

Equal Employment Opportunity Program

2016 EEO Assurance Update

Part I – Contract Compliance Program



Washington State
Department of Transportation

Office of Equal Opportunity
310 Maple Park Avenue SE
P.O. Box 47314
Olympia, WA 98504-7314

**WASHINGTON STATE
DEPARTMENT OF TRANSPORTATION
ANNUAL EEO ACCOMPLISHMENTS REPORT
Fiscal Year 2015**

Part 1 - Contract Compliance Program

Authority

The Washington State Department of Transportation (WSDOT) 2014-2015 Equal Employment Opportunity (EEO) Assurance Update is prepared in compliance with the requirements of Title 23 USC 140 (a), nondiscrimination, Title 23 U.S.C. 315, and Title VI of the Civil Rights Act and related regulations, including 49 CFR 21 as well as 23 CFR Part 200, 230 Subpart D, Equal Employment Opportunity on Federal and Federal Aid Highway Construction Contracts and 23 CFR 633 Subpart A. Executive Order 11246 as amended, "Nondiscrimination in Employment by Government Contractors and Subcontractors" is enforceable only by the Department of Labor/the Office of Federal Contract Compliance Programs (OFCCP).

I. Organization, Resources, and Structure

A. Organization and Structure

The Office of Equal Opportunity (OEO) continues to report directly to the Secretary of Transportation.

B. Staffing

During this reporting period the following staffing changes occurred:

1. On December 1, 2015, Oscar Cerda was hired permanently to fill the Title VI position.
2. On February 1, 2016, Earl Key was hired fulltime to fill the OEO Director position.
3. On April 1, 2016, Paige Lemcke was hired fulltime to fill a newly created position as a Management Analyst 4 under the ADA/Title VI program area.
4. On May 23, 2016, Malika Godo transferred from the Pre-Apprenticeship & Supportive Services (PASS) Grant program to the External Civil Rights Compliance Program to assist in the DBE Program area. Funding supporting the PASS Grant did not have salary related funds included in the grant. OEO was told not use the Grant fund to pay for any salaries.
5. On June 1, 2016, Alex Gibilisco was hired fulltime to fill External Civil Rights Programs Specialist position that Jennifer Summers' vacated and Khalia

Davis was hired fulltime to fulfill the Community Engagement Manager position.

6. Starting the week of June 6, 2016, James Soderlin was hired as an intern from the USDOT (STIPDG) program for approximately six weeks to assist Oscar Cerda in the Title VI program. His last day was July 31, 2016.
7. On July 1, 2016, Jane Rockwell was hired to fulltime the Executive Assistant position and Reynè McBride transferred into the External Civil Rights Compliance Program area to assist in the DBE Program area.
8. On July 11, 2016, Wendy Kenyon was hired fulltime to fill the AA3 position. The position is being double filled due to Christine Rawlings transitioning into the DBE Support Services support program.

B.1 Olympia Headquarters

Name	Title	Location
Earl Key	Director	OEO
Jane Rockwell	Executive Assistant	OEO
Jackie Bayne	Policy & Reporting Liaison	OEO
Olga Peterman	Data & Trend Analyst	OEO
John Huff	External Civil Rights Manager	OEO
Christine Rawlings	Administrative Assistant 3	OEO
Fatema Aboutalep	Civil Rights Program Lead	OEO
Alex Gibilisco	Civil Rights Program Specialist	OEO
Jennifer Summers	External Civil Rights Programs Specialist	OEO
Reynè McBride	Civil Rights Program Analyst	OEO
Malika Godo	Civil Rights Program Specialist	OEO
Oscar Cerda	Title VI Coordinator	OEO
Khalia Davis	Community Engagement Manager	OEO
Amy Palo	OJT Support Services Coordinator	OEO
Dennis Worrell	DBE Support Services Coordinator	OEO
Larry Watkinson	Title VI/ADA Compliance Manager	OEO
Wendy Kenyon	Administrative Assistant 3	OEO
Paige Lemcke	Management Analyst 4	OEO

B.2 Regional Staffing

Name	Title	Location
Mellody Stell	NW Region EEO/TERO Officer & OJT/SS Coordinator	Northwest Region
Mike Cox	Construction Assistant	North Central Region
Nancy Thompson	Construction Support Manager/Construction EEO Officer	Olympic Region

Keith Daly	Construction Support Engineer	Southwest Region
Phil Nugent	Construction Trainer /Documentation Engineer	South Central Region
Rick Jordan	Construction Documentation Engineer	Eastern Region

B.3 OEO Regional External Civil Rights Staff

Name	Title	Location
Mellody Stell	NW Region EEO/TERO Officer & OJT/SS Coordinator	Northwest Region
Norma Chavez	HRC3 DMWBE Contract Compliance Officer	South Central/Southwest Regions
Sarah Nagpal	WSF ADA Coordinator	Washington State Ferries

C. Other Agency Contacts

Name	Title	Location
Teresa Fricke	Assistant Attorney General	AG's Office
Chris Christopher	State Construction Engineer	Headquarters
Craig McDaniel	Construction Engineer, Admin.	Headquarters
Kathleen Davis	Director, Local Programs (LP)	Headquarters
Dave Mounts	Project Development Engineer – LP	Headquarters
Amir Nizam	Technical Services & Business Manager, Consultant Services	Headquarters

D. Employee Professional Development

Programs/Courses attended by EEO staff include:

D.1 Fatema Aboutalep:

- 2015 Tri-Cities Construction Career Day, October 6
- 2015 King Country Construction Career Day, October 8
- 2015 Washington State Apprenticeship Training Council, October 14 – 15
- 2015 Spokane Construction Career Day, October 20 – 21
- 2015 TRB Webinar: Current Practices to Set DBE Goal on Design Build and Other Alternative Delivery Projects, November 18
- 2015 Pierce County Construction Career Fair, November 26

E. External Civil Rights Budget

OEO’s External Civil Rights Office Direct Project Support (DPS) distributed funding, which is the WSDOT budget supporting the majority of the OEO workforces, received an increase of 10.96% in the amount of \$170,000.00 increasing the budget from \$1,550,000 in the 2013-15 biennium to \$1,720,000 in the 2015-17 biennium since the additional Program H funding was no longer available in biennium 2015-17. Additionally, the State Legislator passed the Second Engrossed Substitute House Bill (SESHB)1299 Section 217(1) in Program S for a DBE Community Engagement Manager position. The Community Engagement Manager (CEM) is to focus their time to outreach to the community and stakeholders, supply the OEO Director time to focus on emergent issues and aid OEO in the cost efficiency and compliance oversight. This position will continue the outreach and community engagement of OEO as a whole with a focus on the DBE and OJT Support Services Programs.

The ECRB operating budget for 2013-15 biennium are as follows:

Direct Project Support (DPS/Distributed)	=	\$ 1,550,000.00
DPS (Re-distributed)	=	\$ 170,000.00
Prog. S-Director & Exec. Assistant (State)	=	\$ 613,100.00
Prog. S-DBE Comm. Engagement Mgr (State)	=	\$ 288,000.00
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Total OEO Operational Budget	=	\$ 2,621,100.00

As reported in past EEO Assurances the reduction of funding to OEO since 2011, which affected the workforce available to administer the Agency’s Civil Rights Programs appears to had a major impact to the programs and the support services available to the DBE & OJT communities. The recent FHWA Compliance Review conducted in September/October 2014 found WSDOT deficient in several areas and programs. In order for the Office of Equal Opportunity (OEO) to meet the operation and management of the Disadvantaged Business Enterprises (DBE) and the state Minority & Women’s Business Enterprises (MWBE) programs; the Title VI program; the Equal Employment Opportunity (EEO) Contract Compliance program, DBE Support Services program, Grant programs and the On-the-Job Training (OJT) Support Services program for the Washington State Department of Transportation (WSDOT), in the Fall of 2015 OEO requested the restructure and reclassification to benefit the Agency in the administration of these programs. The Agency concurred and

champions OEO to grow staffing to adequately support the External Civil Rights Programs.

Total External Civil Rights projects/program funding is \$3,370,988.

A new Disparity Study is underway with an anticipated completion in the Spring of 2017 and is funded for \$1,000,000.

Stated in the last EEO Assurances, the Legislature maintained the amount of money WSDOT/OEO pays the Office of Minority & Women's Business Enterprises (OMWBE) \$940,000.

WSDOT implemented a new DBE SS Program delivery model with internal staff, hired on August 17, 2015, providing most of the business planning assistance, and targeted technical assistance being provided by subject matter expert Small, Minority, Women and Disadvantaged Business Enterprises consulting firms.

In Summer of 2015 the State Legislator passed the House Bill (HB) 5988 Section 206 (new) in Program S to implement the non-capitalized investment of \$750,000 that was provided for apprenticeship grants in 2015-17 biennium. The legislative plan is to fund the apprenticeship grant program for the next seven (7) biennia (\$1.5 million a biennium).

Breakdown of ECRB projects/program funding for the 2015-17 biennium are as follows:

New DBE Disparity Study (96% Federal STP)	=	\$ 1,000,000.00
OMWBE DBE Certification (State)	=	\$ 940,000.00
DBE Support Services (Federal-FFY 14 &16)	=	\$ 351,282.00
OJT Support Services (Federal-FFY 15 &16)	=	\$ 326,597.00
* Women & Minorities Grant Program (State)	=	\$ 750,000.00
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Total OEO Program Budget	=	\$ 3,370,988.00

**This amount is carryover funds from previous year.*

II. Compliance Procedures

A. General

Our goals and objectives for the EEO Compliance program, other than normal core tasks of the program, is to conduct comprehensive reviews of all our processes and procedures to ensure we are applying best practices, in compliance with all federal and state regulatory requirements. Additionally, we want to ensure that we have parity across the state with all of WSDOT projects

where EEO contract compliance applies. Our review and analysis resulted in the following findings:

1. Compliance Reviews

- Currently, we try to select projects that are approximately 50% complete to ensure we are reviewing them during the peak employment period. In an effort to perform more reviews, and review contractors that have not been previously reviewed, we have continued to perform reviews on projects that have been completed. We are also scheduling reviews when region personnel inform us about problems on projects or that the contractor looks like they won't meet their assigned training hours. There are many elements in this type of selection process that can act as barriers for finding projects that are able to support a review such as, length of the project, small workforce, whether the project is labor intensive or material intensive and if it is a paving project or specialized work.
- We were instructed by FHWA to notify the contractor of our determination as soon as we finalize the report. At the time of the compliance review we let the contractor know that FHWA can overturn any decision we make in regards to their compliance finding. We would then have to notify the contractor again that we have changed the compliance determination per FHWA. When a Contractor has been found in non-compliance, the Secretary's Office has requested we send them a copy of our determination letter prior to notifying the contractor or FHWA.

2. EEO Assurances Plan

- Our EEO Assurances Plan has been updated and has been submitted to FHWA.

3. Training Special Provisions

- WSDOT currently has a mutual agreement with federal highways that allows achieved participation in meeting the state apprenticeship requirements to meet the federal trainee requirements simultaneously but it appears that many of the project offices do not have knowledge of this or have not considered this when we contact them to discuss the establishment of training hours.(We contact the WSDOT Project Office to discuss with them the type of project, the predicted types of work scopes associated to the project and the potential of available candidates in that respective region.) This issue will be brought up at the upcoming EEO Regional Officers Meeting, so that we all share a common understanding of this process.

- We are querying other states to determine the type of methodology used to set federal training hours on their projects to ensure that we are delivering a best practice with our current methodology. The following states were queried:
 - Oregon
 - Idaho
 - Florida
 - California
 - Virginia

Some states utilize a hybrid method of assigning trainees based on project cost and setting hours based on length of the project. The query is still in its preliminary stage.

- In addition, we are continually reviewing the Construction Manual and the Local Agency Guidelines (LAG) Manual to ensure that they are aligned with our EEO Assurances Plan, once it is updated.

III. Accomplishments

A. Annual EEO Officers Meeting

An EEO Officers meeting was not scheduled this fiscal year. An inquiry to the regional EEO Officers was made to determine if and when another EEO Officer's meeting should be scheduled.

B. EEO Compliance/Training Workshops:

OEO, HQ Construction and Consultant services conducted another statewide Civil Rights training with continued emphasis on the DBE Program.

Audience	Location	Date	Number of Attendees
WSDOT & Local Agency Staff	Bellingham	February 2, 2016	23
WSDOT & Local Agency Staff	Shoreline	February 9, 2016	51
WSDOT & Local Agency Staff	Shoreline	February 10, 2016	23
Contractors & Consultants	Shoreline	February 11, 2016	33
WSDOT & Local Agency Staff	SeaTac	February 17, 2016	47
WSDOT & Local Agency Staff	SeaTac	February 18, 2016	37
Contractors & Consultants	SeaTac	February 19, 2016	72
WSDOT & Local Agency Staff	Olympia	February 23, 2016	17
Contractors & Consultants	Olympia	February 24, 2016	70
WSDOT & Local Agency Staff	Vancouver	March 1, 2016	30
WSDOT & Local Agency Staff	Vancouver	March 2, 2016	66
Contractors & Consultants	Vancouver	March 3, 2016	64
WSDOT & Local Agency Staff	Spokane	March 8, 2016	55
WSDOT & Local Agency Staff	Spokane	March 9, 2016	26
WSDOT & Local Agency Staff	Wenatchee	March 15, 2016	30
WSDOT & Local Agency Staff	Yakima	March 16, 2016	17
Contractors & Consultants	Yakima	March 17, 2016	23
WSF Staff	Seattle	April 6, 2016	51
WSF Staff	Seattle	April 7, 2016	51

- DBE
- SBE
- EEO
- OJT
- Title VI

The workshop also had some presenters from the following agencies:

- TERO
- OMWBE
- USDOT/OSDBU

C. Contract Compliance Reviews

EEO staff will have conducted seven (7) reviews during FFY2016 (through 9/30/16), with a total dollar value of \$58,739,941.85.

Contractor Name & Federal Aid #	Description	Date Conducted	Value	Status
i. Sice, Inc. #7999 FA # STP-BR-IM-0099(111/113)	SR 99, Bored Tunnel Alternative – Design Build Project	4/14/16	\$21,598,767.00	NC*
ii. MidMountain Contractors, Inc. #8740 FA # IM-NHPP-0902(199)	I-90, Oakes Ave. I/C to Peoh Rd. Bridge Vic. WB – Replace Rehab.	5/24/16	\$10,632,683.70	NC*
iii. Massana Construction #8821 FA # STPF-9999(747); STPF-9999(747) 1	SR 3, SR 303, Bremerton Area Curb Ramps ADA Improvements	7/12/16	\$707,285.00	NC*
iv. 3 Kings Environmental, Inc. #TA-5750 FA # TAP-2070(005))	City of Bellevue, Northrup Way Connection to SR 520 Trail	8/3/16	\$7,547,281.25	NC*
v. Rodarte Construction, Inc. #TA-4370 & TA-4870 FA # STPUL-HSIP-2502(001) & HSIP-0099(124)	City of Edmonds, 228th St. SW Corridors	8/17/16	\$5,505,040.12	NC*
vi. Grady Excavating, Inc. #8549 FA # STPF-0099(122)	SR 99, Alaskan Way Viaduct – Replacement North Access	9/14/16	\$2,237,300.57	UD**
vii. Scout Lake Construction #TA-4985 FA # STPUS-9936(001)	Walla Walla County, College Ave/Rose Street	9/26/16	\$10,511,584.21	PR*

*IC = Incompliance; NC = Noncompliance; UD = Undetermined, PR = Pending Review

Note: **These reviews have just been performed and are still in the process of being written up. No determination had been made yet.

D. Summary of craft utilization by contractor based on FY2016 and reviews:

1. Sice, Inc. (period covered from 3/5/16 – 3/26/16)

Craft	Total Hours	Minority Hours	Female Hours
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Electricians	61	-0-	50
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Sice, Inc. performed design work in 2012 but construction did not start until March 2016.

2. MidMountain Contractors, Inc. (period covered from 6/28/15 – 4/24/16)

Craft	Total Hours	Minority Hours	Female Hours
Operators	4,015	700	-0-
Laborers	1,872	-0-	965
Teamsters	4,273	708	49

3. Massana Construction, Inc. (period covered from 3/5/16 – 6/4/16)

Craft	Total Hours	Minority Hours	Female Hours
Carpenters	1,361	-0-	-0-
Laborers	577	-0-	-0-
Operators	366	-0-	-0-

4. 3 Kings Environmental, Inc. (period covered from 2/13/16 – 7/9/16)

Craft	Total Hours	Minority Hours	Female Hours
Operators	2,931.5	148.5	20
Flaggers/TCS	3,069.5	2,241.5	1,105
Laborers	2,916	1,228	573
Teamsters	1,134.5	-0-	-0-

5. Rodarte Construction, Inc. (period covered from 5/30/16 – 7/23/16)

Craft	Total Hours	Minority Hours	Female Hours
Operators	5,068.5	3,233	-0-
Laborers	4,847	2,316.5	-0-
Teamsters	1,689.5	267.5	-0-
Flaggers	5,637	3,010.5	4,534.5

Cement Masons	1,831.5	588	-0-
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6. Grady Excavating, Inc. (period covered from 4/5/14 - 7/30/16)

Craft	Total Hours	Minority Hours	Female Hours
Teamsters	4,273	708	49

E. Monthly Utilization Reports – FY14 Cumulative Data from Compliance Reviews

(Extracted from reviews completed as of 9/14/16)

Craft	Total Hours	Minority Hours	Female Hours
Laborers	10,212.0	3,544.5	1,538.0
Operators	12,381.0	4,081.5	20.0
Teamsters	11,370.0	1,683.5	98.0
Carpenters	1,361.0	-0-	-0-
TCS/Flaggers	8,706.5	5,252.0	5,639.5
Cement Masons	1,831.5	588.0	-0-
Electricians	61.0	-0-	50.0

Note: An analysis of the data extracted from the MURs and certified payrolls submitted shows Painters, Ironworkers, and Piledrivers were not utilized on any of the contracts reviewed. A lack of qualified journey-level female Operators, Truck Drivers, Electricians, Carpenters, Painters and Cement Masons continues to be a hiring problem for many contractors. Contractors are also stating they are having trouble finding minority truck drivers and carpenters. Contractors also state they are having issues calling minorities and females from the unions, mainly the Operators union. EEO staff informs the contractor they should notify us and/or OFCCP if they are having problems getting the minorities or females from the unions they request.

F. Follow-up Reviews:

We did not complete any follow-up reviews this year. According to 23 CFR, Part 230.409 (i) "Follow-up" reviews are conducted only on those reviews in which the initial review resulted in a finding of noncompliance. Those firms that we have currently in a noncompliance status are on our "Close Scrutiny" program and report data and workforce employment information on a monthly basis. We monitor the contractor's information submitted to see if they are showing they are attempting to correct the deficiency within thirty (30) days. The contractor has ninety (90) days (an internally established time) to correct their deficiencies providing they have an active federally funded contract. Many times the contractor goes beyond the 90 days due to no federally funded contracts or they did not have any new hire opportunities. We work closely with the contractor to help them avoid repeat findings.

G. Close Scrutiny

Contractors are no longer allowed to remain on close scrutiny for an unlimited time. Ninety (90) days has been determined an appropriate amount of time for the contractor to come into compliance if they have federal projects they are still working on. If the contractor is unable to come into compliance in that amount of time they could be granted an extension. If they have failed to come into compliance due to a lack of effort on their part the contractor will be found in noncompliance and taken to sanctions.

Contractors are found to be in non-compliance when there is a noted deficiency, either in their employment practices or the structure/composition of their workforce (while working on federally funded highway construction projects) that leads to inequity based on the population of the surrounding geographical area. The state highway agency in accordance with 23 CFR, 230.405 (b) has a responsibility to ensure that all contractors working on federal-aid projects comply with equal opportunity requirements. It is our intent to follow these regulations.

There have been several contractors under the Close Scrutiny program for several years. Some contractors do not have federal projects to report on so WSDOT Office of Equal Opportunity is planning on administratively closing them. Also, with the change in staff inputting the close scrutiny data, several data entry errors have occurred. It is taking a lot of staff time to go back and re-review the data to make several years of data entry errors from the certified payrolls and monthly utilization reports. The contractors that have been under close scrutiny will receive notifications sometime in October and will also be advised that they will be subject to an EEO Contract Compliance Review on their next federally funded contract.

1. The following contractors are:
 - a. Johansen Excavating
 - b. Skanska Civil
 - c. J.R. Hayes & Son
 - d. Boss Construction
 - e. Graham Construction
 - f. Cascade Bridge
 - g. Interstate Improvement
 - h. Elcon Corp.
 - i. Marshbank Construction
 - j. Selland Construction
 - k. DPK, Inc.
 - l. Atkinson Construction
 - m. Gary Merlino

2. The following Contract Compliance reviews are in the process of being written up and a determination made before being sent to FHWA for concurrence. The contractor will be notified as soon as the review is written up and a determination is made. The reviews are listed in the order they were performed.

Contractor Name & Federal Aid #	Description
Grady Excavating, Inc. #8549 FA # STPF-0099(122)	SR 99, Alaskan Way Viaduct – Replacement North Access

I. Compliance/OJT/TSP Challenges

- A. We are still hearing from contractors and subcontractors alike about their having problems in recruiting qualified minority and female employees in the different available construction work scopes.

- B. The lack of a comprehensive design-build specification from WSDOT has meant that almost every design build project has some variation in contracting. One unfortunate area of consistency was the lack of appropriate guidance on training hour program requests and individual ATARs. The results have been across the board and have required not just significant OEO but FHWA involvement as well. This involvement has been such that the AWV project will have to review every training hour requested by STP to meet their training hour goals in a process approved (after several meetings) by the FHWA. As OEO was not part of the meetings to develop this process, OEO will rely on the project staff and the applicable FHWA staff to make the

final determination as to whether this prime contractor met their training hour requirements.

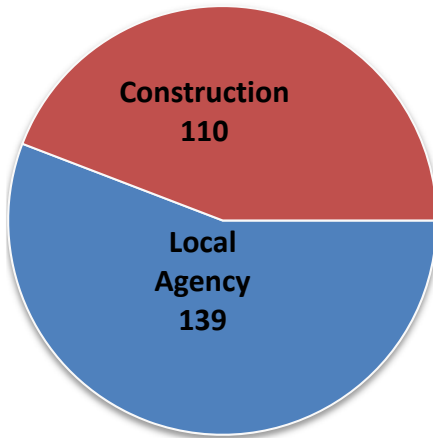
- C. We continue to analyze our EEO Compliance and OJT/TSP processes and procedures to determine how we can provide services that will enhance outcomes. Of primary interest is ensuring that contractors will have active affirmative action programs that promote opportunities for minorities and women in the construction trades, and assisting contractors remaining in compliance. Listed below are some of our current measures:
1. Targeting time at all compliance reviews to explain to the contracting community the benefits of beginning their recruitment process when the contract is awarded and keeping it ongoing throughout the contract.
 2. Providing our OJT/SS Coordinator a copy of the “Congratulations Letter” to begin the interactive approach of introducing available services to the prime. Upon receipt of the letter, the OJT/SS Coordinator will immediately contact the contractor to describe available services and offer assistance to the contractor.
 3. Explaining the necessity of utilizing the OJT Supportive Services Coordinator to assist the contractor in recruiting appropriate applicants.
 4. Explaining, to the contractors, the importance of sending applicants, after interviewing them, back to the union with a letter of introduction requesting they be indentured and sent back to the contractor.
 5. Defining how getting minority and /or women referrals into an apprenticeship program assists the contractor in meeting GFE requirements.
Reviewing the requirements of, in detail, a sample recruitment letter with the contractor to include: project specific information, (location, duration, and pay), targeted recruitment, (minority and/or female in which craft), and ongoing recruitment, beginning at the awarding of the project and continuing throughout the project, (with responses).
 6. If no response is forthcoming, we highlight next-step actions that the contractor can take, such as:
 - Contact our OJT Support Services Coordinator.
 - Contacting CBOs and requesting a response in writing (as a part of their federal contract requirements.) We also encourage the contractor to notify OEO if they are having a problem with any of the community based organizations.
 - In addition, we explain how the contractor can notify the Office of Federal Contract Compliance Programs (OFCCP) when a request for an indenturement referral is not being complied with.
 - We encourage all contractors to notify the Office of Equal Opportunity if they are having any problems with any aspect of their EEO contractual obligations.

7. Continuously reviewing all of our processes and procedures to ensure that they are in alignment with federal and state regulations, our EEO Compliance Assurances Plan, and department guidelines.
8. The significantly increased FHWA goal, combined with shrinking staffs, is impacting our abilities to perform/complete EEO Compliance reviews. Of particular note is the massive amount of data collection and entry required for each review. Inputting all of this data is more labor intensive than the rest of the review process combined.
9. EEO Staff provided instructions for the FHWA 1391 report at the time of the training as well as provided them to the regional EEO Officers to disseminate. It seems, even with instructions, we are still continuously having issues with the FHWA 1391 reports. Contractors are still struggling with how to properly complete the form. We continue to have issue with the proper review of the reports. Some of the reports are not being reviewed by the regional PEOs and a lot of time is being spent to requesting revisions and resubmittals.

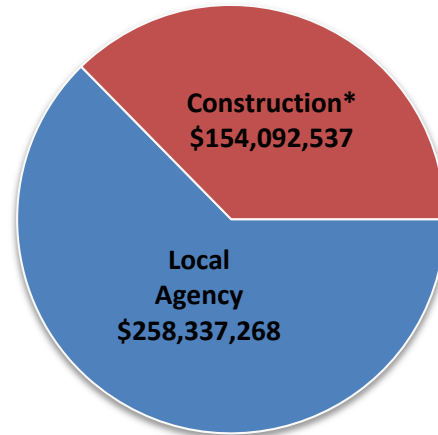
J. OJT/TSPs

We continue to assign training goals on federal-aid contracts, with the assistance of regional staff. We also continue to remind the region personnel to inform their contractors that King County is still at parity for Laborers. This will be one of the main agenda items at the ECRB Statewide Training scheduled later during this federal fiscal year. Our Highways & Local Programs also assigns training goals for local agency projects. The graphs listed below represent the number of training hours and goals that we have set as of June 30, 2016 for FY2016.

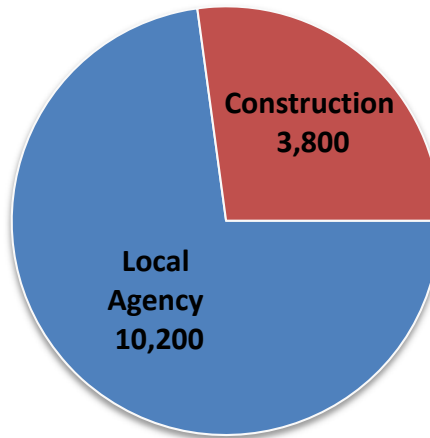
Projects Reviewed: 249
Total Project Goals Set: 17



Total Dollar Value of Projects with Goals Set: \$412,429,805



**Total Training Goal
Hours Set: 14,000**



K. Contract Compliance Reviews for 2015/2016:

In addition to the eight projects listed below for upcoming scheduled reviews, thirteen contracts are being evaluated for review scheduling. Compliance reviews are being assigned to contracts with training hours, suggestions from region personnel and any projects with red flags/problems occurring.

Compliance Reviews scheduled, being scheduled and being watched:

Contractor Name	Contract Number	Project Name	Project Dollar Amount	Federal Project ID Number
Malcolm Drilling, Inc.	# 7999	SR 99, Bored Tunnel Alternative – Design Build Project. 50,000 training hours have been assigned to the project.	\$1,089,700,002.00 Sub amount: \$68,065,396.00	STP-BR-IM-0099(111/113)
Flatiron West, Inc.	# 8625	SR 20, Mountlake to Evergreen Pt. – Bridge West Approach. 15,000 training hours have been assigned to the project.	\$199,537,370.50	BR-NHPP-0520(053)
Frank Coluccio Construction	# 7999	SR 99, Bored Tunnel Alternative – Design Build Project. 50,000 training hours have been assigned to the project.	\$1,089,700,002.00 Sub amount: \$74,224,977.16	STP-BR-IM-0099(111/113)

Poe Asphalt Paving	# 8877	SR 129, 2 nd St. to Highland Ave. – Paving & ADA	\$13,960,070.02	STPF-0129(010) STPF-0129(010)2
Olson Brothers Excavating, Inc.	# 8865	SR 202, Little Bear Creek – Fish Barrier Removal	\$4,995,036.50	STPF-0202(055)
Johansen Excavating, Inc.	# TA-5874	City of Redmond, Redmon Way/Cleveland Street Couplet Conversion Project 1500 training hours have been assigned to the project.	\$10,715,223.88	STPUL-9917(025)
Steton Construction	# TA-4999	Port Townsend, Howard Street Extension I – SR 20 to Discovery	\$3,239,305.47	
Graham Contracting, Ltd.	# TA-4988	City of Federal Way, Pacific Highway S HOV Lanes Phase V 1500 training hours have been assigned to the project.	\$16,700,526.00	STPUL-0099(126)
Steller J. Corporation, Inc.	# TA-5662	City of Des Moines, Redondo Boardwalk Repair	\$3,367,358.00	ER-1501(008)
IO Environmental & Infrastructure	# TA-5738	City of Redmond, Redmond Central Connector Phase 2	\$3,498,920.00	CM-HLP-1065(011)
IMCO General Construction	# TA-5243	City of Seattle, Yesler St. Over 4 th Ave. Bridge 1000 training hours have been assigned to the project.	\$51,857,961.00	BRM-1560(001)
Cascade Bridge, LLC	# TA-2084	City of Yakima, N. Meyers Rd. Bridge #485 800 training hours have been assigned to the project.	\$8,642,993.50	BRS-D392(001)
Pivetta Brothers Construction	# SA-3344 SL-2578	Pierce County Parks, Foothill Trail-Buckley to S. Prairie	\$3,239,216.00	
T LaRiviere Equipment & Excavation	# TA-4963	City of Spokane, Monroe/Lincoln Couplet – 8 th to Main	\$3,121,100.60	STPUL-9932(046)
Murphy Brothers, Inc.	# TA-4281	City of Spokane, 37 th Ave. from Regal to Custer	\$5,087,452.50	STPUL-3792(001)

IV. Contractor Sanctions

There were no administrative actions or sanctions processed/initiated against any contractor for non-compliance issues during this reporting period.

V. EEO Complaints

There were no EEO complaints filed during this reporting period.