



CITY OF ALBANY

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Minority and Women Business Enterprise (MWBE) Program

COMPLIANCE REPORT

REPORTING PERIOD:

January through November 2018

City of Albany Office of Equal Employment Opportunity

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Introduction

This is the bi-annual report to the Albany Common Council on the activities of the City of Albany Minority and Women's Business Participation Program, covering the period from January through November 2018.

The MWBE Coordinator is responsible for implementing the MWBE Program and Minority and Women Labor Utilization Plan Ordinance. [Adopted 6-18-1984; amended in its entirety 4-1-2002 by Ord. No. 13-22-02]. The intent of the Ordinance is to provide minorities and women the maximum opportunity to participate in City of Albany construction projects.

The goals for participation on these projects are:

- a minimum of 7.5% of the total dollar value of all construction projects should be awarded to City of Albany Certified Minority- or Women-owned Business Enterprises;
- a minimum of 17.8% of the total work hours on construction projects should be performed by minorities and women.

The MWBE Program and Minority and Women-owned Labor Utilization Plan Ordinance established that the Office is also responsible for implementing the City's MWBE Certification Program. The Ordinance specifies that the Office is responsible for administering the program as follows:

- Identify minority and women-owned businesses capable of engaging successfully in a competitive bid process for the procurement of construction and construction-related projects;
- Maintain a central directory of minority and women-owned firms;
- Discontinue and disqualify contractors and subcontractors when violations of policy and performance agreements occur.

Compliance Summary: January through November 2018

The MWBE Coordinator monitors several categories of contracts, with different compliance requirements:

1) **City of Albany-funded contracts**

Require 7.5% of the total paid on the contract to be paid to certified MWBE contractors and/or subcontractors, and 17.8% of total hours worked on the contract be performed by minority or women labor. Certified MWBE subcontractors are published in the City of Albany MWBE Directory.

--this is required on construction contracts only, not services, consulting or emergency contracts

2) **Department of Transportation Federally-funded contracts**

Require different levels of participation, categorized as "DBE" (Disadvantaged Business Enterprise); the contractors must be certified on the DOT list, which is based on the Empire State Development (ESD) statewide list. DOT monitors all the compliance.

--The DOT utilization goal is a percentage of the total contract cost, and ranges from less than 5% up to 30%, depending on the contract. DOT determines the goal.

3) **Environmental Facilities Corporation, New York State-funded contracts**

The Environmental Facilities Corporation (EFC) is a public benefit corporation which provides low-cost financing and technical assistance to municipalities for water quality infrastructure projects. EFC sets the MWBE utilization goals for those projects. The MWBE Officer ("MBO") is the liaison between EFC and contractors. Functions include: reviewing contractors' MWBE plans before submitting to EFC, managing the EFC Bid Packet forms, compiling documentation for waiver requests, recording and distributing EFC plan approvals, handling collection and dissemination of quarterly MWBE and Labor reports from all contractors, and archiving documentation. The MWBE Coordinator has also been assigned as the EFC MBO for other municipalities in the Albany Pool CSO LTCP Communities: Cohoes, Green Island, Rensselaer, Troy and Watervliet.

MWBE subcontractors on EFC-funded projects are chosen from the certified ESD list.

--EFC utilization goals range from 20% to 32% of the contract cost, depending on the kind of funding.

4) **Department of Environmental Conservation-funded contracts**

DEC-funded projects: Construction contracts valued at \$100,000 or more and service and commodity contracts valued at \$25,000 or more must include MWBE and EEO goals. The Albany MWBE Coordinator aids contractors with filling out and sending in plan forms, and manages the required quarterly reports to DEC. The MWBE subcontractors must be from the certified ESD list.

--DEC utilization goals vary according to the project; they are generally 30% MWBE subcontractor participation, and 10% each women and minority workforce participation.

5) **Albany Community Development Agency (ACDA) contracts**

Mostly Federally-funded or assisted HUD, residential housing rehab contracts. Compliance requirements are the same as the City of Albany, and ACDA mostly uses Albany's MWBE list for contractors (sometimes pulling from the ESD list). This office monitors compliance.

See next pages for statistics.

Compliance Summary: January - November 2018

| Project Name: | Contractor: | Payments to Date | | | Labor Hours Worked to Date | | | Notes |
|--|-------------------------|------------------|--------------|---------|----------------------------|-----------|---------|----------------------------|
| | | Total | MWBE | % MWBE | M/W | Total | M/W % | |
| #8855: Traffic Signal Improvements 2016 #1 | Stirling Electric | \$313,082.96 | \$313,082.96 | 100.00% | 205.50 | 810.50 | 25.35% | |
| #8857: General Restoration & Improvements | VMJR Companies | \$484,082.95 | \$45,932.50 | 9.49% | 2,007.00 | 4,486.00 | 44.74% | |
| #8911: Restoration & Improvements, Various Bldgs | VMJR Companies | \$301,299.15 | \$90,648.00 | 30.09% | 257.00 | 2,016.50 | 12.74% | waiver requested |
| #8918: Masonry Restoration, Various Buildings | Lupini Construction | \$156,344.04 | \$156,344.04 | 100.00% | 46.00 | 1,386.00 | 3.32% | waiver approved 11/16/17 |
| #8920: Madison Ave. Streets #2 (DOT) | Callanan | \$2,768,279.43 | \$517,212.96 | 18.68% | 2,908.50 | 17,541.50 | 16.58% | DOT goal: 10% |
| #8923: Loudonville Reservoir | James H. Maloy | \$74,100.00 | \$4,579.00 | 6.18% | 193.00 | 1,278.50 | 15.10% | |
| #8925: Capital Hills Fuel Canopy | Luizzi Bros. | \$129,865.00 | \$4,433.00 | 3.41% | 84.00 | 294.00 | 28.57% | specialty waiver approved |
| #8929: Hackett Blvd. Water Main | Luizzi Bros. | \$134,256.00 | \$52,063.26 | 38.78% | 745.50 | 3,759.50 | 19.83% | |
| #8931: Alcove Reservoir Gate Rehab-Electric | Stirling Electric | \$67,312.25 | \$67,312.25 | 100.00% | 56.00 | 198.00 | 28.28% | |
| #8932: Henry Johnson Bridge Repairs | D.A. Collins | \$1,055,767.55 | \$81,771.54 | 7.75% | 1,637.50 | 6,407.50 | 25.56% | DOT: 9% MWBE goal |
| #8938: Floatables: 9834 | Wm. J. Keller & Sons | \$1,966,973.29 | \$444,769.67 | 22.61% | 1,350.50 | 12,883.00 | 10.48% | EFC funded goal: 23% |
| #8944: DGS Apparatus Roof | Titan Roofing | \$377,469.89 | \$377,469.89 | 100.00% | 233.00 | 1,438.50 | 16.20% | |
| #8947: Streets & Sidewalks 2018 #1 | New Castle Paving | \$2,074,228.29 | \$11,589.40 | 5.97% | 98.00 | 1,025.00 | 9.56% | specialty waiver requested |
| #8952: Cured-In-Place Pipe Liner Project | Green Mountain Pipeline | \$193,970.05 | \$11,589.40 | 5.97% | 551.00 | 2,399.00 | 22.97% | |
| #8954: Brevator Fire Station -- GC | Ganem Contracting | \$493,002.50 | \$32,406.09 | 6.57% | 74.00 | 220.50 | 33.56% | |
| #8955: Brevator Fire Station--Plumbing | James D. Warren & Sons | \$45,719.46 | \$6,315.64 | 13.81% | 120.00 | 281.00 | 42.70% | |
| #8956: Brevator Fire Station--HVAC | James D. Warren & Sons | \$44,252.90 | \$11,040.00 | 24.95% | 1,855.25 | 8,018.00 | 23.14% | |
| #8960: Street & Sidewalk 2018 Contract #2 | New Castle Paving | \$2,415,869.40 | \$191,514.53 | 7.93% | 174.00 | 347.50 | 50.07% | |
| #8970: Capital Hills 9th Tee Reconstruction | Trinity Construction | \$67,173.00 | \$7,450.00 | 11.09% | 16.00 | 76.00 | 21.05% | |
| ACDA: 100 Livingston Ave. | All Mighty | \$6,525.00 | \$522.00 | 8.00% | 20.00 | 60.00 | 33.33% | |
| ACDA: 118 Edgecomb St. | Z. Ipek & Sons | \$7,650.00 | \$800.00 | 10.46% | 24.00 | 46.00 | 52.17% | |
| ACDA: 1200 Broadway | All Mighty GC | \$11,475.00 | \$3,000.00 | 26.14% | 12.00 | 64.00 | 18.75% | |
| ACDA: 14 Fordham Court | All Mighty GC | \$7,975.00 | \$638.00 | 8.00% | 140.00 | 140.00 | 100.00% | |
| ACDA: 144 Clinton | Foster GC | \$11,400.00 | \$11,400.00 | 100.00% | 78.00 | 234.00 | 33.33% | |
| ACDA: 152 Second Ave. | All Mighty GC | \$18,836.00 | \$1,507.00 | 8.00% | 40.00 | 120.00 | 33.33% | |
| ACDA: 166 Dove St. | Z. Ipek & Sons | \$6,350.00 | \$900.00 | 14.17% | 16.00 | 75.00 | 21.33% | |
| ACDA: 18 Lawn Ave. | All Mighty GC | \$16,450.00 | \$1,316.00 | 8.00% | 20.00 | 100.00 | 20.00% | |
| ACDA: 19 Slingerland St. | R&D Contracting | \$9,906.00 | \$793.00 | 8.01% | 32.00 | 42.00 | 76.19% | |
| ACDA: 2 Bingham St. | Wolf Creek GC | \$26,075.00 | \$13,300.00 | 51.01% | 56.00 | 152.00 | 36.84% | |
| ACDA: 20 Lawn Ave. | All Mighty GC | \$13,325.00 | \$1,066.00 | 8.00% | 50.00 | 140.00 | 35.71% | |
| ACDA: 226 Morris St. | Z. Ipek & Sons | \$15,100.00 | \$1,500.00 | 9.93% | 16.00 | 48.00 | 33.33% | |
| ACDA: 298 Mereline | All Mighty GC | \$13,575.00 | \$1,086.00 | 8.00% | 200.00 | 200.00 | 100.00% | |
| ACDA: 313 Third St. | Maya's Home Improvment | \$9,700.00 | \$9,700.00 | 100.00% | 42.00 | 118.00 | 35.59% | |
| ACDA: 340 Orange St. | Baker Contracting | \$24,500.00 | \$1,960.00 | 8.00% | 55.00 | 145.00 | 37.93% | |
| ACDA: 41 Hampton St. | Z. Ipek & Sons | \$11,575.00 | \$2,100.00 | 18.14% | 40.00 | 176.00 | 22.73% | |
| ACDA: 432 Delaware Ave. | All Mighty GC | \$18,775.00 | \$1,502.00 | 8.00% | 60.00 | 190.00 | 31.58% | |
| ACDA: 49 Huribut | Z. Ipek & Sons | \$24,500.00 | \$2,000.00 | 8.16% | 56.00 | 174.00 | 32.18% | |
| ACDA: 58 Kent St. | Sherwin PM | \$12,400.00 | \$3,000.00 | 24.19% | 40.00 | 92.00 | 43.48% | |
| ACDA: 580 Myrtle Ave. | All Mighty GC | \$8,995.00 | \$725.00 | 8.06% | 90.00 | 298.00 | 30.20% | |
| ACDA: 592 Central Ave. | All Mighty GC | \$29,150.00 | \$2,400.00 | 8.23% | 60.00 | 270.00 | 22.22% | |
| ACDA: 824 Lancaster St. | Z. Ipek & Sons | \$27,500.00 | \$3,000.00 | 10.91% | 40.00 | 144.00 | 27.78% | |
| ACDA: 984 Western Ave. | All Mighty GC | \$10,250.00 | \$820.00 | 8.00% | | | | |

| Project Name: | Contractor: | Total | MWBE | % MWBE | M/W | Total | M/W % | Department | Notes |
|--|--------------------------|------------------------|-----------------------|---------------|------------------|------------------|--------------|-------------------|------------------------|
| Albany-Colonie Water: 9706 | O'Brien & Gere Engineers | \$60,841.44 | \$26,130.97 | 42.95% | 42.25 | 156.25 | 27.04% | Water Board | EFC funded 26% goal |
| Elberon Place CSO Abatement: 8856 | Rifenburg | \$0.00 | \$152,302.70 | n/a | 564.00 | 2,811.00 | 20.06% | Water Board | EFC funded 23% goal |
| Elberon-Hansen-Ryckman: 8164 | CHA Consulting | \$0.00 | \$89,936.20 | n/a | 12.50 | 54.50 | 22.94% | Water Board | EFC funded 21.53% goal |
| Feura Bush Renovations-Engineering: 8752 | O'Brien & Gere Engineers | \$300,731.74 | \$33,259.00 | 11.06% | 32.50 | 136.00 | 23.90% | Water Board | EFC funded 20% goal |
| Floatables: 9831 | Schnabel Engineering | \$51,122.28 | \$6,006.76 | 11.75% | 92.50 | 121.00 | 76.38% | Water Board | EFC funded 10% goal |
| Floatables: 9875 | CHA Consulting | \$218,175.59 | \$72,767.90 | 33.35% | 194.50 | 1,595.25 | 12.19% | Water Board | EFC funded 23% goal |
| LTCP 2015-2017: 8072 | Albany Pool JVT | \$0.00 | \$42,473.23 | n/a | 2.50 | 252.50 | 0.99% | Water Board | EFC funded 20% goal |
| LTCP 2015-2017: 8475 | Barton & Loguidice | \$145,447.61 | \$40,733.29 | 28.01% | 1.00 | 10.75 | 9.30% | Water Board | EFC funded 20% goal |
| LTCP 2015-2017: 9194 | CHA Consulting | \$410,650.00 | \$87,647.14 | 21.34% | 33.50 | 178.50 | 18.77% | Water Board | EFC funded 23% goal |
| Upper Washington Water: 8751 | O'Brien & Gere | \$84,543.38 | \$20,760.00 | 24.56% | 7.00 | 265.00 | 2.64% | Water Board | EFC funded 20% goal |
| 2018 TOTALS | | \$12,298,993.62 | \$2,398,401.17 | 19.5% | 10,054.75 | 56,080.50 | 17.9% | | |

Recent Contracts; limited documentation

| Project Name: | Contractor: | Payments to Date | | | Labor Hours Worked to Date | | | Department | Notes |
|--|--------------------------|-------------------------|--------------|---------------|-----------------------------------|--------------|--------------|-------------------|--|
| | | Total | MWBE | % MWBE | M/W | Total | M/W % | | |
| #8963: Feura Bush Renovations-GC: | UW Marx Construction | | | | | | | Water Board | EFC funded: 26% goal |
| #8964: Feura Bush Renovations-Electrical: | Brunswick Electric | | \$33,643.10 | | | | | Water Board | EFC funded: 26% goal |
| #8965: Feura Bush Renovations-HVAC | Collett Mechanical, Inc. | | | | | | | Water Board | EFC funded: 26% goal |
| #8966: Feura Bush Renovations-Plumbing: | FPI Mechanical | | | | | | | Water Board | EFC funded: 26% goal |
| #8973: Pedestrian Bridge Obelisk Replacement | Keller & Sons | | \$8,721.23 | | 158 | 646 | 24% | DGS-Engineering | EFC funded: 26% goal |
| #8980: Harriman Water Pressure-GC | Carver Construction | | | | | | | Water Board | EFC funded: 26% goal |
| #8981: Harriman Water Pressure-Electric | Stilsing Electric | | | | | | | Water Board | Contractor is MWBE; EFC funded: 26% goal |
| #8983: Harriman Sewer-GC | Wm. J. Keller | | | | | | | Water Board | EFC funded: 23% goal |
| #8984: Harriman Sewer-HVAC | Collett Mechanical | | | | | | | Water Board | EFC funded: 23% goal |
| #8985: Harriman Sewer-Electric | Stilsing Electric | | | | | | | Water Board | Contractor is MWBE; EFC funded: 23% goal |
| Floatables: 10173 | Gramercy Communications | | | | 36.5 | 108.5 | 34% | Water Board | EFC funded: 23% goal |
| Floatables: 9657 | Barton & Loguidice | | | | 117 | 334 | 35% | Water Board | EFC funded: 23% goal |
| Tivoli Park Stream Daylighting: 8565 | CHA Consulting | | | | 28.25 | 91.25 | 31% | Water Board | EFC funded: 20% goal |
| Upper Washington Sewer: 8728 | CHA Consulting | | \$140,400.00 | | | | | Water Board | EFC funded: 23% goal |

Commentary

BY THE NUMBERS

- Total payments to MWBEs reported in 2018: \$2,398,401
- Total hours reported worked in 2018: 56,080; M/W Labor hours worked: 10,054

Notes on the Compliance Summary

The summary includes statistics from January through November 2018. Multi-year contracts include statistics from contract inception; sometimes 2017 or earlier. Even though activity in the first quarter of 2018 was included in the April 2018 six-month report, many single-year contracts start in early spring and finish by the end of December, so a more accurate picture of contract compliance is seen with a full-year report, rather than a six-month report.

The spreadsheet is broken up in two parts. The first section has the majority of this year's contracts, and includes contractors' MWBE and Labor reports. The second section has contracts that have finished the first stages: bidding, MWBE and Labor plans approved and contracts signed, but no or little compliance reporting has been done yet. Compliance statistics for these contracts will be available next contract season.

Overall, the compliance numbers are good. The **MWBE Utilization** average of 19.5% is considerably higher than the City of Albany 7.5% goal, due in no small part to contracts funded by other agencies that require a higher MWBE utilization rate.

Of the 52 documented contracts this year, four contracts did not meet the 7.5% goal:

- James H. Maloy #8923 Loudonville Reservoir, 6.18%
--Last year, when this office saw that Maloy was at 0% of the MWBE goal, Maloy was told to correct the situation. Subsequently, Maloy markedly improved MWBE payments, to 6.18%. It's still short of the goal, but the contractor did attempt to ameliorate the problem. This office will monitor the contractor for future compliance shortfalls.
- Luizzi Bros. #8925 Capital Hills Fuel Canopy, 3.41%
--granted a waiver due to specialty equipment purchases
- Green Mountain Pipeline #8952: Cured-In-Place Pipe Liner Project, 5.97%
--granted a waiver due to specialty equipment and labor requirements
- Ganem Contracting #8954 Brevator Fire Station GC, 6.57%,
--contract is only partially completed and MWBE utilization is lined up for later in the contract

BY THE NUMBERS

Department breakdown of contracts:

- 28 projects were from the Water Dept.
- 23 projects were from ACDA
- 12 projects were from DGS-Engineering
- 2 projects were from APD-Traffic

The overall **Labor Utilization** is 17.9%, slightly over the 17.8% goal.

Considering that Albany's labor requirement is higher than most other agencies' requirements, meeting that goal is good. Thirty-seven of the contracts have 20% or more M/W Labor participation, and two contracts have 100% minority labor participation.

Of the 11 contracts where the Labor Utilization rate was not met, four were less than 5% short of the goal. The others have EFC funding (which did not require more than 10% total labor participation) or waivers.

Drilling down

Again, ACDA jobs have the best compliance of all the contracts shown on pages 3-4. Those jobs are mostly rehab of smaller properties, and there are many local MWBEs that can take on jobs of that size. Many of the jobs show far greater than the required 7.5%/17.8% compliance.

DOT contracts do not require the contractors to report compliance to this office, so the numbers may be incomplete. DOT does their own monitoring, and sets the compliance goals specific to each project.

EFC contracts tend to be larger, long-term contracts (often covering several years). EFC is diligent about requiring contractors to meet the planned M/W utilization, or requiring documentation to obtain a waiver. Projects generally meet EFC's stringent requirements, or get a waiver.

Prime Contractors who are certified Albany MWBEs fulfill the MWBE requirement and are not required to subcontract with other MWBEs, although some do.

Compliance process

The MWBE Coordinator is involved with projects from the pre-bid stage to the end:

- Discussing MWBE requirements with the department which manages the project;
- Attending pre-bid conferences to present contract MWBE requirements and answer questions from potential contractors;
- Reviewing the bids, approving or rejecting MWBE and Labor plans submitted with the bids;
- Communicating with bidders whose MWBE or Labor Utilization plans are inadequate, advising them of the goals and options, and not approving the contract until the plans are acceptable;
- Monitoring the progress of compliance as the payment vouchers are submitted and informing contractors they must improve when deficiencies are found;
- Conducting a waiver process when special aspects of a project make it necessary;
- Recommending against re-hiring a delinquent contractor.

BY THE NUMBERS

Meetings with contractors April through November 2018

| | |
|-------|---|
| 4/17 | Pre-bid, Brevator Fire Station |
| 4/23 | Pre-construction, Streets Contract #1 |
| 5/2 | Pre-bid, Feura Bush Plant |
| 5/23 | Pre-construction, Brevator Fire Stn. |
| 5/29 | Pre-construction, CIPP |
| 6/14 | Pre-construction, Streets Contract #2 |
| 6/14 | Pre-bid, Pedestrian Bridge |
| 8/14 | Pre-bid, Tivoli Park Stream Daylighting |
| 10/17 | Pre-bid, Shaker Park Water Main |
| 10/18 | Funding recap, CDRPC |
| 10/23 | Pre-bid, Normanskill Farm |
| 11/15 | Pre-construction, Harriman Water |
| 11/15 | Pre-construction, Harriman Sewer |

Other Functions

Certifications

The MWBE Coordinator also administers the list of City of Albany-certified MWBEs. This includes managing certifications, denials and recertifications, publishing and updating the MWBE directory, and community outreach.

New Certifications: Sixteen new MWBEs have been certified this year. See the box on the right for details. The total number of certified MWBEs is now 81, compared to 92 in the last report, due to 27 MWBEs dropping off the list, many for failing to recertify. See the next page for the full list of certified MWBEs.

Denials: Two businesses were denied certification because they are not construction-related.

Procedure and policy guidelines have been compiled for denying certifications, based on Empire State Development’s procedures and legal decisions. The Chief Diversity Officer comments on certification denials before they are sent out. Denied businesses have 30 days to appeal the decision. This year, two businesses were originally denied, but submitted acceptable appeals and were subsequently accepted for certification.

Recertifications: The MWBE Certification is valid for three years. When certifications are nearing expiration, the MWBE Coordinator emails expiring MWBEs and includes a recertification form and instructions. This year, 52 businesses were sent expiration notices; of those, 25 businesses recertified. The other businesses either decided to not recertify, or had changes that made them ineligible for certification. A few commented that being in the directory did not result in any work for them, so it was not worth recertifying.

City of Albany Certified MWBE Directory: The MWBE Coordinator maintains the City’s Directory of Certified MWBEs, keeping it current and posted City website. Go to www.albanyny.gov/MWBE to see all the information, forms and the certified directory.

Outreach

Events: In order to inform the public about the City’s MWBE program, the MWBE Coordinator participates in community events, including presenting and/or tabling. Events have been organized by the City of Albany, New York State, or other non-governmental organizations. The goal is to give information about the MWBE program and advice or encouragement to minorities and women to go into business and become certified. These events are also an opportunity for the Coordinator to network with other MWBE officers and share ideas and information about issues concerning MWBE programs. The MWBE Coordinator attended 18 events April through November this year. See the sidebar for details.

| BY THE NUMBERS | | |
|---|-----|------------------|
| 16 new businesses were certified this year: | | |
| Atlantic Testing Laboratories | WBE | Canton |
| TLE Contracting | MBE | Clifton Park |
| Miss Steel | WBE | Mechanicville |
| JB Exceleation | MBE | Saratoga Springs |
| Constantine Construction | WBE | Loudonville |
| Spring Electric | WBE | Averill Park |
| Flooring Environment | WBE | Mechanicville |
| Vinecote | WBE | Ghent |
| MAC Equipment | WBE | Albany |
| Anderson Construction | MBE | Troy |
| Generation Electric | WBE | Solvay |
| Ungerma Electric | WBE | Albany |
| Blinds, Shades and More | WBE | Schenectady |
| Network Design & Construction | WBE | Plainville, CT |
| Sadeek Been | MBE | Cohoes |
| Aaron S. Fortin | MBE | Cohoes |
| Rivera Law | MBE | Albany |

Certified MWBEs as of December 2018

| | | | |
|--|-----|---|-----|
| A & K Slipforming, Inc. | WBE | Imprint Universe | MBE |
| Aaron S. Fortin | MBE | J & J Construction | MBE |
| Active Concepts | MBE | J.R.N. Construction, LLC | MBE |
| All Mighty General Contracting, LLC | WBE | Jake Burnett Excavating Co. Inc. | WBE |
| AllSource Fire Supply, Inc. | WBE | JB Excecleration LLC | MBE |
| Alpine Seeding Co. | WBE | JC Smith, Inc. | WBE |
| Anderson Construction Corp. | MBE | JHP Industrial Supply Co.,Inc. | MBE |
| Angelo's Hauling and Landscaping | MBE | Joanne Darcy Crum Surveyor, Inc. | WBE |
| Anna Marie Contracting | WBE | JTG Home Improvement & Maintenance | MBE |
| Apollo Trucking, Inc. | MBE | MAC Equipment LLC | WBE |
| Atlantic Testing Laboratories | WBE | Mainstream Specialties, Inc. | MBE |
| BB Painting | MBE | Maya's Home Improvement | MBE |
| Blinds, Shades & More | WBE | McBain J. Electric | WBE |
| Bonded Building Materials, Inc. | WBE | Mexcon | MBE |
| Call Sheilah! Your Personal Concierge | WBE | MH Construction, LLC. | WBE |
| CityMark Striping, LLC | WBE | Miss Steel | WBE |
| CLA & Sons Trucking | MBE | Network Design & Construction, Inc. | WBE |
| Classic Environmental, Inc. | WBE | North Point Technology, LLC | WBE |
| Collins Concrete Construction | WBE | P.J. Trucking | MBE |
| Color Code Painting | MBE | Phillips Perfections LLC | MBE |
| Constantine Construction & Farm Inc. | WBE | Rehabilitation Consulting & Construction, Inc. | WBE |
| Cristo Demolition, Inc. | WBE | Rivera Law, PLLC | MBE |
| DCMC Construction | MBE | S.Y. Kim Land Surveyor, P.C. | MBE |
| Diversity & Minority Economic Enterprise | MBE | SB Computers | MBE |
| Donnelly Construction | WBE | Scofield Access Solutions | WBE |
| Each One Teach One Resource Center | WBE | Section 7900 Associates, LLC | WBE |
| Eastwood L&B Construction | MBE | Spring Electric, Inc. | WBE |
| EMI Guide Rail, LLC | WBE | Stilsing Electric | WBE |
| Envirospec Engineering, PLLC | WBE | Tech Valley Electrical Construction & Maintenance, LLC. | MBE |
| Fernando Muniz GC | MBE | Technical Welding Fabricators, LLC | WBE |
| Flooring Environment, Inc. | WBE | The Asphalt Doctor | WBE |
| Foster General Contracting, LLC | MBE | The Carter Company & Development | MBE |
| Francisco Equipment | WBE | TLE Contracting LLC | MBE |
| Gedeon GRC Consulting | MBE | Ungerma Electric | WBE |
| Generation Electrical/Solvay Electric | MBE | Urban Redevelopment Group, LLC | MBE |
| Genesis One Enterprise, Inc. | MBE | Vinecote | WBE |
| GPM Realty Group LLC | WBE | Western Contractors | MBE |
| Green Facility Solution | MBE | William Fredette Painting, Inc. | WBE |
| Harbour Roads | WBE | WPNT Construction, Inc. | MBE |
| Harlen B. Painting Designs | MBE | Zapatanze's Painting & Plastering | MBE |
| I AM Construction of NY | MBE | | |

□ BY THE NUMBERS □

Outreach events: April through November 2018

| | |
|--------|---|
| 4/23 | Hispanic Chamber meeting |
| 5/10 | NYS MWBE Expo |
| 5/22 | Capitalize Albany Skyway Event |
| 6/19 | MWBE Rotunda Event |
| 7/25 | Mission Accomplished Community Meeting |
| 8/1 | City Hall on the Road |
| 8/22 | City Hall on the Road |
| 8/29 | Albany High Renovation Community Meeting |
| 9/18 | City Hall on the Road |
| 10/2 | City Hall on the Road |
| 10/3-4 | NYS MWBE Forum |
| 10/10 | Capital Region Chamber meeting |
| 10/15 | Albany County MWBE/EEO Office meeting |
| 10/15 | City Hall on the Road |
| 11/7 | City Hall on the Road |
| 11/8 | Albany Law Community Development Law Clinic |
| 11/10 | Central NY Black Expo |
| 11/29 | MWBE Certification Information Event |

Communications: The MWBE Coordinator sends a weekly email to Albany MWBEs with information on upcoming bids, RFPs, work opportunities, small business assistance, apprenticeships, community and networking events, etc. This communication is popular with the MWBEs, and we have received several appreciative comments about the emails from MWBEs.

Website: The MWBE page on the City of Albany website has been expanded: there are now two more pages with information, links and forms: one for prime contractors, the other for the certification process. All forms (Certification Application, MWBE and Labor plan and report forms, etc.) are now linked to the site for easy access by MWBEs and contractors. Also, more Links were added, to a variety of useful educational, financial and business community resources, as well as previous reports to the Common Council. See this at www.albanyny.gov/MWBE.

Looking Ahead

Personnel change

The current MWBE Coordinator is retiring at the end of this year. The position has been advertised on the City jobs web portal, and the information was also sent to a variety of networks. Applications close on December 27, and we anticipate a new coordinator coming on in mid-January 2019. The current coordinator will train the new coordinator. The job title will now be “Compliance Coordinator,” but the functions are the same. Training documents, describing the Coordinator’s many functions and responsibilities, have been prepared and will facilitate a smooth transition.

Suggestions

I respectfully suggest an **annual** report would show a more accurate picture of one full contract cycle. A six-month report usually shows only fragments of a contractor’s overall compliance. Many contractors finish up their bookkeeping of the previous year’s work in the winter, when work is slower, and submit their final accounts in December or January. An annual report published in early spring would include all the documentation for one complete contract cycle, and show a more complete accounting of compliance.

M/W Labor

One of the ongoing challenges to meeting MWBE goals is the availability of minority and women laborers on the City's construction projects. Some prime contractors frequently say their problem with meeting M/W labor requirements is that they don't have access to M/W labor, especially those who get laborers from union halls. The office is investigating ways to improve the accessibility of contracting jobs to minority and women laborers. Initial contacts have been made to several area construction unions, and discussions will continue on the issue.

Advisory Council

One thing that was not accomplished this year is instituting an advisory group of MWBEs to discuss and advise the office on how to best utilize MWBE resources. This would be a good project to re-visit when the new coordinator is settled into the position.

Conclusion

Over the past one and a half years, the MWBE program has become much more organized. Information for reports and forms is available and accessible. Reports to agencies are made regularly. Compliance information is compiled and tracked. Communications with MWBEs, contractors agencies and departments are good. Most contractors are in compliance with the MWBE requirements. The MWBE list is current and up-to-date.

I expect the new Coordinator will step into the position and make their own recommendations and advancements, to continue to improve the coordination of this valuable program.

Respectfully submitted,

Andrea Leanza
MWBE Coordinator
December 18, 2018