

Human Relations Department

Minority / Women Business Enterprise



2010

Annual Report

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Human Relations Department

Date: August 31, 2010
To: Troy Schulte, Interim City Manager
From: Phillip Yelder, Director
Subject: MWBE Annual Report 2010

Director's Letter

Enclosed for review and consideration is the City's Fiscal Year 2010 Annual Minority Women Business Enterprise (MWDBE) Report as submitted by the Human Relations Department. HRD is extremely appreciative of the Mayor, City Council and City Manager's Office for their continued support of the MWDBE program despite the difficult economic challenge our city is enduring. This report consists of MWDBE utilization and accomplishments on KCMO contracts. KCMO's MWDBE program was amended in 2008 to facilitate growth and inclusiveness at all levels of City contracting and procurement opportunities. As a result of this Chapter 38 amendment, minority and women owned businesses have been successfully competing and winning City contracts.

The MWDBE program provides a vibrant pathway for start-up entrepreneurs and existing firms seeking inroads into contracting process of KCMO and other local municipalities. HRD's increased efforts to streamline certifications and improve collaboration with vested stakeholders and community partners have enabled the City to reach the highest level of minority participation, since the program's inception. Through the end of April 2010, MWDBE utilization was approximately 29.45% of the KCMO contracting dollars awarded.

In FY 10 the combined dollars awarded to MWDBE firms in KCMO City contracts were 28.55% of the total contract dollars awarded. The majority of these dollars were awarded through subcontracts in construction and professional services. In comparison to FY 09, both categories for contract dollars awarded to MWDBE firms in construction and professional services have increased. In FY 10 construction contracts awarded to MWDBE firms were 28.69% compared to 24% in FY 09, and in FY 10 Professional Services contracts awarded to MWDBE firms were 26.46% compared to FY 09 totals of 23.44% (**Exhibit G**).

The City awarded a total of 171 prime contracts with MWDBE goals to vendors in FY 10. Minority firms received 22 prime contracts or 13% of the volume; however, the dollar value associated with those 22 contracts was approximately 4.28% of all prime contracts awarded with goals. Minority firms received 495 subcontracts valued at \$58 million dollars (**Exhibit G**).

The majority of contracts awarded were through General Services, followed by CIMO, and then Water Services. General Services awarded \$87.6 million dollars in contracts or 45 individual contracts, followed by CIMO with \$55.1 million dollars of contract volume and 33 individual contracts (**Exhibit G-1**).

Minority firms continue to do extremely well in relation to subcontracting activities. Overall, minority firms are maintaining a minimum of 24% participation on subcontracting work throughout the City; however, in terms of prime contracts minority percentages are extremely low. The percentage of prime contracts awarded to minority firms has not increased in spite of a Small Contract Program instituted by CIMO in 2004 to help spur small business prime contract growth. Even in Professional Services contracts, where City Departments have more discretion in the selection process than in the low bid scenario, the number of prime contracts to minority and women owned businesses has not increased. Of the \$79.0 million dollars that were awarded in Professional Services contracts, the City's General Service's Department awarded more than \$43.0 million dollars with MWDBE goals; however, fewer than one-tenth (.01) of a percent were awarded to MWDBE firms as prime contractors (**Exhibit G-1B page 3 of 8 – Professional Service Contracts**). The bulk of MWDBE prime contracts occurred in construction related services; with the largest percentage awarded through the CIMO office.

In FY 10, minority firms received approximately 4.2% of prime contracts or a little more than \$10.2 million dollars of the \$239.3 million dollars spent by the City on all contracts with goals (**Exhibit G**). This figure is consistent with the Accumulative 85 Month Summary report that shows from May 2003 through May 2010, minority firms have received less than 5% of the overall prime contract dollars awarded by the City. HRD's goal within the next fiscal year is to develop a strategic plan to identify internal barriers that continue to hinder minority prime contractors and facilitate solutions to these barriers.

The City's MWDBE program is not without challenges from external and internal factors; however, by building consensus among vested interest groups we are moving towards a more educated and cohesive body. My commitment for assisting our growing MWDBE community in understanding "How to Master the Maze" of City contracting opportunities is driven by respect, and admiration for their relentless efforts. These individual and members are the real Champions of this program.

Executive Summary

A. Mission Statement

The Human Relations Department mission is to ensure that all residents of the City of Kansas City, Mo., are free to exercise their economic, social and human rights. This mission is achieved by providing quality service in the areas of contract compliance, Disadvantaged/Minority/Women Business Enterprises and Affirmative Action certifications, business development, mediation, civil rights enforcement, and small business development. Our guiding principle is to exceed normal standards of customer expectations and accountability.

B. HRD Services

- Certifications – The Human Relations Department is responsible for certifying MWDBE firms that are owned, controlled and managed by a minority person. Firms receiving MWDBE certifications are added to HRD's minority directory and are then eligible to participate on City funded contracts meeting the established dollar threshold. HRD certification is accepted by other local municipalities including Kansas City Missouri School District, Kansas City ATA, KC Port Authority, Uniform Government of Wyandotte County, Missouri Department of Transportation (MoDot), and KC Housing Authority.
- HRD ensures that all vendors and contractors doing business with the City are in compliance with the mandates of the Chapter 38 Civil Rights Ordinance. The DMWBE Division assists vendors and contractors in developing **affirmative action plans** to ensure that a good faith effort is made to employ minorities and women at all levels of their workforce.
- The Section 3 Division is located in the Historic Lincoln Building, at 18th and Vine District, 1601 E. 18th St., Suite 200, Kansas City, MO 64108. The **Section 3 Office** serves to regulate the City's federal requirements related to the **Section 3 HUD Act of 1968**, as amended. The program fosters local and neighborhood economic development and increases individual self-sufficiency. The Section 3 Office **certifies businesses and individuals as Section 3 Business Enterprises or Section 3 Workers**.
- The Contract Compliance Division is responsible for monitoring, training, and assisting contractors with Prevailing Wage requirements, Davis Bacon and Section 3 monitoring. These processes ensure compliance with the Missouri **Prevailing Wage Laws**, Davis Bacon Act, and **HUD regulations**.

- The **Civil Rights Division**, enforces the City's Civil Rights Ordinance which protects our citizens against discrimination in employment, housing and public accommodations on the basis of race, national origin, sex, religion, disability, age, sexual orientation, familial status, marital status and gender identity. The ordinance is substantially equivalent to state and federal laws.
- The Construction Workforce Section tracks utilization of minority, women and KCMO residents working on construction projects throughout the City. In addition, the section is responsible for developing methods to increase recruitment, training, and retention of residents, minorities and women on City Construction Contracts throughout the Kansas City MSA; promotion of Workforce Preparedness Programs and Apprenticeship Programs to increase the number of skilled minority and women employees in the construction trades; promotion of mentoring programs to assist such workers; and establishing goals to encourage City Contractors to retain such workers.
- Small Business Development Division is charged with stimulating the creation, development and growth of businesses citywide. Keeping in line with that mission, the division is community based and is located in the heart of the City's historic 18th & Vine District. The division is a virtual one-stop-shop for comprehensive development support services designed for entrepreneurs who need assistance from a business incubator to grow. From concept to fruition and beyond, aspiring and existing entrepreneurs will find the expertise, knowledge base and professional technicians to assist them through every step of their adventure.

C. Boards & Commission

1. Fairness in Construction Board Members – The City's Fairness in Construction Board jurisdiction is limited to City construction bids, proposals and contracts in which the estimated cost thereof is more than \$300,000.00, as adjusted pursuant to section 38-84(14). The board's authority is limited to setting goals for City related construction contracts, as well as hearing and investigating appeals set forth in Chapter 38, section 38-99 arising from bids, proposals and contracts under its jurisdiction. The board is composed of seven members and six alternates, all appointed by the Mayor.

Members:

Raymond Malone, Chairman
 Edward DeSoignie, Heavy Constructors Association of Greater Kansas City
 James "Skip" Hutton, Builders Association
 Robert Looman, Mechanical Contractors Association of Greater Kansas City
 Joseph Mabin, Minority Contractors Association
 Lisa Machicao, Women Contractors Association
 Bobby Hernandez, Hispanic Contractors Association

2. Fairness in City Contracts – The Fairness in City Contracts Board makes recommendations to the director of HRD on methodology to increase the utilization of MBEs/WBEs in professional services contracts, other services contracts, goods, materials and supply contracts. The board is composed of seven members and six alternates, all appointed by the Mayor.

Members:

Patrice Manual, Chairwoman
Don Gardner, Black Architects & Engineering
Lonnie Scott, Mid America Minority Development Business Council
Jeri Bartunek, Small Business Representative
Chris Kelly, Small Business Representative
Chris Sloan, Hispanic Contractors Association
Black Chamber of Commerce – Vacant
Asian Chamber of Commerce – Vacant

3. Construction Workforce Board – The City’s Construction Workforce Board offers community input to the HRD Director; reporting issues and recommendations to the City Manager and City Council concerning the construction employment program; hearing certain appeals of determinations and recommendations of the director; and making certain recommendations to the City Council. The Construction Workforce Board's responsibilities specifically, include monthly meetings to review construction workforce reports, monitor compliance with the provisions of Chapter 38, make recommendations to the director regarding enforcement of statutory agencies’ workforce policies, hearing appeals brought by construction contractors after a determination by the director that a construction contractor has failed to make a good faith effort to meet the resident, minority and women workforce goals and has recommended a remedy to cure default. The board is composed of 11 members and ten alternates, all appointed by the Mayor.

Members:

Bridgette Williams, Chairwoman
Edward DeSoignie, Heavy Constructors Association of Greater Kansas City
Robert Looman, Mechanical Contractors Association of Greater Kansas City
Joseph Mabin, Minority Contractors Association
Paul Rodriguez, Minority Contractors Association
Clyde McQueen, Full Employment Council
Shelley Estelle, Full Employment Council
Dr. Jack Bitzenberg, Kansas City, MO School District
Jay Lind, Sheet Metal Workers, Local 2
Garry Kemp, Greater Kansas City Building & Construction Trades
Richard Hudson, International Brotherhood of Electrical Workers
Pearl Fain, Community Representative

Carol Taylor, Community Representative
Rev. Ron Brooks, Community Representative
Charlene Wright, Community Representative
Rosana Privitera-Biondo, Builders Association of Greater KC
Don Greenwell, Builders Association of Greater KC
Alise Martiny, National Association of Women in Construction
K.C. Borden, National Electrical Contractors Association

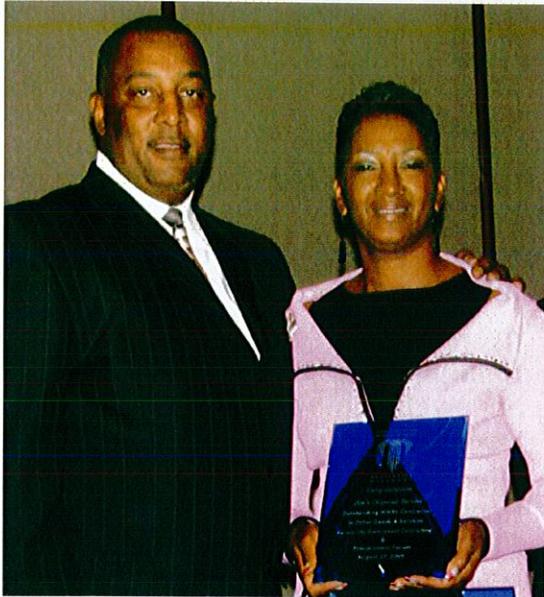
4. Human Rights Commission – Responsible for investigating and conducting studies on issues of bias and other human rights concerns in Kansas City. The Commission also conducts hearings on Probable Cause cases that are investigated by the Civil Rights Division and can not be conciliated. In addition, the HRC prepares an annual report to the Mayor and City Council concerning the conditions of minority groups in the city, with special reference to discrimination, civil rights, human relations, hate group activity, bias crimes and bias practices and attitudes among institutions and individuals in the community. The report may also include other social and economic factors that influence conditions of minority groups, as well as the causes of these conditions and the effects and implications to minority groups and the entire city. The Commission consists of seven members appointed by the Mayor.

Eddie Lorenzo, Chairman
Rev. Eric Belt
Monica Curls
Linda Eakes
Kelly Kendall
Jane McQueeny
Edna Talboy

D. Stakeholders

1. Kansas City Citizens
2. Mayor, City Council, City Administration
3. National Association of Women in Construction (NAWIC)
4. National Association of Women Business Owners (NAWBO)
5. Hispanic Organization for Justice and Equality
6. Black Chamber of Commerce
7. Asian Chamber of Commerce
8. Hispanic Chamber of Commerce
9. Mid America Minority Business Development Council
10. Hispanic Contractors Association
11. Native American Chamber of Commerce
12. Minority Coalition
13. Minority Contractors Association

Success Stories:



(Chuck and Eartha Byrd KCGCP Awards Luncheon 2009)

In August of 1999 Chuck and Eartha Byrd purchased Jim's Hauling from Mr. Jim White, the previous owner. Through the City's MBE program Chuck Byrd learned about various seminars and resources that allowed him to position himself to grow the company into obtaining multiple contracts as a sub and a prime contractor.

In 2004, Jim's Disposal Service received its MBE certification from the City of Kansas City, MO. that allowed them to become the subcontractor for KCMO curbside recycling program. In 2005 the company became contractors for the KCMO solid waste program. As a result of the educational seminars provided by Human Relations Program, Jims Disposal was additionally able to gain contracts with private companies and agencies through its MBE status.

The KCMO HRD program has allowed Jim's Disposal Service to have

accountability with the contracts they serve, through its Audit Monitoring Report. This allows the company to stay in compliance with its MBE goals. Jims Disposal provides service to hundreds of commercial customers throughout the Metropolitan Area that are not affiliated with the MBE program. The company started service with 17 commercial customers, 2 employees, and 2 trucks. Today Jim's disposal has more than 50 employees and 30 trucks. All of this would not have been possible without having the opportunity of working with the KCMO HRD Program.



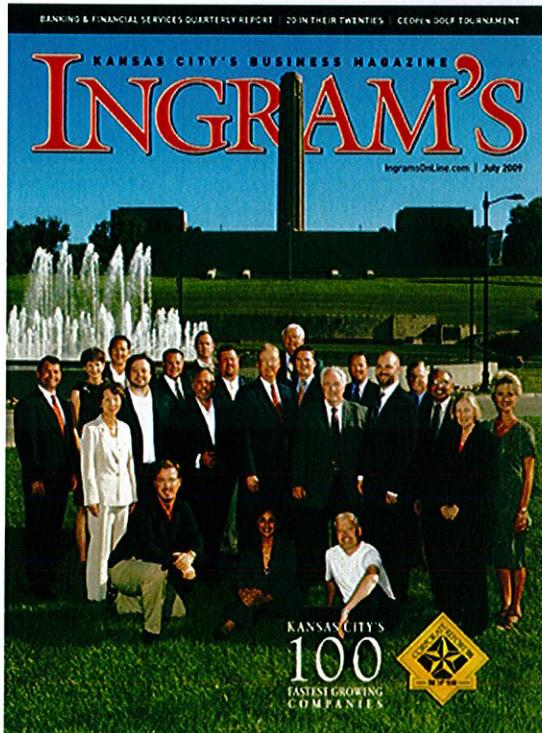
(Jullie Wellner KCGCP Awards Luncheon 2009)

Wellner Architects, Inc. is a 23 year old Woman Owned business with a staff of twelve. In 1987 when Julie Wellner decided to start her company, she had

just learned of Kansas City, Missouri's goals to utilize Women and Minority businesses for professional services, including architecture. With this incentive, Wellner Architects obtained its WBE certification and marketed the business not only as a prime to private companies and government agencies, but also as a sub to other A/E firms who might be interested in a teaming relationship in order to meet WBE goals. Some of Wellner Architects' first contracts arose from its WBE status. The firm was able to gain experience in educational projects as direct result of

its WBE certification. Initial contracts were for “portions” of larger projects, but eventually Wellner Architects was considered and hired as the lead architect. Since then, the firm has completed approximately thirty primary and secondary educational projects, and is also now providing services to several higher education institutions.

In the last decade, Wellner Architects has provided services to many governmental agencies as the prime design entity – for which the agency does not receive any WBE credit. This is good news because the firm has prime contracts which are not relying on the WBE certification; however, “these opportunities would never have arisen without the initial advantage created by the KCMO Human Relations Program”.



Many times business growth and expansion is the result of lightning responses to perfectly timed, visionary

products or services. But that is not the way Hasu Doshi, PE built FSC, Inc. The Kansas City based consulting engineering firm was established in 1979 as Fire Sprinkler Consultants providing Fire Protection Engineering. **But it was difficult for the firm to tap into the “Closed Door” of the MEP services market and Hasu looked for ways to establish this new side of his business.**

By 1996, The **Kansas City, MO Human Relations Department** had developed a new **Mentor/Protégé Program**. We were paired with our Mentor engineering firm, **Smith & Boucher** (MEP Engineers) under the leadership of then President, **Dan O’Grady** who helped mentor FSC in the areas of marketing, management, accounting, staffing and estimating projects. **The projects that we jointly developed as part of this KCMO Human Relations program really made a difference in our success! The KCMO Mentor Protégé program was also instrumental in supporting FSC’s efforts to get work with the State of Missouri.**

Big leaps came again for FSC, Inc. in 2005 and 2007 after buying stakes in other MEP companies. Our employee count grew from the original 2 in 1979 to 17 in 2005, and when Sonia Garapaty joined the firm to a high in 2009 of 46 employees. As a result of this growth, FSC was the 10th fastest growing firm in Kansas City according to Ingram’s 2009 Corporate Report, which was based on 2005-2008 revenues. As a result of this diversification, the company now offers an integrated array of engineering consulting services as one-stop shop for building systems design, allowing multiple options and maximum flexibility. **Thanks to HRD.**

Annual Report

The director of HRD is responsible for providing the City Manager, Mayor and elected KCMO Officials an annual report for the City's Minority Women Owned Enterprise Program (MWDBE) fiscal year, which states for each city department and agency: (1) The number of contracts awarded and the total contract dollars awarded pursuant to such contracts; (2) The number of prime contracts awarded to WBEs and MBEs as identified by race and/or ethnicity and the total dollars awarded and paid pursuant to such contracts; (3) The number of subcontracts awarded to WBEs and MBEs as identified by race and/or ethnicity and the total contract dollars awarded and paid pursuant to such contracts; (4) A summary of total waiver requests submitted that are granted or denied and the reasons for the grant or denial; (5) The number of MBE/WBE firms certified by race and/or ethnicity; and other pertinent information and recommendations necessary to implement and develop minority and women owned businesses.

As the primary advocate for MWBE/DBE/ACDBE/SBE firms within City government, our goal is building capacity through opportunities, partnerships, and transparency at every stage of the procurement process. Teaming up with other city departments and staff to accomplish these objectives is paramount in developing MWDBE success stories and is the key to expanding opportunities. As part of this initiative, HRD works with the City's Contract Liaison Training Committee, Contract Oversight Committee and Legal Department to develop procedures and solutions geared towards improving the contract operational process; revisions to forms and documents that are less cumbersome and more detailed; as well as modifications to existing procedures that expedite contracting changes.

Kansas City's MWDBE program serves as the standard for the seven county metropolitan area on how demonstrated inclusion facilitates small business growth and opportunities. Below are the key areas of accountability HRD seeks to enhance daily.

Certification:

During the past twelve months HRD's average days to certify a firm for MWDBE certification, is approximately **50 days (Exhibit I. MWDBE Certification Average Chart April 2010)**. Although the Missouri Regional Certification Commission (MRCC) has established a certification target of 90 days; HRD has completed the majority of certifications at a faster pace. The turnaround time is maintained in spite of an increase in the number of MWDBE applications the department receives. Since the economy began a downward spiral in 2008, HRD's number of monthly certification applications has steadily increased.

As a result, the number of certified firms listed in the MWDBE Directory has simultaneously increased. To-Date, there are more than 690 firms in the City's Directory. HRD has also established an incentive goal for Certification Officers who certify the majority of their firms within thirty (30) days or less.

Customer Service:

HRD remains committed to ensuring that clients seeking our services are given the best customer service possible, and that all applications are processed in a timely and efficient manner. To ensure customer satisfaction remains **our number one priority**, HRD has required all staff members to complete the City's Customer Service Training Program administrated by Human Resources. In addition, customer survey forms are disseminated to our clients by mail, fax and attached to each employee's email address. Since HRD began tracking customer service ratings, more than five hundred (500) clients have responded to the survey. To-date, **the department is achieving approximately ninety-six percent (96%) overall customer service satisfaction ratings (Exhibit N. HRD Customer Service Chart May 2010).**

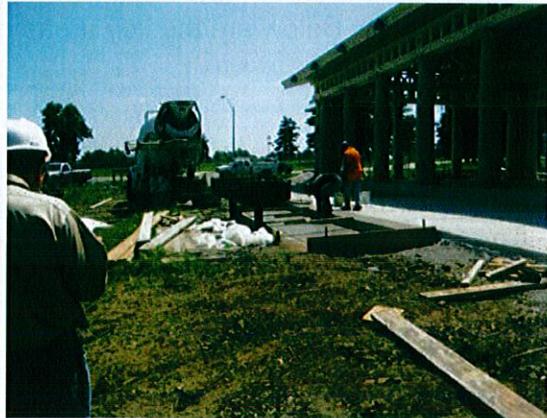
Monitoring/Tracking MWDBE Utilization:



American Redi-Mix(MBE) Swope Park Bandstand

To ensure that MWDBE firms listed on City contracts are performing and are actively participating as designated in the Contract Utilization Plan (CUP), HRD actively monitors City projects with goals through on-site visits, monthly reporting, and contract payment verification activities. These monitoring activities provide assurance to contractors, subcontractors, and City personnel that the program requirements are being accomplished and that MWDBE firms are growing their business capacity through actual commercial useful functions. HRD's internal

tracking system provides online reporting and verification that requires firms to report actual participation between both the prime and subcontractor, thereby creating transparency in the contracting process. Further compliance is obtained through verification of payroll records and worker interviews. HRD is currently monitoring approximately 790 City contracts and 20 Tax Increment Financing and/or CID projects with MWDBE goals. Firms submitting online reports represent approximately 60% of the active contracts in the system. In the event a prime contractor fails to demonstrate a minority firm was utilized to the fullest extent possible, HRD has the ability to assess liquidated damages.



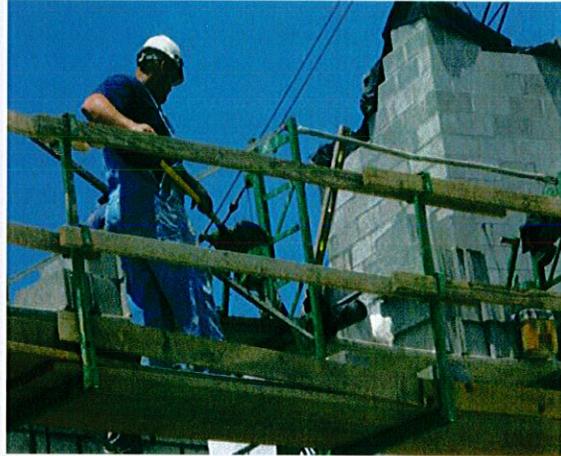
Mark Runge, HRD, Swope Park Bandstand 2009

In fiscal year FY10 HRD assessed more than \$1.5 million in liquidated damages and penalties from contractors that failed to demonstrate a "best faith effort" was utilized towards MWDBE firms on KCMO and statutory agency contracts.

Construction Workforce Compliance:

The Construction Workforce ordinance applies to all construction contracts the City entered into after July 1, 2007 with construction labor hours estimated at more than 800 hours and an estimated cost that exceeds \$324,000.00. The Construction Workforce Ordinance requires companies that have contracts with the City to report the total number of hours worked companywide and project specifically by minorities and women.

HRD and the Construction Workforce Board share a common goal to increase the number of minority and female construction workers throughout the KCMSA. The quest to expedite this program and provide avenues to increase workforce participation is constantly growing. Through our partnership with the Full Employment Council (FEC), we've entered into agreement for administering the First Source Hiring Program. The program provides KCMO residents with first consideration for certain types of construction related jobs contractors are seeking to fill prior to public advertisement.



The established Companywide goals for minority and female workers are 10 percent and 2 percent, respectively. Through June 2010, minority companywide hours worked on City projects was 14.38% and female companywide hours worked was 2.88% and KCMO resident's companywide hours worked were 10.4% of the total accumulative hours worked. Even in this tough economic downward spiral construction contractors have been supporting the City's local ordinance, and as a result, minority and female construction workers are exceeding the ordinance's respective goals (**Exhibit K. HRD June Construction Workforce Report**).

As a result of the Construction Workforce Board's efforts to bring uniformity to the local industry, the board entered into a Memorandum of Understanding (MOU) on December 15, 2009 with the Economic Development Corporation's Statutory Agencies. The agencies (including Tax Increment Financing, Port Authority, Land Clearance Review Authority, and PIEA,) agreed to adopt the City's construction workforce ordinance and policies.

Prevailing Wage Monitoring:



Sheryl Kaullen, HRD, Rocky Branch Waste Water Treatment Facility

During FY10 HRD's Contract Compliance Division monitored more than 250 construction contracts and assisted approximately 320 construction workers secure more than \$168,000.00 in restitution owed by general contractors. Additionally, staff collected penalties and damages on City contracts totaling more than \$125,000.00.

In addition to enforcing prevailing wage laws and regulations, the division conducts quarterly Contractor's Training sessions with local contract administrators. In FY 10 the division trained more than 1900 contractors and administrators on current state statutes and ordinances. The division interviewed more than 800 construction workers and reviewed approximately 3,500 certified payroll records.

HRD in conjunction with the Fairness in Construction Board is developing construction language to strengthen the enforcement of habitual violators of prevailing wage regulations in KCMO.



Business Development & Support:



Left to Right: Phillip Yelder, HRD Director; Myrtle Wilson, HUD Regional FHEA Dir; John D. Trasvina, Assistant Secretary HUD; Denise Gipson, HUD Regional Section 3 Coordinator; Sandra Walker, KCMO Section 3 Manager; Sheryl Kaullen, KCMO Contract Compliance Manager; Kimiko Gilmore, Assistant to City Manager

HRD's Small Business Development Division is the technical and managerial service component that provides assistance to small businesses entering the Kansas City market environment. The division is a one-stop-shop for comprehensive development support services designed for entrepreneurs who need assistance from a business incubator program to grow. Clients receive personalized strategic development plans to ensure the success of their ventures.

Through our Entrepreneur's Management Club clients receive free-of-charge access to wireless internet service, mediation service, business resource library, computer room and plan room services.

The City's Section 3 Office functions as a component of the Small Business Development Division and administers the City's federal requirements related to the Section 3 Act of 1968. During the 2009/2010 Program Year agencies that received CDBG contracts through the City's Consolidated Plan were awarded **\$8,332,790** in contracts with **\$3,154,630** going to Section 3 Business Concerns, resulting in **38%** Section 3 participation (**Exhibit M. Section 3 Report**).

Section 3 Job Fair 2009



The Section 3 Office has received national recognition from the US Department of Housing and Urban Development (HUD) as a model program. The office is currently listed on HUD's website as an informational source for agencies across the nation.

Outreach Activities:

HRD staff participates as bridge builders with various organizational and community stakeholders that have demonstrated a vested interest in the City's program's success. Our team members provide updates on HRD's policies and procedures; while garnering the community's pulse on issues that are important to their respective constituents. Our outreach efforts continue to focus on the needs and concerns of our internal and external customers. A few major events in FY 2009:

- A. Kansas City Government Contracting & Procurement Forum (KCGCP) – attracted more 500 local, state and federal buyers and business owners. KCGCP is a one day event designed to bridge the gap between business owners and procurement buyers.
- B. 40th Fair Housing Symposium - In April 2009, KCMO celebrated the 40th Anniversary of the passing of the Fair Housing Act. Keynote Speaker was Rev. Jessie Jackson.
- C. NNSA March 31st Forum – Identified contracting opportunities with the owners of CenterPoint Zimmer, and J.E. Dunn Construction Company project management team.
- D. Section 3 Job Fair with agencies that receive CDBG dollars in an effort to increase employment opportunities.

HRD's Recommendations:

The Human Relations Department seeks to ensure that minority and women owned firms have an opportunity to compete for City contracts as any other vendor doing business with the City of KCMO. Our goal is to increase notifications of contracting opportunities while providing the entry level technical and managerial assistance MWDBE firms will need in order to be successful. The following initiatives have been developed to assist in obtaining internal goals and exceeding our clients' expectations:

1. Small Local Business Enterprise (SLBE) – This is a recommendation from FY 09 that we believe will provide minority firms a market place and opportunity to grow into successful prime contractors. The program is designed to identify specific contracts for small businesses to compete and bid amongst their peers, thereby encouraging competition; developing business strengths; and growing within a defined competitive environment.
2. Department Director's Leadership – In order for the MWDBE program to reach its full potential, there must be a commitment at the Department Directors level that flows down the procurement chain to staff. As an incentive to include senior management early in the procurement process, HRD is proposing that directors' Annual Evaluation include MBE/WBE performance measures. These measures would establish internal departmental goals in conjunction with the City's overall goals. This would be significant in regards to developing minority prime contracting opportunities.
3. Professional Service Selection Committee – The City has several procedures in place to address when and how professional service contracts are handled at the department level and on city wide contracts. However none of these processes has led to an increase in the number of professional service contracts being awarded to minority or women owned firms. Departments rely heavily on their internal staff in making recommendations; which normally consist of project managers and engineers. While this process brings the project experts to the table it does not take into account the diversity of our City vendor data base. HRD is proposing that a representative from the Human Relations Department be appointed to all professional service committees in which the estimated contract value is at or above \$325 thousand dollars. This appointment would help facilitate discussion among project managers and engineers regarding MWDBE firm's capabilities and availability.
4. Online Certification Application - The minority business community's desire to obtain answers on certification applications more rapidly and efficiently has led HRD to investigate an Online Certification Application process. The proposed online version would be used in conjunction with current hard copies; however, firms could view and track their application through the certification process. There are several cities in the US using "Online Application" and a few state certifying agencies. The proposed system would work in conjunction with our current tracking system, thereby minimizing a large financial outlay.

5. MWBE Certification Fee - HRD believes a certification fee is necessary, given the extremely challenging financial climate the city is enduring. The certification fee would help defer costs associated with printing, travel, outreach, salaries, and overall operational overhead.
6. Contract Liaison Training and Outreach - HRD will continue to provide training at the Contract Liaison monthly training sessions and at various community forums, and organizations such as the Hispanic Chamber of Commerce; The Minority Coalition; Women in Construction, and Asian Chamber of Commerce.

A. Description of Exhibits and Findings

Exhibit A. - A total summary of contract dollars awarded and **MWDBE contract dollars awarded by contract type** (i.e. Construction, Professional Services, and Purchasing/Other) from May 2003 through April 2010.

Exhibit B. – A summary of **MWDBE Prime and Subcontract dollars and number of contracts awarded by ethnicity, contract type, and percentages from May 2003 through April 2010.** The cumulative dollars and percentages of prime contract dollars awarded to MWDBE firms during the reporting period was \$94,216,974 or 4.84%, and percentages of subcontract dollars awarded 21.55% or \$419.4 million. During this 84 month period, women owned firms received 1.66% of prime contracts followed by African America companies at 1.54%. Asian Americans were awarded 1.13% of all prime contracts. In construction, African American firms received 8.05% or \$113.6 million of subcontracts followed by women owned companies at 6.33% of construction subcontracts. In Professional Services subcontracts, African American owned firms received 10% or \$39.1 million and women owned companies received 9.26% or \$36.2 million; followed by Asian American firms at 3.07%.

Exhibit B1. – Summary of the **number of prime contracts and dollars awarded to MWDBE firms by department** from May 2003 through April 2010. To-date CIMO has issued the largest value of contracts at \$792.6 million, followed by Public Works Department at \$350.4 million. CIMO has also issued 458 individual contracts followed by Public Works at 455 individual contracts. In reference to the 84 month period, minority firms received 255 prime contracts out of 1,574 or 4.84% of the contract value.

Exhibit B2. – Summary of the **number of subcontracts and dollars awarded to MWDBE firms by department** from May 2003 through April 2010. CIMO and Public Works each issued the largest dollar value of City contracts, followed by the Water Department and Aviation. In terms of volume, Parks and Recreation issued 545 subcontracts to MWDBE firms followed by Aviation at 492, and CIMO at 445.

Exhibit C. - Graph of MWDBE participation summary by ethnicity.

Exhibit D. – Chart participation summary by Minority Type – This reports shows the dollars and percentages awarded by Minority Type (MBE/WBE) from May 2003 through April 2010. Exhibits D1 - D3 show participation by minority type in three major categories (i.e. Construction, Professional Services, and Purchasing/Other).

D1. **MWDBE Construction Participation** Summary by Minority Type (May 2003 – April 2010)

D2. **MWDBE Professional Services Participation** Summary by Minority Type (May 2003 – April 2010)

D3. **MWDBE Purchasing / Other Summary Participation** by Minority Type (May 2003 – April 2010)

Exhibit E. – MWDBE Summary by Ethnicity from May 2003 through April 2010. This report shows the total dollars awarded in percentages by ethnicity and by Fiscal Year from May 2003 through April 2010. Exhibits E1 – E3 show ethnicity participation percentages in three major categories (i.e. Construction, Professional Services, and Purchasing and Other Participation).

E1. MWDBE **Construction Summary** by Ethnicity from May 03 – April 2010

E2. MWDBE **Professional Services Summary** by Ethnicity from May 03 – April 2010

E3. MWDBE **Purchasing / Other Summary** by Ethnicity from May 03 – April 2010

Exhibit F. - MWDBE Prime and Subcontracts awarded participation percentages by Ethnicity from May 2003 through April 2010. This report details the prime and subcontracts by ethnicity percentages over an 84 month period. MWDBE firms received 16.6% of the prime contract's volume; however, dollars awarded to MWDBE firms were less than 5%.

Exhibit G. – Summary of MWDBE Prime and Subcontracts by dollar value, percentages, number of contracts, and by type from May 09 through April 2010. In reference to the fiscal year May 09 through April 2010, the City awarded approximately 29% of their contracting dollars to MWDBE certified firms.

G1A. Summary of Payments by Department to MWDBE Contractors from May 09 thru April 10. MWDBE firms were paid approximately \$78.5 million.

G1. MWDBE Prime Participation by Department from May 09 thru April 10. MWDBE firms were awarded 22 total prime contracts at \$10.2 million dollars from May 09 thru April 10. CIMO awarded 6 prime contracts followed by five each from Parks Department and General Services.

G2. MWDBE Subcontract Max Value and Quantity by Department from May 09 thru April 10. MWDBE firms were awarded a total of 495 individual subcontracts equivalent to \$58 million dollars in value. One hundred and forty-five (145) subcontracts were awarded by General Services followed by CIMO (108) and then Water Services (105).

G3. Graph - Participation Summary by Minority Type May 09 – April 10 (FY 10)

G4. Graph - MWDBE Construction Summary by Minority Type May 09 – April 10

G5. Graph - MWDBE Professional Services by Minority Type May 09 – April 10

G6. Graph - MWDBE Purchasing/Other Summary by Minority Type May 09 – April 10

G7. Graph - MWDBE Summary by Ethnicity May 09 – April 10 (FY 10)

G8. Graph - MWDBE Construction Summary by Ethnicity May 09 – April 10 (FY 10)

G9. Graph - MWDBE Professional Services Summary by Ethnicity May 09 – April 10

G10. Graph - MWDBE Purchasing/Other Participation Summary by Ethnicity May 09 – April 10 (FY 10)

Exhibit H. - This report depicts the number of MWDBE goal waivers requested by City Departments, and the number granted by HRD from May 2009 through April 2010. During the report period, HRD received 34 requests for minority goal waivers from various departments; of those, a total of fourteen (14) waivers were granted for combined contract value of \$4,564,575.00.

The Purchasing Division requested Nineteen (19) waivers and thirteen (13) were approved for a combined contract value of \$4,405,575.00. The majority of their requests were one-time purchases for various equipment, supplies and parts.

Exhibit I. – This particular graph shows the average days it has taken HRD to certify MWDBE applicants from July 09 thru June 2010. HRD's average days to certify a MWDBE firm has been reduced from 56 days in July 2009 to 50 days, and the average age of applications in process during the reporting period is 31 days.

The number of new applicants applying for MWDBE certification has steadily increased in the past year. Applications from women owned businesses are more than double those of minority firms seeking certification. Several anecdotal explanations could explain the increase from: (a) a large number of minority and women have been laid off, thereby leading to a change in their career path; (b) economic downturn has caused individuals to seek a second source of income including starting their own company.

Exhibit J. – This report shows the number of MWDBE firms certified by race and gender. To-date 45% of the firms certified in the directory are African American, and women owned companies are the next highest at 36%.

Exhibit K. – This report shows the accumulative Construction Workforce Hours worked by minority and women as of June 2010. The report indicates that minority workers have worked 14.38% of the total construction hours reported and female workers have worked 2.88% total hours. There is no local resident goal, however, KCMO residents are working 10.4% of the total hours reported.

Exhibit L. – Section 3 Office Year End Review Neighborhood Stabilization Program 1 (NSP1). During the program year (June 2009 thru May 2010) approximately \$700,374.00 was awarded to contractors working on NSP1 projects; Section 3 contractors were awarded \$437,051.00 or 62% of the NSP1 contracts.

Exhibit L1. – Section 3 Office Contracts awarded to Section 3 Business Concerns. From June 2009 through May 2010 Section 3 contractors were awarded \$3,154,630 or 38% of the \$8.3 million dollars awarded through CDBG funds.

Exhibit M. – Customer satisfaction survey results from January 2009 to May 2010. As of May 2010 we received 452 responses since February 2009. Customer Satisfaction Survey results continue to show a positive increase in client perception of customer service since 2006. Using the survey question "Overall, how satisfied are you with the service(s) provided by the Human Relations Department?", as a benchmark, survey results for May 2010 show a twenty-three percent (23%) increase from the 2006 survey to a 96% positive response.

HRD's Goals and Initiatives for Fiscal Year 2010:

The Human Relations Department will work to identify and solicit expired firms to reapply for MWDBE certification.

Establish Memorandum of Understanding (MOU) with the State of Missouri Office Supplier and Workforce Diversity allowing KCMO MWDBE certified firms to be added on a regular schedule to the State's minority data base.

HRD will facilitate Lunch & Learn sessions between MWDBE firms, City engineers and project managers regarding minority firm's capabilities and resources.

Promote the Kansas City Government Contracting & Procurement Forum to a larger geographical audience.

Build relationships with local Chambers of Commerce & local Municipal Procurement representatives.

Identify additional revenue sources to help support HRD.

Provide electronic bid notifications and opportunities to MWDBE firms listed in the City's directory.

Expand the monthly training and educational workshops offered to small businesses.

Formalize the prevailing wage monitoring schedule, and penalty phases by identifying repeat violators.

Promote and develop a second chance offender's ordinance.

Work with the City's Fairness in Construction Board, the Fairness in City Contracts Board, the Construction Workforce Board and the Human Rights Commission to develop policies and procedures that enhance minority contracting opportunities and employment participation throughout the City.

HRD staff will continue working with the City's contract oversight committee in identifying ways to streamline internal processes to facilitate a smooth flow of information on goal setting and documentation.

Complete final phase of the online Construction Workforce Reporting system.

B. Conclusion

The overall participation for minority owned firms in the last fiscal year (FY 09/10) is 28.45% of the \$239.6 million awarded by the City of KCMO. This represents a slight decrease from last year; however, in comparison to previous year's, overall participation is above the FY 07/08 percentages of 22%. A comprehensive effort by local contractors, buyers, community organizations and KCMO personnel working together are some of the primary factors guiding this surge.

HRD will continue to strive for excellence in customer service, minority and women business certification, contract monitoring and compliance, business development and civil rights enforcement.

**Human Relations Department - Contracts Awarded
MWDBE Prime and Subcontracts Participation by Ethnicity
Accumulative 84 Month Summary Report, May 2003 thru April 2010**

Exhibit B

Description	Total Awarded	Total MWDBE	Native American	Asian American	African American	Hispanic	WBE	Other
Construction - Primes								
Prime	\$ 1,412,253,675	53,898,505	\$ 3,239,059	\$ 10,489,179	\$ 22,427,534	\$ 5,176,042	\$ 12,566,691	\$ 1,358,355,170
% of \$ Awarded	100.00%	3.82%	0.23%	0.74%	1.59%	0.37%	0.89%	96.18%
% of MWDBE \$ Awarded		100.00%	6.01%	19.46%	41.61%	9.60%	23.32%	
Number of Contracts	693	107	2	15	48	20	22	586
Construction - Subcontractors								
Subcontractors	\$ 1,412,253,675	\$ 292,395,633	\$ 29,359,018	\$ 18,143,414	\$ 113,699,519	\$ 41,833,104	\$ 89,360,578	\$ 1,119,858,042
% of \$ Awarded	100.00%	20.70%	2.08%	1.28%	8.05%	2.96%	6.33%	79.30%
% of MWDBE \$ Awarded		100.00%	10.04%	6.21%	38.89%	14.31%	30.56%	
Number of Contracts	693	790	180	41	167	94	308	
Professional Service - Primes								
Prime	\$ 391,114,886	\$ 30,046,022	\$ 117,001	\$ 5,381,227	\$ 6,277,576	\$ 332,674	\$ 17,937,544	\$ 361,068,864
% of \$ Awarded	100.00%	7.68%	0.03%	1.38%	1.61%	0.09%	4.59%	92.32%
% of MWDBE \$ Awarded		100.00%	0.39%	17.91%	20.89%	1.11%	59.70%	
Number of Contracts	715	133	1	37	39	4	52	582
Professional Service - Subcontractors								
Subcontractors	\$ 391,114,886	95,910,538	3,956,318	12,017,099	39,128,051	4,600,361	36,208,709	295,204,348
% of \$ Awarded	100.00%	24.52%	1.01%	3.07%	10.00%	1.18%	9.26%	75.48%
% of MWDBE \$ Awarded		100.00%	4.13%	12.53%	40.80%	4.80%	37.75%	
Number of Contracts	715	1565	335	230	313	283	404	
Purchasing / Other - Primes								
Prime	\$ 142,985,936	\$ 10,272,447	\$ -	\$ 6,099,706	\$ 1,326,960	\$ 950,000	\$ 1,895,781	\$ 132,713,489
% of \$ Awarded	100.00%	7.18%		4.27%	0.93%	0.66%	1.33%	92.82%
% of MWDBE \$ Awarded		100.00%		59.38%	12.92%	9.25%	18.46%	
Number of Prime Contracts	166	15	-	5	2	3	5	151
Purchasing / Other - Subcontractors								
Subcontractors	\$ 142,985,936	31,124,586	\$ 931,813	\$ 1,027,731	\$ 16,793,147	\$ 5,149,195	\$ 7,222,700	\$ 111,861,350
% of \$ Awarded	100.00%	21.77%	0.65%	0.72%	11.74%	3.60%	5.05%	78.23%
% of MWDBE \$ Awarded		100.00%	2.99%	3.30%	53.95%	16.54%	23.21%	
Number of Subs	166	608	32	35	285	182	74	-

Human Relations Department - Contracts Awarded
MWDBE Prime and Subcontracts Participation by Ethnicity
Accumulative 84 Month Summary Report, May 2003 thru April 2010

Exhibit B

Description	Total Awarded	Total MWDBE	Native American	Asian American	African American	Hispanic	WBE	Other
Total - Prime								
Prime	\$ 1,946,354,497	\$ 94,216,974	\$ 3,356,060	\$ 21,970,112	\$ 30,032,070	\$ 6,458,716	\$ 32,400,016	\$ 1,852,137,523
% of \$ Awarded	100.00%	4.84%	0.17%	1.13%	1.54%	0.33%	1.66%	95.16%
% of MWDBE \$ Awarded		100.00%	3.56%	23.32%	31.88%	6.86%	34.39%	
Number of Contracts	1,574	255	3	57	89	27	79	1,319
Total - Subcontractors								
Subcontractors	\$ 1,946,354,497	\$ 419,430,757	\$ 34,247,149	\$ 31,188,244	\$ 169,620,717	\$ 51,582,660	\$ 132,791,987	\$ 1,526,923,740
% of \$ Awarded	100.00%	21.55%	1.76%	1.60%	8.71%	2.65%	6.82%	78.45%
% of MWDBE \$ Awarded		100.00%	8.17%	7.44%	40.44%	12.30%	31.66%	
Number of Contracts	1,574	2963	547	306	765	559	786	-

Human Relations Department - Contracts Awarded
MWDBE Participation By Procurement Category
 Accumulative 84 Month Summary Report, May 2003 thru April 2010

Exhibit A

Contract Area	Total Awarded	Total MWDBE	MBE	WBE	Prime
Construction	\$ 1,412,253,675	\$ 346,294,138	\$ 244,366,869	\$ 101,927,269	\$ 1,412,253,675
% of Total \$ Awarded	100%	24.5%	17.3%	7.2%	
% of MWDBE \$ Awarded		100%	71%	29%	
Professional Service	\$ 391,114,886	\$ 125,956,560	\$ 71,810,307	\$ 54,146,253	\$ 391,114,886
% of Total \$ Awarded	100%	32.2%	18.4%	13.8%	
% of MWDBE \$ Awarded		100%	57%	43%	
Purchasing / Other	\$ 142,985,936	\$ 41,397,033	\$ 32,278,552	\$ 9,118,481	\$ 142,985,936
% of Total \$ Awarded	100%	29.0%	22.6%	6.4%	
% of MWDBE \$ Awarded		100%	78%	22%	
Grand Totals	\$ 1,946,354,497	\$ 513,647,731	\$ 348,455,728	\$ 165,192,003	\$ 1,946,354,497
% of Total \$ Awarded	100%	26.4%	17.9%	8.5%	
% of MWDBE \$ Awarded		100%	68%	32%	

Human Relations Department - Contracts Awarded
MWDBE Primes Participation by Ethnicity
Accumulative 84 Month Detail Report, May 2003 thru April 2010

Exhibit B1

Description	Total Awarded	Total MWDBE	Native American	Asian American	African American	Hispanic	WBE	Other
Total - Prime								
Prime	\$ 1,946,354,497	\$ 94,216,974	\$ 3,356,060	\$ 21,970,112	\$ 30,032,070	\$ 6,458,716	\$ 32,400,016	\$ 1,852,137,523
% of \$ Awarded	100.00%	4.84%	0.17%	1.13%	1.54%	0.33%	1.66%	95.16%
% of MWDBE \$ Awarded		100.00%	3.56%	23.32%	31.88%	6.86%	34.39%	
Number of Contracts	1,574	255	3	57	89	27	79	1,319
Prime Contract Value By Department								
Aviation	233,802,344	8,810,657	-	2,723,144	655,763	-	5,431,750	224,991,687
CIMO	792,657,881	27,928,382	3,239,059	4,901,280	8,437,477	2,231,930	9,118,636	764,729,499
City Manager	718,832	-	-	-	-	-	-	718,832
City Planning & Development	2,808,055	175,000	-	-	-	-	175,000	2,633,055
Convention & Entertainment	3,573,529	-	-	-	-	-	-	3,573,529
Finance	2,612,902	-	-	-	-	-	-	2,612,902
Fire	939	-	-	-	-	-	-	939
General Services	102,259,098	1,245,619	117,001	467,000	277,618	-	384,000	101,013,479
Health	166,387	-	-	-	-	-	-	166,387
Information Technology	4,011,802	-	-	-	-	-	-	4,011,802
Law	360,000	160,000	-	-	160,000	-	-	200,000
Mun Court	1,512,225	-	-	-	-	-	-	1,512,225
Neighborhood & Community Services	1,912,553	-	-	-	-	-	-	1,912,553
OEM	2,796,915	-	-	-	-	-	-	2,796,915
Parks	83,956,554	9,727,015	-	4,858,207	3,454,901	-	1,413,907	74,229,539
Public Works	350,443,597	23,462,827	-	7,029,831	3,150,774	1,847,051	11,435,171	326,980,770
Purchasing	40,259,938	1,823,684	-	300,000	1,326,960	196,724	-	38,436,254
Water	322,500,946	20,883,790	-	1,690,650	12,568,577	2,183,011	4,441,552	301,617,156
Total	\$ 1,946,354,497	\$ 94,216,974	\$ 3,356,060	\$ 21,970,112	\$ 30,032,070	\$ 6,458,716	\$ 32,400,016	\$ 1,852,137,523
Total Contract Quantity By Department								
Aviation	114	24	-	8	3	-	13	90
CIMO	458	87	2	21	29	13	22	371
City Manager	2	-	-	-	-	-	-	2
City Planning & Development	7	1	-	-	-	-	1	6
Convention & Entertainment	4	-	-	-	-	-	-	4
Finance	26	-	-	-	-	-	-	26

Human Relations Department - Contracts Awarded
MWDBE Primes Participation by Ethnicity
Accumulative 84 Month Detail Report, May 2003 thru April 2010

Exhibit B1

Description	Total Awarded	Total MWDBE	Native American	Asian American	African American	Hispanic	WBE	Other
Fire	1	-	-	-	-	-	-	1
General Services	56	7	1	2	1	-	3	49
Health	1	-	-	-	-	-	-	1
Information Technology	4	-	-	-	-	-	-	4
Law	2	1	-	-	1	-	-	1
Mun Court	2	-	-	-	-	-	-	2
Neighborhood & Community Services	5	-	-	-	-	-	-	5
OEM	2	-	-	-	-	-	-	2
Parks	60	14	-	6	5	-	3	46
Public Works	455	80	-	16	27	10	27	375
Purchasing	44	5	-	2	2	1	-	39
Water	331	36	-	2	21	3	10	295
Total	1,574	255	3	57	89	27	79	1,319

**Human Relations Department - Contracts Awarded
MWDBE Subcontracts Participation by Ethnicity
Accumulative 84 Month Detail Report, May 2003 thru April 2010**

Exhibit B2

Description	Total Awarded	Total MWDBE	Native American	Asian American	African American	Hispanic	WBE	Other
Total - Subcontractors								
Subcontractors	\$ 1,946,354,497	\$ 419,430,757	\$ 34,247,149	\$ 31,188,244	\$ 169,620,717	\$ 51,582,660	\$ 132,791,987	\$ 1,526,923,740
% of \$ Awarded	100.00%	21.55%	1.76%	1.60%	8.71%	2.65%	6.82%	78.45%
% of MWDBE \$ Awarded		100.00%	8.17%	7.44%	40.44%	12.30%	31.66%	
Number of Contracts	1,574	2963	547	306	765	559	786	-
Sub Contract Value By Department								
Aviation	233,802,344	53,805,491	1,967,416	3,612,652	16,465,265	8,820,608	22,939,550	
CIMO	792,657,881	166,681,810	23,954,789	12,482,679	58,296,373	25,799,765	46,148,204	
City Manager	718,832	46,560	-	-	14,450	4,350	27,760	
City Planning & Development	2,808,055	559,174	-	67,581	264,951	-	226,642	
Convention & Entertainment	3,573,529	499,025	-	75,000	189,950	115,300	118,775	
Finance	2,612,902	420,245	-	-	280,682	139,563	-	
Fire	939	-	-	-	-	-	-	
General Services	102,259,098	29,556,111	331,861	105,775	16,577,078	3,858,231	8,683,166	
Health	166,387	-	-	-	-	-	-	
Information Technology	4,011,802	585,761	-	104,261	481,500	-	-	
Law	360,000	46,000	-	-	-	46,000	-	
Mun Court	1,512,225	-	-	-	-	-	-	
Neighborhood & Community Services	1,912,553	320,063	31,783	-	92,697	71,700	123,883	
OEM	2,796,915	560,996	-	-	560,996	-	-	
Parks	83,956,554	25,319,749	1,902,801	3,566,307	7,320,970	5,248,877	7,280,794	
Public Works	350,443,597	70,199,853	1,709,916	6,958,768	33,434,133	3,844,394	24,252,642	
Purchasing	40,259,938	6,324,942	12,123	643,000	3,647,875	536,577	1,485,367	
Water	322,500,946	64,504,977	4,336,460	3,572,221	31,993,797	3,097,295	21,505,204	
Total	\$ 1,946,354,497	\$ 419,430,757	\$ 34,247,149	\$ 31,188,244	\$ 169,620,717	\$ 51,582,660	\$ 132,791,987	\$ -
Sub Contract Quantity by Department								
Aviation	114	492	16	131	69	92	184	-
CIMO	458	445	116	17	29	67	216	-
City Manager	2	48	-	-	2	37	9	-
City Planning & Development	7	129	-	7	7	-	115	-
Convention & Entertainment	4	39	-	12	18	1	8	-
Finance	26	284	-	-	239	45	-	-

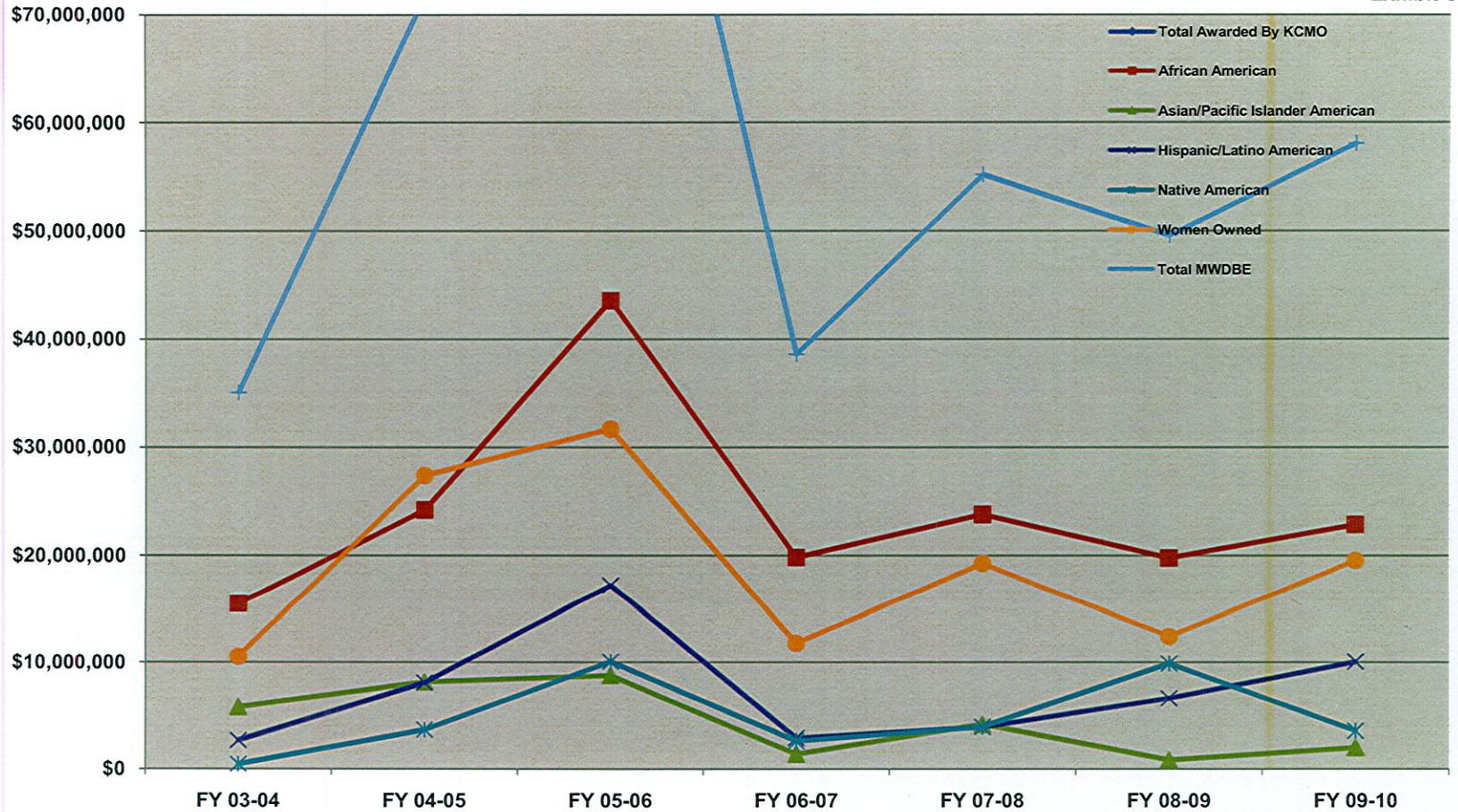
**Human Relations Department - Contracts Awarded
MWDBE Subcontracts Participation by Ethnicity
Accumulative 84 Month Detail Report, May 2003 thru April 2010**

Exhibit B2

Description	Total Awarded	Total MWDBE	Native American	Asian American	African American	Hispanic	WBE	Other
Fire	1	-	-	-	-	-	-	-
General Services	56	298	112	21	103	39	23	-
Health	1	-	-	-	-	-	-	-
Information Technology	4	23	-	12	11	-	-	-
Law	2	19	-	-	-	19	-	-
Mun Court	2	-	-	-	-	-	-	-
Neighborhood & Community Services	5	20	2	-	6	2	10	-
OEM	2	7	-	-	7	-	-	-
Parks	60	545	255	69	50	35	136	-
Public Works	455	83	27	11	20	7	18	-
Purchasing	44	107	4	2	10	72	19	-
Water	331	424	15	24	194	143	48	-
Total	1574	2963	547	306	765	559	786	-

**Human Relations Department - Contracts Awarded
MWDBE Participation Summary
Accumulative 84 Month Report, May 2003 thru April 2010**

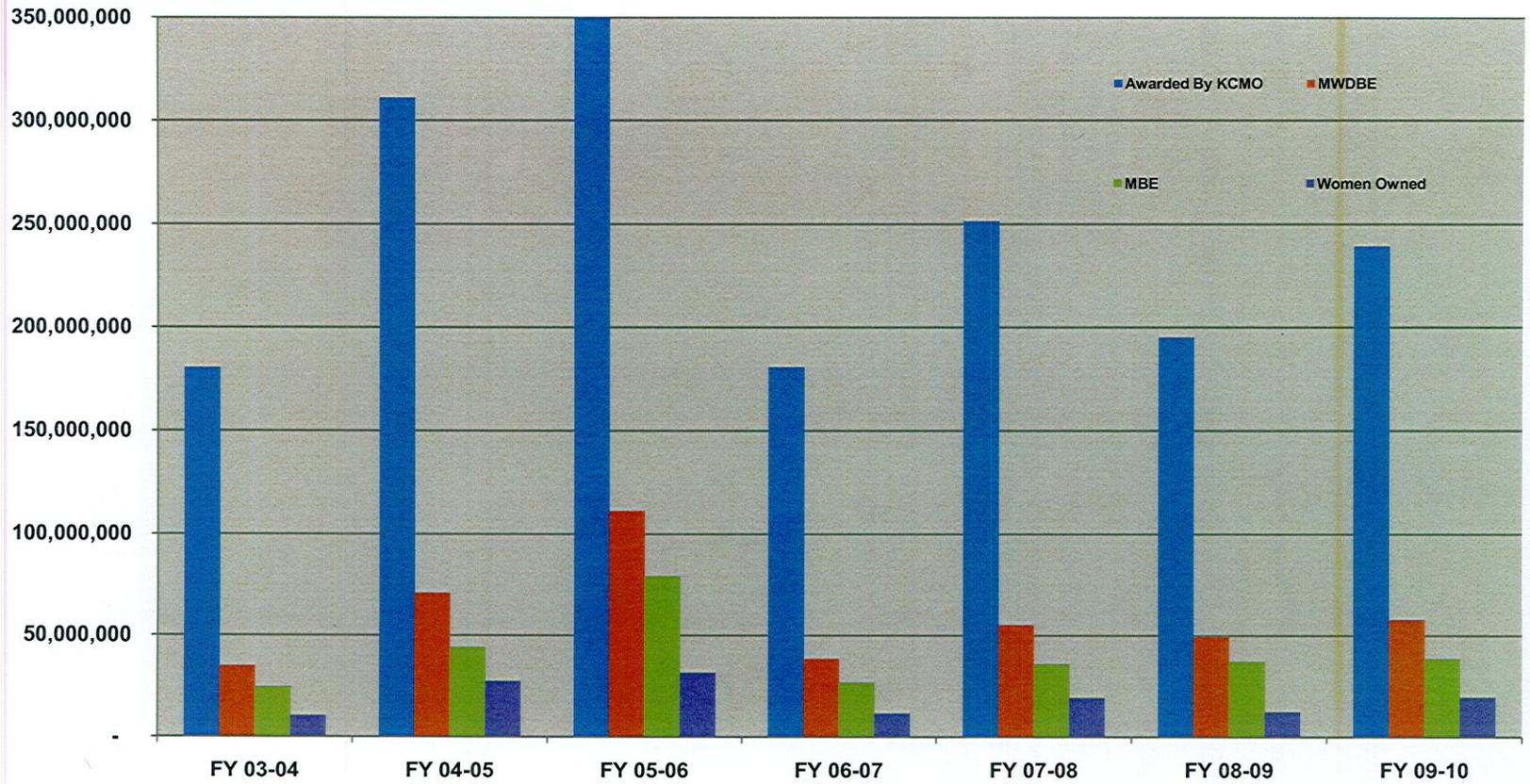
Exhibit C



Total Awarded By KCMO	\$	180,341,141	\$	310,916,683	\$	588,288,400	\$	180,677,657	\$	251,576,683	\$	195,221,568	\$	239,397,360
African American		15,509,602		24,218,297		43,592,849		19,843,026		23,798,314		19,797,665		22,874,467
Asian/Pacific Islander American		5,822,275		8,151,067		8,748,993		1,399,648		4,204,629		853,789		2,007,842
Hispanic/Latino American		2,698,301		8,111,378		17,227,068		2,925,239		3,933,644		6,629,323		10,057,707
Native American		458,142		3,684,453		10,051,855		2,633,973		3,970,164		9,868,128		3,579,921
Women Owned		10,560,611		27,422,311		31,700,924		11,801,081		19,298,167		12,436,599		19,572,292
Total MWDBE		35,048,931		71,587,507		111,321,689		38,602,967		55,204,918		49,585,504		58,092,229

**Human Relations Department - Contracts Awarded
Participation Summary By Minority Type
Accumulative 84 Month Report, May 2003 thru April 2010**

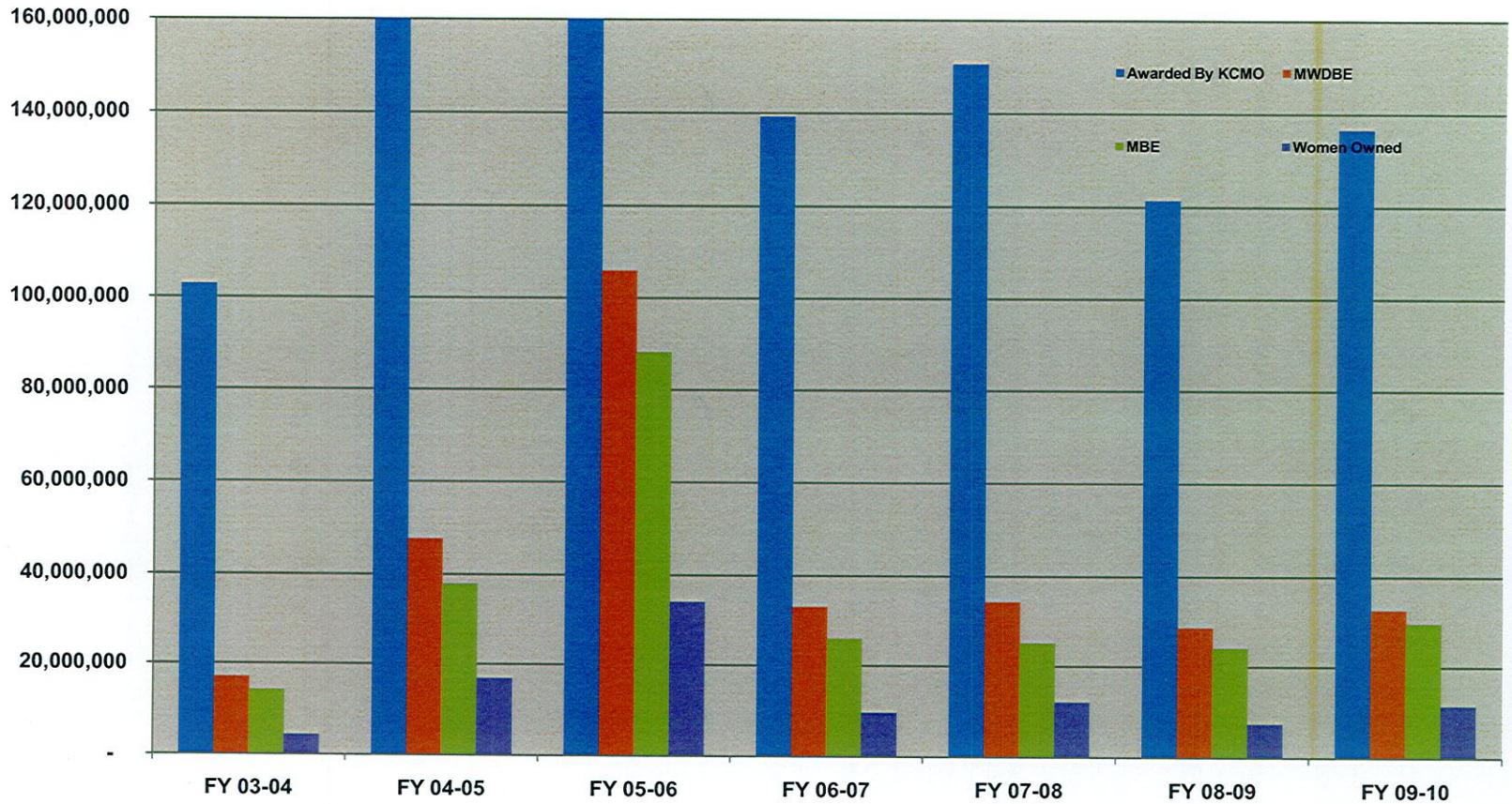
Exhibit D



Awarded By KCMO	\$180,341,141	\$310,916,683	\$588,288,400	\$180,677,657	\$251,576,683	\$195,221,568	\$239,397,360
MWDBE	19.4%	23.0%	18.9%	21.4%	21.9%	25.4%	24.3%
MBE	13.6%	14.2%	13.5%	14.8%	14.3%	19.0%	16.1%
Women Owned	5.9%	8.8%	5.4%	6.5%	7.7%	6.4%	8.2%

**Human Relations Department - Contracts Awarded
 MWDBE Construction Participation Summary By Minority Type
 Accumulative 84 Month Report, May 2003 thru April 2010**

Exhibit D 1

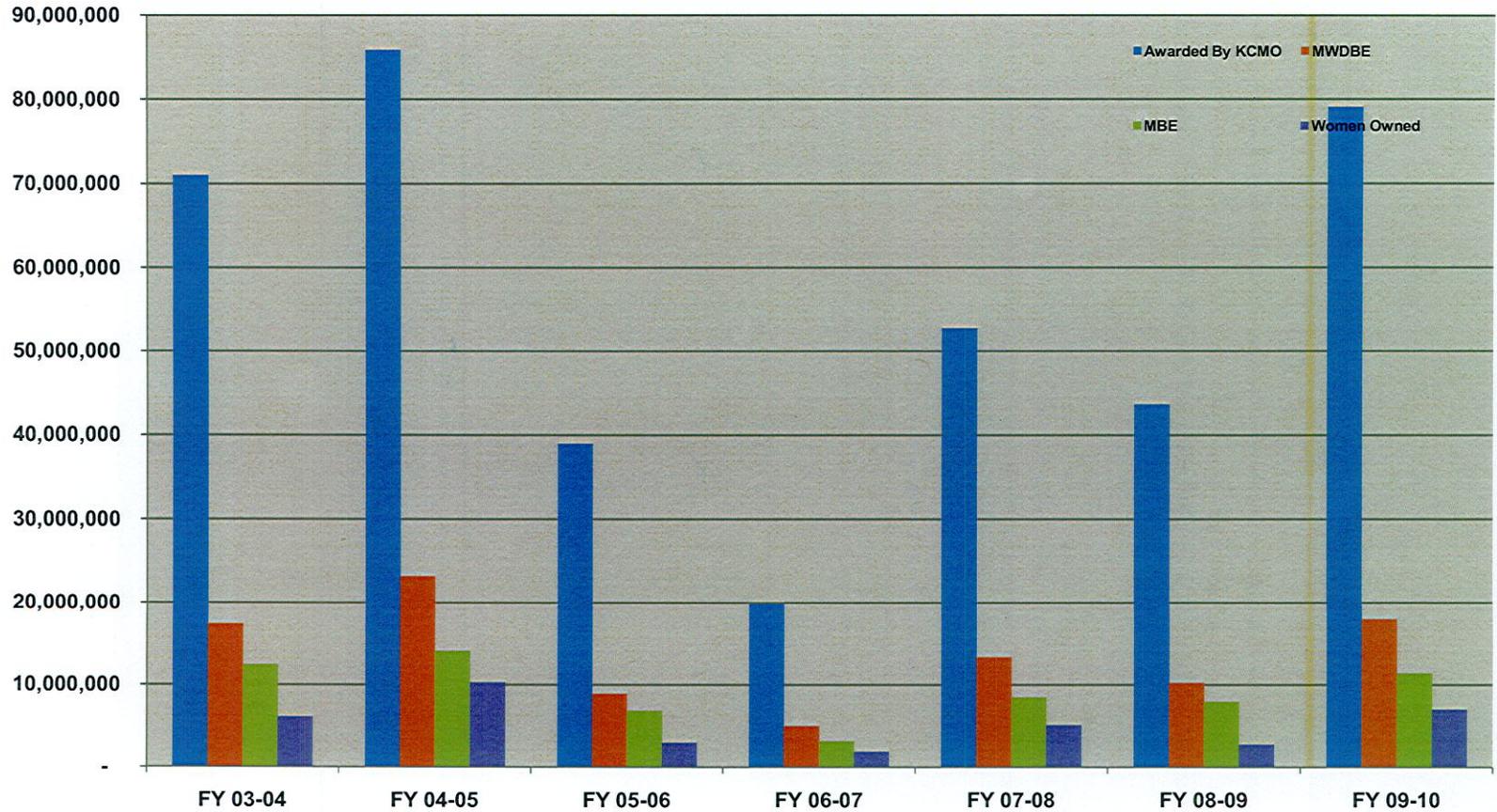


Awarded By KCMO
 MWDBE
 MBE
 Women Owned

	FY 03-04	FY 04-05	FY 05-06	FY 06-07	FY 07-08	FY 08-09	FY 09-10
Awarded By KCMO	\$102,829,271	\$220,059,407	\$541,524,235	\$139,264,055	\$150,539,693	\$121,418,908	\$136,618,102
MWDBE	16.7%	21.7%	19.6%	23.7%	22.7%	23.5%	23.9%
MBE	13.8%	17.2%	16.3%	18.7%	16.7%	19.9%	21.6%
Women Owned	4.3%	7.7%	6.3%	7.0%	8.1%	6.2%	8.4%

**Human Relations Department - Contracts Awarded
MWDBE Professional Services Participation Summary By Minority Type
Accumulative 84 Month Report, May 2003 thru April 2010**

Exhibit D 2

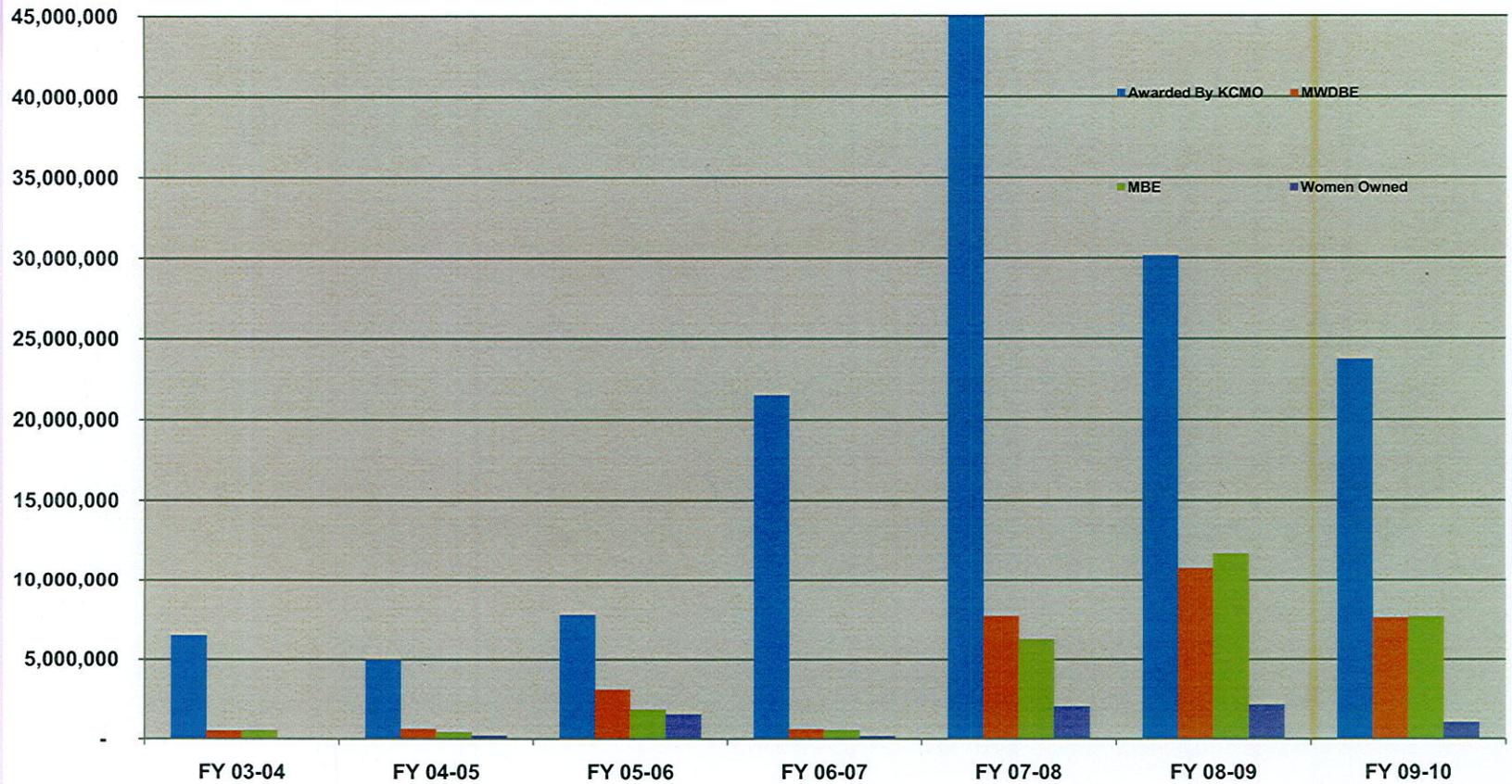


Awarded By KCMO
MWDBE
MBE
Women Owned

\$71,004,379	\$85,869,943	\$38,971,212	\$19,889,922	\$52,732,863	\$43,661,871	\$79,049,695
24.4%	27.0%	22.9%	25.1%	25.3%	23.4%	22.6%
17.5%	16.4%	17.7%	15.9%	16.0%	18.3%	14.4%
8.6%	11.9%	7.7%	9.6%	9.7%	6.4%	8.9%

**Human Relations Department - Contracts Awarded
MWDBE Purchasing and Other Participation Summary By Minority Type
Accumulative 84 Month Report, May 2003 thru April 2010**

Exhibit D 3

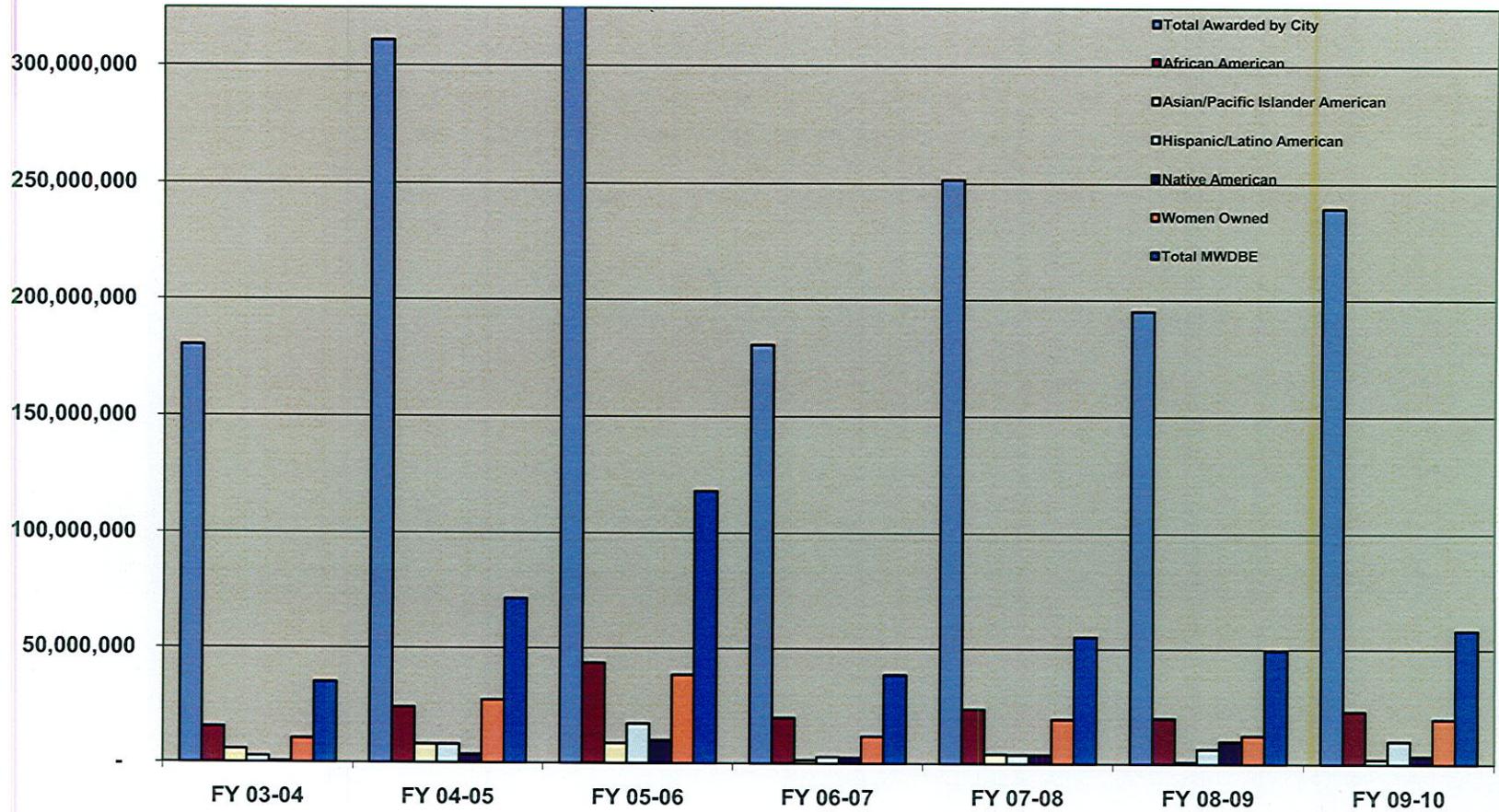


Awarded By KCMO
MWDBE
MBE
Women Owned

	FY 03-04	FY 04-05	FY 05-06	FY 06-07	FY 07-08	FY 08-09	FY 09-10
Awarded By KCMO	\$6,507,491	\$4,987,334	\$7,792,953	\$21,523,680	\$48,304,126	\$30,140,790	\$23,729,563
MWDBE	8.6%	13.3%	39.9%	3.0%	16.0%	35.9%	32.1%
MBE	8.6%	8.8%	23.8%	2.7%	12.9%	38.8%	32.4%
Women Owned	0.0%	4.5%	20.0%	0.9%	4.2%	7.1%	4.5%

**Human Relations Department - Contracts Awarded
MWDBE Summary by Ethnicity
Accumulative 84 Month Report, May 2003 thru April 2010**

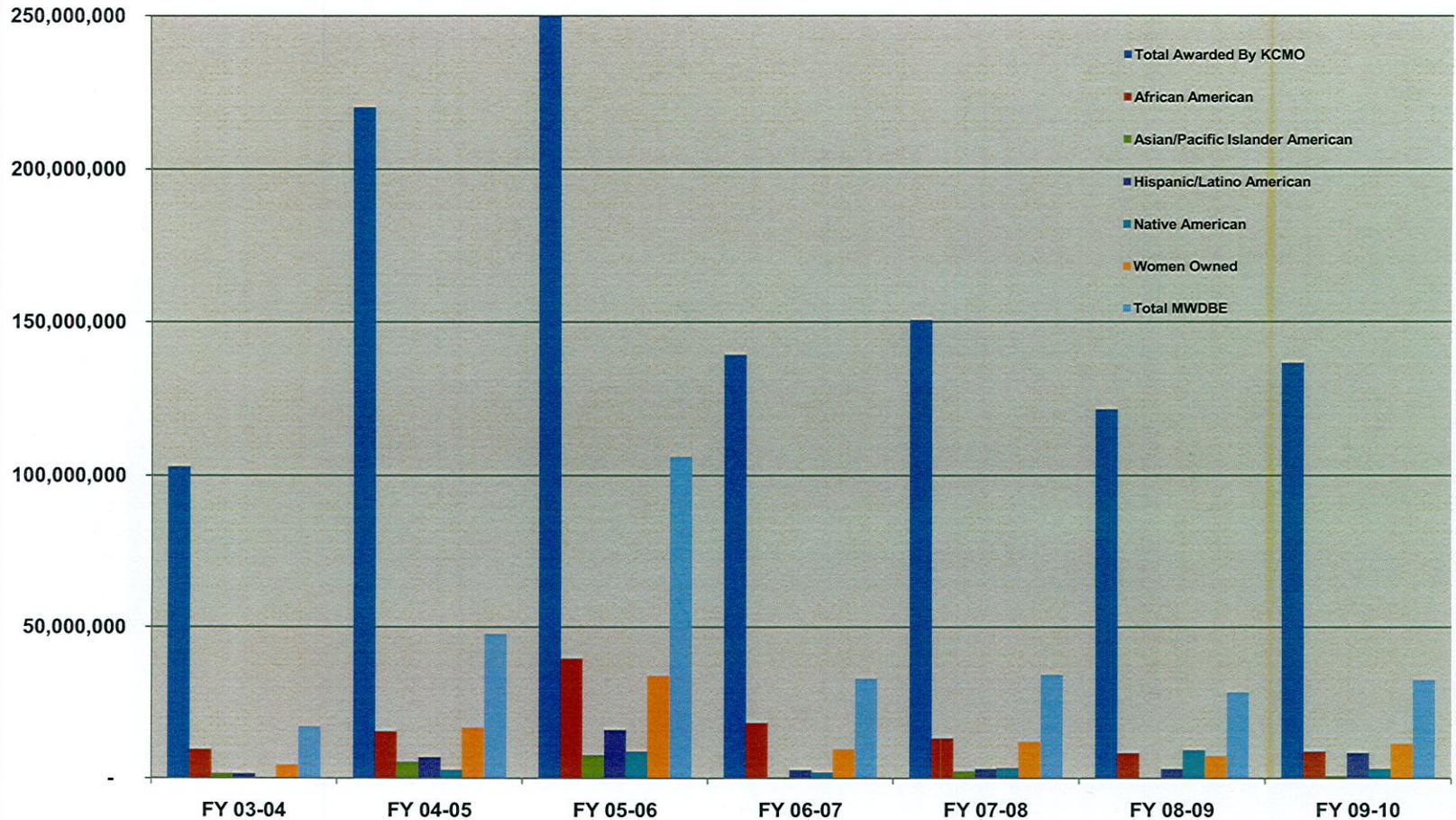
Exhibit E



Total Awarded by City	\$180,341,141	\$310,916,683	\$588,288,400	\$180,677,657	\$251,576,683	\$195,221,568	\$239,397,360
African American	8.6%	7.8%	7.4%	11.0%	9.5%	10.1%	9.6%
Asian/Pacific Islander American	3.2%	2.6%	1.5%	0.8%	1.7%	0.4%	0.8%
Hispanic/Latino American	1.5%	2.6%	2.9%	1.6%	1.6%	3.4%	4.2%
Native American	0.3%	1.2%	1.7%	1.5%	1.6%	5.1%	1.5%
Women Owned	5.9%	8.8%	5.4%	6.5%	7.7%	6.4%	8.2%
Total MWDBE	19.4%	23.0%	18.9%	21.4%	21.9%	25.4%	24.3%

**Human Relations Department - Contracts Awarded
MWDBE Construction Summary by Ethnicity
Accumulative 84 Month Report, May 2003 thru April 2010**

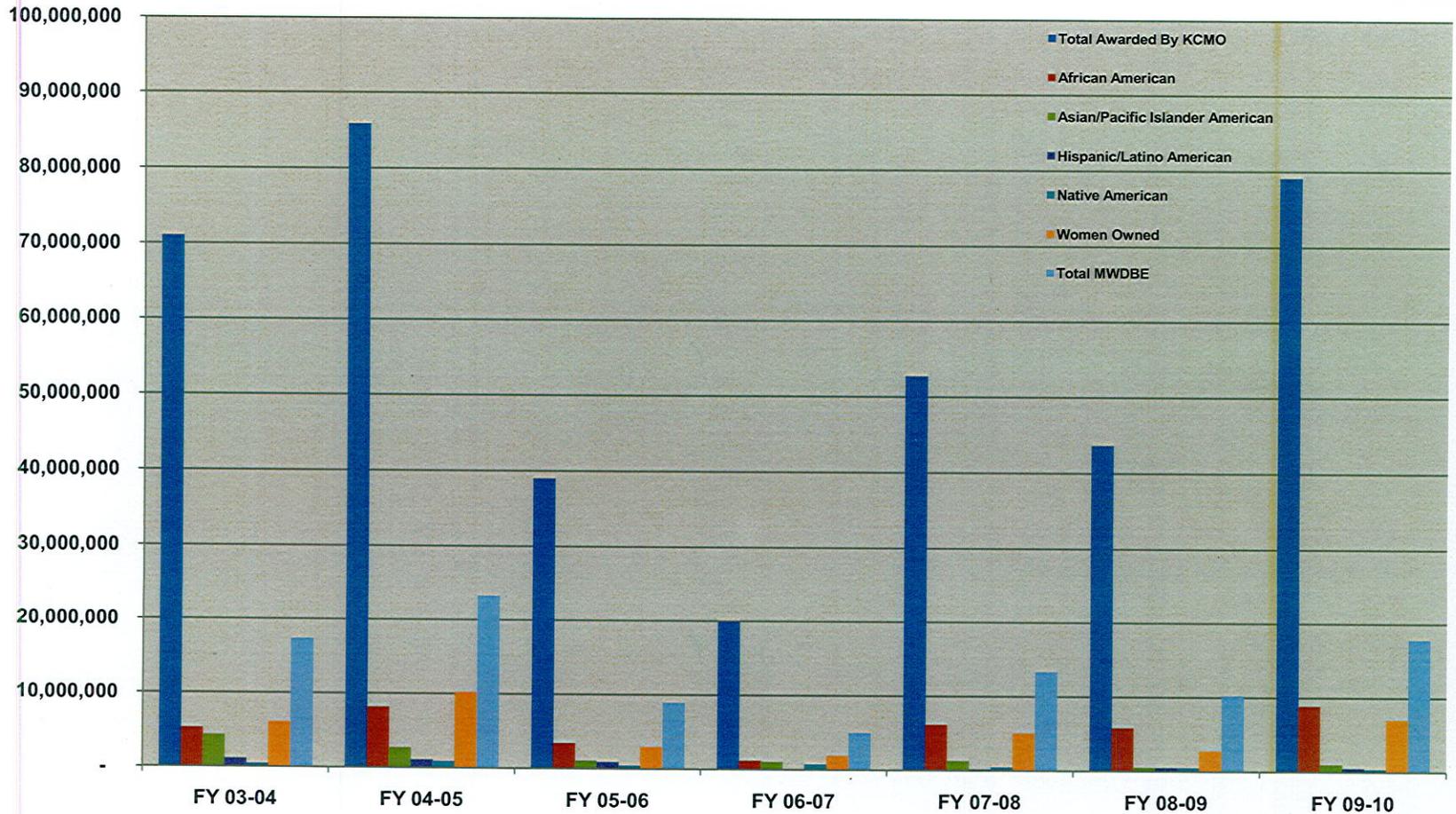
Exhibit E 1



	FY 03-04	FY 04-05	FY 05-06	FY 06-07	FY 07-08	FY 08-09	FY 09-10
Total Awarded By KCMO	\$102,829,271	\$220,059,407	\$541,524,235	\$139,264,055	\$150,539,693	\$121,418,908	\$136,618,102
African American	9.4%	7.1%	7.3%	13.1%	8.8%	6.9%	6.5%
Asian/Pacific Islander American	1.5%	2.5%	1.4%	0.3%	1.5%	0.2%	0.5%
Hispanic/Latino American	1.5%	3.2%	3.0%	2.0%	2.1%	2.5%	6.1%
Native American	0.0%	1.3%	1.6%	1.3%	2.2%	7.7%	2.3%
Women Owned	4.3%	7.7%	5.0%	7.0%	8.1%	6.2%	8.4%
Total MWDBE	16.7%	21.7%	18.3%	23.7%	22.7%	23.5%	23.9%

**Human Relations Department - Contracts Awarded
MWD BE Professional Services Summary by Ethnicity
Accumulative 84 Month Report, May 2003 thru April 2010**

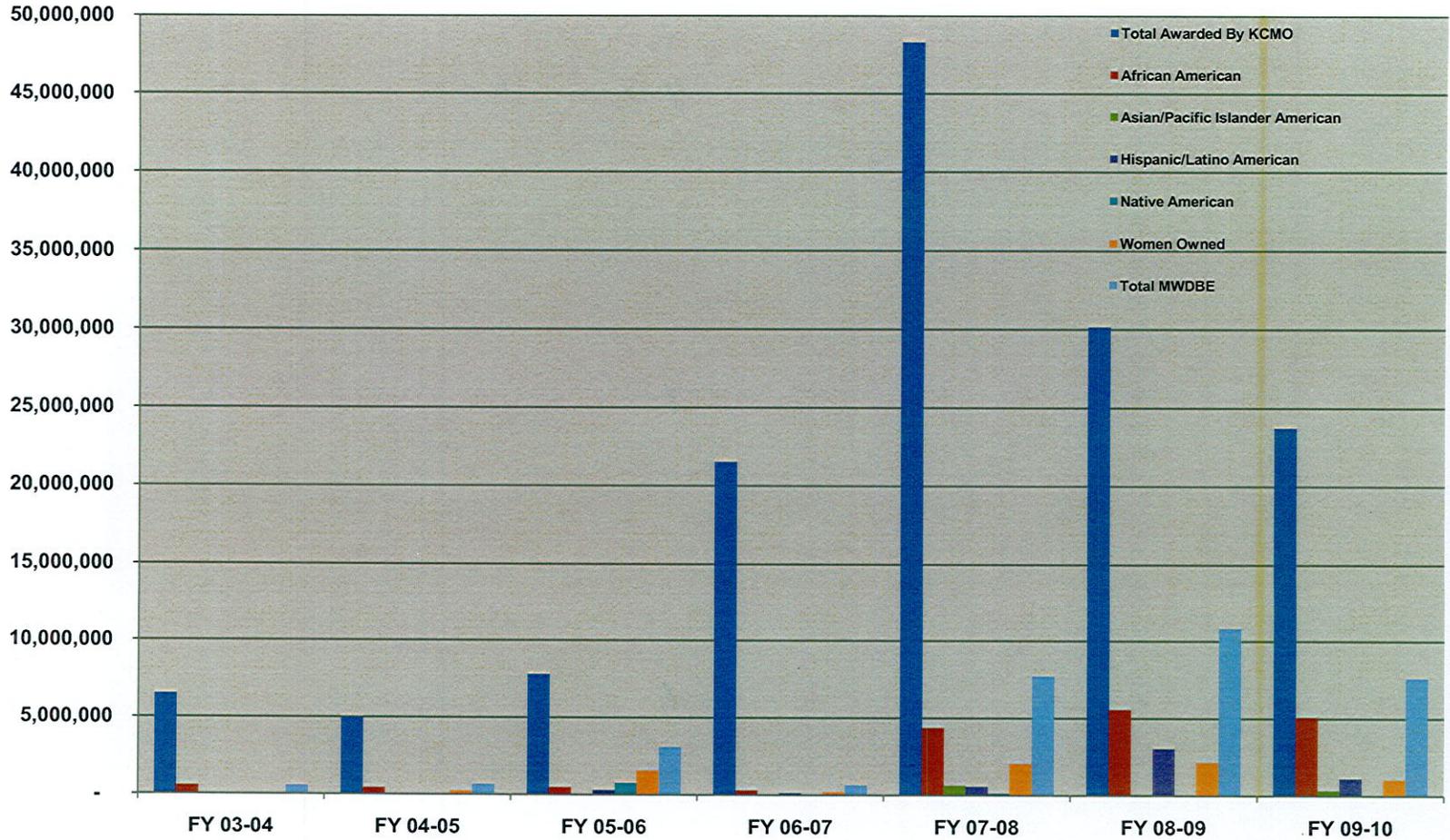
Exhibit E 2



Total Awarded By KCMO	\$71,004,379	\$85,869,943	\$38,971,212	\$19,889,922	\$52,732,863	\$43,661,871	\$79,049,695
African American	7.5%	9.5%	8.9%	6.2%	11.8%	13.4%	11.2%
Asian/Pacific Islander American	6.1%	3.2%	2.9%	5.2%	2.5%	1.2%	1.3%
Native American	0.6%	1.0%	1.1%	3.7%	0.9%	1.2%	0.5%
Hispanic/Latino American	1.7%	1.3%	2.4%	0.3%	0.4%	1.2%	0.7%
Women Owned	8.6%	11.9%	7.7%	9.6%	9.7%	6.4%	8.9%
Total MWD BE	24.4%	27.0%	22.9%	25.1%	25.3%	23.4%	22.6%

**Human Relations Department - Contracts Awarded
MWDDBE Purchasing and Other Summary by Ethnicity
Accumulative 84 Month Report, May 2003 thru April 2010**

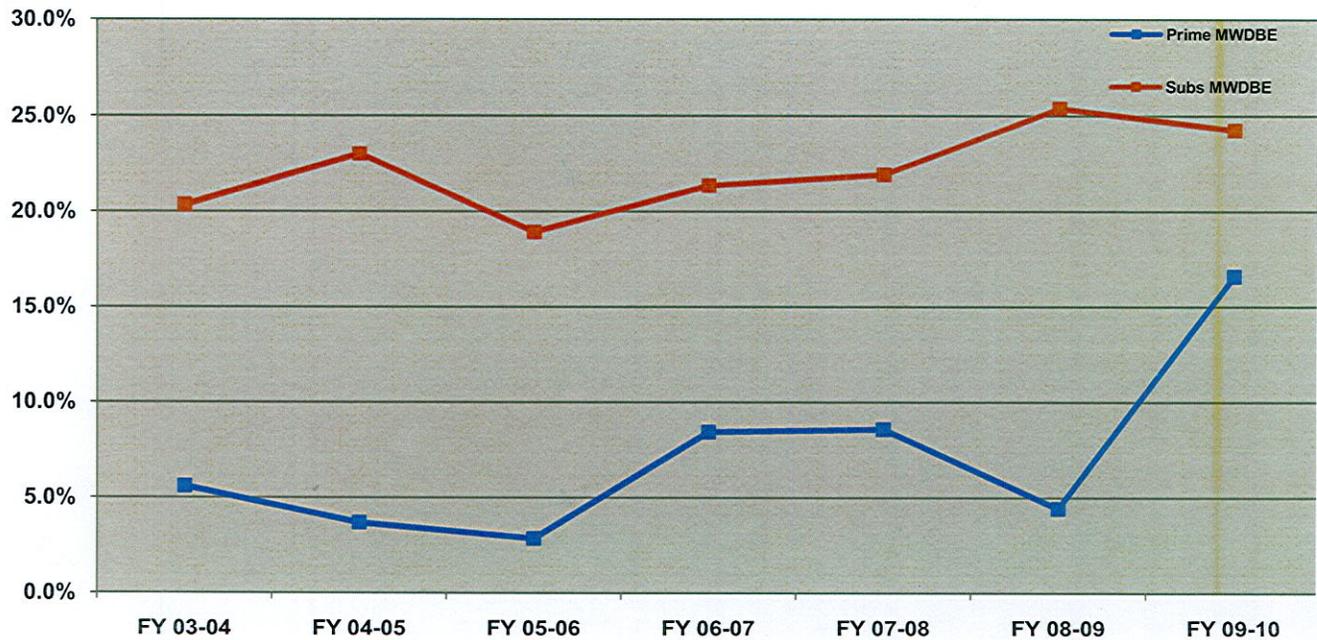
Exhibit E 3



	FY 03-04	FY 04-05	FY 05-06	FY 06-07	FY 07-08	FY 08-09	FY 09-10
Total Awarded By KCMO	\$6,507,491	\$4,987,334	\$7,792,953	\$21,523,680	\$48,304,126	\$30,140,790	\$23,729,563
African American	8.6%	8.7%	6.4%	1.4%	9.0%	18.5%	21.4%
Asian/Pacific Islander American	0.0%	0.1%	0.0%	0.0%	1.3%	0.2%	1.4%
Hispanic/Latino American	0.0%	0.0%	3.8%	0.6%	1.2%	10.0%	4.7%
Native American	0.0%	0.0%	9.7%	0.1%	0.2%	0.0%	0.1%
Women Owned	0.0%	4.5%	20.0%	0.9%	4.2%	7.1%	4.5%
Total MWDDBE	8.6%	13.3%	39.9%	3.0%	16.0%	35.9%	32.1%

**Human Relations Department - Dollar Value Percentage of Awarded Contracts
MWDBE Prime and Sub Percent Participation
Accumulative 84 Month Report, May 2003 thru April 2010**

Exhibit F



	FY 03-04	FY 04-05	FY 05-06	FY 06-07	FY 07-08	FY 08-09	FY 09-10
Prime							
African American	2.7%	0.3%	0.7%	4.0%	2.1%	2.1%	5.9%
Native American	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.1%
Asian/Pacific Islander American	1.1%	1.2%	0.1%	1.2%	4.0%	1.2%	3.8%
Women Owned	1.4%	2.1%	1.5%	2.1%	2.3%	1.1%	5.1%
Hispanic/Latino American	0.5%	0.0%	0.4%	1.1%	0.2%	0.0%	1.7%
Prime MWDBE	5.6%	3.7%	2.9%	8.4%	8.6%	4.4%	16.6%
Other	94.4%	96.3%	97.1%	91.6%	91.4%	95.6%	83.4%
Subcontractor							
African American	8.6%	7.8%	7.4%	11.0%	9.5%	8.6%	9.6%
Native American	0.3%	1.2%	1.7%	1.5%	1.6%	1.8%	1.4%
Asian/Pacific Islander American	3.2%	2.6%	1.5%	0.8%	1.7%	1.7%	0.8%
Women Owned	5.9%	8.8%	5.4%	6.5%	7.7%	6.6%	8.1%
Hispanic/Latino American	1.5%	2.6%	2.9%	1.6%	1.6%	2.4%	4.2%
Sub MWDBE	19.4%	23.0%	18.9%	21.4%	21.9%	21.2%	24.3%

Human Relations Department - Contracts Awarded
MWDBE Prime and Subcontracts Participation by Ethnicity
FY 09-10, May 2009 thru April 2010, Detail Report

Exhibit G1

Description	Total Awarded	Total MWDBE	Native American	Asian American	African American	Hispanic	WBE	Other
Total - Subcontractors								
Subcontractors	\$ 239,397,360	\$ 58,092,229	\$ 3,579,921	\$ 2,007,842	\$ 22,874,467	\$ 10,057,707	\$ 19,572,292	\$ 181,305,131
% of \$ Awarded	100.00%	24.27%	1.50%	0.84%	9.56%	4.20%	8.18%	75.73%
% of MWDBE \$ Awarded		100.00%	6.16%	3.46%	39.38%	17.31%	33.69%	
Number of Contracts	171	495	34	30	186	38	207	-
Sub Contract Value By Department								
Aviation	\$ 10,961,096	\$ 1,496,252	\$ -	\$ 23,000	\$ 485,779	\$ 206,725	\$ 780,748	
CIMO	55,114,273	11,676,252	850,663	365,307	3,191,703	4,199,420	3,069,159	
City Manager	225,000	46,560	-	-	14,450	4,350	27,760	
City Planning & Development	327,900	44,181	-	44,181	-	-	-	
Convention & Entertainment	2,000,000	279,025	-	-	144,950	115,300	18,775	
Finance	287,675	37,035	-	-	37,035	-	-	
General Services	87,670,207	24,411,255	321,753	105,775	12,362,707	3,330,462	8,290,558	
Law	360,000	46,000	-	-	-	46,000	-	
Mun Court	1,484,692	-	-	-	-	-	-	
Neighborhood & Community Services	211,875	74,156	31,782	-	21,187	-	21,187	
Parks	17,047,155	4,568,022	115,743	422,972	1,136,330	1,081,525	1,811,452	
Public Works	11,792,080	2,656,388	237,803	290,685	1,581,617	-	546,283	
Purchasing	520,330	89,055	-	-	33,000	30,050	26,005	
Water	51,395,077	12,668,048	2,022,177	755,922	3,865,709	1,043,875	4,980,365	
Total	\$ 239,397,360	\$ 58,092,229	\$ 3,579,921	\$ 2,007,842	\$ 22,874,467	\$ 10,057,707	\$ 19,572,292	\$ -
Sub Contract Quantity by Department								
Aviation	9	21	-	1	9	2	9	-
CIMO	33	108	16	5	36	5	46	-
City Manager	1	8	-	-	3	1	4	-
City Planning & Development	1	1	-	1	-	-	-	-
Convention & Entertainment	2	6	-	-	3	2	1	-
Finance	5	4	-	-	4	-	-	-
General Services	45	147	4	6	59	14	64	-
Law	2	1	-	-	-	1	-	-
Mun Court	1	-	-	-	-	-	-	-
Neighborhood & Community Services	1	3	1	-	1	-	1	-
Parks	20	57	3	7	19	7	21	-
Public Works	12	31	3	4	10	-	14	-
Purchasing	2	3	-	-	1	1	1	-
Water	37	105	7	6	41	5	46	-
Total	171	495	34	30	186	38	207	-

**Human Relations Department - Contracts Awarded
MWDBE Prime and Subcontracts Participation by Ethnicity
FY 09-10, May 2009 thru April 2010, Detail Report**

Exhibit G1

Description	Total Awarded	Total MWDBE	Native American	Asian American	African American	Hispanic	WBE	Other
Total - Prime								
Prime	\$ 239,397,360	\$ 10,239,238	\$ 2,059,002	\$ 1,049,360	\$ 3,604,747	\$ 936,225	\$ 2,589,904	\$ 229,158,122
% of \$ Awarded	100.00%	4.28%	0.86%	0.44%	1.51%	0.39%	1.08%	95.72%
% of MWDBE \$ Awarded		100.00%	20.11%	10.25%	35.21%	9.14%	25.29%	
Number of Contracts	171	22	2	4	6	3	7	149
Prime Contract Value By Department								
Aviation	\$ 10,961,096	\$ 595,360	\$ -	\$ 595,360	\$ -	\$ -	\$ -	\$ 10,365,736
CIMO	55,114,273	4,706,122	1,942,001	-	2,050,107	714,014	-	50,408,151
City Manager	225,000	-	-	-	-	-	-	225,000
City Planning & Development	327,900	-	-	-	-	-	-	327,900
Convention & Entertainment	2,000,000	-	-	-	-	-	-	2,000,000
Finance	287,675	-	-	-	-	-	-	287,675
General Services	87,670,207	618,001	117,001	117,000	-	-	384,000	87,052,206
Law	360,000	160,000	-	-	160,000	-	-	200,000
Mun Court	1,484,692	-	-	-	-	-	-	1,484,692
Neighborhood & Community Services	211,875	-	-	-	-	-	-	211,875
Parks	17,047,155	3,019,314	-	337,000	1,394,640	-	1,287,674	14,027,841
Public Works	11,792,080	918,230	-	-	-	-	918,230	10,873,850
Purchasing	520,330	-	-	-	-	-	-	520,330
Water	51,395,077	222,211	-	-	-	222,211	-	51,172,866
Total	\$ 239,397,360	\$ 10,239,238	\$ 2,059,002	\$ 1,049,360	\$ 3,604,747	\$ 936,225	\$ 2,589,904	\$ 229,158,122
Total Contract Quantity By Department								
Aviation	9	2	-	2	-	-	-	7
CIMO	33	6	1	-	3	2	-	27
City Manager	1	-	-	-	-	-	-	1
City Planning & Development	1	-	-	-	-	-	-	1
Convention & Entertainment	2	-	-	-	-	-	-	2
Finance	5	-	-	-	-	-	-	5
General Services	45	5	1	1	-	-	3	40
Law	2	1	-	-	1	-	-	1
Mun Court	1	-	-	-	-	-	-	1
Neighborhood & Community Services	1	-	-	-	-	-	-	1
Parks	20	5	-	1	2	-	2	15
Public Works	12	2	-	-	-	-	2	10
Purchasing	2	-	-	-	-	-	-	2
Water	37	1	-	-	-	1	-	36
Total	171	22	2	4	6	3	7	149

Human Relations Department - Contracts Awarded
MWDBE Prime and Subcontracts Participation by Ethnicity
FY 09-10, May 2009 thru April 2010, Summary Report

Exhibit G

Description	Total Awarded	Total MWDBE	Native American	Asian American	African American	Hispanic	WBE	Other
Construction - Primes								
Prime	\$ 136,618,102	6,588,677	\$ 1,942,001	\$ -	\$ 2,390,192	\$ 936,225	\$ 1,320,259	\$ 130,029,425
% of \$ Awarded	100.00%	4.82%	1.42%		1.75%	0.69%	0.97%	95.18%
% of MWDBE \$ Awarded		100.00%	29.47%		36.28%	14.21%	20.04%	
Number of Contracts	63	9	1		3	3	2	54
Construction - Subcontractors								
Subcontractors	\$ 136,618,102	\$ 32,604,480	\$ 3,152,754	\$ 690,615	\$ 8,906,556	\$ 8,390,736	\$ 11,463,819	\$ 104,013,622
% of \$ Awarded	100.00%	23.87%	2.31%	0.51%	6.52%	6.14%	8.39%	76.13%
% of MWDBE \$ Awarded		100.00%	9.67%	2.12%	27.32%	25.73%	35.16%	
Number of Contracts	63	212	18	8	72	19	95	
Professional Service - Primes								
Prime	\$ 79,049,695	\$ 3,046,561	\$ 117,001	\$ 712,360	\$ 1,214,555	\$ -	\$ 1,002,645	\$ 76,003,134
% of \$ Awarded	100.00%	3.85%	0.15%	0.90%	1.54%		1.27%	96.15%
% of MWDBE \$ Awarded		100.00%	3.84%	23.38%	39.87%		32.91%	
Number of Contracts	73	10	1	3	3		3	63
Professional Service - Subcontractors								
Subcontractors	\$ 79,049,695	17,874,737	395,385	993,246	8,888,207	545,940	7,051,959	61,174,958
% of \$ Awarded	100.00%	22.61%	0.50%	1.26%	11.24%	0.69%	8.92%	77.39%
% of MWDBE \$ Awarded		100.00%	2.21%	5.56%	49.72%	3.05%	39.45%	
Number of Contracts	73	194	15	18	74	10	77	
Purchasing / Other - Primes								
Prime	\$ 23,729,563	\$ 604,000	\$ -	\$ 337,000	\$ -	\$ -	\$ 267,000	\$ 23,125,563
% of \$ Awarded	100.00%	2.55%		1.42%			1.13%	97.45%
% of MWDBE \$ Awarded		100.00%		55.79%			44.21%	
Number of Prime Contracts	35	3	-	1	-	-	2	32
Purchasing / Other - Subcontractors								
Subcontractors	\$ 23,729,563	7,613,012	\$ 31,782	\$ 323,981	\$ 5,079,704	\$ 1,121,031	\$ 1,056,514	\$ 16,116,551
% of \$ Awarded	100.00%	32.08%	0.13%	1.37%	21.41%	4.72%	4.45%	67.92%
% of MWDBE \$ Awarded		100.00%	0.42%	4.26%	66.72%	14.73%	13.88%	
Number of Subs	35	89	1	4	40	9	35	-

**Human Relations Department - Contracts Awarded
MWDBE Prime and Subcontracts Participation by Ethnicity
FY 09-10, May 2009 thru April 2010, Summary Report**

Exhibit G

Description

	Total Awarded	Total MWDBE	Native American	Asian American	African American	Hispanic	WBE	Other
Total - Prime								
Prime	\$ 239,397,360	\$ 10,239,238	\$ 2,059,002	\$ 1,049,360	\$ 3,604,747	\$ 936,225	\$ 2,589,904	\$ 229,158,122
% of \$ Awarded	100.00%	4.28%	0.86%	0.44%	1.51%	0.39%	1.08%	95.72%
% of MWDBE \$ Awarded		100.00%	20.11%	10.25%	35.21%	9.14%	25.29%	
Number of Contracts	171	22	2	4	6	3	7	149
Total - Subcontractors								
Subcontractors	\$ 239,397,360	\$ 58,092,229	\$ 3,579,921	\$ 2,007,842	\$ 22,874,467	\$ 10,057,707	\$ 19,572,292	\$ 181,305,131
% of \$ Awarded	100.00%	24.27%	1.50%	0.84%	9.56%	4.20%	8.18%	75.73%
% of MWDBE \$ Awarded		100.00%	6.16%	3.46%	39.38%	17.31%	33.69%	
Number of Contracts	171	495	34	30	186	38	207	-

**Human Relations Department
Prime Payment To MWDBE Subcontractors
FY 09-10**

Exhibit G1A

Departments	Contract Value	Prime Payments to Subcontractors
Aviation Department	\$ 200,817,390.31	\$ 21,336,305.27
Capital Improvements Management Office	201,770,591.30	25,062,238.33
City Auditor	56,532.00	
City Planning and Development	640,480.55	82,090.00
Conventions & Entertainment Centers	250,000.00	1,520.00
Finance	52,000.00	9,840.00
General Services	96,343,066.99	4,056,845.15
Health Department	441,419.21	
Housing & Community Development	310,015.00	19,067.00
Information Technology	3,769,549.00	364,859.00
Neighborhood & Community Development	4,257,417.75	368,710.93
Office of City Manager	13,359,877.65	6,261.29
Office of Mayor & Council	456,271.00	
Parks & Recreation	60,952,227.07	12,599,510.36
Public Works Department	127,038,401.32	8,365,117.29
Water Services	68,936,472.09	6,077,975.37
Total	<u><u>\$ 779,451,711.24</u></u>	<u><u>\$ 78,350,339.99</u></u>

**Human Relations Department - Contracts Awarded
 MWDBE Subcontracts Participation by Ethnicity
 FY 09-10, May 2009 thru April 2010, Detail Report**

Exhibit G 2

Description	Total Awarded	Total MWDBE	Native American	Asian American	African American	Hispanic	WBE	Other
Total - Subcontractors								
Subcontractors	\$ 239,397,360	\$ 58,092,229	\$ 3,579,921	\$ 2,007,842	\$ 22,874,467	\$ 10,057,707	\$ 19,572,292	\$ 181,305,131
% of \$ Awarded	100.00%	24.27%	1.50%	0.84%	9.56%	4.20%	8.18%	75.73%
% of MWDBE \$ Awarded		100.00%	6.16%	3.46%	39.38%	17.31%	33.69%	
Number of Contracts	171	495	34	30	186	38	207	-
Sub Contract Value By Department								
Aviation	\$ 10,961,096	\$ 1,496,252	\$ -	\$ 23,000	\$ 485,779	\$ 206,725	\$ 780,748	
CIMO	55,114,273	11,676,252	850,663	365,307	3,191,703	4,199,420	3,069,159	
City Manager	225,000	46,560	-	-	14,450	4,350	27,760	
City Planning & Development	327,900	44,181	-	44,181	-	-	-	
Convention & Entertainment	2,000,000	279,025	-	-	144,950	115,300	18,775	
Finance	287,675	37,035	-	-	37,035	-	-	
Fire	-	-	-	-	-	-	-	
General Services	87,670,207	24,411,255	321,753	105,775	12,362,707	3,330,462	8,290,558	
Health	-	-	-	-	-	-	-	
Information Technology	-	-	-	-	-	-	-	
Law	360,000	46,000	-	-	-	46,000	-	
Mun Court	1,484,692	-	-	-	-	-	-	
Neighborhood & Community Services	211,875	74,156	31,782	-	21,187	-	21,187	
Parks	17,047,155	4,568,022	115,743	422,972	1,136,330	1,081,525	1,811,452	
Public Works	11,792,080	2,656,388	237,803	290,685	1,581,617	-	546,283	
Purchasing	520,330	89,055	-	-	33,000	30,050	26,005	
Water	51,395,077	12,668,048	2,022,177	755,922	3,865,709	1,043,875	4,980,365	
Total	\$ 239,397,360	\$ 58,092,229	\$ 3,579,921	\$ 2,007,842	\$ 22,874,467	\$ 10,057,707	\$ 19,572,292	\$ -

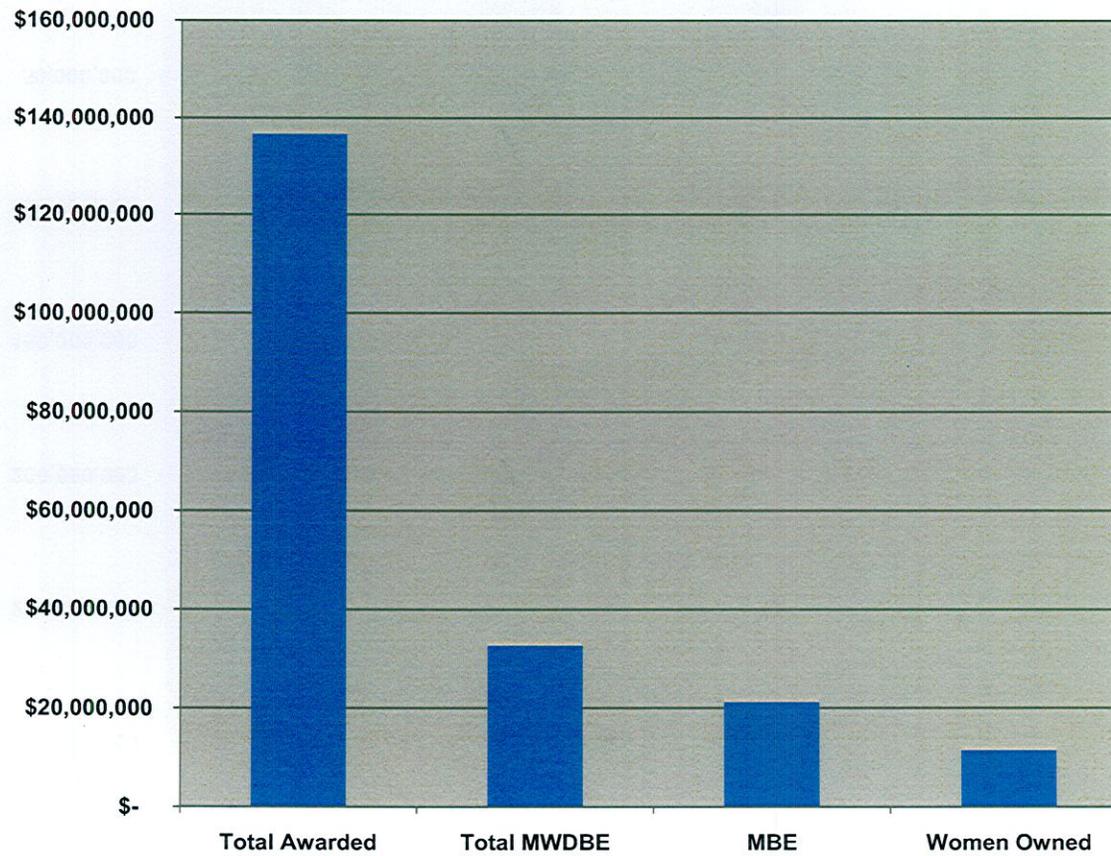
Human Relations Department - Contracts Awarded
MWDBE Subcontracts Participation by Ethnicity
FY 09-10, May 2009 thru April 2010, Detail Report

Exhibit G 2

Description	Total Awarded	Total MWDBE	Native American	Asian American	African American	Hispanic	WBE	Other
Sub Contract Quantity by Department								
Aviation	9	21	-	1	9	2	9	-
CIMO	33	108	16	5	36	5	46	-
City Manager	1	8	-	-	3	1	4	-
City Planning & Development	1	1	-	1	-	-	-	-
Convention & Entertainment	2	6	-	-	3	2	1	-
Finance	5	4	-	-	4	-	-	-
Fire	-	-	-	-	-	-	-	-
General Services	45	147	4	6	59	14	64	-
Health	-	-	-	-	-	-	-	-
Information Technology	-	-	-	-	-	-	-	-
Law	2	1	-	-	-	1	-	-
Mun Court	1	-	-	-	-	-	-	-
Neighborhood & Community Services	1	3	1	-	1	-	1	-
Parks	20	57	3	7	19	7	21	-
Public Works	12	31	3	4	10	-	14	-
Purchasing	2	3	-	-	1	1	1	-
Water	37	105	7	6	41	5	46	-
Total	171	495	34	30	186	38	207	-

**Human Relations Department - Contracts Awarded
 MWDBE Construction Participation Summary by Minority Type
 May 2009 Through April 2010**

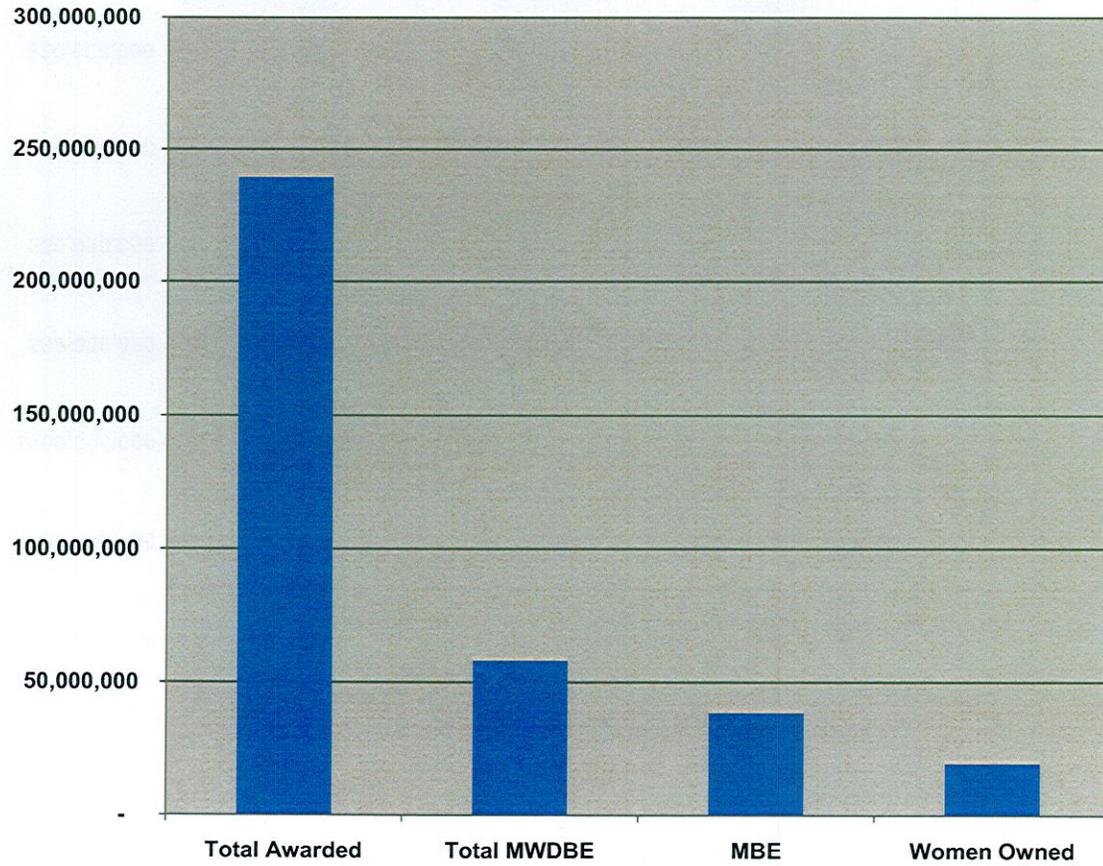
Exhibit G 4



Awarded by Minority Type	\$136,618,102	\$32,604,480	\$21,140,661	\$11,463,819
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**Human Relations Department - Contracts Awarded
Participation Summary by Minority Type
May 2009 Through April 2010**

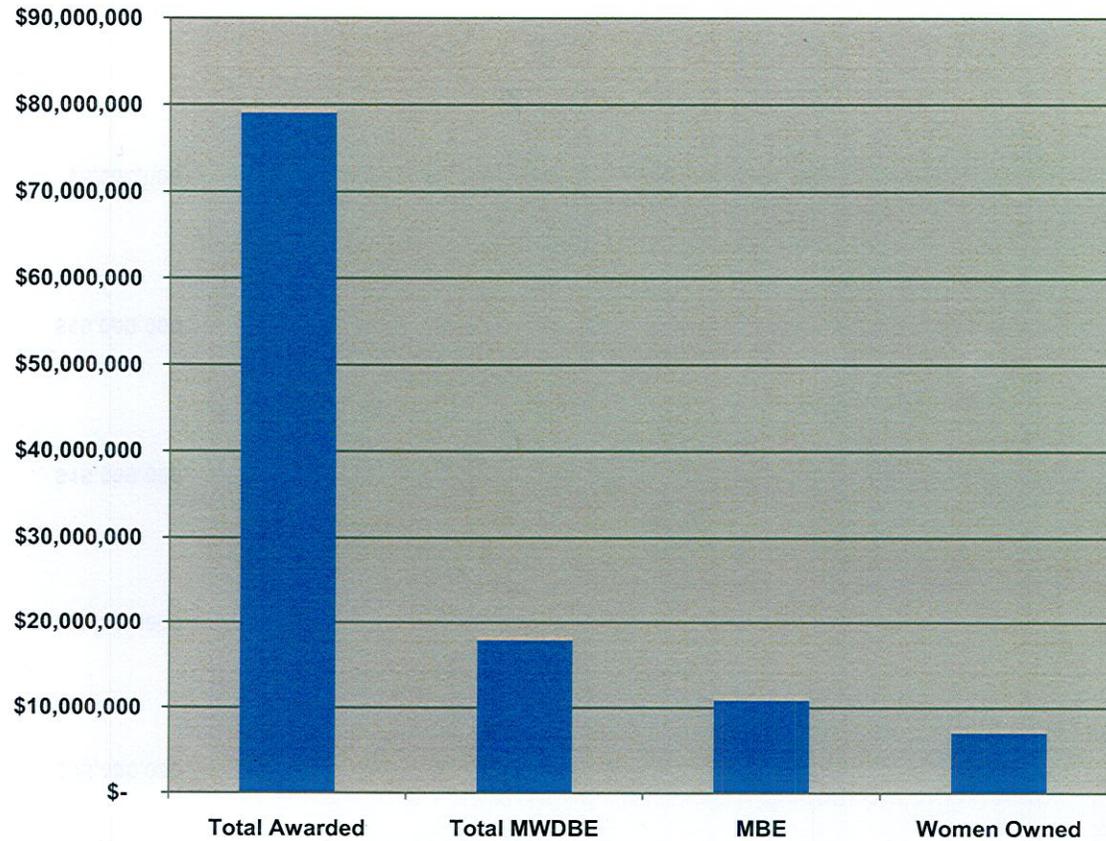
Exhibit G 3



Awarded by Minority Type	\$239,397,360	\$58,092,229	\$38,519,937	\$19,572,292
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**Human Relations Department - Contracts Awarded
 MWDBE Professional Services Participation Summary by Minority Type
 May 2009 Through April 2010**

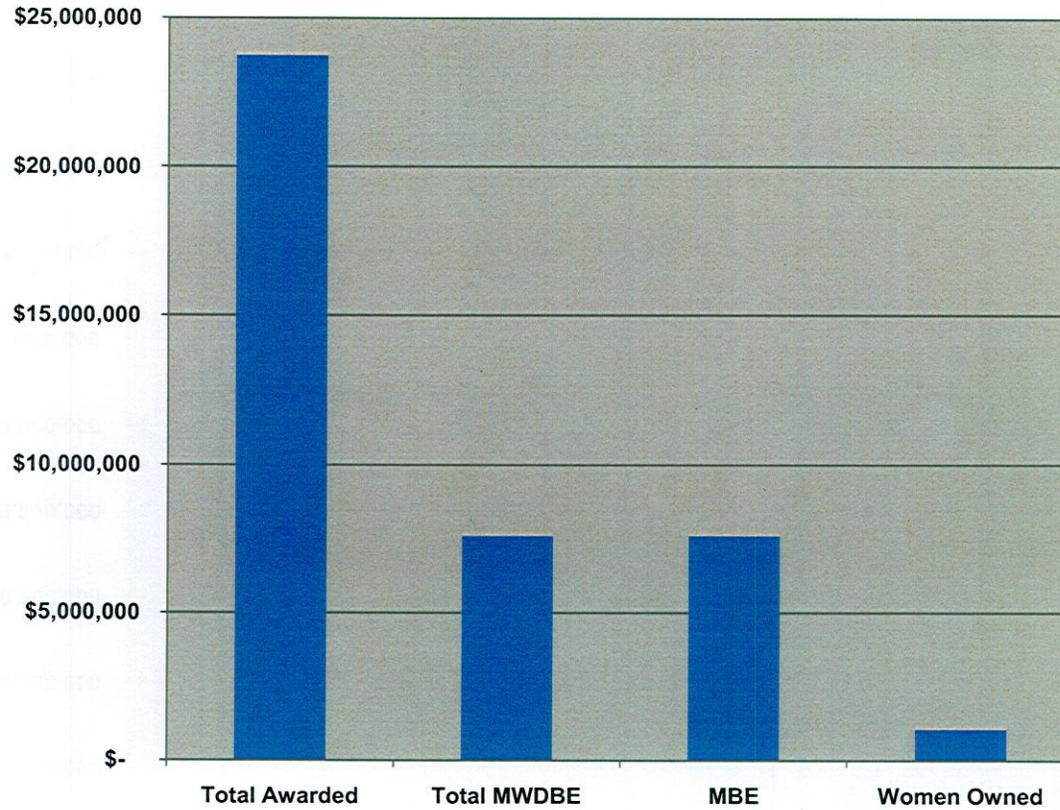
Exhibit G 5



Awarded by Minority Type	Total Awarded	Total MWDBE	MBE	Women Owned
	\$79,049,695	\$17,874,737	\$10,822,778	\$7,051,959

**Human Relations Department - Contracts Awarded
 MWDBE Purchasing and Other Participation Summary by Minority Type
 May 2009 Through April 2010**

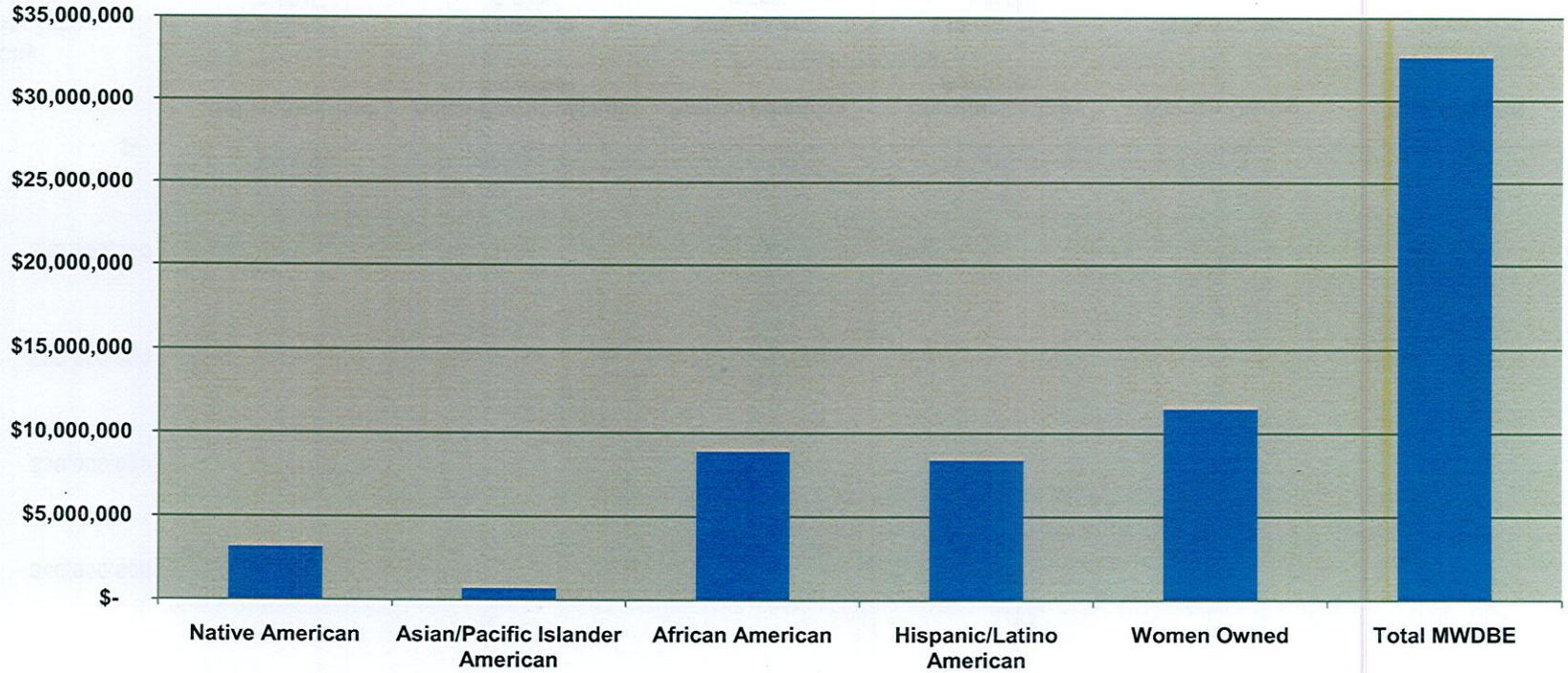
Exhibit G 6



Awarded by Minority Type	Total Awarded	Total MWDBE	MBE	Women Owned
	\$23,729,563	\$7,613,012	\$7,613,012	\$1,056,514

**Human Relations Department - Contracts Awarded
 MWDBE Construction Summary by Ethnicity
 May 2009 Through April 2010**

Exhibit G 8

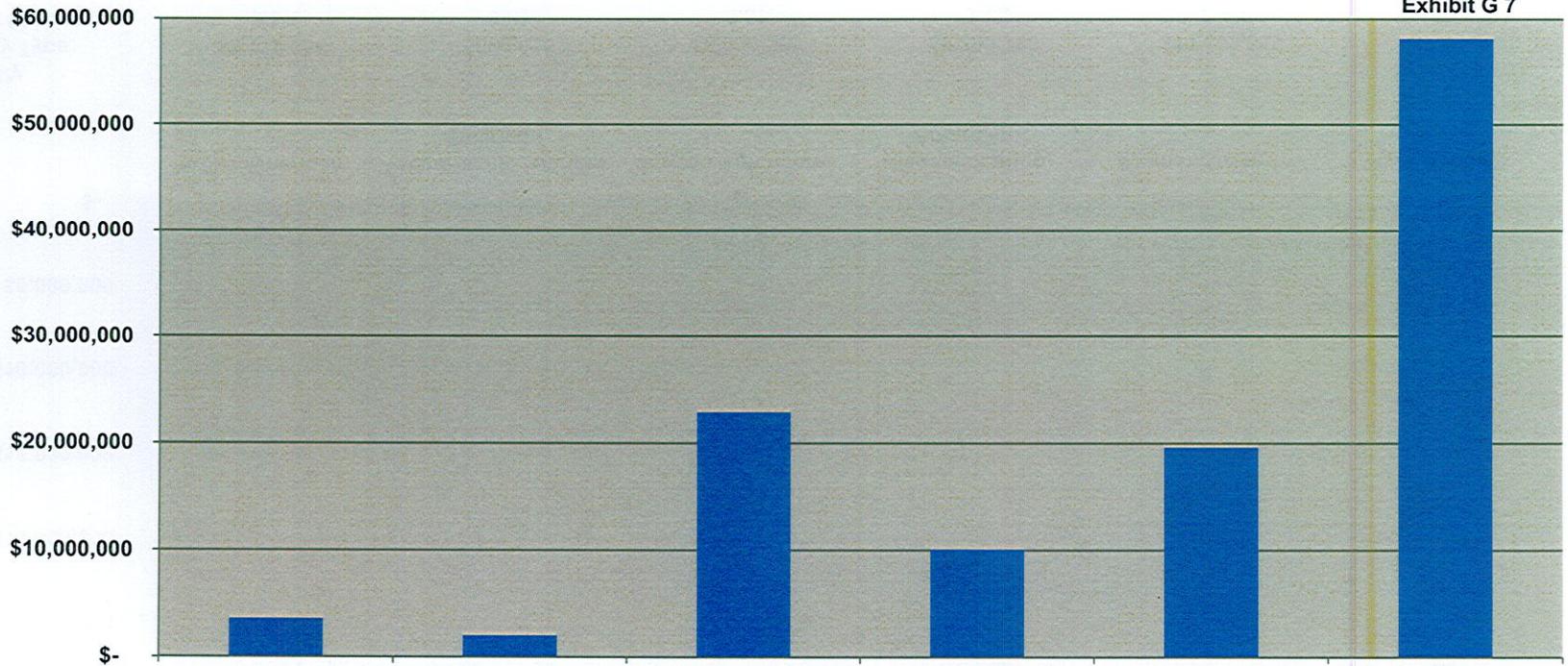


Total Awarded By City
Awarded by Ethnicity Type
Percent Awarded by Ethnicity

	\$3,152,754	\$690,615	\$8,906,556	\$8,390,736	\$11,463,819	\$136,618,102
	2.3%	0.5%	6.5%	6.1%	8.4%	23.9%

**Human Relations Department - Contracts Awarded
 MWDBE Summary by Ethnicity
 May 2009 Through April 2010**

Exhibit G 7

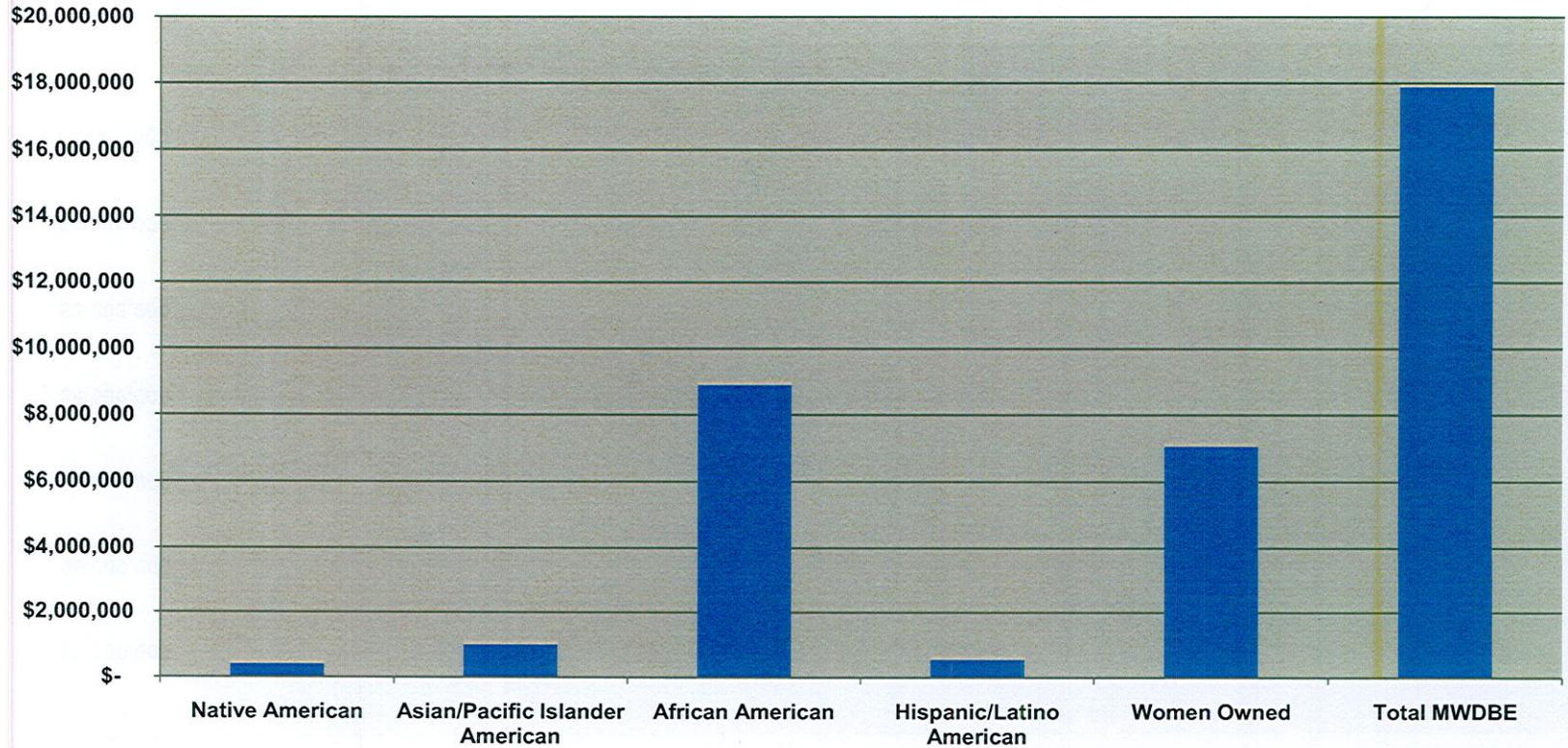


**Total Awarded By City
 Awarded by Ethnicity Type
 Percent Awarded by Ethnicity**

	Native American	Asian/Pacific Islander American	African American	Hispanic/Latino American	Women Owned	Total MWDBE
	\$3,579,921	\$2,007,842	\$22,874,467	\$10,057,707	\$19,572,292	\$239,397,360
	1.50%	0.84%	9.56%	4.20%	8.18%	24.27%

**Human Relations Department - Contracts Awarded
MWD BE Professional Services Summary by Ethnicity
May 2009 Through April 2010**

Exhibit G 9

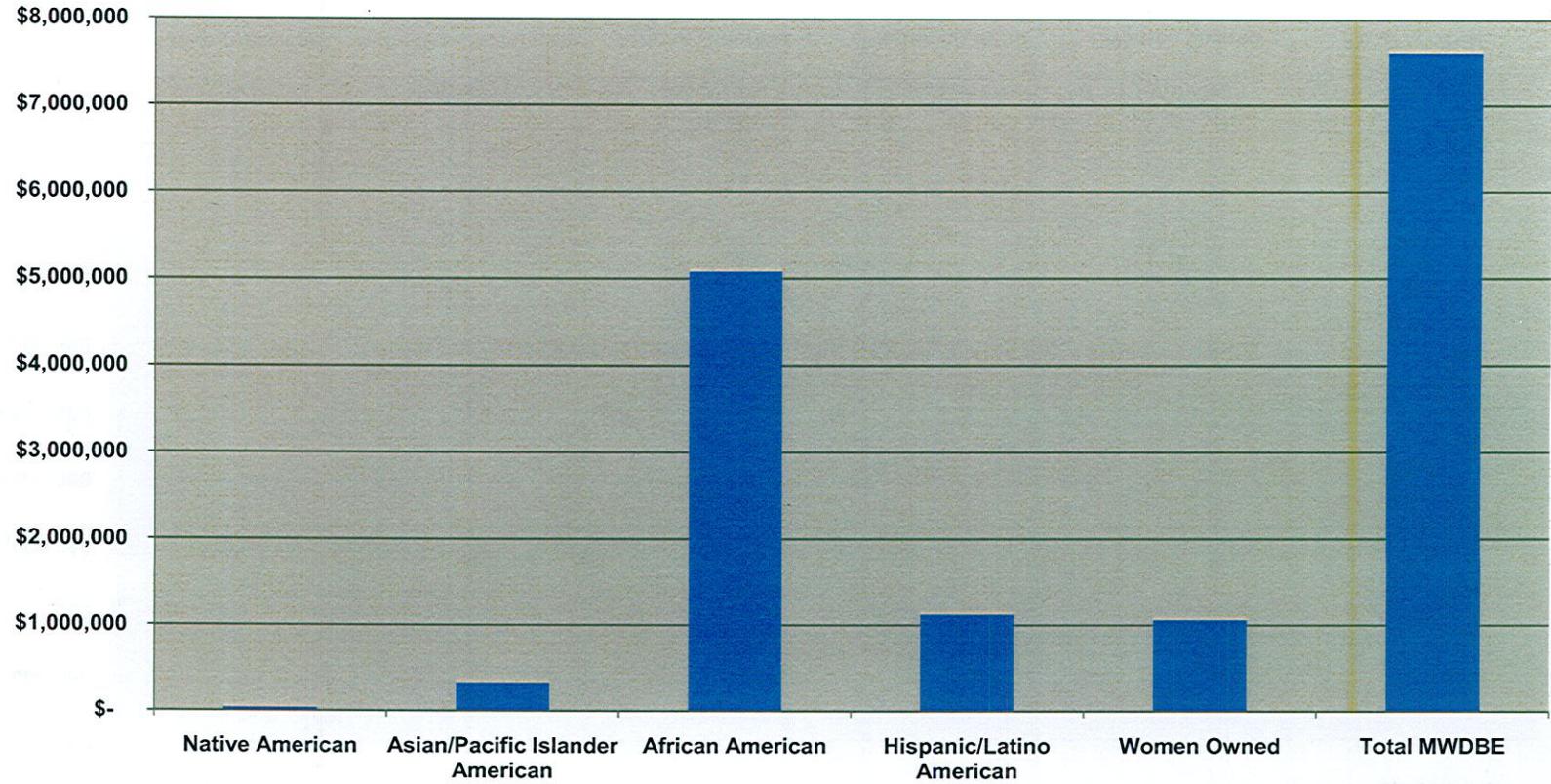


**Total Awarded By City
Awarded by Ethnicity Type
Percent Awarded by Ethnicity**

\$395,385	\$993,246	\$8,888,207	\$545,940	\$7,051,959	\$79,049,695
0.5%	1.3%	11.2%	0.7%	8.9%	22.6%

**Human Relations Department - Contracts Awarded
MWDBE Purchasing and Other Summary by Ethnicity
May 2009 Through April 2010**

Exhibit G 10



**Total Awarded By City
Awarded by Ethnicity Type
Percent Awarded by Ethnicity**

\$31,782	\$323,981	\$5,079,704	\$1,121,031	\$1,056,514	\$23,729,563
0.1%	1.4%	21.4%	4.7%	4.5%	32.1%

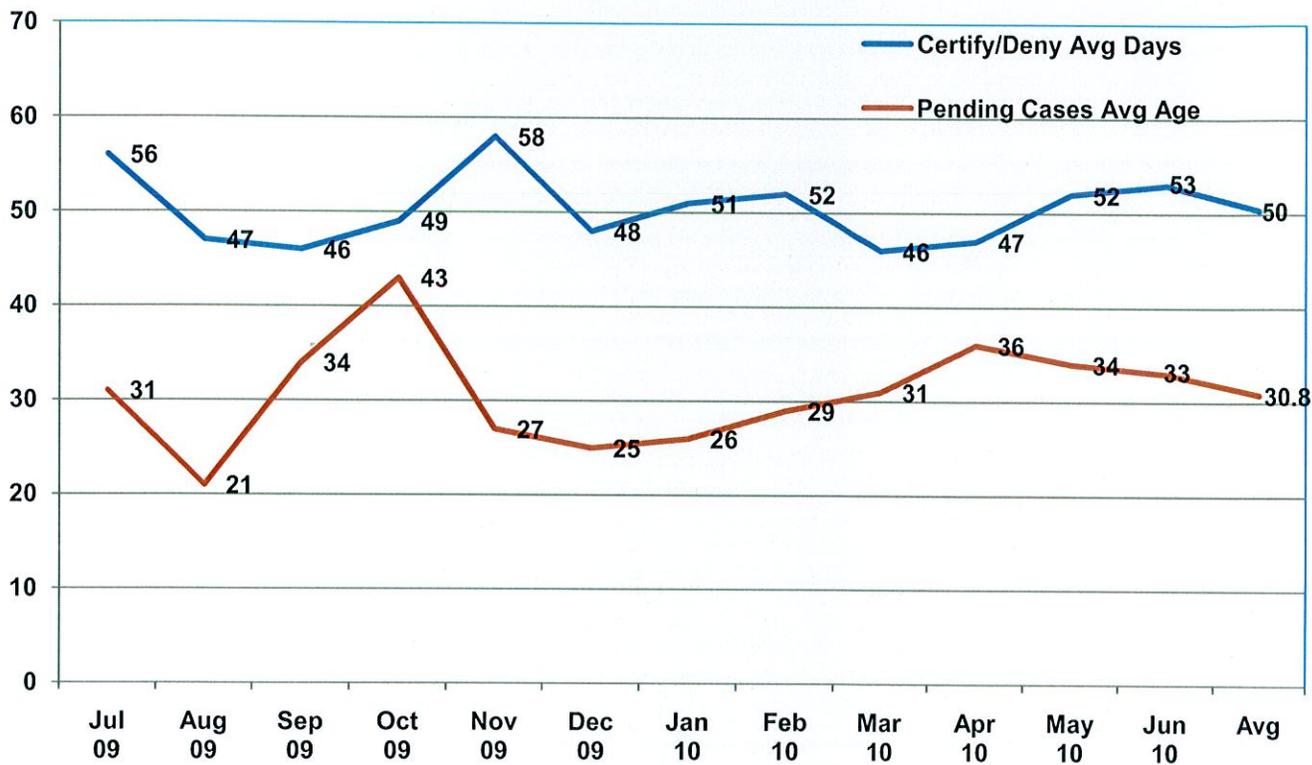
**Human Relations Department
City Department Goal Requests & Waivers
May 2009 thru May 2010**

Exhibit H

PROJECT	AMOUNT	Dept. Request MBE/WBE	HRD Recommend MBE/WBE	Goal Type
CIMO				
870PAC01/Arts District Garage Construction Mgmt Services	\$ 300,000.00	0/0	0/10	Professional
WATER DEPT				
Sludge Hauling for various water services	\$ 250,000.00	0/0	13/0	Service
81000487/Air & Vacuum Release Valves	\$ 1,006,000.00	0/0	14/8	Construction
10011/Service & Maintenance for the Chlorine Feed Equipment & Monitoring Instrumentation	\$ 159,000.00	0/0	0/0	Service
8639/80001218/Elevated Steel Water Tanks Painting & Rep.	\$ 971,750.00	0/0	0/6	Construction
PUBLIC WORKS				
89008195/Westport Road Traffic Study	\$ 190,000.00	0/0	8/13	Professional
AVIATION DEPT				
62100348/Old Rental Car Facility Site Demo	\$ 542,200.00	0/0	12/9	Construction
RFP 100109 Maintain & Repair Access Control System & Closed Circuit TV @ kci	\$ 2,375,000.00	0/0	13/8	Service
62100349/Cooling Tower Replacement @ KCI	\$ 850,000.00	0/0	8/4	Service
RFP 1001909/kc Aviation Advertising	\$ 400,000.00	0/0	10/15	Professional
62100354/Rehab Cookingham Dr/International Circle @ KCI	\$ 2,400,880.00	0/0	10/5	Construction
PARKS & RECREATION				
7008-2036/Line Creek Parkway Lighting	\$ 497,000.00	0/0	2/21	Construction
7010-JBE-1/Emanuel Cleaver II Blvd. Streetscape	\$ 150,000.00	0/0	17/7	Professional
Longview Tract Park Phase I Excavation	\$ 378,100.00	0/0	15/7	Construction
7010-jbe-2/Climate Sustainability Feasibility Study	\$ 280,000.00	0/0	16/12	Professional
GENERAL SERVICES				
EV0780/Specialized IT Support Serv for Microsoft Exchange	\$ 1,500,000.00	0/0	10/15	Professional
EV0814/Fluid & Solid Runway Deicer	\$ 430,000.00	0/0	0/0	Service
EV0932/Hydrofluorosilicic Acid	\$ 312,000.00	0/0	0/0	Other Goods
EV0907/Abatement Services	\$ 630,000.00	0/0	17/11	Service
RFP 50-90/Joint Solicitation with County & KCMSD Mail Services	\$ 750,000.00	0/0	15/5	Professional
EV0956/Compact Four Door Sedan CNG	\$ 30,000.00	0/0	0/0	Other Goods
EV0952/Dump Body, Hydraulics, Snow Plow & Spreader	\$ 125,000.00	0/0	0/0	Service
EV0951/Tandem Axle dump body, hydraulics, plow & spreader installed on city supplied 66,000 GVW cab & chassis	\$ 175,000.00	0/0	0/0	Service
EV0953/New Full Size Window Cargo Van runs on CNG	\$ 60,000.00	0/0	0/0	Service
800-10000800/1 Proprietary Communications Installation	\$ 600,000.00	0/0	0/0	Construction
EV1014/Sodium Chloride with additives 95% Deicing Salt	\$ 1,400,000.00	0/0	0/0	Other Goods
EV1037/40 Yard Roll Off Containers	\$ 156,000.00	0/0	0/0	Service
EV1002/Temporary Bleacher Install/Remove	\$ 125,000.00	0/0	0/0	Other Goods
EV1015/Pump Repair & Service	\$ 3,000,000.00	0/0	15/0	Service
EV1091/Van with Knapheide	\$ 150,000.00	0/0	0/0	Other Goods
EV1092/Snow Plow, Spreader & Dump Body	\$ 1,000,000.00	0/0	0/0	Service
PURCHASING DEPT				
EV0630/CNG for City's Vehicles	\$ 365,000.00	0/0	16/4	Professional
RFQ 09-149/Fiscal Agent Pool	\$ 1,575.00	0/0	0/0	Professional
10-154/Investment Banking	\$ 77,200.00	0/0	20/0	Professional
Total Waivers Requested	\$ 21,636,705.00	34 Requests		
Total Waivers Approved	\$ 4,564,575.00	14 approved		

**Human Relations Department
 MWDBE Application Processing - Average Days
 Period July 2009 thru June 2010**

Exhibit I



The Missouri Regional Certification Commission (MRCC) established a certification target of 90 days.

**Human Relations Department
Ethnicity Summary of Certified Firms
August 2010**

Ethnicity	Number of Certified Firms	Percentage
African American Females	72	11%
African American Males	205	31%
Asian Females	14	2%
Asian Males	26	4%
Caucasian Females	240	36%
Hispanic Females	14	2%
Hispanic Males	57	9%
Native American Females	6	1%
Native American Males	<u>24</u>	<u>4%</u>
Total	<u><u>658</u></u>	<u><u>100%</u></u>

Cumulative Workforce Monthly Report

June 2009 - June 2010

Human Relations Department - City of Kansas City, Missouri

	OVERALL TOTAL	Total Hours White Employees		Total Hours Black Employees		Total Hours Hispanic Employees		Total Hours Asian/Pacific		Total Hours Native American		Total Hours Other/Unknown Race		KCMO Resident
		M	F	M	F	M	F	M	F	M	F	M	F	Total #
Contractors	3,012,339.69	2,571,999.02	79,360.42	105,584.75	3,789.00	152,252.00	8,981.50	10,672.00	986.00	54,480.25	3,840.25	20,231.50	163.00	333,819.39
Subcontractors	4,836,987.50	4,031,035.06	97,983.70	153,881.26	9,215.50	361,904.95	4,234.00	27,381.00	903.50	125,549.34	1,355.50	23,450.05	93.64	476,235.58
Total Company Wide Hours	7,849,327.19	6,603,034.08	177,344.12	259,466.01	13,004.50	514,156.95	13,215.50	38,053.00	1,889.50	180,029.59	5,195.75	43,681.55	256.64	810,054.97
%	100.000%	84.12%	2.26%	3.31%	0.17%	6.55%	0.17%	0.48%	0.02%	2.29%	0.07%	0.56%	0.00%	10.32%
Contractor Projects	364,899.42	307,661.04	9,498.32	11,422.24	641.50	24,177.13	1,274.94	493.00	47.00	9,235.50	448.75	0.00	0.00	29,461.00
Subcontractor Projects	237,979.64	185,949.77	3,382.50	9,871.00	573.50	29,739.48	493.25	556.00	0.00	6,165.60	7.00	1,225.55	16.00	20,586.12
Total Project Wide Hours	602,879.06	493,610.81	12,880.82	21,293.24	1,215.00	53,916.61	1,768.19	1,049.00	47.00	15,401.10	455.75	1,225.55	16.00	50,047.12
%	100.000%	81.876%	2.137%	3.532%	0.202%	8.943%	0.293%	0.174%	0.008%	2.555%	0.076%	0.203%	0.003%	8.301%

Workforce Monthly Report - June 2010

	OVERALL TOTAL	Total Hours White Employees		Total Hours Black Employees		Total Hours Hispanic Employees		Total Hours Asian/Pacific		Total Hours Native American		Total Hours Other/Unknown Race		KCMO Resident
		M	F	M	F	M	F	M	F	M	F	M	F	Total #
Contractors	275,848.50	234,107.70	8,492.80	11,915.75	706.00	11,225.25	289.50	868.00	0.00	5,519.00	435.50	2,126.00	163.00	26,452.50
Subcontractors	241,475.47	197,062.72	5,374.75	9,165.25	160.50	16,217.75	381.00	1,160.00	0.00	11,644.50	0.00	309.00	0.00	30,273.00
Total Company Wide Hours	517,323.97	431,170.42	13,867.55	21,081.00	866.50	27,443.00	670.50	2,028.00	0.00	17,163.50	435.50	2,435.00	163.00	56,725.50
%	100.000%	80.18%	2.58%	3.92%	0.16%	5.10%	0.12%	0.38%	0.00%	3.19%	0.08%	0.45%	0.03%	10.55%
Contractors	26,325.92	21,650.53	811.50	845.98	24.00	1,935.91	53.50	0.00	0.00	817.00	187.50	0.00	0.00	2,294.05
Subcontractors	11,578.55	9,851.55	153.00	176.25	0.00	863.25	0.00	0.00	0.00	500.50	0.00	34.00	0.00	755.50
Total Project Wide Hours	37,904.47	31,502.08	964.50	1,022.23	24.00	2,799.16	53.50	0.00	0.00	1,317.50	187.50	34.00	0.00	3,049.55
%	100.000%	83.109%	2.545%	2.697%	0.063%	7.385%	0.141%	0.000%	0.000%	3.476%	0.495%	0.090%	0.000%	8.045%

Workforce Monthly Report - May 2010

	OVERALL TOTAL	Total Hours White Employees		Total Hours Black Employees		Total Hours Hispanic Employees		Total Hours Asian/Pacific		Total Hours Native American		Total Hours Other/Unknown Race		KCMO Resident
		M	F	M	F	M	F	M	F	M	F	M	F	Total #
Contractors	276,363.24	229,329.74	7,374.00	9,418.50	381.50	12,018.00	70.00	1,747.00	0.00	5,248.00	183.50	10,593.00	0.00	29,164.90
Subcontractors	282,658.45	216,344.11	7,275.52	8,513.50	252.50	33,940.03	24.00	1,782.75	0.00	3,695.79	152.00	10,678.25	0.00	22,789.20
Total Company Wide Hours	559,021.69	445,673.85	14,649.52	17,932.00	634.00	45,958.03	94.00	3,529.75	0.00	8,943.79	335.50	21,271.25	0.00	51,954.10
%	100.000%	82.88%	2.72%	3.33%	0.12%	8.55%	0.02%	0.66%	0.00%	1.66%	0.06%	3.96%	0.00%	9.66%
Contractors	29,509.75	25,523.25	375.00	762.00	131.50	1,744.00	0.00	36.00	0.00	848.50	89.50	0.00	0.00	2,062.50
Subcontractors	7,666.82	6,150.82	23.50	251.00	0.00	716.75	13.00	0.00	0.00	392.50	0.00	119.25	0.00	884.14
Total Project Wide Hours	37,176.57	31,674.07	398.50	1,013.00	131.50	2,460.75	13.00	36.00	0.00	1,241.00	89.50	119.25	0.00	2,946.64
%	100.000%	85.199%	1.072%	2.725%	0.354%	6.619%	0.035%	0.097%	0.000%	3.338%	0.241%	0.321%	0.000%	7.926%

Workforce Monthly Report - April 2010

	OVERALL TOTAL	Total Hours White Employees		Total Hours Black Employees		Total Hours Hispanic Employees		Total Hours Asian/Pacific		Total Hours Native American		Total Hours Other/Unknown Race		KCMO Resident
		M	F	M	F	M	F	M	F	M	F	M	F	Total #
Contractors	308,189.99	259,936.94	7,895.30	10,436.75	423.50	17,946.50	1,156.00	1,587.50	161.00	6,552.50	397.50	1,696.50	0.00	47,373.25
Subcontractors	391,316.39	329,653.25	7,154.66	15,541.38	527.50	27,366.09	416.00	1,781.25	0.00	6,900.76	154.00	1,821.50	0.00	52,066.88
Total Company Wide Hours	699,506.38	589,590.19	15,049.96	25,978.13	951.00	45,312.59	1,572.00	3,368.75	161.00	13,453.26	551.50	3,518.00	0.00	99,440.13
%	100.000%	109.64%	2.80%	4.83%	0.18%	8.43%	0.29%	0.63%	0.03%	2.50%	0.10%	0.65%	0.00%	18.49%
Contractors	30,308.75	26,149.75	344.00	771.50	9.00	1,924.00	140.00	71.00	0.00	899.50	0.00	0.00	0.00	2,545.50
Subcontractors	11,218.75	9,085.75	161.50	435.25	104.00	1,057.75	0.00	19.00	0.00	321.50	0.00	34.00	0.00	1,117.03
Total Project Wide Hours	41,527.50	35,235.50	505.50	1,206.75	113.00	2,981.75	140.00	90.00	0.00	1,221.00	0.00	34.00	0.00	3,662.53
%	100.000%	84.849%	1.217%	2.906%	0.272%	7.180%	0.337%	0.217%	0.000%	2.940%	0.000%	0.082%	0.000%	8.820%

Workforce Monthly Report - March 2010

	OVERALL TOTAL	Total Hours White Employees		Total Hours Black Employees		Total Hours Hispanic Employees		Total Hours Asian/Pacific		Total Hours Native American		Total Hours Other/Unknown Race		KCMO Resident
		M	F	M	F	M	F	M	F	M	F	M	F	Total #
	Contractors	206,542.25	175,226.25	5,272.00	7,728.25	172.50	11,733.75	855.50	1,101.50	0.00	2,574.00	441.00	1,437.50	0.00
Subcontractors	331,188.32	277,246.77	4,833.46	11,985.38	238.00	25,273.71	42.00	2,519.00	0.00	7,317.75	0.00	1,732.25	0.00	35,317.22
Total Company Wide Hours	537,730.57	452,473.02	10,105.46	19,713.63	410.50	37,007.46	897.50	3,620.50	0.00	9,891.75	441.00	3,169.75	0.00	59,347.72
%	100.000%	84.14%	1.88%	3.67%	0.08%	6.88%	0.17%	0.67%	0.00%	1.84%	0.08%	0.59%	0.00%	11.04%
Contractors	19,997.75	17,108.50	491.00	595.25	60.00	1,519.50	26.00	0.00	0.00	197.50	0.00	0.00	0.00	1,516.50
Subcontractors	12,602.87	10,325.87	295.00	137.75	0.00	1,280.25	0.00	55.00	0.00	169.00	0.00	340.00	0.00	701.61
Total Project Wide Hours	32,600.62	27,434.37	786.00	733.00	60.00	2,799.75	26.00	55.00	0.00	366.50	0.00	340.00	0.00	2,218.11
%	100.000%	84.153%	2.411%	2.248%	0.184%	8.588%	0.080%	0.169%	0.000%	1.124%	0.000%	1.043%	0.000%	6.804%

Workforce Monthly Report - Feb 2010

	OVERALL TOTAL	Total Hours White Employees		Total Hours Black Employees		Total Hours Hispanic Employees		Total Hours Asian/Pacific		Total Hours Native American		Total Hours Other/Unknown Race		KCMO Resident
		M	F	M	F	M	F	M	F	M	F	M	F	Total #
	Contractors	84,884.80	72,491.75	2,341.55	1,796.00	0.00	5,355.00	765.00	318.00	0.00	1,398.50	291.00	128.00	0.00
Subcontractors	278,600.18	238,931.58	4,061.85	9,178.00	196.00	15,006.50	122.00	2,002.00	0.00	7,549.00	0.00	1,553.25	0.00	21,161.75
Total Company Wide Hours	363,484.98	311,423.33	6,403.40	10,974.00	196.00	20,361.50	887.00	2,320.00	0.00	8,947.50	291.00	1,681.25	0.00	30,500.75
%	67.596%	57.91%	1.19%	2.04%	0.04%	3.79%	0.16%	0.43%	0.00%	1.66%	0.05%	0.31%	0.00%	5.67%
Contractors	12,381.82	11,309.58	164.24	103.00	0.00	605.50	0.00	0.00	0.00	199.50	0.00	0.00	0.00	1,120.78
Subcontractors	14,051.58	11,602.58	337.00	242.25	0.00	1,124.75	38.00	67.50	0.00	248.00	0.00	391.50	0.00	931.55
Total Project Wide Hours	26,433.40	22,912.16	501.24	345.25	0.00	1,730.25	38.00	67.50	0.00	447.50	0.00	391.50	0.00	2,052.33
%	81.083%	70.281%	1.538%	1.059%	0.000%	5.307%	0.117%	0.207%	0.000%	1.373%	0.000%	1.201%	0.000%	6.295%

Workforce Monthly Report - Jan 2010

	OVERALL TOTAL	Total Hours White Employees		Total Hours Black Employees		Total Hours Hispanic Employees		Total Hours Asian/Pacific		Total Hours Native American		Total Hours Other/Unknown Race		KCMO Resident
		M	F	M	F	M	F	M	F	M	F	M	F	Total #
Contractors	88,110.90	73,989.90	2,946.00	2,125.50	0.00	5,816.75	809.75	499.50	0.00	1,517.00	213.00	193.50	0.00	11,349.50
Subcontractors	249,550.20	214,121.05	4,410.50	9,725.75	40.00	14,354.45	0.00	2,266.20	0.00	3,196.25	786.50	649.50	0.00	27,971.39
Total Company Wide Hours	337,661.10	288,110.95	7,356.50	11,851.25	40.00	20,171.20	809.75	2,765.70	0.00	4,713.25	999.50	843.00	0.00	63,098.31
%	100.000%	85.33%	2.18%	3.51%	0.01%	5.97%	0.24%	0.82%	0.00%	1.40%	0.30%	11.46%	0.00%	18.69%
Contractors	8,279.75	7,862.00	102.00	0.00	0.00	167.25	0.00	0.00	0.00	148.50	0.00	0.00	0.00	651.00
Subcontractors	9,664.54	7,491.29	138.00	530.00	0.00	1,353.25	0.00	16.00	0.00	136.00	0.00	0.00	0.00	812.23
Total Project Wide Hours	17,944.29	15,353.29	240.00	530.00	0.00	1,520.50	0.00	16.00	0.00	284.50	0.00	0.00	0.00	1,463.23
%	100.000%	85.561%	1.337%	2.954%	0.000%	8.473%	0.000%	0.089%	0.000%	1.585%	0.000%	0.000%	0.000%	8.154%

Workforce Monthly Report - Dec 2009

	OVERALL TOTAL	Total Hours White Employees		Total Hours Black Employees		Total Hours Hispanic Employees		Total Hours Asian/Pacific		Total Hours Native American		Total Hours Other/Unknown Race		KCMO Resident
		M	F	M	F	M	F	M	F	M	F	M	F	Total #
Contractors	161,188.25	138,846.25	4,199.25	3,705.00	42.00	8,830.00	618.50	591.00	47.00	3,758.25	371.50	179.50	0.00	17,539.00
Subcontractors	422,190.51	325,309.58	5,856.58	11,968.10	42.00	64,464.90	0.00	2,749.00	0.00	9,976.85	0.00	1,823.50	0.00	43,138.24
Total Company Wide Hours	583,378.76	464,155.83	10,055.83	15,673.10	84.00	73,294.90	618.50	3,340.00	47.00	13,735.10	371.50	2,003.00	0.00	63,098.31
%	100.000%	79.56%	1.72%	2.69%	0.01%	12.56%	0.11%	0.57%	0.01%	2.35%	0.06%	19.92%	0.00%	10.82%
Contractors	16,839.50	14,601.25	286.75	159.00		1,487.50	0.00	31.00	47.00	227.00	0.00	0.00	0.00	2,017.50
Subcontractors	17,377.89	12,954.79	328.50	803.85	0.00	2,919.75	0.00	43.00	0.00	328.00	0.00	0.00	0.00	2,401.75
Total Project Wide Hours	34,217.39	27,556.04	615.25	962.85	0.00	4,407.25	0.00	74.00	47.00	555.00	0.00	0.00	0.00	4,419.25
%	100.000%	80.532%	1.798%	2.814%	0.000%	12.880%	0.000%	0.216%	0.137%	1.622%	0.000%	0.000%	0.000%	12.915%

Workforce Monthly Report - Nov 2009

	OVERALL TOTAL	Total Hours White Employees		Total Hours Black Employees		Total Hours Hispanic Employees		Total Hours Asian/Pacific		Total Hours Native American		Total Hours Other/Unknown Race		KCMO Resident
		M	F	M	F	M	F	M	F	M	F	M	F	Total #
	Contractors	221,851.05	192,140.00	5,407.30	7,160.50	477.00	11,226.25	875.00	439.50	34.00	3,600.00	281.00	210.50	0.00
Subcontractors	448,295.91	379,848.34	6,673.45	14,419.30	595.00	30,988.54	292.00	2,607.80	79.50	10,922.48	39.00	1,830.50	0.00	61,277.35
Total Company Wide Hours	670,146.96	571,988.34	12,080.75	21,579.80	1,072.00	42,214.79	1,167.00	3,047.30	113.50	14,522.48	320.00	2,041.00	0.00	63,098.31
%	100.000%	85.35%	1.80%	3.22%	0.16%	6.30%	0.17%	0.45%	0.02%	2.17%	0.05%	16.89%	0.00%	9.42%
Contractors	34,845.75	28,951.75	756.50	1,040.00	0.00	2,848.00	77.00	100.00	0.00	1,072.50	0.00	0.00	0.00	2,818.50
Subcontractors	26,123.85	19,996.15	302.50	909.50	121.00	3,901.70	0.00	237.00	0.00	497.50	0.00	158.50	0.00	3,373.27
Total Project Wide Hours	60,969.60	48,947.90	1,059.00	1,949.50	121.00	6,749.70	77.00	337.00	0.00	1,570.00	0.00	158.50	0.00	6,191.77
%	100.000%	80.282%	1.737%	3.197%	0.198%	11.071%	0.126%	0.553%	0.000%	2.575%	0.000%	14.967%	0.000%	10.156%

Workforce Monthly Report - Oct 2009

	OVERALL TOTAL	Total Hours White Employees		Total Hours Black Employees		Total Hours Hispanic Employees		Total Hours Asian/Pacific		Total Hours Native American		Total Hours Other/Unknown Race		KCMO Resident
		M	F	M	F	M	F	M	F	M	F	M	F	Total #
	Contractors	314,951.80	269,639.11	4,532.42	9,589.50	209.00	22,229.27	1,091.00	1,251.00	0.00	4,982.50	173.00	1,255.00	0.00
Subcontractors	440,481.24	368,026.18	12,937.64	14,444.55	793.50	29,487.72	610.50	2,966.50	787.50	8,494.15	0.00	1,933.00	0.00	52,620.75
Total Company Wide Hours	755,433.04	637,665.29	17,470.06	24,034.05	1,002.50	51,716.99	1,701.50	4,217.50	787.50	13,476.65	173.00	3,188.00	0.00	63,098.31
%	100.000%	84.41%	2.31%	3.18%	0.13%	6.85%	0.23%	0.56%	0.10%	1.78%	0.02%	18.25%	0.00%	8.27%
Contractors	27,558.43	23,007.68	812.83	1,616.01	9.00	1,454.97	100.44			557.50				2,531.17
Subcontractors	12,222.80	9,728.30	555.50	658.00	15.00	949.00	0.00	4.50	0.00	312.50	0.00	0.00	0.00	1,010.50
Total Project Wide Hours	39,781.23	32,735.98	1,368.33	2,274.01	24.00	2,403.97	100.44	4.50	0.00	870.00	0.00	0.00	0.00	63,098.31
%	100.000%	82.290%	3.440%	5.716%	0.060%	6.043%	0.252%	0.011%	0.000%	2.187%	0.000%	0.000%	0.000%	8.275%

Workforce Monthly Report - Sept 2009

	OVERALL TOTAL	Total Hours White Employees		Total Hours Black Employees		Total Hours Hispanic Employees		Total Hours Asian/Pacific		Total Hours Native American		Total Hours Other/Unknown Race		KCMO Resident
		M	F	M	F	M	F	M	F	M	F	M	F	Total #
Contractors	308,885.76	183,393.50	6,126.80	7,043.50	116.00	12,231.50	686.25	344.50	164.00	4,001.00	452.00	162.50	0.00	21,298.00
Subcontractors	368,683.79	400,752.87	8,375.90	12,558.60	991.00	26,741.57	909.00	804.00	0.00	16,084.50	0.00	277.80	0.00	41,800.31
Total Company Wide Hours	762,550.25	584,146.37	14,502.70	19,602.10	1,107.00	38,973.07	1,595.25	1,148.50	164.00	20,085.50	452.00	440.30	0.00	63,098.31
%	100.000%	76.60%	1.90%	2.57%	0.15%	5.11%	0.21%	0.15%	0.02%	2.63%	0.06%	0.06%	0.00%	8.27%
Contractors	42,164.25	30,818.25	2,846.50	1,777.00	23.00	2,364.00	139.00			1,274.50	16.00			3,197.00
Subcontractors	28,882.22	24,488.55	411.00	1,596.00	2.00	3,689.07	65.75	72.00		751.00		3.30		2,499.83
Total Project Wide Hours	75,169.97	55,306.80	3,257.50	3,373.00	25.00	6,053.07	204.75	72.00	0.00	2,025.50	16.00	3.30	0.00	5,696.83
%	100.000%	73.576%	4.334%	4.487%	0.033%	8.053%	0.272%	0.096%	0.000%	2.695%	0.021%	0.004%	0.000%	7.579%

Workforce Monthly Report - August 2009

	OVERALL TOTAL	Total Hours White Employees		Total Hours Black Employees		Total Hours Hispanic Employees		Total Hours Asian/Pacific		Total Hours Native American		Total Hours Other/Unknown Race		KCMO Resident
		M	F	M	F	M	F	M	F	M	F	M	F	Total #
Contractors	308,885.76	266,835.63	8,673.00	10,826.50	557.50	14,685.63	674.00	650.50	187.00	5,092.50	228.50	475.00	0.00	28,470.50
Subcontractors	368,683.79	314,900.07	7,331.91	8,031.15	654.00	22,837.16	681.50	2,165.75	36.50	12,045.75	0.00	0.00	0.00	22,127.22
Total Company Wide Hours	762,550.25	650,005.06	19,351.54	24,370.25	3,308.00	38,976.65	994.00	2,714.00	157.00	20,751.00	511.75	1,411.00	0.00	75,197.86
%	100.000%	85.24%	2.54%	3.20%	0.43%	5.11%	0.13%	0.36%	0.02%	2.72%	0.07%	0.19%	0.00%	9.86%
Contractors	42,164.25	35,795.25	1,271.50	1,494.00	22.00	2,270.00	126.00			1,185.50				3,062.50
Subcontractors	28,882.22	22,146.07	379.50	1,362.50	185.50	3,609.95	166.50	1.50		1,014.70			16.00	2,119.95
Total Project Wide Hours	75,169.97	58,453.32	934.00	3,181.50	210.50	9,159.50	654.50	256.50	0.00	2,104.40	70.75	145.00	0.00	6,002.46
%	100.000%	77.762%	1.243%	4.232%	0.280%	12.185%	0.871%	0.341%	0.000%	2.800%	0.094%	0.193%	0.000%	7.985%

Workforce Monthly Report - July 2009

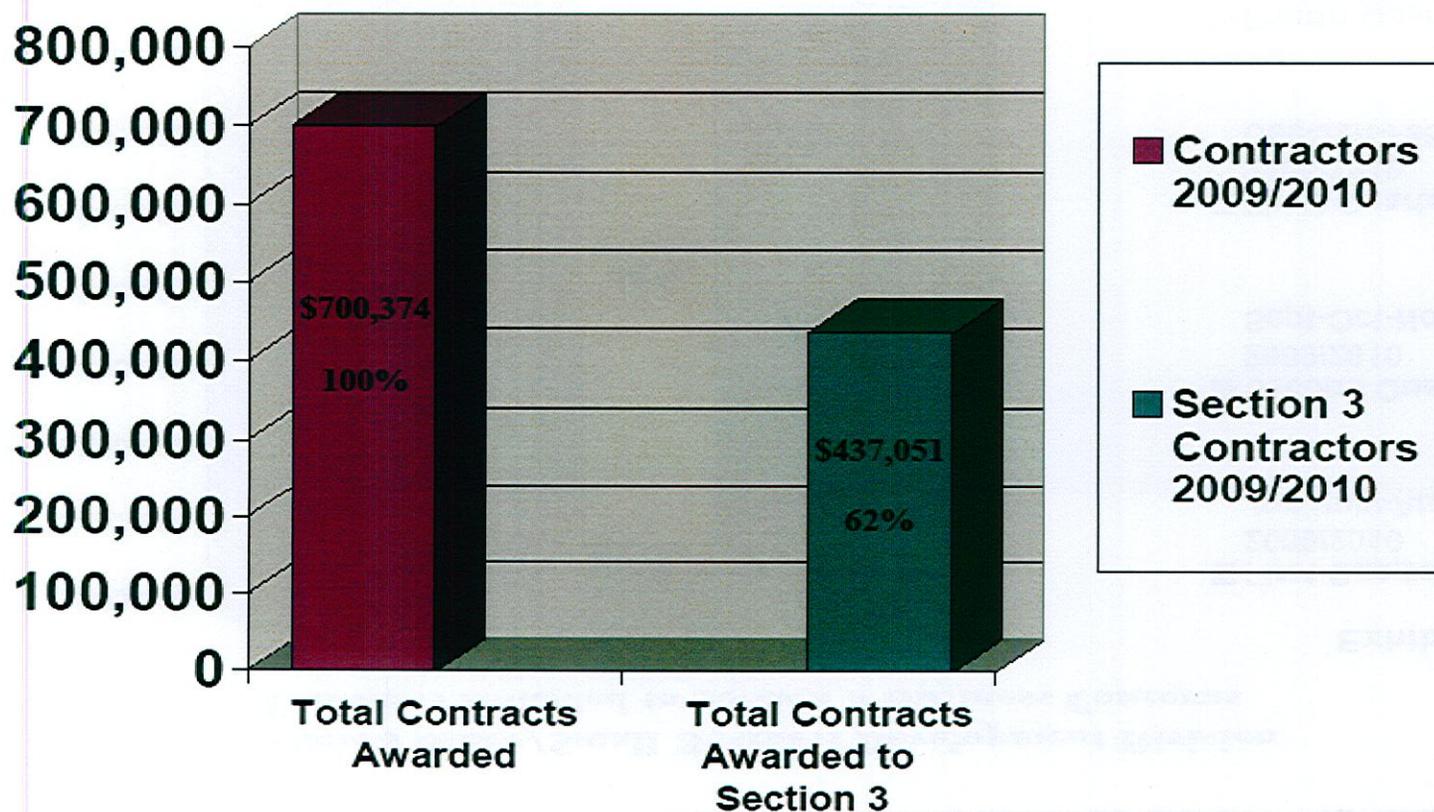
	OVERALL TOTAL	Total Hours White Employees		Total Hours Black Employees		Total Hours Hispanic Employees		Total Hours Asian/Pacific		Total Hours Native American		Total Hours Other/Unknown Race		KCMO Resident
		M	F	M	F	M	F	M	F	M	F	M	F	Total #
	Contractors	299,479.35	259,215.50	8,442.50	12,089.00	404.00	11,487.60	704.00	696.50	157.00	5,047.50	287.75	948.00	0.00
Subcontractors	463,070.90	390,789.56	10,909.04	12,281.25	2,904.00	27,489.05	290.00	2,017.50	0.00	15,703.50	224.00	463.00	0.00	39,557.11
Total Company Wide Hours	762,550.25	650,005.06	19,351.54	24,370.25	3,308.00	38,976.65	994.00	2,714.00	157.00	20,751.00	511.75	1,411.00	0.00	75,197.86
%	100.000%	85.24%	2.54%	3.20%	0.43%	5.11%	0.13%	0.36%	0.02%	2.72%	0.07%	0.19%	0.00%	9.86%
Contractors	44,398.00	36,050.75	846.50	1,381.50	188.00	4,119.00	484.50	216.00		1,041.00	70.75			3,721.00
Subcontractors	30,771.97	22,402.57	87.50	1,800.00	22.50	5,040.50	170.00	40.50		1,063.40		145.00		2,281.46
Total Project Wide Hours	75,169.97	58,453.32	934.00	3,181.50	210.50	9,159.50	654.50	256.50	0.00	2,104.40	70.75	145.00	0.00	6,002.46
%	100.000%	77.762%	1.243%	4.232%	0.280%	12.185%	0.871%	0.341%	0.000%	2.800%	0.094%	0.193%	0.000%	7.985%

Workforce Monthly Report - June 2009

	OVERALL TOTAL	Total Hours White Employees		Total Hours Black Employees		Total Hours Hispanic Employees		Total Hours Asian/Pacific		Total Hours Native American		Total Hours Other/Unknown Race		KCMO Resident
		M	F	M	F	M	F	M	F	M	F	M	F	Total #
	Contractors	251,332.75	216,846.75	7,657.50	11,750.00	300.00	7,466.50	387.00	577.50	236.00	5,189.50	85.00	826.50	0.00
Subcontractors	451,980.90	378,048.98	12,788.44	16,069.05	1,821.50	27,737.48	466.00	2,559.25	0.00	12,018.06	0.00	378.50	93.64	26,135.16
Total Company Wide Hours	703,303.15	594,895.73	20,445.94	27,819.05	2,121.50	35,203.98	853.00	3,136.75	236.00	17,207.56	85.00	1,205.00	93.64	52,331.16
%	100.000%	84.59%	2.91%	3.96%	0.30%	5.01%	0.12%	0.45%	0.03%	2.45%	0.01%	0.17%	0.01%	7.44%
Contractors	33,031.50	28,832.50	390.00	877.00	175.00	1,737.50	128.50	39.00		767.00	85.00			1,923.00
Subcontractors	24,739.13	19,725.48	210.00	968.65	123.50	3,233.50	40.00			431.00	7.00			1,697.30
Total Project Wide Hours	57,770.63	48,557.98	600.00	1,845.65	298.50	4,971.00	168.50	39.00	0.00	1,198.00	92.00	0.00	0.00	3,620.30
%	100.000%	84.053%	1.039%	3.195%	0.517%	8.605%	0.292%	0.068%	0.000%	2.074%	0.159%	0.000%	0.000%	6.267%

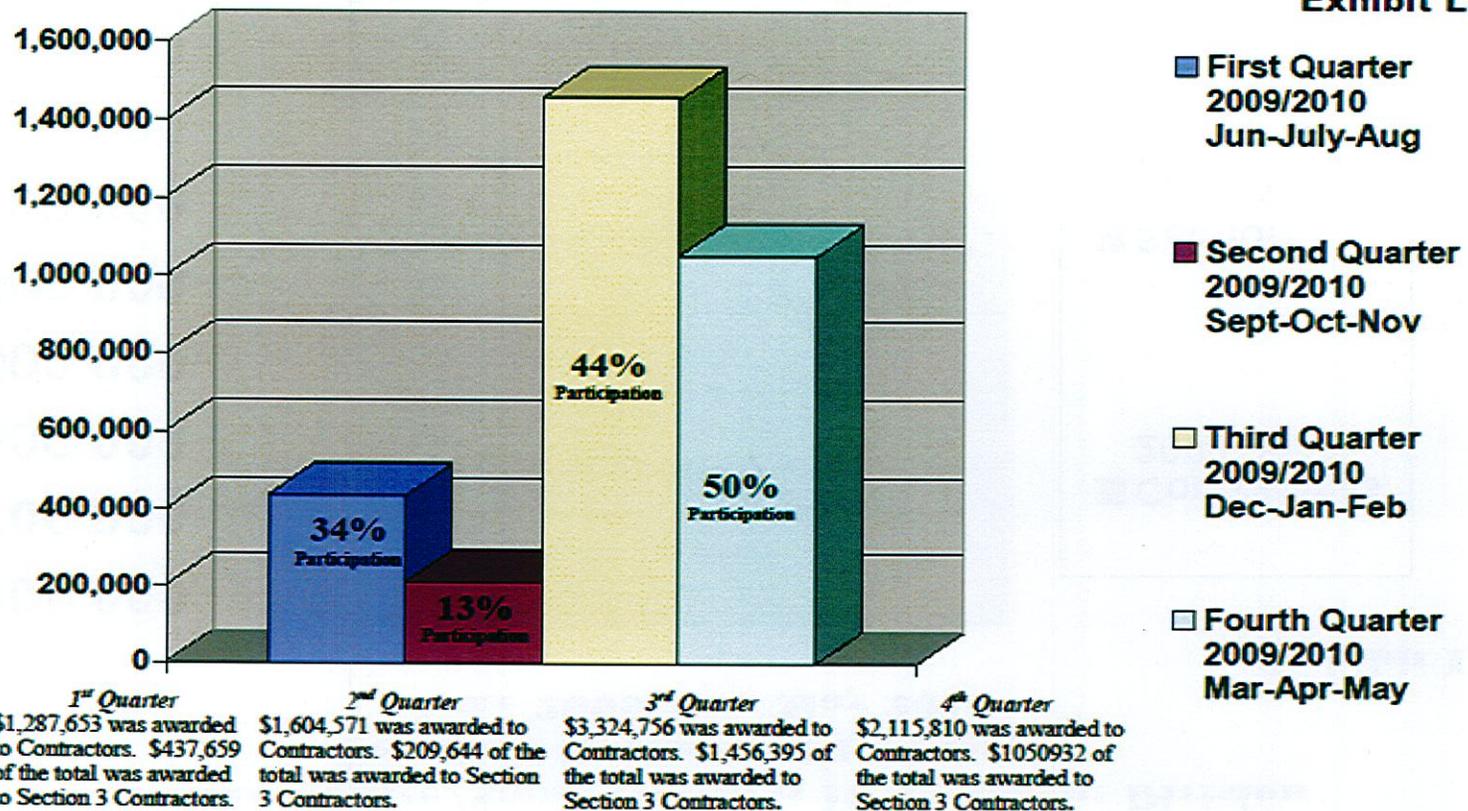
**Section 3 Office/Small Business Development Division
Year End Review NSP1 Program
June 2009 thru May 2010**

Exhibit L



**Section 3 Office/Small Business Development Division
Contracts Awarded to Section 3 Business Concerns
June 2009 thru May 2010**

Exhibit L1



**During the 2009/2010 Program Year agencies that received CDBG contracts through the City's Consolidated Plan awarded \$8,332,790 in contracts to Contractors, with \$3,154,630 going to Section 3 Business Concerns, resulting in a 38% rate for Section 3 participation.*

Exhibit M

HRD Customer Service Chart May 2010

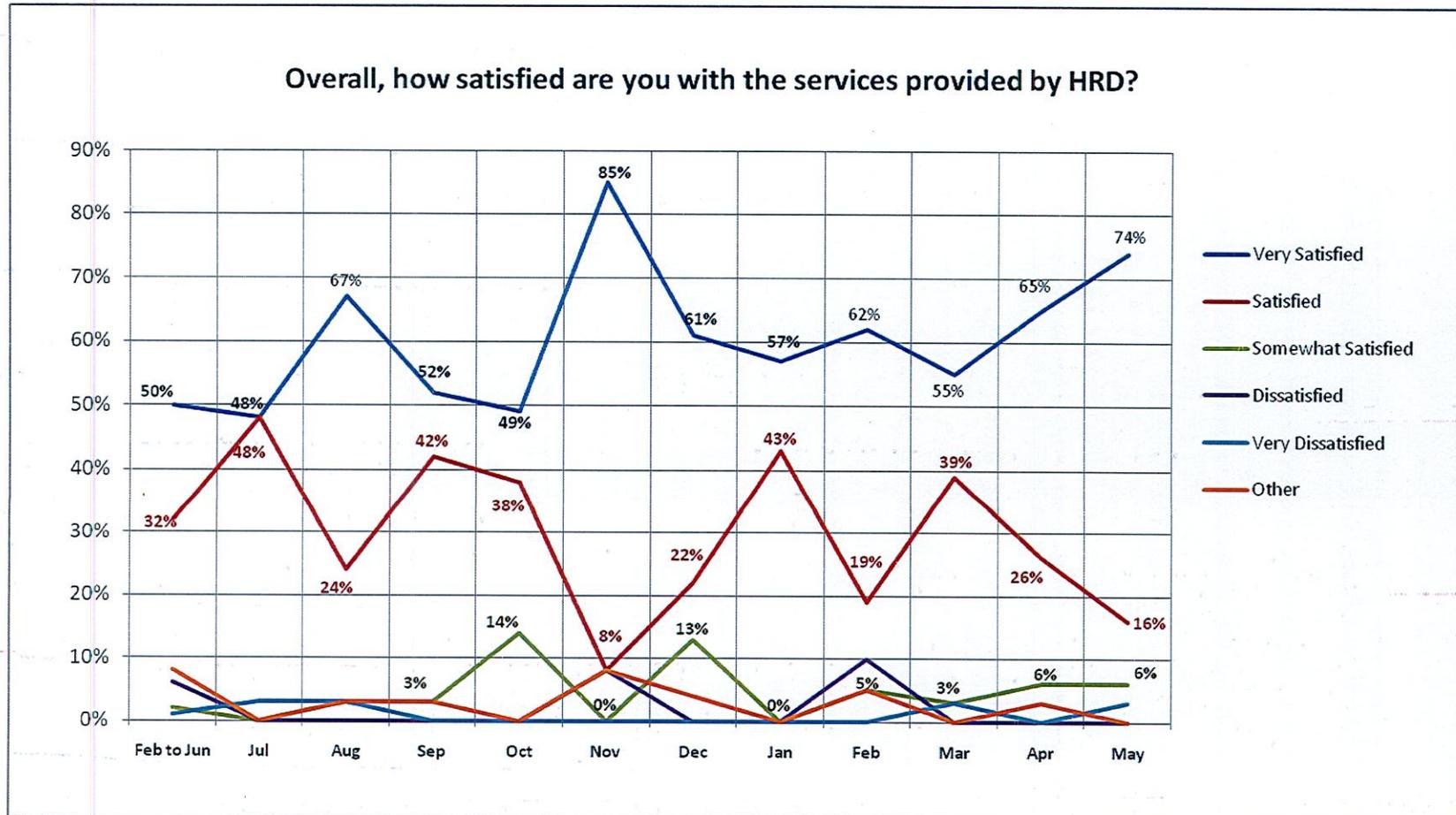


Exhibit M

HRD Customer Service Chart May 2010

Overall, how satisfied are you with the services provided by HRD?

