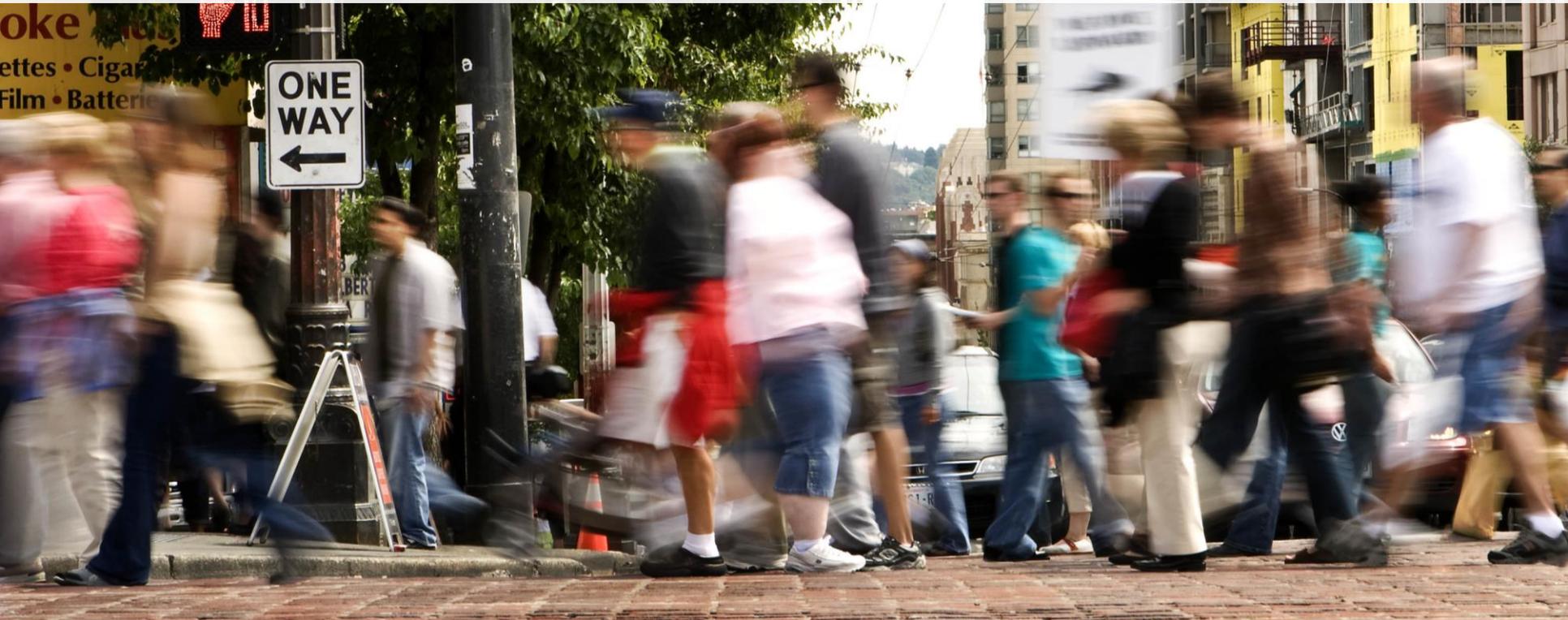


SDOT

Women and Minority Inclusion: The Reset



City Council Briefing
SDOT, Goran Sparrman, Lorelei Williams
FAS, Nancy Locke
April 21, 2014

SDOT's mission & vision

Mission: delivering a first-rate transportation system for Seattle.



Vision: a vibrant Seattle with connected people, places, and products.

SDOT's core principles



"Provide great service" includes ensuring equity in service delivery, hiring & contracting in SDOT's Action Plan.

Presentation overview

- (FAS) City Overview
- SDOT - The Reset
- Issues
- Results
- Next steps

City WMBE contracting

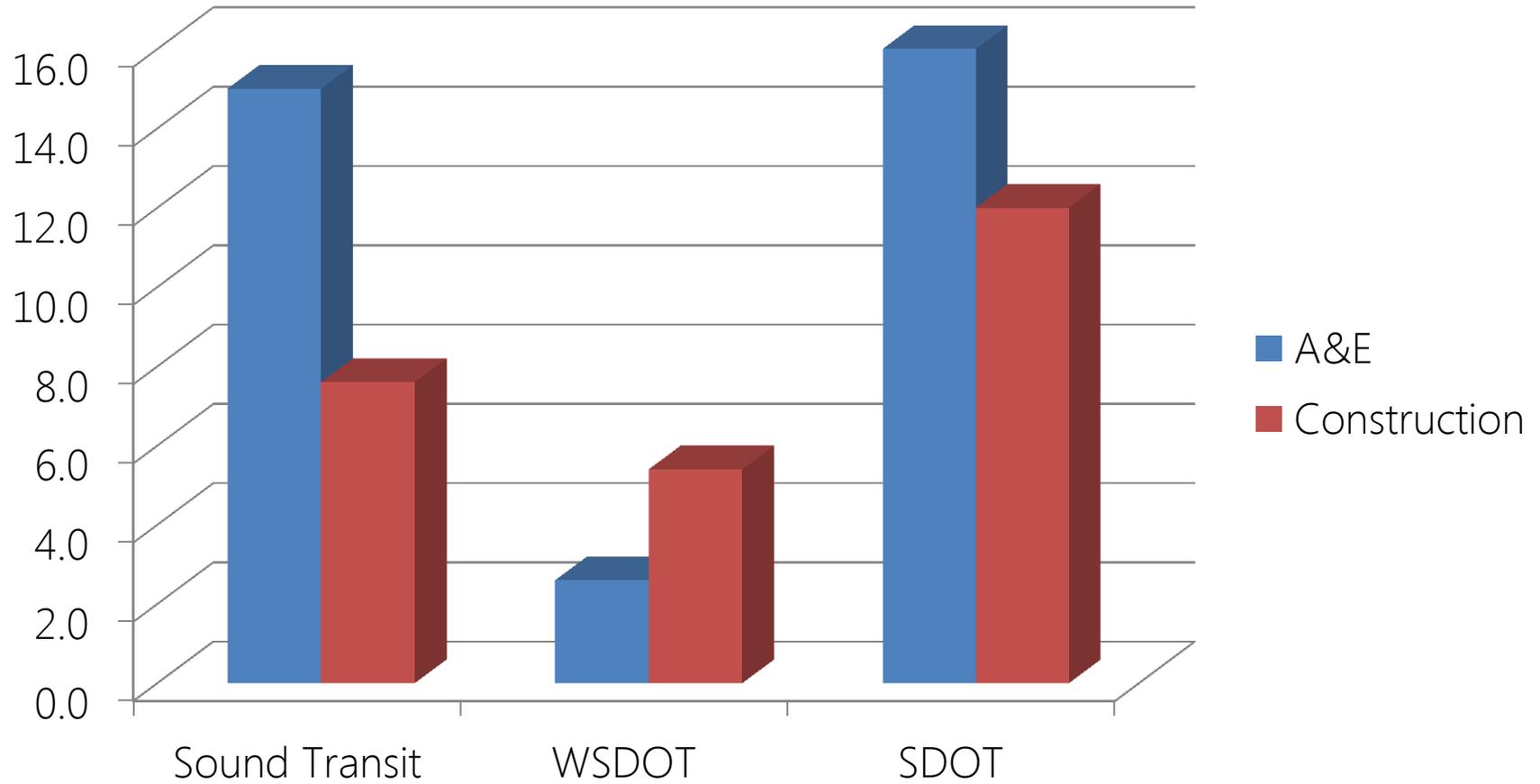
FAS

- City Profile
- Challenges unique to transportation agencies
- Global Projects
 - Subconsultant solutions
 - Project Labor Agreements
 - Guarantees
 - Changing culture
- Executive Order



WMBE in public transportation

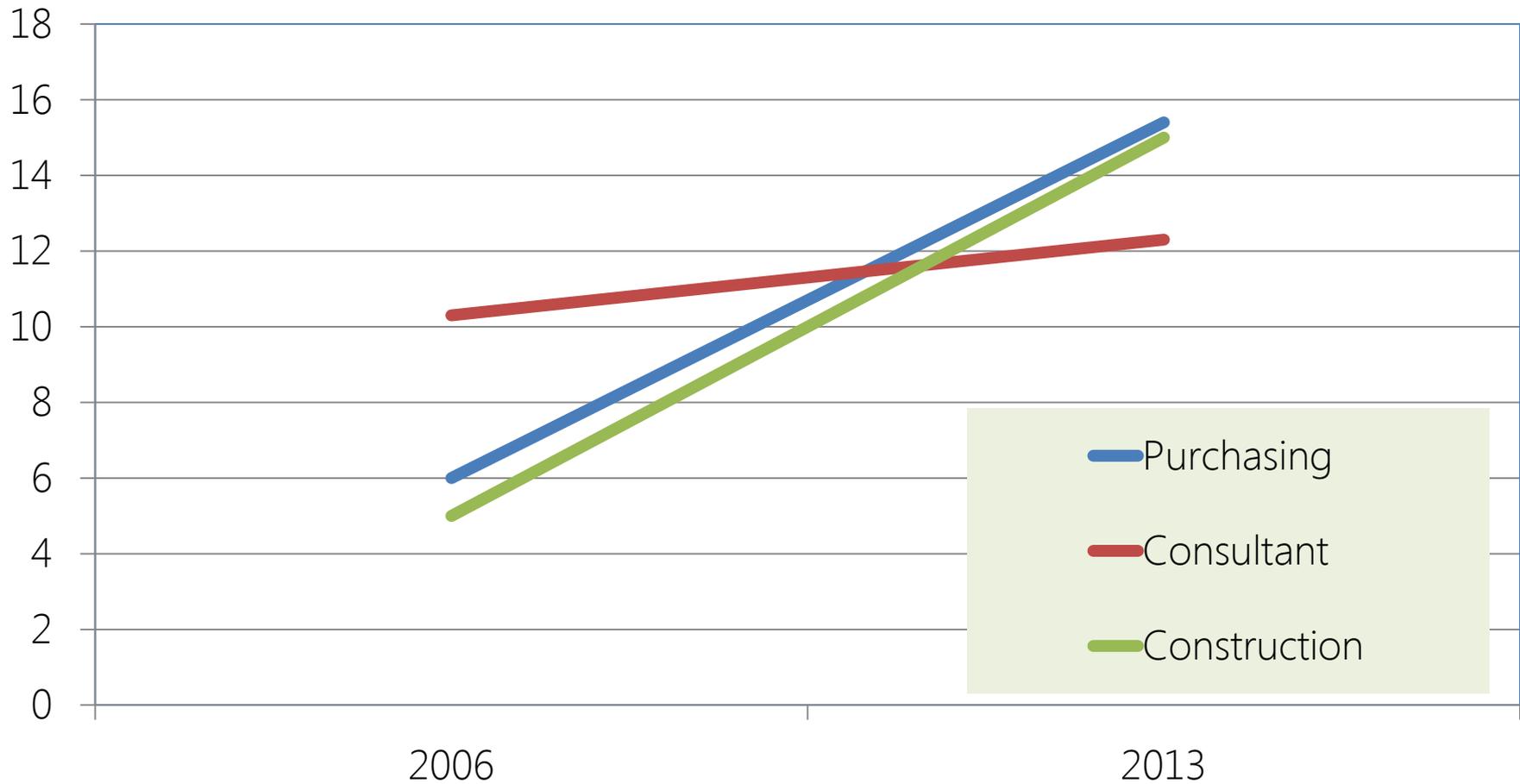
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City WMBE trends

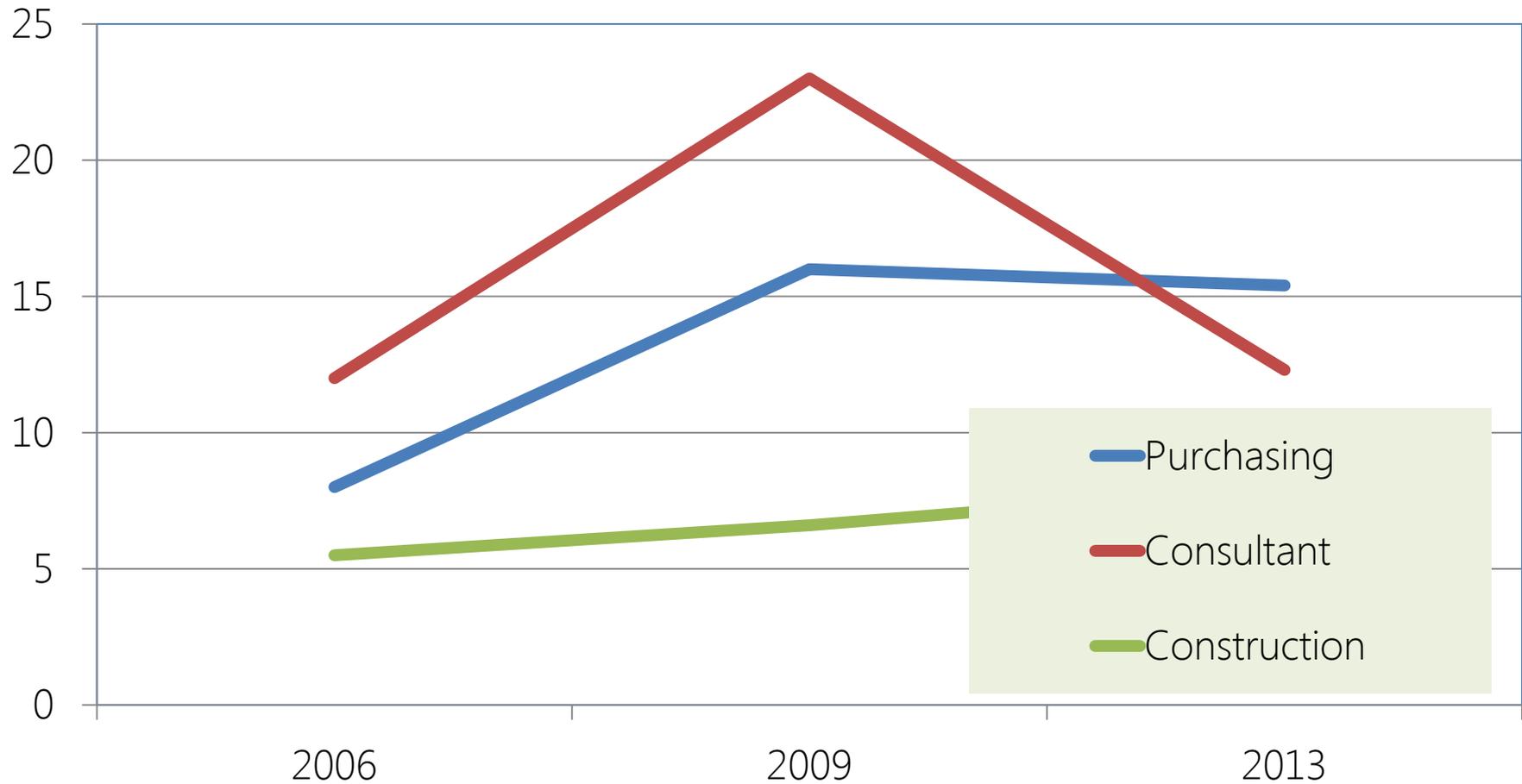
less SDOT

FAS



SDOT WMBE trends

FAS



Transportation challenges

FAS

- Federal contracts (5% versus 16%) construction (30%)
- Global Consultant Projects (\$30 million/year)
 - Consultant Roster declining share (10% down to 4%)
 - Low rates (anti RCW) vs global expertise
 - Unbundling challenge despite advantages
 - Subconsultant initiative (no trendlines)
- Culture in transportation industry

City solutions

FAS

- Executive Order – accountability and culture
- WMBE Inclusion Plan Guarantees
- Enforcement
- Project Labor Agreements pilot

SDOT: Where we are today

- Declining utilization for A&E Consultants since 2009
- Increasing complaints from community
- Strength of a new administration to review policies and procedures
- Major new projects spending City dollars
- Commitment to reclaim WMBE confidence in SDOT program

The Challenges

- Expectations & accountability in SDOT
- Authority of WMBE advisor
- Communication links
- Channeled links into community
- Understanding of inclusion plan
- Tracking and reporting
- Inclusion performance

Moving forward

- Improve community access & accountability
 - Expert Stakeholder Group
 - Updated Monitoring and Reporting
 - Shared responsibility among executives
- Educate project managers re: inclusion plan
 - Everyone needs to be knowledgeable and enforce
- Clarified policy for Inclusion plans
- Establish authority of WMBE Advisor

Summary

SDOT is committed to creating a climate of inclusion, one that is driven by the spirit to create a respectful and welcome business environment, not just numbers.

SDOT's process will focus on understanding, respect and value for each business.

Appendix

WMBE Company	Jacobs SOQ_-response to RFP Inclusion Plan (April 2013) %	Contracted to Date (March 2014) %
Greenbusch	0.0%	1.9%
WHH Nisqually	3.0%	3.5%
WHPacific	12.0%	5.4%
Platinum Group	1.0%	0.8%
RIDOLFI	2.0%	2.1%
Shen	5.5%	5.5%
Vosk	0.0%	7.2%
EHS-International	1.5%	0.0%
Stepherson & Associates	1.0%	0.0%
Total	26%	26.4%

Appendix

WMBE Company	Inclusion Plan (March 2012) %	Contracted to Date (March 2014) %
Exeltech Consulting	25.0%	19.6%
Versaire	0.75%	0.0%
SCE	0.5%	0.1%
Harrison Design	1.25%	0.5%
Stepherson & Associates	2.0%	0.5%
True North	0.5%	1.4%
EnviroIssues	0.0%	9.3%
Haddad	0.0%	0.5%
VOSK	0.0%	0.0%
Axis	0.0%	0.3%
Total	30%	32.2%

Appendix

#	Contract Title	Contract Amount	WMBE Goal	WMBE Utilization
11-13	Variable Parking Pricing Feasibility Study	\$335,000	15.1%	10.76%
11-21	Linden Ave North Complete Streets CM Services	\$997,073	12.5%	15.29%
11-27	First Hill Streetcar CM Services	\$3,502,801	33%	33.18%
11-44	Special Benefit/Proportionate Assessment Study for LID	\$595,763	6%	6.96%
12-01	On- Call Signal ITS Lighting – HW Lochner	\$260,000	16%	0%
12-22	On-Call Signal ITS Lighting – DKS	\$260,000	0%	0%
12-10	EB Seawall Design Services	\$28,963,254	30%	31.28%
	Total	\$34,913,891	28.92%	29.90%