

**BOARD OF COUNTY COMMISSIONERS
LEON COUNTY, FLORIDA
Workshop
Leon County Minority, Women, and Small Business Enterprise
Division Disparity Study Update MGT of America**

The Board of County Commissioners met for a Workshop on Minority, Women, and Small Business Enterprise (MWSBE) Division Disparity Study Update by MGT of America on Tuesday, October 13, 2009 at 12:00 p.m. with Chairman Desloge presiding.

Present were Commissioners Sauls, Thael, Akinyemi, Proctor, Rackleff, and Dailey. Also present were County Administrator Parwez Alam, County Attorney Herb Thiele, Finance Director David Reid and Board Secretary Rebecca Vause.

Chairman Desloge called the meeting to order at 12:05 p.m.

Facilitators: Alan Rosenzweig, Assistant County Administrator
Fred Seamon, Sr. Partner; MGT of America
Reggie Smith, Project Director, MGT of America
Hope Smith, Data Management Team Leader
Vince Eagan, MGT Consultant and Expert Witness

Mr. Rosenzweig stated that the purpose of the Workshop was to discuss the Disparity Study Update prepared by MGT of America. He announced that members of the local business community were invited to participate in the Workshop and introduced those attending: Dale Fuller, Tallahassee Builders Association; Windell Paige, Capital City Chamber of Commerce and Angela Hardiman-Cole, Greater Tallahassee Chamber of Commerce.

Mr. Seamon provided introductory comments on behalf of MGT. He stated that their analysis is constrained by legal parameters and assured the Board that a rigorous methodology within those legal boundaries was used to determine the targets. He declared that MGT has verified and re-reviewed the information that is contained in their report and is confident that they have presented a study that is accurate and legal defensible.

Mr. Smith made a presentation to the Board highlighting the findings of their study. Specifically, MGT provided new aspirational targets for the Board to consider. Mr. Smith reported that the report has been updated to reflect the availability of Hispanic Americans in the area of Architecture and Engineering Prime Consultants, as this was a concern expressed previously by Commissioner Akinyemi.

There was considerable discussion and dialogue by the Board on 1) ways to expand the "bidder pool", 2) the process used to attract small business owners and minorities in county projects; 3) methods to increase the WMBE program through better utilization of the Small Business Program; 4) expanding communication and networking between companies (prime and sub-contractors); support of local "mom and pop" businesses as they try to compete with larger chains; endorsement of mentoring and apprenticeship programs; requirement whereby prime contractors are required to joint venture with a firm from a different ethnic/gender group; work with School Board in effort to help institute trades program back in school system;

Commissioner Thael: how to keep dollars in Leon county through support of "mom and pop" businesses; focus responses to start and maintain a business; asked the county attorney to start thinking about strategies to do this.

Comments and suggestions were also offered:

Adoption of a continuing conversation between City, County, School Board and other governmental entities in a united effort to help expand opportunities for minority businesses. (Commissioner Proctor)

Local business owners were invited to address the Board and share their experience and provide comments on the state of small business in the area.

- Frank Williams, local small business owner, asserted his support to continue the WMBE program and opined that minority businesses are not succeeding and that they are not on a "level playing field" with other businesses. He voice support for joint ventures.
- Aaron Boyette, PSBI, stated that he was in full support of the WMBE and SBE programs. He shared his concern over the lack of trained trades' workers and is concerned about the future in areas such as plumbing, masonry, electrical, etc. He expressed a desire to assist in any way possible to help improve the industry.
- Ted Parker, Ajax Builders, shared that corporate initiatives are needed to increase minority participation and this can be done through joint ventures. He stated that their company has engaged itself in mentoring companies and it is working.

Desloge multi phased approach. Hearing a lot of interesting ways to strength the SBE program. How to build alliances between public sector/Leon county, fsu, city/trade askig younger enterprising kids to look at trades. And strength Minority owned businesses.

Rackleff

Rackleff thanked MGT for the study and the most revealing number is Leon county spending with minority women much better than private sector. This is disturbing and discouraging. Learning that there were no minority contractos with fsu. Not satisfied wants to continue to strengthen the MWEBE program. Should have evolved int his community to be more inclusive than we are now. Wants to continued to strengthen the program, not satisfied with ___ county's results and thinks can do better than that.

Commissioner Rackleff moved, duly seconded by Commissioner Dailey to approve Options 1 & 2: 1) Accept MGT of America's Disparity Update as the final report and approve the minority/women aspirational targets, and 2) Direct staff to revise Policy No. 96-1, Purchasing and Minority, Women and Small Business Enterprise Policy, to reflect new minority women-owned business enterprise aspirational targets, which allows targets to be adjusted on individuals bids/RFP's when there is insufficient availability of Women/Minority businesses for that specific bid/RFP.

Thael thinks need t ogo ahead and get this in place. Lot of work to do. Hve work to do as an institution and within the community. He encouraged better dialogue, business community, trades and big bend labor council. Apprentise program. TCC/Lively has role sod eos the business trade. How do we use local resources, clout and relationships to help local buesineses grow and compete. Need to implement Living wage and how does the community reach paying. How do stop money drain. How use resources, clout and relationships to help local business grown and compete.

Akinyemi recommended a friendly amendment. Advised caution in allowing the targets to be adjusted on an individual bids. Regarding option 2 that any such changes be agenda. Any such changes be agendaed

Alam clarified that

Rackleff clarified that when there is this adjustment that it comes before the board on the consent agenda.

Rackleff accepted the friendly amendment.

PA suggested that if the determination is made that the targets cannot be made would be immediately known to the board and if any commissioner wanted, it would dbe added to the agenda. Expressed concern that time constraints may be an issue at times. Sometimes it is a time sensitive issue.

Commissioner Sauls thanked MGT for its report. Endorsed working with the school superintendent and industry to enhance vocational training at Lively; a trained workforce is needed and anything that the Board can do she would support.

Commissioner Proctor expressed concern regarding the amendment to the motion. Doesnot see how the process would take the "suspectness" out of the mix and wouldmake staff defensive. Wants atony and transparency between purchasing and wmbe's office. Would like aspirational goals to be higher_____ is there wiggle room. Patrick responded that the targets are based upon the statistical analysis done. Wants to make sure not setting the bar too low. Would like to see the board add 5% across the board to the targets. Wants to make sure there is autonomy and transparency between purchasing and the MWSBE office. He stated that there were five more percentage points and he would like to see aspirational goals higher.Wnats the board to take leadership and believes have duty to continue to be the leader to ask city/school board to join our efforts in WMBE. Wants to make sure not setting bar too low. Each particular job a percentage is set so why would we settle. Would like to see the Board add 5% across the board to aspirateional targets. aspirational numbers are a higher standard

MGT responded that there is some wiggle room in that goals don't have to be linked to availability. 5% is arbitrary and would be uncomforabel saying 5% across the board. The most important thing is tehse numbers are a benchmark, they are not a ceiling. The County has established a mechanism to look at the numbers with each project.

Commissioenr Proctor asked Rackleff to ask MGT to go back and adjust thresholds where approrpaite. In about eight weeks staff bring back. Exhibit 8.5 tentatively approve and adjust

Rackleff, clarified there are opportunities to justify higher goals. Rackleff accepted as a friendly amendment.

Thaell asked Dr. Seamons the amount of additional work would be required. Isthis something that could be done as a part of the original contract.

Mr. Smith there is a problem with the request. He opined that the committee would be better taffed toa ddress the increase in target per project. expressed concern; the committee would be better staffed due to its relationship with the project and could determine the aspirational could be higher as the pool of available vendors, therefore the goal could be higher. There are limitations.

PA addressed proctor's concern he reiterated that the committee would also look at projects where the targets could be higher. He suggested that a report every six months of projects where targets were met or adjusted higher or lower be provided where targets are adjusted, higher or lower. With the understanding that goals be exceeded at every opportunity.

Rackleff they key to this program is on how ambitious the county is on this cause. Its clear from the data we are the only game in town, we set the standards. The higher aspirations the more we can expect the rest of the market to follow.

The motion to approve Options 1 & 2, as amended carried 7-0.

Desloge suggested, based on comments, strengthening sbe, working with trade and other municipalities, FSU, School,, to ask staff to bring back an agenda item specifically on that.

Proctor moved, seconded by Rackleff. Direct staff to weeks staff bring back a complete agenda item to the Board that describes the SBE program, training opportunities, and what can the County do in terms of improving the industry, i.e., include Chambers. ; defining local preference

Commissioner Proctor suggested that the commission consider the appointment of a Commissioner to this area The area would be enhanced if a Commissioner was.

The motion carried 7-0.

The workshop was adjourned at 2:40 p.m.