of 7 percent.

23          COUNCILMAN JONES: Got it. Can you break  
24 that down by women and then local folks, as well?

1 MR. CLARK: Based on your number of 100 for  
2 women, our goal is at 7. Actual participation is  
3 at 2.

4 COUNCILMAN JONES: For every 100 workers,  
5 there should be 7 women on a site. And in  
6 actuality, there are 2.

7 MR. CLARK: Yes.

8 COUNCILMAN JONES: For local workers,  
9 Philadelphians.

10 MR. CLARK: On average is 49.

11 COUNCILMAN JONES: It should be 40 --  
12 almost half of the workforce --

13 MR. CLARK: Yes.

14 COUNCILMAN JONES: -- should be  
15 Philadelphians. What is it actually?

16 MR. CLARK: 33.

17 COUNCILMAN JONES: 33 percent.

18 MR. CLARK: Yes.

19 COUNCILMAN JONES: So, minorities, women  
20 and Philadelphians in general aren't benefitting  
21 from these as they should.

22 Is that a fair statement?

23 MR. CLARK: I wouldn't say that.

24 COUNCILMAN JONES: Okay. Go ahead.

1           MR. CLARK: We are just not meeting our  
2 goals for various reasons.

3           COUNCILMAN JONES: Okay. All right. You  
4 say to-may-to, I say to-mah-to. But I get it.

5           MS. DOWD-BURTON: So, I'd like to  
6 interject. The goals that are set on most of our  
7 projects are driven by MACCID, the Mayors Advisory  
8 Commission on Construction Industry Diversity.

9           In 2008, they conducted a study. They  
10 released their report in 2009 and they made  
11 recommendations. We pick those recommendations.  
12 They were 32 percent minorities should be on every  
13 project, 7 percent women should be on every  
14 project. The reality -- that's how we translated  
15 their recommendations.

16           The reality is the recommendations said the  
17 membership within these unions should be driving  
18 towards that number 32 percent.

19           COUNCILMAN JONES: Oh, I'm very clear.

20           MS. DOWD-BURTON: And 7 exactly.

21           COUNCILMAN JONES: I'm very clear. I want  
22 you to know --

23           MS. DOWD-BURTON: Yes.

24           COUNCILMAN JONES: That we are not here --

1 I am not here to jump on the messenger. I am  
2 getting the message is what I am trying to tell  
3 you.

4 MS. DOWD-BURTON: Yes.

5 COUNCILMAN JONES: I want to place it  
6 firmly at the feet of those who can do something  
7 about it.

8 MS. DOWD-BURTON: Yes.

9 COUNCILMAN JONES: As I go with this, name  
10 the big projects you are monitoring?

11 MR. CLARK: Oh, I will just name a few. We  
12 are working with the University of Pennsylvania.  
13 We have a number of projects with Drexel  
14 University. We have a project with the  
15 Philadelphia Eagles. Before my tenure we  
16 completed a project with the Youth Study Center.  
17 We are active on the Dilworth Project. And we are  
18 wrapping up the Venice Island Project with the  
19 Water Department.

20 COUNCILMAN JONES: Okay. Venice Island  
21 Project is in my district. Let's use that one for  
22 an example. That's in the Fourth Councilmatic  
23 District.

24 How are we doing on participation on the

1 Venice Island Project?

2 MR. CLARK: As it relates to workforce,  
3 Venice Island, the goal was at 32 percent for  
4 minority participation. According to data we  
5 have, we have reached that goal.

6 For female workforce data, our goal was at  
7 7 percent, and we came in at 5.

8 COUNCILMAN JONES: Slightly below, but I'll  
9 take it.

10 MR. CLARK: At the local, our goal was at  
11 50 percent. We came in at 28 percent.

12 COUNCILMAN JONES: That's unacceptable.  
13 Okay. It lets me know with the Water  
14 Department -- see budget time is coming up, Madam  
15 Chair. And so, it allows me to help you and the  
16 monitors by holding their feet to the fire that we  
17 are looking.

18 MS. DOWD-BURTON: Yes.

19 COUNCILMAN JONES: And we are taking these  
20 suggested participations very seriously. That's  
21 communication that we now have.

22 Couple other things by way of -- two  
23 things. One by way of organized labor. We want  
24 to know what that report is. Because when I first

1 came here, we had 17 trades people, unions, sign  
2 off on an agreement --

3 MS. DOWD-BURTON: Yes.

4 COUNCILMAN JONES: -- to begin apprentice  
5 programs. And six years later, I'd like to know  
6 how we are doing on that.

7 Second thing is, as we look at the public  
8 schools, less and less schools -- what we're  
9 trying to change the trend. But fewer schools are  
10 doing trades; electrical, plumbing, carpentry and  
11 the like. And we want to reverse that. Because a  
12 meaningful wage can be gained by including those  
13 kinds of education options in public schools.

14 So we are going to be looking at your data  
15 incorporating it into our questions as we  
16 appropriate different departments to make sure  
17 that you -- what you do, what you both do, is  
18 taken seriously by the various departments and  
19 also major institutions that we have relationships  
20 with.

21 MS. DOWD-BURTON: Yes.

22 COUNCILMAN JONES: Whether it's land  
23 access, whether it's those kinds of leverages that  
24 we have with them. We are going to make them

1 understand that we care about this very deeply.  
2 Philadelphians being hired, minorities being  
3 utilized and women being a part of the workforce,  
4 as well.

5 So, I want to hear your suggestions again  
6 that we can employ.

7 MR. CLARK: The opportunities I identify  
8 based on the data. There are about six of them.

9 To increase minority workforce goals, to  
10 keep up with the demand of current and new  
11 projects. As you know, there is a lot of building  
12 going on. Based on some of the meetings  
13 Chairwoman Dowd-Burton and I are attending, some  
14 of our project owners are expressing concern of  
15 the availability because of the number of  
16 projects.

17 Two, leverage local project demand, meaning  
18 in Philadelphia, to increase utilization of  
19 minority and local workforce by geo-targeting  
20 local workforce outreach efforts in communities  
21 local to active projects. I can say that Temple  
22 and Penn have been proponents of this strategy by  
23 looking within the ZIP codes of where their  
24 schools are located, and Drexel, to hire folks on

1 their projects.

2 Three, leverage project demand to increase  
3 the availability of targeted workforce  
4 demographics among the trade unions which goes in  
5 tandem with what you shared.

6 Strategically plan project activities to  
7 correspond with known workforce availability.  
8 Now, that speaks to what folks know. That doesn't  
9 speak to what we don't know. Based on your  
10 definition of utilization, we don't know what the  
11 actual cap is for minority and female workers in  
12 trade unions. Based on what we think we know,  
13 those goals will be set based on that information.

14 Fifth, adjust EOP goal setting to  
15 correspond with known workforce availability and  
16 historical workforce utilization averages.

17 And lastly, increase the availability of  
18 union apprenticeship programs to increase  
19 minority, female and local workforce numbers.

20 COUNCILMAN JONES: Madam Chair, will this  
21 data be made available to all Council?

22 MS. DOWD-BURTON: Yes.

23 COUNCILMAN JONES: My suggestion is that it  
24 happens earlier in the process. I think it's this

1 Thursday the Mayor does his State of the --

2 MS. DOWD-BURTON: Budget Hearing --

3 COUNCILMAN JONES: A Union Budget address  
4 for the City.

5 MS. DOWD-BURTON: Yes.

6 COUNCILMAN JONES: And after that, quickly  
7 after that, we begin each individual department's  
8 presentations for their budget allocation. That  
9 would be a perfect time for you guys to kind of  
10 let us know, you know, and particularly in areas  
11 where we have done well, we want to compliment and  
12 kind of reinforce departments that have achieved  
13 those goals. But we also want to hold accountable  
14 those departments that do not.

15 This is a perfect time to receive your data  
16 and your hard work. And I thank you. I thank you  
17 all for your participation in this. But this data  
18 gives us information that gives us the ability to  
19 hold them accountable. My colleagues Councilwoman  
20 Blondell Reynolds Brown and Councilman Goode  
21 always ask that question. But with this data, we  
22 can hold them responsible for their work or lack  
23 thereof.

24 MS. DOWD-BURTON: I will quickly mention

1 that the data we have is based on information  
2 provided by monitors on projects. And so, the  
3 Water Department has had Venice Island, the bio  
4 fuels and the bio solids projects that have had  
5 monitors and oversight committees. Public  
6 Property, Youth Study Centers, similar fashion.

7 The Streets Department and Aviation have  
8 not had monitors on projects as of yet. So, we  
9 will not have that kind of information to report  
10 to you as it relates to workforce.

11 COUNCILMAN JONES: Well, I mean, quick  
12 question. Does the Department of Labor Standards  
13 still exist?

14 MS. DOWD-BURTON: Yes, it does. And it is  
15 responsible for the implementation of LCPtracker,  
16 which is a software that they are currently  
17 piloting. Once that software has been signed off  
18 on, it will be rolled across projects in the City.

19 COUNCILMAN JONES: It's been a while since  
20 I've been on that side of the operation. But do  
21 they also have field monitors?

22 MS. DOWD-BURTON: They do. Most of  
23 their -- all of their data, I should say, is hard  
24 copy data.

1           COUNCILMAN JONES: That's not a field  
2 monitor. That's someone voluntarily sending in  
3 data.

4           MS. DOWD-BURTON: Well, no. They have  
5 project contractors who are on projects who are  
6 sending in workforce data on a weekly basis. And  
7 so, it is all in hard copy though. It's very  
8 difficult to assimilate and then analyze, which is  
9 why we're relying on the system once it's in.

10          COUNCILMAN JONES: I mean, that's one  
11 level. And data crunching is important, and I see  
12 how you've done that. But boots on the ground  
13 verifying these numbers is equally important  
14 because I like to think everyone is -- are people  
15 of integrity. All too often, if people don't  
16 believe that someone is looking, that someone will  
17 actually come out and knock on the door of the  
18 construction site.

19          MS. DOWD-BURTON: Right. Well, the  
20 monitors who've collected the data for these  
21 oversight committees have also had people who have  
22 gone out and done the correlation between what's  
23 in hard copy and what's in paper.

24          COUNCILMAN JONES: I look forward to

1 receiving the data that you -- the report that  
2 you've just given us. But also, Madam Chair,  
3 looking at what departments you kind of have to go  
4 on the honor system with. And we will be able to  
5 segregate out them and ask a little more probing  
6 questions of them to verify the numbers.

7 MS. DOWD-BURTON: Okay. Thank you.

8 COUNCILMAN JONES: Thank you very much.

9 MS. DOWD-BURTON: Thank you very much,  
10 William.

11 Now I'd like to ask -- and I see Glenn  
12 Bryan has arrived from the University of  
13 Pennsylvania. Thank you and welcome to the  
14 Economic Opportunity Review Committee. Appreciate  
15 your being here in this weather.

16 MR. BRYAN: Thank you. Thank you. I'm  
17 glad that, you know, you invited us. I just -- my  
18 name is Glenn Bryan as was said. I'm Assistant  
19 Vice President of Penn at Government Community  
20 Affairs and also the Chair of Penn's Economic  
21 Inclusion Program, something that I established at  
22 Penn some years ago.

23 I just want to thank you for the  
24 opportunity, you know, to speak with you this

1 morning. It's my error in that I thought that  
2 this session would be more of a conversation as  
3 opposed to testimonies given as we just heard.

4 With that said, you know, I can still talk  
5 about what we do. But I would like to -- we, I  
6 don't know if it would be me, but we would like to  
7 come back in front of you with testimony, you  
8 know, at another scheduled proceeding that you may  
9 have.

10 MS. DOWD-BURTON: Sure.

11 MR. BRYAN: That is the -- that is what I  
12 offer to you. So that, you know, you'll have a  
13 testimony from Penn on this. But I am prepared to  
14 talk about our program.

15 MS. DOWD-BURTON: Okay.

16 MR. BRYAN: But it's your decision.

17 MS. DOWD-BURTON: Well, you're more than  
18 welcome to come back. Let's proceed with what you  
19 have for today. And we meet quarterly.

20 MR. BRYAN: Okay.

21 MS. DOWD-BURTON: You are always welcome.

22 MR. BRYAN: I am just going to, you know,  
23 actually talk about -- and thank you for serving  
24 on our Economic Inclusion committee.

1           This -- what I'd like to say is we feel we  
2     have -- and we do have a unique model. Some years  
3     ago created, we had some things going on within  
4     the university, some purchasing here, some human  
5     resources. What I did was pull it all together to  
6     create something called an Economic Inclusion  
7     Program with three parts to it: Procurement of  
8     what we purchase as a university, what we -- you  
9     know, what we buy as a university, what we  
10    construct and who we hire.

11           So, there is three committees that we have  
12    that oversees each one of those areas. Both from  
13    the university and also Penn Medicine. Kind of an  
14    unwieldy kind of group. We thank you, Angela, for  
15    serving on that and some other Council and  
16    legislative folks, Councilwoman Blackwell, for  
17    example, serves on that committee and others. And  
18    the idea is how can we as a university affect  
19    growth in our community through this economic  
20    inclusion program.

21           With that said, we do kind of a report card  
22    each year in terms of how we're doing relative to  
23    construction, purchasing and human resources. One  
24    of the things that we, you know -- it's one thing

1 to make numbers. And it's another thing to deal  
2 with the issues and problems that exist, you know.  
3 And as you know, we've -- I'm tired of numbers.  
4 They are very important, but we'll be talking  
5 about them forever. We need to get to the  
6 fundamental issues in terms of why there are no  
7 opportunities and how the city, the universities,  
8 how can we address those problems collectively  
9 because the potential is great.

10 Just give you an idea about our report  
11 cards, so to speak. We have to date, we've got  
12 about \$199 million in contracts. Fairly  
13 significant amount of money. And MBE contracts,  
14 the projected is about 18, 19 percent for MBEs,  
15 and WBEs about 7 percent. That is 26 percent of  
16 all contracts are projected to go to minorities  
17 and women on -- in construction.

18 The overall employment piece is overall  
19 work completed to date. We have minority men  
20 26.45 percent and, unfortunately, women just  
21 0.75 percent, totaling 27.20 percent is the actual  
22 employment for contract. We try to go higher than  
23 that. And we have multiple projects which some  
24 projects don't do as well as the others. Some

1 projects exceed the goals and some don't.

2 Usually in the cases where the projects  
3 don't, we address that pretty quickly. The  
4 contractor is not -- well, let's put it this way.  
5 The contractor is spoken to in terms of meeting  
6 these goals if the person -- if that company wants  
7 to work on future projects at Penn.

8 The other piece that we're looking at  
9 closely, and I think it was said earlier, is the  
10 total area residents. That's an area that our  
11 program was built on. It was not built on  
12 minorities and women. It was built on the local  
13 community, how we could -- the local community  
14 being in West Philadelphia being 85 --  
15 83.5 percent African-American. And we felt that  
16 we can cover both bases. And it would be  
17 something that the University of Pennsylvania  
18 could get behind firmly.

19 Total residents very low. It's not what we  
20 would like. We are at about 6.56 percent when you  
21 average it out. In the past, we have tried and we  
22 did create an apprenticeship program that would  
23 deal with the area ZIP codes and bring -- train  
24 folks to get in the trades. And we would kind of

1 put those demands on our contractors. If you  
2 wanted to build something at Penn, you would have  
3 to participate and hire, bring these people on,  
4 these individuals on. We did that. That program  
5 was a pilot program. It's called a Lucien E.  
6 Blackwell Apprenticeship Program.

7 We have had conversations with other nearby  
8 institutions and the Councilwoman to hopefully  
9 maybe soon create a multi-institutional type of  
10 program that would work with the building trades,  
11 unions and get local residents into the trades and  
12 on to jobs at places like University City Science  
13 Cent, Drexel University, Penn, Children's  
14 Hospital, lot of -- lots of opportunities. Lots  
15 of buildings. So that's where we are as far as  
16 projects are concerned.

17 We have a lot of -- a number of upcoming  
18 projects that -- within Penn Medicine and the  
19 University. Five to be exact. And we are looking  
20 to -- each of those construction projects have a  
21 EOP, an economic opportunity plan. Any project at  
22 Penn prior to it even become fashionable with the  
23 City already had it at Penn about ten years ago.  
24 \$5 million or over require an economic inclusion

1 opportunity program. We are well aware of what  
2 the challenges are and the opportunities are, as  
3 well.

4 I won't go into too many details about some  
5 of the other areas. But purchasing is a major  
6 part of this program. And our 2014 economic  
7 inclusion goals are \$117 million for local spend  
8 and diversity spend. 95 million and out of that  
9 \$18 million are economic inclusion goals for  
10 African-American suppliers, so we've parceled that  
11 out. We made that a distinctive category that we  
12 are going after aggressively.

13 We are midway through, so our local spend  
14 rate to date on all these around 50 to 60 percent  
15 of what we said we would do. We are at that point  
16 right now. I think in one we are exceeding it.  
17 We are at about 67 percent for the whole diversity  
18 supplier spend. We are feeling -- we note -- we  
19 feel that we will be on track at the end of the  
20 fiscal year, economic year regarding economic  
21 inclusion for purchasing goals.

22 Same with the human resources, activities.  
23 What we are looking at clearly are how can we  
24 increase the number of jobs for folks within as

1 largest private employer. How can we as a  
2 university and Penn Medicine create more  
3 opportunities. So, we are working with a number  
4 of training programs within the area now more than  
5 we have had in the past and focusing on the local  
6 workforce. By the same token, as increasing --  
7 trying to increase the number of folks that  
8 currently work at Penn to live at West  
9 Philadelphia, lived in the community especially  
10 with Penn Medicine. With all these snowstorms, it  
11 makes all the sense in the world that Penn Presby  
12 and HUP have a workforce that lives close by just  
13 for, you know, the well being, health of the  
14 community.

15 We have a pipeline program working with  
16 local high schools to expose the students to the  
17 healthcare field which is vast. Not just doctors  
18 and nurses but many of the other professions and  
19 occupations within the hospital. To expose them.  
20 And they are actually getting paid internships  
21 within HUP at 34th and Spruce.

22 What I want today say to you is that what I  
23 said earlier is that, yeah, we are doing all these  
24 things and more. Let me just add one thing to the

1 construction. We have -- Penn Medicine, and I  
2 should just say that, we have three different  
3 operating systems at Penn and three operating  
4 systems at Penn Medicine. This is one of the  
5 efforts and initiatives that we bring everybody  
6 together to talk about economic inclusion and  
7 actually develop some goals behind that.

8           One in particular that I would like to use  
9 an as example -- and I have a wonderful letter  
10 from this contractor. We have significant amount  
11 of construction going on within Penn Medicine as  
12 you are seeing. There are significant  
13 opportunities. How can we actually provide  
14 opportunities in keeping with our economic  
15 inclusion?

16           So, we met with a major contractor who does  
17 most of the work. And we actually asked him to  
18 help parcel out some of that work to a group of  
19 minority contractors. And we basically said that  
20 this is where the direction that we want to go and  
21 we want you to -- and to follow it. I am here to  
22 say that that has happened. We have four  
23 contractors, minority contractors, that are  
24 getting significant contracts to date at Penn

1 Medicine. And we are pleased that -- it was a  
2 little rocky going at one point, but I think the  
3 results are speaking for themselves.

4 I have just received a letter from one of  
5 the -- I don't get many good letters like this.  
6 But a letter from a minority contractor that --  
7 that testifies to this and what we are trying to  
8 do with this is to build capacity amongst our --  
9 the folks that we -- the minority contractors and  
10 women owned contractors. That is what we are  
11 attempting to do.

12 We've -- we're trying to leverage  
13 partnerships, more outreach, greater outreach,  
14 more benchmarking and hoping to actually grow  
15 these businesses so they can do business with  
16 Penn. We are just not looking for joint ventures  
17 for the sake of joint ventures. We are looking  
18 for ways to create capacity, help grow capacity.

19 For example, in one of our -- in our  
20 purchasing, we started out with a company that was  
21 a second tier, third tier company, minority  
22 company. Now that company is the first tier  
23 company. And those are the kinds of examples that  
24 we are trying to create and set. So --

1 MS. DOWD-BURTON: Glenn.

2 MR. BRYAN: That's all I have. I wanted to  
3 just say that -- these things to you. As I said  
4 before testimony, you know, official testimony can  
5 be given. But I thought I would just lay those  
6 things out to you.

7 And if there are any questions, I will take  
8 them.

9 MS. DOWD-BURTON: Okay. Thank you. First,  
10 I want to acknowledge University of Pennsylvania  
11 and your care and organization for participating  
12 in doing business with the City of Philadelphia.  
13 We appreciate that part.

14 MR. BRYAN: Our pleasure.

15 MS. DOWD-BURTON: One of the things you  
16 mentioned -- you mentioned four minority firms  
17 that are working on significant projects. In  
18 fact, these companies are working on multi-million  
19 dollar projects. They are working as prime on a  
20 particular segment of business that is their  
21 business where they can leverage any experience  
22 they have with Penn to other nonprofits, as well.

23 MR. BRYAN: Correct.

24 MS. DOWD-BURTON: In the private sector.

1 So, we appreciate the hands-on development of  
2 opportunities where companies can demonstrate  
3 their capability, their capacity and are growing  
4 at Penn.

5 MR. BRYAN: Thank you. And as I said  
6 before, we -- if I could -- it's possible and says  
7 it's okay to do it, and I believe you will receive  
8 a copy of this letter. But if I could read it, I  
9 would appreciate the opportunity to do so.

10 MS. DOWD-BURTON: So, quickly because we  
11 have two --

12 MR. BRYAN: I will do it very, very  
13 quickly.

14 MS. DOWD-BURTON: -- others to testify.

15 MR. BRYAN: I read quicker than I speak.

16 MS. DOWD-BURTON: Okay.

17 MR. BRYAN: This shows kind of what we are  
18 doing.

19 "Mr. Bryan, I would like to quickly extend  
20 my gratitude for your commitment to inclusion of  
21 minority owned firms on your recent construction  
22 projects. This past fall's meetings conjoined  
23 with L.F. Driscoll, Urban Affairs Coalitions and  
24 PIDC to discuss the Economic Opportunity

1 Initiative with the University of Pennsylvania was  
2 freshening and welcome dialogue. Additionally, I am  
3 pleased to account that my firm has been awarded  
4 three, three major projects working directly with  
5 LF Driscoll at HUP. I applaud both the University  
6 of Penn and LF Driscoll's pursuit in engagement of  
7 quality minority contracted firms such as a firm  
8 as Advantage Contracting. Again, I thank you for  
9 the opportunity. Look forward to working with you  
10 in the near future. Bill Cromedy, President of  
11 Advantage Contracting."

12 MS. DOWD-BURTON: Okay. Thank you very  
13 much. And if we can, were you able to transcribe  
14 what he read to you, or would you like to have a  
15 copy of that?

16 Maybe we can after the meeting make a Xerox  
17 copy for her to put in the record.

18 MR. BRYAN: I can leave this.

19 MS. DOWD-BURTON: Okay. That would be  
20 great.

21 MR. BRYAN: I can leave this. But what I  
22 said was from here. I can come back with  
23 testimony.

24 MS. DOWD-BURTON: Thank you. Okay.

1 Mr. Bryan, we appreciate your coming out into this  
2 weather. And now we also want to acknowledge a  
3 representative from Turner Construction who has  
4 also braved the elements, Dexter Hendricks.

5 MR. HENDRICKS: Good morning.

6 MS. DOWD-BURTON: Good morning. Thank you  
7 for being here.

8 MR. HENDRICKS: Thank you for having me.

9 MS. DOWD-BURTON: One of the reasons why  
10 you were invited this morning is because you are  
11 going to be launching a capacity building program  
12 this -- actually this week. And so, I wanted to  
13 know if you could sort of explain to the public at  
14 large and my committee in absentia right now what  
15 the program is all about, what you are hoping to  
16 accomplish, how many companies have registered  
17 thus far.

18 MR. HENDRICKS: Absolutely. Thank you.  
19 So, this Thursday, we are having the kickoff of  
20 the Turner School of Construction Management  
21 Program. This program was started in 1969, so  
22 it's been around for a while. It's a Turner  
23 Brainchild Program. And this spring we are  
24 bringing it to the City of Philadelphia. We have

1 the kickoff on March 6.

2 It's a program really to introduce small  
3 emerging contractors to doing business with large  
4 GC such as Turner. It would be nice if they would  
5 all work for Turner, but we realize it would be  
6 disadvantage for them to put all their baskets  
7 into the Turner basket. But this program  
8 essentially will help them not only to work for  
9 Turner but for other big GCs.

10 We go through programs such as estimating,  
11 insurance qualifications, the prequalification  
12 process classes such as how to manage your  
13 business, training your people, et cetera, et  
14 cetera.

15 Currently, we have about 33 students that  
16 come from various trade disciplines, various  
17 companies. And we are set to have the culmination  
18 of the program in late April. Students will  
19 receive a certificate, kind of get the Turner  
20 stamp of approval that you have been trained, you  
21 know what is expected of you as a contractor.  
22 Hopefully, that will lead to contracts now in the  
23 future for them to work on Turner projects and  
24 other projects within the City as well.

1           MS. DOWD-BURTON: We do have a list of some  
2 of the speakers and the program that you will be  
3 having over the next few weeks. Can you describe  
4 who they will be in terms of the expertise that  
5 you are bringing to the program?

6           MR. HENDRICKS: Right. So currently, the  
7 classes are going to meet every Thursday. And  
8 each class kind of is dedicated to a particular  
9 topic. And I have industry professionals coming  
10 in to speak as well as members of the Committee  
11 coming in to speak.

12           One of the classes that focuses on bonding,  
13 we'll have somebody from the SBA Administration  
14 come in. Also, we have our individual  
15 professional from the bonding industry coming in  
16 to speak about her business within the City of  
17 Philadelphia here. We know bonding is one of the  
18 challenges that small minority organizations face.  
19 Something that's definitely necessary and needed.  
20 We wanted to give them the upper hand in providing  
21 as much information to them -- as it relates to  
22 that.

23           Scheduling is one of the courses. We have  
24 our scheduler from Turner Construction coming in,

1 somebody that's been in this industry over 30  
2 years that is teaching the scheduling class. And  
3 we have other members of the community come in. I  
4 have somebody from the Urban Affairs Coalition  
5 that is going to speak, as well.

6           Somebody from the Urban League coming in to  
7 speak for about five minutes or so to the class  
8 just to expose them to the kind of resources that  
9 not only the City of Philadelphia has but, you  
10 know, things that they can use to their benefit,  
11 take advantage of a lot of the programs and  
12 resources that are available to them.

13           MS. DOWD-BURTON: Thank you. So, this is  
14 an eight-week course. It will end April 24. It  
15 starts March 6.

16           MR. HENDRICKS: That's correct.

17           MS. DOWD-BURTON: You have about 33 or so  
18 companies. Is it too late to register?

19           MR. HENDRICKS: It's not too late to  
20 register. You know, I can't see myself turning  
21 anybody away if they definitely have a need and  
22 they could use the service. I mean, my job is to  
23 create a qualified talent pool of minority, women  
24 owned disadvantaged business. I would hate to

1 turn anybody away. I think it's a win-win for  
2 anybody if that talent pool of qualified  
3 minorities keeps growing and growing and growing  
4 of which we can select from. I would not turn  
5 anybody away.

6           However, there are some requirements to be  
7 in the class. You have to have a construction  
8 company that's been at least operable for about  
9 two years prior to coming to the course. You  
10 know, you're not exactly green. You do know some  
11 processes that are in place. That's one of the  
12 requirements.

13           MS. DOWD-BURTON: Okay. I would invite  
14 those who -- companies who have not registered yet  
15 who are interested in participating in the Turner  
16 Capacity Building Program, we are working in  
17 collaboration this year to contact the Office of  
18 Economic Opportunity or would you like for them to  
19 contact you directly?

20           MR. HENDRICKS: Either or. I think this is  
21 a good opportunity for me to thank you and the  
22 Office of Economic Opportunity for partnering with  
23 us and truly making this program a success. A lot  
24 of the 33 students has come through your pipeline

1 into the program. So with this partnership, I'm  
2 hoping that we can do what's good and great for  
3 the City of Philadelphia.

4 Thank you and, yes, they can either contact  
5 you or myself directly to get entrance into the  
6 next class.

7 MS. DOWD-BURTON: Okay. So, I am going to  
8 be brave enough to put my telephone number out  
9 here. So, you are going to have to do that too  
10 then.

11 MR. HENDRICKS: Absolutely. Absolutely.

12 MS. DOWD-BURTON: The telephone number for  
13 the Office of Economic Opportunity is  
14 215-683-2057. That's 683-2057.

15 MR. HENDRICKS: My telephone number, Dexter  
16 Hendricks, Turner Construction, 732-627-8314 or  
17 you can always email me DHendricks@tcco.com.

18 MS. DOWD-BURTON: Thank you. Any other  
19 comments or thoughts?

20 MR. HENDRICKS: No. Just wanted to again  
21 thank you for the opportunity to come and speak  
22 about talk about the program. Obviously, our  
23 collaboration and working together, I think it's a  
24 win-win for everybody here. So, thank you again.

1 MS. DOWD-BURTON: You're welcome. Thank  
2 you and safe travels.

3 MR. HENDRICKS: Thanks.

4 MS. DOWD-BURTON: I would like to now  
5 invite Mr. Steve Masters from JustLaws, LLC to  
6 come forward.

7 MR. MASTERS: Good morning, Madam Chair. I  
8 am happy to be here today. Just a correction for  
9 your agenda. JustLaws, my law firm, is one word  
10 not two words.

11 MS. DOWD-BURTON: Oh, thank you.

12 MR. MASTERS: Sure.

13 MS. DOWD-BURTON: JustLaws, one word.

14 MR. MASTERS: To follow up on my testimony  
15 last quarter, just this past Friday I was able to  
16 sit down with a team from the Water Department to  
17 discuss the water treatment chemical contract.  
18 And coming onto that meeting, there are -- I have  
19 some questions that I'm hoping that you can help  
20 with some clarifications.

21 According to the Water Department people,  
22 the water treatment chemical contract they are  
23 saying is not a contract with the Water Department  
24 but it's a citywide supply contract that they

1 don't have really any control over.

2 Do you agree with that?

3 MS. DOWD-BURTON: Well, so the water  
4 treatment chemicals -- for our audience, let's  
5 talk for a moment about the scope.

6 We are talking about nine to twelve  
7 contracts with water treatment chemical suppliers.  
8 The cost of those contracts are about 20 to  
9 23 million dollars a year. We currently do not  
10 have participation on those contracts.

11 MR. MASTERS: Correct.

12 MS. DOWD-BURTON: The Water Department and  
13 the Office of Recreation, Parks and Recreation  
14 Department are two of the users of supply that's  
15 provided by those contracts. It is a citywide  
16 contract. Because it -- the companies who supply  
17 the chemicals and they're multiple chemicals, are  
18 providing support to multiple sites around the  
19 city in addition to multiple departments.

20 MR. MASTERS: It's definitely true that  
21 it's multiple sites. But my review of the RFP was  
22 that they were all sites that were operated and  
23 controlled by the Water Department. They were  
24 water treatment chemical facilities. I wasn't

1 aware that there was some Parks and Recreation  
2 facilities also, but I take that as an amendment  
3 to that.

4 So, their recommendation to me was that the  
5 Procurement Department is the main department then  
6 that is going to make the decision as to whether  
7 this contract gets automatically renewed or  
8 whether it doesn't get renewed for its second  
9 year.

10 Do you -- is that your understanding, also?

11 MS. DOWD-BURTON: Ultimately, the  
12 Procurement Commissioner is the contracting  
13 authority for this -- these contracts.

14 MR. MASTERS: They also told me as you had  
15 stated last time that many of the water treatment  
16 chemical companies that I had located don't seem  
17 to be very interested in doing business with the  
18 city, so they are not -- they are not following  
19 through with contacts from the Water Department.

20 But they did tell me something that was  
21 quite surprising to me which is that one of the  
22 current vendors that is supplying water treatment  
23 chemicals is in fact a women-owned business but  
24 it's not certified. And therefore, there is

1 actually participation on this contract but it's  
2 not credited and it's not -- I don't know how you  
3 would put it. It's not official, but it's in  
4 fact --

5 MS. DOWD-BURTON: Well, so we can't say  
6 it's a fact because we don't know what the  
7 ownership and control is on the company. I think  
8 one of the facts is that there is a woman who I  
9 believe is CEO of the company, but I'm not sure.  
10 And I think one of the things that we do have to  
11 do is investigate why the company is not certified  
12 as a WBE. We hesitate to take credit, if you  
13 will.

14 MR. MASTERS: No. I understand we can't  
15 take credit yet. Apparently, this is a  
16 third-generation women owned business and a long  
17 standing supplier to the City of Philadelphia.  
18 Just getting them certified would seem to me to be  
19 somewhat of a slam dunk in terms of adding  
20 participation. And I'm wondering what your  
21 office, what steps you're taking to make that  
22 happen?

23 MS. DOWD-BURTON: So, getting certified as  
24 a minority or female owned business is a personal

1 decision. There are some minority and women owned  
2 business who don't want to be certified. They  
3 don't see the advantage. They feel that they can  
4 develop and grow their business on their own, so  
5 they are not seeking certification.

6 In order to get certified, you have to  
7 release legal documents, financial documents. You  
8 have to be interviewed. Your site is -- there is  
9 onsite investigational tour. So, some companies  
10 don't elect to do that.

11 MR. MASTERS: That is not something we can  
12 do for them, in other words. They have to  
13 cooperate and want to do it.

14 MS. DOWD-BURTON: That's absolutely  
15 correct.

16 MR. MASTERS: Wouldn't it be the case,  
17 thought, that if they were certified, they would  
18 be open to many more opportunities than they are  
19 right now?

20 MS. DOWD-BURTON: I believe that is true.

21 MR. MASTERS: Isn't that true on the  
22 federal, state and local level? Aren't there  
23 contracts that are set aside for women owned  
24 businesses that they can only compete for if they

1 are certified?

2 MS. DOWD-BURTON: That is correct.

3 MR. MASTERS: There is no real downside as  
4 opposed -- I guess except for the time it takes  
5 for them to cooperate with this certification  
6 process which is free of charge.

7 MS. DOWD-BURTON: And sharing personal  
8 information.

9 MR. MASTERS: But it's confidential.

10 MS. DOWD-BURTON: Yes, it is. So, I don't  
11 have an answer for you as to why they're not  
12 pursuing the certification.

13 MR. MASTERS: As far as you know, has  
14 anyone in your office had communications with CEO  
15 to explore this further?

16 MS. DOWD-BURTON: What's the name of the  
17 company?

18 MR. CLARK: The name of the company is  
19 Karis Corporation[phonetic].

20 MS. DOWD-BURTON: So, I have sitting a few  
21 chairs away from you Alice Dungee-James who is  
22 responsible for the OEO registry. And she can  
23 certainly follow up as it relates to what may be  
24 hindering the company from getting certification.

1 But at the end of the day, we will do all that we  
2 can to encourage. At the end of the day, it is  
3 the decision of the -- the business owner.

4 MR. MASTERS: So, when I testified last  
5 quarter, at that point you weren't able to make a  
6 determination as to whether OEO was going to be  
7 able to set any participations ranges on this  
8 contract. And you also weren't that clear as to  
9 when the deadline was to communicate that  
10 information to the Procurement Department for them  
11 to -- when they are actually going to be making  
12 the decision as to renewal of this contract.

13 Are you any closer to either making  
14 participation ranges or coming up with a -- an  
15 approach or position on the renewal of this  
16 contract?

17 MS. DOWD-BURTON: So the renewal of the  
18 contract is the Procurement Commissioner's sole  
19 responsibility. We do collaborate on many things.  
20 This is one of them. One of the things that we've  
21 done since we began to explore the potential for  
22 opportunity is to look at the companies that are  
23 out there.

24 Number one, the companies that are

1 available, the companies that are willing, the  
2 companies that are able to provide water treatment  
3 chemicals directly or as a subcontract in terms of  
4 distributors. The water chemical industry is  
5 highly regulated. That's a given.

6 One of the actions that we've taken in  
7 addition to looking at the companies that you  
8 suggested, we have talked to the Women's Business  
9 Enterprise National Council about companies that  
10 may be certified across the companies that are in  
11 the areas of water treatment chemicals. We have  
12 taken a look at their list.

13 There are a couple of companies that we are  
14 interested in learning more about, so we are  
15 exploring that. We have also sent joint letters,  
16 letters signed by the Office of Economic  
17 Opportunity, the Procurement Commissioner as well  
18 as the Water Commissioner. Letters that were sent  
19 to suppliers of water treatment chemicals today.  
20 And so, those letters have asked the companies  
21 that provide us with water treatment chemicals  
22 right now, what is your current supplier diversity  
23 program? Do you have any companies that you are  
24 working with that are directly or indirectly

1 supporting the City of Philadelphia or other  
2 customers that you have.

3 And so, we've given them until the end of  
4 March to provide us with that information. That  
5 will give us more market intelligence that we need  
6 to understand who is out there, who actually has  
7 the capability, ready, willing and able to do  
8 business with the city.

9 MR. MASTERS: When did you send those  
10 letters to those companies?

11 MS. DOWD-BURTON: They were sent last week.

12 MR. MASTERS: Last week?

13 MS. DOWD-BURTON: Yes.

14 MR. MASTERS: Can you make those letters  
15 public and can you make the responses of the  
16 companies public on your website?

17 MS. DOWD-BURTON: I don't see a problem  
18 with that. We will look and see what we get.

19 MR. CLARK: And in the meantime, can you  
20 share those letters with me?

21 MS. DOWD-BURTON: Sure. I will show you  
22 those letters.

23 MR. MASTERS: Okay.

24 MS. DOWD-BURTON: Is there -- can you share

1 with me your interest in those letters?

2 MR. MASTERS: Sure. I don't have a client.  
3 This is not -- I don't have a financial interest  
4 in this. This is a public interest project for my  
5 law firm.

6 And my interest is to make this as  
7 transparent and public and to basically  
8 encourage -- to have this as a best practice and  
9 to see whether we can really have it as robust an  
10 effort as possible so we can turn this contract  
11 around and take it from, you know as I testified  
12 in the past, the largest contract in the city that  
13 doesn't have any participation to one that has  
14 quite a bit.

15 Because my sense, and I think you're  
16 getting that sense too, is that there really are a  
17 number of potential suppliers out there who could  
18 fulfil this contract and are either minority or  
19 women or some other kind of disadvantaged  
20 category. And this would be a great, I think, a  
21 great victory to celebrate for the city.

22 So, my sense is let's see if we can make  
23 this as robust and public as possible. And maybe  
24 this can have a ripple effect throughout the water

1 treatment or just the chemical industry in  
2 general. This may be able to even create more  
3 participation for some of our other contracts and  
4 maybe for some other municipalities or regions.  
5 And my research into this has shown that other  
6 communities have had trouble finding these  
7 minority, women owned companies. And it shouldn't  
8 be that hard.

9           It -- we -- and I guess the last thing I  
10 would say, Madam Chairman -- Chairwoman is that,  
11 and I don't really understand this. But  
12 apparently, there is an attitude out there that a  
13 lot of companies don't feel that it's either very  
14 easy or very rewarding to do business with the  
15 City of Philadelphia. And so, they don't bother  
16 to actually pursue those opportunities.

17           And I don't know -- I guess, personally, if  
18 I was running a water treatment chemical company  
19 and I had a certification and I could get -- I  
20 could help create participation ranges that would  
21 create many more opportunities and much higher  
22 likelihood than my company would be able to share  
23 in some of those contracts, I would think that  
24 that would be an opportunity to be pursued fairly

1 actively and not poo poo'd. But there is  
2 something out there that apparently is stopping  
3 these companies or turning them -- turning away  
4 their interest.

5 And maybe the more we show that, like, we  
6 are open for business on this area and we really  
7 want to attract these companies -- I don't know if  
8 that really does the trick, but it certainly can't  
9 hurt. And if it causes -- maybe the companies I  
10 found, maybe their -- maybe some of them really  
11 aren't interested. And I just found them. They  
12 didn't come to me, so I came to them.

13 And they -- I can't tell you that they've  
14 been pounding my phones or my emails and asking me  
15 when they could start doing business with the  
16 city. Most of them are fairly blase about it.  
17 But they're in the business of selling water  
18 treatment chemicals. We're in the business of  
19 buying them. It seems like a match.

20 MS. DOWD-BURTON: So, there's a lot that  
21 you've said there. And we can certainly have a  
22 conversation for the rest of day because it's  
23 something I'm interested in having spent 19 years  
24 in the chemical industry. I'm extremely

1 interested.

2 MR. CLARK: Okay. I didn't realize that  
3 you -- that that's your industry.

4 MS. DOWD-BURTON: And so, I will tell you  
5 that this is a highly technical industry. There  
6 is extreme risk in this industry. The companies  
7 that say they sell chemicals have ranged from  
8 selling chemicals for stripping floors to  
9 chemicals for removing paint not necessarily water  
10 treatment chemicals.

11 And so, when you begin to peel back the  
12 onion of what these companies are actually doing,  
13 they're not as close to the portfolio of chemicals  
14 that we buy as one might think.

15 The other is looking at the size of the  
16 demand for the chemicals. Today, when you look at  
17 the salt that is running from people throwing salt  
18 on the streets to melt the snow and it sort of  
19 filters down into the Delaware or the Schuylkill,  
20 there are certain kinds of actions that are caused  
21 from the environment that our Water Department has  
22 to respond to.

23 And so, depending on what's happening in  
24 the environment, they can rev up or rev down the

1 demand for that product. And the companies who  
2 are selling it have got to rev up or rev down with  
3 them.

4 I'm with you. I am up for agitating the  
5 marketplace. And seeing where it takes us in  
6 terms of identifying truly who are the minority  
7 and women owned businesses that are out there that  
8 can meet the needs of the City of Philadelphia and  
9 going after it. So, I appreciate your comments  
10 and your interest.

11 MR. MASTERS: Great.

12 MS. DOWD-BURTON: And I am certainly  
13 willing as I mentioned often, interested in  
14 working you.

15 MR. MASTERS: Great. And you mentioned the  
16 rock salt. That's, as you know, another contract  
17 that the City has no participation in. Although,  
18 it's quite a bit lower traditionally than the  
19 water treatment chemical contract. I imagine this  
20 year our rock salt purses have kind of exceeded  
21 our budget.

22 MS. DOWD-BURTON: Exactly.

23 MR. MASTERS: But that's certainly another  
24 one to look at. And I think that that industry is

1 probably not very highly regulated because salt is  
2 a fairly stable chemical compound that is not very  
3 dangerous to transport or to store. And yet, we  
4 haven't been able to find any women or minority  
5 owned companies to supply that for us. It's -- I  
6 think that's another one that we need to take a  
7 look at.

8 MS. DOWD-BURTON: Will do. At some point,  
9 I will be happy to talk to you about the salt  
10 mines that I have gone down into that were owned  
11 by Morton Salt and Rohm Haas, but that's a story  
12 for another day.

13 Thank you very much for your testimony and  
14 for coming in today. We look forward to working  
15 with you. And I just want to thank everyone  
16 that's here who has spent the time and have  
17 expressed the interest in understanding what the  
18 Economic Opportunity Review Committee does, how we  
19 do what we do and are interested in helping us  
20 build opportunities for minorities and women  
21 within the City of Philadelphia.

22 Thank you.

23 - - -

24 (At this time, the Economic Opportunity



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C E R T I F I C A T I O N

I, hereby certify that the proceedings and evidence noted are contained fully and accurately in the stenographic notes taken by me in the foregoing matter, and that this is a correct transcript of the same.

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Court Reporter - Notary Public

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| 28:23 29:11              | <b>we've</b> 38:3,11      | 17:21,24 23:6            | <b>\$40</b> 7:19          | <b>28</b> 28:11        |
| 30:5 32:11,13            | 41:10 44:12               | 23:11,21 24:4,7          | <b>\$5</b> 40:24          |                        |
| 35:23 42:22              | 60:20 61:6 62:3           | 25:12 28:2,6             | <b>\$60</b> 9:22          | <b>3</b>               |
| 43:20,21 45:10           | <b>who've</b> 34:20       | 30:3,9,19,20             | <b>\$7.3</b> 6:23         | <b>3</b> 1:6           |
| 48:2 58:2,13             | <b>William</b> 5:16       | 31:3,7,15,16,19          | <b>\$8.5</b> 7:5          | <b>30</b> 15:17 16:3   |
| 65:7 68:15               | 11:22 12:5 13:6           | 33:10 34:6 42:6          | <b>\$9.8</b> 6:23         | 19:12 23:8,11          |
| <b>wanted</b> 6:1,3      | 18:13 35:10               | 42:12                    |                           | 23:24 24:3,16          |
| 12:15 40:2 45:2          | <b>willing</b> 14:22 61:1 | <b>working</b> 27:12     | <b>0</b>                  | 51:1                   |
| 48:12 50:20              | 62:7 67:13                | 42:3,15 45:17            | <b>0.75</b> 38:21         | <b>30th</b> 4:10       |
| 53:20                    |                           |                          |                           |                        |

**31** 6:19  
**32** 26:12,18 28:3  
**33** 16:7 25:16,17  
 49:15 51:17  
 52:24  
**34th** 42:21

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**4**

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**4.7** 7:6  
**40** 25:11  
**400** 1:5  
**47** 5:3  
**49** 16:6 25:10

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**5**

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**5** 16:2 28:7  
**50** 28:11 41:14  
**56** 7:17

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**6**

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**6** 16:8 49:1 51:15  
**6.56** 39:20  
**60** 7:16 9:24  
 41:14  
**67** 41:17  
**68** 16:9  
**683-2057** 53:14

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**7**

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**7** 15:20,23 16:13  
 24:8,10,21,22  
 25:2,5 26:13,20  
 28:7 38:15  
**732-627-8314**  
 53:16  
**78** 15:21 24:12

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**8**

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**83.5** 39:15  
**85** 39:14

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**9**

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**95** 41:8

**ECONOMIC OPPORTUNITY REVIEW COMMITTEE  
MEETING AGENDA  
March 3, 2014  
10:00 - 11:30 am**

**Committee Members:**

- \_\_\_ Steven Scott Bradley, Chairman of the African-American Chamber of Commerce, PA-NJ-DE
- \_\_\_ Varsovia Fernandez, President and CEO, Philadelphia Hispanic Chamber of Commerce
- \_\_\_ Vanessa Fields, Vice President, AFSCME District Council 47
- \_\_\_ Peter Matthews, President AFSCME District Council 33

- I. Welcome**
- II. Introductions**
- III. Work of Committee**
  - A. Mission
  - B. Goal
  - C. Meeting Protocol
- IV. Review of Meeting Materials**
  - A. FY 2014 Public Works – Preliminary Activity
  - B. Contract Compliance Reporting System – CAEP
- V. Public Hearing (5 minutes per speaker)**

**Speakers Scheduled**

**Public Sector**

- **University of Pennsylvania**  
Glenn Bryan  
Assistant Vice President of Community Relations
- **Turner Construction Company**  
Dexter L. Hendricks, LEED® AP BD+C  
Community Affairs Director
- **City of Philadelphia, Office of Economic Opportunity**  
William P. Clark  
Director of Special Projects
- **Just Laws LLC**  
Steve Masters, Esq.



| Contract # | Bid #    | Company Name                            | Bid Amount | MBE                            | MBE Race      | MBE \$    | MBE %  | WBE                                 | WBE Race | WBE \$    | WBE %  |
|------------|----------|---|------------|--------------------------------|---------------|-----------|--------|-------------------------------------|----------|-----------|--------|
| 144027     | 3753     | JAMES J ANDERSON CONSTRUCTION CO INC    | 275,790    |                                |               |           |        |                                     |          |           |        |
| 144042     | 3756     | TONY DEPAUL & SON                       | 2,658,188  | A. BOB TOWING                  | Af Amer Fem   | 34,503    | 1.30%  | SJA CONSTRUCTION CO                 | Wht Fem  | 5,626     | 2.04%  |
| 144043     | 3762ECMS | KUCHARCHIK CONSTRUCTION INC             | 5,947,279  |                                |               |           |        |                                     |          |           |        |
| 144044     | 3765ECMS | TONY DEPAUL & SON                       | 8,678,992  |                                |               |           |        |                                     |          |           |        |
| 144045     | 3761ECMS | WAMPOLE MILLER INC db/a MILLER BROTHERS | 5,883,885  |                                |               |           |        |                                     |          |           |        |
| 144085     | 3757R    | CARR & DUFF INC                         | 281,154    |                                |               |           |        |                                     |          |           |        |
|            |          | STREETS                                 | 36,733,768 |                                |               |           |        |                                     |          | 1,718,245 | 4.66%  |
|            |          | WATER DEPARTMENT                        |            |                                |               |           |        |                                     |          |           |        |
| 144034     | 2582     | J P C GROUP INC                         | 615,000    | U S LUMBER INC                 | Asia Mal      | 61,500    | 10.00% | SJA CONSTRUCTION CO                 | Wht Fem  | 30,750    | 5.00%  |
| 144035     | 2518     | CARUSONE CONSTRUCTION INC               | 2,727,000  | Decision Distribution          | Hisp Amer Mal | 216,088   | 7.92%  | Gessler Construction, Co. Inc.      | Wht Fem  | 43,285    | 1.59%  |
| 144035     | 2518     | CARUSONE CONSTRUCTION INC               | 0          | Single-ton Contracting         | Af Amer Mal   | 83,000    | 3.04%  | US Lumber                           | Asia Fem | 104,500   | 3.89%  |
| 144036     | 2555     | PETRONGOLO CONTRACTORS INC              | 1,524,928  | G E FRISCO CO INC              | Asia Mal      | 188,788   | 9.10%  | GESSLER CONSTRUCTION CO INC         | Wht Fem  | 83,871    | 5.50%  |
| 144036     | 2555     | PETRONGOLO CONTRACTORS INC              | 0          | AVIMAN MANAGEMENT LLC          | Af Amer Mal   | 45,748    | 3.00%  |                                     |          |           |        |
| 144037     | 2540     | SERAVALLI INC                           | 1,388,000  | City Roots                     | Af Amer Mal   | 22,800    | 1.65%  | The Labov Plumbing & Heating Supply | Wht Fem  | 72,970    | 5.28%  |
| 144037     | 2540     | SERAVALLI INC                           | 0          | Decision Distribution          | Hisp Amer Mal | 120,560   | 8.72%  |                                     |          |           |        |
| 144038     | 2501     | PHILIP PIO CONSTRUCTION INC             | 1,300,000  | Aviman Management LLC          | Af Amer Mal   | 40,000    | 3.08%  | Gessler Construction                | Wht Fem  | 45,500    | 3.50%  |
| 144038     | 2501     | PHILIP PIO CONSTRUCTION INC             | 0          | IGE Frisco                     | Asia Mal      | 91,000    | 7.00%  | The Labov Plumbing & Heating Supply | Wht Fem  | 26,000    | 2.00%  |
| 144039     | 2333     | PHILIP PIO CONSTRUCTION INC             | 1,045,066  | Aviman Management LLC          | Af Amer Mal   | 62,000    | 5.93%  | Gessler Construction                | Wht Fem  | 42,000    | 4.02%  |
| 144039     | 2333     | PHILIP PIO CONSTRUCTION INC             | 0          | IGE Frisco                     | Asia Mal      | 42,000    | 4.02%  | The Labov Plumbing & Heating Supply | Wht Fem  | 21,000    | 2.01%  |
| 144040     | 2012     | C & H INDUSTRIAL SERVICES INC           | 2,167,600  | Victory Painting, LLC          | Af Amer Mal   | 43,352    | 2.00%  | LABE SALES INC                      | Wht Fem  | 65,028    | 3.00%  |
| 144040     | 2012     | C & H INDUSTRIAL SERVICES INC           | 0          | Lake Glenn Enterprises, Inc.   | Af Amer Mal   | 199,419   | 9.20%  | Spectrum Electric, Inc.             | Wht Fem  | 73,698    | 3.40%  |
| 144046     | 2580     | A P CONSTRUCTION                        | 19,371,128 | Aviman Management LLC          | Af Amer Mal   | 466,000   | 2.41%  | Bayshore Rebar, Inc.                | Wht Fem  | 741,000   | 3.83%  |
| 144046     | 2580     | A P CONSTRUCTION                        | 0          | Decision Distribution          | Hisp Amer Mal | 582,000   | 3.00%  | Cocco Contracting Group             | Wht Fem  | 1,164,000 | 6.01%  |
| 144046     | 2580     | A P CONSTRUCTION                        | 0          | Sable Construction             | Af Amer Mal   | 795,400   | 4.11%  | AKM Construction Services           | Wht Fem  | 59,000    | 0.30%  |
| 144046     | 2580     | A P CONSTRUCTION                        | 0          | City Roots                     | Af Amer Mal   | 350,000   | 1.81%  |                                     |          |           |        |
| 144046     | 2580     | A P CONSTRUCTION                        | 0          | L. Cruz Development            | Hisp Amer Mal | 931,200   | 4.81%  |                                     |          |           |        |
| 144046     | 2580     | A P CONSTRUCTION                        | 0          | Synterra, LTD                  | Af Amer Mal   | 388,000   | 2.00%  |                                     |          |           |        |
| 144048     | 2021     | STONE HILL CONTRACTING CO INC           | 3,728,579  | TRUJAY SYSTEMS INC             | Hisp Amer Mal | 216,630   | 5.81%  | LABE SALES INC                      | Wht Fem  | 99,352    | 2.66%  |
| 144048     | 2021     | STONE HILL CONTRACTING CO INC           | 0          | HOLDER INC Va DONOVAN ELECTRIC | Af Amer Mal   | 60,030    | 1.61%  | L & R CONSTRUCTION CO INC           | Wht Fem  | 36,913    | 0.99%  |
| 144048     | 2021     | STONE HILL CONTRACTING CO INC           | 0          | MANNA BUILDING SUPPLY INC      | Asia Fem      | 12,000    | 0.32%  | MUNN ROOFING CORP                   | Wht Fem  | 12,677    | 0.34%  |
| 144048     | 2021     | STONE HILL CONTRACTING CO INC           | 0          | TORRADO CONSTRUCTION CO INC    | Hisp Amer Mal | 85,012    | 2.28%  |                                     |          |           |        |
| 144049     | 2843     | TONY DEPAUL & SON                       | 808,700    | AGS Consultants                | Hisp Amer Fem | 2,840     | 0.35%  | FILLY SUPPLY CO                     | Wht Fem  | 59,035    | 7.30%  |
| 144049     | 2843     | TONY DEPAUL & SON                       | 0          |                                |               |           |        |                                     |          |           |        |
| 144050     | 2023     | BUCKLEY & COMPANY INC                   | 2,423,955  | Decision Distribution          | Hisp Amer Mal | 250,000   | 10.31% | TRAFFIC & SAFETY SIGNS INC          | Wht Fem  | 3,000     | 0.37%  |
| 144050     | 2023     | BUCKLEY & COMPANY INC                   | 0          |                                |               |           |        |                                     |          |           |        |
| 144050     | 2023     | BUCKLEY & COMPANY INC                   | 0          |                                |               |           |        |                                     |          |           |        |
| 144050     | 2023     | BUCKLEY & COMPANY INC                   | 0          |                                |               |           |        |                                     |          |           |        |
| 144054     | 2889     | MULHERN ELECTRIC CO INC                 | 183,926    | MANNA BUILDING SUPPLY INC      | Asia Fem      | 1,639     | 1.00%  | FOX CHASE ELECTRICAL INC            | Wht Fem  | 63,085    | 2.60%  |
| 144055     | 2596     | NELLO CONSTRUCTION CO INC               | 1,776,450  | AVIMAN MANAGEMENT LLC          |               | 178,000   | 10.02% | Gessler Construction                | Wht Fem  | 8,196     | 5.00%  |
| 144056     | 2597     | PETRONGOLO CONTRACTORS INC              | 1,069,640  | AVIMAN MANAGEMENT LLC          |               | 95,000    | 8.86%  | Gessler Construction                | Wht Fem  | 89,000    | 5.01%  |
| 144056     | 2597     | PETRONGOLO CONTRACTORS INC              | 0          | BillyBoy Contracting           |               | 15,000    | 1.40%  | Gessler Construction                | Wht Fem  | 55,000    | 5.14%  |
| 144057     | 2588     | SERAVALLI INC                           | 772,000    | AVIMAN MANAGEMENT LLC          |               | 77,200    | 10.00% | NICO LANDSCAPING                    |          | 43,700    | 5.66%  |
| 144057     | 2588     | SERAVALLI INC                           | 0          | BELLA TRUCKING                 |               | 23,700    | 3.07%  | GESSLER CONSTRUCTION                | WHT FEM  | 10,700    | 1.39%  |
| 144058     | 2592     | PETRONGOLO CONTRACTORS INC              | 1,940,035  | AVIMAN MANAGEMENT LLC          |               | 85,000    | 4.36%  | GESSLER CONSTRUCTION                | WHT FEM  | 140,000   | 7.22%  |
| 144058     | 2592     | PETRONGOLO CONTRACTORS INC              | 0          | BillyBoy Contracting           |               | 110,000   | 5.67%  |                                     |          |           |        |
| 144059     | 2581     | PETRONGOLO CONTRACTORS INC              | 873,320    | AVIMAN MANAGEMENT LLC          |               | 68,000    | 7.79%  | GESSLER                             | WHT FEM  | 50,000    | 5.73%  |
| 144059     | 2581     | PETRONGOLO CONTRACTORS INC              | 0          | BillyBoy Contracting           |               | 20,000.00 | 2.29%  |                                     |          |           |        |
| 144060     | 2560     | NELLO CONSTRUCTION CO INC               | 915,350    | AVIMAN MANAGEMENT LLC          |               | 18,000    | 1.97%  | GESSLER CONSTRUCTION                | WHT FEM  | 45,750    | 5.00%  |
| 144060     | 2560     | NELLO CONSTRUCTION CO INC               | 0          |                                |               |           |        | The Labov Plumbing & Heating Supply | Wht Fem  | 18,000    | 1.97%  |
| 144061     | 2668     | FIVE STAR INC                           | 757,000    | DECISION DISTRIBUTION LLC      | Hisp Amer Mal | 22,710    | 3.00%  | GEM MECHANICAL SERVICES INC         | Wht Fem  | 75,700    | 10.00% |

| Contract # | Bid # | Company Name                    | Bid Amount  | MBE                                   | MBE Race       | MBE \$    | MBE %  | WBE                             | WBE Race | WBE \$    | WBE % |
|------------|-------|---------------------------------|-------------|---------------------------------------|----------------|-----------|--------|---------------------------------|----------|-----------|-------|
| 144082     | 2020  | SPECTRASERV INC                 | 1,987,000   | PENN STATE ELECTRIC MECHANICAL SUPPLY | Asia Mal       | 59,610    | 3.00%  | C & S MECHANICAL SYSTEMS INC    | Wht Fem  | 198,700   | 3.74% |
| 144083     | 2022  | A P CONSTRUCTION                | 5,317,000   | SABLE CONSTRUCTION INC                | At Amer Mal    | 409,409   | 7.70%  | SWIPES HEAVY HAULING LLC        | Wht Fem  | 127,608   | 2.40% |
| 144083     | 2022  | A P CONSTRUCTION                | 0           | TIERRA CONSTRUCTION SERVICES LLC      | Hisp, Amer Mal | 127,608   | 2.40%  | ATHENA CONTRACTING INC.         | Wht Fem  | 138,242   | 2.60% |
| 144084     | 2025  | A P CONSTRUCTION                | 387,500     |                                       |                |           |        | A K M CONSTRUCTION SERVICES INC | Wht Fem  | 8,137     | 2.10% |
| 144084     | 2025  | A P CONSTRUCTION                | 0           |                                       |                |           |        | SWIPES HEAVY HAULING LLC        | Wht Fem  | 30,613    | 7.90% |
|            |       | WATER DEPARTMENT                | 53,054,197  |                                       |                | 6,616,224 | 12.47% |                                 |          | 3,976,382 | 7.49% |
|            |       | LESS FEW or NO/SOLE SOURCE      | 0           |                                       |                |           |        |                                 |          |           |       |
|            |       | WATER ADJUSTED FEW or NO        | 53,054,197  |                                       |                | 6,616,224 | 12.47% |                                 |          | 3,976,382 | 7.49% |
|            |       | TOTAL PUBLIC WORKS              | 114,444,647 |                                       |                | 9,794,059 | 8.56%  |                                 |          | 8,528,084 | 7.45% |
|            |       | ADJUSTED PUBLIC WORKS FEW OR NO | 114,444,647 |                                       |                | 9,794,059 | 8.56%  |                                 |          | 8,528,084 | 7.45% |

## Turner School of Construction Management - Spring 2014

| Week 1 – March 6 <sup>th</sup>     |                                       |
|------------------------------------|---------------------------------------|
| Lesson                             | Presenters                            |
| Program Kick-Off                   | All                                   |
| Community Presenter                | Angela Dowd-Burton, OEO, W. Colclough |
| How to start a business/Management | D. Hendricks, C. Beck – VP            |

| Week 2 – March 13 <sup>th</sup>           |                     |
|---|---------------------|
| Lesson                                    | Presenters          |
| Community Presenter                       | OSHA rep            |
| Industry Presenter                        | MBE safety supplier |
| OSHA Requirements and Construction Safety | S. Darrohn          |

| Week 3 – March 20 <sup>th</sup> |                                   |
|---------------------------------|-----------------------------------|
| Lesson                          | Presenters                        |
| Community Presenter             | Temple Univ. purchasing           |
| Industry Presenter              | City of PHA procurement           |
| LEED/BIM/Sales and Marketing    | D. Hendricks/E. Esteves/S. Potter |

| Week 4 – March 27 <sup>th</sup>                   |                      |
|---|----------------------|
| Lesson  | Presenters           |
| Community Presenter                               | CHoP purchasing      |
| Turner Pursuits                                   | A. Kerr, R. Marklund |
| Project Delivery Systems/Contract Risk Management | C. Beck, J. Rennie   |

| Week 5 – April 3 <sup>rd</sup> |                                   |
|--------------------------------|-----------------------------------|
| Lesson                         | Presenters                        |
| Community Presenter            | Small Business Administration rep |
| Industry Presenter             | Bonding Company                   |
| Bonding/Insurance              | L. Rice/E. Neyland                |

| Week 6 – April 10 <sup>th</sup>                |                   |
|--|-------------------|
| Lesson   | Presenters        |
| Community Presenter                            | Drexel University |
| Industry Presenter                             | STV               |
| Accounting Basics for Construction Contractors | S. Matusow        |

| Week 7 - April 17 <sup>th</sup>   |                    |
|-----------------------------------|--------------------|
| Lesson                            | Presenters         |
| Community Presenter               | UPenn purchasing   |
| Industry Presenter                |                    |
| Estimating, Bidding & Procurement | F. Pizzi, J. Arasz |

| Week 8 – April 24 <sup>th</sup> |                |
|---------------------------------|----------------|
| Lesson                          | Presenters     |
| Community Presenters            | ALL            |
| Industry Presenter              |                |
| Marketing/Graduation            | S. Potter, ALL |

## Turner School of Construction Management Kick-off Invitee list

Urban Affairs Coalition rep  
Keith Ellison - Urban League of Philadelphia  
John Macklin - NAMC  
Angela Dowd-Burton - OEO  
Wade Colclough – PA Council  
Renee Amooore  
Mayor Nutter  
Jasmine Narcisse - Bree & Associates  
Tim Mason - STV  
Michelle Bodden-Wiggins – Allied Barton  
Claudia Hawkins  
Angelo Perryman – Perryman Construction  
McKissack & McKissack rep

## **Testimony submitted by:**

**Angelo Perryman,  
Chairman of the Mayors Commission on Construction  
Industry Diversity (MACCID)**

**December, 2013**

Chairwoman and Committee Members, my name is Angelo Perryman, Chairman of the Mayors Commission on Construction Industry Diversity (MACCID). Our commission is a 17 member panel representing industry based owners, architects, trade organizations, organized labor, and a brain trust of individuals experienced in matters of minority business development. Our mission is to understand the Philadelphia construction marketplace, compare public/private procurement practices, and recommend strategies to improve access to opportunities for new and maturing minority businesses and for our diverse workforce.

### **SUCCESSSES**

We have begun making progress in the minority business contracting community through the following:

1. The OEO staff under the leadership of Angela Dowd-Burton has worked to align improved principles of day to day operations including regular communication updates to the business community. More importantly re-confirming the message of inclusion to City of Philadelphia departments managers. The public procurement practices are now reflecting similar results as the private sector.

2. In addition, end users have benefited from initiatives like the City of Philadelphia Contractor Training Program, Goldman Sachs 10,000 Small Business Program which is designed to assist new and developing business with business techniques, and the PIDC Loan Guarantee Program offering short term working capital.

The information presented provides our commission's insights on ways to be inclusive in our current marketplace and identify markets for inclusiveness that are not currently saturated. Many proactive recommendations have been met with reluctance they can succeed in Philadelphia. Philadelphia is a city of untapped potential and we have offered a good faith effort to recommend best practices and present progressive ideas to improve on issues of access to opportunity, competitiveness and financial support for businesses. As chairman of this commission our goal was to lead a thoughtful review of the construction project process from inception by the project owner, to design development, and construction in the field.

What is the role of the owner/developers in the question of economic inclusion? It is our recommendation that each market sector i.e. educational, medical and pharmaceutical -- create an inclusion roundtable. With objectives similar to the Billion Dollar Roundtable (<http://www.bdrusa.org/members.php>), the roundtable would:

- a. Incentivize growth opportunities for preapproved minority 1st tier and prime contractors, and
- b. Develop a procurement competition between industry institutions (universities, healthcare, manufacturing, etc).  
It is also recommended that Owners/Developers structure bidding zones based on business size and project complexity with specific focus on 1st tier minority subcontracting and prime contract opportunities.

To ensure that new businesses will have the potential to succeed going forward. It is recommended that a study of the marketplace's ability to accept new vendors be completed by the City of Philadelphia Office of Economic Opportunity and the Greater Philadelphia Chamber of Commerce, Hispanic Chamber of Commerce, African American Chamber of Commerce and others. Within every project designed, it is suggested that each owner or developer appoint a procurement ombudsman and/or architect to advocate for minority business opportunities.

Looking at the phase of construction in the field, job responsibilities are key to the growth of new and growing minority firms. It is recommended that we begin to track the number of professionally trained minority/women project managers, superintendents, estimators and project engineers assigned to projects.

What is the role of the minority businesses in the question of economic inclusion? One of the areas our commission has listened with great sensitivity are the impacts to the continued growth of mature minority businesses that have seasoned operations and management staff. The focus of our testimony is driven toward developing a middle market of businesses that represents typical Philadelphia owner spend. With the strength of a middle market, Philadelphia will be a more competitive marketplace.

This can be achieved through the following recommendations:

1. Determine more specific sectors for competition (i.e. small residential, large residential, etc.).
2. For those minority contractors who are stronger and have reached maturity, it is recommended we strengthen our growing numbers of 1st tier and prime minority contractors.

These business have immediate needs for professionally educated estimators, project managers, superintendents, architects and engineers.

3. Are joint ventures the best way to achieve minority business capacity? Actual ownership and direct participation of the minority business can aid in the achievement of minority goals and middle market development. Minority businesses have completed their business apprenticeship and path to the next level growth remain. This business segment remains a distressed part of our construction economy. Whether by design or re-structuring we must create a public/private procurement effort to support for these businesses. We must try new ideas which provide results beyond percentage goals.

"Progress always involves risks. You can't steal second base and keep your foot on first" - Frederick Wilcox