Hilltop Tacoma Link Extension Project

Diversity Goal Performance

December 19, 2019
Why we are here

• Report on Workforce Diversity results for HTLE project

• Describe Monitoring and Compliance Efforts for PLA Workforce goals on HTLE Project

• Describe and Report on DBE compliance efforts for HTLE Project
Sound Transit Project Labor Agreement (PLA)

Workforce Diversity Goals

- 21% of all hours shall be worked by People of Color
- 12% of all hours shall be worked by Women
- 20% of all hours shall be worked by Apprentices
Monitoring PLA Workforce Goals

**LCP Tracker**

- All contractors submit their certified payroll weekly
- All hours worked are reported by workers craft, ethnicity, gender and home zip code
- Diversity reports are generated and shared with Joint Administrative Committee (JAC) and other stakeholders comparing diversity goals vs achievement
HTLE Diversity Performance Timeline

September 30, 2019
Meeting with Walsh to inform them the T100 project was not meeting PLA Goals

People of Color Attainment
15.3%

December 1, 2019
Reviewed Diversity performance to ensure compliance

People of Color Attainment
16.8%

December 17, 2019
Reviewed Diversity Performance in Preparation of Board Presentation

People of Color Attainment
17.7%
Walsh Diversity Performance Timeline

September 30, 2019
Meeting with Walsh to inform them the T100 project was not meeting PLA Goals
People of Color Attainment
25.9%

December 1, 2019
Reviewed Diversity performance to ensure compliance
People of Color Attainment
27.2%

December 17, 2019
Reviewed Diversity Performance in Preparation of Board Presentation
People of Color Attainment
27.3%
Enforcement of Workforce Diversity Goals

• Contractor to work with JAC to receive help in meeting or exceeding goals
• Worksite compliance visits
• Notice of Non-Compliance issued by Resident Engineer
• Corrective Action Plan
• Post-Contract Contractor Performance Report
Next steps

• Sound Transit has initiated a Corrective Action Plan with Walsh on the HTLE Project
  • Walsh will provide and Sound Transit will approve a timeline for anticipated compliance with workforce diversity goals
  • Walsh will continue to report project goal attainments monthly to the PLA Joint Administrative Committee (JAC).
  • Business & Labor Compliance will continue monitoring and reporting on goal attainment.
Monitoring DBE Program Compliance

- DBE Program Plan – Monitoring Requirements
- B2GNow Compliance Monitoring System
- Diversity Contract Provisions
# Hilltop Link Extension DBE & SBE Participation

<table>
<thead>
<tr>
<th>Type</th>
<th>Goal</th>
<th>Commitment</th>
<th>Attainment</th>
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<tr>
<td>DBE</td>
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<td>4.02%</td>
<td>2.26%</td>
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<tr>
<td>SBE</td>
<td>8.0%</td>
<td>32.89%</td>
<td>8.00%</td>
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</tbody>
</table>

*Walsh is on target to meet the aggregate DBE and SBE goals*
Thank you.

Sound Transit

soundtransit.org

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