

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



CENTRAL PUGET SOUND

REGIONAL TRANSIT AUTHORITY

Project Labor Agreement

For the Construction of
Sounder Commuter
and
Link Light Rail Projects



As amended through June 18, 2014

Sound Transit Project Labor Agreement (PLA)

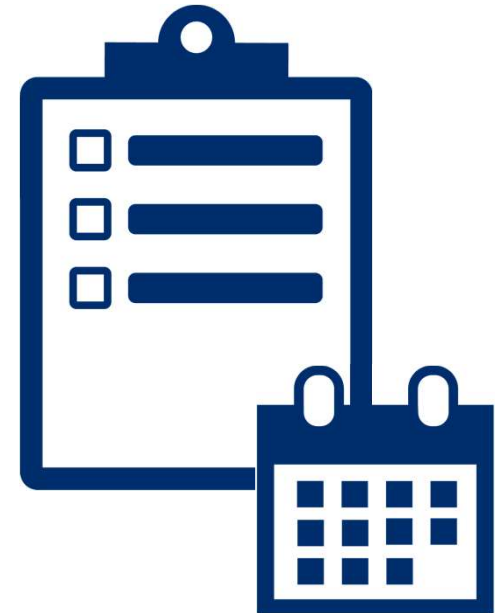
Workforce Diversity Goals

- 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



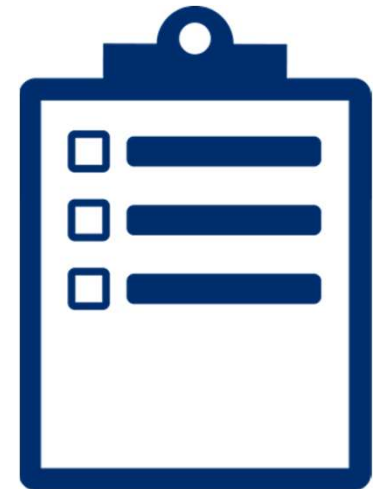
Next steps

- **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

Type	Goal	Commitment	Attainment
DBE	4.0%	4.02%	2.26%
SBE	8.0%	32.89%	8.00%

Walsh is on target to meet the aggregate DBE and SBE goals



Thank you.



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