



Minneapolis Department of Civil Rights

CONTRACT COMPLIANCE REPORT
1st QUARTER 2009

June 1, 2009

REPORT CONTENT

- Contract Compliance Objectives
- 1st Quarter Participation
- Monitoring and Enforcement Activity
- Disparity Study Activity
- Section 3 Program
- Data Management System
- Summary

OBJECTIVES

- The Civil Rights Department supports and promotes equal employment and business opportunities for all citizens.
- The Contract Compliance Unit assist businesses with the development and submission of internal affirmative action plans.
- The CCU also sets goals and monitors construction trade participation of women and people of color and prevailing wage payment on city assisted projects.
- The Small and Underutilized Business Program (SUBP) strives to support the utilization & growth of businesses owned by minority groups and women.
- SUBP goals are established on a contract by contract basis.

2009 – 1st QUARTER RESULTS

- 29 Active construction projects with a monetary value of \$72,958,441
 - Female Goal = **6%**
Actual Participation = **6.35%**
 - Minority Skilled Goal = **11%**,
Actual Participation = **12.58%**
 - Minority Unskilled Goal = **11%**,
Actual Participation = **17.73%**

SUBP RESULTS

- Small Business Participation – Active construction projects
 - MBE Participation totaled \$4,517,377 which amounted to 6.19%
 - WBE Participation totaled \$5,889,782 which amounted to 7.06%
 - Goods & Service contracts not included

MONITORING & ENFORCEMENT ACTIVITY

Affirmative Action Plan Development & Review

- The company formally commits to non discriminatory practices.
- The company presents a plan to achieve a workforce that mirrors the availability of protected class citizens.
- Eighty-five (85) businesses submitted affirmative action plans which were approved by the CCU during the 1st quarter of this year.

MONITORING & ENFORCEMENT ACTIVITY



Accountability and Transparency

- The Civil Rights Department will continue to provide quarterly reports to both elected officials and the Minneapolis Civil Rights Commission.
- The Civil Rights Department expanded reporting to identify any project missing any employment goal by more than two percent.
- The Civil Rights Department will increase the number of reports available on the department web site.

MONITORING & ENFORCEMENT ACTIVITY

Sanctions

- Contractor forfeited \$10,000 of the contract
- First non-compliance finding in one year contractor forfeits additional \$5,000
- Second non-compliance finding in one year, contractor forfeits additional \$9,500
- Third non-compliance finding, contractor debarred for one year.

Settlement Agreement

On October 7, 2008, after the close of the public bidding process, the City of Minneapolis (City) and Veit Construction Co. (Veit) entered into this certain contract dated October 7, 2008 and designated by the City as Contract No. 26126.

(The "Contract") which obligated Veit to provide services toward the completion of the 205 Park Demonstration Project. Veit committed to meet specific goals or to show good faith efforts with regard to the participation of women and minority contractors. That aspect of the Contract was mandated by the Minneapolis Department of Civil Rights (MDCR) which later determined that Veit was not in compliance with the Goals in the Contract. Therefore, MDCR found that Veit was in breach of the Contract. Representatives from the MDCR and Veit met on March 30, 2009, to facilitate the non-compliance of Veit with the Goals that caused the Contract breach. Since that time the parties have agreed that:

1. Veit shall require its project managers to attend compliance training sessions with the MDCR within 30 days of this Settlement Agreement for the purpose of improving their effectiveness in meeting participation based goals in the future.
2. The parties acknowledge that \$24,500 has yet to be paid on the 205 Park Demonstration Project Contract¹. Ten thousand dollars shall be drawn from that amount and permanently withheld by the City as damages.
3. For a period of one year, extending forward from the execution date of this Settlement Agreement, the remaining \$14,500 to be paid on the Contract (Residual) shall be subject to further permanent withholdings where Veit is the primary contractor on other contracts with the City and the MDCR finds it has failed to make a "good faith effort" to meet the participation of women and minority contractor goals contained in those contracts. Where these circumstances exist, permanent withholding is appropriate in the following manner:
 - A. In the first instance where non-compliance is established, \$5,000 shall be removed from the Contract Residual and permanently withheld by the City.
 - B. Where non-compliance is established a second time, \$9,500 shall be permanently removed from the Contract Residual and permanently withheld by the City.
 - C. In the event of a third occurrence, Veit shall be debarred from participating in any public bidding process regarding City contracts for one year.

¹ This Settlement Agreement does not involve the remaining \$14,500 of the total contract amount that amount will only come due once the work on the contract has been completed.

Veit Settlement Agreement.doc

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Veit Construction Co.

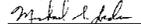
Date: 5/15/09


City of Minneapolis Assistant City Attorney

Date: 5/22/09


City of Minneapolis Purchasing Director

Date: 5/21/09


City of Minneapolis Director of Civil Rights

Date: 21 May 2009

Veit Settlement Agreement.doc

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DISPARITY STUDY

The Disparity Study conducted by National Economic Research Associates (NERA) will:

- Determine the availability of ready willing and able women and minority owned businesses in our marketplace
- Compare the percentages of participation to that of availability
- Investigate systematic factors and obstacles that may cause underutilization
- Investigate contracting discrimination within our function and marketplace
- Address race and gender neutral factors that may increase participation
- Offer program changes to enhance success

Disparity Study Status

Scope of work expanded

- City staff responsible for data collection for goods and service participation for past five years.
- Consultants will include availability and utilization analysis for goods and services in report.
- Consultants will provide legal analysis of program function and effectiveness and provide recommendation.

SECTION 3 PROGRAM

Program Requirements

- The City of Minneapolis is required, by Section 24, part 135 of the Code of Federal Regulations, to have a Section 3 Program on CDBG funded projects. We are further obligated to require contractors receiving in excess of \$100,000 to comply with program requirements.
- The program requires that 30% of all project related new hires be Section 3 certified employees.
- The program also requires that 10% of all subcontracts be entered with Section 3 Businesses.
- Department will likely seek policy permission to enact a similar program for all city assisted projects.

SECTION 3 PROGRAM

Eligibility

- Section 3 Employees must be low income residents of the City of Minneapolis.
- Section 3 Businesses must either:
 - Be 51% or more owned and controlled by a Minneapolis Section 3 Resident or
 - have at least 30% of their employees be identified as low income residents of Minneapolis or
 - Agree to subcontract at least 25% of their contract with Section 3 Businesses that meet the above criteria.

DATA MANAGEMENT SYSTEM

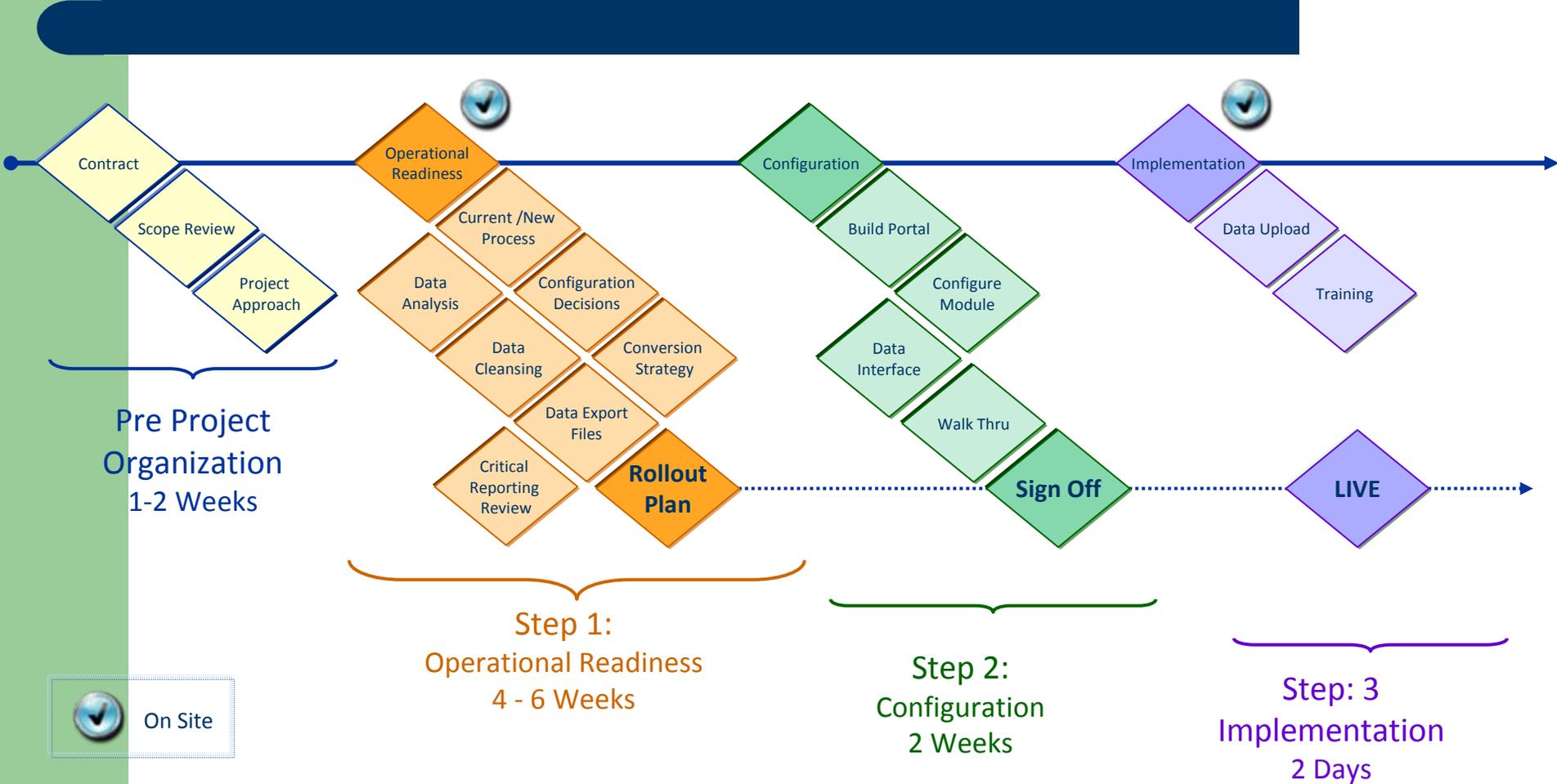
SYSTEM FUNCTIONS

- Monitor and report employment participation by trade, sex, ethnicity, new hires and employee residence.
- Monitor and report contracting and subcontracting by service, ownership, business location and payments.
- Monitor and report prevailing wage payment

DATA MANAGEMENT SYSTEM

3-Step Implementation

Approximately 10 Weeks

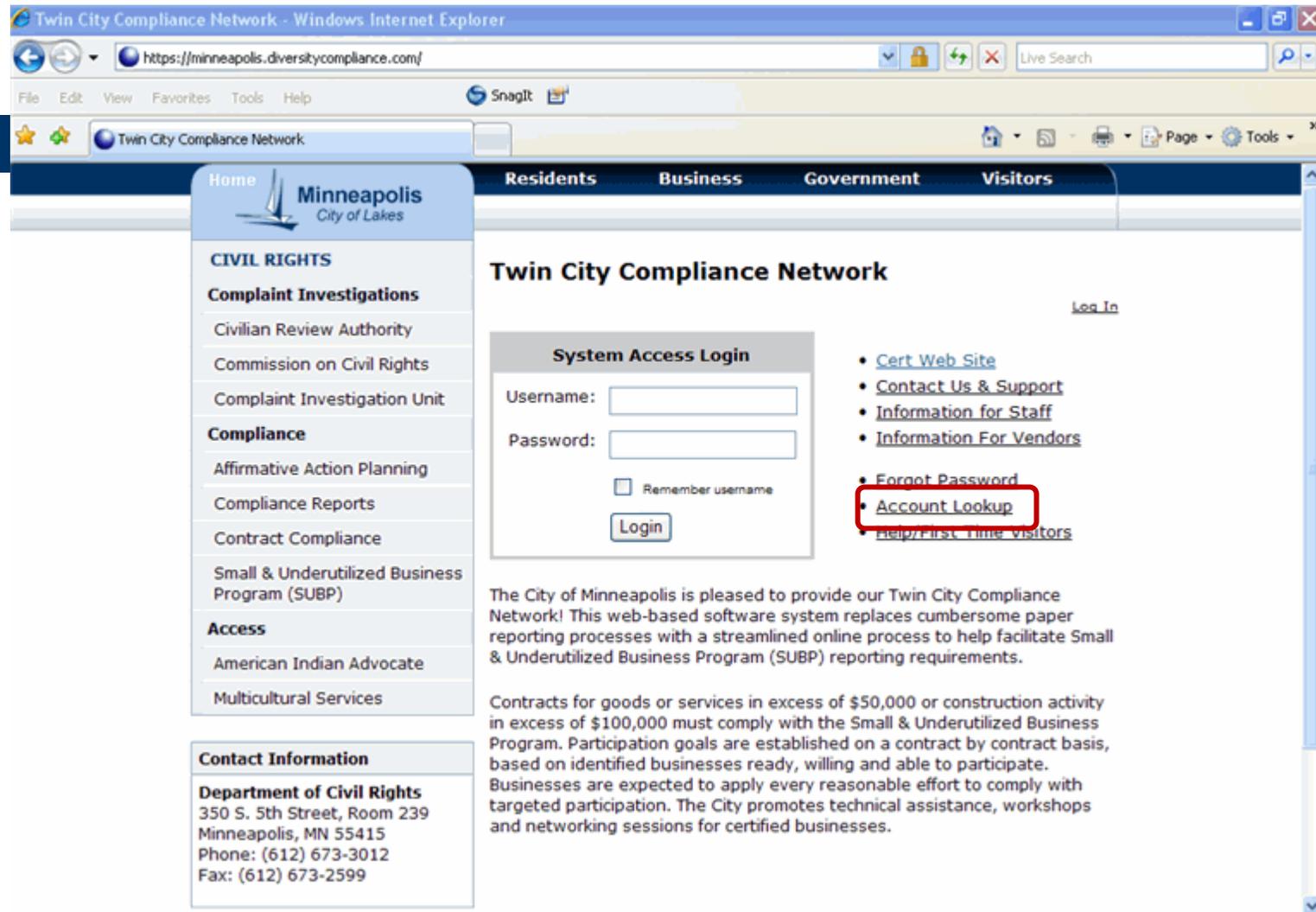


On-line Contractor / Vendor Training

E-TRAINING VIDEOS

Setting-up Employees	Learn how to add, edit, or copy employees	View
Edit an Existing CPR	Step-by-step process on how to edit a previously submitted CPR	View
eDocuments for Contractors	Upload, view, edit, and track eDocuments	View
Quick Training for Contractors	Get productive in no time by watching this eTraining course	View
Sub-contractor Setup	Setup sub-contractors by following the easy steps shown on this eTraining course	View
Automatic Calculations of Fringes	Save time while entering data by using the autocalculate fringes feature	View
E-Signature	How to e-Sign your payroll submittals online	View
Passwords	Setting strong passwords	View

Twin City Compliance Network



The screenshot shows a web browser window titled "Twin City Compliance Network - Windows Internet Explorer" with the URL "https://minneapolis.diversitycompliance.com/". The browser's address bar and menu bar are visible. The website's navigation bar includes "Home", "Residents", "Business", "Government", and "Visitors". A left-hand sidebar menu is expanded, showing categories like "CIVIL RIGHTS", "Compliance", and "Access". The main content area features a "System Access Login" form with fields for "Username:" and "Password:", a "Remember username" checkbox, and a "Login" button. To the right of the login form is a "Log In" link and a list of links including "Cert Web Site", "Contact Us & Support", "Information for Staff", "Information For Vendors", "Forgot Password", "Account Lookup" (highlighted with a red box), and "Help/First time visitors". Below the login form, there is a paragraph of text explaining the network's purpose and a section for "Contact Information" for the Department of Civil Rights.

Twin City Compliance Network

[Log In](#)

System Access Login

Username:

Password:

Remember username

- [Cert Web Site](#)
- [Contact Us & Support](#)
- [Information for Staff](#)
- [Information For Vendors](#)
- [Forgot Password](#)
- [Account Lookup](#)
- [Help/First time visitors](#)

The City of Minneapolis is pleased to provide our Twin City Compliance Network! This web-based software system replaces cumbersome paper reporting processes with a streamlined online process to help facilitate Small & Underutilized Business Program (SUBP) reporting requirements.

Contracts for goods or services in excess of \$50,000 or construction activity in excess of \$100,000 must comply with the Small & Underutilized Business Program. Participation goals are established on a contract by contract basis, based on identified businesses ready, willing and able to participate. Businesses are expected to apply every reasonable effort to comply with targeted participation. The City promotes technical assistance, workshops and networking sessions for certified businesses.

Contact Information

Department of Civil Rights
350 S. 5th Street, Room 239
Minneapolis, MN 55415
Phone: (612) 673-3012
Fax: (612) 673-2599

Document Submission

LCPTRACKER (DEMO) CALIFORNIA

Projects Certifications Violations Reports Admin **eDocuments** Set Up

E-Documents Main Menu



Upload Documents



View

View uploaded documents



Post Download Files

For Contractors / Vendors

Templates Available For Download

Template Name	Project Assigned
On-Site Interview Form	All Projects
Sub Contractor Request Form	All Projects
Statement of Employers Payments	All Projects
Fringe Benefit Statement	All Projects
Sub Contractor Payments	All Projects
Complaint Claim Form For Wages	All Projects
Blue Book Equipment Rental Rates	All Projects

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Document Categories for Upload

Document Name	Req'd	Expire Freq (month)	
2114	Y	0	Subcontractor payments
APPRENTICESHIP CERTIFICATE	N	0	
CONTRACTOR REGISTRATION	Y	0	All Contractors must register at start of projects
FORCE ACCOUNT DAILY REPORT	Y	3	Daily Report of the Job site for employees on site and issues of the day.
FRINGE BENEFIT STATEMENT	N	6	Fringes paid to funds
HUD ON-SITE INTERVIEW	N	3	test document for interviews
NON-COMPLIANCE NOTICE	N	0	Notification of a non-compliance of the contractor.

Documents can be set as Required or Not Required and can have individual expiration dates.

Adding Goals to a Project

Goal Section

Apprentice % Goal <input type="text" value="5.0000"/>	Minority % Goal <input type="text" value="10.0000"/>	Women % Goal <input type="text" value="5.0000"/>	Goal for Project Residency % <input type="text" value="5.00"/>	Goal Assignment Ward / District for goal <input type="text" value="Select Ward"/>
Apprentice Hour Goals <input type="text"/>	Minority Hour Goals <input type="text"/>	Female Hour Goals <input type="text"/>	Community Area for goal <input type="text" value="Select Community Area"/>	
Minority Journeyperson % Goal <input type="text" value="0.0000"/>	Minority Apprentice % Goal <input type="text" value="0.0000"/>	Minority Laborer % Goal <input type="text" value="0.0000"/>		
Female Journeyperson % Goal <input type="text" value="0.0000"/>	Female Apprentice % Goal <input type="text" value="0.0000"/>	Female Laborer % Goal <input type="text" value="0.0000"/>		
Responsible Organization / Group <input type="text"/>				
Progress Meeting <input type="text"/>				
Notes <input type="text"/>				
Project Economic Development Area <input type="text"/>				
Reimbursement Rate Amount <input type="text" value="0.00"/>				

Goals can be set for minorities, women, apprentices, and residency. Community areas, wards and districts can be defined.

Site Visits

LCPTRACKER DEMO

Projects

Certifications

Violations

Reports

Admin

eDocuments

Set Up

Labor Compliance Site Visitation Interview Form

- ① Create Audit Record ② **Add Interviews** ③ Finish Audit

Fill out this section only if employee is not listed in "Select Employee" dropdown list below. If that is the case, select "Unregistered Employee" and fill out these fields.

Employee Name

Last 4 digits of SSN

XXX-XX-

Select Employee

Unregistered Employee

Classification

Basic Hourly Pay

\$

Task Being Performed at Time of Interview

Interview Notes (250 characters max.)

Was Worker Believable?

YES NO

Reset Form

Add Interview

Done Adding >>

The site visit will automatically cross-check to the CPR submitted for that week.

Certified Payroll Summary Report



CERTIFIED PAYROLL SUMMARY REPORT

Project: H706101C - PULICE CONSTRUCTION - JOMAX ROAD TO CAREFREE HIGHWAY-TEST

Start Date: 03/01/2006 End Date: 03/01/2009 Bid Ad Date: Budget: \$74,381,601.11

PULICE-TEST DIRECT PAYROLL TEST

Contact: Mark Douglas E-mail: mdouglas@lcptracker.com
 Address: 850 E. CHAPMAN AVE SUITE D, ORANGE, CA 92866
 Phone: 7143371440 Fax:
 Worker's Comp.:

Week end	Date submitted	Performing	Validated by	Process Status	Accept Status	Payroll No.	Electronic?	Final?
04/20/2009	3/17/09 1:42 pm	YES	SYSTEM	PENDING	REJECTED	45	YES	
DEMO NDDOT								
04/06/2009				Certified		44	YES	Possible reporting gap. Next certification should be 4/13/2009
BROOKS DEM								
03/30/2009				Certified	Resubmitted	43	YES	
MISSED CHECK NUMBER								
				Rejection Note: During a site visit, tim was working on not on this CPR submitted please look into.				
03/30/2009	3/10/09 1:58 pm	YES	SYSTEM	Superseded	REJECTED	43		
DEMO CITY OF SPARKS								
				Rejection Note: During a site visit, tim was working on not on this CPR submitted please look into.				
03/23/2009	2/27/09 10:04 am	YES	SYSTEM	Certified		41	YES	
AT CONSULTING DEMO								
03/16/2009	2/25/09 10:58 am	YES	SYSTEM	Certified		41	YES	
DEMO CITY SEATTLE								
03/09/2009	2/17/09 10:56 am	YES	SYSTEM	PENDING	REJECTED	39	YES	
TRAINING LPI								
				Rejection Note: Tim was on site Thursday and not on CPR.				

This report provides a summary of all CPRs for a given date range, project and contractor.

Areas of concern are highlighted in red.

DATA MANAGEMENT SYSTEM

- Report Possibilities



Administrative Reports



[Products Store](#) [Accounts](#) [Validation Disclosure](#) [eTraining](#) [Support](#) [Logout](#)



FEDERAL DEMO DATABASE

[Projects](#)

[Certifications](#)

[Violations](#)

[Reports](#)

[Admin](#)

[eDocuments](#)

[Set Up](#)

Admin Reports

Management Reports

[Contractor Assignments Report](#)

[Document Tracking Summary Report](#)

[E-Document Report-1](#)

[E-Document Report-2](#)

[Federal Rates Summary Report](#)

[Federal Project Wage Data Report](#)

[Letter Tracking Summary Report](#)

[Multiple CPRs Report](#)

[Missing eDocuments \(beta\)](#)

[PM Login Report](#)

List Reports

[Contractors List Report](#)

[Employee List Report](#)

[Project Summary Report](#)

[Unassigned Employee List - PBC](#)

[Unassigned Employee List payrecords - PBC](#)

Workforce Reports

[EEO Weekly Report](#)

[Employee Utilization Report](#)

[Goal Report](#)

[Workforce Utilization Summary Report](#)

[Utilization Summary Report - Hours by City](#)

[Federal \(FHWA\) 1391 Report](#)

Compliance Reports

[All Notices Report](#)

[Certified Payroll Summary Report](#)

[Holiday Report](#)

[Late CPR Summary Report](#)

[Look Ahead CPR Summary Report](#)

[Penalty Report](#)

[Site Visitation Report](#)

[Site Visitation Summary Report](#)

Apprentice Reports

[Apprentice Hours Report by City](#)

[Apprentice Info Report](#)

[Apprentice Hours Report by Contractor](#)

[Apprentice Hours Report by Trade](#)

[Training Reimbursement Report](#)

[Apprentice / Trainee Progress Report](#)

ARRA Reports

[FHWA Recovery Act Reports 1587 and 1589 \(Beta\)](#)

[New Hire Report](#)

Custom Reports

[Data Extracts](#)



Report: Contract Detail

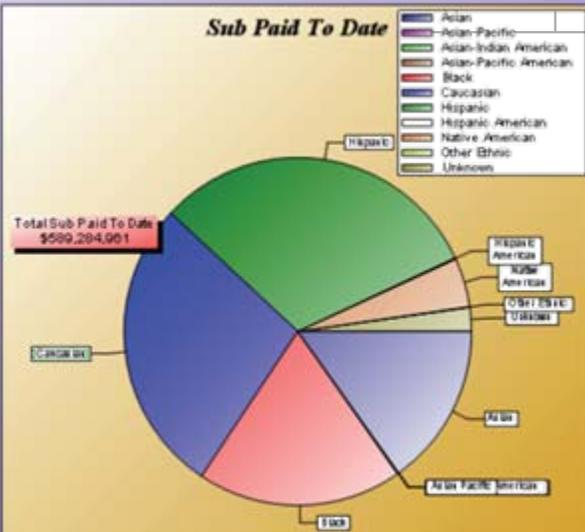
Contractor	Contract Number	Contract Amount	SA Range	Prime/ Subcontractor	Race	Cer Pmt	Commit Amount	Paid Amount	%MWBE				
									Commit of Contract	%MWBE of All Pmts	Pmts % of Contract Paid		
Vestal Builders, Inc.	901748000	\$12,000,000	Base	Prime	African American (Male)	Y	\$11,270,503	\$654,377					
				Prime Subtotal						\$11,270,503	\$654,377		
				Subcontractor	African American (Male)	Y	\$125,722	\$125,722					
				Subcontractor	Non-MWBE	N	\$585,662	\$640,744					
				Subcontractor	White Female	Y	\$18,113	\$14,216					
				Subcontractor Subtotal						\$729,497	\$780,682		
				Certified MIWBE Subtotal						\$11,414,338	\$794,315		
				Non-MIWBE Subtotal						\$585,662	\$640,744		
				Base Total						\$12,000,000	\$1,435,060		
				MWBE CONTRACT TOTALS						\$11,414,338	\$794,315	95 %	55 %
CONTRACT TOTALS						\$12,000,000	\$1,435,060			12 %			

Contractor	Contract Number	Contract Amount	SA Range	Prime/ Subcontractor	Race	Cer Pmt	Commit Amount	Paid Amount	%MWBE				
									Commit of Contract	%MWBE of All Pmts	Pmts % of Contract Paid		
ANGELO IAFRATE CONSTRUCTION	950069000	\$32,052,760	Base	Prime	Non-MWBE	N	\$23,315,217	\$19,871,140					
				Prime Subtotal						\$23,315,217	\$19,871,140		
				Subcontractor	Hispanic American (Male)	Y	\$1,341,917	\$2,935,502					
				Subcontractor	Non-MWBE	N	\$265,000	\$0					
				Subcontractor	White Female	Y	\$7,130,626	\$7,408,683					
				Subcontractor Subtotal						\$8,737,543	\$10,344,185		
				Certified MIWBE Subtotal						\$8,472,543	\$10,344,185		
				Non-MIWBE Subtotal						\$23,580,217	\$19,871,140		
				Base Total						\$32,052,760	\$30,215,325		
				MWBE CONTRACT TOTALS						\$8,472,543	\$10,344,185	26 %	34 %
CONTRACT TOTALS						\$32,052,760	\$30,215,325			94 %			

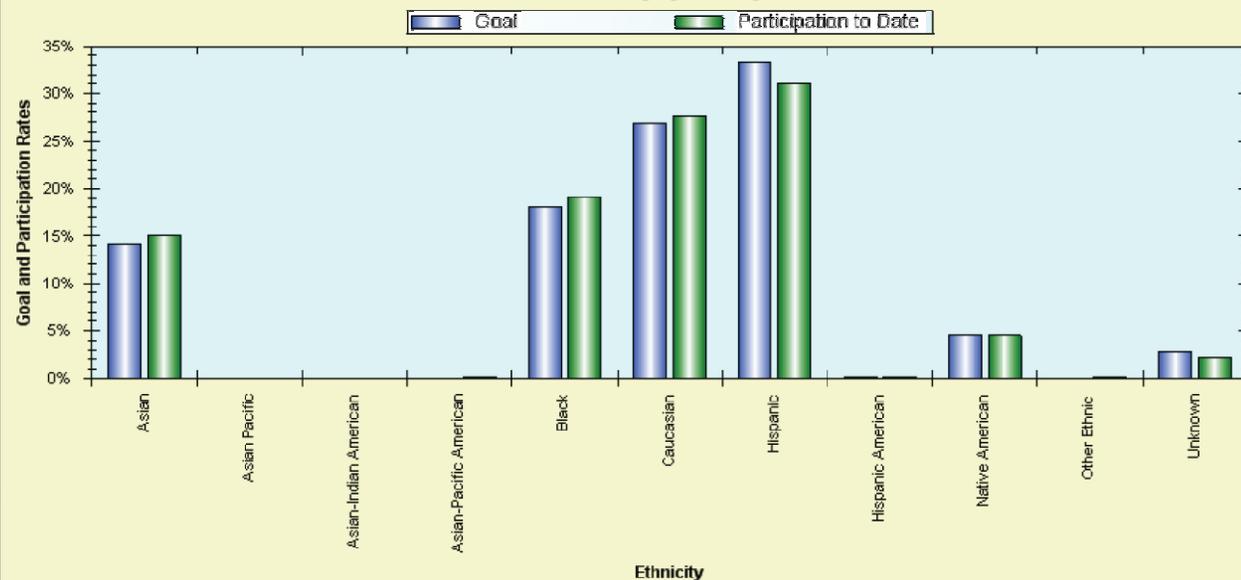
Report: Ethnicity Summary

Ethnicity	Number Subcontracts	Sub Award	Goal	Sub Paid To Date	Percent To Date
Asian	1161	\$107,449,598	14.2 %	\$89,165,306	15.1 %
Asian Pacific	1	\$56,546	0.0 %	\$50,017	0.0 %
Asian-Indian American	2	\$120,001	0.0 %	\$16,156	0.0 %
Asian-Pacific American	3	\$140,946	0.0 %	\$716,784	0.1 %
Black	918	\$135,777,840	18.0 %	\$112,510,396	19.1 %
Caucasian	1272	\$202,968,200	26.9 %	\$162,476,597	27.6 %
Hispanic	1660	\$251,533,558	33.3 %	\$183,309,292	31.1 %
Hispanic American	17	\$689,982	0.1 %	\$741,127	0.1 %
Native American	223	\$34,531,996	4.6 %	\$26,851,479	4.5 %
Other Ethnic	11	\$313,266	0.0 %	\$347,007	0.1 %
Unknown	176	\$21,282,292	2.8 %	\$13,100,800	2.2 %

Sub Paid To Date



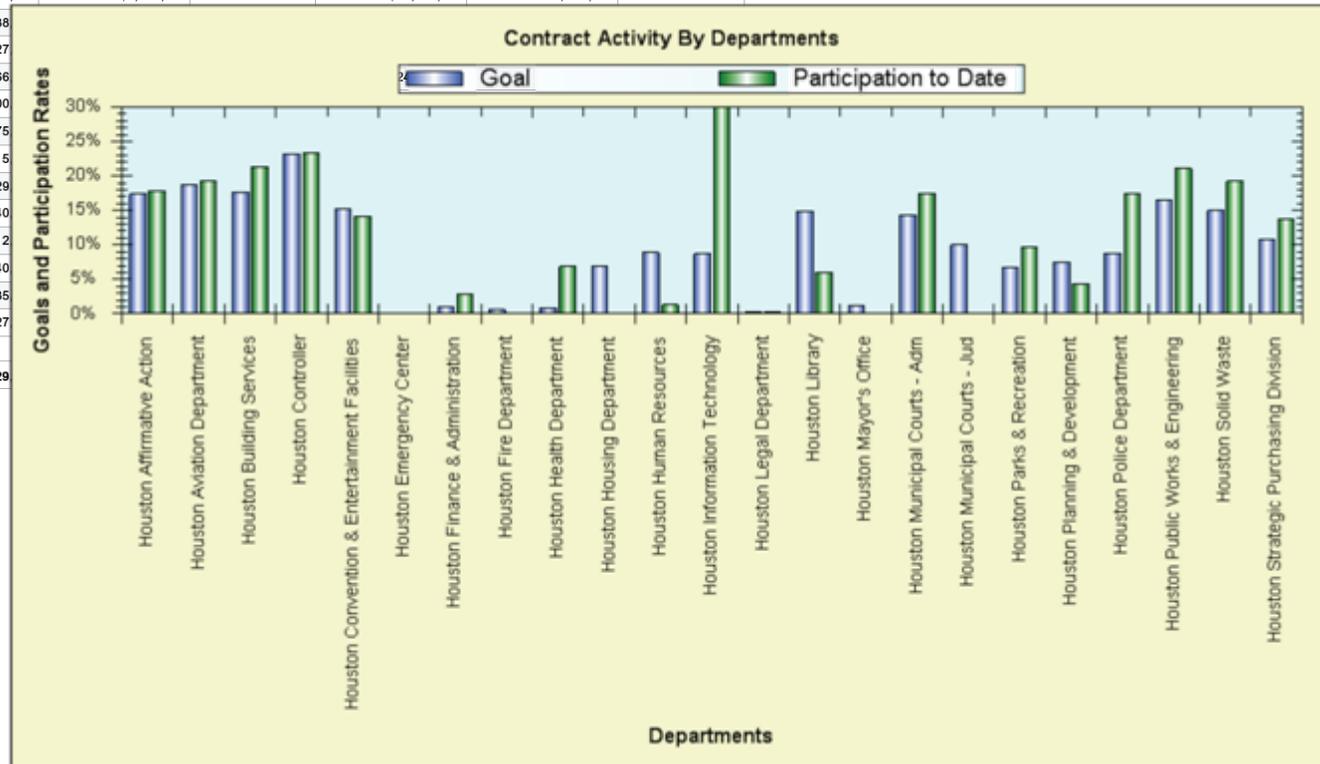
Contract Activity By Ethnicity



Report: Department Summary



Department	Number Contracts	Prime Award	Sub Award	Goal	Prime Paid To Date	Sub Paid To Date	Percent To Date
Houston Affirmative Action	9	\$26,417,455	\$4,593,888	17.4 %	\$26,508,140	\$4,739,296	17.9 %
Houston Aviation Department	210	\$1,562,277,188	\$292,027,711	18.7 %	\$1,186,510,599	\$229,475,012	19.3 %
Houston Building Services	207	\$307,044,090	\$53,907,893	17.6 %	\$89,620,422	\$19,127,760	21.3 %
Houston Controller	9	\$8,581,497	\$1,994,559	23.2 %	\$4,962,747	\$1,163,293	23.4 %
Houston Convention & Entertainment Facilities	34	\$99,398,774	\$15,128,402	15.2 %	\$22,584,476	\$3,210,335	14.2 %
Houston Emergency Center	6	\$8,102,186	\$0	0.0 %	\$1,054,987	\$0	0.0 %
Houston Finance & Administration	459	\$435,552,457	\$4,279,010	1.0 %	\$45,614,944	\$1,288,407	2.8 %
Houston Fire Department	42	\$49,527,760	\$317,604	0.6 %	\$5,430,403	\$570	0.0 %
Houston Health Department	40	\$15,481,051	\$141,145	0.9 %	\$1,076,790	\$74,813	6.9 %
Houston Housing Department	25	\$10,805,339	\$748,945	6.9 %	\$0	\$225,341	0.0 %
Houston Human Resources	50	\$51,732,780	\$4,614,865	8.9 %	\$28,758,950	\$376,507	1.3 %
Houston Information Technology	27	\$102,738					
Houston Legal Department	43	\$31,727					
Houston Library	8	\$38,766					
Houston Mayor's Office	10	\$3,500					
Houston Municipal Courts - Adm	5	\$21,275					
Houston Municipal Courts - Jud	1	\$415					
Houston Parks & Recreation	39	\$23,729					
Houston Planning & Development	8	\$1,740					
Houston Police Department	86	\$49,612					
Houston Public Works & Engineering	1017	\$2,013,540					
Houston Solid Waste	25	\$358,035					
Houston Strategic Purchasing Division	573	\$1,118,627					
Totals:	2933	\$6,338,629					



EEO Utilization Summary Report by Craft



EMPLOYEE UTILIZATION REPORT SUMMARY BY JOB, BY CONTRACTOR

Thursday, April 10, 2008

From: 4/1/2006 12:00:00 AM to 4/4/2008 12:00:00 AM		White		Black		Latino		Asian / Pacific Islander		American Indian		Other				PHOENIX			
Job Class		Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Subtotal Female	Subtotal Minority	Resident	Non Resident	Total	
BRIDGE RETROFIT M-15 PROJECT																			
Contractor name : LENYNE CONTRACTING																			
CARP0408-003 CARPENTER	Hours	0.00	33.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		0.00	33.00	33.00
	Percent	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%	100.00%	100.00%
ELEC0570-001 06/01/2005	Hours	8.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8.00	0.00		8.00	0.00	8.00	
	Percent	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%		100.00%	0.00%	100.00%	
ENGI0428-011 06/01/2005	Hours	0.00	1.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		0.00	1.00	1.00	
	Percent	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%	100.00%	100.00%	
ENGI0428-011 POWER EQUIPMENT OPERATOR	Hours	0.00	12.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		0.00	12.00	12.00	
	Percent	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%	100.00%	100.00%	
IRON0075-006 IRONWORKER	Hours	0.00	0.00	0.00	0.00	0.00	31.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	31.50		0.00	31.50	31.50
	Percent	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%		0.00%	100.00%	100.00%
SUAZ2004-009 03/11/2004	Hours	0.00	0.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00		0.00	50.00	50.00	
	Percent	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%		0.00%	100.00%	100.00%	

EEO Weekly Summary Report (continued)

				Minority Journeyperson % Goal	Minority Apprentice % Goal	Minority Laborer % Goal	Female Journeyperson % Goal	Female Apprentice % Goal	Female Laborer % Goal
Commitment Percent				0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Commitment Hours				0.00	0.00	0.00	0.00	0.00	0.00
Actual Percent				57.98%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Hours	TJ	TA	TL	34.50	0	0			
	59.50	0.00	0.00						
Community/Ward Hours				0.00	0.00	0.00			
Apprentice New Hire				NA	0.00	NA			
Community/Ward Hours Bonus				0.00	0.00	0.00			
Apprentice New Hire Bonus				NA	0.00	NA			
Total Actual Hours Plus Bonuses				34.50	0.00	0.00			

Summary shows goals vs. actuals for ethnicity, gender, and classifications, as well as, community ward hours and project residency.

City/Project Residency	Goal %	Goal Hours	Actual %	Actual Hours
Project Residency	0.00%	0.00	0.00%	0.00
City Residency	50.00%	29.75	0.00%	0.00

Summary

- Projects Exceeding All Employment Goals
- Monitoring and Enforcement Activity Improved
- Disparity Study Activity Continues
- Continued Improvement and Progress with City Departments & Partners
- Department Creative in Increasing Participation
- Section 3 Program in Place
- Data Management System in use and ready for tracking stimulus activity and beyond.