



# City of Seattle

Edward B. Murray, Mayor

Finance and Administrative Services

Fred Podesta, Director

## Elliott Bay Seawall Project Workforce Diversity

November 18, 2013 – June 30, 2014

The Elliott Bay Seawall Project is continuing to provide opportunities for construction workers to start their careers and gain experience. In particular, the project's Community Workforce Agreement goal for women is increasing their hours on the Seawall. Women workers performed over almost 12,000, or 14.9%, of hours worked through June. That's 10.1% more than what is typical on past City projects.

Several more preferred entry apprentices started work on the Seawall during June. Preferred entry apprentices performed nearly 1,200 hours, and doubled in number to make up 10.4% of all apprentices. Contractors are also creating additional opportunities to keep apprentices on the job by having contractors starting on the project hire apprentices that already worked for contractors that are completing work.

During the first part of June, work was still occurring in Boxes 9 and 10, with the focus on completing jet grouting. Work under the piers for temporary utilities starts this summer; this work is based on tidal influence.

Percentages calculated from data available July 17, 2014. To learn more about the Labor Equity Program, go to <http://www.seattle.gov/city-purchasing-and-contracting/social-equity/labor-equity>.

ALL WORKERS					
	ALL WORKERS (N=587)		ALL HOURS (N=78,687.5)		PAST PERFORMANCE ON CITY PROJECTS <sup>1</sup>
	Goal <sup>2</sup>	Performance	Goal <sup>2</sup>	Performance	Performance
ECONOMICALLY DISTRESSED ZIP CODES	15%	17.4%		20.4%	12%
TIER 1		8.0%		11.4%	N/A
TIER 2		9.4%		9.0%	N/A
APPRENTICES		8.4%	15%	15.0%	13.4%
WOMEN		7.5%	12%	14.9%	4.5%
PEOPLE OF COLOR		22.3%	21%	29.4%	25.4%

<sup>1</sup> Past Performance on City Projects is based on hours from a sample of projects from 2009-2013. Sources are the Worker Profile in City of Seattle Construction Projects report and City of Seattle – Construction Workforce Diversity Report.

<sup>2</sup> Percentages listed in the Goal column reflect goals in the Community Workforce Agreement.

<b>APPRENTICES</b>					
	APPRENTICES (N=49)		APPRENTICE HOURS (N=11,778.0)		PAST PERFORMANCE ON CITY PROJECTS <sup>3</sup>
	Goal <sup>4</sup>	Performance	Goal <sup>4</sup>	Performance	Performance
ECONOMICALLY DISTRESSED ZIP CODES		42.9%		59.9%	N/A
WOMEN		36.7%	12%	29.3%	9.1%
PEOPLE OF COLOR		44.9%	21%	47.9%	31.6%
PREFERRED ENTRY <sup>5</sup>	20%	10.4%		10.4%	N/A

<b>JOURNEYMEN<sup>6</sup></b>		
	JOURNEYMEN (N=538)	JOURNEYMEN HOURS (N=66,909.5)
ECONOMICALLY DISTRESSED ZIP CODES	15.1%	13.4%
WOMEN	4.8%	12.3%
PEOPLE OF COLOR	20.3%	26.2%

<b>ECONOMICALLY DISTRESSED ZIP CODE WORKERS</b>		
	DISTRESSED ZIP CODE WORKERS (N=102)	DISTRESSED ZIP CODE HOURS (N=16,053.8)
APPRENTICES	20.6%	44.0%
WOMEN	11.8%	14.7%
PEOPLE OF COLOR	52.9%	62.5%

<b>WORKERS BY GEOGRAPHIC AREA</b>					
	WORKERS (N=587)		HOURS (N=78,687.5)		PAST PERFORMANCE ON CITY PROJECTS <sup>7</sup>
	Number	Performance	Number	Performance	Performance
TRI-COUNTY	493	84.0%	63,777.1	81.1%	76%
CITY OF SEATTLE	56	9.5%	10,254.2	13.0%	5%
KING COUNTY (EXCLUDING SEATTLE)	182	31.0%	22,879.1	29.1%	26%
PIERCE COUNTY	132	22.5%	12,692.4	16.1%	45% <sup>8</sup>
SNOHOMISH COUNTY	123	21.0%	17,951.5	22.8%	

<sup>3</sup> Past Performance on City Projects is based on hours from a sample of projects from 2009-2013. Source is the City of Seattle – Construction Workforce Diversity Report.

<sup>4</sup> Percentages listed in the Goal column reflect goals in the Community Workforce Agreement.

<sup>5</sup> Preferred entry reflects the CWA goal in which 1 in 5 apprentices come from pre-apprenticeship programs.

<sup>6</sup> Journeymen include foremen and owner operators who have performed craft hours.

<sup>7</sup> Past Performance on City Projects is based on hours from a sample of projects from 2009-2013. Source is the Worker Profile in City of Seattle Construction Projects report.

<sup>8</sup> Workers living in Pierce and Snohomish Counties performed 45% of total hours in the sample.

## Elliott Bay Seawall Project – Apprentice Hours by Trade

November 18, 2013 – July 15, 2014

The Community Workforce Agreement calls for apprentice utilization from Washington State Apprenticeship Training Council programs for at least 15% of total project hours, with a further goal that this requirement be met by craft.

Some trades may have inactive apprenticeship programs or do not have state apprenticeship programs.

Trade	Apprentice Hours	Journeyman Hours	Total Hours	Performance	Goal	Deficit Hours
Asbestos Abatement	0.0	189.0	189.0	0.0%	15%	28.4
Carpenter	934.0	6,699.0	7,633.0	12.2%	15%	211.0
Cement Mason	24.5	680.5	705.0	3.6%	15%	77.6
Electrician (Inside)	1,345.5	6,814.5	8,160.0	16.5%	15%	0.0
Electrician (Powerline Construction)	0.0	1,254.5	1,254.5	0.0%	15%	188.2
Laborer <sup>1</sup>	4,081.3	24,633.5	28,714.8	14.2%	15%	225.9
Pile Driver	707.5	913.5	1,621.0	43.6%	15%	0.0
Plumber	0.0	27.5	27.5	0.0%	15%	4.1
Power Equipment Operators	4,142.0	21,328.5	25,470.5	16.3%	15%	0.0
Sprinkler Fitters	59.0	90.0	149.0	39.6%	15%	0.0
Surveyors	725.8	1,993.5	2,719.3	26.7%	15%	0.0
Traffic Control Stripers	0.0	700.0	700.0	0.0%	15%	105.0
<b>Trades with inactive or no state apprenticeship program</b>						
Divers and Tenders	0.0	460.5	460.5	0.0%	15%	69.1
Truck Drivers	0.0	2,482.6	2,482.6	0.0%	15%	372.4
<b>Total</b>	<b>12,019.5</b>	<b>68,267.0</b>	<b>80,286.5</b>	<b>15.0%</b>	<b>15%</b>	<b>0.0</b>

<sup>1</sup> Laborers include fence erectors and flaggers.

**Elliott Bay Seawall Project – Apprentice Hours by Contractor**

November 18, 2013 – July 15, 2014

\*Apprentices may work for more than one contractor on the Elliott Bay Seawall Project. In this report, those apprentices will be listed under each contractor they worked for.

<b>Subcontractor/ Apprentice Names</b>	<b>Apprentice Hours</b>	<b>Journeyman Hours</b>	<b>Total Hours</b>	<b>Apprentice Performance</b>	<b>Preferred Entry Performance</b>
MORTENSON MANSON JOINT VENTURE	3,455.0	13,244.5	16,699.5	20.7%	12.5%
Rosemarie Cenicerros	Carpenter, Pile Driver	177121			
Elisabeth Dargie	Carpenter	177080			
Robert Gates, Jr.	Carpenter, Pile Driver	175274			
Daniel Gebregiorgis	Power Equipment Operator	148387			
Anthony Hunter	Carpenter, Pile Driver	175627			
Richard Jones	Power Equipment Operator	148372			
Jetta Porter	Power Equipment Operator	172397			
Marquia Wooten	Laborer	177718			ANEW
1 ALLIANCE GEOMATICS LLC	731.8	1,397.5	2,129.3	34.4%	0.0%
Randy Wenman	Power Equipment Operator	172392			
ALLIED FUEL LLC	0.0	120.2	120.2	0.0%	0.0%
ASSOCIATED UNDERWATER SERVICES	0.0	466.5	466.5	0.0%	0.0%
BRAVO ENVIRONMENTAL	0.0	2,747.3	2,747.3	0.0%	0.0%

<b>Subcontractor/ Apprentice Names</b>	<b>Apprentice Hours</b>	<b>Journeyman Hours</b>	<b>Total Hours</b>	<b>Apprentice Performance</b>	<b>Preferred Entry Performance</b>
NW, INC.					
BUCKLEY'S HAULING LLC (TRUCKERS' CONSORTIUM)	0.0	56.3	56.3	0.0%	0.0%
CALIBER CONCRETE CONSTRUCTION, INC.	24.5	736.5	761.0	3.2%	0.0%
Mathew Mitchell	Cement Mason	168878			
COMMERCIAL FENCE CORPORATION	40.0	72.5	112.5	35.6%	0.0%
Carroll Alexander	Laborer	177849			
CONDON-JOHNSON & ASSOCIATES, INC.	251.0	2,453.5	2,704.5	9.3%	0.0%
Jamel Wilson*	Power Equipment Operator	174075			
CORT TRUCKING	0.0	7.3	7.3	0.0%	0.0%
CURTIS MILLER TRUCKING, INC.	0.0	27.5	27.5	0.0%	0.0%
DALTON ELECTRIC COMPANY	0.0	407.5	407.5	0.0%	0.0%
DE-WATERING SERVICES, LLC	0.0	151.5	151.5	0.0%	0.0%
DONALD B. MURPHY CONTRACTORS, INC. (DBM)	104.5	232.0	336.5	31.1%	100%
Lailanna Barrientes	Laborer	177227			ANEW

<b>Subcontractor/ Apprentice Names</b>	<b>Apprentice Hours</b>	<b>Journeyman Hours</b>	<b>Total Hours</b>	<b>Apprentice Performance</b>	<b>Preferred Entry Performance</b>
Patrice Johnson	Power Equipment Operator	178175			PACT
<b>ELCON CORPORATION</b>	<b>1,345.5</b>	<b>9,174.0</b>	<b>10,519.5</b>	<b>12.8%</b>	<b>0.0%</b>
Eduardo Hernandez	Electrician (Inside)	173999			
Erica Horne	Electrician (Inside)	175354			
Joseph Horton	Electrician (Inside)	169239			
Donald Kubley	Electrician (Inside)	158966			
Josh Merzlak	Electrician (Inside)	166463			
Ashley Smith	Electrician (Inside)	177191			
Richard Zuniga	Electrician (Inside)	174099			
<b>EVERGREEN CONCRETE CUTTING, INC.</b>	<b>0.0</b>	<b>0.5</b>	<b>0.5</b>	<b>0.0%</b>	<b>0.0%</b>
<b>GARNER CONSTRUCTION, INC.</b>	<b>535.0</b>	<b>1,928.5</b>	<b>2,463.5</b>	<b>21.7%</b>	<b>0.0%</b>
Dacoda Lancaster*	Power Equipment Operator	175097			
Alisha Raban	Power Equipment Operator	176364			
<b>HAYWARD BAKER, INC.</b>	<b>1,261.5</b>	<b>8,200.0</b>	<b>9,461.5</b>	<b>13.3%</b>	<b>0.0%</b>
Dacoda Lancaster*	Power Equipment Operator	175097			
Ashley Stafford	Power Equipment Operator	175218			
Mercedes Toro	Power Equipment Operator	178158			
Jamel Wilson*	Power Equipment Operator	174075			
Lucas Wood	Power Equipment	170728			

Subcontractor/ Apprentice Names	Apprentice Hours	Journeyman Hours	Total Hours	Apprentice Performance	Preferred Entry Performance
	Operator				
MARINE VACUUM SERVICE, INC.	0.0	4.0	4.0	0.0%	0.0%
MARSHBANK CONSTRUCTION, INC.	1,652.5	9,256.5	10,909.0	15.1%	12.5%
Gretchen Camp	Laborer	176524			
Matthew Chism	Laborer	175780			
Deborah Moore	Laborer	177844			
Kimberly Portra	Laborer	175537			ANEW
Jaymn Remke	Laborer	160411			
Trevor Riecks	Laborer	171732			
Dakota Rudolph	Laborer	175721			
Brandon Szymusiak	Laborer	175477			
METRO PAINTING, LLC	1,588.0	5,145.5	6,733.5	23.6%	33.3%
Travis Bright	Laborer	138569			
Leondis Jones	Laborer	175899			PACT
Benjamin Snyder	Laborer	173398			
MIDMOUNTAIN CONTRACTORS, INC.	825.0	5,045.3	5,870.3	14.1%	0.0%
Harvey Johnson	Laborer	173343			
Jeffery Meats	Laborer	155958			
Joelle Nichols	Laborer	174940			
Shane Pruitt	Laborer	162171			
Gavin Soderholm	Power Equipment Operator	165445			
NATIONAL CONCRETE CUTTING, INC.	0.0	173.3	173.3	0.0%	0.0%
NESS & CAMPBELL	0.0	51.0	51.0	0.0%	0.0%

<b>Subcontractor/ Apprentice Names</b>	<b>Apprentice Hours</b>	<b>Journeyman Hours</b>	<b>Total Hours</b>	<b>Apprentice Performance</b>	<b>Preferred Entry Performance</b>
CRANE, INC.					
NORTHWEST ASPHALT, INC.	63.5	1,137.3	1,200.8	5.3%	0.0%
Jose Aguayo	Laborer	145516			
NORTHWEST TRAFFIC, INC.	0.0	700.0	700.0	0.0%	0.0%
O'BUNCO ENGINEERING	0.0	247.5	247.5	0.0%	0.0%
OLSON BROTHERS PRO-VAC LLC	0.0	923.5	923.5	0.0%	0.0%
PACIFIC TOPSOILS, INC.	0.0	35.9	35.9	0.0%	0.0%
PENHALL COMPANY	82.8	387.3	470.1	17.6%	0.0%
Jason Molthen	Laborer	149679			
Victor Munoz	Laborer	174231			
PENNY LEE TRUCKING, INC.	0.0	351.0	351.0	0.0%	0.0%
PERFORMANCE ABATEMENT SERVICE, INC.	0.0	189.0	189.0	0.0%	0.0%
PRO USA, LLC	0.0	519.5	519.5	0.0%	0.0%
RELIANCE FIRE PROTECTION, INC.	59.0	90.0	149.0	39.6%	0.0%



<b>Subcontractor/ Apprentice Names</b>	<b>Apprentice Hours</b>	<b>Journeyman Hours</b>	<b>Total Hours</b>	<b>Apprentice Performance</b>	<b>Preferred Entry Performance</b>
Jerome Stoller	Sprinkler Fitter	166594			
SALINAS SAWING & SEALING, INC.	0.0	80.0	80.0	0.0%	0.0%
SEA-TAC SWEEPING SERVICES	0.0	483.3	483.3	0.0%	0.0%
SEAPORT PETROLEUM (CHRISTENSEN WEST, LLC)	0.0	43.0	43.0	0.0%	0.0%
SEATTLE SWEEPING, INC.	0.0	67.5	67.5	0.0%	0.0%
SEATTLE'S FINEST	0.0	1,449.5	1,449.5	0.0%	0.0%
STATEWIDE PARKING LOT SERVICES, INC.	0.0	30.0	30.0	0.0%	0.0%
STONEWAY CONCRETE	0.0	48.1	48.1	0.0%	0.0%
STRNARD INDUSTRY	0.0	16.0	16.0	0.0%	0.0%
TRI STAR CONSTRUCTION	0.0	17.5	17.5	0.0%	0.0%
VENTILATION POWER CLEANING, INC.	0.0	3.8	3.8	0.0%	0.0%

<b>Subcontractor/ Apprentice Names</b>	<b>Apprentice Hours</b>	<b>Journeyman Hours</b>	<b>Total Hours</b>	<b>Apprentice Performance</b>	<b>Preferred Entry Performance</b>
W.E. COATES SURVEYING, LLC	0.0	348.5	348.5	0.0%	0.0%
<b>PROJECT TOTALS</b>	<b>12,019.5</b>	<b>68,267.0</b>	<b>80,286.5</b>	<b>15.0%</b>	<b>10.6%</b>