

# Civil Rights Update

MELISSA GOMBAR

AFFIRMATIVE ACTION MANAGER





## Action Items from February Meeting:

SBE List: Request to make note if vendor is prequalified

- Working on this for 2021-2022

Question on AA Plan submittal: Form says 1 year but prequalification is for 2 years

- Prequalification is for 2 years, AA Plan is good for 2 years
- At times, questions on the application will ask for data from the past year

Good Faith Effort wording changes

- Updates expected in 2021

# 2019 Annual Report



- ▶ **7.22%** of construction dollars were invested in Targeted Businesses
- ▶ **14.99%** of all hours worked on construction projects were performed by **people of color**
- ▶ **2.1%** of all hours worked on construction projects were performed by **women**

# Future Vision & Efforts



Contracting  
Equity

Expand  
Good Faith  
Efforts

Data  
Automation

# Monthly Reporting Compliance System



1. Current Goals: Minority 6%, Female 7%

2. Reporting Period: From [ ] To [ ]

3. Name and Address of Company Reporting: [ ]  
 Worksite Address/Location: [ ]  
 City Contract #: [ ]

4. Construction Trade: [ ]

5. TOTAL CITY OF MADISON CONSTRUCTION WORK HOURS

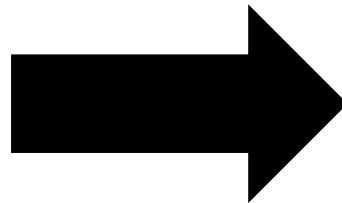
Classification	Total Hours												Minority % of Total Hours	Female % of Total Hours	R. Total Number of Employees	W. Total Number of Employees	H. Total Number of Employees
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec					
Journey Worker	0.00	0.00															
Apprentice	0.00	0.00															
Trades	0.00	0.00															
Total Hourly	0.00	0.00															
Journey Worker	0.00	0.00															
Apprentice	0.00	0.00															
Trades	0.00	0.00															
Total Hourly	0.00	0.00															
Journey Worker	0.00	0.00															
Apprentice	0.00	0.00															
Trades	0.00	0.00															
Total Hourly	0.00	0.00															
<b>Grand Totals</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>

12. Company Official's Signature: [ ] Title: [ ]

13. Telephone Number: [ ] Fax Number: [ ]  
 Date Signed: [ ]

Prime Contractor: [ ] Contract Amount: [ ] Contract Number: [ ]  
 Report #: [ ] Total Paid to Prime to Date: [ ] Last Payment Amount Made to Prime: [ ]  
 Report due by: [ ] Final Monthly Report?  Yes  No

SUBCONTRACTORS	SUPPLIER ONLY	CERTIFICATION DEE, MBE, SEC, WBE OR SECTION 3	ORIGINAL CONTRACT	LAST PAYMENT AMOUNT	RETAINED	TOTAL PAID TO DATE	NO WORK / DELIVERIES TO DATE
[ ]	[ ]	SUBCONTRACTOR TIER / HIRED BY:	[ ]	[ ]	[ ]	[ ]	[ ]
[ ]	[ ]	SUBCONTRACTOR TIER / HIRED BY:	[ ]	[ ]	[ ]	[ ]	[ ]
[ ]	[ ]	SUBCONTRACTOR TIER / HIRED BY:	[ ]	[ ]	[ ]	[ ]	[ ]
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[ ]	[ ]	SUBCONTRACTOR TIER / HIRED BY:	[ ]	[ ]	[ ]	[ ]	[ ]



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Monthly reports will be submitted in the Compliance System for projects that start after January 1, 2021

# Certified Payroll Reporting (Davis Bacon Only)



Certified Payrolls will be submitted in LCP Tracker  
for projects that start after January 1, 2021

# Testing: Volunteers Needed



## Monthly Reporting Compliance System Testing

[Click here  
to sign up](#)

- Volunteers register online by 12/4/2020
- Session: December 16, 2020
  - 1:00-2:00pm

# Trainings



## Certified Payroll Reporting LCP Tracker Training

Session:  
December 9, 2020

- 2:00-3:00pm

[Click here  
to sign up](#)

## Monthly Reporting Compliance Training

Sessions: Every  
other Wednesday  
starting 1/6/2021

- 1:00-2:00pm

[Click here  
to sign up](#)



“Strong and  
Compassionate  
Leaders for Justice”

