

The top of the slide features a banner image of the San Diego skyline across a body of water. On the left side of this banner is the official seal of the City of San Diego, which includes the text "SAN DIEGO STATE OF CALIFORNIA" and "SEMPER VIGILANS".

The City of
San Diego
America's Finest City

Equal Opportunity Contracting Program Overview

January 28, 2015



Agenda

- Department's Roles & Responsibilities
- 2014 Prime/Subcontract Participation
- Future Initiatives
- Question & Answer

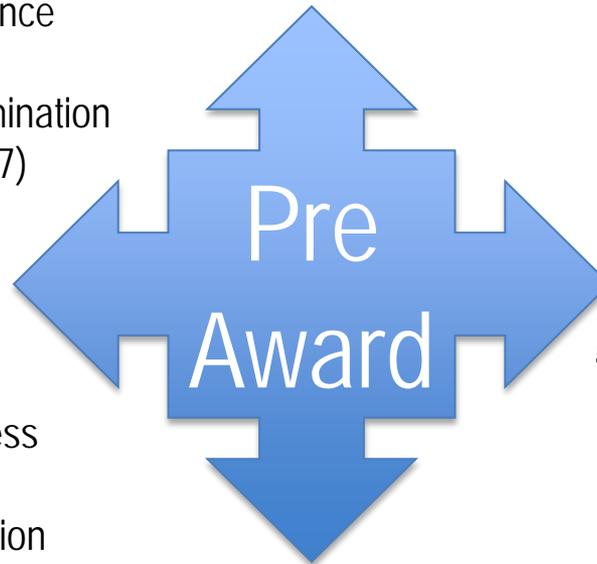
Roles & Responsibilities

Action Document Review

- e1472, PA2625,1544
- Compliance with Equal Employment Opportunity Outreach Ordinance (§22.2701-22.2708)
- Compliance with Non-Discrimination Ordinance (§22.3501-22.3517)
- Report sub participation

SLBE Program

- Administer Small Local Business Enterprise Program
- Develop SLBE/ELBE certification requirements; facilitate certification process
- Provide technical assistance



Bid/Proposal Evaluation

- Ensure bids/proposals include applicable program requirements
- Attend pre-bid/pre-proposal meetings
- Evaluate bids/proposals in accordance with program requirements & report findings to awarding department
- Evaluate good faith effort (GFE) submittals

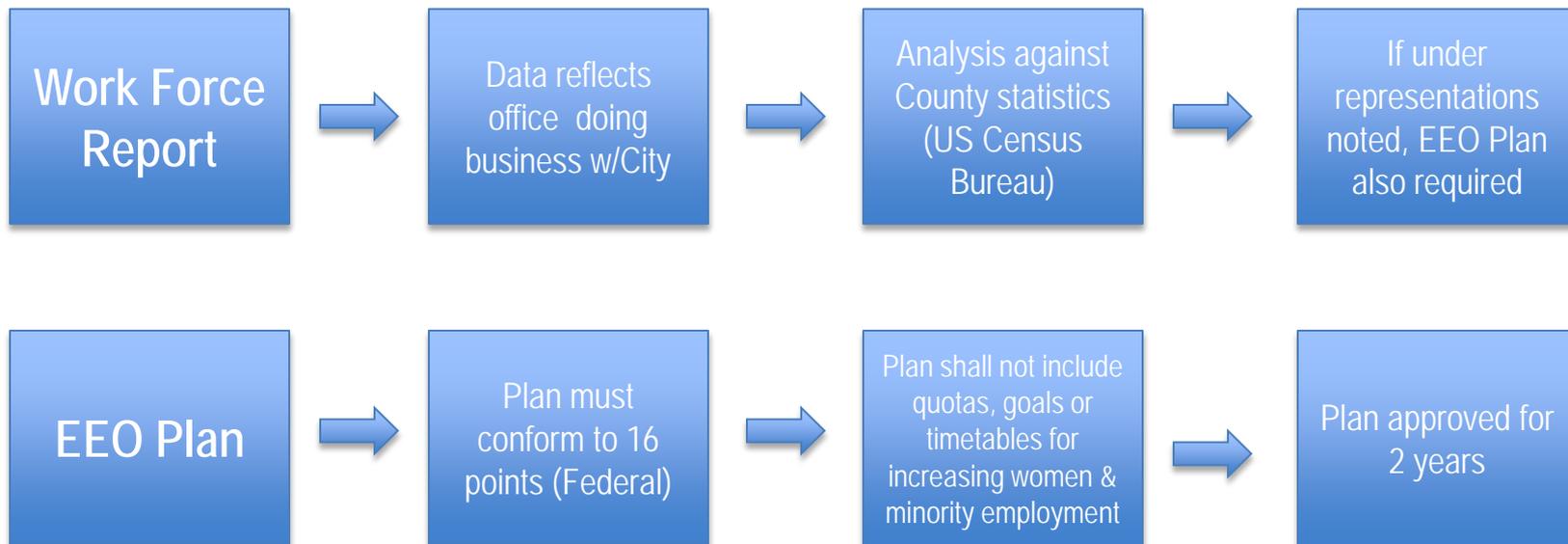
Additional Duties

- Track diversity on City projects
- Conduct outreach & enhance small business opportunities
- Training (internal & external)
- Submit reporting to Federal agencies as required (AADPL, Section 3, etc.)
- Title VI
- Citizen's Equal Opportunity Commission (CEOC)

Equal Employment Opportunity Outreach Program Ordinance

§22.2705 – Duty to Submit Reports

- Applies to competitively & non-competitively solicited contracts; submission prior to contract award:



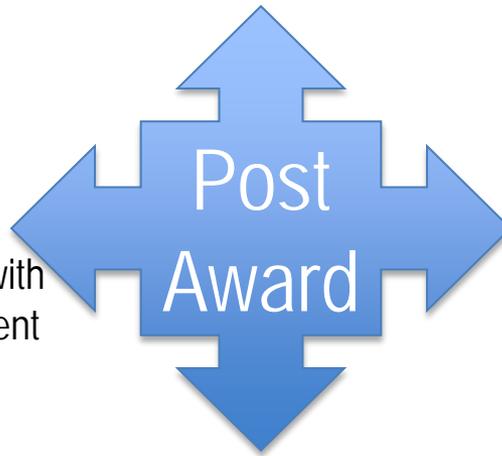
Roles & Responsibilities

Prevailing Wage Monitoring

- Attend pre-construction/pre-job meetings to review PW reporting requirements
- Review weekly certified payroll for accuracy & completion; conduct site visits
- Conduct payroll audit & investigations
- Coordinate withholdings & forfeitures with Division of Labor Standards Enforcement (DLSE)

Apprentice Utilization

- Review Department of Apprenticeship Standards (DAS) forms for compliance
- Verify proper ratio of apprentices to journeymen for each trade on project
- Notify DLSE of deficiencies



Contract Compliance Monitoring

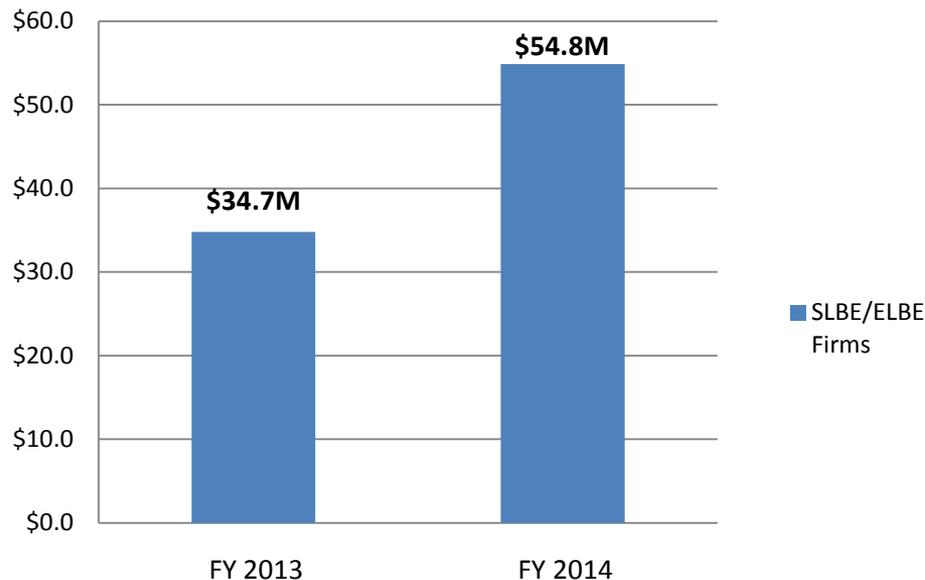
- Attend pre-construction/pre-job meetings to review EOC reporting requirements
- Conduct site visits & EEO investigations
- Monitor participation commitments
- Monitor monthly employment utilization

Additional Duties

- Representation during audit reviews
- Training (internal & external)
- Reporting certified subcontractor utilization to Federal agencies (when applicable)

FY '14 Construction Stats

Awards to SLBE/ELBEs
FY2013 - FY2014

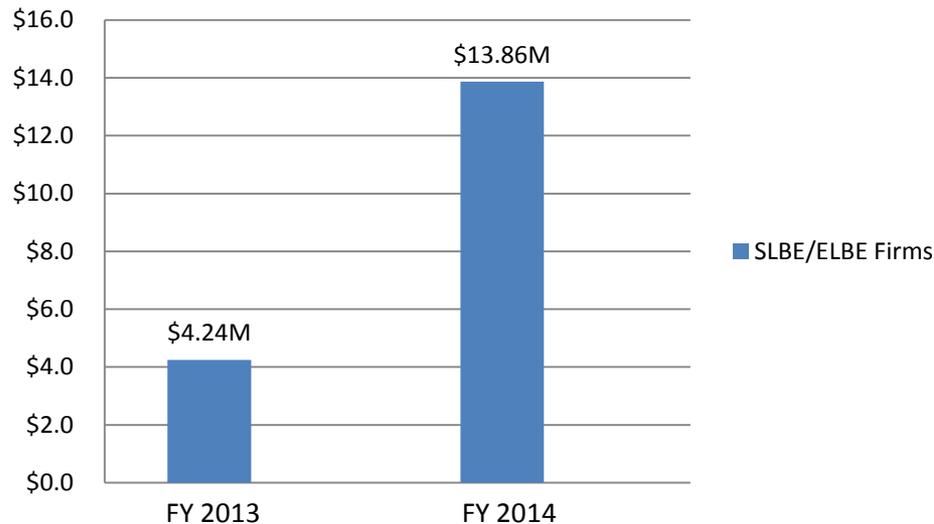


Trends

- 29% of overall spend (\$188.8M)
- Increase of \$20.1M from 2013
- Largest amount awarded since program inception

FY '14 A&E Stats

Awards to SLBE/ELBEs
FY2013-2014



Trends

- 37.8% of overall spend (\$36.7M)
- Increase of \$9.6M from 2013
- Largest amount awarded since program inception

Diversity Spend

Certified firm (DBE, DVBE, MBE, WBE) Dollars

- Construction - \$18.5M
 - 9.8% of overall spend (\$188.8M)
 - Increase of \$9.9M from 2013
- A&E Professional - \$16.4M
 - 44.6% of overall spend (\$36.7M)
 - Increase of \$8.4M from 2013



Future Initiatives

- Review of Council Policy 100-10
- Equal Opportunity Contracting Program Citywide Enhancements to increase diversity
- Increased use of new electronic vendor registration system to help target increased participation
- Expansion of SLBE participation opportunities for Goods & Services
- Development of Technical Assistance Workshops
- Internal department/stakeholder training (road shows)

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Questions?