

# FY21 Annual Report

East Bay Municipal Utility District

## CONTRACT EQUITY PROGRAM



*Stewardship ~ Integrity ~ Respect ~ Teamwork*

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## OVERVIEW - CONTRACT EQUITY PROGRAM

The Contract Equity (CE) Program Fiscal Year 2021 Annual Report provides an overview of the District's contracting performance and related staff activities. For FY22, additional program enhancements will be made to support the CE Program's continuing goal to increase contract participation in the following areas:

- Cultural and gender diversity,
- Small businesses<sup>1</sup> (including disabled veteran and lesbian, gay, bisexual, transgender business enterprises), and
- Local businesses<sup>2</sup>.

For more than 35 years, the District has committed to and invested in diversity and inclusion practices in its contracting opportunities to reflect the communities we serve. Inclusive business participation in local government procurement and contracting is an important source of income and jobs for our communities and strengthens communities both economically and socially.

Since inception of the CE program, the District has awarded over \$5 billion in contracts with 22 percent (\$1.1 billion) awarded to ethnic minority and women owned businesses (EM/WBEs). This represents an average of \$29.7 million in annual awards to EM/WBEs for over 37 years. Through its CE Program, the District promotes stewardship to ensure diversity in our contracting and supply chain. The District's procurement and contracting practices supports our mission to deliver safe, reliable and high quality water service to 1.4 million customers and provide wastewater services for 685,000 customers in the Bay Area.

The CE Office oversees the District's contracting process to ensure fairness and equity in business opportunities, bidding of potential contracts, and the execution of contracts to the business community, especially to those sectors historically underutilized, including small and local businesses. Fair, active and open competition help build valued relationships with the community where we live and serve, while drives competition and productivity to provide value to our ratepayers.

### *Background*

The District established a Minority Business Enterprise (MBE) program in 1984 in order to increase the level of minority business participation in contracting. In 1988, the MBE program was expanded to include women-owned businesses (previously only minority women-owned businesses were included), and the program was renamed the Minority and Women Business Enterprise (M&WBE) Program.

In 1999, the M&WBE Program was changed to the Contract Equity (CE) Program in response to changing laws and court decisions<sup>3</sup>. The purpose of the CE Program is to prevent ongoing and

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<sup>1</sup> "Small business" is a business enterprise that has average annual gross receipts of \$15,000,000 or less over the previous three years or is a manufacturer with 100 or fewer employees or disabled veteran business enterprise. For public works projects "small business" is a public works construction contractor with 200 or fewer employees and average gross receipts \$36,000,000 or less over the previous three years.

<sup>2</sup> Local Business" is a business located in Alameda, Contra Costa, San Joaquin, Calaveras, Amador, and other counties directly impacted by District contracts and/or operations.

future discrimination in contracting, avoid the granting of illegal preferences on the basis of race, gender, and other protected categories while proactively promoting contract awards diversity among business persons of all races and both genders, including white men.

At the same time, a Small Business Enterprise (SBE) Component was added to the CEP with bid discount and set-aside incentives. For all contracts  $\leq$  \$50,000<sup>4</sup>, there are goals of 50 percent SBE participation and a 25 percent SBE set-aside. The definition of SBE was expanded to include disabled veteran businesses in FY16. In FY19, the small business bid discount was increased from five percent to seven percent for all competitively bid contracts, the definition of small business became more inclusive by the addition of lesbian, gay, bisexual, transgender business enterprises, and a definition for small public works construction contractors was added.

Concurrently with changes to the CEP in 1999, the Contractors' Affirmative Action Workforce Profile (CAAWP) Program for contractors was established which requires all firms doing business with the District to take lawful and adequate steps to assure that their employment practices comply with Equal Employment Opportunity (EEO) laws. Then in 2001, CAAWP was replaced by the current Contractors' Compliance with Equal Employment Opportunity Program.

Since FY11, at least half of the firms awarded contracts continue to have a minority workforce that reflects 50 percent or more of their applicable Metropolitan Statistical Area (MSA.) To support these efforts, the District provides *Working Together with Respect* brochures and posters which notify contractors and their employees that discrimination, harassment, and retaliation are not tolerated by the District – to be prominently displayed at all contractors' worksites.

The District's CEP reached another milestone in FY16. In response to ongoing interest in a local hire program, a pilot local hire component was launched on targeted construction projects with a good faith goal of 50 percent for local residents with 30 percent from the county(ies) directly impacted by the project. Because of the District's commitment to reinvest back into the community through local hiring and track its impacts, the local hire component was adopted in FY19.

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<sup>3</sup> The CE Program takes into account State of California Public Contract Code §2000, Proposition 209, the U.S. Supreme Court's decision in *City of Richmond, Virginia v. J. A. Croson Company* 488 U.S. 469 (1989), and other related court decisions.

<sup>4</sup> Current dollar threshold for SBE set-asides is \$80,000 as of January 1, 2019.

## FY21 SUMMARY

### Highlights

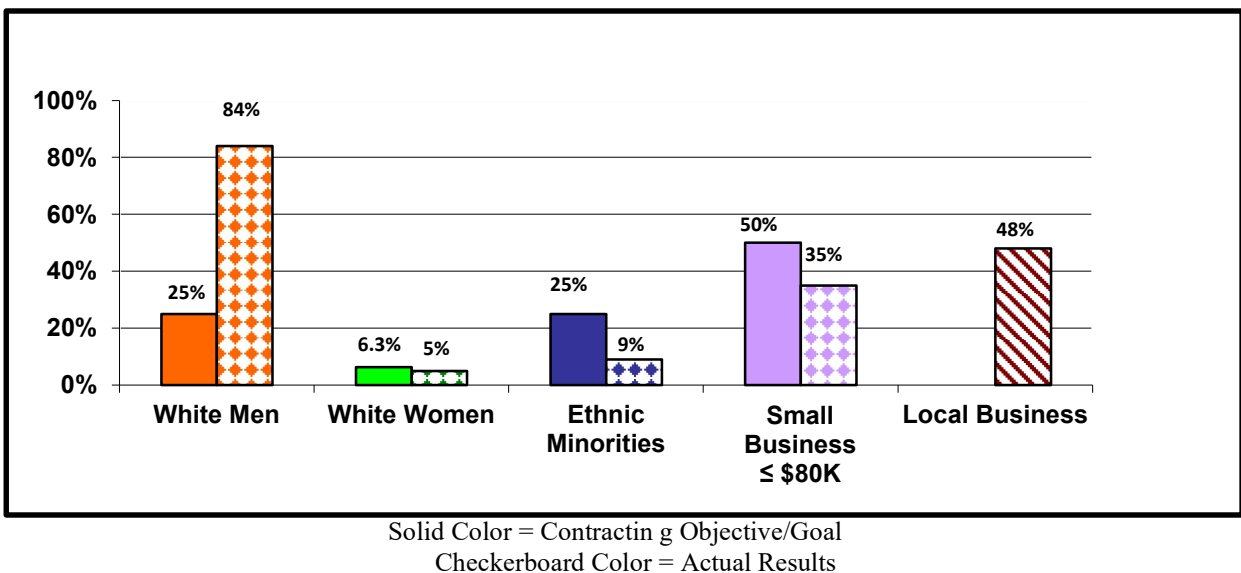
In FY21, the District's key CE Program accomplishments include:

- Awarded contracts in the amount of approximately:
  - \$117.6 million to local businesses,
  - \$47.0 million to small businesses.
  - \$28.0 million to ethnic minorities and women businesses (EM/WBEs)
- Achieved over 47 percent local hires on 24 targeted construction projects which resulted in over \$5.0 million in wages and benefits to workers who reside in Alameda, Contra Costa, San Joaquin, Calaveras, or Amador County.
- Awarded 62 percent of contracts to companies with a minority workforce that employ at least 50 percent of their applicable Metropolitan Statistical Area (MSA)<sup>5</sup>.
- Conducted five business development forums and participated in 73 community outreach events promoting the District's mission for diversity in contracting.
- Produced quarterly the *Equalizer* Newsletter to promote District contracting and procurement opportunities.

### Contract Awards

In FY21, the District awarded contracts totaling approximately \$247.1 million with exclusions of \$15.5 million<sup>6</sup>. Chart 1 reflects the program results and levels of participation after deleting the exclusions. See Attachment 1 for the distribution of contract awards – overall and for contract awards ≤ \$80,000.

**Chart 1. Distribution of FY21 Contract Awards**



<sup>5</sup> Metropolitan statistical area (MSA) is the formal definition of a region that consists of a city and surrounding communities that are linked by social and economic factors that is determined by the U.S. Office of management and Budget and applied to census data.

<sup>6</sup> Excluded contracts are awards to government/nonprofit (\$2.1M), publicly held corporations (\$12.3M), foreign owned (\$1.8M) and sole source providers (\$0).



Table 1 below provides a comparison of FY21 to FY20 contracting results. Contract awards of ≤ \$80,000 for small businesses increased slightly, while contracting objectives for white men and white women were achieved. The 35 percent small business participation is a four percent increase from 31 percent in FY20.

<b>Table 1. FY21 Contract Equity Program Performance</b> <i>(excludes awards to government agencies, nonprofit organizations, publicly held corporations, foreign owned, and sole source awards)</i>					
Availability Group/ Misc. Grouping	Contracting Objective %	Overall Results %		≤ \$80,000 Results %	
		FY20	FY21	FY20	FY21
White Men	25	87	84	71.3	73
White Women	6.3 <sup>7</sup>	4	5	11.7	9
Ethnic Minorities (Men/Women)	25	7.5	9	11.3	12
Unclassified	NA	1.5	2	5.7	6
Local Business	NA	36.3	48	54	36.7
Local/Small Business	NA	4.8	24	19.3	28.0
Small Business	50 <sup>8</sup>	16	35	30.7	33
<i>Micro-business</i>	NA	<1	2	2	<1
All Men	NA	86	88	84	80
All Women	NA	4	3	4.5	13
Exclusions	NA	9	6	11.5	2

<sup>7</sup> Weighted average based on contract distribution per contract category for FY05-FY15.

<sup>8</sup> The 50% SBE goal is for contract awards of ≤ \$80,000 since January 1, 2019.

The distribution of \$247.1 million in total contract awards by gender, ethnicity, unclassified, and exclusions is shown in Table 2 below:

<b>Table 2. Distribution of FY21 Contract Awards by Gender/Ethnicity</b>								
<b>Gender/Ethnicity/ Misc. Grouping</b>	<b>Overall</b>		<b>Local Business</b>		<b>Small Business</b>		<b>≤ \$80K</b>	
	<b>\$ Amount</b>	<b>%</b>	<b>\$ Amount</b>	<b>%</b>	<b>\$ Amount</b>	<b>%</b>	<b>Small Business</b>	
							<b>\$ Amount</b>	<b>%</b>
<i>Men</i>								
<i>Women</i>								
White								
Ethnic Minorities								
African American/ Black								
Hispanic								
Asian/ Pacific Islander								
American Indian/ Alaskan Native								
Mixed Minority								
<i>Unclassified</i>								
<i>Exclusions</i>								
<b>Total</b>								

Table 3 shows the overall percentage of contracts awarded to the three availability groups and unclassified firms by contract category. For the highest level of contract participation excluding purchase cards, white men achieved 96 percent in construction, white women achieved 8 percent in professional services, and ethnic minorities achieved 19 percent in general services. See Attachment 2 for a list of top prime awards by firm for each availability group and contract category.

<b>Table 3. FY21 Contract Participation (\$247.1M)</b> <i>(excludes awards to government agencies, nonprofit organizations, publicly held corporations, foreign owned, and sole source awards)</i>						
Availability Group/Misc. Grouping	Contract Categories					Overall
	Professional Services	General Services	Construction	Materials & Supplies	Purchasing Card	
White Men	77	71	96	77	84	84
White Women	8	5	3	4	3	5
Ethnic Minorities (Men & Women)	12	19	1	18	4	9
Unclassified Firms	3	5	0	1	9	2

### *Small Business Enterprise*

Nearly 2,000 small business enterprises (SBEs) are currently registered with the District. In FY21, SBE purchases and services contracts totaled \$47 million with \$4.9 million going to micro-businesses<sup>7</sup>. The District is committed to expand the use of SBE's by including a seven percent bid discount incentive on competitively bid contracts and the 25 percent set-aside for contracts that are ≤ \$80,000.

For contract awards ≤ \$80,000, SBEs received 33 percent (\$15.6 million) of the total value, compared to 31 percent from FY20. The level of participation by this availability group was 69 percent for white men, 13 percent for white women and 16 percent for ethnic minorities with two percent for unclassified firms.

Table 4 shows the average dollar amount of contracts ≤ \$80,000 excluding purchase cards for FY21 is \$31.4M which indicates opportunities to increase SBE awards to meet the goal of 50 percent participation since size of the contract should not be a barrier. Materials and supplies contracts accounts for over 50 percent (\$20.2M) of awards ≤ \$80,000, so the CE Office will focus on increasing SBE participation by targeting outreach efforts in professional services and construction in FY21.

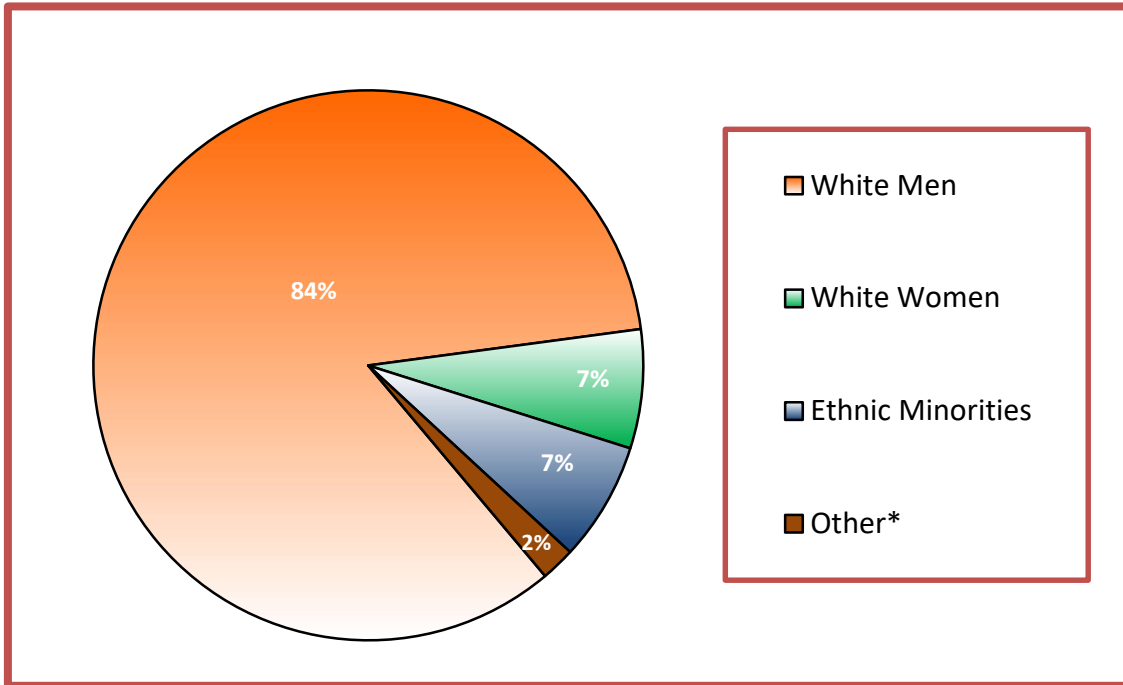
**Table 4. FY21 Average Contract Expenditures by Contract Category**

<b>Contract Category</b>	<b>Total Expenditures</b>	<b>Total Awards</b>	<b>Average Contract Expenditure</b>
<b>AWARDS &gt; \$80,000</b>			
Professional Services	\$20M	46	\$434,782
General Services	\$16M	31	\$516,129
Construction	\$121M	21	\$5,761,904
Materials & Supplies	\$79M	112	\$705,357
<b>SUBTOTAL</b>	<b>\$236M</b>	<b>210</b>	<b>\$1,123,809</b>
<b>AWARDS &lt; \$80,000</b>			
Professional Services	\$2.4M	104	\$23,076
General Services	\$7.7M	1023	\$7,526
Construction	\$1.1M	34	\$32,352
Materials & Supplies	\$20.2M	3047	\$6,629
SUBTOTAL	\$31.4M	4208	\$7,462
Purchasing Card	\$11M	4966	\$2,215
<b>SUBTOTAL</b>	<b>\$42.4M</b>	<b>9174</b>	<b>\$4,621</b>
<b>GRAND TOTAL</b>	<b>\$247M</b>	<b>9384</b>	<b>\$26,321</b>

## Local Business Enterprise

The District actively encourages firms in the District's service area or in counties directly impacted by its operations to compete for contract opportunities. Even though there is no numeric goal established for local business enterprises (LBEs), local participation resulted in \$117.6 million (48%) in District contract awards a 12 percent increase compared to 36 percent in FY20 as shown previously in Table 1. Chart 2 provides the distribution of local business awards by availability group.

**Chart 2. FY21 Distribution of Local Business Awards**



*\*Other is defined as contracts awarded to government/nonprofit, publicly held corporations, foreign owned, or unclassified.*

In FY21, the highest overall level of LBEs participation was in construction (90%). For contract awards  $\leq$  \$80,000, LBEs received \$16.6 million (36.7%) in District contract awards, which decreased LBEs participation by 18 percent compared to FY20 (54%).

Local Small Business Enterprises (L/SBEs) received \$59.2 million (24%) in overall contract awards compared to \$11.3 million (4.8%) in FY20. The highest overall level of L/SBE participation was for materials and supplies (50%). For contract awards  $\leq$  \$80,000, the L/SBE participation was \$8.1 million (18%) compared to \$8.3 million (19.3%) in FY20. The highest level of participation was in construction at 43.7 percent.

## Local Hire

The District's overall good faith goals for local hiring are 50 percent of the total work hours for the project, with 30 percent from the county(ies) directly impacted by the District project. For FY20 over \$5 million in wages and benefits were reinvested back to the local community.

A summary of the jobsite workforce and wage data for FY20 projects can be found in *Attachment 3*. Of the total 24 current projects, nine projects met the good faith goal of 50 percent and 19 projects met the local hire good faith goal of 30 percent from the counties directly impacted by the projects. Six projects met both goals. The total workforce from these projects had 47 percent local hires of which 44 percent being from counties directly impacted by the project.

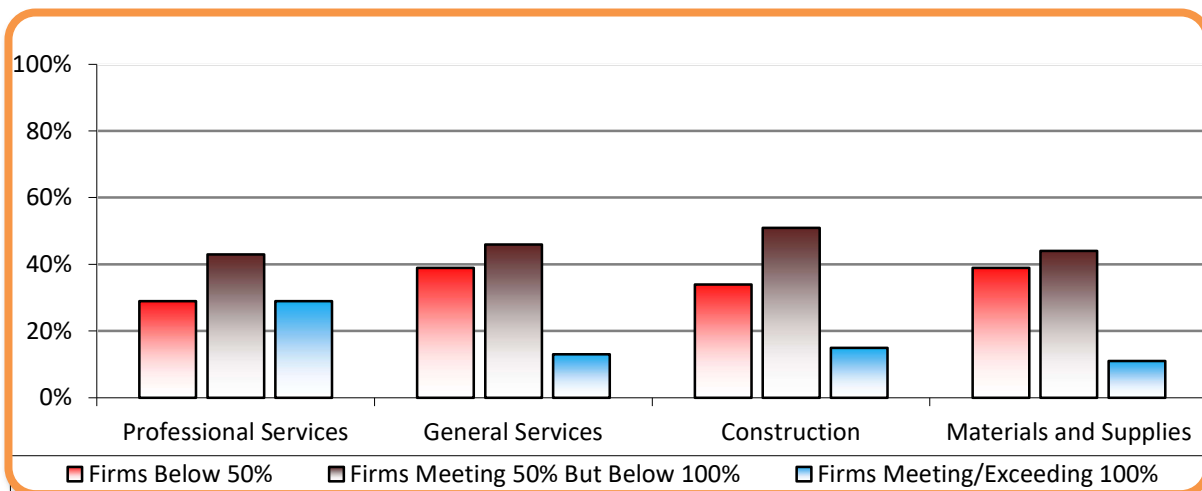
Staff gathered contractors' employment data from 24 construction projects (93 prime and subcontractors) since January 2017. The data analyzed during this period, reflects over \$5.0 million in prevailing wages, including benefits have gone back into our local communities.

## Contractors' Compliance with Equal Employment Opportunity

Of the 210 major contract awards (>\$80K) in FY21, 204 firms submitted employment data. This data reflects that 62 percent (126 firms) awarded contracts went to companies with minority workforces that employ at least 50 percent of their applicable Metropolitan Statistical Area (MSA). Of those 204 firms, 16 percent (31 firms) either met or exceeded their MSA for their local communities.

Contractors' compliance results by contract category are shown in Chart 3. Firms providing professional services for the District have the most diverse employment record with 29 percent having a minority workforce profile meeting and exceeding 100 percent of their applicable MSAs. A review of the contract awards reflects that approximately 36 percent (74 firms) were below 50 percent of the parity.

**Chart 3. FY21 Contractors' Compliance Results for CCEEO by Contract Category**



## *Outreach and Community Participation*

The District recognizes that small, diverse, and local businesses play an important role in health of the community that we serve. To that end, the District has an outreach program in place for more than 35 years to engage these businesses regarding our contracting opportunities. These outreach activities are embedded organizationally to promote the District's CEP program, where staff engages in race and gender-neutral activities designed to:

- Identify potential firms to bid on District projects,
- Spark a firm's interest in doing business with the District,
- Educate firms on how to do business with the District,
- Educate District staff on our contracting process, including the CE Program, and
- Promote the District's CE Program and mission in the community at large.

A key in maintaining a successful CE Program is achieving wide visibility and support for the program. Staff participated in the following outreach activities in FY21 to promote diversity and inclusion in the District's contracting processes:

- Participation in five business forums:
  1. **On April 28, East Bay Municipal Utility District and the Latino Business Action Network hosted their Construction Business Forum.** Staff distributed information on Contract Equity Program and upcoming construction and professional services related contracting opportunities to small diverse business. Approximately 23 participants attended.
  2. **On May 10, East Bay Municipal Utility District conducted its Construction Management & Inspection Pre-Proposal Forum.** Staff provided information on upcoming professional services contract opportunities with an emphasis on on-call construction management upcoming Request for Proposals. Information was also provided on the Contract Equity Program and contracting process. Approximately 98 participants attended.
  3. **On July 19, the District hosted a virtual business forum Upcoming Construction Contract Opportunities.** Staff provided information on EBMUD, the Contract Equity Program, upcoming Capital Improvement Program contracting opportunities and contracting process including public works contractor registration and prevailing wage requirements. Over 40 participants attended.
  4. **On July 23, the District co-hosted a networking mixer with Women Construction Owners and Executives (WCOE).** Staff provided information on the Contract Equity Program and small business incentives. The event included a presentation on how to effectively respond to problems and change orders to keep a construction project moving. Approximately 23 participants attended.
- Staff participated in 73 community events/tradefairs/conferences, conducted 5 presentations and placed 18 magazine advertisements promoting the District's mission for diversity in contracting. (See Attachment 3 - Listing of Key Outreach Activities.)
- Quarterly production of the *Equalizer* Newsletter to inform prospective businesses of contracting opportunities.
- Participation on the:
  - American Indian Chamber of Commerce – *Corporate Advisory Committee*
  - Construction Resource Center – *Industry Advisory Committee*

- Oakland Latino Chamber of Commerce – *Board of Directors*
- University of California - *Small & Diverse Business Advisory Council*
- Western Region Minority Supplier Development Council - *Construction Working Group*



## MAJOR FOCUS FOR FY22

The District continues to invest resources to promote supplier diversity and local participation. Ongoing enhancements to the Contract Equity Program with focus on the following:

Table 6. Contract Equity Program FY22 Enhancements	
Enhancements	Next Steps
1. Identify and investigate enhancements to help “level the playing field” that could be implemented in FY22.	<ul style="list-style-type: none"> <li>• Continue to explore Local Business Preference via legislative process</li> <li>• Incorporate goals from pending Diversity, Equity, and Inclusion Strategic Plan</li> </ul>
2. Continue to explore ways to increase diversity of contract awards.	<ul style="list-style-type: none"> <li>• Pilot increasing the current SBE Set-Aside incentive to match the State of California SBE Option which set-asides contract awards up to \$250,000 if at least two qualified SBEs that can provide the needed services for professional services</li> <li>• Market <i>Elsie</i>, new financial system, and implement new features to improve effectiveness of matching potential proposers to contract opportunities               <ul style="list-style-type: none"> <li>○ Increase the number of diverse firms and small businesses bidding on District contracts</li> </ul> </li> <li>• Target diverse business opportunities for contracts of \$80K or less</li> </ul>
3. Continue to engage in aggressive outreach and education efforts.	<ul style="list-style-type: none"> <li>• Conduct at least two business forums:</li> <li>• Implement internal and external awards/recognition program with internal awards focusing on innovation in support of overall intent of CE Program</li> <li>• Continue to participate in various organizations and serve on advisory committees which promote diversity/equity efforts</li> <li>• Reestablish External Advisory Council by January 2022 which would:               <ul style="list-style-type: none"> <li>○ serve as a liaison with business-related organizations such as chambers and trade associations and as a resource for enhancing the CE Program</li> <li>○ increase community awareness of and involvement in EBMUD’s contracting process</li> </ul> </li> </ul>



# **ATTACHMENTS**



**FY21 – OVERALL DISTRIBUTION OF CONTRACT AWARDS**  
**East Bay Municipal Utility District**  
**July 1, 2020 – June 30, 2021**

Contract Category/Awards (\$)		Availability Group/ Misc. Grouping <sup>1</sup>	Contracting Objective %	FY19 Year-End Results %	FY20 Results %
Professional Services	\$17.4M	White Men	25.0	77.0	76.5
		White Women	6.0	3.5	15.5
		Ethnic Minorities	25.0	19.0	5.5
		Unclassified	NA	0.5	2.5
	\$20.2M	Local Business	NA	23.0	74.5
		Local/Small Business	NA	3.8	31.5
		Small Business	50.0	14.5	40.8
		Microbusiness	NA	3.0	11.8
General Services	\$13.6M	White Men	25.0	65.0	78.0
		White Women	6.0	7.2	2.0
		Ethnic Minorities	25.0	19.0	12.8
		Unclassified	NA	8.8	6.8
	\$16.3M	Local Business	NA	51.8	55.8
		Local/Small Business	NA	22.5	30.0
		Small Business	50.0	38.3	39.3
		Microbusiness	NA	4.8	3.0
Construction	\$120.0M	White Men	25.0	95.4	88.8
		White Women	9.0	2.0	3.0
		Ethnic Minorities	25.0	2.6	8.3
		Unclassified	NA	0.0	0.0
	\$121.2M	Local Business	NA	36.5	90.0
		Local/Small Business	NA	4.6	10.0
		Small Business	50.0	5.8	11.3
		Microbusiness	NA	0.0	0.0
Materials & Supplies	\$72.4M	White Men	25.0	72.8	80.5
		White Women	2.0	8.3	2.5
		Ethnic Minorities	25.0	15.8	15.0
		Unclassified	NA	2.9	1.8
	\$79.4M	Local Business	NA	32.3	50.0
		Local/Small Business	NA	10.0	29.5
		Small Business	50.0	16.3	36.0
		Microbusiness	NA	2.3	2.0
Purchase Cards	\$8.4M	White Men	25.0	80.9	81.5
		White Women	2.0	4.0	3.5
		Ethnic Minorities	25.0	6.1	4.8
		Unclassified	NA	9.3	10.8
	\$10.0M	Local Business	NA	32.5	28.8
		Local/Small Business	NA	13.8	14.3
		Small Business	50.0	18.8	18.0
		Microbusiness	NA	1.5	1.0
Overall Contracts	\$231.6M	White Men	25.0	87.0	84.0
		White Women	6.3 <sup>2</sup>	4.0	5.0
		Ethnic Minorities	25.0	7.5	9.0
		Unclassified	NA	1.5	2.0
	\$247.1M	Local Business	NA	36.3	48.0
		Local/Small Business	NA	4.8	24.0
		Small Business	50.0	16.0	35.0
		Microbusiness	NA	0.9	2.0

\*Total contract awards excluding government, nonprofit, publicly held corporations, foreign-owned and sole source awards.

<sup>1</sup> Ethnic Minorities includes men and women.

<sup>2</sup> Weighted average based on contract distribution per contract category for FY05-FY15; for the District overall and departments with construction awards, the contracting objective is 6.3 percent; for departments without construction awards, the objective is 1.7 percent.

## FY21 – DISTRIBUTION OF CONTRACT AWARDS OF \$80,000 OR LESS

## East Bay Municipal Utility District

July 1, 2020 – June 30, 2021

Contract Category/Awards (\$)		Availability Group/Misc. Grouping <sup>1</sup>	Contracting Objective %	FY19 Year-End Results %	FY20 Fourth Quarter Results %
Professional Services	\$205.0K	White Men	25.0	53.3	60.3
		White Women	6.0	17.3	15.7
		Ethnic Minorities	25.0	20.3	18.7
		Unclassified	NA	7.7	5.3
	\$219.0K	Local Business	NA	50.3	50.3
		Local/Small Business	NA	30.3	20.3
		Small Business	50.0	59.0	33.3
		Microbusiness	NA	10.0	4.3
General Services	\$7.2M	White Men	25.0	66.7	47.3
		White Women	6.0	5.0	4.7
		Ethnic Minorities	25.0	12.6	13.0
		Unclassified	NA	15.7	11.7
	\$7.7M	Local Business	NA	48.0	50.3
		Local/Small Business	NA	25.7	22.3
		Small Business	50.0	42.3	35.0
		Microbusiness	NA	2.7	4.0
Construction	\$731.4K	White Men	25.0	80.0	89.7
		White Women	9.0	3.3	3.0
		Ethnic Minorities	25.0	15.3	3.3
		Unclassified	NA	1.3	4.0
	\$733.4K	Local Business	NA	59.0	71.0
		Local/Small Business	NA	37.0	43.7
		Small Business	50.0	66.0	66.0
		Microbusiness	NA	17.3	0.7
Materials & Supplies	\$22.7M	White Men	25.0	72.3	72.0
		White Women	2.0	7.7	10.3
		Ethnic Minorities	25.0	11.3	13.0
		Unclassified	NA	8.7	6.0
	\$24.7M	Local Business	NA	46.3	40.7
		Local/Small Business	NA	19.0	19.3
		Small Business	50.0	32.7	33.7
		Microbusiness	NA	1.7	1.3
Purchase Cards	\$8.7M	White Men	25.0	80.0	79.7
		White Women	2.0	3.5	4.0
		Ethnic Minorities	25.0	6.5	5.0
		Unclassified	NA	10.0	11.7
	\$9.5M	Local Business	NA	35.0	30.3
		Local/Small Business	NA	14.0	15.0
		Small Business	50.0	18.7	19.0
		Microbusiness	NA	1.3	0.7
Overall Contracts	\$39.2M	White Men	25.0	71.3	72.7
		White Women	6.3 <sup>2</sup>	11.7	8.7
		Ethnic Minorities	25.0	11.3	12.0
		Unclassified	NA	5.7	8.0
	\$45.2M	Local Business	NA	54.0	36.7
		Local/Small Business	NA	19.3	18.0
		Small Business	50.0	30.7	33.0
		Microbusiness	NA	2.0	2.0

\*Total contract awards excluding government, nonprofit, publicly held corporations, foreign-owned and sole source awards.

<sup>1</sup> Ethnic Minorities includes men and women.<sup>2</sup> Weighted average based on contract distribution per contract category for FY05-FY15; for the District overall and departments with construction awards, the contracting objective is 6.3 percent; for departments without construction awards, the objective is 1.7 percent.

**TOP PRIME CONSTRUCTION AWARDS****FY21 (July 1, 2020 – June 30, 2021)**

<b>PRIME FIRM</b>	<b>PROJECT DESCRIPTION</b>	<b>AVAILABILITY GROUP</b>	<b>CONTRACT AMOUNT</b>
MOUNTAIN CASCADE, INC.	SPECIFICATION 2153 - ACORN NO. 1, DERBY, SCENIC, AND SCENIC EAST RESERVOIRS REHABILITAION.	WHITE MEN	\$17,430,488.00
CONDON-JOHNSON & ASSOCIATES	SPECIFICATION 2172 - MORAGA CREEK FLOOD AND EROSION CONTROL.	WHITE MEN	\$ 6,515,100.00
GARNEY PACIFIC INC	MAIN WASTEWATER TREATMENT PLANT SECONDARY REACTORS REHABILITATION PHASE 1 AS DEFINED BY SPECIFICATION	WHITE MEN	\$5,480,080.00
GARNEY PACIFIC INC	CONSTRUCTION OF THE MAIN WASTEWATER TREATMENT PLANT HYPOCHLORITE PIPING REPLACEMENT PHASE 2 AND LOX STORAGE	WHITE MEN	\$4,512,000.00
C. OVERAA & CO.	SPECIFICATION 2159 - SOBRANTE WATER TREATMENT PLANT MAINTENANCE AND SAFETY IMPROVEMENTS PROJECT.	WHITE MEN	\$4,423,000.00
FORCE DRILLING LLC	SPECIFICATION 2158 - PARDEE CHEMICAL PLANT CHEMICAL FEED SHAFTS.	WHITE MEN	\$4,198,808.00
SILVERADO CONTRACTORS, INC.	SPECIFICATION 2163 - SENECA PROPERTY SALE-SENECA RESERVOIR DEMOLITION.	WHITE MEN	\$2,990,506.00
INTEGRA CONSTRUCTION SERVICES	WORK AS DEFINED IN SPECIFICATION SD-290A MWWTP DECHLORINATION FACILITY IMPROVEMENTS PHASE 2B.	WHITE MEN	\$ 2,380,000.00
BLOCKA CONSTRUCTION INC.	SPECIFICATION 2151 - UPPER SAN LEANDRO WATER TREATMENT PLANT CONTROL SYSTEM IMPROVEMENTS.	WHITE WOMEN	\$1,471,000.00
INTEGRA CONSTRUCTION SERVICES	SPECIFICATION 2134- SOBRANTE WTP CONTROL SYSTEMS IMPROVEMENTS	WHITE MEN	\$1,375,000.00

**TOP PRIME GENERAL SERVICES AWARDS****FY21 (July 1, 2020 – June 30, 2021)**

<b>PRIME FIRM</b>	<b>PROJECT DESCRIPTION</b>	<b>AVAILABILITY GROUP</b>	<b>CONTRACT AMOUNT</b>
KELLER CANYON LANDFILL CO.	PROVIDE FOR THE DISPOSAL OF SOLID WASTE, PRIMARILY SOIL GENERATED FROM TRENCHING DONE IN THE COURSE OF WATER	WHITE MEN	\$1,500,000
LONE TREE TRUCKING, INC	GRIT PER LBS SCREENINGS PER LBS SCUM PER LBS FOOD WASTE POMACE PER LBS SCREENINGS PER TRIP SCUM PER TRIP FOOD WASTE PER TRIP ALAMEDA COUNTY FEE HOURLY RATE ALAMEDA COUNTY FEE ALAMEDA COUNTY FEE GRIT PER LBS	WHITE MEN	\$ 1,331,749
UNICO MECHANICAL CORP.	REFURBISH FOUR 42-INCH DIAMETER BALL VALVES FOR THE MAIN WASTEWATER TREATMENT PLAN INFLUENT PUMP STATION.	GOVERNMENT	\$ 802,578
ALLIED CRANE, INC.	CRANE INSPECTIONS AND MINOR REPAIRS FOR CRANES LOCATED IN FMC AND WW.	PUBLICLY HELD CORP.	\$ 682,990
CIVICORPS SCHOOLS	PROVIDE VEGETATION MANAGEMENT SERVICES AT VARIOUS DISTRICT LOCATIONS.	WHITE MEN	\$602,000
PACIFIC GAS & ELECTRIC CO.	PG&E INSTALLATION OF INTERCONNECTION FACILITIES AND ELECTRICAL UPGRADES NEEDED TO CONNECT THE DUFFEL	WHITE MEN	\$400,000
CONVERGEONE, INC	THIS PO REPLACES PO BRD-17416-AXA DUE TO VENDOR CODE CHANGE.	WHITE MEN	\$385,047
WORKCARE INC.	COVID-19 SALIVA TEST KITS AS NEEDED FOR EMPLOYEE COVID-19 TESTING.	WHITE MEN	\$300,000
PIPE AND PLANT SOLUTIONS INC	THIS PO REPLACES BRD-09920-DX BECAUSE OF INCORRECT BRD MOTION REFERENCED IN THE PO NUMBER	WHITE MEN	\$250,000
SUBTRONIC CORP.	UTILITY LOCATING AND POTHOLING PER BOARD MOTION #092-20 DATED	GOVERNMENT	\$250,000



**TOP PRIME PROFESSIONAL SERVICES AWARDS**  
**FY21 (July 1, 2020 – June 30, 2021)**

<b>PRIME FIRM</b>	<b>PROJECT DESCRIPTION</b>	<b>AVAILABILITY GROUP</b>	<b>CONTRACT AMOUNT</b>
WOODARD & CURRAN INC	PREPARE AN ENVIRONMENTAL IMPACT REPORT (EIR) FOR THE WALNUT CREEK WATER TREATMENT PLANT (WTP) PRETREATMENT	WHITE MEN	\$2,408,091
WOODARD & CURRAN INC	PROVIDE PROFESSIONAL SERVICES, PREPARE SITE CONSTRUCTIBILITY STUDIES, VISUAL SIMULATIONS, AND TECHNICAL REPORTS FOR	WHITE MEN	\$ 2,278,146
WOODARD & CURRAN INC	CONSULTANT CONTRACT FOR CONDITION ASSESSMENT, ENGINEERING DESIGN SERVICES, AND ENGINEERING SERVICES DURING	WHITE MEN	\$2,246,768
PANORAMA ENVIRONMENTAL, INC.	PREPARE AN ENVIRONMENTAL IMPACT REPORT (EIR) FOR THE SOBRANTE WATER TREATMENT PLANT (WTP) RELIABILITY IMPROVEMENTS	WHITE MEN	\$1,921,527
TRUSSELL TECHNOLOGIES, INC.	DESIGN SERVICES FOR THE WATER QUALITY RESEARCH FACILITY.	WHITE MEN	\$1,445,316
RPR ARCHITECTS	PROVIDE FOR THE PERMITTING, ARCHITECTURAL, AND DESIGN SERVICES FOR THE WILLOW SERVICE CENTER SITE	WHITE WOMEN	\$1,421,831
SECURITY BY DESIGN, INC.	PROVIDE DESIGN AND INTEGRATION SERVICES FOR THE DISTRICT'S CENTRALIZED SECURITY SYSTEM.	WHITE MEN	\$1,384,375
MOTT MACDONALD GROUP, INC	CONSULTING AND PROFESSIONAL SERVICES AGREEMENT TO PREPARE CONSTRUCTION CONTRACT DOCUMENTS, INCLUDING DETAILED	WHITE MEN	\$ 1,122,062
ADS ENVIRONMENTAL SERVICES INC	PROVIDE PROFESSIONAL SERVICES IN ACCORDANCE TO CONSULTING AGREEMENT AS PART OF THE CONSENT DECREE-MANDATED	WHITE MEN	\$1,050,000
TRUSSELL TECHNOLOGIES, INC.	PROVIDE PROFESSIONAL SERVICES TO CONDUCT A WATER QUALITY IMPROVEMENTS PILOT STUDY OF THE EAST BAYSHORE RECYCLED WATER	WHITE MEN	\$1,042,777

**TOP PRIME MATERIAL & SUPPLIES AWARDS**  
**FY21 (July 1, 2020 – June 30, 2021)**

<b>PRIME FIRM</b>	<b>PROJECT DESCRIPTION</b>	<b>AVAILABILITY GROUP</b>	<b>CONTRACT AMOUNT</b>
AQUEOUS VETS	MISCELLANEOUS EQUIPMENT & SUPPLIES	WHITE MEN	\$ 46,073,038
RDP TECHNOLOGIES INC	EQUIPMENT FOR PARDEE IMPROVEMENTS	WHITE MEN	\$3,059,964
ALL COUNTY FLOORING	CARPET AND FLOORING FINISHES	WHITE MEN	\$3,002,768
GOLDEN GATE TRUCK CENTER	AXLE WARRANTIES FOR TRUCKS	WHITE MEN	\$ 2,740,267
R & B COMPANY	HYDRANT FIRE OUTLETS	WHITE MEN	\$2,685,000
AQUEOUS VETS	MISCELLANEOUS SUPPLIES	WHITE MEN	\$2,235,357
STRADLING YOCCA CARLSON &	COMMERCIAL PAPER NOTES	WHITE MEN	\$2,100,000
GOLDEN GATE TRUCK CENTER	TRUCK AXIS AND WARRANTIES	WHITE MEN	\$ 1,827,301
S & S TRUCKING	MISCELLANEOUS SUPPLIES	ETHNIC MINORITY	\$1,812,937
PPI AMERICA INC	PVC PIPE SUPPLIES	ETHNIC MINORITY	\$1,612,889

EBMUD FY21 Jobsite Workforce Local Hire Status Summary for Current Projects								
Project County(ies) Location	Total Work Hours	Local Work Hours				County Work Hours		
		Number of Hours	Percentage of Total Work Hours	GOAL	Wages with Benefits	Number of Hours	Percentage of Local Work Hours	GOAL
<b>Spec. 2075</b> South Reservoir Replacement (Alameda Co.)	4,863	1,538	32%	50%	\$80,807	656	43%	30%
<b>Spec. 2085A</b> Carisbrook Reservoir & Skyline Pumping Plant Replacements and Montclair Reservoir Rehabilitation (Alameda Co.)	12,573	3,402	27%	50%	\$216,242	747	22%	30%
<b>Spec. 2111</b> Wildcat Pipeline Improvement - Berkeley (Alameda Co.)	292	172	59%	50%	\$9,806	50	29%	30%
<b>Spec. 2112</b> Country Club, Schapiro & Berryman North Pumping (Alameda & Contra Costa Cos.)	1,381	63	5%	50%	\$6,212	27	43%	30%
<b>Spec. 2117</b> Sobrante and Upper San Leandro Ozone Systems (Contra Costa Co.)	547	459	84%	50%	\$31,485	374	81%	30%
<b>Spec. 2121</b> Bacon, Mendocino, and Pearl Reservoirs 384 (Contra Costa Co.)	2,764	1,158	42%	50%	\$100,718	20	2%	30%
<b>Spec. 2125</b> San Pablo Clearwell and Rate Control Station Replacement (Contra Costa Co.)	17,789	8,696	49%	50%	\$523,345	4,240	49%	30%
<b>Spec. 2126</b> Fire Trail and Jensen No. 1 Pumping Plants Rehabilitation (Alameda Co.)	3,816	2,782	73%	50%	\$225,676	233	8%	30%
<b>Spec. 2129</b> Arcadian, Larkey, and Rheem Reservoirs Rehabilitation (Contra Costa Co.)	15,551	3,526	23%	50%	\$227,221	2,364	67%	30%
<b>Spec. 2130</b> Administration Building HVAC Systems Upgrade (Alameda Co.)	23,948	17,057	71%	50%	\$1,756,232	6,410	38%	30%
<b>Spec. 2135</b> Maloney Pumping Plant, Greenridge Pumping Plant, La Honda Rate Control Station, and Sobrante WTP Improvements (Contra Costa Co.)	11,432	8,216	72%	50%	\$553,449	4,568	56%	30%

EBMUD FY21 Jobsite Workforce Local Hire Status Summary for Current Projects								
Project County(ies) Location	Total Work Hours	Local Work Hours				County Work Hours		
		Number of Hours	Percentage of Total Work Hours	GOAL	Wages with Benefits	Number of Hours	Percentage of Local Work Hours	GOAL
<b>Spec. 2136</b> Bayfair Pumping Plant and Peralta Regulator Replacement & Peralta, South, and May Pumping Plants Demolition (Alameda Co.)	6,394	3,004	47%	50%	\$176,005	1,420	47%	30%
<b>Spec. 2143</b> Orinda Water Treatment Plant Maintenance and Scouring Air System Upgrade (Contra Costa)	84	0	0%	50%	\$0	0	0%	30%
<b>Spec. 2144</b> Birch, Cull Creek, and Sherwick Reservoirs Rehabilitation (Contra Costa)	6,626	2,535	38%	50%	\$144,113	865	34%	30%
<b>Spec. 2146</b> Oak, 98th and Sequoia Rate Control Stations Rehabilitation; University Pumping Plant, and University No. 2 Reservoir Replacement (Alameda Co.)	2,964	645	22%	50%	\$43,942	193	30%	30%
<b>Spec. 2149</b> Westside Pumping Plant Replacement - El Toyonal/La Encinal Pipeline Improvements (Contra Costa)	1,437	877	61%	50%	\$37,990	473	54%	30%
<b>SD356</b> MWWTP Digester Upgrade Project Phase 3 (Alameda Co.)	7,625	3,764	49%	50%	\$251,234	2,071	55%	30%
<b>SD396</b> MWWTP Primary Sedimentation Tanks and Channels Rehabilitation - Phase 5 (Alameda Co.)	17,781	6,425	36%	50%	\$483,469	2,101	33%	30%
<b>SD399</b> Aerated Grit Tanks Improvement (Alameda Co.)	6,941	1,265	18%	50%	\$95,738	453	36%	30%
<b>SD400</b> North Interceptor Relief Sewer Buchanan Street and Page Street Intertie Structures and Eastshore Highway Interceptor (Alameda Co.)	1,205	693	58%	50%	\$41,194	306	44%	30%

EBMUD FY21 Jobsite Workforce Local Hire Status Summary for Current Projects								
Project County(ies) Location	Total Work Hours	Local Work Hours				County Work Hours		
		Number of Hours	Percentage of Total Work Hours	GOAL	Wages with Benefits	Number of Hours	Percentage of Local Work Hours	GOAL
<b>SD401</b> North Interceptor Relief Sewer - Virginia Street Relief Structure (Alameda Co.)	6,052	5,653	93%	50%	\$334,194	4,143	73%	30%
<b>SD408</b> Solid Liquid Waste Receiving Station Tanks 4 & 5 Recoating and Misc. Improvements (Alameda Co.)	1,434	217	15%	50%	\$10,104	184	85%	30%
<b>SD411</b> Main Wastewater Treatment Plant 02 Plant Recoat (Alameda Co.)	2,284	735	32%	50%	\$56,184	501	68%	30%
<b>927-40830-AX</b> EBMUD Blend Tank OCU Improvement (Alameda Co.)	309	309	100%	50%	\$19,339	8	3%	30%
<b>TOTAL</b>	156,092	73,191	47%	--	\$5,424,699	32,407	44%	--

Goal Achieved

New Project

Completed

## FY21 KEY OUTREACH ACTIVITIES

**Business Forums:** Staff provided information on how to do business with the District and contract opportunities at nine virtual forums.

- American Indian Chamber of Commerce of California 2020 Expo “2020 Vision; Connecting Business, Technology, and Culture in the New Decade” (Rancho Mirage, CA and via Zoom Meeting)
- Western Region Minority Supplier Development Council Construction Day 2021 Matchmaking Event virtually.
- California Public Utilities Commission and the Joint Utilities (California investor-owned utilities) Virtual Small/Diverse Business Expo.
- East Bay Municipal Utility District and the Latino Business Action Network Construction Business Forum.
- East Bay Municipal Utility District Construction Management & Inspection Pre-Proposal Forum.
- The National Veteran Business Owners Association Marching Forward Monday Corporate Engagement.
- EBMUD Upcoming Construction Contract Opportunities.
- The NorCal PTAC *Norcal Gov2Biz Matchmaker Session*.
- EBMUD and Women Construction Owners and Executives (WCOE) Networking Mixer.

**Presentations:** Staff provided information on how to do business with the District and contract opportunities.

**Community Events & Public Outreach:** Staff networked with small businesses and community organizations explaining how to do business with the District and provided information on contract opportunities.

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**Participation on the following:**

- American Indian Chamber of Commerce - *Corporate Advisory Committee*
- Construction Resource Center – *Industry Advisory Committee*
- Oakland Latino Chamber of Commerce – *Board of Directors*
- University of California - *Small & Diverse Business Advisory Council*
- Western Region Minority Supplier Development Council - *Construction Working Group*

## ADVERTISEMENTS

- American Contract Compliance Association
- Asian Enterprise Magazine
- Asian, Inc.
- California Hispanic Chamber of Commerce
- Chinese for Affirmative Action
- Construction Resource Center

- Hispanic Chamber of Commerce of Contra Costa County
- Latino Times
- Minority Business Enterprise Magazine
- National Association of Minority Contractors
- Pride & A Paycheck
- San Joaquin County Hispanic Chamber of Commerce
- Western Regional Minority Supplier Development