City of St. Louis Post Disparity Study - Policies and Procedures To Address Recommendations

March 29, 2016
Overview of Process

- Mayor Slay Approved the Recommendations
- Department Working Groups Created
- Working Groups Drafted Program Components
- Components Reviewed by the Working Groups
- SLDC Approved Program Components
- Presentation to Stakeholders of Proposed Modifications to the City’s Procurement Procedures
Race and Gender-Conscious Program Remedies

• M/WBE Policy and Goal Adherence
  ➢ (1) Professional Services Incentive Credits
  ➢ (2) Goods and Other Services Bid Discounts
  ➢ (3) Construction Subcontract Goal
  ➢ (4) Construction Subcontract Goal Attainment Standards
  ➢ (5) Good Faith Effort Criteria
M/WBE Program Implementation

• Program Components to Include:
  ➢ (6) Monetary Penalties for Failure to Fulfill M/WBE Goals
  ➢ (7) Business Advisory Council Creation
  ➢ (8) M/WBE Program Staff Augmentation
  ➢ (9) M/WBE Compliance Tracking and Monitoring System – Trinal’s Global Project Tracking System Manages Contracts, Compliance, and Workforce Requirements
  ➢ (10) Department Wide Program Training
  ➢ (11) Annual Review of the M/WBE Directory
Race and Gender Neutral Program Remedies

• Race and Gender Neutral Enhancements:
  ➢ (12) Small Local Business Enterprise Program
    Increase the Number of Local Businesses on City Contracts
  ➢ (41) Small Contracts Program
    Affords Small Contractors an Opportunity to Perform as a Prime Contractor on Select Goods and Services Contracts Valued at $5,000 or less
  ➢ (13/15) Advertise Solicitations with Adequate Notice
  ➢ (14) Utilize Digital Solicitation Notification
  ➢ (16) Provide Post-Award Debriefings
Race and Gender Neutral Program Remedies

• Race and Gender Neutral Enhancements Cont.:
  ➢ (17) Publish Professional Services Evaluation Criteria
  ➢ (18) Publish Procurement Processes
  ➢ (19) Establish Standards to Unbundle Large Procurements into Small Contracts
  ➢ (20) Direct Contracting to Award Small Contracts
    Specialty or Non-license Services shall be Awarded as Direct Contracts to Small Businesses, when Feasible
  ➢ (21) Mobilization Payments to Subcontractors
Race and Gender Neutral Program Remedies

- Race and Gender Neutral Enhancements Cont.:
  - (22) Construction Prime Contract Rotation Program
    Affords Small Contractors an Opportunity to Perform as Prime Contractors on Contracts Under $25,000
  - (23) Prompt Payment Act Compliance
  - (24) Payment Verification Standards
  - (25) Five-Day Notice of Invoice Disputes
  - (26) Dispute Resolution Standards
• Outreach Activities to Include:
  ➢ (27) Scheduled Outreach Events
  ➢ (28) Technical Assistance Workshops
  ➢ (29) Networking Opportunity Events
    Direct Marketing Presentations at Department Open Houses
    Vendor Fairs
  ➢ (30) Maintain Electronic Mailing List of Certified M/WBEs
Webpage Enhancements

- M/WBE Program Webpage Enhancements
  - (31) M/WBE Program Information Links
  - (32) Back End Website Development
  - (33) Outreach Event Postings
  - (34) Links to Organizations Offering Assistance to M/WBEs/Small Businesses
  - (35) Database of All Contracts Awarded
Website Enhancements

• Lambert-St. Louis International Airport Website
  ➢ (36) Publish Key Staff Contact Information
  ➢ (37) Publish Purchasing Guidelines
  ➢ (38) Maintain Database of all Awarded Contracts
  ➢ (39) Publish Compliance Reports
  ➢ (40) Intuitive Website Development, i.e. dedicated webpage on
        How To Do Business With The City and Post Frequently Asked
        Questions
Next Steps

- Adopt MWBE and SLBE Policies → May 2016
- Roll Out New Programs → June to December 2016
- Augment Staff → May to December 2016
- Train Department Staff → November 2016