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22-088

UPDATE GOALS FOR PROMOTING BUSINESS,
WORKFORCE EQUITY, AND RESPECTFUL
WORKPLACES FOR PUBLIC IMPROVEMENT PROJECTS

PREPARED BY: John MacLean, Finance and Procurement Manager,
Planning and Capital Construction

FINANCIAL
RESPONSIBILITY: Linda Degman, Director, Planning & Capital Construction

APPROVED BY: Eric Blumenthal, Vice President, Finance and Administration
Mark Mitsui, President

STRATEGIC THEME: Enterprise: Cultivate a long-term sustainable college
enterprise

REPORT: Board policy B506 adopted in 2007 commits the college to a
procurement diversity plan that engages the Minority,
Women, and Emerging Small Business community. At its
April 2019 meeting the Board approved BR19-100 to update
the procurement diversity plan for construction projects.

College staff regularly review how PCC's plans are
performing and how they compare with other public agencies
in the college district. As a result of the most recent review, it
is proposed to update the plan as shown below:

Scope – All design and construction contracts issued by the
College for public improvements (as defined in ORS
279A.010) with a contract value exceeding \$200,000.

Business Equity Goals – 20% of the contract value to be
awarded to subcontractors registered with either the State of
Oregon Certification Office for Business Inclusion and
Diversity (COBID) or the Washington State Office of Minority
& Women's Business Enterprises. At least 12% of the
subcontract value should be awarded to Minority (MBE) or
Disadvantaged (DBE) firms. General Contractor is required
to include the goal in all subcontracts over \$100,000.

All intermediate procurements (as defined in the PCC
procurement rules) should include at least one firm certified
by the agencies above unless no qualified firm is available.

Workforce Equity Goals – The Workforce Equity goals listed below apply to all public improvement construction contracts over \$200,000 and all subcontracts with more than \$50,000 in labor costs.

BIPOC (Black, Indigenous, People of Color) Journey hours by trade	25%
Women Journey hours by trade	9%
BIPOC Apprentice hours by trade	22%
Women Apprentice hours by trade	20%
Total Apprentice hours by trade	20%

While there are no formal goals for design firms, they will be expected, as part of the RFP process, to describe what processes they have in place to increase the representation of historically marginalized communities.

Respectful Workplace Program-All RFPs issued using either the CM/GC or Design/Build alternative contracting method will include the requirement that the contractor implements a PCC approved Respectful Workplace Program. Design teams on these projects will be required to describe how they will support these programs.

RECOMMENDATION: That the Board of Directors agree to update the goals for Business and Workforce Equity on Public Improvement Projects carried out by the College.