



CITY OF PORTLAND

Chief Procurement Officer

DATE: JUNE 28, 2012

TO: Mayor Sam Adams
Commissioner Nick Fish
Commissioner Amanda Fritz
Commissioner Randy Leonard
Commissioner Dan Saltzman

FROM: Christine Moody, Chief Procurement Officer

CC: Jack Graham, Chief Administrative Officer
Bryant Enge, Bureau of Internal Business Services Director

SUBJECT: Report to Council – Minority Evaluator Program

Resolution 36757 (as amended) required City Bureaus to include at least one minority evaluator provided by the Alliance of Minority Chambers on all contractor evaluation and selection panels awarding City contracts in excess of the formal solicitation thresholds for contracts that are not awarded on the basis of lowest responsible bidder.

The Alliance of Minority Chambers (Alliance) is a collaboration of local partners, chambers, ethnic organizations, small businesses and professionals in the greater Portland metropolitan area. The planning and development team consisted of members from the Alliance, the City and PDC. The team built websites for the Alliance and the City, developed an outreach plan to recruit persons of color, created a database, initiated internal and external training and produced standard operating procedures for the program.

The goals of the Minority Evaluator Program (MEP) are to engage diverse members of the community into the City of Portland's contractor selection process, provide an inclusive and transparent process, and build relationships between city bureau's, business partners and the community.

The program coordinator engages in outreach to build a well qualified and diverse candidate pool and provides a single point-of-contact for all bureaus's requesting an MEP for evaluation panels.

Since December 16, 2009, there are 378 people of color in the Minority Evaluator

An Equal Opportunity Employer

To help ensure equal access to programs, services and activities, the Office of Management & Finance will reasonably modify policies/procedures and provide auxiliary aids/services to persons with disabilities upon request.

Program that have participated in 250 evaluation panels.

PTE - Utilization of MWESB Consultants as a Percentage of Total Dollars Spent					
	07/08	08/09	09/10	10/11	11/12
Primes	13.63%	26.86%	9.97%	15.64%	15.12%
Subs	49.97%	51.67%	43.21%	54.90%	80.74%



Clean Energy Works High Road Outcomes

- 55.64% of the more than 189,112 project work hours have been performed by women and people of color
- 16.69% project dollars are going to minority or women-owned small businesses
- More than 87% of our prime contractors offer employer-subsidized health insurance
- Median wage for all workers is \$18.34 per hour, and the average wage is \$21.54.
- 175 direct new construction hires: 46% of new hires are women and people of color
- 25 entry-level weatherization workers hired through a partnership with WorkSystems Inc.
- 5 MBE/WBE participating prime contractors, and roughly 8 MBE/WBE subcontractors are regularly utilized by Clean Energy Works Oregon (“CEWO”) contractors

General Observations and Conclusions:

- An important accomplishment to share from the outset: when Clean Energy Works Portland (“CEWP”) was launched, the first round of projects did not have any participating minority- or women-owned (MBE/WBE) contractors. In fact, there was only one minority- or women-owned home performance contractor who had the certifications to participate.
- Over the last two years, Clean Energy Works has improved on all High Road goals and targets except in diverse minority- and women-owned business participation.
- Through program policy and stakeholder collaboration, Clean Energy Works has built a more inclusive and diverse workforce makeup by applying and supporting the achievement of higher goals than what is seen in the general construction industry in Oregon and in the Metro area.

Broader Construction Industry

Providing a family-supporting wage to our diverse workforce is an important accomplishment in residential construction. Our focus has been on raising wages for entry-level weatherization work, which historically has had low wages, few if any benefits and little advocacy or labor organizing. Clean Energy Works employers pay 180% of state minimum wage—which currently comes out to \$15.84 per hour—as a floor to ensure that workers are receiving family-supporting wages. This is in accordance with the Energy Efficiency and Sustainable Technology Act of 2009 (EEAST).

There are some comparative conclusions we can draw from the CEWP/CEWO data, the data we gathered from interviews with our contractors and from data from the general construction industry (*Data from US Bureau of Labor Statistics Geographic Profile Data: <http://www.bls.gov/opub/gp/gpsec3.htm> Calculated using total numbers in construction occupation by demographic group and applying to total construction number. Metro data is a weighted sample with data limitations):

- The percentage work hours performed by people of color on Clean Energy Works projects—45.47%—is outpacing the demographic makeup of people of color in the construction industry in Oregon, which is 18.22%*.
- The total percentage of women's work hours—12.73%—is outpacing the demographic makeup of women in the construction industry in Oregon, which is 2.28%*.
- The average wage for Clean Energy Works projects (pilot, \$20.38 and statewide, \$22.91) is \$21.65 and is outpacing the average hourly wage for insulation work in Oregon and nationally, which is \$15.30 to \$15.90 (including residential, commercial and industrial insulation). CEWO contractors report that the going rate in hourly wages for typical residential weatherization work tends to top out at \$9 to \$11.