

2014 Contracting and Workforce Equity Report

Presented to
Seattle City Council

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Introduction

RSJI is a citywide effort to achieve racial equity in Seattle

- Achieve racial equity in City government
- Partner with the community to achieve racial equity across Seattle

Mayor Murray's Executive Order expanded RSJI's scope to include:

- Measurable outcomes
- Greater accountability
- Community-wide efforts

Joint Executive/Council Resolution 31523 expanded City's formal equity efforts to include gender, sexual orientation and sexual identity



2012 Statement of Legislative Intent

Asks Executive to submit annual Contracting and Workforce Equity report, including:

- Data on city workforce trends by race
- New initiative updates
- Positive steps and areas needing improvement
- Recommended strategies to address challenges



Contracting Equity

Contracting equity: creating change through the resources we spend in the community

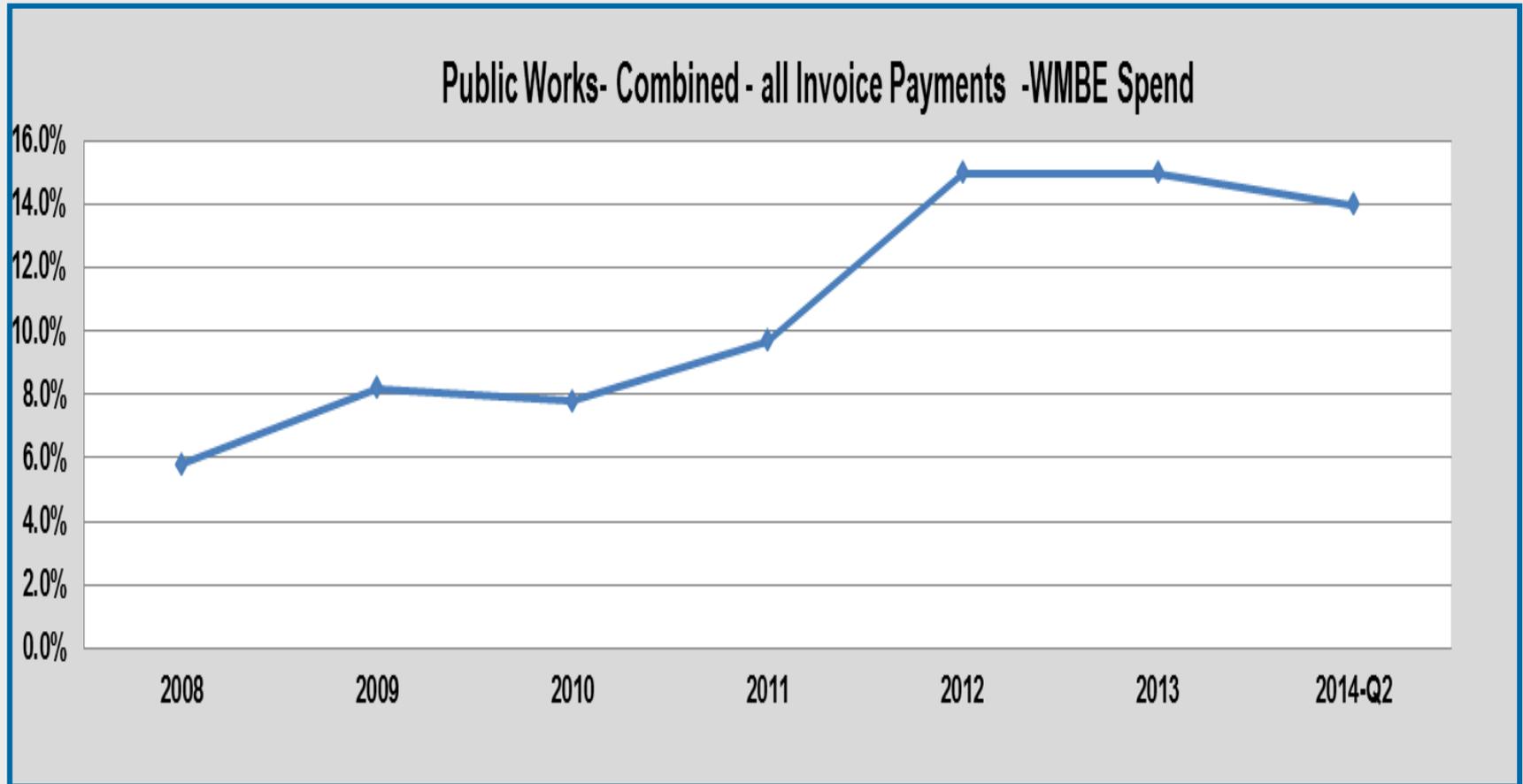


Procurement Categories

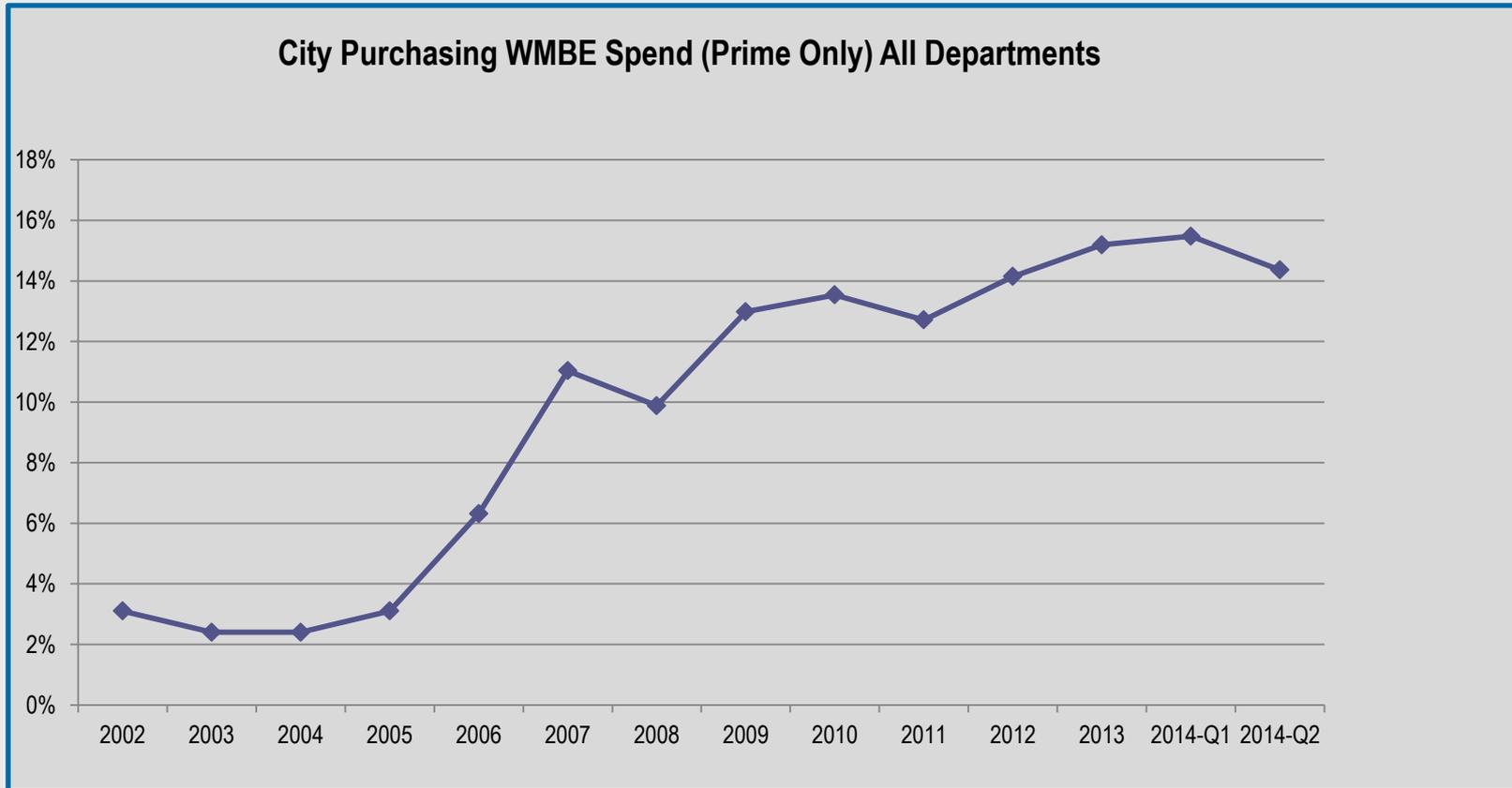
	2013 annual total spend
Purchasing	\$300,000,000
Consultant	\$150,000,000
Public Works	\$220,000,000

- FAS responsibilities
 - Policies, boilerplates, rules, bid process, awards, contract signature, social equity, enforcement, terminations, debarment
- Client departments
 - Consultant decisions, solicitations and awards

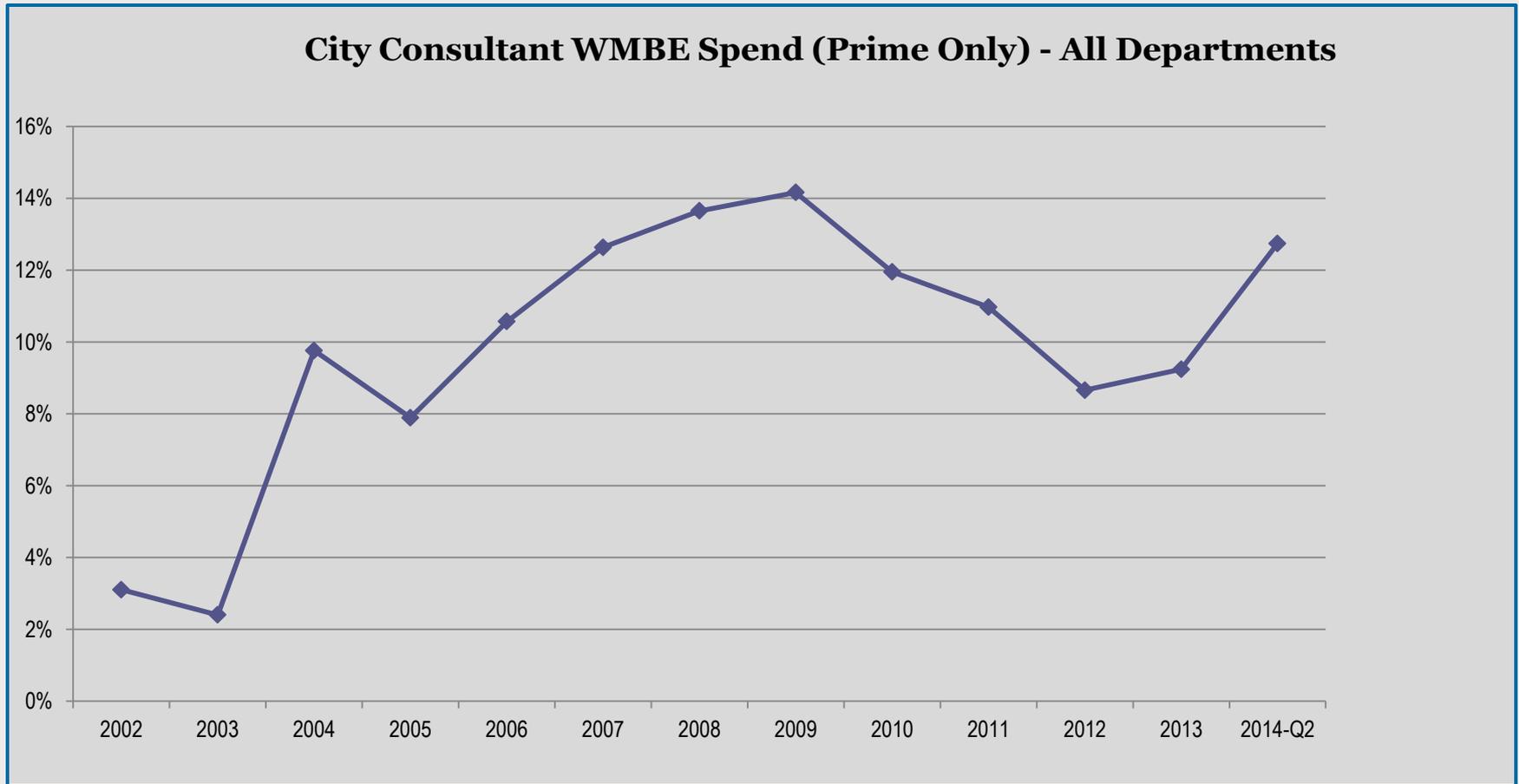
Public Works – Invoices Paid



Purchasing

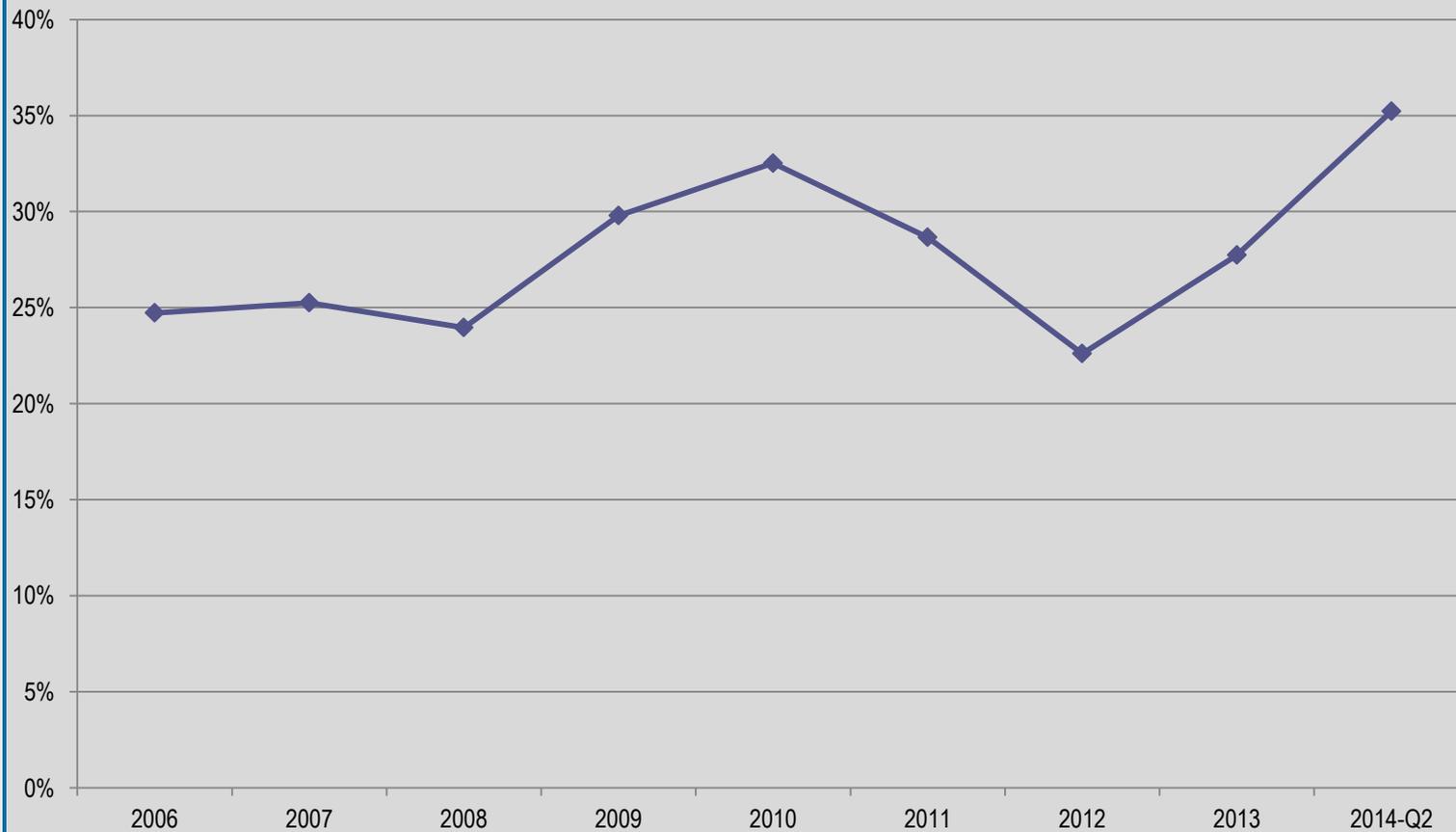


Consultant Spend



Consultant Roster Spend

City Consultant Roster WMBE Spend (Prime Only) - All Departments



Specific Departments

Large department gold medals

Seattle City Light

Department of Finance and Administrative Services

Small Department gold medal

Department of Neighborhoods (92% consultant spend)

Successes with challenges

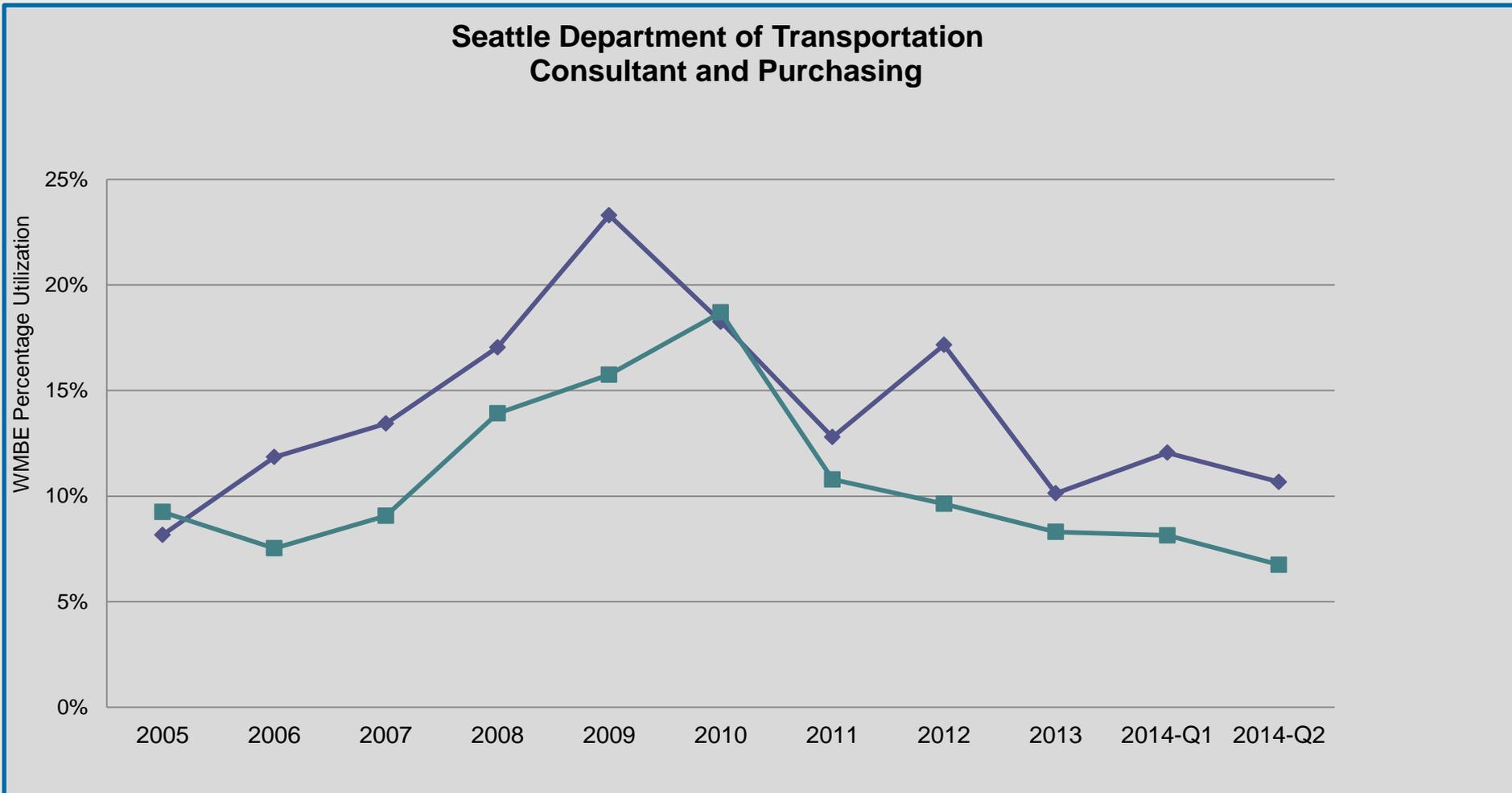
Seattle Department of Transportation (SDOT)

Seattle Public Utilities (SPU)



The SDOT challenge

Green = purchasing
Purple = consultant primes



Seattle Department of Transportation

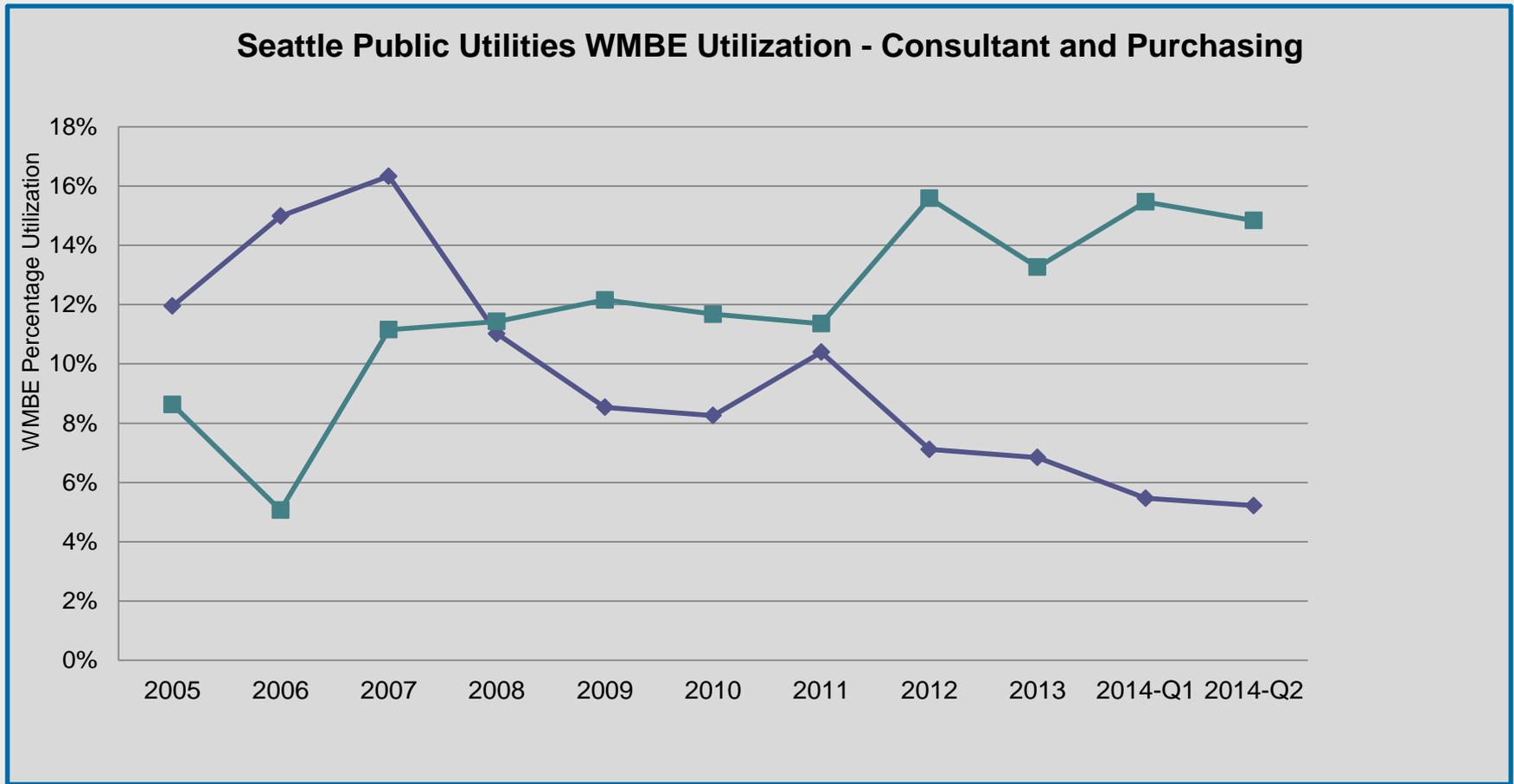
2014 SDOT success

- Consultant Roster at 50% WMBE (primes)
- Large contracts with subconsultants at no less than 24%
- Very engaged in 2014



The SPU Challenge

Green = purchasing
Purple = consultant primes



Seattle Public Utilities

2014 SPU success

- Consultant Roster at 35% WMBE (primes)
- Leadership and legacy commitment
- Challenges with unbundling
- Continuous engagement



Public Works Inclusion Plan

WMBE Plan did not reduce bid pool

- 4 bids on average before; 4 after

WMBE Plan did not disrupt bidders

- 50 primes before; 55 primes after

50% of lowest bids offer highest WMBE

Bid rejections are at 10%

- 16 out of 164 since Jan. 1, 2013

Enforcement

- 1 termination; multiple invoice payments held



Public Works Inclusion Plan

- Revised Aug. 15, 2014
- Removed Spread The Work
- Removed WMBE expert
- Added points for volunteering:
 - Pre-mobilization pay
 - Early retainage release
- Changes require FAS approval



Consultant Inclusion Plan

Revised Aug. 15, 2014

- Clear expectations to WMBE subconsultants
 - Resumes matter; core scope matters
 - WMBE firms signature
- Controlled change
 - Prime can't substitute except for limited reasons
 - City retains responsibility and authority to change
 - Addendum review



- Rapid Pay
 - Cash flow is an important concern
 - Prompt pay requirements
 - Retainage release after 30 days of completion
- Self identification: 50% are state-certified
- The gap includes artists, jugglers, sole proprietors, niche firms
 - Each race/gender group has similar self-identification rates
 - CPCS audit: 2,508 hand-verified WBE firms
 - 125 misclassified



2013 Totals	WBE White Female	MBE	<i>Contract Tier</i>
<i>King County Population</i>	35%	30%	
Purchasing	5.8%	9.4%	<i>Prime only</i>
Consultants (large solicitations)	3.9%	2.4%	<i>Prime only</i>
Consultants (Roster)	20%	7.5%	<i>Prime only</i>
Public Works (completed)	8%	8.5%	<i>All</i>
Public Works (invoices)	6%	9%	<i>All</i>

White Women

Asked Federal Transit Authority to waive goals for WBE firms on FTA projects.

City funded projects do not show over-utilization of WF firms.



Questions?



Workforce Equity

Workforce equity: ensuring fairness and opportunity for City employees and candidates for employment

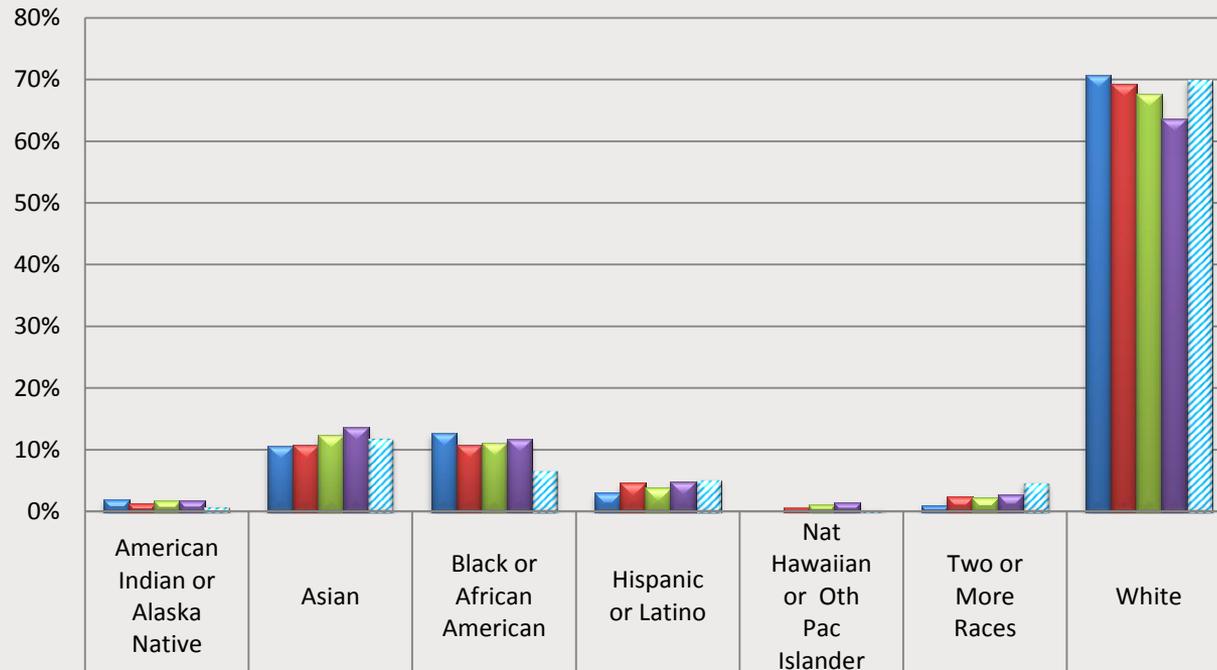


A note about the data

- In general data has not changed much from year-to-year, longer-term trends will be more salient
- Data examines certain city occupational categories by race compared to Seattle population (18- 64 yrs., 2010 Census) – is not disaggregated by gender
- Current benchmark compares city to overall Seattle population, as opposed to actual skills available in workforce
- Future analysis will consider including labor force availability by occupation, race and gender in greater metro area
- Overall population comparison still valuable to extent there are larger societal/pipeline issues that impact available pool of workers



2014 Citywide Directors, Managers, & Supervisors vs. Seattle Population



■ Directors	2.02%	10.61%	12.63%	3.03%	0.00%	1.01%	70.70%
■ Managers	1.32%	10.82%	10.82%	4.64%	0.66%	2.43%	69.32%
■ Supervisors	1.75%	12.34%	11.18%	3.79%	1.07%	2.24%	67.64%
■ Employee Count	1.81%	13.64%	11.76%	4.80%	1.50%	2.78%	63.71%
■ Seattle Population 18- 64 yrs	0.86%	11.94%	6.75%	5.25%	0.48%	4.81%	69.91%



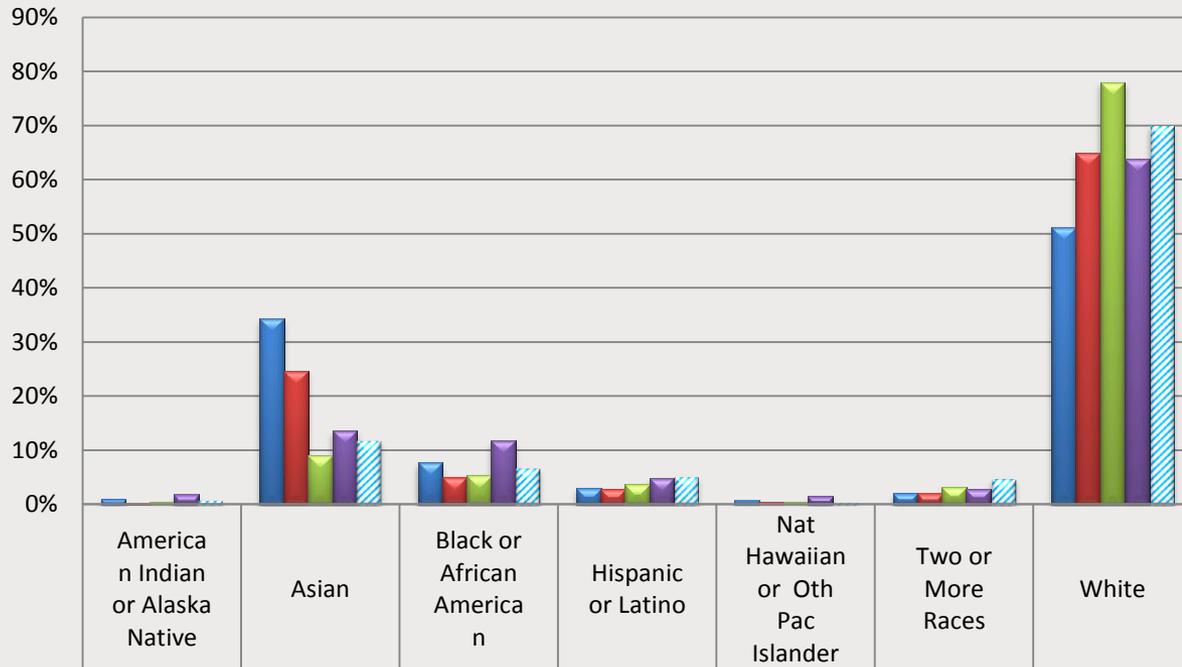
Trend Data – Director, Manager, Supervisor

2012 - 2014 city government workforce data for Director, Manager, and Supervisor positions vs. Seattle labor force (2010 census)

- 2012 - 2014 data show slight year-to-year fluctuations but overall, most races appear well represented in these positions
- On-going commitment and vigilance needed to maintain positive trends
- Need to incorporate gender into future reports



2014 Citywide Engineers, IT Professionals, Strategic Advisor vs. Seattle Population



	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino	Nat Hawaiian or Oth Pac Islander	Two or More Races	White
■ Engineers	1.01%	34.34%	7.74%	3.03%	0.67%	2.02%	51.19%
■ IT Professionals	0.22%	24.56%	5.04%	2.85%	0.44%	1.97%	64.91%
■ Strategic Advisors	0.43%	8.99%	5.35%	3.64%	0.43%	3.21%	77.94%
■ Employee Count	1.81%	13.64%	11.76%	4.80%	1.50%	2.78%	63.71%
■ Seattle Workforce 18- 64 yrs.	0.86%	11.94%	6.75%	5.25%	0.48%	4.81%	69.91%



Trend Data – Engineer, IT, SA,

2013 - 2014 city government workforce data for Engineers, IT, and Strategic Advisor positions vs. Seattle labor force (2010 census)

- Asians over-represented in IT and Engineering positions while Whites over-represented in Strategic Advisor positions
- Findings suggest opportunities for improvement
- Need to incorporate gender into future reports



New Initiatives to Improve Workforce Equity

- Citywide Strategic HR Plan
- Gender and Race Pay Equity Study
- Integrated Employee, Management and Leadership Training and Development Programs, including City Leadership Academy
- Citywide Learning and Talent Management System
- Diversity Outreach Recruiting
- Paid Parental Leave
- Expanded availability of medical coverage



Key Opportunities for Impact

- City-wide Strategic HR Plan:
 - Right people in right jobs doing right things- feeling valued, motivated, and respected
 - One City, One Employer
 - Equity, consistency, accountability – practices, processes, hiring, discipline
- Data findings from Gender and Race Pay Equity study will help city identify targeted solutions and be incorporated into broader strategic initiatives
- Comprehensive foundational Citywide training and development programs
- Two new positions focused on outreach to underrepresented groups
 - New diversity outreach and recruiting specialist to Personnel/HR to assess needs, increase skills, and identify challenges to upward mobility for under-represented employee populations
 - New position in training and development to bring expanded lens to training programs and develop specifically targeted development programs
- Deepened partnership between SOCR and Personnel/HR, including co-developing training focused on implicit bias in workplace decision-making
- Re-invigorated WEPAC, co-chaired by Personnel/HR and SOCR Directors, will develop data-driven recommendations to address inequities



Questions?

