

SOUTHWEST

Green Line LRT Extension



Disadvantaged Business Enterprise and Workforce Advisory Committee

July 15th, 2021



EDEN PRAIRIE | MINNETONKA | EDINA | HOPKINS | ST. LOUIS PARK | MINNEAPOLIS

Today's Topics

- Building Strong Communities Update
- Project Update
- DBE Reporting
- Workforce Reporting
- Workforce Results and Transparency Committee Presentation





**Building Strong Communities
2021**

Building Strong Communities: July Update

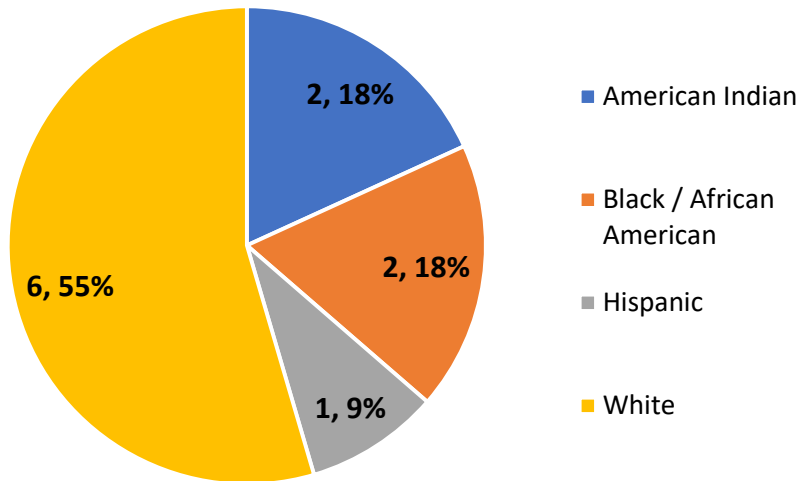


BSC 2021 Apprenticeship Placements (to date);

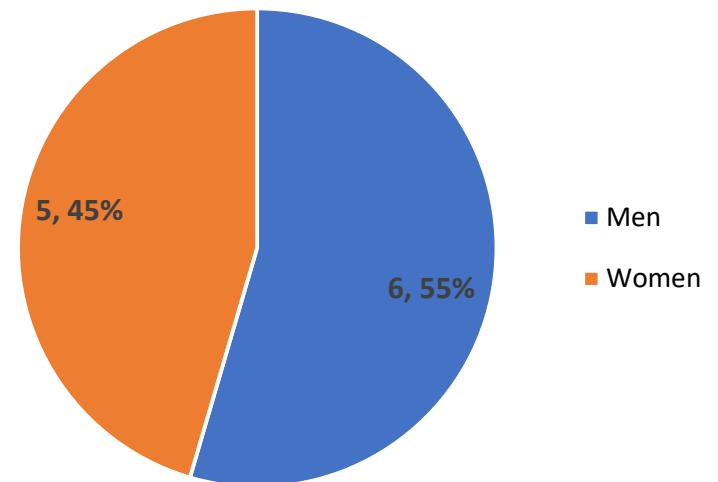
- 1 - Carpenters
- 1 - Cement Mason
- 1 - Iron Workers
- 3 - Laborer

- 4 - Operating Engineer
- 1 – Sheet Metal Workers

BSC Apprentice - Ethnicity



BSC Apprentice - Gender



SWLRT Project Update

SouthWest Station Vertical Construction, Eden Prairie



Prairie Center Drive LRT Bridge Plinth Construction, Eden Prairie



EP Town Center Station Roofing & Metal Fascia, Eden Prairie



Shady Oak Road LRT Bridge Deck Construction, Eden Prairie



Smetana & Feltl Rd Bridges Deck and Abutment Construction, Minnetonka



Excelsior Boulevard LRT Bridge Cantilevered Form Traveler Construction, Hopkins



Excelsior Boulevard LRT Bridge Interior Wall & Floor Rebar Placement, Hopkins



Louisiana Ave LRT Bridge Center Pier-Top Construction, St. Louis Park



Cedar Lake Channel LRT Bridge Abutment Construction, Minneapolis



West 21st Street Station Structural Steel Construction, Minneapolis



Corridor Protection Barrier Drilled Shaft Foundations, Minneapolis



Glenwood Avenue LRT Bridge Substructure Construction, Minneapolis



Franklin OMF

Mechanical Bay, HVAC, Plumbing & Mezzanine Tool Elevator Installation



Curb and Paving, New Storage Track for LRVs

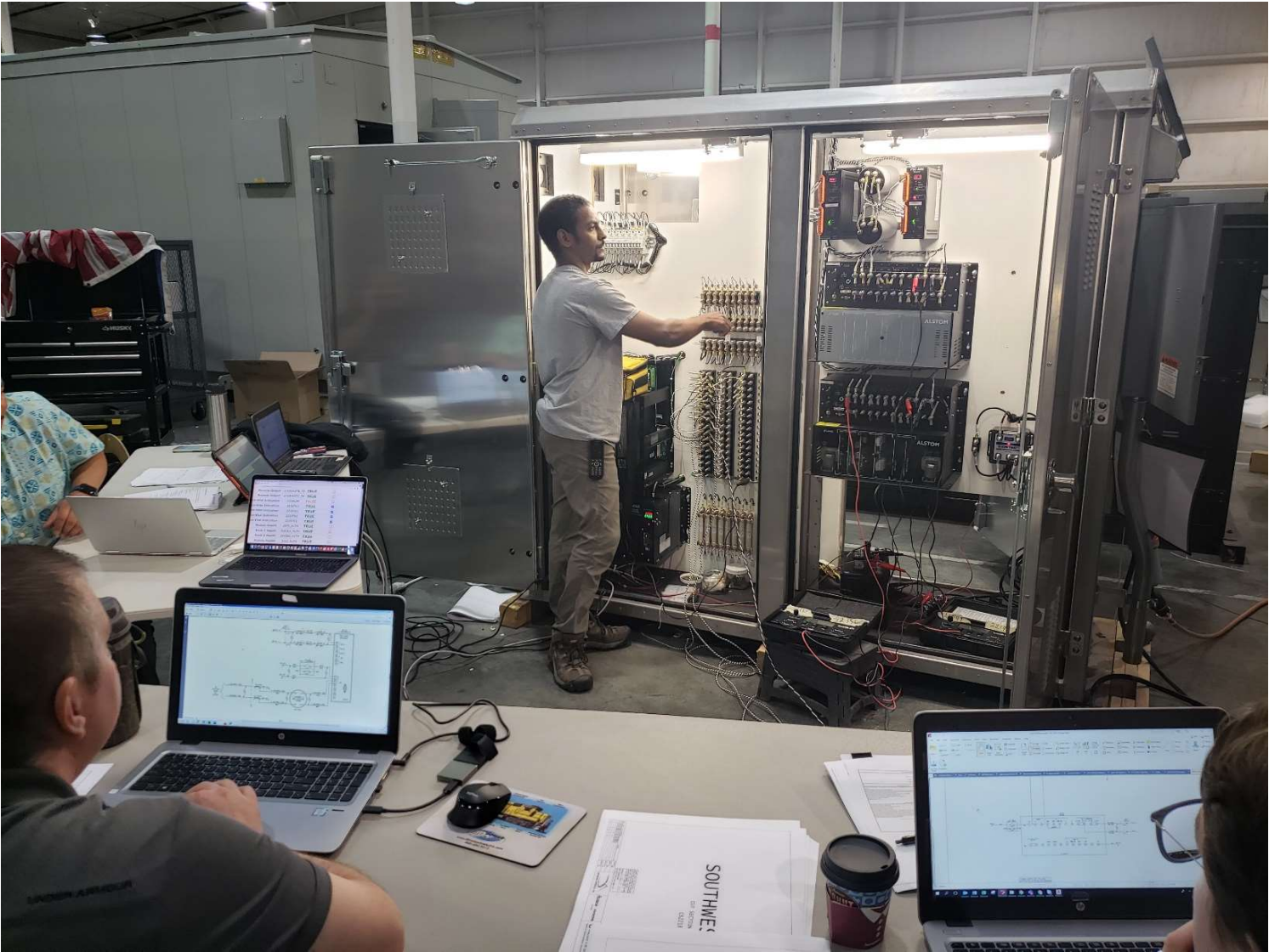


Systems

TPSS 15B In-factory Production: Switchgear Install



Factory Acceptance Testing



DBE Achievement Report

DBE Achievement as of May 31, 2021

Contractor	Contract Description	Contract Amount	Contractor Billed to Date	DBE Billed to Date	DBE Date %	As of Date
LMJV 16% Goal	Civil	\$929,943,009	\$473,724,808	\$97,509,051	20.6%	5/31/21
APJV 12% Goal	Systems	\$193,819,580	\$56,023,536	\$8,906,802	15.9%	5/31/21
LS Black 15% Goal	Franklin O&M Exp.	\$39,084,536	\$25,725,252	\$5,442,912	21.2%	5/31/21
17% Goal	Closed Contracts	\$404,992	\$404,992	\$74,610	18.4%	
		Contract Amount	Billed to Date	\$ DBE to Date	% DBE to Date	
15% Goal		\$1,163,252,117	\$555,878,588	\$111,933,375	20.1%	

Lunda/CS McCrossan Joint Venture: Civil DBE Activities Update

SWLRT DBE Participation: June

- Civil Contract

- Am-Tec Designs
 - Blackstone
 - Big G Tech Support
 - Boys Contracting
 - CI Utilities LLC
 - E&J Steel Erectors
 - HHA
 - IMO Consulting Group
 - On Call Pavement Sweeping
 - Pete's Water & Sewer
 - Public Solutions Group
 - Safety Signs
 - Standard Contracting Inc
 - Stonebrook Fence Inc.
- Structural steel (supply only)
 - Retaining walls
 - Project offices and support
 - Pipe supply
 - Electrical testing
 - Steel erection
 - Scheduling consultant
 - Surveying
 - Street sweeping
 - Utility work
 - Public info and site prep.
 - Maintenance of traffic
 - Erosion control & misc. civil
 - Temp. & permanent fence

SWLRT DBE Participation: June

- Civil Contract
 - AirFresh Industries Sanitary facilities
 - Biffs Sanitary facilities
 - Mac's Roll-Off Service Inc Dumpsters
 - ZTS Project trucking
 - MBE Inc Project trucking
 - M&J Trucking Project trucking
- Stations Contract
 - Am-Tec Designs Structural steel
 - E-Con-Placer Concrete pumping
 - Biffs Sanitary facilities
 - Sun Mechanical Mechanical

LMJV DBE Highlight: Standard Contracting

- **Scope of work:** Erosion Control & Miscellaneous Civil
- **Contract Value** \$8,719,711

Workforce Participation

- 22.46% POCI
- 16.67% Female



LMJV Update on Change Orders*

- Owner Change Orders approved thru 06/15:
\$151,007,153
 - DBE Job To Date Participation: 20.70%

**Does not take into account LMJV directed change orders with Subcontractors*

Aldridge Parsons Joint Venture: Systems DBE Activities Update

Anticipated DBEs: One Month Look Ahead

- Late July/August
 - TPSS Foundations: Dionne Construction
 - Erosion control/silt fence
 - Bald Eagle Erectors (Meyer sub): form/rebar/pour concrete
 - Moltron Builders: laborers
 - Excavation, under-drain, subgrade preparation
 - MBE Inc. (Meyer Sub): trucking
 - IMO: pre-inspection

APJV Update on Change Orders

- Owner change orders approved thru 6/1/21:
 - \$8,390,210
- DBE change order participation:
 - Gunnar Electric: \$1,404,215
 - Generation Cable: \$413,311 (\$247,986: 60% material only)
 - DBE change order participation: 21.7%
 - DBE job to date participation: 16.1%

LS Black Constructors: Franklin O&M DBE Activities Update

LS Black Update on Change Orders

- Current contract amount thru 5/31: \$39,180,098
 - Committed DBE contracts: \$7,478,941
 - Anticipated DBE participation: 19%
- Overall billed to date thru 5/31: \$29,599,752
 - DBE billed to date thru 5/31: \$5,821,738
 - DBE achievement to date: 20%

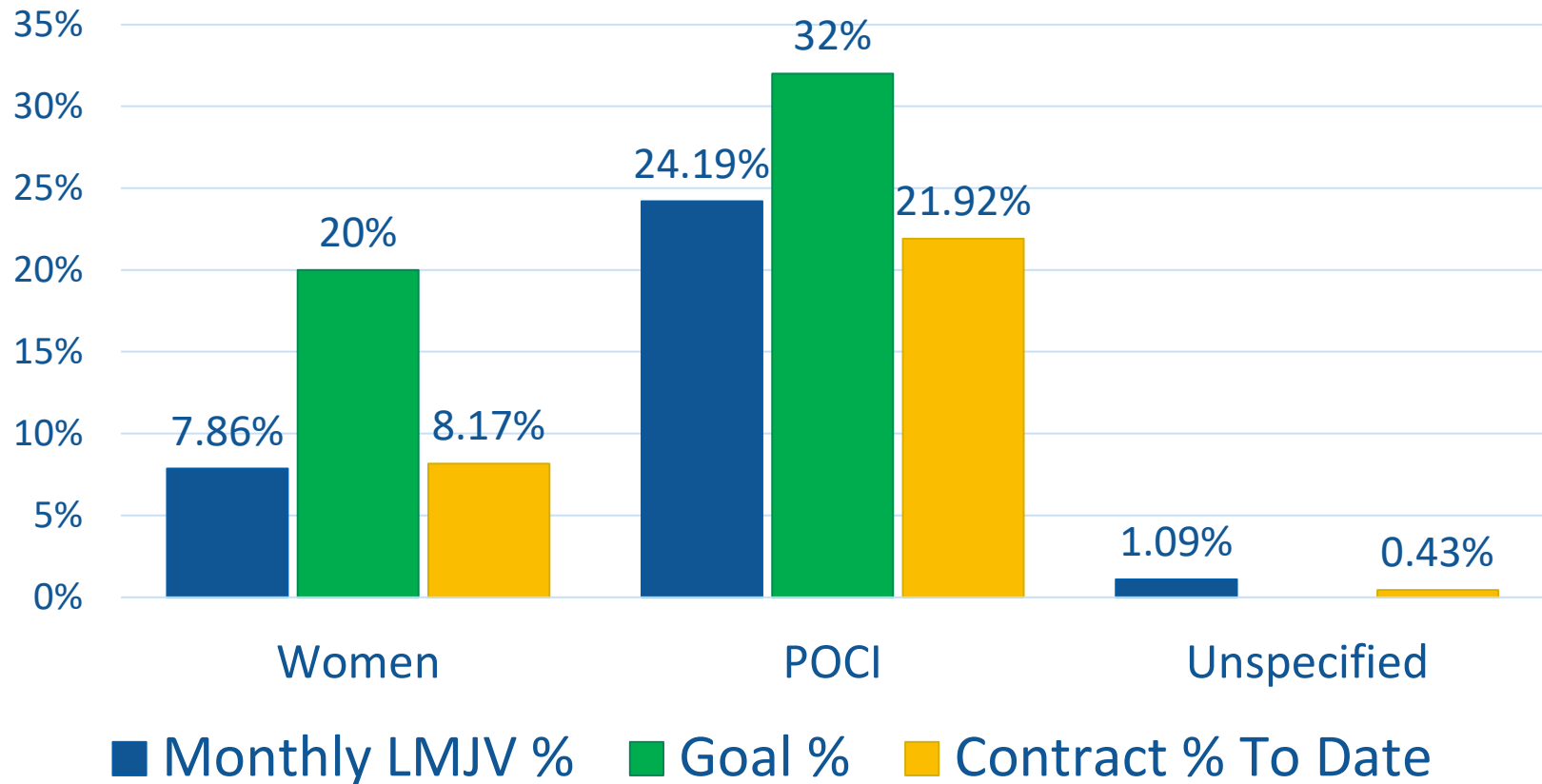
LS Black Update on DBE Activity

- Ongoing participation from GoFetsch Mechanical
- Ongoing participation from Nakasone Painting
- Bald Eagle Erectors
- Camacho Roofing
- Always Stone & Tile
- Am-Tec Designs (steel fabrication only)
- Wissota Supply Co
- Dzeidic Caulking

Workforce Participation Report

Civil Workforce Participation Percentage*

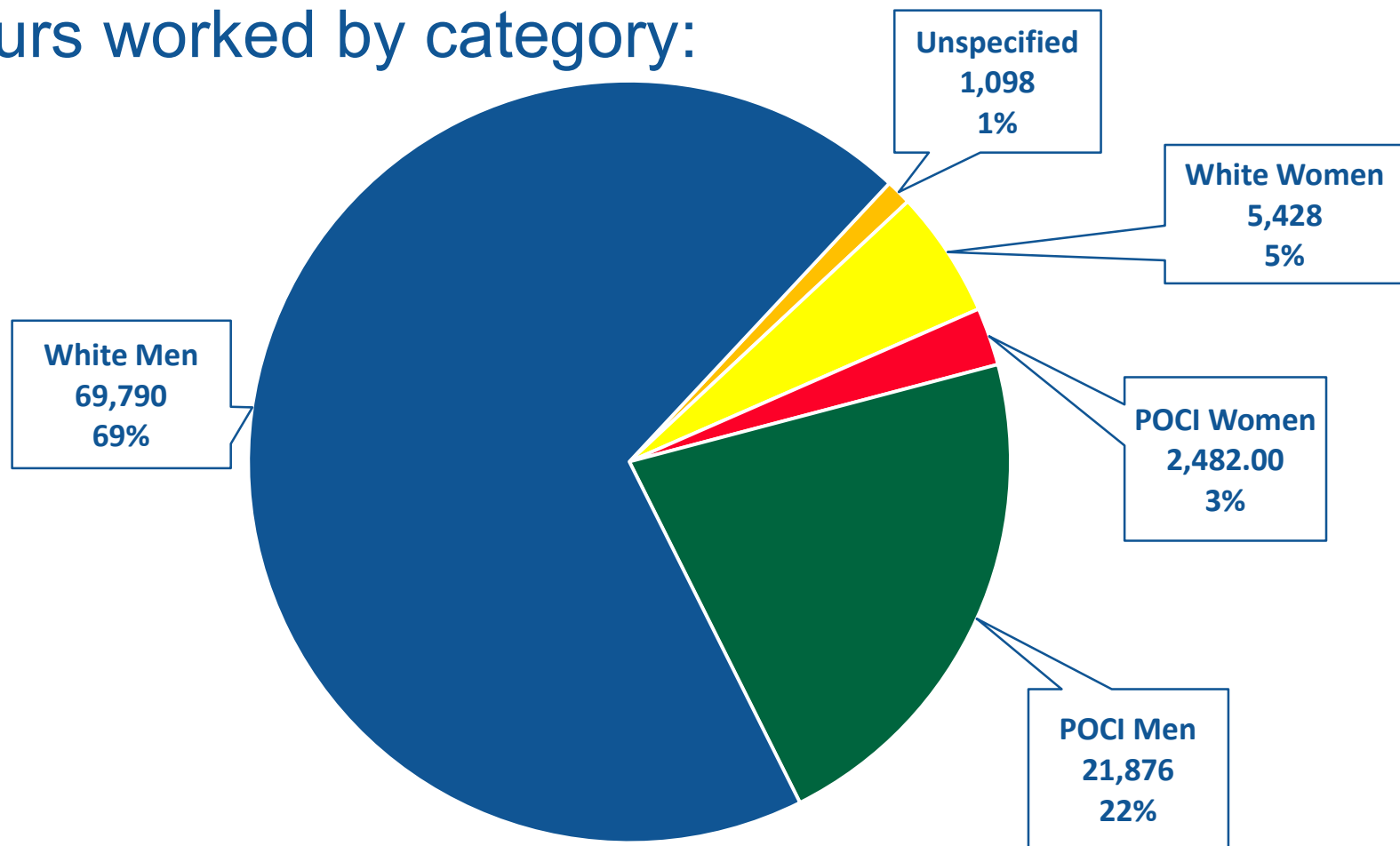
- May 2021: 100,674 hrs
- Civil Construction Total: 1,268,578 hrs



*Based on MDHR Workforce Report for May 2021
People of Color/Indigenous (POCI)

Civil Workforce Participation*

- May 2021: 100,674 hrs
- Hours worked by category:



*Based on MDHR Workforce Report for May 2021

Civil Workforce Trucking Participation*

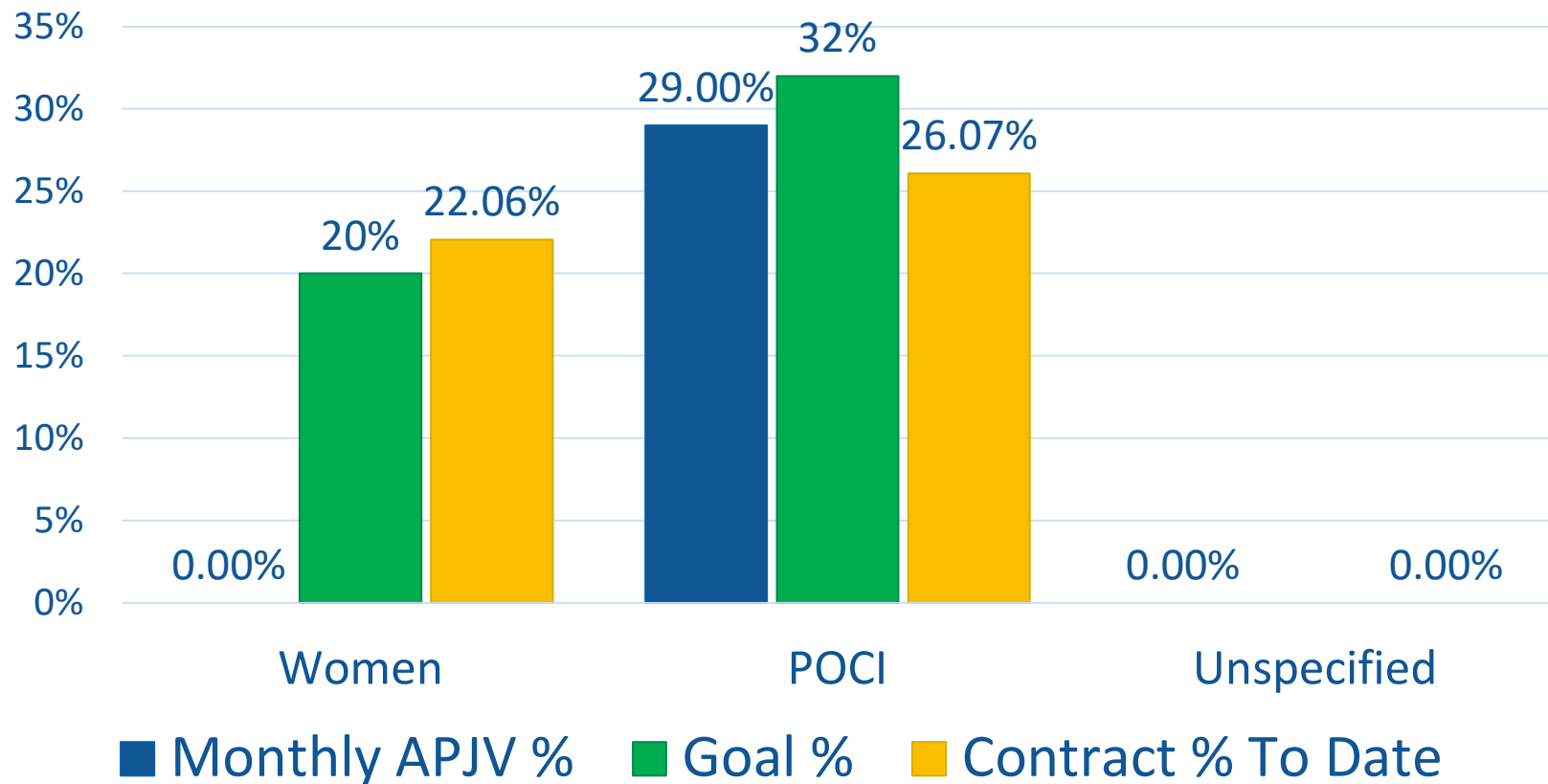
Trucking participation on Project being counted:

- MBE: 21,982 hours
- ZTS: 4,161 hours
- Rock-On Trucks: 683 hours

*Based on MDHR Workforce Reports: Project Start through May 2021

Systems Workforce Participation Percentage*

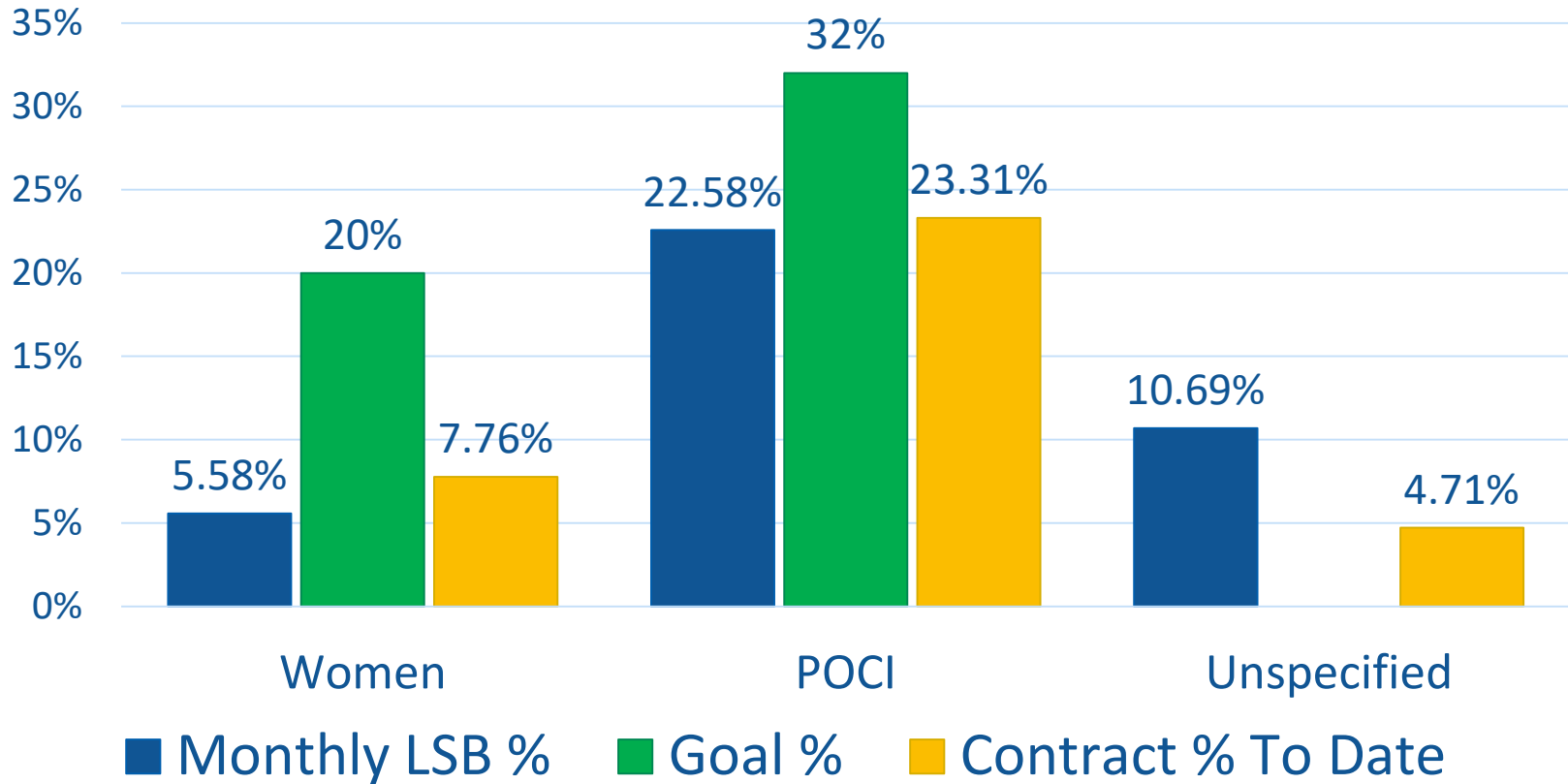
- May 2021: 80 hrs
- Systems Construction Total: 349 hrs



*Based on MDHR Workforce Report for May 2021
People of Color/Indigenous People (POCI)

Franklin O&M Workforce Participation Percentage*

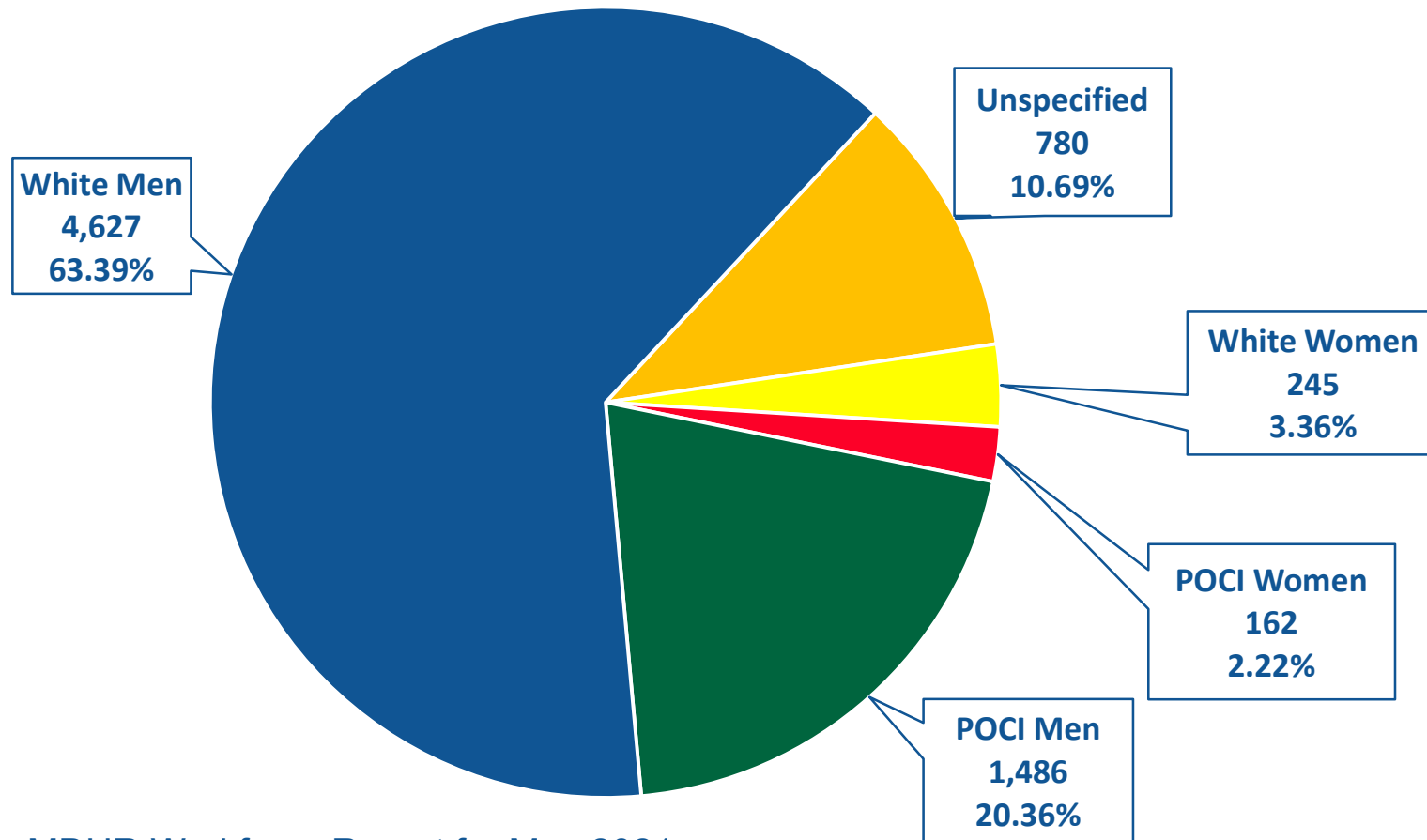
- May 2021: 7,299 hrs
- Franklin O&M Construction Total: 70,207 hrs



*Based on MDHR Workforce Report for May 2021
People of Color/Indigenous (POCI)

Franklin O&M Workforce Participation*

- May 2021: 7,299 hrs
- Hours worked by category:



*Based on MDHR Workforce Report for May 2021

Lunda/CS McCrossan Joint Venture: Civil Workforce Activities Update

LMJV Workforce Activities: June 2021

- Monthly SWLRT Meetings – subcontractors & internal LMJV
- Continual update meetings with LMJV representatives & Lunda Field Operations on upcoming hiring needs.
- MN Con Crew Hiring Event
- SWLRT Subcontractor & CBO Connection Part 2 of 2
- SWLRT LMJV Meeting with Dunwoody representatives to discuss potential partnering on workforce education events moving forward.
- Attended Graduation of Carpenters – Pile Driver Highway Heavy Program
- EEO/Anti-Harassment Training – LMJV Field

LMJV Upcoming Stand Out Workforce Activities – July 2021

- SWLRT– outreach planning meeting with Civil, Systems & Facilities partners
- Monthly LMJV Workforce/Hiring Review
- EEO LMJV Walkthrough of Project – throughout month of July
- Continuation of Workforce Education meetings with SWLRT & Dunwoody
- Meeting with DEED to discuss SWLRT project & workforce development

Total New Hires/Transfers for LMJV: June 2021

NEW HIRES: 7

- White Male: 3
- White Female: 1
- POCI Male: 2
- POCI Female: 1

TRANSFERS: 15

- White Male: 9
 - White Female: 0
 - POCI Male: 6
 - POCI Female: 0
-
- Apprentices: 5
 - Journeymen: 5
 - Foremen: 9
 - Office: 3

Aldridge Parsons Joint Venture: Systems Workforce Activities Update

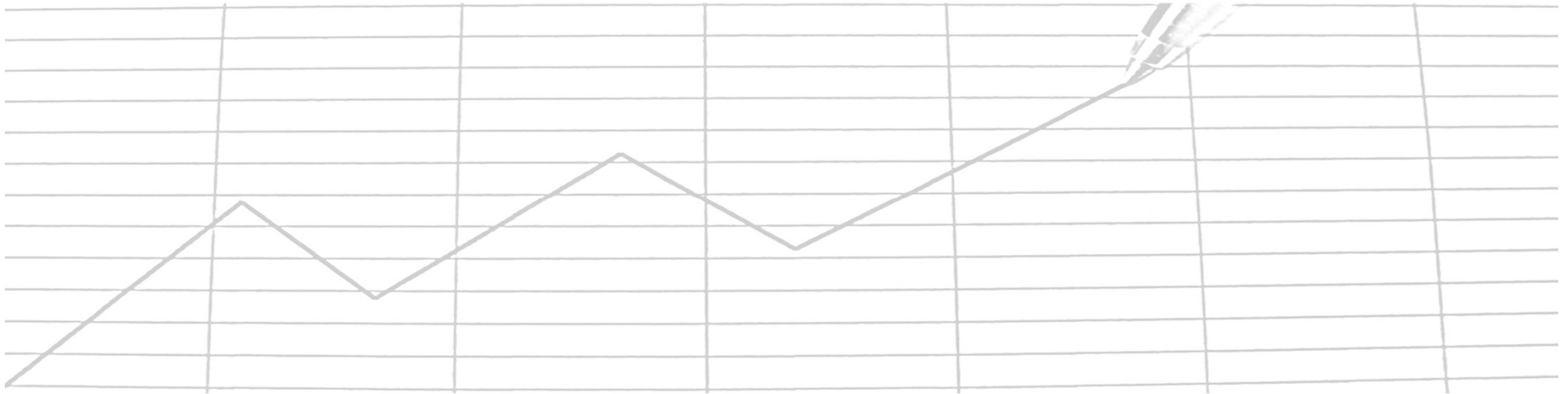
Systems Contract Workforce

- Plan to meet the workforce goal:
 - APJV limited scopes available for craft labor through the remainder of 2021.
 - Participated in Metro Region Construction Virtual Hiring Event June 9th.
 - Monthly meeting with MDHR on June 22nd.
 - Preliminary meeting with a firm that can provide skilled and diverse workforce of outside electricians through Local 160.
 - Scheduled 3rd zoom meeting with the 3 SWLRT primes and subcontractors introducing local unions and CBOs for August.

LS Black Constructors: Franklin O&M Workforce Activities Update

Franklin O&M Contract Workforce Activities

- Monthly GFE meetings with MDHR
- Attending outreach opportunities with CBOs with subcontractor team participation
- Reminder emails to trade partner teams about participation and plans to increase workforce as necessary
- Continue to track LCP participation goals as well as communicate with our sub teams on improvement opportunities
- On-site meeting with the MDHR team for interviews and feedback from craft teams



Results and Transparency

Minnesota Department of Transportation Office of Civil Rights

MnDOT Office of Civil Rights



Civil Rights

Committed to equality in transportation service



mndot.gov

What is the Results and Transparency Workgroup?

Subcommittee of the MnDOT DBE/Workforce Collaborative



Who attends RT Meetings? When and where are they held?

Who?

- Open to the public
- Stakeholders from different industry groups
 - Community Organizations
 - Contractors
 - Employment/Business Advocates
 - Government Agencies
 - Training Program Representatives
 - Tribal Employment Rights Officers
 - Unions

When?

- 4th Wednesday of each month
- 2:30 pm

Where?

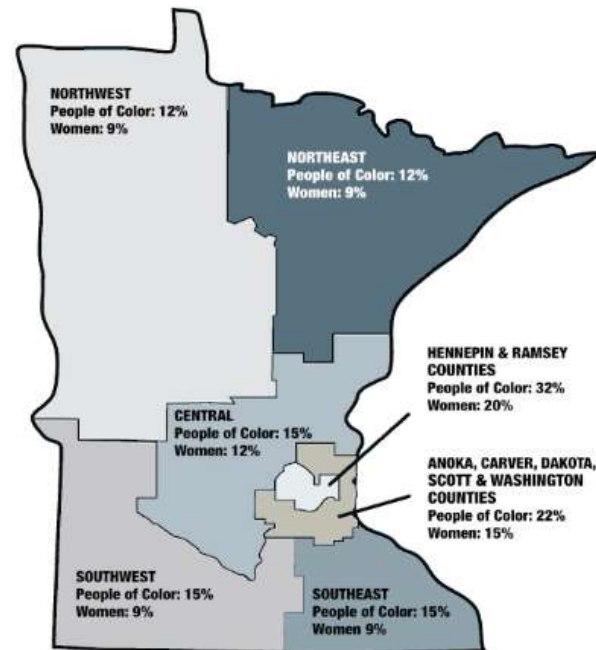
- Summit Academy OIC Minneapolis 935 Olson Memorial Hwy Minneapolis, MN 55405 (Pre-COVID-19)

Why do we have the RT meeting?

- **To review and monitor various projects' workforce participation goals, and contractor progress toward meeting those goals**
- **To provide consultation and support to contractors and MnDOT (as needed) when workforce participation goals are not being met**

Workforce Goals

- Set by the Minnesota Department of Human Rights
- Reflect a percentage of the total labor hours to be performed by people of color and women on highway projects



mndot.gov

How are projects selected?

Select projects that meet any of the following criteria:

- Significant employment opportunities
- High dollar value (\$5M+)
- High profile
- Other factors



How are projects monitored?

1. CCT collects payroll/workforce data
2. CCT populates a comprehensive spreadsheet with this payroll/workforce data
3. Spreadsheet is reviewed at RT meeting

2021 Month 06 Payroll Report
 Report Summary as of 06/30/2021
 Labor Summary by Project Location Group: 06/01/2021

No.	District	CP	Project Information	Priority/Start Date	People of Color Goals			People of Color Actual			People of Color % of Total			Minority Goals			Minority Actual			Minority % of Total					
					Target	Actual	Percent	Total Hours	People	Percent	Total Hours	People	Percent	Total Hours	People	Percent	Total Hours	People	Percent	Total Hours	People	Percent	Total Hours	People	Percent
1	01	0100-00	Tx 01	Highway	50%	12%	10.6%	8,461	1,120	13.2%	52,789	2,999	5.7%	23,591	1,324	5.6%	6,781	324	4.8%	12,710	723	5.7%	12,083	1,432	11.8%
2	01	0000-01	Tx 01 from OIG to OIG-01	OIG	50%	12%	10.6%	8,000	119	1.5%	12,045	704	5.8%	10,812	454	4.2%	6,436	400	6.2%	12,045	444	3.7%	13,533	1,926	14.1%
3	01	0001-02	MH 34.7 D.28 & OIG-2 to OIG-01-02	Offshore Brothers	50%	12%	10.6%	1,041	149	14.3%	9,040	460	5.1%	14,746	1,040	7.1%	1,841	401	21.8%	13,905	939	6.7%	14,787	1,481	10.0%
4	01	0003-04	Tx 01 from 01 to OIG-7	Mohr	50%	12%	10.6%	4,853	113	2.3%	13,128	1,124	8.5%	17,158	1,424	8.3%	11,797	1,032	8.8%	14,849	2,162	14.6%	15,391	1,612	10.5%
5	01	0008-08	Highway	Highway	50%	12%	10.6%	19,153	3,249	17.0%	80,437	5,108	6.3%	112,208	7,244	6.5%	49,101	4,998	10.2%	102,637	6,044	5.9%	115,266	8,044	7.0%
6	01	0011-01	Tx 01 from OIG to OIG-01	Highways	50%	12%	10.6%	7,040	140	2.0%	19,240	701	3.6%	26,816	1,111	4.1%	1,968	110	5.6%	15,266	144	1.0%	18,808	489	2.6%
7	01	0011-03	Tx 01 from OIG to OIG-01	Highways	50%	12%	10.6%	14,891	1,111	7.5%	51,015	1,849	3.6%	62,228	3,241	5.2%	44,361	754	1.7%	59,235	708	1.2%	62,230	469	0.8%
8	01	0012-08	Highway Bridge to Houston	Lovell	1%	1.0%	101.74	4	3.9%	319	4	1.3%	1,476	4	0.3%	6,134	4	0.0%	918	4	0.4%	1,476	10	0.7%	
9	01	1312-04	Tx 14 and Tx 15 to OIG-01	Lopez Valley	10%	1.0%	1,433	144	10.0%	6,447	144	2.2%	14,940	144	0.9%	16,488	144	0.9%	16,488	144	0.9%	14,940	144	1.0%	
10	01	0013-02	Highway to OIG-01	Joseph Tech	10%	1.0%	1,433	144	10.0%	6,447	144	2.2%	14,940	144	0.9%	16,488	144	0.9%	16,488	144	0.9%	14,940	144	1.0%	
11	01	1307-08	Tx 01 from OIG to OIG-01	Anderson	10%	1.0%	1,433	144	10.0%	6,447	144	2.2%	14,940	144	0.9%	16,488	144	0.9%	16,488	144	0.9%	14,940	144	1.0%	
12	01	1307-07	Tx 01 from OIG to OIG-01	Lordbush	10%	1.0%	1,433	144	10.0%	6,447	144	2.2%	14,940	144	0.9%	16,488	144	0.9%	16,488	144	0.9%	14,940	144	1.0%	
13	01	1307-01	Highway	Anderson Brothers	10%	1.0%	1,433	144	10.0%	6,447	144	2.2%	14,940	144	0.9%	16,488	144	0.9%	16,488	144	0.9%	14,940	144	1.0%	
14	01	1312-11	Tx 01 from OIG to OIG-01	Peter	10%	1.0%	1,433	144	10.0%	6,447	144	2.2%	14,940	144	0.9%	16,488	144	0.9%	16,488	144	0.9%	14,940	144	1.0%	
15	01	1312-13	Tx 01 from OIG to OIG-01	Hardness	10%	1.0%	1,433	144	10.0%	6,447	144	2.2%	14,940	144	0.9%	16,488	144	0.9%	16,488	144	0.9%	14,940	144	1.0%	
16	01	1314-04	Tx 01 from OIG to OIG-01	Cory Matthews	10%	1.0%	1,433	144	10.0%	6,447	144	2.2%	14,940	144	0.9%	16,488	144	0.9%	16,488	144	0.9%	14,940	144	1.0%	
17	01	1312-12	Highway	Mohr	10%	1.0%	1,433	144	10.0%	6,447	144	2.2%	14,940	144	0.9%	16,488	144	0.9%	16,488	144	0.9%	14,940	144	1.0%	
18	01	1307-11	Highway	Highway	10%	1.0%	1,433	144	10.0%	6,447	144	2.2%	14,940	144	0.9%	16,488	144	0.9%	16,488	144	0.9%	14,940	144	1.0%	
19	01	1307-10	Highway	Highway	10%	1.0%	1,433	144	10.0%	6,447	144	2.2%	14,940	144	0.9%	16,488	144	0.9%	16,488	144	0.9%	14,940	144	1.0%	
20	01	1312-03	Highway	Highway	10%	1.0%	1,433	144	10.0%	6,447	144	2.2%	14,940	144	0.9%	16,488	144	0.9%	16,488	144	0.9%	14,940	144	1.0%	
21	01	1312-05	Highway	Highway	10%	1.0%	1,433	144	10.0%	6,447	144	2.2%	14,940	144	0.9%	16,488	144	0.9%	16,488	144	0.9%	14,940	144	1.0%	
22	01	1312-06	Highway	Highway	10%	1.0%	1,433	144	10.0%	6,447	144	2.2%	14,940	144	0.9%	16,488	144	0.9%	16,488	144	0.9%	14,940	144	1.0%	
23	01	1312-07	Highway	Highway	10%	1.0%	1,433	144	10.0%	6,447	144	2.2%	14,940	144	0.9%	16,488	144	0.9%	16,488	144	0.9%	14,940	144	1.0%	
24	01	1307-13	Highway	Highway	10%	1.0%	1,433	144	10.0%	6,447	144	2.2%	14,940	144	0.9%	16,488	144	0.9%	16,488	144	0.9%	14,940	144	1.0%	
25	01	1307-14	Highway	Highway	10%	1.0%	1,433	144	10.0%	6,447	144	2.2%	14,940	144	0.9%	16,488	144	0.9%	16,488	144	0.9%	14,940	144	1.0%	
26	01	1312-08	Highway	Highway	10%	1.0%	1,433	144	10.0%	6,447	144	2.2%	14,940	144	0.9%	16,488	144	0.9%	16,488	144	0.9%	14,940	144	1.0%	
27	01	1312-09	Highway	Highway	10%	1.0%	1,433	144	10.0%	6,447	144	2.2%	14,940	144	0.9%	16,488	144	0.9%	16,488	144	0.9%	14,940	144	1.0%	

Results and Transparency Report

Project Information										People of Color Goals			People of Color 11/30/18			People of Color 12/31/18			People of Color 1/31/19			Women Goals		Women 11/30/18			Women 12/31/18			Women 1/31/19		
No.	District	SP	Location	Prime/Let Date	Est. Start	Est. End	\$ Val. (mil)	% Complete	MDHR Goal	Commitment	Total Hours	Hours	Percent	Total Hours	Hours	Percent	Total Hours	Hours	Percent	MDHR Goal	Commitment	Total Hours	Hours	Percent	Total Hours	Hours	Percent	Total Hours	Hours	Percent		
1	D1	3606-61	TH 11 from CSAH 20 to CSAH 23	KGM	5/15/18	10/4/19	\$7.0	78%	12%	10.1%	22,956	1,309	5.7%	23,674	1,357	5.7%	23,674	1,357	5.7%	9%	6.1%	22,956	1,555	6.8%	23,674	1,588	6.7%	23,674	1,588	6.7%		
2	D1	5880-194	TH 35 from S. Pine County line to CSAH 7	Shafer	4/16/18	10/18/19	\$26.0	85%	15%	12.8%	82,589	13,492	16.3%	82,815	13,493	16.3%	82,804	13,493	16.3%	12%	6.2%	82,589	4,404	5.3%	82,815	4,404	5.3%	82,804	4,404	5.3%		
3	D1	6928-28	At Various Locations - TH 73 and TH 2 in Floodwood	Hawkinson Construction	9/10/18	8/1/19	\$7.6	26%	12%	14.9%	5,620	1,004	17.9%	5,620	1,004	17.9%	5,620	1,004	17.9%	9%	9.1%	5,620	504	9.0%	5,620	504	9.0%	5,620	504	9.0%		
4	D2	3905-09	Rainy River Bridge in Baudette	Lunda	5/29/18	12/15/20	\$39.3	16%	12%	10.2%	6,443	39	0.6%	8,306	39	0.5%	10,530	39	0.4%	9%	5.1%	6,443	329	5.1%	8,306	538	6.5%	10,530	538	5.1%		
5	D2	6018-02	Kennedy Bridge in East Grand Forks	Zenith Tech	3/15/17	6/1/19	\$16.3	92%	6%	7.4%	78,231	15,435	19.7%	81,863	15,822	19.3%	83,268	15,533	18.7%	6%	2.1%	78,231	734	0.9%	81,863	734	0.9%	83,268	734	0.9%		
6	D2	1507-66	TH 92 from CSAH 24 in Bagley to BNSF RR Crossing	Reierson	5/21/18	8/18/18	\$5.3	78%	12%	13.1%	18,574	586	3.2%	18,814	586	3.1%	18,814	586	3.1%	9%	1.6%	18,574	61	0.3%	18,814	61	0.3%	18,814	61	0.3%		
7	D2	6004-24	TH 59 in Erskine	PCIRoads	5/1/18	11/30/19	\$12.3	17%	12%	8.8%	902	27	2.9%	902	27	2.9%	902	27	2.9%	9%	5.1%	902	10	1.1%	902	10	1.1%	902	10	1.1%		
8	D3	222-104-002	Fallon Ave from Chelsea Rd to 7th St in Monticello	Eureka	6/1/18	11/1/18	\$6.2		15%	N/A	830	42	5.1%	830	43	5.1%	830	43	5.1%	12%	N/A	830	16	1.9%	830	16	1.9%	830	16	1.9%		
9	D4	8824-153	Various Highways in District 4	Asphalt Surface	8/7/17	12/31/18	\$7.3	64%	12%	NA	7,739	366	4.7%	8,216	376	4.6%	8,216	376	4.6%	9%	NA	7,739	255	3.3%	8,216	255	3.1%	8,216	255	3.1%		
10	D4	7802-33	CSAH 6 and TH 75 in Wheaton	R.J. Zavoral	7/9/18	9/14/18	\$6.1	89%	12%	5.0%	18,273	754	4.1%	18,151	754	4.2%	18,151	754	4.2%	9%	9.5%	18,273	1,139	6.2%	18,151	1,139	6.3%	18,151	1,139	6.3%		
11	D6	8503-46C	TH 43 from 4th Street to Latsch Island Entrance	Ames	6/1/17	11/30/19	\$27.7		4%	4.6%	413,297	34,274	8.3%	415,611	34,632	8.3%	418,051	34,619	8.3%	6.0%	5.7%	413,297	33,634	8.1%	415,611	33,693	8.1%	418,051	34,181	8.2%		
12	D6	2480-109	3900 S of CSAH 25 to 3400 N of TH 35 NB	Ulland Brothers	7/9/18	11/2/18	\$2.6	78%	15%	NA	3,610	122	3.4%	4,025	147	3.7%	4,761	147	3.1%	9%	NA	3,610	20	0.6%	4,025	20	0.5%	4,761	20	0.4%		
13	D6	172-010-003	TH 14 W. limits of Waseca to the E. limits of Waseca	Ulland Brothers	6/5/17	5/31/19	\$18.0	70%	4%	4.2%	44,633	4,010	9.0%	44,633	4,010	9.0%	44,633	4,010	9.0%	6%	6.3%	44,633	1,501	3.4%	44,633	1,501	3.4%	44,633	1,501	3.4%		
14	D6	2515-21	Bridge Rehab (Mississippi River) in Red Wing	Zenith Tech	5/5/17	8/20/20	\$63.9	59%	4%	4.5%	80,028	4,959	6.2%	84,392	5,252	6.2%	109,961	7,143	6.5%	6%	4.5%	80,028	4,018	5.0%	84,392	4,053	4.8%	109,961	4,071	3.7%		
15	D6	2482-74	WB from TH 13 to Freeborn CR 46 at Petran	Ulland Brothers	8/20/18	11/23/18	\$17.2	9%	15%	11.5%	3,511	485	13.8%	3,603	503	14.0%	3,611	503	13.9%	9%	6.6%	3,511	113	3.2%	3,603	113	3.1%	3,611	113	3.1%		
16	D6	5507-69	TH 52 from TH63 to TH90	Rochester S&G	7/9/18	10/2/18	\$6.3	92%	15%	15.0%	13,428	2,024	15.1%	13,430	2,024	15.1%	13,467	2,024	15.0%	9%	9.0%	13,428	815	6.1%	13,430	815	6.1%	13,467	815	6.0%		
17	D7	0802-45	CSAH 29	Mathiowetz	7/9/18	10/2/18	\$1.7	89%	15%	NA	5,732	296	5.2%	5,794	296	5.1%	5,794	296	5.1%	9%	NA	5,732	43	0.7%	5,794	43	0.7%	5,794	43	0.7%		
18	D7	8309-52	TH 60, W of W jct TH4 to W jct TH15	PCIRoads	6/4/18	10/11/19	\$27.8	52%	15%	8.3%	46,939	6,621	14.1%	46,301	6,286	13.6%	46,806	6,430	13.7%	9%	4.3%	46,939	2,689	5.7%	46,301	2,534	5.5%	46,806	2,534	5.4%		
19	D7	0702-125	TH 14 from Lookout Dr. North Mankato to CSAH 86	So Minn (OMG)	5/21/18	8/3/18	\$5.4	87%	15%	7.2%	15,088	682	4.5%	15,115	682	4.5%	15,115	682	4.5%	9%	11.9%	15,088	404	2.7%	15,115	404	2.7%	15,115	404	2.7%		
20	D7	5209-74	TH 169 TH 22 to 270th Street	PCI Roads	4/30/18	9/28/18	\$14.9	93%	15%	15.0%	32,831	3,697	11.3%	32,998	3,720	11.3%	33,186	3,750	11.3%	9%	9.0%	32,831	914	2.8%	32,998	914	2.8%	33,186	914	2.8%		
21	D7	0804-81	Bridge Replace TH 15 over MN River	Mathiowetz	12/3/17	6/19/20	\$32.3	66%	15%	10.0%	68,220	5,741	8.4%	73,529	5,929	8.1%	77,027	5,993	7.8%	9%	3.7%	68,220	2,306	3.4%	73,529	2,640	3.6%	77,027	2,725	3.5%		
22	M	7005-121	TH 169	Ames	9/30/18	10/30/20	\$43.6		22%	16.6%				11,044	2,226	20.2%	15,232	2,905	19.1%	15%	7.5%	0			11,044	928	8.4%	15,232	1,056	6.9%		
23	M	6284-180	35W MnPass	Ames	11/1/18	9/30/21	\$207.7	1%	32%	19.0%				34	0	0.0%	44	0	0.0%	20%	10.3%	0			34	0	0.0%	44	0	0.0%		
24	M	109-020-013	CSAH 152 (Brooklyn Blvd) Reconstruction	CS McCrossan	9/4/18	8/31/19	\$13.2		22%	20.9%				8,816	1,802	20.4%	9,611	1,900	19.8%	15%	9.9%	0			8,816	490	5.6%	9,611	490	5.1%		

RT Meeting: Office of Civil Rights Updates

Covers various topics such as:

- **Staffing/Administrative Updates**
- **Current Events**
- **Updates on Major Projects**
- **OJT Updates/Reminders**
- **MnDOT Supportive Services Trainings**
- **Calendar of Events**
- **Contractor Toolkit**
- **Updates from Collaborative Subcommittees**
- **Other Relevant Topics**



What's One Word to Summarize Results and Transparency?

ACCOUNTABILITY

How can contractors hold subcontractors accountable?

- MnDOT OCR can run a detailed workforce report for the project
- The contractor just needs to ask!

Minnesota Department of Transportation
Office of Civil Rights
Workforce Hours Report

Display: Detail
Labor Hours Worked Date Range: 01/01/1900 to 01/01/9999
Ethnicity(s): ALL
Gender: ALL
Contract Number(s): XXXXXX

Contract Number: XXXXXX	State Project Number: XXXX-XXX		Prime Contractor: Contractor Name								
	Straight Hours	OT Hours	All Hours (Straight + OT + Salaried)	Female Hours	Non-Caucasian Hours	Certified Payroll #	Work Flow Phase	Labor Hours Date	Employee Name	Ethnicity	Gender
Subcontractor Name											
Payroll End Date: 7/1/2018											
	7.00	0.00	7.00	7.00	0.00	7	Approved	06/25/2018	Last, First	CAUC	Female
	6.00	0.00	6.00	6.00	0.00	7	Approved	06/27/2018	Last, First	CAUC	Female
	2.00	0.00	2.00	2.00	0.00	7	Approved	06/28/2018	Last, First	CAUC	Female
	0.50	2.00	2.50	2.50	0.00	7	Approved	06/29/2018	Last, First	CAUC	Female
	7.00	0.00	7.00	0.00	7.00	7	Approved	06/25/2018	Last, First	HISP	Male
	22.50	2.00	24.50	17.50	7.00	<< Subtotals for 7/1/2018					
Payroll End Date: 7/8/2018											
	2.50	0.00	2.50	2.50	0.00	8	Approved	07/06/2018	Last, First	CAUC	Female
	8.00	2.50	10.50	0.00	10.50	8	Approved	07/03/2018	Last, First	HISP	Male
	10.50	2.50	13.00	2.50	10.50	<< Subtotals for 7/8/2018					
Payroll End Date: 7/15/2018											
	4.00	0.00	4.00	4.00	0.00	9	Approved	07/09/2018	Last, First	CAUC	Female
	2.50	0.00	2.50	2.50	0.00	9	Approved	07/11/2018	Last, First	CAUC	Female
	0.00	1.50	1.50	1.50	0.00	9	Approved	07/13/2018	Last, First	CAUC	Female
	6.50	1.50	8.00	8.00	0.00	<< Subtotals for 7/15/2018					

Report Name: Workforce Hours Report

RT Reporting - I

SP 8860-172 Workforce Plan Progress Report											
Project Goals: 12% Women & 15% People of Color											
Contractor	Total Hours	Total Committed Hours	Women Hours	Committed Women Hours	Women %	Committed Women %	People of Color Hours	Committed People of Color Hours	People of Color %	Committed People of Color %	Last Payroll Submission
Hoffman Construction	5,568.50	23,400.00	182.00	2,800.00	3.3%	12.0%	780.00	3,500.00	14.0%	15.0%	5/2/2020
PCRoads	416.00	34,000.00	12.00	4,080.00	2.9%	12.0%	16.00	5,100.00	3.8%	15.0%	5/2/2020
A&B Welding & Construction	124.50		0.00		0.0%		0.00		0.0%		2/8/2020
All Phase Contracting	256.00	156.00	0.00	20.00	0.0%	12.8%	0.00	0.00	0.0%	0.0%	10/26/2019
American Engineering Testing	1,146.75		0.00		0.0%		0.00		0.0%		5/10/2020
C. Olson Concrete	51.00		8.00		15.7%		0.00		0.0%		4/26/2020
E&J Rebar	431.00		0.00		0.0%		70.00		16.2%		4/18/2020
Egan Company	232.00	10,500.00	0.00	1,260.00	0.0%	12.0%	13.00	1,575.00	5.6%	15.0%	4/24/2020
H&R Construction	158.00	3,200.00	0.00	0.00	0.0%	0.0%	0.00	0.00	0.0%	0.0%	4/25/2020
Hansen Thorp Pellinen Olson	484.00		50.00		10.3%		9.00		1.9%		5/17/2020
J&R Larson	516.75	1,196.00	54.00	176.00	10.4%	14.7%	360.75	524.00	69.8%	43.8%	5/2/2020
K O' Connor	35.75		0.00		0.0%		0.00		0.0%		5/3/2020
Lunda Construction	2,372.00	20,434.00	75.00	1,022.00	3.2%	5.0%	233.00	2,452.00	9.8%	12.0%	4/26/2020
MBE, Inc.	437.00		0.00		0.0%		126.75		29.0%		5/2/2020
MM Paving & Materials	1,381.51	10,402.00	53.92	200.00	3.9%	1.9%	0.00	200.00	0.0%	1.9%	11/2/2019
Rock on Enterprises	1,493.27		0.00		0.0%		59.50		4.0%		5/3/2020
St. Haul, LLC	161.75		0.00		0.0%		0.00		0.0%		5/3/2020
Stephen J. Franks	28.00		0.00		0.0%		0.00		0.0%		5/10/2020
Warning Lites	1,307.25	4,580.00	12.50	0.00	1.0%	0.0%	450.75	170.00	34.5%	3.7%	5/9/2020
YTS Utility Group	156.25	1,196.00	0.00	0.00	0.0%	0.0%	0.00	0.00	0.0%	0.0%	3/21/2020
Totals	16,757.28	109,064.00	447.42	9,558.00	2.7%	8.4%	2,118.75	13,521.00	12.6%	12.5%	

The data in the table above represents all payrolls submitted by contractors as of 5/19/2020 including unapproved payrolls.

Workforce Plan Progress Report

Details the entirety of hours worked by a prime contractor and its subcontractors, comparing percentages of hours worked by people of color and women to the workforce commitments made in the submitted Workforce Plan.

District Averages

Provides monthly workforce participation averages – straight and cumulative – for women and people of color in each MnDOT district.

DISTRICT CUMULATIVE PERCENTAGES & AVERAGES THROUGH 5/31/20					
	# of Proj.	Cumulative %		Average	
		PoC %	Wom. %	PoC%	Wom. %
District 1	5	8.03%	10.70%	5.94%	8.29%
District 2	3	31.92%	2.40%	31.38%	2.45%
District 3	5	10.05%	7.21%	8.37%	7.38%
District 4	4	11.63%	8.73%	9.72%	6.58%
District 6	10	8.11%	3.18%	9.82%	2.40%
District 7	5	9.27%	1.72%	7.45%	1.54%
District 8	6	11.44%	7.58%	10.81%	6.87%
Metro	27	22.34%	7.53%	14.34%	6.16%

RT Reporting - II

SP 6284-180 (I-35W North MnPass) Workforce Data

Data as of June 15, 2020						
Contractor	Total	Female	Fem. %	Minority	Min. %	Payroll Submitted
Ames Construction	130,117.50	16,098.50	12.4%	34,175.50	26.3%	5/16/2020
Bituminous Roadways	6,106.75	694.25	11.4%	1,113.00	18.2%	5/30/2020
Central MN Sawing	2,579.50	248.00	9.6%	142.50	5.5%	6/6/2020
CI Utilities	83.00	0.00	0.0%	16.00	19.3%	10/5/2019
E&J Rebar	2,693.50	140.50	5.2%	734.00	27.3%	5/30/2020
Engineered Concrete Placer	314.75	0.00	0.0%	48.75	15.5%	5/30/2020
Global Specialty Contractors	6,183.00	0.00	0.0%	89.00	1.4%	5/30/2020
Hanson Custom Crushing	1,947.00	0.00	0.0%	389.50	20.0%	6/6/2020
Jordan Drilling Solutions	69.50	0.00	0.0%	14.00	20.1%	5/5/2019
K O'Connor	3,026.50	621.00	20.5%	1,434.75	47.4%	5/31/2020
Neaton Bros. Erosion	2,436.25	0.00	0.0%	214.50	8.8%	5/16/2020
O'Malley Construction	2,593.25	0.00	0.0%	291.25	11.2%	11/10/2019
PCI Roads	79,510.10	4,264.50	5.4%	17,366.40	21.8%	6/6/2020
Premier Electrical	13,462.25	743.50	5.5%	1,456.75	10.8%	5/29/2020
Rainbow, Inc.	1,745.00	50.50	2.9%	395.50	22.7%	6/6/2020
Stonebrook Construction	429.75	0.00	0.0%	4.75	1.1%	3/22/2020
Sullivan Construction	18,376.50	1,523.00	8.3%	3,459.00	18.8%	5/23/2020
Warning Lites	7,440.25	57.75	0.8%	1,152.50	15.5%	6/6/2020
*Misc. Contractors	60,369.97	2,335.50	3.9%	6,550.45	10.9%	
Totals	339,484.32	26,777.00	7.9%	69,048.10	20.3%	

Workforce Goals are 20% for Women and 32% for People of Color

*Miscellaneous contractors: 1st Concrete, Inc.; 254 LLC; 4D Trucking LLC; American Engineering Testing; AMS Transport LLC; Antigo Construction; Apex Haulers, LLC; Castrejon, Inc.; DC Services, LLC; DeMartini Trucking; DFLK Express Inc.

Workforce Data Reports: Select Projects

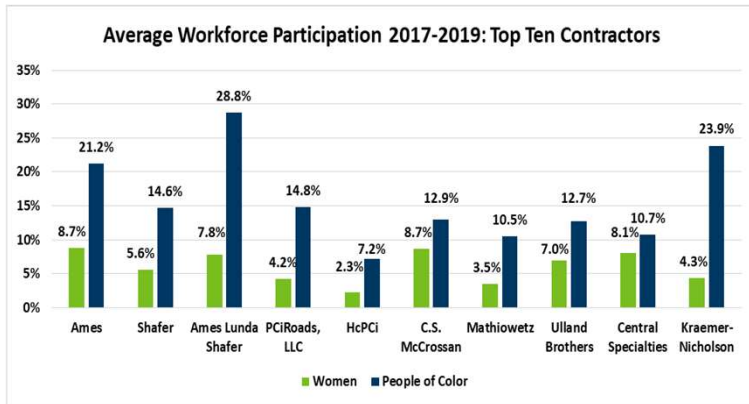
Summarizes the performance toward the workforce participation goals for projects of significant public interest. Specifically, it provides the prime contractor and its subcontractors the total hours worked by women and people of color, and the respective percentages.

On-the-Job Program: Program Summary

A breakdown of On-the-Job Training trainees by ethnicity, gender, trade, and MnDOT Support Services graduation. Its creation led to the development of various sub-reports detailing contractor participation in the OJT program and the OJT Support Services program.



RT Reporting - III

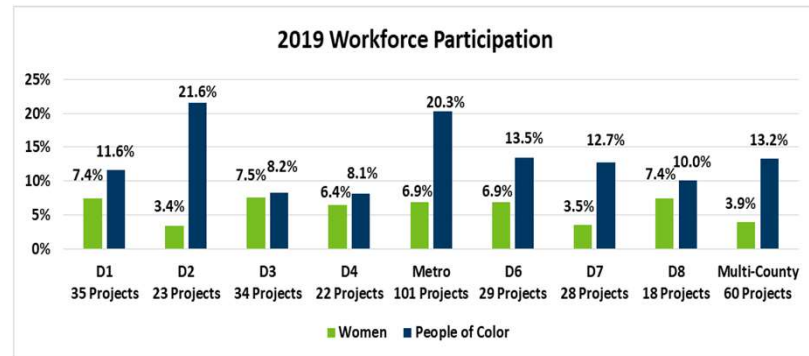


Contractor Workforce Participation

Summarizes the top ten contractors' performance toward workforce participation goals for MnDOT projects awarded by year. Here, the ten contractors are those awarded the highest dollar amount of MnDOT projects over this timespan. Performance is measured by year – both individually and cumulatively – and by project.

District Workforce Participation

Summarizes the performance of each MnDOT district toward the workforce participation goals. Performance is measured by year – both individually and cumulatively – and by project.



Challenges

- Subcontractor participation
- Workforce participation goals (horizontal v. vertical)
- Difficult conversations in an open forum
- External reporting capabilities

Successes

- Enhanced transparency for the community
- Contractors having workforce conversations internally and with their subcontractors
- Contractors requesting compliance guidance
- Contractors requesting assistance with diversification of recruitment efforts

Questions for the Panel

- Lee Zutz, MnDOT
 - Programs Operations Manager
- Joe Castillo, MnDOT
 - Contract Compliance Supervisor
- Kent Robbins, Robbins Consulting
 - Community Volunteer
- Jason Zins, Shafer Contracting
 - HR Manager
- Megan Holland, Ames Construction
 - Regional EEO Officer

Closing

- Next Meeting Date: August 19th, 2021
 - Agenda topics
 - Actions items for the next meeting
 - Adjourn

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