

ECONOMIC OPPORTUNITY REVIEW
COMMITTEE

Room 400, City Hall
Philadelphia, Pennsylvania
Monday, June 16, 2014
10:00 a.m.

PRESENT:

ANGELA DOWD-BURTON, Chair, Office of
Economic Opportunity
STEVEN SCOTT BRADLEY, African American
Chamber of Commerce
VANESSA FIELDS, AFSCME District Council 47
VARSOVIA FERNANDEZ, Philadelphia Hispanic
Chamber of Commerce

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2 MS. DOWD-BURTON: Good morning,
3 everyone. I would like to welcome you to
4 the Economic Opportunity Review
5 Committee. My name is Angela Dowd-Burton
6 and it is a pleasure to have you here
7 this morning. This is a public forum,
8 and so we're expecting a number of
9 contributors to our public testimony
10 today. If you have not signed up yet to
11 testify, I ask that you do so with
12 LaShawnda Tompkins at the table. She is
13 my Executive Assistant.

14 My name is Angela Dowd-Burton.
15 I am Executive Director for the Office of
16 Economic Opportunity. I will be
17 introducing you in a moment to our
18 illustrious committee. We have a few
19 more members we expect to join us.

20 But, first, this is the
21 second-quarter meeting. Our committee
22 meets on a quarterly basis, and the
23 mission of this Economic Opportunity
24 Review Committee, which was established
25 by City Council, Bill 120013, on March

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2 1st, 2012, the Committee actually has two
3 purposes, a twofold purpose. The first
4 is to review the implementation, the
5 effectiveness, and the enforcement of
6 Chapter 17-1600 of The Philadelphia Code
7 as it relates to Economic Opportunity
8 Plans. And the second is to make
9 recommendations to City Council regarding
10 the adoption of resolutions calling for
11 the debarment of certain contractors and
12 recipients of City financial assistance
13 under 17-1606 of that Code if there are
14 violations to our Economic Opportunity
15 Plan legislation.

16 The Committee conducts public
17 hearings, as I mentioned earlier, on a
18 quarterly basis, and our goal is to
19 capture the state of the marketplace from
20 the perspective of project owners,
21 developers, contractors, subcontractors,
22 union leaders, prospective employees, and
23 consultants.

24 Today I would like to take this
25 opportunity to welcome all of you on this

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2 sunny day to City Council, and I thank
3 you for joining us and certainly invite
4 you to attend future meetings with us.

5 We're going to get started,
6 because although we have a five-member
7 committee, we only need two members to
8 have a quorum and to handle the business
9 of the Committee. So with that, I'd like
10 for members of the Committee to introduce
11 themselves.

12 Vanessa, if you would, please.

13 MS. FIELDS: My name is Vanessa
14 Fields and I'm Vice President of AFSCME
15 District Council 47.

16 MS. DOWD-BURTON: Thank you,
17 Vanessa.

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

22 MS. DOWD-BURTON: Thank you,
23 Steven.

24 We are expecting Varsovia
25 Fernandez, who is CEO of the Greater

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2 Philadelphia Hispanic Chamber of
3 Commerce, to join us, as well as Sherman
4 Harris, who is assistant to the President
5 of AFSCME District Council 33.

6 We're going to move right into
7 our public hearing session, because I
8 know we've got some business owners as
9 well as employees in our audience who
10 would like to testify and we want to get
11 you on your way as soon as we can. We
12 know that some of you are under time
13 constraints.

14 Right now we have on the agenda
15 to speak Mr. Jameel Worthy, if you would
16 come forward, please. And while you're
17 coming forward, we'll just indicate to
18 our listening audience that we also
19 expect Pierce Keating, who is Chairman
20 and CEO of Keating, to be speaking today,
21 along with Debbie Rizzo, who is Director
22 of Diversity and Procurement Service at
23 Drexel University representing the
24 University, the Medical College, and the
25 Academy of Natural Science. We have

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2 Alice Dungee-James, who will be providing
3 testimony on behalf of the Office of
4 Economic Opportunity, as well as William
5 Clark, who is Director of Special
6 Projects for the Office of Economic
7 Opportunity. And we have Kristin
8 Szwajkoski, who will correct me if I
9 mispronounced her name a little bit later
10 when she testifies.

11 (Witness approached witness
12 table.)

13 MR. DOWD-BURTON: So with that,
14 Jameel, welcome.

15 MR. WORTHY: Thank you. Thanks
16 for having me.

17 MS. DOWD-BURTON: You're
18 welcome. And before you get started, I
19 just want to say I don't believe there
20 are coincidences in the world. I believe
21 things happen for a reason. And this
22 young man and I crossed paths last week,
23 and he began to tell me his story, which
24 I felt was so relevant to what we work to
25 do, this Committee, this City Council,

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2 Mayor Nutter's Administration, and our
3 office. And so we're very pleased to
4 have you here today, and if you'd please
5 introduce yourself for the record.

6 MR. WORTHY: My name is Jameel
7 Worthy. I'm an operating engineer, a
8 member of Local 542. I'm also a business
9 owner. I have my own excavation services
10 firm that's been in the marketplace for
11 about two years now.

12 Basically what I would like to
13 talk about is just my personal experience
14 within the building trades that has
15 spanned a few different generations. My
16 father introduced me into the trades. He
17 was on the original court decree for the
18 lawsuit with Local 542 for minority
19 participation. So I have some experience
20 before I actually got into the trades
21 from a young boy and what the challenges
22 have been over the years.

23 So I just wanted to speak from
24 my perspective as far as what the
25 progression has been from what I've seen

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2 prior to getting into the union as well
3 as getting in as an apprentice on forward
4 to my evolution as a business owner.

5 First off, I can say that there
6 has been some strides. We are making
7 some progress. I can acknowledge that.
8 But there is a little bit more that has
9 to be done. I don't think it will ever
10 be perfect, but I do think that from what
11 I can see, there's a lot more people
12 working together on it from a lot of
13 different facets, whether it be the
14 regulatory bodies as far as coming up
15 with the percentage of participation, the
16 organizations that, for lack of better
17 words, police those percentages and so
18 forth.

19 There has to be a team approach
20 to it. I think we all could communicate
21 a little bit better. From myself as an
22 operating engineer and business owner, as
23 well as City Council, I just think we
24 need to be able to get each other on the
25 phone within a couple days so that we can

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2 put some of these fires out, so to speak.

3 I don't think one person's

4 position is any more important than

5 anyone else. I think we all do need each

6 other, no matter what our titles say,

7 because myself as a business owner, you

8 know, I can't bid on the work if I don't

9 have the cooperation and the trust of the

10 general contractors. I can't make sure

11 that I'm in compliance and that we're all

12 on the same page if people such as

13 yourselves and City Council and so forth

14 aren't checking on things.

15 So nobody's position is any

16 better than anyone else's, and I think

17 that if we all keep our egos in check, I

18 think that it will just benefit all of

19 us. It really will.

20 Me personally, I just want to

21 talk about my company a little bit and

22 the success that we've had so far. We

23 participated on the Church of the

24 Latter-day Saints job. We did some

25 excavation there. The job is still going

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2 on. Our phase is finished. We
3 participated on the Cira Center South and
4 the Evo project. We also have work over
5 at the Penn Parking Garage at 3600 Civic
6 Center Boulevard. So for a young
7 company, I can say we've had a pretty
8 good start.

9 I believe that the success of
10 my company and me personally within the
11 building trades is due to specialization.
12 I don't think that it's rocket science,
13 so to speak. I just stay within my core
14 competency. I'm an operating engineer by
15 trade. That's what I know. I know the
16 operations of heavy equipment and I know
17 excavation and crane work. I'm not
18 trying to be a general contractor. I'm
19 not looking to fool anybody. I don't
20 look at gross numbers on contracts and
21 say, Well, this is a hundred million
22 dollar contract and the minority
23 percentages say 13 percent and I'm going
24 to try to get 15 million of that or 13
25 million of that. That's really not my

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2 approach. I just make the necessary
3 people understand what my capabilities
4 are, what I bring to the table, and I let
5 the numbers fall where they are,
6 honestly. I don't really concentrate on
7 the numbers. That's not my job. I just
8 offer my piece of the pie.

9 I think it's worked for me
10 because I built the reputation as an
11 operating engineer first. So a lot of
12 the people in the industry know me as an
13 employee. They know me as an operator.
14 So they know that I'm going to be on
15 time, they know I know what I'm doing,
16 they know I have never had any problems
17 on any jobs, I can pass a drug test at
18 any time. So there's just certain basics
19 that I think apply to life, period, that
20 we can't overlook, just being trustworthy
21 and so forth. And I've been able to
22 build that reputation before I even
23 started my company, and I think that was
24 important for the transition of my
25 company, because they know what they're

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2 getting.

3 My father always told me how
4 you do anything is how you do everything.
5 And so I always kind of stuck to that.
6 So they know if they could trust me on a
7 job as an operating engineer, they can
8 trust that I'm going to put the right
9 personnel and the right pieces of
10 equipment on the job as a business owner,
11 and I think that's definitely worked for
12 me.

13 Again, specialization and
14 staying within my lane has enabled me to
15 parlay that experience and to have some
16 success thus far for sure.

17 I think from our perspective,
18 where there can be some improvements is
19 with the certification processes.
20 There's a lot of different certifying
21 bodies and it can get kind of confusing
22 for us as business owners, because
23 there's a lot of different certifying
24 bodies. They are needed, but I think
25 that there was some challenges that came

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2 about when the state shut down their
3 certifying process, and it didn't seem
4 like we as a market were prepared for
5 that, and it created a very large
6 bottleneck with the certifying bodies,
7 and you have enormous backlogs right now.

8 So my company, for example, has
9 already been in the marketplace. We
10 already have contacts. We already have
11 partners with general contractors and so
12 forth that want to work with us, and
13 sometimes we were somewhat held up just
14 for the certification, just to
15 acknowledge that we were a minority
16 business. So it was like what comes
17 first, the chicken or the egg.

18 Now, I'm aware that there may
19 be some parties that look to approach it
20 like, Okay, I'm going to get the
21 certification to verify that my books are
22 in order, that we're legitimate, and then
23 I'm going to move forward with pursuing
24 work. Whereas, on my company, we already
25 were in the market. We were already

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2 talking to contractors. We already had
3 some work. We were just looking to get
4 someone to just acknowledge that we're a
5 minority business, you know.

6 So I can say that some of us
7 obviously who aren't here, I speak for
8 many of us who have a little bit of
9 frustration with just the process. I'm
10 not pointing any fingers at any
11 organization in particular. It just
12 seems that there needs to be a little bit
13 more staffing to make up for what was
14 lost when the state shut down their
15 certifying process. I don't know what
16 any of you guys here can personally do
17 about that. I mean, everything involves
18 funding. We understand that. But if we
19 could just get that message to the
20 applicable parties, that if they need
21 more staffing, it's just going to benefit
22 everybody, because it's just going to
23 open up the business opportunities, you
24 know, for everyone. We have a lot of
25 competent people that want to extend

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2 their services, but they just can't.

3 It's just a waiting game. It's like a

4 hurry up and wait thing.

5 So I don't want to belabor that

6 point. I think you understand where I'm

7 going with that.

8 Just to wrap up my piece, I'd

9 just like to say my approach is that if I

10 can help the general contractor or the

11 project manager get what they want, I can

12 get what I want. It's just -- it's

13 really that simple, you know.

14 There has been some tension, we

15 all know that, historically with

16 inclusion, but I will say that tax

17 collection doesn't really have a color

18 preference. You know what I mean? I

19 mean, when we're collecting taxes, it

20 doesn't matter whether you're blue, red,

21 yellow or green. If you're making some

22 money, you got to turn some of it in.

23 So that being said, when that

24 money is redistributed for opportunities

25 in the projects, I just would hope that

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2 that same objective, outlook would be
3 applied.

4 I applaud the universities.
5 There's a lot of work coming out with the
6 universities, and I applaud them for
7 being open-minded and taking a look at
8 what's out there as far as minority
9 participation. A lot of the universities
10 obviously have a very, very diverse
11 student body. They also have a lot of
12 students that are coming from abroad,
13 outside the United States.

14 So, again, if I'm going to run
15 a business -- and I'm going to give this
16 example and I'm going to wrap up. If I
17 was going to participate in a citywide
18 basketball tournament, I wouldn't compete
19 with a team made up of just guys or women
20 that I grew up on just my street and then
21 try to compete against all of West
22 Philly, if you get my point. It would be
23 silly. If I was trying to run my
24 business, I wouldn't run my business with
25 just black males. I mean, obviously I'm

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2 a black male and I can relate to that
3 perspective, but as a business person, I
4 want to run an efficient business first.
5 So there's no way that I can say that I
6 want to put the best product out there if
7 my talent pool is just based on the
8 people that I grew up with.

9 Now, it's natural to work with
10 people that you know, that you're related
11 to, because there's a level of trust
12 there. I understand that. But if we're
13 going to get the best out of what we're
14 trying to do, our teams have to be
15 diversified. And as I intend on getting
16 more familiar with a lot of the people
17 here in this room, you'll see that as my
18 organization grows, you'll see it will
19 look like the rainbow coalition, just
20 because it's about talent and performance
21 first. Whatever you are, that's
22 secondary. I'm not worrying about that,
23 but I'm looking for the best talent.

24 So any time that I personally
25 look at an organization and it's only

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2 made up of one demographic, I don't judge
3 it from an emotional standpoint. I just
4 say, Well, I'm not sure that that
5 organization is trying to produce the
6 best product or service. They're trying
7 to produce the best product or service
8 just made up of people that grew up on
9 their block. And I'm not knocking it if
10 that works for them, but I know
11 personally I don't see the world that
12 way.

13 And I just will just say that,
14 you know, that's my outlook, and I just
15 hope that we can all come together and
16 realize that nobody is more important
17 than one another. We all have some skin
18 in the game, and if I win, you win and we
19 all win, and if we can embrace that, I
20 think we'll all be happy in years to
21 come.

22 So that will conclude my piece.

23 MS. DOWD-BURTON: Thank you
24 very much. I want to acknowledge, first
25 of all, the teachings of your father. I

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2 appreciate that quote, how you do
3 anything is how you do everything.

4 MR. WORTHY: Yes.

5 MS. DOWD-BURTON: And
6 especially following Father's Day
7 yesterday, I want to acknowledge your
8 father and you, if you have children.

9 MR. WORTHY: Yes.

10 MS. DOWD-BURTON: And all of
11 the other fathers that are in the
12 audience and in the listening of our
13 voices.

14 All right. Well, thank you
15 very much, Jameel.

16 Any questions for Jameel?

17 MS. FERNANDEZ: I do.

18 MS. DOWD-BURTON: Welcome,
19 Varsovia Fernandez.

20 MS. FERNANDEZ: Thank you.

21 Jameel, I echo what Angela is
22 saying. Thank you so very much for
23 coming in and speaking out of your
24 experiences and for sharing mostly the
25 values that your company shares in doing

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2 business. It's truly important. I agree
3 with you that we all need to communicate
4 better. That's a great way to build
5 teamwork.

6 My question to you is, you
7 talked about the Cira project, the second
8 Cira project. Are you a sub or a
9 contractor?

10 MR. WORTHY: A sub.

11 MS. FERNANDEZ: You're a sub.

12 MR. WORTHY: Yes.

13 MS. FERNANDEZ: And how did you
14 get that? Can you talk a little bit
15 about your relationship with that? I
16 know that you touched on it with that
17 particular contractor. And also can you
18 talk about, if we can just take 30
19 seconds, about what do you plan to do to
20 become the contractor versus just a sub,
21 if that is your plan.

22 MR. WORTHY: First off, I just
23 want to clarify, I'm considered a second
24 tier contractor, because I don't actually
25 bid the general contract work. The

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2 general contractor bids the work and
3 they're looking for excavation services,
4 and they give me a contract to provide
5 the machines as well as the operating
6 engineers to actually perform the work.

7 Like I touched on earlier, I
8 know a lot of the people in the
9 marketplace from being an operator
10 myself. So when I made people aware that
11 I was forming an entity and I wanted to
12 move forward on my own, I already had the
13 familiarity of them. I've worked for
14 them, many of them, in different
15 situations, and it's only a matter of
16 just making one phone call to find out.
17 Like if I don't know them personally, the
18 small world that it is, I'm sure I worked
19 with one of their foreman or project
20 managers.

21 So I think the answer to how I
22 got on that project is based on just my
23 reputation as an operator, as an
24 employee. So they trust that because I'm
25 only dealing with heavy equipment and

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2 operating engineers, that I actually know
3 the right people to put on the job, so
4 they know what they're getting.

5 You know, with heavy machinery,
6 there's not a lot of margin for error,
7 you know. Like I'm actually running a
8 tower crane at 30th and Chestnut right
9 now for Carson Concrete, and if I make a
10 mistake, I'll be on the news. So, you
11 know, it's just -- it's a high level of
12 risk in operating engineers, heavy
13 equipment, and our work. So it's very
14 important that they understand who can
15 run what and so, therefore, it's a short
16 list.

17 So, again, I hope I'm answering
18 your question, but the way I was able to
19 get with that particular contractor is
20 because they know me as an operating
21 engineer first and my work that way.

22 Your second question as far as
23 me growing and evolving into a general
24 contractor, that's something that I
25 wouldn't rule out. That's something that

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2 I aspire to long term. My philosophy is
3 to grow my business brick by brick per se
4 and just establish a very strong
5 foundation.

6 A lot of the general
7 contractors -- well, most general
8 contractors in the market have an
9 extensive infrastructure. They have a
10 lot of people. They have a lot of
11 personnel. They have more people working
12 in their office, some of the project
13 managers, than we have in this room right
14 now. Obviously I'm not at that point. I
15 won't expand into taking on any greater
16 responsibilities until I'm able to
17 recruit the personnel, like estimators
18 and so forth, that are more talented than
19 me.

20 So, again, for me it's about
21 building the right team. I need to bring
22 people on the team that know more than me
23 or know more about other things than I
24 do, and that's a process. That does take
25 time. I'm not looking just to capitalize

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2 off of the ample amount of work over the
3 next couple of years. I aim to be here
4 for the next 50 years or so, and
5 hopefully my son can take over. So that
6 being said, I have more of a long-term
7 look at things.

8 So, yes, to answer your
9 question, I do aspire to be a general
10 contractor at some point, but that's
11 something that I have to grow slow into.

12 MS. FERNANDEZ: Thanks very
13 much for answering. I appreciate that.
14 One of the reasons why I ask those
15 questions is because I think it's really
16 important for minority businesses to
17 understand how to build those
18 relationships so that your reputation is
19 actually known, but also because
20 Philadelphia lacks minority large
21 contractors of national scope that are
22 able to take on bigger projects and to
23 work with organizations in Texas and
24 Chicago and California and Colorado, and
25 they have construction contractors that

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2 are Hispanics, African American. In
3 Philadelphia it's difficult to find a
4 prime that is a minority. So I encourage
5 you to continue the good work, and thanks
6 for answering again.

7 MR. WORTHY: No problem.

8 MS. DOWD-BURTON: Any other
9 questions for Jameel?

10 (No response.)

11 MS. DOWD-BURTON: Thank you
12 very much.

13 MR. WORTHY: Thanks for having
14 me.

15 MS. DOWD-BURTON: And I should,
16 as you're departing, just indicate you're
17 president and CEO of Steadfast Entities.

18 MR. WORTHY: Entities yes.

19 MS. DOWD-BURTON: So that
20 people are familiar with your company.

21 MR. WORTHY: Thank you.

22 MS. DOWD-BURTON: Thank you.

23 Is Pierce Keating here?

24 Pierce, sorry. Please, you're next.

25 (Witness approached witness

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2 table.)

3 MR. KEATING: Good morning.

4 MS. DOWD-BURTON: Good morning.

5 If you would introduce yourself for the
6 record. And you're here because we've
7 had a longstanding relationship between
8 Keating and the City of Philadelphia on
9 major projects. There are two that
10 you're currently -- one you're wrapping
11 up. Actually, I guess you'll be wrapping
12 up both shortly, right?

13 MR. KEATING: Hopefully.

14 MS. DOWD-BURTON: Yes. So you
15 want to talk to us about the Venice
16 Island project and the Dilworth Project.

17 MR. KEATING: Good morning. My
18 name is Pierce Keating. I'm with the
19 Daniel Keating Company. In speaking to
20 Angela, there were some challenges on
21 both jobs as it relates to both
22 subcontracting percentage and workforce,
23 and I thought it might be -- it might
24 help if I could briefly explain the
25 difference between the two projects. One

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2 of them is the Venice Island project in
3 Manayunk and the other is Dilworth Plaza
4 project right outside your window here.

5 So Venice Island is about a \$40
6 million job and Dilworth Plaza is about a
7 \$52 million job. At Venice Island, phase
8 one consisted of demolition of the
9 existing recreation center and the
10 temporary parking lots. Phase two
11 consisted of a concrete basin where an
12 excavation larger than a football field
13 and 40 feet deep was performed for the
14 basin and a head house and inlet/outlet
15 structure to divert sewage flow to the
16 basin and back into the sewer main line.
17 Phase three consists of the performing
18 arts center, the gardens, and the parking
19 areas.

20 The overall \$38 million cost
21 breaks down for a third excavation, a
22 third concrete, and a third landscaping,
23 appurtenances, and the performing arts
24 center.

25 So if you drive out there, if

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2 you go over to Manayunk, it is literally
3 a -- you can't see it now because it's
4 underground, but a football-sized
5 concrete coffin, and although it comes
6 down from the hill in Manayunk and it
7 separates it from the water from the
8 sewage and it diverts it to its proper
9 flow. And then as you go a little bit
10 west, we're building a performing arts
11 center there, which will be complete
12 hopefully in the next week or so. So
13 that is Venice Island.

14 Dilworth Plaza, that work
15 consists of demolition to the existing
16 City Hall plaza area, which is finished;
17 demolition of the residual foundations
18 left over from the 1960s urban renewal;
19 installing foundations for new structural
20 elements, including elevator pits, new
21 structural decks to support a fountain,
22 elevators, new concrete decks over
23 existing openings, waterproofing, new
24 granite curbs and hardscape, which are
25 the pavers, on the new surface areas.

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2 The area encompasses an entire City
3 block.

4 Venice Island is new
5 construction. We kind of just went out
6 there and tore up a parking lot and got
7 to work. There was not many pre-existing
8 constraints.

9 As a renovation project,
10 Dilworth had a lot of challenging work
11 that had to be performed underground over
12 SEPTA tracks, without disrupting their
13 operations, which required us to use
14 smaller work crews. If you're within 50
15 feet of a SEPTA line, the cautions that
16 you have to take so you don't shut the
17 train down are enormous. The cost
18 associated with shutting the train down
19 is enormous.

20 With subcontractors engaging
21 smaller crews for this painstaking work,
22 they were utilizing their core group of
23 employees. In areas where a larger
24 workforce was required such as concrete
25 pours, their participation goals and

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2 rates increased. Once the unit paving,
3 which requires a larger workforce, which
4 is what they're doing now, started in the
5 spring of this year, the paving
6 subcontractor who was performing 27
7 percent of the work has minority
8 participation over 30 percent.

9 Based on the different nature
10 of the work at Dilworth, several of the
11 required trades working on Dilworth Plaza
12 have limited numbers or no minorities
13 available. The stone masons, for
14 example, who are performing over 30
15 percent of the work only have nine
16 minority stone masons in the entire
17 union, and other City jobs are utilizing
18 their workers as well.

19 The roofing subcontractor
20 performing 3 percent of the work on the
21 waterproofing and sheet metal roof had no
22 one available.

23 The glazier union has been
24 contacted and supplied the available
25 minority workers that were not already

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2 working.

3 Overall, Dilworth Plaza is
4 working with smaller crews than on Venice
5 Island, averaging four to five men, with
6 the exception of the paving contractor,
7 which has the largest crew size of nearly
8 40 men and it's actually 31 percent
9 participation.

10 While both projects were
11 affected by the second worst winter in
12 history, during this time, Dilworth Plaza
13 experienced their lowest participation
14 during the winter months at 10 percent,
15 but has increased up to nearly 22 percent
16 participation. As the size of the work
17 crews have increased in the warmer
18 weather, so have the participation rates.

19 To give you an idea, the
20 current participation values, the current
21 contract value, is roughly \$52 million on
22 Dilworth Plaza. The total participation
23 is 34.6 percent from a subcontracted
24 value. The WBE participation on that is
25 22.6 percent and the MBE participation is

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2 12 percent. The MBE participation would
3 have been greater, but one of the
4 contractors who was slated to do a large
5 portion of the paving work had trouble
6 and issues with the City on taxes. So we
7 were not going to use them.

8 Let's see. At Dilworth, we set
9 as a goal 30 percent minority
10 participation in our workforce, and we're
11 still working to achieve that. To put
12 that percentage in perspective, we have
13 approximately 100 individuals working on
14 the site now, with 22 of them minority.
15 We'll work hard to try to get the
16 remaining months to provide the
17 opportunities for the eight additional to
18 get to our 30 percent. We should be
19 averaging about 100 men, weather
20 permitting. For example, because it's an
21 outside paving job, we lost four days
22 last week because of the rain.

23 On the percentages, again,
24 total participation value from a
25 subcontracting point of view was almost

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2 35 percent at Dilworth, and at Venice
3 Island it was 34 percent.

4 So that is my whole story.

5 They were just two different types of
6 jobs. If you were to build a huge
7 concrete box, we had a lot of carpenters
8 and a lot of laborers. To do some of the
9 work out there and also trying to sift
10 through the rubble from 50 years ago,
11 what was built there, there was
12 constantly, if you were to look out the
13 window, places of the project that were
14 put on hold while we waited for redesign,
15 as we hit old conduits or old train lines
16 or old foundations, electric lines,
17 plumbing lines. Some of the
18 record-keeping 50 years ago was not so
19 great.

20 MS. DOWD-BURTON: Thank you
21 very much.

22 Any questions for Mr. Keating,
23 Pierce Keating?

24 MR. BRADLEY: Your entire
25 workforce is union?

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2 MR. KEATING: Yes, sir.

3 MR. BRADLEY: Okay.

4 MS. DOWD-BURTON: Is that it?

5 Thank you very much for your
6 time. I appreciate the work that you've
7 done on the various projects and the
8 diligence that you are sharing with us in
9 terms of what it takes to have inclusion
10 on projects. We do know and we've talked
11 in City Council as well as at our
12 Economic Opportunity Review Committee and
13 Oversight Committee meetings about
14 getting more information in terms of
15 quantities of crews that are needed on
16 projects, the trades by union. And so we
17 recognize that's a gap in our analysis
18 that we will have to do more work on.
19 We'll be testifying to that issue in just
20 a moment with other members of the OEO
21 staff.

22 So thank you, once again.

23 MR. KEATING: Well, thank you.

24 If I can share any more information with
25 you, you and I speak often about the

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2 challenges on both the subcontracting
3 level and the participation levels, and
4 if I can help you, happy to help you.

5 MS. DOWD-BURTON: Okay. Thank
6 you.

7 Next we have Debbie Rizzo and
8 her representatives on the Drexel
9 University and developers on Drexel's
10 campus.

11 (Witnesses approached witness
12 table.)

13 MS. DOWD-BURTON: Good morning.
14 Can you state your name for the record.

15 MS. RIZZO: Good morning.
16 Debbie Rizzo, Drexel University.

17 MS. DOWD-BURTON: And who you
18 have accompanying you today.

19 MS. FOSTON: I'm Charnee Foston
20 from Talson Solutions.

21 MS. RIZZO: We have two
22 projects to speak about today. So the
23 first one that we're going to talk about
24 is Chestnut Square, and we have Kyle
25 McDonald, who is representing American

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2 Campus Communities, and then we also have
3 Kate Stillings, who will be representing
4 Hunter Roberts. Then our second project
5 that we'll talk about is the LeBow
6 project, and with that, again, we have
7 Ken Brzozowski with Talson Solutions and
8 then we have John from Keating.

9 MS. DOWD-BURTON: Thank you.

10 MS. RIZZO: So we'll start with
11 Chestnut Square, and it's located between
12 32nd and 33rd Streets on Chestnut, and it
13 is a 396,000 square foot building and
14 it's utilized for mixed space, not only
15 retail on the first floor but on the
16 other floors it is for 850 student
17 housing there.

18 The University owns the land,
19 which was leased to American Campus
20 Communities for development and
21 management. The cost of the project was
22 \$84 million. The general contractor for
23 this project was Hunter Roberts
24 Construction Group.

25 This two-year project began in

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2 December of 2011 and was completed in
3 December of 2013. There were
4 approximately 439,000 man hours, which
5 were reviewed and verified by Talson
6 Solutions, LLC, and they are a
7 minority-owned business located here in
8 Philadelphia.

9 An oversight committee
10 consisting of members from the American
11 Campus Communities, Hunter Roberts
12 Construction Group, Drexel University,
13 the City of Philadelphia Office of
14 Economic Opportunity, City Council,
15 Talson Solutions, LLC, and the Minority
16 Business Development Center. Seven
17 meetings were conducted during the
18 progress of this project, and we reviewed
19 goals and performances during those
20 meetings.

21 The project diversity
22 contracting goals were between 20 to 25
23 percent minority-owned businesses and 10
24 to 15 percent women-owned businesses.
25 The project diversity workforce goal was

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2 25 percent minority apprentice, 7 percent
3 diversity apprentice, and 12 to 17
4 percent minority journeymen and 7 percent
5 female.

6 I'd like to tell you about the
7 project's successes.

8 We met the women-owned business
9 contract goal, which was 11 percent, and
10 resulted in a \$9.3 million for
11 women-owned businesses.

12 Minority journeymen
13 participation exceeded the goal and was
14 reported at 20.44 percent or 68,000
15 journeymen man hours. Approximately 19
16 percent of \$16 million of the project
17 suppliers and subcontractors were located
18 in Philadelphia, contributing to local
19 economic growth.

20 The top five Philadelphia
21 trades were electrical systems, and that
22 was subcontracted to Dougherty Electric,
23 and the value of that contract was \$8.2
24 million. Site work was subcontracted to
25 JPC Group, a value of \$2.5 million.

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2 Drywall and paint was subcontracted to

3 Torrado Construction, a minority-owned

4 business, a value of \$1.3 million.

5 Mechanical systems subcontracted to City

6 Mechanical, a minority-owned business,

7 and the value of that was 7.11 --

8 \$711,000. Doors and frames and hardware

9 was subcontracted to Jabbath

10 Pennsylvania, a minority-owned business,

11 at a value of \$698,000.

12 Twenty-one percent of the

13 minority workers participated in

14 approximately 90,000 man hours. Of these

15 90,000 man hours, 2 percent were women,

16 12 percent African American, 5 percent

17 Hispanic American, and 2 percent Asian

18 American. Thirty-four percent of

19 Philadelphia residents participated in

20 this project with approximately 153,000

21 man hours.

22 Now I want to talk about

23 outreach for this project, and the

24 outreach included meetings with local

25 vendors, Philadelphia Area Labor

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2 Committee, the collaboration with the
3 Office of Economic Opportunity and
4 Minority Business Development Center,
5 weekly job meetings between Hunter
6 Roberts and the subcontractors. They
7 accepted over 108 walk-ins, and those
8 were forwarded to the appropriate
9 subcontractors, and 5 percent of those
10 were hired.

11 Letters of outreach were sent
12 to local minority-owned businesses and
13 women-owned businesses expressing
14 interest in their potential participation
15 on the project. The following agencies'
16 databases were utilized for registration
17 information and the selection of
18 minority-owned businesses and women-owned
19 businesses, and that was the Office of
20 Economic Opportunity, Philadelphia
21 Unified Certification Program,
22 Pennsylvania Department of General
23 Services, and Minority Business
24 Enterprise Center.

25 There were challenges on the

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2 project, and I'd like to talk to you
3 about that now. The departure of City
4 Mechanical, a minority-owned business,
5 their loss created a \$5 million or 8
6 percent decrease with minority business
7 contract commitments in June of 2012.
8 And in June of 2012, the project contract
9 participation for minority-owned
10 businesses dropped from 33 percent to 25
11 percent. Hunter Roberts', however,
12 solution for maintaining a portion of the
13 minority-owned business participation was
14 with the joint venture of Tracy and
15 Franklin. The result combined minority
16 business and women-owned business
17 commitment goals of 30 to 40 percent
18 would have been met with the continued
19 participation from City Mechanical.
20 Without City Mechanical, it was 24
21 percent. With City Mechanical, it would
22 have been 32 percent.

23 Also a challenge was the
24 availability of union workforce for
25 targeted demographics and non-opportunity

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2 trades for which there is no qualified
3 minority-owned business or women-owned
4 businesses, and that subcontracting was
5 approximately \$7.7 million, and that
6 included precast concrete, cabinetry, and
7 elevators.

8 I want to thank you for the
9 opportunity to present Chestnut Square
10 this morning.

11 MS. DOWD-BURTON: Thank you
12 very much.

13 Any questions for Debbie on
14 Chestnut Square?

15 MS. FERNANDEZ: Thanks very
16 much for sharing the success and
17 challenges of your project with us.

18 How do you communicate this
19 project to minority businesses?

20 MS. FOSTON: I think Hunter
21 Roberts would probably be best to answer
22 that question.

23 MS. STILLINGS: Typically what
24 we do --

25 COURT STENOGRAPHER: I'm sorry.

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2 Talk into the microphone.

3 MS. DOWD-BURTON: And introduce
4 yourself.

5 MS. STILLINGS: Hi. I'm Kate
6 Stillings. I'm the Senior Project
7 Manager for Hunter Roberts.

8 Typically what we do when we go
9 out to bid for a project, we reach out to
10 all the different databases that have
11 minority companies and women-owned
12 businesses in them. We send out a
13 pre-bid invitation. I forget the exact
14 amount on this, but there were -- I think
15 there were close to 200 invites sent out
16 to all different companies. And then you
17 have to come in and you have to send in a
18 form and say you are interested in
19 bidding on the project, and then there's
20 a pre-bid for companies who are
21 interested in bidding on the job.

22 So using the different
23 databases that are available, we invite
24 all the firms that we can locate for the
25 type of work that we need to bid for.

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2 MS. FERNANDEZ: Do you know
3 what percentage of your women and
4 minority business is women of color?

5 MS. STILLINGS: That I cannot
6 answer.

7 MS. FERNANDEZ: Most people
8 don't break that down actually.

9 May I suggest that you find a
10 way to communicate it to the business
11 associations such as the African
12 American, Asian, and Hispanic Chamber of
13 Commerce. Because sometimes that's how
14 they get the sources. So I'm familiar
15 with your project because two of your
16 contractors happen to be our members, but
17 Drexel has never contacted us at the
18 Hispanic Chamber. And even though we do
19 feed the registry and some of the other
20 databases, a lot of those minority
21 businesses will rely on our organizations
22 to send a weekly announcement. So if
23 there's something that falls in the
24 process maybe through tech or something
25 like that, that will be fantastic so that

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2 we are able to have a broader reach into
3 minority businesses.

4 Thank you.

5 MS. DOWD-BURTON: Thank you,
6 Varsovia.

7 Any other questions, Steve?

8 MR. BRADLEY: No.

9 MS. DOWD-BURTON: Comments?
10 Okay. Thank you.

11 MS. FIELDS: I wanted to
12 piggyback on the questioning that she
13 asked. Now, you said you sent out
14 letters to minorities, and, again, it
15 looks like you need to widen the bases
16 that you choose to look for minorities.
17 It sounds like it's very, very limited.

18 But what was the percentage of
19 folk who actually responded to the
20 letters that were sent? So you sent out
21 a letter to, you said, 200 folk,
22 businesses. How many responded?

23 MS. STILLINGS: I don't have
24 that information available at this point.
25 The job was, as you know, two years ago.

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2 I wasn't at the company at the time when
3 it went out to bid. I did a whole
4 followup of documentation about all the
5 letters that went out and all the
6 companies that we sent to. I just don't
7 have that information with me.

8 Angela, I'm sure I can get it
9 for the next meeting for you.

10 MS. DOWD-BURTON: I would be
11 happy to share it with the Committee.

12 MS. FIELDS: Because I'm
13 curious how do you determine your success
14 if you don't have any way of recording, I
15 sent out these many letters, I got back
16 this much. How do you determine success
17 then?

18 MS. STILLINGS: We actually
19 determine success by who we contract
20 with, not so much who we invited. So
21 it's the dollar amount of the contract
22 versus how much money went to MBE or WBE
23 firms. Our goal is to actually contract
24 and get firms working, not just invite
25 them.

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2 MS. FIELDS: Right. I mean, I
3 think that's something you need to look
4 at. I mean, because the whole purpose is
5 to get more minorities involved in these
6 businesses, and I'm hearing that folk --
7 I can't find anybody, I looked, I
8 couldn't get anybody, this person can't
9 do that.

10 So if you're sincere about
11 increasing the numbers, then you need to
12 look at how you get these folk, what are
13 the constraints, why aren't people
14 answering us.

15 MR. BRADLEY: Do you also
16 advertise in any media outlets?

17 MS. STILLINGS: I can't answer
18 if they did for Chestnut Street. I think
19 they did do some initial advertising,
20 but...

21 MR. BRADLEY: That's just
22 another suggestion, the Philadelphia
23 Tribune, some of the Hispanic newspapers.
24 You got to target the population.

25 MS. FERNANDEZ: And if I can

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2 just add one comment, Angela, which is
3 you probably are familiar with the City's
4 EOP process. I know that your projects
5 are private, but perhaps you can provide
6 them with a template so that they see how
7 we break down the stuff.

8 MS. DOWD-BURTON: Sure.

9 MS. FERNANDEZ: But also I work
10 with the University of Pennsylvania's D&I
11 Committee, and there are ways in private
12 projects that you can do a broader range,
13 especially through the 14 College
14 Initiative thing that you guys belong to.
15 So I will make sure to call James so that
16 we start getting some communications from
17 tech.

18 MS. STILLINGS: Okay.

19 MS. DOWD-BURTON: So going back
20 just for a moment to wrap up Chestnut,
21 Debbie, can you summarize the dollars
22 that went to minority and women-owned
23 businesses.

24 MS. FOSTON: Approximately \$9.3
25 million went to WBEs and an additional

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2 10.8 went to MBEs. I think the
3 significance of that for this particular
4 project was that 73 percent of MBE
5 contract commitments were for prime
6 subcontractors rather than second tiers,
7 and for WBE, approximately 55 percent
8 went to primes. I think that's a
9 significant outreach on Hunter Roberts'
10 part to incorporate primes, not just
11 second tiers.

12 MS. DOWD-BURTON: And just to
13 follow up on that point, one of the
14 things that we strongly encourage -- and
15 we talked about that a little bit earlier
16 in our hearing with Steadfast, Mr. Jameel
17 Worthy and his ultimate goal -- we want
18 more minority and women-owned businesses
19 to take the position as primes, to be the
20 masters of their destiny. So we really
21 appreciate the outreach that Hunter
22 Roberts and Drexel have done in fact to
23 drive home that part of the process, to
24 work with companies as primes in those
25 leadership roles. Thank you.

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2 Any other questions or
3 comments?

4 (No response.)

5 MS. DOWD-BURTON: Thank you
6 very much.

7 MS. FOSTON: Thank you.

8 MS. DOWD-BURTON: So I'll move
9 to LeBow and we'll get a little briefing.

10 MS. RIZZO: Just changing
11 contractors here.

12 MS. DOWD-BURTON: Sure.

13 MS. RIZZO: The LeBow project,
14 which is not totally completed yet, this
15 project is owned by Drexel. What we just
16 did was not owned by Drexel. But this
17 project is actually owned by Drexel, and
18 it's a 12-story, 177,500 square foot
19 building, and it includes social space,
20 classrooms, and offices for the LeBow
21 College of Business for students and
22 faculty.

23 It's located on 32nd and Market
24 Streets. It's on the previous site that
25 was occupied by Matheson Hall. The

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2 project cost was approximately \$77.1
3 million, and Keating Building Company was
4 the contractor.

5 The project began in the summer
6 of 2011 and it reached substantial
7 completion in January of 2014. Some
8 punch list items are still remaining, and
9 Keating is preparing for subcontractor
10 close-out process.

11 There was approximately 348,000
12 man hours, which were reviewed and
13 verified by Talson Solution and, as you
14 know, is a minority-owned business
15 located in Philadelphia. An oversight
16 committee consisting of members from
17 Drexel University, the City of
18 Philadelphia Economic Opportunity, City
19 Council, Talson Solution, the Minority
20 Business Development Center, Keating
21 Building Company, and Remington Group.
22 To date, we've had eight meetings to
23 discuss the goals and the performances.

24 The project diversity
25 contracting goal was, again, 20 to 25

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2 percent minority-owned businesses and 10
3 to 15 percent women-owned businesses.

4 The project diversity workforce goal was
5 25 percent minority apprentice, 7 percent
6 female apprentice, 12 to 17 minority
7 journeymen, and 7 percent female.

8 The project's successes I want
9 to speak about now, and, that is,
10 approximately 37 percent or \$29 million
11 of the project suppliers and
12 subcontractors were located in
13 Philadelphia. Approximately 56 percent
14 of local suppliers and subcontractors
15 were minority or women businesses.
16 Electric systems was Larry McCrae, which
17 is a minority-owned business, and that
18 value was \$8.6 million. Concrete was
19 Molly Construction, women-owned, at a
20 value of \$3.6 million. Sheet metal, Cord
21 Mechanical, minority-owned, at a value of
22 2.6 million, and carpet, American Floors,
23 is a women-owned, and the value was
24 \$807,000. Radio enhancement systems, RF
25 Design was also women-owned at \$145,000.

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2 Seventeen percent of the
3 workforce were minorities. African
4 American was 11 percent, Hispanic
5 American was 4 percent, Asian American
6 0.5 percent, and other minorities 0.25
7 percent and women was 1.25 percent.
8 Majority of these projects ran
9 simultaneously as well.

10 Twenty-eight percent of
11 minority-owned and women-owned
12 participation, not excluding
13 non-opportunities, was approximately
14 \$21.5 million. Minority apprentice
15 participation was 25.43 percent compared
16 to the goal of 25 percent. The female
17 apprentice participation was 7.38
18 compared to the goal of 7 percent. So we
19 exceeded both of those. Minority
20 journeymen participation 15.48 percent,
21 and it was approximately 41,000 man hours
22 for that.

23 Through Drexel and Keating's
24 outreach efforts, MBEs and participation
25 was approximately 56 percent with local

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2 and subcontractors.

3 Now I need to talk to you a
4 little bit about the challenges that we
5 had on the project. And, again, because
6 of the loss of City Mechanical, it caused
7 a 9 percent decrease or \$6.7 million in
8 MBE contracts, and the participation at
9 the time in June was dropped from 23
10 percent down to 14 percent. But Drexel
11 and Keating outreach brought that back up
12 to 16 percent. So it brought it up 2
13 additional percent after that.

14 And also some obstacles that we
15 had were certain trades with
16 non-opportunities didn't have any
17 qualified minority or women-owned
18 subcontractors, and the availability of
19 targeted demographics of female and local
20 workforce didn't happen.

21 But with the outreach, they had
22 weekly discussions at site meetings about
23 workforce and diversity participation.
24 They had 5 percent walk-ins, and they
25 were forwarded, these walk-ins, to the

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2 proper union halls. And Keating selected
3 their minority-owned business and
4 subcontracts from the OEO registry, but
5 before this project even started, Keating
6 participated in a job fair that was
7 hosted by Drexel University and the
8 Office of Economic Opportunity on June
9 13th of 2011. And that was before the
10 project began.

11 So that's really the story, and
12 I want to thank you again. So any
13 questions?

14 MS. DOWD-BURTON: Thank you
15 very much.

16 Any questions?

17 MS. FERNANDEZ: Yeah. I just
18 have a minor question. You gave us
19 Philadelphia total. When you pulled that
20 regionally, because Keating is a Bala
21 Cynwyd company, right, so that does not
22 fall into Philadelphia or do they fall
23 under Philadelphia? So when you pull
24 your percentage of the laborer and the
25 companies that you employed, what is the

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2 percentage regionally versus just Philly?
3 Because we are regional organizations,
4 and that's also important for us to know,
5 because they employ Philadelphia.

6 MR. HILL: The reporting is
7 only local.

8 MS. FERNANDEZ: For
9 Philadelphia?

10 MR. HILL: Correct.

11 MS. FERNANDEZ: So you don't
12 have regional numbers?

13 MR. HILL: No.

14 MS. DOWD-BURTON: Can you state
15 your name for the record.

16 MR. HILL: John Hill, Vice
17 President of Keating.

18 MS. DOWD-BURTON: Thank you.

19 MS. FERNANDEZ: Because the
20 Philadelphia workforce would increase if
21 regional companies hired them as well,
22 even though we do want to keep the jobs
23 in Philly, but Keating is a Bala Cynwyd
24 company.

25 MS. DOWD-BURTON: Thank you.

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2 Any other questions or
3 comments?

4 MS. FIELDS: Yes. I have a
5 one.

6 You said that you had a problem
7 with obtaining qualified minorities from
8 the unions, and when you had the walk-in,
9 folk came in and you referred them to the
10 correct union. What happened with those
11 folks? The people you sent over to the
12 union hall to join, what happened to
13 them?

14 MR. HILL: Well, I can't tell
15 you exactly the followup on those
16 individuals, because our project manager
17 is actually gone, but the process
18 normally is that we will call the union
19 representatives and ask them those
20 questions. We sent you these individuals
21 on these dates. How did they make out?
22 How are we moving forward? And we do
23 followup.

24 MS. FIELDS: But you don't know
25 the numbers for this specific project?

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2 MR. HILL: No. I don't have
3 that data in front of me now, no.

4 MS. FIELDS: Do you ever record
5 it?

6 MR. HILL: I can't tell you
7 that. I'm not sure. I don't know that
8 they make a formal recording of those. I
9 just know that we follow up with the
10 process, you know.

11 MS. FIELDS: I mean, when I say
12 "recording," I mean document it. Because
13 if you're saying that you're having
14 problems with getting the appropriate
15 amount of minorities because the unions
16 don't have them and then you send them,
17 then it would seem to me if you are
18 sincere in getting more minorities that
19 you will follow up and find out what
20 happened to those people.

21 MR. HILL: And I'm not saying
22 that that didn't happen. I just wasn't
23 involved on this project at that level.

24 MS. FIELDS: Okay. Thank you.

25 MS. DOWD-BURTON: Thank you

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2 very much. I appreciate your testimony
3 and your time with us this morning.

4 MR. HILL: Thank you.

5 MS. DOWD-BURTON: You're
6 welcome.

7 Okay. Alice Dungee-James is
8 next on our agenda. Alice is -- I'll let
9 you introduce yourself.

10 (Witness approached witness
11 table.)

12 MS. DUNGEE-JAMES: Good
13 morning, Madam Chair and members of the
14 Economic Opportunity Review Committee.
15 My name is Alice Gwendolyn Dungee-James
16 and I am the Assistant Director of the
17 Office of Economic Opportunity (OEO) for
18 the City of Philadelphia.

19 As the Assistant Director of
20 OEO, I am responsible for managing the
21 OEO registry of certified businesses.
22 The registry consists currently of 2,211
23 minority, women, and disabled-owned
24 business enterprises. Jennifer Wise and
25 Jennifer Collazo-Morales provide customer

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2 service for companies that are interested
3 in applying for the OEO registry. This
4 registry is essential to the process of
5 setting participation goals for Economic
6 Opportunity Plans, EOPs.

7 In addition to M/W/DSBE
8 participation, EOPs also include goals
9 for workforce diversity within the
10 construction industry. The purpose of my
11 testimony today is to provide this
12 Committee and the public with a brief
13 summary of the apprenticeship programs
14 offered by local unions in the
15 construction industry.

16 My report reflects 16 trades,
17 which include the bricklayers and allied
18 crafts; boilermakers; carpenters, floor
19 layers, and allied trades; electricians;
20 elevator constructors; heat and frost
21 insulators; ironworkers; laborers;
22 operating engineers; painters, glaziers,
23 and dry finishers; plasterers and cement
24 masons; plumbers; roofers; sheet metal
25 workers; sprinkler fitters; and

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2 steamfitters.

3 Out of the 16 trades, 12 offer
4 training programs, and they are
5 bricklayers and allied crafts;
6 carpenters, floor layers, and allied
7 trades; electricians; elevator
8 constructors; operating engineers;
9 painters, glaziers, and dry finishers;
10 plasterers and cement masons; plumbers;
11 roofers; sheet metal workers;
12 boilermakers; and steamfitters.

13 Out of the 12 that offer
14 training programs, seven trades are
15 accepting applications now, and they are
16 bricklayers and allied crafts;
17 boilermakers; operating engineers;
18 painters, glaziers, and drywall
19 finishers; roofers; sheet metal workers;
20 and steamfitters.

21 Other trade information: The
22 electrician union accepts applications
23 once a year in April. The mason and
24 concrete union has a three-year program
25 and currently has a waiting list. The

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2 plumbers union accepts applications once
3 a year on the second and third weeks of
4 January.

5 I have compiled an
6 apprenticeship training schedule with the
7 following information, which is attached
8 to my testimony: the union, local,
9 deadline for application, test date,
10 telephone number, contact person,
11 comments, websites, and application fees
12 if there are any. The apprenticeship
13 training schedule will be submitted with
14 my testimony and posted on OEO's website
15 at www.phila.gov/OEO.

16 Thank you for the opportunity
17 to share this information with you and
18 the public. Our goal is to encourage
19 those interested in these apprentice
20 programs to be ready, willing, and able
21 to pursue them.

22 I will be happy to answer any
23 questions you may have at this time.

24 MS. DOWD-BURTON: Thank you,
25 Alice.

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2 MR. BRADLEY: Good morning,
3 Alice. How you doing?

4 MS. DUNGEE-JAMES: Good
5 morning. How are you?

6 MR. BRADLEY: Do you share this
7 information with the School District of
8 Philadelphia?

9 MS. DUNGEE-JAMES: No, we have
10 not.

11 MR. BRADLEY: Any particular
12 reason why?

13 MS. DUNGEE-JAMES: No
14 particular reason, Steve, Mr. Bradley.

15 MR. BRADLEY: Just a
16 recommendation. Very informative.

17 MS. FERNANDEZ: Yes. I have
18 some comments. First of all -- and I
19 will call you Alice because I work with
20 you every day. Thank you for all you do.

21 This is the most comprehensive
22 and most useful piece of information that
23 I have seen coming from a union
24 relationship standpoint in the ten years
25 that I have been doing this kind of work.

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2 MS. DUNGEE-JAMES: Thank you
3 very much.

4 MS. FERNANDEZ: And the
5 Hispanic Chamber will publish this on
6 their weekly newsletter that comes out
7 every Friday, because this is where we
8 can contribute as minorities to make sure
9 that our people know that this is out
10 there and that we can help them fill out
11 those applications if they need to.

12 MS. DUNGEE-JAMES: Absolutely.

13 MS. FERNANDEZ: Because then I
14 have something to hang on to when I call
15 the union and I say, Johnny, how many
16 Latino electricians do you have?

17 So I really thank you at OEO
18 for doing this. This is very useful to
19 us in doing our work.

20 MS. DUNGEE-JAMES: Thanks
21 again.

22 MS. DOWD-BURTON: Thank you.
23 Steve, comments, Vanessa?

24 MS. FIELDS: Yeah. You said
25 you have two staff that are responsible

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2 for registering folk?

3 MS. DUNGEE-JAMES: Yes. They
4 work with me in actually processing the
5 applications for the registry. So
6 businesses that have been certified by
7 one of the recognized certifying
8 agencies, they then go online and apply
9 for OEO's registry to be on the City of
10 Philadelphia OEO's registry of certified
11 businesses.

12 MS. FIELDS: Now, is this the
13 same registry that the first gentleman
14 was speaking about that has a backlog?

15 MS. DUNGEE-JAMES: No. The
16 backlog that he was speaking of is the
17 Pennsylvania Unified Certification
18 Program, which is PAUCP, which consists
19 of the five transportation organizations
20 in Pennsylvania, SEPTA, the Airport,
21 PennDot, Allegheny County. He was
22 referring to those.

23 MS. FIELDS: So there's no
24 backlog with you all?

25 MS. DUNGEE-JAMES: Oh, no.

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2 There's no backlog. No, no, no.

3 MS. FIELDS: I'm glad to hear
4 that. And I agree that this information
5 absolutely needs to be published in the
6 school system and also minority papers,
7 because, I mean, you got some good stuff
8 here, but nobody knows about it. So here
9 we go again not having the folk to do the
10 work.

11 Thank you.

12 MS. DUNGEE-JAMES: Thank you.

13 MS. DOWD-BURTON: So, Alice, I
14 want to thank you and your team for
15 compiling this information, and the
16 purpose of compiling it is to publish it.
17 So we absolutely agree with you a hundred
18 percent. It's the first time we've seen
19 it in a comprehensive fashion. We have
20 had the School District here testifying
21 previously, and we will certainly share
22 the information with them and move
23 forward to build a stronger working
24 relationship. So thank you for your
25 comments.

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2 Thank you very much, Alice.

3 MS. DUNGEE-JAMES: You're
4 welcome.

5 MR. BRADLEY: Well done, Alice.

6 MS. DUNGEE-JAMES: Thank you
7 very much. Have a good day.

8 MS. DOWD-BURTON: William Clark
9 and company.

10 (Witnesses approached witness
11 table.)

12 MR. CLARK: Good morning, EORC
13 Committee. Good morning to Chairwoman
14 Dowd-Burton. My name is William Clark.
15 I am the Director of Special Projects in
16 the Office of Economic Opportunity for
17 the City of Philadelphia.

18 As the Director of Special
19 Projects, I'm responsible for the EOPs
20 for private and non-profit projects
21 throughout the City. Today I'm joined by
22 Angelina Prosciutto and Graham Barrett,
23 who are OEO interns for the summer of
24 2014.

25 Today I'm here to testify about

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2 the historical workforce trends on
3 projects with oversight committees. Over
4 the past few years, the OEO has collected
5 project data on active and closed
6 projects to assess trends and performance
7 in the areas of MBE business
8 participation and workforce practices
9 among minority and female workers.

10 To date, the narrative on
11 workforce trends are best understood by
12 the following categories: the average
13 cost of projects tracked; the average
14 workforce goals set for minority, female,
15 and local workers; the average number of
16 minority, females, and local workers per
17 project, actual; and the average
18 workforce variance, the goal less actual
19 performance.

20 The data collected to date
21 consists of 18 projects. The average
22 cost of each project is \$80 million. The
23 average minority, female, and local
24 workforce goals set for these projects is
25 28 percent, 6 percent, and 49 percent

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2 respectively. The average percentage of
3 minority, female, and local workers per
4 project is 25 percent, 3 percent, and 34
5 percent respectively.

6 The average workforce variance;
7 that is, the goal less actual
8 performance, among minority, female, and
9 local workers per project is minus 3
10 percent, minus 3 percent, and plus 9
11 percent respectively.

12 The averages I just provided
13 are rounded up to the nearest whole
14 number.

15 I should also note the averages
16 calculated for each category in this
17 chart - goals, actual, and variances - is
18 a reflection of the totals for each
19 individual project divided by the number
20 of total projects analyzed during this
21 period, which is 18 projects.

22 The OEO continues to capture
23 and monitor this data as a means to plot
24 trends and forecast goal-setting for new
25 projects.

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2 This concludes my testimony,
3 and I'll be glad to answer any questions.

4 MS. DOWD-BURTON: Questions for
5 William?

6 (No response.)

7 MS. DOWD-BURTON: No? Okay.
8 Thank you very much.

9 We have two, let's see, two
10 people who have been added to our
11 testimony list. We're now going to call
12 Kristin Szwajkowski, and she's going to
13 correct me with regard to that
14 pronunciation.

15 (Witness approached witness
16 table.)

17 MS. DOWD-BURTON: If you'd
18 introduce yourself, please.

19 MS. SZWAJKOWSKI: Good morning,
20 Madam Chair and the remaining Committee
21 members who are here today. My name is
22 Kristin Szwajkowski. I'm a Project
23 Manager with Milligan and Company.
24 Milligan and Company is partnered with
25 Econsult Solutions to perform the City of

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2 Philadelphia's annual disparity study.
3 So I'm here today to provide you with an
4 overview of the Fiscal Year 2013
5 disparity study results.

6 I apologize. My colleagues
7 from Econsult Solutions were not able to
8 join me today. And I'll just give you a
9 very quick background on Milligan and
10 Company in case you are not familiar with
11 my firm.

12 We are a minority consulting
13 and CPA firm located in Philadelphia with
14 roughly a 30-year history, and we have
15 worked with the City of Philadelphia on
16 the annual disparity study for at least
17 the last five years.

18 Just to give you a very quick
19 overview on the study's purpose. It is
20 to assess the disparity ratio based upon
21 OEO's annual participation report, and
22 the disparity is determined by dividing
23 the utilization on City contracts divided
24 by the availability of ready, willing,
25 and able firms to perform on those

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2 contracts. And based upon the disparity
3 ratio, a recommended participation goal,
4 annual participation goal, is set based
5 upon that disparity ratio.

6 So just to talk a little bit
7 more about the scope, it covers all the
8 M/W/DSBE categories. It also looks at
9 the various contract types, the public
10 works; personal and professional
11 services; supplies, services, and
12 equipment that the City contracts with
13 each year.

14 And this particular year's
15 study, I should -- it should be noted
16 that federally funded contracts were
17 excluded. They were excluded this
18 particular year because the City has
19 limited contracting authority over those
20 and limiting goal-setting on federal
21 contracts. However, for the first year,
22 quasi-public entities were able to be
23 added to the study, and they included
24 PHDC, PIDC, and PRA.

25 Also this year we looked at the

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2 exclusion of contracts that had few or no
3 opportunities for M/W/DSBEs. The total
4 amount of those contracts totaled \$156
5 million. An example of some of those
6 contracts include water treatment
7 chemicals, electrical supplies and
8 equipment. These are contracts for which
9 either there are corporations who provide
10 these services, non-profits who provide
11 these services or there are very high
12 barriers for entry for M/W/DSBEs because
13 of regulations and the high cost of entry
14 into these services.

15 Just to give you an overview of
16 the utilization, the availability, and
17 how that affects the disparity ratio.
18 The utilization between Fiscal Year 2012
19 and Fiscal Year 2013 remained relatively
20 flat at 28 percent. So there was little
21 change in the utilization of M/W/DSBEs on
22 City contracts.

23 In terms of the City's usage of
24 M/W/DSBEs, this is definitely a highlight
25 of the study. There was an increase in

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2 the use of M/W/DSBEs within the City
3 itself. There was a 2 percent gain in
4 the number of firms that were utilized on
5 City contracts. And then in terms of the
6 prime contractor amounts, which I know
7 we're all quite concerned about, there
8 was an increase in the dollar amount that
9 prime contractors were earning. However,
10 there was a slight decrease in the number
11 of contracts awarded to prime
12 contractors. However, a major highlight
13 that should be noted is that the average
14 amount of the contract awarded to prime
15 contractors doubled between Fiscal Year
16 2012 and Fiscal Year '13. In Fiscal Year
17 '12, the average size of the contract
18 awarded to M/W/DSBE primes was \$130,000.
19 In Fiscal Year 2013, it was \$210,000. So
20 it was a 50 percent increase, which is a
21 great achievement.

22 In terms of availability,
23 availability increased, and this is a
24 note because the availability affects the
25 disparity ratio, same as utilization.

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2 The utilization remained relatively flat,
3 but the availability increased. It
4 increased by over 2 percentage points.
5 And how this affects the disparity ratio
6 is that it actually caused the disparity
7 ratio to go down. It should be noted
8 that in terms of parity, being at the
9 number one means that there is good
10 availability and good utilization of
11 M/W/DSBEs. In Fiscal Year '13, we were
12 at 0.78, which means we are below that
13 threshold of one. In Fiscal Year 2012,
14 we were at 0.82. So it decreased from
15 0.82 to 0.78, which means that the
16 disparity ratio, for lack of a better
17 word, worsened slightly, and it only
18 worsened because the availability
19 increased, meaning that there was more
20 opportunity for M/W/DSBEs to perform on
21 contracts. So there is still opportunity
22 out there for M/W/DSBEs.

23 As a result of that disparity
24 study, we proposed a recommended goal
25 overall for all contracts of 30 percent.

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2 This is based on historic utilization and
3 availability over the years, and we do
4 believe that this is achievable.

5 It should also be noted that in
6 this city -- excuse me; in the City's
7 annual disparity study for this year,
8 because we excluded the few or no
9 contracts -- these are the contracts that
10 have few or no opportunity for
11 M/W/DSBEs -- the goal is able to be
12 higher. However, if those were excluded,
13 the goal would be at 25 percent. It
14 should also be noted, however, that
15 whether those contracts are included or
16 excluded, that ratio, 25 percent or 30
17 percent, remains correlated to each
18 other, so that the amount of
19 availability, the amount of utilization
20 is still equivalent whether you include
21 or exclude those contracts. We feel that
22 it gives more transparency and a more
23 realistic picture to exclude those
24 contracts where M/W/DSBEs are unable to
25 participate.

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2 I also wanted to speak about
3 some of the highlights of the
4 recommendations and achievements. We are
5 recommending for this year that OEO
6 continue their capacity building and
7 their inclusion programs, with a
8 particular emphasis on professional
9 services. There is opportunity to
10 increase M/W/DSBE availability in PPS
11 contracts, and particularly for WBEs, we
12 feel that there's opportunity.

13 We also would like to see OEO
14 help M/W/DSBE firms grow to be more -- to
15 be prime contractors and to see more
16 prime contracting opportunities.

17 And just some quick highlights
18 in terms of OEO's achievements. They
19 achieved an Economic Opportunity Plan
20 analysis, which is attached to the
21 disparity study this year. This is the
22 first time we have done an EOP analysis.
23 We also were able to add in the
24 quasi-public funding, which was a
25 challenge in past years. So that has now

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2 been added to the report. So those are
3 two major achievements for this year.

4 I do want to give you a very
5 quick overview of the Economic
6 Opportunity Plan analysis. This analysis
7 covers Fiscal Years 2009 through Fiscal
8 Years 2013. We were able to analyze 343
9 active and closed EOPs. Please note that
10 this is less than the number of EOPs that
11 exist because these 343 EOPs were the
12 only ones that had any data associated
13 with them. The other ones had not yet
14 started or they've been on hold.

15 And we looked at the numbers
16 several ways. We looked at them by
17 department. We looked at them by the
18 contract dollar amount. We also looked
19 at their percentages of achievements.

20 Just to give you some quick
21 highlights. Out of the 343 EOPs that we
22 were able to analyze, by the contract
23 dollar amount 34.8 percent were able to
24 meet their goal. We also looked at the
25 percentage of achievement, meaning how

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2 many EOPs were able to come within 10
3 percent of meeting their goal, meaning
4 that they achieved 90 percent overall in
5 meeting their EOP contract goal.

6 In terms of all those
7 contracts, 86.5 percent were able to meet
8 90 percent of their goal. In terms of
9 the number of contracts out of all 343
10 that we looked at, 37.9 percent were able
11 to meet their goal, and 77 percent were
12 able to meet 90 percent of their goal.

13 And that is what I have to
14 report on both the disparity study and
15 the EOP report. If you have any
16 questions, I'll be happy to answer them
17 to the best of my ability.

18 MS. DOWD-BURTON: Thank you.

19 Questions for Kristin?

20 MR. BRADLEY: Is there a legal
21 copy of the report available?

22 MS. SZWAJKOWSKI: Angela does
23 have copies of the report. They're also
24 available on OEO's website as well.

25 MS. DOWD-BURTON: Correct.

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2 MR. BRADLEY: Thank you.

3 MS. SZWAJKOWSKI: Thank you.

4 MS. DOWD-BURTON: Thank you

5 very much.

6 MS. FIELDS: I wanted to ask

7 something.

8 MS. DOWD-BURTON: Yes.

9 MS. FIELDS: You said that --
10 two things. First of all, you said
11 there's lots of opportunities. How are
12 you advertising those opportunities? How
13 are you informing minority businesses
14 that these opportunities exist?

15 MS. SZWAJKOWSKI: Well, we are
16 consultants for OEO only to do the annual
17 disparity study. These are the
18 recommendations that we provide to OEO in
19 order to increase those opportunities.

20 MS. FIELDS: I understand that.
21 What I'm asking you, in your report did
22 you specify ways that folk could increase
23 or meet these goals or tell them about
24 these opportunities?

25 MS. SZWAJKOWSKI: No. We don't

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2 specifically -- the report is for OEO, so
3 we are looking at how OEO could increase
4 those opportunities.

5 MS. FIELDS: All right. And
6 then my other question is, you gave the
7 percentages of the 432, and none of them
8 were 100 percent. So what were some of
9 the reasons that they didn't meet those
10 goals?

11 MS. SZWAJKOWSKI: We did not
12 look at the specific reasons. We only
13 looked at the numbers. This is sort of
14 a -- more of a statistical report.
15 However, my understanding is that in some
16 cases there were -- and as I heard
17 earlier today, that there were
18 contractors who were unable to perform on
19 contracts, that there were challenges
20 within contracts, but we did not
21 specifically look at those. It was not
22 part of our scope of services that we
23 provided to OEO.

24 MS. DOWD-BURTON: I'm sorry.
25 We do have the Economic Opportunity

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2 Review plan that was published last
3 September out of the Office of Economic
4 Opportunity, which goes through a
5 detailed review of some of the projects
6 that have met or exceeded goals. That
7 was the 34 percent that she mentioned.
8 But we're also looking at how close did
9 others come to goal. And so 85 percent
10 of them achieved the 90 percent goal
11 level. So our question then becomes are
12 we setting the goal too high? Ultimately
13 we'd like to set it high because it
14 should be a stretch goal. And so where
15 are we in that parameter. If 85 percent
16 are achieving 90, then are we close to
17 where we should be and continuing to push
18 the market forward? Because we do want
19 to continue to build a demand. We know
20 that more participation through prime
21 contractors is where we want to get to,
22 and so some of this is subcontracting,
23 some of it is prime contracting, and
24 we're not there yet. This is the first
25 time we've actually done that review, and

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2 it's really based on dollars paid, not
3 just commitments made but dollars paid.
4 That's what she's reporting on.

5 MS. FIELDS: I get that, but
6 what I don't get is if I'm trying to
7 solve a problem, I know this percentage
8 of folk haven't met it. Why haven't
9 they? What are the reasons? How do we
10 get to that? We need to find out exactly
11 specifically why aren't these people
12 meeting these goals? I get the numbers.
13 That's fabulous you got me the numbers,
14 but how do we change those numbers?
15 That's my question.

16 MS. DOWD-BURTON: Absolutely.

17 MS. FERNANDEZ: Let me see if I
18 can add a comment, because you touched on
19 something, Angela, that's truly
20 important, that it's the first time that
21 we do this. I do want to remind all of
22 us that it has only been in the past
23 seven or six years that we've had an
24 Office of OEO or a minority business in
25 the City that actually has had a

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2 progressing and successfully so process
3 to get us to hash out these numbers and
4 look into it and engage all the
5 organizations, from private contractors
6 to institutions to business associations
7 to look at these numbers and become more
8 demanding. And I'm going to be really
9 honest with you. Twenty-five percent
10 minority participation in a city that is
11 so minority? Really? But we are getting
12 there, and I certainly hope that in the
13 next few years, we get further ahead.
14 And I look at you and I see people that
15 have been doing this for 30 to 40 years.
16 I think this is the first time that we're
17 in the path, and I hope that we keep that
18 path as we go. Those of us who are going
19 to be here for the next five, ten years,
20 that we continue pushing and chipping
21 away so that we actually get to truly
22 bring diversity into those organizations
23 that have those EOPs, because imagine the
24 thousands of projects that go on without
25 EOPs.

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2 MS. FIELDS: I get that, but
3 let me say this. We need to stop
4 chipping with a spoon and start chipping
5 with an ax. Okay? Because this is too
6 long. We need to speed it up.

7 MS. DOWD-BURTON: We absolutely
8 agree. It's been 30 years.

9 MS. FIELDS: Thirty years is
10 pretty long.

11 MS. DOWD-BURTON: The Office of
12 Economic Opportunity or MBEC, which is
13 the predecessor, over the last four years
14 we've made some strides, but we're
15 absolutely not there yet, and so that's
16 why you're here, Vanessa. Help us get
17 this job done. Thank you.

18 Thank you very much, Kristin.

19 MS. SZWAJKOWSKI: Thank you for
20 your time.

21 MS. DOWD-BURTON: You're
22 welcome.

23 We have two more speakers for
24 today. They are Jihad Ali and Mark Betz.
25 I recognize that our meeting is scheduled

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2 to adjourn at 11:30. That's when we
3 relinquish City Council Chambers. And so
4 please have that in mind.

5 (Witness approached witness
6 table.)

7 MR. ALI: Good morning, members
8 of the Economic Oversight Board. My name
9 is Jihad Ali. I'm the President of the
10 Contractors Roundtable. I'm here today
11 to bring your attention to some problems
12 that I see with your -- I'll just say
13 your website.

14 Keep in mind what you just
15 said, Ms. Burton.

16 I guess I only have about three
17 minutes.

18 So just in summary, I'd like to
19 say, Ms. Vanessa Fields, this is my first
20 time attending since you've been on this
21 Committee. I've been down at these
22 hearings several times in the past, but I
23 got to tell you, I am absolutely thrilled
24 that you are on this Committee, and I'm
25 thrilled because, you know, when

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2 Ms. Burton said earlier -- she talked
3 about acknowledging Father's Day, and I
4 would like to -- I'm a father, and my
5 family treated me, but I thought about
6 two fathers that we had on the civil
7 rights front. One was Malcolm X, and
8 Malcolm X made a statement one time when
9 he said, you know, People will come and
10 try to deceive you, but the term that he
11 used was "bamboozle" you. And he said
12 the thing was, if you were dumb enough to
13 believe that they were going to bamboozle
14 you and you believe them.

15 So it's good to see that you're
16 smart enough to see when somebody is
17 attempting to bamboozle you.

18 The other person that I'd like
19 to mention, a father, was Dr. King, and
20 he said, you know, We always have good
21 people, but it's really when good people
22 don't do anything that they allow bad
23 people to be prevalent and suppress other
24 people, in summary.

25 So keeping that in mind, I know

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2 that Mr. Steven and Varsovia, Ms.
3 Fernandez, I know you're good people and
4 I know you always are trying to help, and
5 I know Ms. Burton is a good person. I
6 know you are always trying to help, but
7 see, in this field, you have to be
8 knowledgeable about the terms that
9 they're throwing around.

10 Now, there's a study that says
11 that there's a wisdom in crowds. You
12 don't have to be particularly adept at
13 the subject, but you got to have
14 diversity, like you have. And just like
15 you heard those numbers, you knew enough
16 to know that, Well, wait a minute, I'm
17 only hearing some of this number.

18 I have an accountant friend who
19 always tells me when people start
20 throwing out numbers, always concentrate
21 on the whole. But the number one thing
22 you hit on, Ms. Fields, was, what is the
23 solution? You know, when the other
24 people came up and testified, Keating
25 Corporation, who has a long history in

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2 the City, who before came in this Council
3 and testified that the reason why blacks
4 weren't achieving was because they
5 weren't qualified. Now, there was a big
6 outpouring of anger over that statement,
7 and he recanted that, but he went on to
8 make money. Now today we are -- he's
9 telling you the reasons why he can't do
10 anything because of the trades, but the
11 real reason is, what is the solution?

12 Ms. Burton, when you're sitting
13 up here and you're sitting up in your
14 capacity as the Chair of OEO and then you
15 bring other members of your organization
16 up to take valuable time, that limits my
17 time as a citizen, which this very
18 Committee was enacted for, just to put on
19 the record things that you could have put
20 on the website. But when you do that, we
21 have to talk about ethics and conflicts,
22 because when you as a chairwoman of these
23 18 oversight boards that one of the
24 citizens -- one of the people here
25 testified about was that on each one of

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2 those oversight boards, you're the
3 chairwoman. Now, also, those of you on
4 the Committee may not be aware, those
5 oversight boards are closed to the
6 general public. A person like me, I
7 cannot attend them, although City Council
8 can be there. But the language says that
9 it should be composed of citizens, but
10 the decision was made by this
11 Administration that it would only be --
12 Angela Dowd-Burton would be the
13 chairwoman and then whatever respective
14 Councilperson, whatever building trades.

15 But the real key is this: The
16 four major projects they talked about,
17 LeBow, the Chestnut College, the thing up
18 in Manayunk, Venice Island, and Dilworth
19 Plaza, they're talking -- well, three of
20 those are already two years old. So
21 they're old. So this Committee is
22 getting testimony in spite of them saying
23 that the first one has seven meetings,
24 the other one had eight. So 15 meetings,
25 quarterly meetings, that this Committee

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2 could have been informed to bring those
3 very respective people in here to
4 question them during the time this thing
5 is going on, not after the fact, and you
6 have a challenge to be able to interpret
7 this data in less than an hour and be
8 able to come up with really
9 thought-provoking questions for them.

10 So you have an uphill battle,
11 but what's the solution for that? The
12 solution as it's laid out during the
13 project that you're monitoring or
14 Ms. Burton's office is monitoring, let's
15 get them in on a quarterly basis.

16 The other thing is, what is the
17 number? One of the people from
18 Ms. Burton's staff testified he looked at
19 18. The woman that just spoke, she
20 testified there's 343. So the reason why
21 we know those numbers, the larger
22 numbers, the 343, is because of the 17
23 Councilmembers that sit here. Because in
24 all the accolades that Ms. Burton gave to
25 Mr. Keating, the one accolade I didn't

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2 hear was going to this Council.

3 Now, this Council, the reason I
4 asked Ms. Fernandez, the reason why we
5 made progress at 2 percent is because of
6 the people sitting in these chairs, and
7 particularly Wilson Goode, Jr. and the
8 citizens of Philadelphia who enacted an
9 ordinance approved -- a resolution, a
10 City Charter amendment in 2010 that
11 changed all this stuff. So let's give
12 credit to where credit is. The Council
13 President, he is the main one behind the
14 resolution that made all this happen.
15 And we have to keep in mind, because the
16 citizens who will see this on radio, I
17 want them to know there's a few of us who
18 don't go with that bamboozleness stuff.

19 So I think we have a great
20 opportunity to change things. I think
21 it's going to take people like you, but
22 you got to get these reports. Talson
23 organization, which I'm familiar with,
24 they do a thorough report. The
25 information will be there. They really

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2 don't make a call on it, but the
3 information will be there, so if you have
4 it, then you can follow up.

5 But when you look at people
6 like Talson, how do they even get these
7 jobs? When you look at Drexel, SEPTA,
8 when they start hiring these people, how
9 are these third-party certifiers hired?
10 We need to talk about that, because if
11 the reason is that somebody is referring
12 them, then that needs to be disclosed.
13 Because if that somebody has an interest
14 with somebody else, we need to talk about
15 that. Because the difficulty is when you
16 have -- all of y'all are here for the
17 good of us all, but you have to be
18 assured that you all have the same
19 information. See, because that's it,
20 because -- I'm going to join the Chamber.
21 I keep saying that, but I am. I'm with
22 you 100 percent, Ms. Fernandez, and I'm
23 certainly with you, Ms. Fields, but the
24 thing is, you have got to be informed.

25 So one thing I want to say in

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2 closing is that all those reports, Talson
3 report, that be available online.

4 Now, we get to an important
5 point about these third-party reports.
6 When a person like Talson is hired, he's
7 hired by the university. That
8 information, they consider it
9 proprietary. Ms. Burton can make an
10 acknowledgement that she doesn't have it,
11 which, in effect, she wouldn't have it
12 unless they turned it over to her. And
13 most of the language for the EOPs say
14 that all those reports have to be
15 available, but the applicant, the
16 developer, the contract, the university,
17 they have to maintain them until she asks
18 for them. So theoretically she doesn't
19 have them in her custodial
20 responsibility. She can't give them to
21 me when I ask for them. So y'all need to
22 have some inner workings about these
23 reports, because with information, we can
24 come up with changes. We can demand
25 change. We can bother the 17 people

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2 that's here. We can bring about the
3 change. But without information, we're
4 just going to be bamboozled, bamboozled,
5 and bamboozled.

6 I'd like to thank you for
7 giving me the opportunity to put my
8 comments on the record in front of the
9 citizens of Philadelphia. Thank you.

10 MS. DOWD-BURTON: Thank you,
11 Mr. Ali.

12 Questions?

13 (No response.)

14 MS. DOWD-BURTON: Mark Betz.

15 (Witness approached witness
16 table.)

17 MR. BETZ: Good morning. How
18 you doing?

19 MS. DOWD-BURTON: Good morning.

20 MR. BETZ: My name is Mark
21 Betz. I'm a 23-year member of
22 Steamfitter Local 420. I also ran, own
23 the union steamfitter company. At that
24 time, I didn't refer to it as a minority
25 company. It was just a company.

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2 I'm here today because the
3 system isn't working at the jobs, and I'm
4 here to prove it. I got all the records
5 and I know everything.

6 I'm presently working at the
7 Science Center at Temple University, a
8 minority job. They find out I'm down
9 here, I'll probably get laid off or
10 whatever. I won't have a job. But I'm
11 doing this because this is what needs to
12 be done.

13 I've been addressing these
14 issues with the minorities and everything
15 through my union. My union pushed the
16 issues on you ladies and gentlemen here.

17 This is the situation: I
18 called them last year. There was a
19 minority -- there was a contractor at the
20 Temple job that didn't have any
21 minorities working for them at all. I
22 said, Okay, fine. I questioned the
23 university about it. The university says
24 check the website, the numbers are there.
25 I referred that. I went back to the

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2 person who checks the numbers. The
3 numbers are there. Still number is not
4 there. I'm in the union. I know the
5 members aren't there and how are the
6 numbers being met.

7 So I proceeded on to contact
8 the President of Temple University. I
9 reached out to other universities and
10 stuff, and Temple is the number one union
11 that got back to me and really dealt with
12 the issues. They referred me to the head
13 of construction, the one gentleman who is
14 in charge of the projects and everything.
15 I at that time expressed to him my
16 problems I was having, that there's a
17 contractor down there that has no
18 minorities working for him at all and
19 you're saying all the numbers are being
20 met and everything is good.

21 He said fine.

22 Within a half an hour, he
23 called Bill Wright. Bill Wright was
24 referred to me asking me the same
25 concerns. They said, Oh, that job is

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2 almost over with. We can get you on
3 another job.

4 I said, The job is still going
5 on. People need jobs. People need to
6 work. What do you mean it's almost over?

7 This was about three months
8 ago. I've been on that job for three
9 months.

10 After that, I talked to Bill
11 Wright. Bill Wright hemmed and hawed
12 back and forth.

13 One of the major problems is
14 that minority participation is being
15 filled by apprentices. Apprentices are
16 appointed positions through the union
17 hall for a job, but somehow all the
18 apprentices are on the minority jobs. I
19 questioned my union about that. We have
20 a list. How are all the minorities only
21 on the minority jobs?

22 Long story short. How did I
23 get on the Temple job? Bill Wright.
24 When you look at them, all these
25 minorities, the only friendly minorities

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2 are female minorities. There are not any
3 minority males on anywhere. I mean, all
4 these representatives that came up, they
5 all had minority females with them. I
6 mean, you lucky we have a minority male
7 on your panel, but all through
8 everywhere, that's how it is. It seem
9 like the only good minority is an
10 apprentice or a female. Apprentices,
11 yes, because you got to be quiet, you
12 can't say nothing. If you do, they'll go
13 back to you and get you put out the
14 union.

15 After I finally forced my way
16 onto the job going through Temple, not my
17 actual union hall, my business agent
18 rewarded me. He said, Okay, Mark, we got
19 you on that job on Temple.

20 I said, All right. Thank you
21 very much, but --

22 MS. DOWD-BURTON: Mr. Betz,
23 could you wrap it up.

24 MR. BETZ: No problem.

25 MS. DOWD-BURTON: Thank you.

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2 MR. BETZ: But the biggest
3 thing was, you work in Quakertown. I
4 live in West Philadelphia. I have to
5 drive to Quakertown for an hour to be a
6 minority on a minority job.

7 So my biggest problem is that
8 we need to change the wording of the
9 apprentices being used as minority.
10 Minority participation should be filled
11 by minority mechanics. And I went
12 through -- and another reason is, we need
13 to have someone we can report this to on
14 the job. I've been to City Council.
15 I've been to the Mayor's Office. I've
16 been to 3-1-1 office. It all came back
17 to you. They all told me to come to you
18 for you. Who do I call if there's not
19 enough minorities on the job? I could
20 take you to the job right now. You can
21 follow me to the subway in North
22 Philadelphia. The numbers aren't there.
23 Yes, some trades don't have any
24 minorities left, but some trades have a
25 lot left. My union has the lowest

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2 minorities out of all the building
3 trades, and we have plenty of minorities
4 that are out of work.

5 I just walked by coming here,
6 they have a contractor working at the
7 City of Philadelphia. Five trucks out
8 there, all white guys, no minorities, no
9 nothing. Who do I call to report that
10 they doing a project and the minority
11 participation isn't being held? I got
12 tons of jobs I can report. We don't have
13 much time at the end. I got a list of
14 jobs.

15 Keating, I dealt with Keating
16 with this before. I went to their office
17 and dealt with them, talked to them about
18 minorities and problems on the job.
19 Everything was good to go until I brung
20 up minority. I live in West
21 Philadelphia. Why can't I work in West
22 Philadelphia? Oh, they want to throw me
23 out the office, they don't want to talk
24 to me no more.

25 I signed up -- the list of jobs

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2 that you sign up for a job in your area,
3 your community, I signed up for the job
4 at 32nd and Lancaster Avenue, five blocks
5 from my house. I've been on this for
6 over a year. I was the only steamfitter
7 minority on that list. I checked back
8 six months later. I'm still the only
9 one. Never got a call.

10 It's not working, and I don't
11 know what to do, and who can I call and
12 report it to? There's nobody to call and
13 report it to. The contractors come up
14 here, they talk that. It's not right. I
15 work for City Mechanical. I know what's
16 going on, how are they carrying the
17 numbers. I know what's going on. Y'all
18 don't know, and they come here with these
19 smoke mirrors.

20 The one contract, Keating said,
21 had 100 members, 21 minorities. Well,
22 everybody else they broke down, what were
23 those 21 minorities? Laborers? Yes.
24 Because the laborers union is 100 percent
25 minority. We're carrying all the

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2 minorities with the laborers.

3 MS. DOWD-BURTON: Okay. Thank
4 you very much, Mr. Betz. We appreciate
5 your testimony.

6 MR. BETZ: Do you have anybody
7 that has the answer who can I call to
8 report these problems?

9 MS. DOWD-BURTON: I'll be happy
10 to talk to you after this meeting.

11 MR. BETZ: Thank you.

12 MS. DOWD-BURTON: Okay. I want
13 to wrap up the meeting of the Economic
14 Opportunity Review Committee this
15 morning. Again, I thank all of you for
16 coming and all of those who are here to
17 testify today. I thank members of our
18 panel for your questions, comments, and
19 your insights, your interests in helping
20 us do better and do more.

21 And so what I'd like to do is
22 just acknowledge, number one, the members
23 of City Council who have in fact provided
24 us with this venue and specifically
25 mention Councilman Wilson Goode, who has

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2 been instrumental in working with the
3 Office of Economic Opportunity,
4 introducing legislation, providing
5 opportunities for the Office of Economic
6 Opportunity to testify during various
7 hearings to share our perspectives on
8 what is happening in the marketplace,
9 what are some of the things we need to be
10 doing -- continuing to do and other
11 things to be doing differently in order
12 to meet the goals of our community and
13 maximize the level of inclusion for
14 minority, women, and disabled-owned
15 businesses as well as our diverse
16 workforce.

17 The minutes of these meetings
18 are transcribed. They are posted in the
19 City Council transcripts. They're also
20 posted on the Office of Economic
21 Opportunity's website. So we do invite
22 those of you who are interested to refer
23 to them on an ongoing basis.

24 I also want to acknowledge
25 Mayor Nutter for his leadership and that

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2 of his Economic Opportunity Cabinet that
3 has provided proactive support of the
4 Office of Economic Opportunity that has
5 in fact made a historical shift in the
6 way we do business. And we have set the
7 goal at 30 percent for minority and
8 female participation. Historically for
9 the past 30 years that goal has been at
10 25 percent. And so we will be looking at
11 doing things more aggressively, certainly
12 more diligently in the marketplace,
13 helping companies to participate as
14 primes, learning about opportunities
15 through different outreach programs,
16 working with the chambers more
17 deliberately to get the word out, as well
18 as working with our strategic alliance
19 partners out in the marketplace.

20 So I just want to thank all of
21 you once again for showing up on this
22 sunny day. If you recall a quarter ago,
23 we were in the middle of a snowstorm. So
24 I think this is a little bit better. I
25 love Philadelphia seasons.

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2 So we're going to break. Our
3 next meeting is scheduled for September
4 8th. I would propose that this Committee
5 meet and invite Councilman Goode to share
6 some perspectives with us and have us
7 also share our perspective on the
8 advances that this Committee is making
9 and some of the challenges that we
10 clearly have identified.

11 And so with that, I want to
12 thank everyone for coming. Enjoy your
13 summer and stay safe.

14 (Economic Opportunity Review
15 Committee concluded at 11:45 a.m.)

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CERTIFICATE

I HEREBY CERTIFY that the proceedings, evidence and objections are contained fully and accurately in the stenographic notes taken by me upon the foregoing matter, and that this is a true and correct transcript of same.

MICHELE L. MURPHY
RPR-Notary Public

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**CITY OF PHILADELPHIA
Office of Economic Opportunity**

ECONOMIC OPPORTUNITY REVIEW COMMITTEE

**City Council Chambers
City Hall, 4th Floor, Room 400**

Monday, June 16, 2014

**ECONOMIC OPPORTUNITY REVIEW COMMITTEE
MEETING AGENDA**

**June 16, 2014
10:00 - 11:30 am**

Committee Members:

- ___ Steven Scott Bradley, Chairman of the African-American Chamber of Commerce, PA-NJ-DE
- ___ Angela Dowd-Burton, City of Philadelphia Executive Director, Office of Economic Opportunity
- ___ Varsovia Fernandez, President and CEO, Philadelphia Hispanic Chamber of Commerce
- ___ Vanessa Fields, Vice President, AFSCME District Council 47
- ___ Sherman Harris, Assistant to the 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

V. Public Hearing

- a. Ground-rules
 - Sign-in sheet for future announcements
 - Sign-in sheet to provide testimony
 - State your name, organization
 - 5 minutes per speaker

VI. Upcoming Meeting Dates

- a. September 8th, 2014
- b. December 8th, 2014

Speakers Scheduled

- **Steadfast Entities**
Jameel Worthy
President and Chief Executive Officer
- **Daniel J. Keating Co.**
Pierce Keating
Chairman and Chief Executive Officer

- **Drexel University & Drexel University College of Medicine
Academy of Natural Sciences of Drexel University**
Debbie Rizzo
Director Diversity Procurement Services
- **City of Philadelphia Office of Economic Opportunity**
Alice Dungee James
Assistant Director
- **City of Philadelphia Office of Economic Opportunity**
William Clark,
Director of Special Projects
- **Milligan & Company**
Kristin Szwajkowski
Project Manager

**TESTIMONY
OF
ALICE G. DUNGEE-JAMES, ASSISTANT DIRECTOR
THE OFFICE OF ECONOMIC OPPORTUNITY
CITY OF PHILADELPHIA
BEFORE THE
ECOMONIC OPPORTUNITY REVIVEW COMMITTEE (EORC)
JUNE 16, 2014**

INTRODUCTION:

Good morning, Madame Chair and Members of the Economic Opportunity Review Committee (EORC). My name is Alice G. Dungee-James. I am the Assistant Director of The Office of Economic Opportunity (OEO) for the City of Philadelphia.

As Assistant Director of OEO, I am responsible for managing the OEO Registry of Certified Businesses. The Registry currently consists of 2,211 Minority, Women, and Disabled owned business enterprises (M/W/DSBEs). Jennifer Wise and Jennifer Collazo Morales provide customer service for companies that are interested in applying for the OEO Registry. This Registry is essential to the process of setting participation goals for Economic Opportunity Plans (EOP).

In addition to M/W/DSBE participation, EOPs also include goals for workforce diversity within the construction industry. The purpose of my testimony today is to provide this committee and the public with a brief summary of the Apprenticeship programs offered by local unions in the construction industry.

My report reflects sixteen (16) trades, which include the:

1. Brick Layers & Allied Crafts	2. Boilermakers	3. Carpenters, Floor Layers & Allied Trades	4. Electricians (IBEW)
5. Elevator Constructors	6. Heat & Frost Insulators	7. Iron Workers	8. Laborers
9. Operating Engineers	10. Painters, Glaziers & Dry Finishers	11. Plasterers & Cement Masons	12. Plumbers
13. Roofers	14. Sheet Metal Workers	15. Sprinkler Fitters	16. Steam Fitters

Out of the sixteen (16) trades, 12 offer-training programs and they are:

1. Brick Layers & Allied Crafts	2. Carpenters, Floor layers & Allied Trades	3. Electricians (IBEW)
4. Elevator Constructors	5. Operating Engineers	6. Painters, Glaziers & Dry Finishers
7. Plasterers & Cement Masons	8. Plumbers	9. Roofers
10. Sheet Metal Workers	11. Boilermakers	12. Steam Fitters

Out of twelve (12) that offer-training programs, seven (7) trades are accepting applications now and they are:

1. Brick Layers & Allied Crafts
2. Boilermakers
3. Operating Engineers
4. Painters, Glaziers & Drywall Finishers
5. Roofers
6. Sheet Metal Workers
7. Steam Fitters

Other Trade information:

The Electricians Union accepts applications once a year in April.

The Masons/Concrete Union has a 3-year program and currently have a waiting list.

The Plumbers Union accepts applications on the last Wednesday of each month.

I have compiled an Apprenticeship Training Schedule with the following information: The Union, Local, Deadline for Application, Test Date, Telephone #, Contact Person, Website Address and Application Fees. The Apprenticeship Training Schedule will be submitted with my testimony and posted on the OEO website at www.phila.gov/o eo.

Thank you for the opportunity to share this information with you and the public. Our goal is to encourage those interested in these apprentice programs to be ready, willing, and able to pursue them.

I will be happy to answer any questions you may have at this time.

Local Union's Training Schedule for Apprenticeship Programs 2014

Union	Local	Deadline for Application	Test Date	Telephone#	Contact Person	Comments	Website
Brick Layers & Allied Craft	1	Classes begin in September 2014	5 year program	215-856-9505	Bob Powers	No application fee	www.BAC-1.org
Boilermaker	13	Pick up Application last Wednesday of the month (9:00 - 12:00 noon)		215-785-5536	Howard Fink	No Application fee	www.Boilermakers13.org
Carpenters, Floor Layers & Allied Trades	8	May 9, 12, 13, 14, 15, 16, 17, 19, 20, 21 (Accept applications between 8:00 a.m. - 12:00 noon)	Friday, May 23, 2014	215-824-2303	Edward C. Coryell	Application fee \$35.00 money order, non refundable - 17 years of age, diploma	www.CarpentersofPhila.com
Electrician	98	Once a year in April		215-567-6405	Michael Neal	Application fee \$40.00	www.Ate198.org
Elevator/Mechanical	5	Class began in October 2013 - 4 year program, next class 2015		609-929-2356 (215) 676-2555	Art Rogers	Testing fee \$25.00	www.Iuec5.com
Heat & Frost Insulators	14			215-289-4303 ext. 5	John Stahl		www.local-14.org
Iron Workers	405			856-795-9800 (215) 462-7300	Charlotte Vollmer	Not Accepting Applications waiting for work to pick up Philadelphia - Maybe in June	www.IronWorkersLocal405.org
Laborers	57, 135, 332 & 413			610-524-0404	Tracey Woodall	Not Accepting Applications at this time	www.LDC-phil-a-vic.org
Operating Engineers	25	Accepting application for December 2014	4 year program	215-591-5282	John Pine	Application fee \$10.00 refundable after test	www.Iuoelocal25.org
Painters, Glaziers & Dry Finishers	21	On line application	Testing shortly after receiving application	215-501-0130	Domenic Gaeta	Application fee \$10.00	www.DC21.org
Masons/Concrete	592	Waiting list at this time, 3 year program		267-549-2304	Jeff Wildsmith	Application fee \$247.50	www.Opcmia592.org
Plumber	690	Second and third week of January	Once a year January	215-677-6900	Raymond Boyd	Application fee \$60.00	www.Plumbers690.org

Union	Local	Deadline for Application	Test Date	Telephone#	Contact Person	Comments	Website
Roofers	30	Class begins in April - accepting applications for 2015	Test is given once a year	215-331-8770	John McGoldick	No application fee	www.UnionRoofers.com
Sheet Metal	19	On line application		215-952-1950	Aldo Zambetti	Application fee \$10.00 money order	www.Smwl19.org
Sprinkler Fitters	692	Not Accepting applications at this time	5 year program	215-673-9565	Joseph Mathews	Application fee \$50.00	www.SprinklerFitters692.org
Steamfitters	420	Program begins in August 2014, next programs begins in February 2015	6 month program	267-350-2610	Stephen Sweeney	Application fee \$15.00	www.LU420.org

**TESTIMONY
OF
WILLIAM CLARK, DIRECTOR OF SPECIAL PROJECTS
THE OFFICE OF ECONOMIC OPPORTUNITY
CITY OF PHILADELPHIA
BEFORE THE
ECOMONIC OPPORTUNITY REVIVEW COMMITTEE (EORC)
JUNE 16, 2014**

Good Morning EORC Committee. Good morning to Chairwoman Dowd-Burton.

My name is William Clark. I am the Director of Special Projects in the Office of Economic Opportunity for the City of Philadelphia.

As the Director of Special Projects, I am responsible for the EOPs (economic opportunity plans) for private and nonprofit projects throughout the city.

Today, I am here to testify about historical workforce trends on projects with oversight committees. Over the past few years, the OEO has collected project data on active and closed projects to assess trends and performance in the areas of MWBE business participation and workforce practices among minority and female workers.

To date, the narrative on workforce trends are best understood by the following categories.

- the average cost of projects tracked
- the average workforce goals set for minority, female, local workers
- the average number of minority, females, and local workers per project (actual)
- the average workforce variance (the goal less actual performance)

The data collected to date consists of 18 projects.

The average costs of each projects is \$80 million.

The average minority, female and local workforce goals set for these projects is 28%, 6%, 49% respectively.

The average percentage of minority, female, and local workers per project is 25%, 3%, and 34% respectively.

The average workforce variance (the goal less actual performance) among minority, female, and local workers per project is -3%, -3%, and +9% respectively.

The averages I just provided are rounded up to the nearest whole number.

I should also note, the averages calculated for each category in this chart (Goals, Actual, and Variance), is a reflection of the totals for each individual project divided by the number of total projects analyzed during this period; which is 18 projects.

The OEO continues to capture and monitor this data as a means to plot trends and forecast goal setting for new projects.

This concludes my testimony and I'll be glad to answer any questions.

Contract #	Bid #	Company Name	Bid Amount	MBE	MBE Race	MBE \$	MBE %	WBE	WBE Race	WBE \$	WBE %
134135	6957	AVIATION	238,936	MINORITY CONTRACTORS INC	Af Amer Mal	4,779	2.00%	J MANN R FINLEY INC	Whit Fem	14,336	6.00%
144030	6958	MC MULLEN ROOFING INC	1,000,000	GROUND PENETRATION & RESTORATION INC	Af Amer Mal						
144026	6961	A P CONSTRUCTION	367,200	AVIMAN MANAGEMENT LLC	Af Amer Mal	37,454	10.20%	CALLAHAN PAVING PRODUCTS INC	Whit Fem	7,344	2.00%
144025	6963	EDWARD J MELONEY INC	6,068,000	SABLE CONSTRUCTION INC	Af Amer Mal	25,704	7.00%	A K M CONSTRUCTION SERVICES INC	Whit Fem	3,672	1.00%
144025	6963	EDWARD J MELONEY INC	0					LABE SALES INC	Whit Fem	182,040	3.00%
144025	6963	EDWARD J MELONEY INC	0					J MANN FINLEY INC	Whit Fem	575,000	9.48%
144020	6964	ROCKPORT CONSTRUCTION CO INC	2,773,700	GRACIE PAINTING L L C	Af Amer Fem	112,335	4.05%	SIOUTIS COATINGS ENTERPRISE, INC.	Hispanic Amer Fem	35,000	0.58%
144041	6966ELB	MASON BUILDING GROUP INC	3,975,750					ALEXSON SUPPLY INCORPORATED	Whit Fem	5,825	0.21%
		AVIATION	14,423,586			180,272	1.25%			823,217	5.71%
		LICENSES AND INSPECTIONS, DEPARTMENT OF									
144002	8007	RAY'S HOME REPAIR & DEMOLITION INC	111,065	RAY'S HOME REPAIR & DEMOLITION INC	Af Amer Mal	111,065	100.00%				
144003	8001	LUZON INC	0								
144004	8000	GAMA WRECKING CO	1,005,355								
144005	8004	J P C GROUP INC	37,900								
144006	8006	A & M CURRAN LLC	548,682								
144007	8002	USA ENVIRONMENTAL MANAGEMENT INC	184,718								
144008	8005	GEPPERT BROTHERS INC	1,011,860								
144009	8003	HAINES & KIBBLEHOUSE INC	0								
144010	8008	JOE BROWN B CONSTRUCTION COMPANY	0								
144011	8009	PEDRO PALMER CONSTRUCTION INC	1,124,345								
144012	8012	MANGUAL EXCAVATIONS LLC	764,480	MANGUAL EXCAVATIONS LLC	Hispanic Amer Fem	764,480	100.00%				
144023	8013	MANGUAL EXCAVATIONS LLC	126,450	MANGUAL EXCAVATIONS LLC	Hispanic Amer Fem	126,450	100.00%				
144029	8014	MONTIBELLO CONTRACTORS INC	62,677								
144013	8011	RLC CONTRACTORS	117,905								
144033	8015	GAMA WRECKING CO	83,333								
144073	8016	BRANDENBURG INDUSTRIAL SERVICE CO	0								
144104	8017	GAMA WRECKING CO	83,788								
144105	8018	MANGUAL EXCAVATIONS LLC	89,989	MANGUAL EXCAVATIONS LLC	Hispanic Amer Fem	89,989	100.00%				
		LICENSES AND INSPECTIONS, DEPARTMENT OF	5,350,547			1,091,984	20.41%			0	0.00%
		PROPERTY, DEPARTMENT OF PUBLIC									
134097	4052MECHR	ALL STATES MECHANICAL LTD	277,440					THE LABOV PLUMBING AND HEATING SUPPLY INC	Whit Fem	69,360	25.00%
134120	4882ASBT	ASSOCIATED SPECIALTY CONTRACTING	1,000,000	DISPOSAL CORPORATION OF AMERICA	Af Amer Mal	70,000	7.00%	FOX CHASE ELECTRIC INC	Whit Fem	65,000	6.50%
134120	4882ASBT	ASSOCIATED SPECIALTY CONTRACTING	0					G & C ENVIRONMENTAL SERVICES INC	Af Amer Fem	65,000	6.50%
134124	4118LEEC	MULHERN ELECTRIC CO INC	800,000					MANNA SUPPLY INC	Asia Fem	40,000	5.00%
144018	4798PLUM	DOMENIC DIDONATO PLUMBING & HEATING INC	59,150								
144032	4798GCON	MURPHY QUIGLEY CO INC	842,520	MINORITY CONTRACTORS INC	Af Amer Mal	8,425	1.00%	BUTTONWOOD PAINTING CONTRACTORS INC	Whit Fem	8,425	1.00%
144032	4798GCON	MURPHY QUIGLEY CO INC	0	DISPOSAL CORPORATION OF AMERICA	Af Amer Mal	4,213	0.50%	ZAVORSKI MASONRY RESTORATION INC	Whit Fem	75,827	9.00%
144032	4798GCON	MURPHY QUIGLEY CO INC	0	PATAGONIA INC	Hispanic Amer Mal	25,276	3.00%	FLYNN PHOTOGRAPHY	Whit Fem	8,425	1.00%
144032	4798GCON	MURPHY QUIGLEY CO INC	0	SABLE CONSTRUCTION INC	Af Amer Mal	25,276	3.00%				
144052	4545LEEC	SCHLEIG ELECTRIC INC	54,735								
144053	4545GCON	MURPHY QUIGLEY CO INC	1,114,860	SABLE CONSTRUCTION INC	Af Amer Mal	60,202	5.40%	FLYNN PHOTOGRAPHY	Whit Fem	6,889	0.60%
144053	4545GCON	MURPHY QUIGLEY CO INC	0	DISPOSAL CORPORATION OF AMERICA	Af Amer Mal	3,945	0.30%	BUTTONWOOD PAINTING CONTRACTORS INC	Whit Fem	44,594	4.00%
144053	4545GCON	MURPHY QUIGLEY CO INC	0					TRACORP	Whit Fem	2,230	0.20%
144066	4377FELEC	HYDE ELECTRIC CORP	102,500	MANNA SUPPLY INC	Asia Fem	5,125	5.00%				
144067	4300GCON	GESSLER CONSTRUCTION CO INC	633,930	M G CEMENT CONTRACTORS INC	Hispanic Amer Mal	31,687	5.00%				
144068	4985FELEC	HYDE ELECTRIC CORP	97,235	MANNA SUPPLY INC	Asia Fem	9,724	10.00%	GESSLER CONSTRUCTION CO INC	Whit Fem	412,055	65.00%

Contract #	Bid #	Company Name	Bid Amount	MBE	MBE Race	MBE \$	MBE %	WBE	WBE Race	WBE \$	WBE %
144039	2333	PHILIP PIO CONSTRUCTION INC	0	0	GE Frisco	42,000	4.02%	The Labov Plumbing & Heating Supply	Whi Fern	21,000	2.01%
144040	2012	C & H INDUSTRIAL SERVICES INC	2,187,600	0	Victory Painting, LLC	41,800	1.93%	LABE SALES INC	Whi Fern	68,000	3.00%
144040	2012	C & H INDUSTRIAL SERVICES INC	19,371,128	0	Lake Glenn Enterprises, Inc.	160,000	2.34%	Spectrum Electric, Inc.	Whi Fern	74,500	3.44%
144046	2580	A P CONSTRUCTION	0	0	Aviman Management LLC	496,000	2.41%	Bayshore Rebar, Inc.	Whi Fern	741,000	3.83%
144046	2580	A P CONSTRUCTION	0	0	Decision Distribution	582,000	3.00%	Cocco Contracting Group	Whi Fern	1,164,000	6.01%
144046	2580	A P CONSTRUCTION	0	0	Sable Construction	795,400	4.11%	AKM Construction Services	Whi Fern	59,000	0.30%
144046	2580	A P CONSTRUCTION	0	0	City Roots	350,000	1.81%				
144046	2580	A P CONSTRUCTION	0	0	L. Cruz Development	931,200	4.81%				
144046	2580	A P CONSTRUCTION	0	0	Synterra, LTD	388,000	2.00%				
144048	2021	STONE HILL CONTRACTING CO INC	3,728,579	0	TRIJAY SYSTEMS INC	218,800	5.81%	LABE SALES INC	Whi Fern	99,352	2.66%
144048	2021	STONE HILL CONTRACTING CO INC	0	0	HOLDER INC via DONOVAN ELECTRIC	60,000	1.61%	L & R CONSTRUCTION CO INC	Whi Fern	38,850	0.99%
144048	2021	STONE HILL CONTRACTING CO INC	0	0	MANNA BUILDING SUPPLY INC	12,000	0.32%	MUNN ROOFING CORP	Whi Fern	12,500	0.34%
144048	2021	STONE HILL CONTRACTING CO INC	808,700	0	TORRADO CONSTRUCTION CO INC	84,925	2.28%				
144049	2843	TONY DEPAUL & SON	0	0	AGS Consultants	2,840	0.35%	FILLY SUPPLY CO	Whi Fern	59,058	7.50%
144049	2843	TONY DEPAUL & SON	0	0				TRAFFIC & SAFETY SIGNS INC	Whi Fern	3,000	0.37%
144050	2023	BUCKLEY & COMPANY INC	2,423,955	0	Decision Distribution	250,000	10.31%	Gessler Construction	Whi Fern	68,085	2.81%
144050	2023	BUCKLEY & COMPANY INC	0	0				L & R Construction Co., Inc.	Whi Fern	22,500	0.93%
144050	2023	BUCKLEY & COMPANY INC	0	0				Cocco Contracting Group	Whi Fern	63,085	2.60%
144054	2959	MULHERN ELECTRIC CO INC	183,926	0	MANNA BUILDING SUPPLY INC	1,640	1.00%	FOX CHASE ELECTRICAL INC	Whi Fern	8,197	5.00%
144055	2596	NELLO CONSTRUCTION CO INC	1,776,450	0	AVIMAN MANAGEMENT LLC	178,000	10.02%	Gessler Construction	Whi Fern	89,000	5.01%
144056	2597	PETRONGOLO CONTRACTORS INC	1,069,640	0	AVIMAN MANAGEMENT LLC	95,000	8.88%	Gessler Construction	Whi Fern	55,000	5.14%
144056	2597	PETRONGOLO CONTRACTORS INC	0	0	BillyBoy Contracting	15,000	1.40%				
144057	2588	SERAVALLI INC	772,000	0	AVIMAN MANAGEMENT LLC	77,200	10.00%	NICO LANDSCAPING	Whi Fern	4,370	0.57%
144057	2588	SERAVALLI INC	0	0				GESSLER CONSTRUCTION	Whi Fern	10,700	1.39%
144057	2588	SERAVALLI INC	0	0				BELLA TRUCKING	Whi Fern	23,700	3.07%
144058	2592	PETRONGOLO CONTRACTORS INC	1,940,085	0	AVIMAN MANAGEMENT LLC	95,000	4.36%	GESSLER CONSTRUCTION	Whi Fern	50,000	5.73%
144058	2592	PETRONGOLO CONTRACTORS INC	0	0	BillyBoy Contracting	110,000	5.67%				
144059	2581	PETRONGOLO CONTRACTORS INC	873,320	0	AVIMAN MANAGEMENT LLC	68,000	7.79%	GESSLER CONSTRUCTION	Whi Fern	18,000	1.97%
144059	2581	PETRONGOLO CONTRACTORS INC	0	0	BillyBoy Contracting	20,000	2.29%				
144060	2560	NELLO CONSTRUCTION CO INC	915,350	0	AVIMAN MANAGEMENT LLC	18,000	1.97%	GESSLER CONSTRUCTION	Whi Fern	45,750	5.00%
144060	2560	NELLO CONSTRUCTION CO INC	0	0	G E FRISCO CO INC	38,000	3.95%	The Labov Plumbing & Heating Supply	Whi Fern	18,000	1.97%
144061	2868	FIVE STAR INC	767,000	0	DECISION DISTRIBUTION LLC	22,710	3.00%	GEM MECHANICAL SERVICES INC	Whi Fern	75,700	10.00%
144062	2020	SPECTRABERV INC	1,987,000	0	PENN STATE ELECTRIC MECHANICAL SUPPLY	61,700	3.11%	C & S MECHANICAL SYSTEMS INC	Whi Fern	205,000	3.86%
144063	2022	A P CONSTRUCTION	5,317,000	0	SABLE CONSTRUCTION INC	409,408	7.70%	SWIPES HEAVY HAULING LLC	Whi Fern	127,608	2.40%
144063	2022	A P CONSTRUCTION	0	0	TIERRA CONSTRUCTION SERVICES LLC	127,608	2.40%	ATHENA CONTRACTING INC.	Whi Fern	138,242	2.60%
144084	2025	A P CONSTRUCTION	387,500	0	Lake Glenn Enterprises, Inc.	40,000	10.32%	A K M CONSTRUCTION SERVICES INC	Whi Fern	8,200	2.12%
144084	2025	A P CONSTRUCTION	0	0				SWIPES HEAVY HAULING LLC	Whi Fern	30,700	7.92%
144086	2395	PHILIP PIO CONSTRUCTION INC	971,210	0	AVIMAN MANAGEMENT LLC	97,200	10.01%	GESSLER CONSTRUCTION CO INC	Whi Fern	48,600	5.00%
144087	2890	SERAVALLI INC	81,000	0	AVIMAN MANAGEMENT LLC	2,187	2.70%	L & R CONSTRUCTION CO INC	Whi Fern	1,863	2.30%
144088	2841	QUAD CONSTRUCTION CO	1,066,000	0	DISPOSAL CORPORATION OF AMERICA	19,188	1.80%				
144088	2841	QUAD CONSTRUCTION CO	0	0	DECISION DISTRIBUTION LLC	63,960	6.00%				
144089	2009	CARUSONE CONSTRUCTION INC	1,793,406	0	SINGLE-TONS CONTRACTION INC	119,952	6.92%	GESSLER CONSTRUCTION CO INC	Whi Fern	31,896	1.84%
144089	2009	CARUSONE CONSTRUCTION INC	0	0				L & R CONSTRUCTION CO INC	Whi Fern	18,884	1.09%
144089	2861	C & T ASSOCIATES INC	855,750	0				CITY CLEANING CO INC	Whi Fern	3,936	0.46%
144089	2861	C & T ASSOCIATES INC	0	0				ATHENA CONTRACTING INC.	Whi Fern	3,936	0.46%
144091	2511	SERAVALLI INC	1,420,800	0	DECISION DISTRIBUTION LLC	144,300	10.16%	The Labov Plumbing & Heating Supply	Whi Fern	75,800	5.33%
144092	2503	J P C GROUP INC	2,430,000	0	AVIMAN MANAGEMENT LLC	56,370	2.32%	SJA CONSTRUCTION CO	Whi Fern	27,200	4.00%
144092	2503	J P C GROUP INC	0	0	DCD Contracting, Inc.	118,500	4.88%				
144092	2503	J P C GROUP INC	0	0	U S LUMBER INC	68,500	2.82%				
144093	2594	SERAVALLI INC	2,248,000	0	AVIMAN MANAGEMENT LLC	55,000	2.45%	NICO LANDSCAPING	Whi Fern	98,000	4.36%
144093	2594	SERAVALLI INC	0	0	TIERRA CONSTRUCTION SERVICES LLC	170,000	7.56%	BELLA TRUCKING	Whi Fern	14,400	0.64%

Contract #	Bid #	Company Name	Bid Amount	MBE	MBE Race	MBE \$	MBE %	MBE	MBE Race	MBE \$	MBE %
144094	2593	A.P. CONSTRUCTION	2,569,763	Sable Construction	Af Amer Mal	77,093	3.00%	AKM Construction Services	Wht Fem	33,407	1.30%
144094	2593	A.P. CONSTRUCTION	0	AVIMAN MANAGEMENT LLC	Af Amer Mal	179,883	7.00%	Gessler Construction	Wht Fem	97,651	3.90%
144095	2552	J.P.C. GROUP INC	2,814,000	AVIMAN MANAGEMENT LLC	Af Amer Mal	56,560	2.01%	SJA CONSTRUCTION CO	Wht Fem	115,745	4.11%
144095	2552	J.P.C. GROUP INC	0	DCD Contracting Inc.	Af Amer Mal	98,980	3.52%	The Labov Plumbing & Heating Supply	Wht Fem	24,300	0.86%
144095	2552	J.P.C. GROUP INC	0	GE Frisco	Asia Mal	127,260	4.52%				
144096	2393	NELLO CONSTRUCTION CO INC	2,495,401	GE Frisco	Asia Mal	74,862	3.00%	AKM Construction Services	Wht Fem	33,407	1.34%
144096	2393	NELLO CONSTRUCTION CO INC	0	AVIMAN MANAGEMENT LLC	Af Amer Mal	179,883	7.21%	Gessler Construction	Wht Fem	74,862	3.00%
144102	2707ELB	CARUSONE CONSTRUCTION INC	1,244,000	Singleton Construction Co.	Af Amer Mal	130,000	10.45%	The Labov Plumbing & Heating Supply	Wht Fem	50,000	2.00%
144107	2032ELB	QUAD CONSTRUCTION CO	1,419,000	Decision Distribution	Hisp Amer Mal	730,735	51.53%		Wht Fem	92,169	7.41%
		WATER DEPARTMENT	74,401,627			9,200,624	12.37%			4,909,467	6.60%
		LESS FEW or NO/SOLE SOURCE	0								
		WATER ADJUSTED FEW or NO	74,401,627			9,200,624	12.37%			4,909,467	6.60%
		TOTAL PUBLIC WORKS	127,772,266			14,863,749	11.71%			9,779,768	7.65%
		ADJUSTED PUBLIC WORKS FEW OR NO	127,772,266			14,863,749	11.71%			9,779,768	7.65%



City of Philadelphia

MAYOR'S OFFICE OF COMMUNICATIONS

Michael A. Nutter, Mayor
Mark McDonald, Press Secretary
Office: 215-686-6210
Cell: 267-303-9248

Friday, June 13, 2014

FOR IMMEDIATE RELEASE

CITY OF PHILADELPHIA RELEASES ANNUAL DISPARITY STUDY, RECOMMENDS INCREASED MINORITY BUSINESS PARTICIPATION GOAL OF 30%

Philadelphia, June 13, 2014 – Mayor Michael A. Nutter announced the release of the Fiscal Year (FY) 2013 Annual Disparity Study that analyzes the utilization of Minority, Women and Disabled Owned Business Enterprises (M/W/DBEs) on City contracts and the availability of these businesses across the region. The study, conducted by Econsult Solutions, Inc. and Milligan & Company, LLC., found that in FY 2013 the City awarded \$237 million to M/W/DSBEs representing 28% of the contracts for which the Office of Economic Opportunity (OEO) reported having M/W/DSBEs available to service the City. The study recommended that the City increase its M/W/DSBE goal from 25% to 30% based on availability and the City's recent track record of inclusion.

“Every dollar spent by the City represents an economic opportunity for minority, women, and disabled owned businesses in Philadelphia,” said Mayor Nutter. “We want to expand the markets they serve and their capacity to grow their businesses and put people to work. Increasing the goal to 30% participation is our way of showing our continued commitment to these entrepreneurs.”

The study, which profiles contracts awarded to M/W/DSBEs located in the City of Philadelphia, across the eleven county region and nationwide, found that contracts awarded to City based M/W/DSBEs were up 17% in FY 2013. This study is the cornerstone of the citywide goal setting process that drives the inclusion of disadvantaged businesses on City contracts. The Office of Economic Opportunity within the Department of Commerce is responsible for monitoring and promoting M/W/DBE participation.

“This Disparity Study substantiates the City's ability to establish participation in areas where we can generate authentic M/W/DSBE utilization. In instances where M/W/DSBEs do not have a market presence, we invite small businesses to consider new ventures and business relationships that support their business growth and development.” said Angela Dowd-Burton, Director of the Office of Economic Opportunity.

The study also documented 59 contracts representing \$155 million that do not have enough disadvantaged businesses to compete for these contracting opportunities, including contracts related to electric energy supply, water treatment chemicals and sole source purchases where there are few or no M/W/DSBEs. As a result of the limited number of M/W/DSBEs in these markets, the City has not included these contracts in goal setting. Rather, the City focuses on setting goals in markets where there is an ample supply of small businesses ready, willing and able to compete for City business.

One of the companies helped by the Office of Economic Opportunity is MFR Consultants, Inc., whose founder Maria Frizelle Roberts, was named the Eastern Pennsylvania Small Business Person of the Year by the Small Business Administration earlier this week.

“For MFR, the City of Philadelphia’s OEO has given us tremendous opportunities to participate on countless large-scale projects,” said Ms. Roberts. “For firms of our size, it can be challenging to get opportunities of this magnitude, and without the City’s continued commitment to assisting small businesses, MFR certainly would not be one of the premier small businesses in the region that it is today. OEO has provided us not only with the opportunity to grow into larger markets but has also allowed us to take the next steps in elevating our business to a new level, expanding our footprint regionally, nationally and beyond. I am proud to have worked with the OEO in building the business and look forward to having them by our side in the next stages of our growth that are to come.”

In addition to the disparity analysis and recommendations for increasing M/W/DSBE participation, the FY 2013 Disparity Study also includes an unprecedented analysis of the Economic Opportunity Plans for Public, Private and Non-profit sector Public Works projects. The study found that 85% of all EOPs have achieved at least 90% compliance on contract payments.

Highlights from the FY 2013 Annual Disparity Study include:

1. Utilization Higher on Contracts for Which the City Had More Goal-Setting Influence – There was higher M/W/DSBE utilization on City contracts and on quasi-public contracts than on federally funded City contracts, for which the City has limited goal-setting influence. M/W/DSBE utilization was 27.7 percent for City contracts and 29.4 percent for quasi-public contracts, versus 17.3 percent for federally funded City contracts.
2. Overall M/W/DSBE Utilization Levels Remained at 28% – M/W/DSBEs were awarded \$237 million out of \$841 million in contracts in FY 2013, compared to \$264 million out of \$939 million in contracts in FY 2012. Utilization decreased by 0.1 percentage points to 28.1 percent in FY 2013 from 28.2 percent in FY 2012.
3. Continued Increased Use of M/W/DSBEs within the City – There was an increase in the participation of M/W/DSBEs located inside the City of Philadelphia. City-based participation increased by 1.8 percentage points to 12.5 percent in FY 2013 from 10.7 percent in FY 2012, while participation by M/W/DSBEs located within the Philadelphia Metropolitan Statistical Area (MSA) increased by 0.8 percentage points to 17.8 percent in FY 2013 from 17.0 percent in FY 2012.
4. M/W/DSBE Prime Contractor Participation Increased in Dollar Amount of Contracts — In FY 2013, M/W/DSBE prime contractors received 8.4 percent of contract dollars, an increase of 0.8 percentage points from 7.6 percent in FY 2012. This yielded an increase in average contract size, to \$210,000 in FY 2013 (vs. \$360,000 for non-M/W/DSBE

prime contractors) up from \$130,000 in FY 2012 (vs. \$330,000 for non-M/W/DSBE prime contractors). The percentage of contracts primed by M/W/DSBEs decreased: M/W/DSBEs primed 14.6 percent of City contracts in FY 2013, down 2.1 percentage points from 16.7 percent in FY 2012. The percentage of contracts with at least one M/W/DSBE sub-contractor increased, from 11.0 percent in FY 2012 to 15.6 percent in FY 2013.

5. M/W/DSBE Availability Increased Slightly, and Overall Disparity Remains an Issue – It is estimated that M/W/DSBEs represented 22.9 percent of “ready, willing, and able” firms within the Philadelphia MSA, up 2.2 percentage points from 20.7 percent in FY 2012. Since MSA utilization had a smaller increase than MSA availability, there was a decrease in the disparity ratio, from 0.82 in FY 2012 to 0.78 in FY 2013 when looking at all contracts. An overall disparity ratio of less than 1 means that M/W/DSBE utilization is still not in parity with M/W/DSBE availability.
6. Utilization Rates Would Be Lower if “Few or No” Opportunity Contracts Were Included – Excluded from the \$841 million in contracts analyzed in this report are 59 contracts totaling \$156 million for which there are few or no M/W/DSBEs available to participate and therefore very little chance for M/W/DSBE utilization. Including these contracts in the analysis, the utilization of M/W/DSBEs in the US would be 22.0 percent (rather than 27.7 percent) and the utilization of M/W/DSBEs in the MSA would be 14.1 percent (rather than 17.8 percent), which would yield a disparity ratio of 0.62 instead of 0.78.

The Office of Economic Opportunity promotes the economic development of Minority- Women- and Disabled-owned business enterprises through its OEO Registry, bid/RFP participation targets and contract compliance activities. In addition, OEO has ongoing interaction with other City departments, quasi-public agencies and the private and non-profit sectors. Monthly meetings are held to educate vendors and contractors about opportunities to do business with the City, Goldman Sachs 10,000 Small Businesses, the Minority Business Development Agency, Office of Business Services, the Philadelphia Industrial Development Corporation, the U.S. Small Business Administration, and Temple University Technical Assistance Center.

To view the Fiscal Year 2013 Annual Disparity Study, please visit www.phila.gov/oao. For additional information on monthly meetings to educate vendors and contractors about opportunities to do business with the City, please visit the OEO website or call 215-683-2057.