

2013

# ANNUAL REPORT

St. Louis City Ordinance 69427

ST. LOUIS AGENCY ON TRAINING AND EMPLOYMENT

**SLATE**  
MISSOURI CAREER CENTER

Prepared by the  
St. Louis Agency on Training and Employment

1520 Market Street, 3<sup>rd</sup> Floor, St. Louis, MO 63103  
Michael K. Holmes, Executive Director



Francis G. Slay, Mayor



Francis G. Slay, Mayor

City of St. Louis  
City Hall 1200 Market Street  
Saint Louis, MO 63103  
Francis G. Slay, Mayor

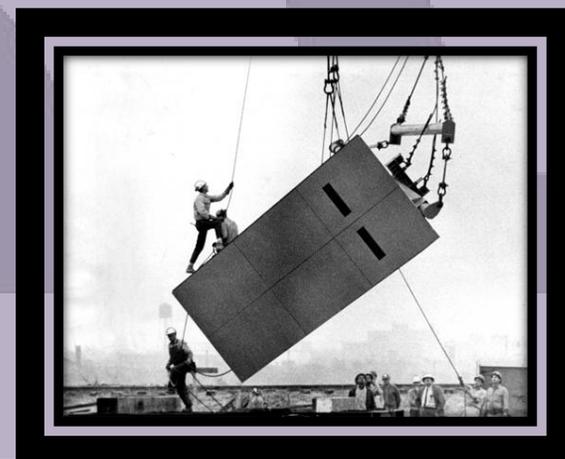
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The next-to-last piece of the Gateway Arch is lifted from the ground.  
Oct. 19, 1965. (Post-Dispatch)



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## STATE OF CONSTRUCTION

For the City of St. Louis, there are two words that best describe this past year when it comes to construction and SLATE's new Developers and Contractors Support Services (DCSS) department: ***Growth*** and ***Capacity***.

Growth has energized our community in numerous visible ways. More and more developers are funding projects here and more job requisitions are being written and filled. Unused and dormant properties are finding new purpose in the 21<sup>st</sup> century economy. SLATE is proud to help facilitate this process, and meets with developers ever more frequently in order to help them find the talent they need to accomplish their goals.

We are even more excited to see future capacity reaching critical mass. St. Louis remains a leader in terms of higher education, health care, and biomedicine/biotech. Manufacturing is rebounding. But when we look over the massive proposed projects over the next few years, it definitely appears that our region is positioned to turn a corner.

Positive growth and enormous capacity can only be good news for the workforce of the City of St. Louis. SLATE will continue to work with private employers, public agencies, organized labor and social and civic organizations to lay out clear pathways to success for our clients. DCSS will maintain our appointed role as a protector of diversity and equality in the workplace, giving everyone the opportunity to build a better future for themselves and their families.

In this annual report, we will highlight the projects, the people and the progress being made as it pertains to the continuation and expansion of a diverse St. Louis City workforce.

Michael K. Holmes, Executive Director



## EXECUTIVE SUMMARY

This 2013 Annual Report is in response to Executive Order No. 46 by the Mayor of the City of St. Louis, and Ordinance 69427 which was enacted by the Board of Aldermen on May 1, 2013 repealing Ordinance 68412.

The following Annual Report will provide information and actions required, taking into account projects which have been completed, are in progress or have an anticipated start by December 31, 2012.

It is to be known that the most current data and project listing in this report highlight projects from the last annual report 2010-2011 through August 30, 2013.

Ordinance 69427 provides for specific action pertaining to four (4) major issues in the St. Louis City Development and Construction fields:

1. Tax Incentive Financing (TIF) projects and St. Louis City Bonded Projects
2. Workforce Development goals
3. Compliance Fee
4. Community Jobs Board

Authored in Ordinance 69427, definitions have been provided. A working partnership between St. Louis Agency on Training and Employment (SLATE) and St. Louis Development Corporation (SLDC) has been established. Projects with an estimated base value of \$1 million dollars are covered by the opportunities of Ordinance 69427.

Under the direction of the Ordinance 69427, there are specific areas which all projects must adhere to and provide accountability for. Each of the following sections are addressed and additional issues will be highlighted in further detail:

- Apprenticeship Goals
- Participation Goals for Minorities and Women
- City Residence Participation
- Construction Workforce Development and Compliance Fee
- Implementation and Administration
- Community Jobs Board
- Waivers and Exceptions
- Non-Compliance
- Non-Discrimination Policy
- Reporting Requirements

These are the sections in which every action taken must adhere to and serve within the constraints of the aforementioned topics. It is not the intent of this report to provide itemized details for each area of interest listed, only to highlight and illustrate the effectiveness and progression of the development projects under the jurisdiction of Ordinance 69427.

The participation goals are vital to the effectiveness of this Ordinance. Within the project value and the funding stream, there are four (4) Workforce Development Goals identified:

- Apprenticeship            15%
- Minorities                25%
- Women                    5%
- City Residence            20%

These Workforce Development Goals are paramount to every action taken within the confines of SLATE's involvement and the reporting of compliance issues or the lack thereof.

With the recognizable and emerging construction and development projects occurring in St. Louis City and the surrounding area, from the building of Ballpark Village to the multisite bio med development under the guidance of Cortex to the 20year, \$945 million bond construction project of Metropolitan Sewer District (MSD) we see the need for a trained and community-reflective workforce. And SLATE, with our partners, is in position to deliver what is needed – a growing, diverse and skilled workforce that will meet the needs of expansion and development for our region.

### **COMMUNITY JOBS BOARD**

In the previous Ordinance, the Jobs Board consisted of a total of nine (9) members; two (2) women in construction; two (2) minority representatives; one (1) community organization; two (2) labor unions; and two (2) representatives of construction contractors. They were to meet quarterly and serve a two(2) year term.

Section Eight of City of St. Louis Ordinance 69427 requires that the Mayor of the City of St. Louis, with the President of the Board of Aldermen, appoint a Community Jobs Board with approval from the Board of Aldermen. Ordinance 69427 expanded the Board from nine to thirteen with composition as follows:

- Two shall be appointees of the Comptroller
- Two shall be representatives of women construction contractors' associations
- Two shall be representatives of minority construction contractors' associations
- Three shall be representatives of community and faith based organizations
- Two shall be representatives of construction labor unions
- Two shall be representatives of general and prime construction contractor associations

## ORDINANCE 69427

Workforce Development measurements were initially identified in 2009 through St. Louis City Ordinance 68412. This was just at the peak of what was considered as the construction industry toughest years. However, it was still evident that equality and diversity was critical to the success of the City's workforce. This ordinance instituted solid measurements for a diverse workforce. Of all labor hours, apprenticeship was targeted at 15%, minorities at 25%, women at 5% and city residence at 20%. These goals are still in place and the partnerships that were established are still active and in place as SLATE works collaboratively with others to manage this endeavor.

Over the next few years, SLATE played an essential role in ensuring these goals were met. With the authorization and knowledge of the Community Jobs Board and other partners, several test programs were implemented to determine the most efficient and effective path available to achieve the goals, monitor the process and institute a stop gap if the plan to develop a diversified workforce was not attained.

Seeing the viability of the Workforce Development goals in place, Mayor Francis Slay signed Executive Order 46 on December 12, 2012. Executive Order 46 expanded the accountability of any redevelopment project supported by Tax Increment Financing (TIF).

Following this action, the Board of Aldermen submitted and passed what is now the most effective and comprehensive Ordinance on record to date, Ordinance 69427, which was needed to develop a viable and sustainable model to continue to reach the Workforce Diversity goals.

## PROJECT OUTLINE

Under Ordinance 69427, there are four construction project types which are under the legal scope of this ordinance and will be discussed in this Annual Report.

1. Board of Public Service (BPS)
2. Lambert St. Louis International Airport
3. St. Louis Development Corporation (SLDC)
4. St. Louis Provisional Projects

BPS is responsible for design, letting, and construction management of all public works. In accordance with Ordinance 69427, the projects included in this annual report exceed the cost of \$1 million dollars as it is identified by the BPS estimators.

The second and third listed groups are those which originated under the guidance of SLDC and are funded or supported by the TIF. These projects are in excess of \$1 million dollars.

The fourth set of projects are being designated and identified as St. Louis Provisional Projects. These are construction projects that are not supported through traditional sources and/or are privately funded. Their construction date may have come prior to the implementation of Ordinance 69427, yet they are engaged in a measurable “good faith” effort in meeting the Workforce Diversity goals.

There may be projects that are issued bonds via the Treasurer’s office, exceed \$1 million dollars and are therefore under obligation of Ordinance 69427.

## BUILDING LABOR RELATIONS

St. Louis City Ordinance 69427 states that the City is committed to promoting apprenticeship opportunities and supporting workforce development, diversity and inclusion initiatives including pre-apprenticeship programs. SLATE shall, in consultation with the Construction Prep Center, the Construction Career Center Academy and ACCESS St. Louis, assist in building labor resources so that contractors are able to achieve the diversity goals of City Ordinance 69427.

During the past fiscal year, SLATE has accomplished a number of activities designed to build labor resources.

These include:

- A. Coordination sessions with construction trade union apprenticeship programs – SLATE met with the following construction trade unions to discuss their apprenticeship programs, career opportunities and potential information sessions for SLATE customers.
  - 1. St. Louis Carpenters Joint Apprenticeship Program
  - 2. International Union of Operating Engineers Local 513
  - 3. Laborers' International Union of North America Local 42, 53 and 110
  - 4. United Union of Roofers, Waterproofers & Allied Workers Local No. 2
  - 5. International Union of Painters and Allied Trades Council No. 2
  - 6. Sheet Metal Workers Local 36 and the Sheet Metal Workers Training School.
  - 7. International Brotherhood of Electrical Workers Local 1 and the St. Louis Electrical Industry Training Center
  - 8. United Association of Journeymen and Apprentices of the Plumbing and Pipefitters Local 562

As a result of the coordination meetings with construction trade unions, SLATE began hosting Construction Information Sessions in which union apprenticeship program representatives met with SLATE customers to explain the opportunities and requirements for careers in the various construction trades. The two programs accomplished this fiscal year were:

1. International Institute of Operating Engineers Local 513 Joint Apprenticeship Program
2. Construction Craft Laborers Apprenticeship Program

Additional union apprenticeship information sessions are planned at SLATE beginning in October 2013 with the Sheet Metal Workers on October 8 and the Carpenters on October 15.

B. The St. Louis Construction Orientation Intake Center – This intake center is housed at SLATE Downtown and staffed by Mr. Armand Paulet, Director and SLATE Labor Resource Specialist. The purpose of the intake center is to screen individuals prior to referral to an apprenticeship program or contractor to ensure they meet the required qualifications. During the period July 1, 2012 – June 30, 2013, 390 referrals were made to contractors with 106 placements. 95% of the placements were minority and 3% were women.

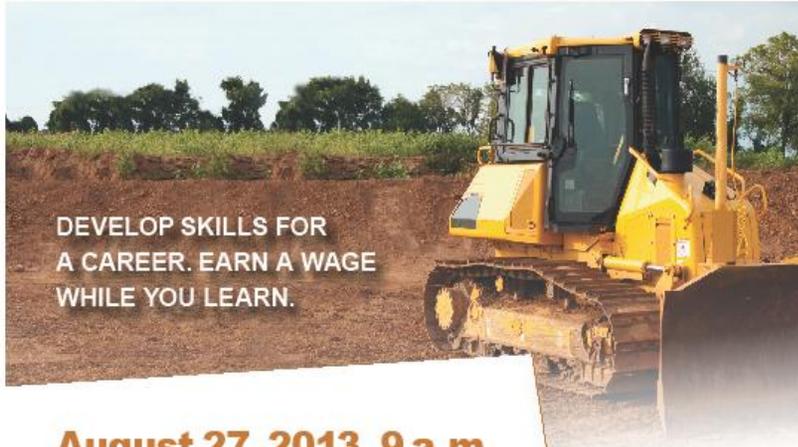
C. Union Hall Worker Request Form – SLATE developed a form for contractors to use when requesting workers from union hiring halls. The form is designed so that a contractor can indicate their desired diversity categories on the request: apprentice, minority, female and/or city resident. The form also has a space for the union response. This form has been discussed with the hiring hall unions and all have indicated they will honor the requests. This form is now routinely provided to contractors at pre-bid conferences and at any other opportunity where its use can be discussed.

D. New Hire Log – SLATE developed a form that general contractors can use to list new hires for all of their subcontractors on a specific project subject to City Ordinance 69427. The goal is to document and tell the story of the positive impact on the community of a specific construction project.

- Construction Career Center – We are in the process of expanding and defining a positive and effective relationship to assist the students with an informed and clear understanding of the path to Union construction opportunities
- ACCESS St. Louis – With a current Memorandum of Understanding, (MOU) SLATE is attempting to incorporate the activities of ACCESS and their clients into the employment pool of available construction workers
- YouthBuild – SLATE met with the YouthBuild Program Director to discuss each other’s programs and how we might cooperate in building a diverse construction labor pool. YouthBuild has 60 students, ages 18-24, in their current class with a projected graduation date in December. In addition, many students who previously graduated are still potentially interested in construction apprenticeship training.
- Job Corps – SLATE met with the St. Louis Job Corps Business Community Liaison to coordinate efforts in building a diverse construction labor pool. Job Corps is currently graduating about 12 potential apprentices per week, but also has a large pool of past graduates potentially interested in apprenticeship training. SLATE offered to conduct an apprenticeship orientation session at SLATE, while Job Corps offered to host it at Job Corps in a joint session with YouthBuild. Like YouthBuild, transportation is one of the barriers for Job Corps graduates.

- International Institute of St. Louis – SLATE met with the International Institute of St. Louis Workforce Solutions team to discuss career opportunities for their clients created by the diversity goals of City Ordinance 69427. Various construction trade apprenticeship programs were discussed along with specific construction projects such as Ballpark Village. Procedures were established to refer International Institute clients to SLATE Downtown for Core registration and an interview with the SLATE Labor Resource Specialist at the Construction Orientation Intake Center.
- Missouri Women in Trades (MOWIT) – SLATE met with the current president of MOWIT following reorganization of their board. It was agreed that MOWIT will provide a list of unemployed tradeswomen to SLATE for purposes of SLATE intake and registration, if needed, and then referral by SLATE to contractors in need of tradeswomen due to City Ordinance 69427.
- PRIDE Education/Diversity Committee – SLATE discussed City Ordinance 69427 at a PRIDE Education/Diversity Committee meeting. PRIDE stands for Productivity & Responsibility Increases Development & Employment and is the oldest construction industry labor-management organization in the nation. The participants at this meeting included representatives from eight construction trade unions, the Washington University Construction Manager, and representatives from ACCESS St. Louis, RUCC (Regional Union Construction Center) and Job Corps.

# COMMUNITY OUTREACH



DEVELOP SKILLS FOR  
A CAREER. EARN A WAGE  
WHILE YOU LEARN.

**August 27, 2013, 9 a.m.**

At SLATE MCC - Downtown, 1520 Market St.,  
3<sup>rd</sup> Floor, St. Louis, MO 63103

**I.U.O.E. Local 513**  
Operating Engineers Training Program

## Construction Information Session

Bring your résumé. Dress Appropriately.  
Registration (onsite) Required.

For information, contact [sfowler@stlworks.com](mailto:sfowler@stlworks.com)

SLATE is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. TTY users: (800) 735-2966 or 711.



DEVELOP SKILLS FOR  
A CAREER. EARN A WAGE  
WHILE YOU LEARN.

**September 23, 2013**  
**at 10 a.m.**

At SLATE MCC - Downtown, 1520 Market St.,  
First Floor Conference Room, St. Louis, MO 63103

**L.I.U.N.A. Construction**  
Craft Laborers'  
Journeyman Training and Apprenticeship

## Information Session

Bring your résumé. Dress appropriately.

**Registration with Missouri Career Centers is required.** Register  
on [www.jobs.mo.gov](http://www.jobs.mo.gov) prior to event or onsite from 8 to 10 a.m.

For information, contact [sfowler@stlworks.com](mailto:sfowler@stlworks.com)

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# COMMUNITY OUTREACH



**DEVELOP SKILLS FOR  
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WHILE YOU LEARN.**

**October 8, 2013  
at 10 a.m.**

At SLATE MCC - Downtown, 1520 Market St.,  
3rd Floor Conference Room, St. Louis, MO 63103

**SMWIA Local 36  
and SMACNA Sheet Metal Workers  
Training School**

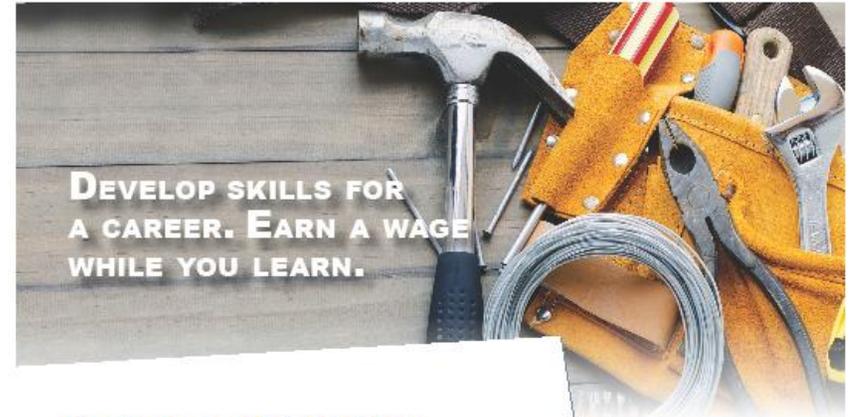
## Information Session

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**DEVELOP SKILLS FOR  
A CAREER. EARN A WAGE  
WHILE YOU LEARN.**

**October 15, 2013  
at 10 a.m.**

At SLATE MCC - Downtown, 1520 Market St.,  
First Floor Conference Room, St. Louis, MO 63103

**St. Louis Carpenters  
Carpenters Joint Apprenticeship  
Program (CJAP)**

## Information Session

Bring your résumé. Dress appropriately.

**Registration** with Missouri Career Centers is **required**. Register  
at SLATE MCC prior to event or onsite from 8 to 10 a.m.

For information, contact [sfowler@stlworks.com](mailto:sfowler@stlworks.com)

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Division of Tribal Affairs

### **Union Hall Worker Request Form** **Compliance with Ordinance 69427**



Contractor:	Craft/Union No:
Project Foreman:	Union Contact:
Tel#:	Tel #:
Fax #:	Fax #:
Email:	Email:

Contractor's Signature:

Date:

Staffing Requested:	Referred Worker's Name:	Date to Report:
Apprentice:		
Journeyman:		
Minority:		
Female:		
STL City Residence:		

Union Response:

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Union Representative's Signature:

Date:

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This form is to be used by the contractor(s) to solicit a qualified workforce from the appropriate Union Hall to ensure compliance with St. Louis City Ordinance 69427, and the goals of hiring a diverse workforce:  
**Apprentice-15%, Minorities-25%, Women-5% and City Residence-20%.**



**SLDC Projects**  
2012 - August, 2013

<u>Project</u>	<u>Est. Contract \$ Value</u>	<u>Developer/Contractor</u>	<u>Start Work</u>	<u>Report Date</u>	<u>Est. Completion Date</u>	<u>Minority</u>	<u>Apprentice</u>	<u>Women</u>	<u>Residents</u>	<u>Total Hours</u>
Cortex Wexford Heritage Bldg (Core&Shell)	23.5 Million	CORTEX/Tarlton	* 12/12/12	8/30/13	11/28/13	38.30%	11.80%	4.80%	23.10%	8,022.5
Cortex Wash U. at Heritage Bldg (1st & 3r)	4.5 Million	CORTEX/Tarlton	7/2/13	8/30/13	11/27/13	38.80%	15.50%	1.80%	6.70%	1,760.5
Cortex BioGenerator	2.0 Million	CORTEX/Tarlton	8/10/13	8/30/13	2/27/14	38.60%	46.20%	26.80%	14.60%	731.0
Cortex BJC Admin Bldg	25.3 Million	CORTEX/CLAYCO	1/11/13	9/5/13	9/13/13	21.60%	11.40%	9.00%	16.00%	60,428.0

\* First workforce diversity report

**AVG: 34.33% 21.23% 10.60% 15.10% 70,942.0**

<u>Project</u>	<u>Est. Contract \$ Value</u>	<u>Developer/Contractor</u>	<u>Start Work</u>	<u>Report Date</u>	<u>Est. Completion Date</u>	<u>Minority</u>	<u>Apprentice</u>	<u>Women</u>	<u>Residents</u>	<u>Total Hours</u>
Cortex Streetscape	Est. 8 Million	CORTEX/Simms	TBD	NA	5/30/14	-	-	-	-	-
City Walk on Euclid	54 Million	Mills Properties/S.M. Wilson	11/1/13	NA	2/1/16	-	-	-	-	-
Anders CPA/800 Market (Bond)	2.8 Million	Anders/BSI Constructors	No Work Begun	NA	-	-	-	-	-	-
Carrie Avenue	25.8 Million	Green Street	No Work Begun	NA	-	-	-	-	-	-
706 Market	46.4 Million	Koman Group	No Work Begun	NA	-	-	-	-	-	-
Carondelet Commons (Coke)	68.7 Million	Green Street	No Work Begun	NA	-	-	-	-	-	-
Northside Regeneration	8 Billion	Northside Regeneration, LLC	No Work Begun	NA	-	-	-	-	-	-
Chemical Building	33 Million	Chemical Building LLC	No Work Begun	NA	-	-	-	-	-	-

**BPS Projects**

2012 - August, 2013

<u>Contract Letting #</u>	<u>Project Name</u>	<u>Est. Contract \$ Value</u>	<u>General Contractor</u>	<u>Start Work</u>	<u>Report Date</u>	<u>Est. Completion Date</u>	<u>Minority</u>	<u>Apprentice</u>	<u>Women</u>	<u>Residents</u>	<u>Total Hours</u>	<u>Proposed Hours</u>
#8509	1520 Market Plaza Improvements	1.5 Million	C. Rallo	11/9/12	8/30/13	10/30/13	41.52%	13.93%	1.43%	29.18%	3,820.4	3,286.0
#8510	Urban Green Alleys Phase II	1.0 Million	R.V. Wagner	4/1/13	8/21/13	12/31/13	35.10%	6.00%	0.00%	40.20%	778.0	4,908.0
#8517	New Police Headquarters	6.3 Million	Tri-Co	7/15/13	9/9/13	4/15/14	46.00%	22.00%	2.00%	25.00%	2,397.0	33,501.0
#8525	America's Center AHU-33 & 34 (Emergency)	2.8 Million	Ben Hur	8/5/13	8/15/13	2/1/14	1.00%	1.00%	0.00%	1.00%	584.5	23,536.0
<b>AVG:</b>							<b>30.91%</b>	<b>10.73%</b>	<b>0.86%</b>	<b>23.85%</b>	<b>7,579.9</b>	

**City of St. Louis Provisional Projects**

2012 - August, 2013

<u>Project</u>	<u>Developer/Contractor</u>	<u>Est. Contract \$ Value</u>	<u>Start Work</u>	<u>Report Date</u>	<u>Estimated Substantial Completion</u>	<u>Minority</u>	<u>Apprentice</u>	<u>Women</u>	<u>Residents</u>	<u>Last Report</u>	<u>Total Worked</u>	<u>Total Proposed</u>
<b>Shriners</b>	Cortex/S.M. Wilson	25.3 Million	* 7/19/13	9/3/2013	11.42%	1.20%	8.90%	0.00%	0.10%	9/3/13	12,290	107,531
<b>Robert's Tower</b>	DBH	TBD										

\* First document received

<u>Project</u>	<u>Est. Contract \$ Value</u>	<u>Developer / Contractor</u>	<u>Start Work</u>	<u>Report Date</u>	<u>Estimated Substantial Completion</u>	<u>African American</u>	<u>Caucasian</u>	<u>Asian</u>	<u>Hispanic</u>	<u>Others</u>	<u>Total Hours</u>
<b>Ballpark Village</b>	100 Million	Cordish/PARIC	2/1/13	8/30/13	4/1/14	32.00%	63.00%	1.00%	4.00%	0.00%	47,469.2

Ballpark Village receives funding from Missouri Downtown Economic Stimulus Act, "MODESA".

**Airport Projects**  
2011 - August, 2013

<u>Project ID #</u>	<u>Active Projects</u>	<u>Est. Contract \$ Value</u>	<u>General Contractor</u>	<u>Report Date</u>	<u>Project Substantially Complete Date</u>	<u>Minority</u>	<u>Apprentice</u>	<u>Women</u>	<u>Residents</u>	<u>Total Hours</u>	<u>Proposed Hours</u>
EA13-001	Terminal 1 Baggage Claim Concrete Structure	4.0 Million	Tarlton	9/3/13	Est. March 2014	12.1%	1.0%	2.2%	3.0%	649.0	24,681.0
	<b><u>Completed Projects</u></b>										
Letting 8433	Concourses A & C Renovations	4.9 Million	K & S Associates	5/3/12	4/2/12	21.3%	22.0%	2.1%	11.3%	55,376.3	22,036.0
Letting 8444	Terminal 1 Ticketing Hall & Mid-Level Renovations	30 Million	K & S Associates	8/23/13	6/30/13	21.3%	19.1%	3.4%	11.6%	178,326.1	67,643.0
Letting 8470	Replacement of Terminal 1 Air Handlers	2.5 Million	Air Masters	4/14/13	12/4/12	21.9%	10.0%	2.5%	5.3%	14,000.3	11,452.0
Letting 8473	New Electrical Ductbank Terminal 1 Garage	1.8 Million	Aschinger Electric	12/22/12	12/11/12	18.7%	26.1%	7.4%	13.0%	6,241.0	6,052.0
Letting 8481	Concourse and Terminal Generators	2.1 Million	Aschinger Electric	8/10/13	5/1/13	5.7%	29.2%	3.6%	5.0%	6,537.5	5,410.0
EA10-010	New West Elevator & Stairs Terminal 1 Garage	1.4 Million	Ben Hur	10/4/11	8/31/11	15.8%	22.3%	3.0%	14.6%	5,807.0	6,233.0
EA11-010	Installation of New Roof Concourse C	2.3 Million	C. Rallo	11/24/11	10/10/11	34.4%	28.5%	6.7%	27.7%	7,199.5	-
EA12-007	Terminal 1 Baggage Claim Storm Sewer	1.5 Million	Tarlton	9/4/13	8/1/12	55.6%	2.0%	11.1%	31.3%	5,915.0	4,680.0
EA12-009	Concourse C Architectural & Electrical Restoration	1.6 Million	K & S Associates	5/31/12	4/2/12	17.8%	28.0%	11.8%	12.4%	5,209.0	4,538.0
EA12-017	Admiral Club's Repair	1.1 Million	Gundaker	5/3/13	5/1/13	24.0%	17.0%	0.0%	7.0%	2,094.0	4,759.0
EA12-010	Concourse C HVAC Repair	1.3 Million	C. Rallo	No Report	4/2/12	-	-	-	-	-	-
					<b>AVG:</b>	<b>23.6%</b>	<b>20.4%</b>	<b>5.2%</b>	<b>13.9%</b>	<b>286,705.6</b>	