



**CITY OF ALBANY**

KATHY M. SHEEHAN  
MAYOR

ANN MARIE SALMON  
COMMISSIONER OF ADMINISTRATIVE SERVICES

# **Minority and Women Business Enterprise (MWBE) Program**

## **COMPLIANCE REPORT**

**REPORTING PERIOD: 2024**

Published 7.11.25

City of Albany Office of Compliance  
24 Eagle Street, Room 307, Albany, New York 12207  
(518) 407-0255 • [mwbe@albanyny.gov](mailto:mwbe@albanyny.gov)

## Introduction

This is the annual report to the Albany Common Council on the activities of the City of Albany Minority and Women's Business Enterprise Program, covering the period of the 2024 calendar year.

The Chief Compliance Officer is responsible for implementing the MWBE Program and Minority and Women Labor Utilization Plan Ordinance. [Adopted 6-18-1984; amended in its entirety 4-1-2002 by Ord. No. 13-22-02]. The intent of the Ordinance is to provide minorities and women the maximum opportunity to participate in City of Albany construction projects.

A note regarding Purchasing law: The City is required, under New York State law, to award construction contracts to the low bidder. The Compliance Office then works with the awardee in an effort to increase participation and meet the applicable MWBE and M/W Labor goals.

The projects monitored over the course of 2024 are not uniform in terms of the participation goal percentages that are indicated within their contracts.

- Prior to January 1, 2021, the program goals had been the same for many years, since at least 2011: 7.5% MWBE Subcontractor Participation and 17.8% Minority and Women Labor Utilization. Projects which went out to bid prior to 1/1/21 carry these goals. Because of the long timeframe inherent in many MWBE-applicable projects, seven of the contracts summarized in this report still reflect these goals.
- As of January 1, 2021, at the recommendation of this office, a policy change was put into effect which increased the MWBE Subcontractor Participation Goal to 15%. Additionally, a corresponding amendment to Ordinance 24.101.20 took effect, increasing the Minority and Women Labor Utilization Goal to 25%. Projects which went out to bid between 1/1/21 – 4/30/22 carry these goals.
- An additional amendment increasing the Minority and Women Labor Utilization Goal to 30% was subsequently passed and took effect May 1, 2022. Projects which went out to bid 5/1/22 and beyond carry a 15% MWBE Subcontractor Participation Goal and a 30% Minority and Women Labor Utilization Goal.

The MWBE Program and Minority- and Women-Owned Labor Utilization Plan Ordinance establishes that the Office is also responsible for implementing the City's MWBE Certification Program. The Ordinance specifies the following administrative duties:

- Identify minority- and women-owned businesses capable of successfully engaging in a competitive bid process for the procurement of construction and construction-related projects;
- Maintain a central directory of minority and women-owned firms;
- Discontinue and disqualify MWBE contractors and subcontractors when violations of policy and performance agreements occur.

## Commentary

### Notes on the Compliance Summary Spreadsheet (Appendix A)

In 2024, 125 contracts were monitored for MWBE compliance, a greater than 15% increase in the number of contracts monitored in comparison with the previous year. The total value of all monitored contracts for 2024 is \$135,680,628.62.

The contract data is organized in this way:

- A list of the contracts *completed in 2024*, organized by the managing City Department, with the ACDA projects listed separately from the rest of the completed contracts.
- A list of the contracts *in-progress in 2024* but not yet completed. These are also grouped by City Department, with the remaining few contracts that have the prior-to-2021 goals listed separately.

The spreadsheet also includes a column which specifies which MWBE Subcontractor goal and which M/W Labor goal is applicable to each contract; again, the contract goals reflect what year the contract was established.

The non-ACDA completed projects table includes a column which states the MWBE Eligible contract amount. This is because, in a few cases, either the City or a State agency has determined that some portion of the contract value is ineligible for MWBE goals due to the fact that that portion is for the provision of specialty materials or processes with the required vendor specified by name within the contract requirements.

**Contracts Completed in 2024** - The data in this section shows the final compliance numbers, covering the entire life of each finished project. Some projects span multiple years by the time they are completed. 102 contracts were completed in 2024, with 76 of those being ACDA projects. Of the 102 contracts completed in 2024, 80 met or exceeded their MWBE Subcontractor goal, and 82 met or exceeded their Minority & Women Labor goal.

### MWBE Subcontractor Participation

**At 20.68% the City has exceeded its MWBE participation goal of 15% for contracts completed in 2024.**

A total of \$7,564,726.54 was paid to MWBEs on 2024's completed contracts, an increase of over 52% of the amount paid to MWBEs on the previous year's completed contracts.

**Prior MWBE Subcontractor Goal** – Three contracts which had the prior participation goal of 7.5% were completed in 2024. There are only four contracts with this goal attached that remain to be completed; and they are all expected to be completed by the close of 2025. All of the other contracts completed in 2024 had the 15% goal attached.

The overall MWBE participation rate for non-ACDA completed contracts was 19.34%

Of the 15 non-ACDA contracts which show MWBE participation below 15%, two of these were issued a partial waiver by the State agency providing funding: EFC (the Environmental Facilities Corp.) And in two cases EFC issued a full waiver of the MWBE requirement.

In the remaining instances, the Compliance Office granted partial waivers of the MWBE goal percentage in response to submitted waiver request documents. In two cases, the Compliance Office issued a full waiver.

Reasons provided by Prime Contractors for inability to reach the goal percentage include:

- MWBE firm would be chosen for the subcontract, however they don't meet the City's Apprenticeship requirement. Per the existing ordinance language, the Apprenticeship requirement cannot be waived.
- City-issued changes to the original contract scope and work areas which affect the planned utilization of an MWBE subcontractor.
- Limited availability of MWBEs due to the large number of municipal contracts in our area that have MWBE goals and are competing for the same pool of MWBE firms.
- MWBE quote significantly higher, and can't be negotiated lower.
- Limited scope of the work involved in the contract; limited opportunity within the scope of the contract to subcontract.
- Limited MWBEs that are capable of performing the type of work or the scale of the work involved in the contract.

The Compliance Office works closely with Prime Contractors to ensure that all avenues to meet the MWBE goal percentage are pursued. This process involves:

1. Obtaining from the Prime Contractor a Schedule of Values for the contract
2. Conducting searches of the qualifying MWBE directories and databases for the work types found within the Schedule of Values and providing the search results to the Prime Contractor.
3. Requiring that the Prime Contractor demonstrate that they have solicited quotes from the MWBE firms that were found through the database searches.
4. Making sure that City of Albany MWBEs are aware of the subcontracting opportunities on awarded contracts and encouraging them to connect with the Prime Contractor to offer a quote.
5. Requiring that Prime Contractors complete a Letter of Intent form with each MWBE subcontractor confirming the anticipated value of the subcontracted work or materials to be purchased.

The following actions are taken by the Compliance Office to enforce the MWBE ordinance in cases of low compliance levels:

- Contractors are required to submit waiver documents which may include a waiver request form, a waiver request letter providing a detailed explanation for the shortfall including steps taken by the contractor to try to correct the shortfall, a log of solicitations for quotes requested from MWBE firms, subcontractor correspondence and quotes.

- Phone calls and In-person meetings held with the contractor to review the goals, expectations, and procedures of the MWBE Program.
- Consultation with Corporation Counsel; letter sent to contractor by Corporation Counsel where appropriate.

### M/W Labor Hours

**Minority and Women Labor hours are at 26.42% of the total workforce hours for contracts completed in 2024. The City M/W Labor goal is 30%.**

A total of 29,197.25 labor hours were worked by women and minorities on contracts completed in 2024; this is over 56% more MW labor hours recorded than on the previous year's completed contracts.

**Contracts in-progress but not completed in 2024** – The data in this section reflects work hours and payments to MWBEs only through the year 2024, and therefore provides a snapshot of these contracts, but not a complete picture of compliance levels. Final totals for many of these projects will be available for the next annual report. Twenty-three projects were underway but not yet completed at the close of 2024.

### MWBE Subcontractor Participation

By the close of 2024, a total of \$12,906,415.39 has been paid to MWBEs on contracts that are still in-progress.

**Prior MWBE Subcontractor Goal** – The remaining four contracts with the pre-2021 MWBE goal of 7.5% show an overall MWBE participation rate of 14.44%.

**Current MWBE Subcontractor Goal** – Contracts which have the current 15% participation goal show an overall MWBE participation rate of 22.20%.

Both goal categories show that the overall compliance rates of our in-progress projects are exceeding their stated contract goals.

### M/W Labor Hours

A total of 24,149.53 labor hours have been worked by women and minorities on contracts that were still in-progress at the close of 2024.

**Prior Minority & Women Labor Goal** – Ongoing contracts with the prior labor goal of 17.8% show an overall M/W Labor rate of 12.39% at this point in their reporting.

**New Minority & Women Labor Goal** – Ongoing contracts with the current labor goal of 30% show an overall M/W Labor rate of 14.48% at this point in their reporting.

Labor numbers on in-progress contracts may be incomplete because labor reporting from the many subcontractors on these projects is often slow to be collected and submitted. However, at the close of the contract any delinquent reporting must be submitted before the final payment is issued. Throughout the course of each project, this office continually monitors labor reporting, requests missing submittals, and notifies contractors as to where they stand in relation to the Labor goal.

**ACDA Contracts** – 2024 ACDA contracts show an overall MWBE participation rate of 53.88% and an M/W Labor rate of 79.25%. ACDA contracts are where we typically see the best compliance. ACDA projects are the rehabilitation of smaller properties, and there are many local MWBEs that can take on jobs of this size. These MWBEs tend to employ M/W labor at higher levels. ACDA projects are where we are most likely to achieve as much as 100% M/W labor.

### Most-Awarded Contractors

The table below shows a breakdown of the contractors who hold the most contracts in the 2024 analysis. For the purposes of this table, the small ACDA contractors have been removed from consideration; we are looking only at larger-scale public works projects. Below are the contractors who were awarded (having submitted the lowest bid) three or more of the contracts included in the 2024 analysis.

Contractor	Number of contracts	Overall MWBE participation	Overall Minority/Women Labor Participation
New Castle Paving	11	7.60%	18.91%
Wm. J. Keller & Sons	4	7.56%	11.80%
Stilsing Electric	4	100%	33.67%
Gallo Construction Corp	4	7.86%	24.28%
Peter Luizzi & Bros. Contracting	3	4.29%	13.20%
DiGesare Mechanical	3	5.71%	12.25%

Since this table combines both completed projects and on-going projects with new or prior goals, the utility of the data is somewhat limited and does not represent final numbers for any of the contractors. This data does offer a snapshot comparison of some of the City's most frequent bidders, and their current MWBE compliance rates in relation to one another. Please note that Stilsing Electric is a WBE; this is why their participation is at 100%.

It is worth noting that New Castle Paving, a frequent low-bidder on the City's many Streets contracts, has improved their MWBE participation. In 2022 they were at only 2.88% overall; in 2023 they were at 3.47%. 2024's 7.6% figure, while still below the goal, represents a consciousness of the requirement and steps taken to increase participation.

## Compliance Process

The Chief Compliance Officer is involved with projects from the pre-bid stage to the final payment:

- Discussing MWBE requirements with the department which manages the project;
- Attending pre-bid and pre-construction conferences to review contract MWBE requirements and answer questions from contractors;
- Attending Contract & Supply meetings where bid advertisements, bid openings, and contract awards and changes are announced.
- Reviewing the bids, approving or rejecting MWBE and Labor plans submitted with the bids;
- Communicating with bidders whose MWBE or Labor Utilization plans are inadequate, advising them of the goals and options, and not approving the contract until the plans are acceptable;
- Monitoring the progress of compliance as the payment vouchers are submitted, maintaining logs detailing the reporting collected, and informing contractors they must improve when deficiencies are found;
- Conducting a waiver process when necessary;
- Recommending against re-hiring a delinquent contractor.

## Other MWBE Program Functions

- The Chief Compliance Officer acts as a liaison with State and Federal agencies that provide funding and/or financing on City of Albany projects such as: EFC, DEC, DOH, DOT. This involves reviewing the MWBE/DBE/SDVOB requirements on each applicable contract and helping City departments and our contractors to document their compliance and submit all required paperwork as well as ongoing reporting. The Chief Compliance Officer participates in bi-weekly meetings with Water Department and EFC (Environmental Facilities Corp) personnel to review and track compliance issues regarding ongoing projects.
- The Chief Compliance Officer acts as a personal resource to City of Albany MWBEs and prospective MWBEs, holding frequent one-on-one meetings with Minority and Women Business Owners to discuss aspects of their business, such as how to apply for City or State MWBE Certification and how these programs work, or issues MWBEs face involving prime contractors, among many other topics. MWBEs are directed to outside resources they may utilize for training, financing, business planning advice, and free legal advice.
- Attending MWBE advocacy and outreach events at both the State and local level.
- Researching the MWBE and related programs of other municipalities. Responding to proposed changes to the City's MWBE Ordinance with input based on years of acquired knowledge and experience.

## Outreach and Program Development

\*2024 has been a big year for community outreach in the MWBE Program\*

- The City of Albany MWBE Newsletter has been revitalized, given a new look, and its list of recipients greatly expanded to include many community stakeholders and City contacts who are in a position to spread the word about the MWBE program, special events for MWBEs, and contracting opportunities. The Newsletter goes out, at minimum, bimonthly – following each meeting of the Board of Contract and Supply.
- The Compliance Office began holding Open Office Hours every Thursday from 2:00 – 4:00. While City of Albany Certified MWBEs or potential applicants may reach the office by email or by phone and schedule an in-person appointment anytime, maintaining weekly Open Office Hours provides a reliable opportunity to connect for those who would like to drop-in.
- The Compliance Office kicked off a Quarterly MWBE Workshop Series, which has been well-attended and enthusiastically received. Attendees are current MWBE owners, Minority and Women entrepreneurs who are interested in becoming certified, as well as interested community members who are invested in the success of the MWBE Program. Attendees make connections, learn about the City of Albany MWBE Program, learn from scheduled speakers, provide feedback about their experiences, and get personal assistance from the Compliance Office. Attendees complete a questionnaire wherein they have the opportunity to ask for additional information or assistance, and the Chief Compliance Officer follows up regarding each request following the workshop.
- In 2024, the Chief Compliance Officer attended several functions at the State level:
  - NYS Division of MW Business Development Quarterly Partners Meetings
  - The NYS MWBE Forum
  - The NYS Association of Black, Puerto Rican, Hispanic & Asian Legislative Conference
  - NYS 2025 Budget Presentation by the Commissioner of NYS OGS
  - 2025 MWBE Advocacy Day at the NYS Legislature

The Compliance Office administers the list of City of Albany-certified MWBEs. This includes managing certifications, denials, and recertifications, updating the MWBE directory and publishing the revised version on a monthly basis.

The current list of City Certified MWBEs has 121 total firms, and is comprised of 46% Women-owned businesses, 36% Black-owned businesses, 10% Hispanic-owned businesses, and 8% Asian-owned businesses.



### Certifications

In 2024, there were eight new MWBEs certified.

2024 New Certifications
-------------------------

- |                                 |                     |
|---------------------------------|---------------------|
| • Atlantic Testing Laboratories | • McFay Contracting |
| • Ayzo Ridge Consulting         | • Poor Hollow       |
| • Edens General Contractor      | • Titan Bow         |
| • Hamilton Pinzon               | • Wealth Phenom     |

### Recertifications

In 2024, 20 MWBEs were recertified.

### Denials

Businesses which are denied City of Albany Certification have 30 days to appeal the decision. There were no denials of certification in the year 2024.

### The City of Albany Certified MWBE Directory

The Chief Compliance Officer maintains the City's directory of Certified MWBEs, which is organized by service-type. The directory is updated on a regular basis and is available to the public via the City website. Please visit the site at: <https://www.albanyny.gov/332/Minority-Women-Owned-Business-Enterprise> to view what the public sees with regard to information about the program, forms, and to search the Certified MWBE Directory.

## Additional Notes

### Additional Responsibilities of the Compliance Office

The Compliance Office tracks and reports on additional areas of compliance beyond the MWBE program. Other areas of responsibility for this office include monitoring and enforcing the City's Living Wage and Apprenticeship requirements.

### NYS Empire State Development 2024 Disparity Study

In 2024, NYS ESD completed its most recent disparity study which is an extremely detailed analysis of MWBEs in the state of New York. The main purpose of the study is to determine the availability of MWBEs in different business sectors and in the various regions of the State, and to evaluate whether MWBEs are being utilized on NYS contracts to a degree that matches their availability to participate. This data is a valuable resource for the municipalities of New York State and should be used when evaluating local MWBE Program goals and performance. Attached to this report is Appendix D of the Disparity

Study, which contains the study's tables that relate to the Capital District. The second page, Table D-2, has to do with the availability of Minority and Women Owned Construction firms in our region.

The State has found that, in the Capital District, total availability of MWBEs to participate on Construction contracts is 26.06%. Of that 26.06%, 23.07% of the available construction firms are owned by Non-Minority Female Owners. 2.99% are owned by Minority Owners (all minority groups are included together in this figure, although the table also breaks down the data into separate minority groups.)

The other tables in Appendix D are also very useful, covering "All Procurement Categories," "Construction-Related Services," and "Non-Construction Related Services" in the Capital District.

It's fortuitous that there exists currently this up-to-date reliable data set. When considering changes to the City's program goal percentages, we should take this information into consideration.

I look forward to stewarding this thriving program through the continued growth and expansion that the upcoming year will bring!

Respectfully submitted,

Aindrea Richard

Chief Compliance Officer

## Appendix A

### Compliance Summary: January - December 2024

#### Contracts Completed in 2024

		Total Project Payments					Total Project Labor Hours				
Contract No. and Project Name:	Contractor:	Total	MWBE Eligible Total	MWBE	%MWBE	MWBE goal	M/W	Total	M/W%	Labor goal	Department
9044 - Local Pedestrian Safety Action Plan	Stilsing Electric	\$204,002.69	\$204,002.69	\$204,002.69	100.00%	7.50%	140.00	481.50	29.08%	17.80%	APD/Traffic Engineering
9214 - Albany Pedestrian Safety Action Plan	Stilsing Electric	\$997,613.75	\$997,613.75	\$997,613.75	100.00%	15.00%	1438.5	4202.50	34.23%	25.00%	APD/Traffic Engineering
9290 - 165 & 170 Henry Johnson Blvd - Contract 1 GC	Duncan & Cahill Inc.	\$1,770,779.61	\$1,770,779.61	\$1,770,779.61	100.00%	15.00%	1264.5	7599.50	16.64%	30.00%	APD/Traffic Engineering
9291 - 165 & 170 Henry Johnson Blvd - Contract 2 Electrical	Harold R. Clune, Inc.	\$528,888.00	\$528,888.00	\$64,519.34	12.20%	15.00%	1406	3445.00	40.81%	30.00%	APD/Traffic Engineering
9365 - Albany Speed Humps 2024	HMA Contracting Corp.	\$636,521.17	\$636,521.17	\$140,002.19	21.99%	15.00%	1199	1840.80	65.13%	30.00%	APD/Traffic Engineering
9239 - New Scotland Avenue and State Street Paving	Peter Luizzi & Bros Contracting	\$2,983,815.61	\$2,983,815.61	\$114,652.00	3.84%	15.00%	1548	9003.50	17.19%	25.00%	DGS - Engineering
9264 - 2023 Contract 1 Street Resurfacing & Sidewalk Reconstruction	New Castle Paving	\$4,294,892.04	\$4,294,892.04	\$352,761.27	8.21%	15.00%	3074.00	9689.75	31.72%	30.00%	DGS - Engineering
9283 - 2023 Street Milling	New Castle Paving	\$180,901.56	\$180,901.56	\$5,433.75	3.00%	15.00%	301.5	877.75	34.35%	30.00%	DGS - Engineering
9285 - Smoke Hatch Replacement	Titan Roofing	\$466,240.00	\$466,240.00	\$466,240.00	100.00%	15.00%	83.25	1182.50	7.04%	30.00%	DGS - Engineering
9297 - Renovation & Restoration Engine 9 Galley	Gallo Construction Corporation	\$310,335.36	\$310,335.36	\$0.00	0.00%	15.00%	141.5	317.50	44.57%	30.00%	DGS - Engineering
9298 - Renovation and Restoration Engine 11 Kitchen	Gallo Construction Corporation	\$368,601.59	\$368,601.59	\$57,757.00	15.67%	15.00%	63.5	463.50	13.70%	30.00%	DGS - Engineering
9299 - Window Replacement Project Arbor Hill Fire House	Gallo Construction Corporation	\$164,300.00	\$90,231.40	\$0.00	0.00%	15.00%	65.5	229.00	28.60%	30.00%	DGS - Engineering
9303 - Albany Pedestrian Experience Improvements	New Castle Paving	\$6,615,317.29	\$6,615,317.29	\$816,607.31	12.34%	15.00%	1614.25	7555.50	21.37%	30.00%	DGS - Engineering
9304 - 2023 Contract 2 Street Resurfacing & Sidewalk Reconstruction	New Castle Paving	\$2,775,762.76	\$2,775,762.76	\$228,019.04	8.21%	15.00%	1295.00	6957.75	18.61%	30.00%	DGS - Engineering
9305 - Lark Street Corridor Improvements: Madison to Washington	Callanan Industries	\$3,030,646.83	\$3,030,646.83	\$684,819.45	22.60%	15.00%	2153	9092.25	23.68%	30.00%	DGS - Engineering
9336 - 2024 DGS Operations ADA Ramps and Sidewalks	Peter Luizzi & Bros Contracting	\$1,067,041.07	\$1,067,041.07	\$53,468.75	5.01%	15.00%	767.5	5237.55	14.65%	30.00%	DGS - Engineering
9344 - 2023 Roadway Safety Improvements Speed Hump Project	New Castle Paving	\$704,669.24	\$704,669.24	\$54,427.43	7.72%	15.00%	129.75	448.50	28.93%	30.00%	DGS - Engineering
9309 - Demo and Removal of Lincoln Park Pool	New Castle Paving	\$308,986.00	\$308,986.00	\$17,805.00	5.76%	15.00%	140	439.00	31.89%	30.00%	Infrastructure Management
9300 - South End Connector Phase II	New Castle Paving	\$1,520,053.00	\$1,520,053.00	\$276,269.92	18.18%	15.00%	240.5	1710.5	14.06%	30.00%	Planning
9321 - LUCID West Hill Alleyway Revitalization	Carver Construction	\$376,484.00	\$376,484.00	\$62,506.23	16.60%	15.00%	428.5	1699.75	25.21%	30.00%	Planning
9130 - Beaver Creek Phase II	Jett Industries	\$2,028,460.64	\$889,786.33	\$63,170.21	7.10%	7.50%	193.00	2805.25	6.88%	17.80%	Water
9145 - Beaver Creek Phase V - Plumbing	DiGesare Mechanical, Inc.	\$305,263.75	\$305,263.75	\$0.00	0.00%	7.50%	61	2122.50	2.87%	17.80%	Water
9193 - Beaver Creek Phase IIA	Wm. J. Keller & Sons	\$888,829.00	\$443,792.00	\$98,192.21	22.13%	15.00%	349	3033	11.51%	25.00%	Water
9228 - 2022 AWB Water & Sewer Improvements	Wm. J. Keller & Sons	\$3,274,189.35	\$3,274,189.35	\$187,654.30	5.73%	15.00%	1079.5	14881.5	7.25%	25.00%	Water
9271 - 2023 Cured-In-Place Pipe Lining	Kenyon Pipeline Inspection	\$724,019.18	\$724,019.18	\$0.00	0.00%	15.00%	296.25	2465.50	12.02%	30.00%	Water
9294 - UV Equipment Installation at Loudonville Reservoir	Flach Industries	\$294,600.00	\$294,600.00	\$84,000.00	28.51%	15.00%	176	697	25.25%	30.00%	Water
<b>totals</b>		<b>\$36,821,213.49</b>	<b>\$35,163,433.58</b>	<b>\$6,800,701.45</b>	<b>19.34%</b>		<b>19648.50</b>	<b>98478.35</b>	<b>19.95%</b>		

ACDA Projects Completed in 2024

					MWBE					
Project Name:	Contractor:	Total	MWBE	%MWBE	goal	M/W	Total	M/W%	Labor goal	Department
9 Dale St.	Phillips Perfections	\$10,900.00	\$10,900.00	100.00%	15.00%	166	166.00	100.00%	30.00%	ACDA
12 Buchanan St.	Phillips Perfections	\$11,300.00	\$11,300.00	100.00%	15.00%	8	72.00	11.11%	30.00%	ACDA
11 N. Lake Ave.	Wells Construction	\$11,800.00	\$1,864.50	15.80%	15.00%	18	50	36.00%	30.00%	ACDA
694 Central Ave.	Maya's Home Improvement	\$27,100.00	\$27,100.00	100.00%	15.00%	200	220	90.91%	30.00%	ACDA
206 Myrtle Ave.	BKJ Construction	\$30,999.00	\$30,999.00	100.00%	15.00%	340	340	100.00%	30.00%	ACDA
17 Bonheim St.	Phillips Perfections	\$11,800.00	\$11,800.00	100.00%	15.00%	128	128	100.00%	30.00%	ACDA
306 Mountain St.	Wells Construction	\$10,825.00	\$1,707.20	15.77%	15.00%	32	76	42.11%	30.00%	ACDA
185 Shaker Park Dr.	Maya's Home Improvement	\$17,990.00	\$17,990.00	100.00%	15.00%	190	200	95.00%	30.00%	ACDA
23 Marshall St.	Montesano GC	\$21,320.00	\$21,320.00	100.00%	15.00%	44	83	53.01%	30.00%	ACDA
206 Myrtle Ave. (2)	BKJ Construction	\$5,785.00	\$5,785.00	100.00%	15.00%	165	165	100.00%	30.00%	ACDA
42 Twiller St.	Montesano GC	\$8,920.00	\$8,920.00	100.00%	15.00%	12	34	35.29%	30.00%	ACDA
228 Clinton Ave.	BKJ Construction	\$19,680.00	\$19,680.00	100.00%	15.00%	235	235	100.00%	30.00%	ACDA
402 Mountain St.	Montesano GC	\$6,775.00	\$6,775.00	100.00%	15.00%	23	54	42.59%	30.00%	ACDA
12 Buchanan St.	Wells Construction	\$8,200.00	\$1,386.00	16.90%	15.00%	20	50	40.00%	30.00%	ACDA
13 Lark St.	Phillips Perfections	\$12,205.00	\$12,205.00	100.00%	15.00%	120	120	100.00%	30.00%	ACDA
45 North St.	Houghtaling Electrical	\$9,861.30	\$1,236.32	12.54%	15.00%	8	30	26.67%	30.00%	ACDA
206 Myrtle Ave.	Wells Construction	\$9,985.00	\$1,672.00	16.75%	15.00%	8	22	36.36%	30.00%	ACDA
145 Second Ave.	Wells Construction	\$15,745.00	\$2,728.00	17.33%	15.00%	54	138	39.13%	30.00%	ACDA
173 S. Pine Ave.	Montesano GC	\$8,075.00	\$8,075.00	100.00%	15.00%	16	37	43.24%	30.00%	ACDA
114 Bradford St.	Wells Construction	\$17,530.00	\$3,091.00	17.63%	15.00%	20	48	41.67%	30.00%	ACDA
33 VerPlanck St.	Wells Construction	\$29,770.00	\$4,928.00	16.55%	15.00%	36	90	40.00%	30.00%	ACDA
325 Mountain St.	Montesano GC	\$9,325.00	\$9,325.00	100.00%	15.00%	32	60	53.33%	30.00%	ACDA
10 Cuyler Ave.	Phillips Perfections	\$9,220.00	\$9,220.00	100.00%	15.00%	88	88	100.00%	30.00%	ACDA
13 Sard Rd.	Wells Construction	\$17,250.00	\$3,003.00	17.41%	15.00%	48	114	42.11%	30.00%	ACDA
92 Southern Blvd.	Wells Construction	\$23,380.00	\$3,465.00	14.82%	15.00%	62	186	33.33%	30.00%	ACDA
11 Rawson St.	NML Contracting	\$10,275.00	\$2,315.14	22.53%	15.00%	66	77	85.71%	30.00%	ACDA
50 Edgecomb St.	JAFJR Construction	\$39,000.00	\$39,000.00	100.00%	15.00%	320	320	100.00%	30.00%	ACDA
45 North St.	Wells Construction	\$18,075.00	\$2,904.00	16.07%	15.00%	41	110	37.27%	30.00%	ACDA
20 Lawn Ave.	Phillips Perfections	\$18,925.00	\$18,925.00	100.00%	15.00%	180	180	100.00%	30.00%	ACDA
779 Park Ave.	Wells Construction	\$22,975.00	\$3,646.50	15.87%	15.00%	51	149	34.23%	30.00%	ACDA
6 Beverly Ave.	Maya's Home Improvement	\$32,850.00	\$13,000.00	39.57%	15.00%	350	390	89.74%	30.00%	ACDA
225 Clinton Ave.	Maya's Home Improvement	\$25,200.00	\$25,200.00	100.00%	15.00%	500	500	100.00%	30.00%	ACDA
338 First St.	Wells Construction	\$28,200.00	\$4,257.00	15.10%	15.00%	48	146	32.88%	30.00%	ACDA
90 Lark St.	Daloia Contracting	\$12,590.00	\$1,900.00	15.09%	15.00%	30	80.00	37.50%	30.00%	ACDA
222 Clinton Ave.	Maya's Home Improvement	\$18,600.00	\$18,600.00	100.00%	15.00%	420	420	100.00%	30.00%	ACDA
353 Colonie St.	Wells Construction	\$34,125.00	\$5,447.20	15.96%	15.00%	52	147	35.37%	30.00%	ACDA
400 Mountain St.	Wells Construction	\$28,460.00	\$4,383.50	15.40%	15.00%	59	178	33.15%	30.00%	ACDA
400 Mountain St. (2)	NML Contracting	\$12,800.00	\$2,160.65	16.88%	15.00%	55	66	83.33%	30.00%	ACDA
214 Clinton Ave.	Star Roofing	\$19,299.00	\$6,800.01	35.24%	15.00%	77.5	134.75	57.51%	30.00%	ACDA
224 Clinton Ave.	Star Roofing	\$22,990.00	\$7,363.24	32.03%	15.00%	104.5	174.25	59.97%	30.00%	ACDA
225 Clinton Ave.	Star Roofing	\$25,985.00	\$3,775.66	14.53%	15.00%	93.25	154.5	60.36%	30.00%	ACDA
425 Central Ave.	Phillips Perfections	\$35,425.00	\$35,425.00	100.00%	15.00%	125	133	93.98%	30.00%	ACDA
8 Beekman St.	Wells Construction	\$15,500.00	\$2,436.50	15.72%	15.00%	34	68	50.00%	30.00%	ACDA
11 Rawson St.	Reid's Painting, Repairs	\$9,000.00	\$0.00	0.00%	15.00%	120	120	100.00%	30.00%	ACDA
225 Clinton Ave.	Maya's Home Improvement	\$25,200.00	\$25,200.00	100.00%	15.00%	500	500	100.00%	30.00%	ACDA
175 S. Swan St.	Maya's Home Improvement	\$17,320.00	\$17,320.00	100.00%	15.00%	280	280	100.00%	30.00%	ACDA
427 Hudson Ave.	Star Roofing	\$27,190.00	\$4,278.19	15.73%	15.00%	30	100	30.00%	30.00%	ACDA

ACDA Projects Completed in 2024 cont.			Total Project Payments			Total Project Labor Hours				
Project Name:	Contractor:	Total	MWBE	%MWBE	MWBE goal	M/W	Total	M/W%	Labor goal	Department
459 Delaware Ave.	Wells Construction	\$20,595.00	\$3,370.00	16.36%	15.00%	100	150	66.67%	30.00%	ACDA
74 West St.	Wells Construction	\$25,970.00	\$4,152.50	15.99%	15.00%	66	168	39.29%	30.00%	ACDA
224 Clinton Ave.	Royal Homes Remodeling	\$7,100.00	\$7,100.00	100.00%	15.00%	80	185	43.24%	30.00%	ACDA
14 Fordham Ct.	Wells Construction	\$14,400.00	\$2,370.50	16.46%	15.00%	62	112	55.36%	30.00%	ACDA
56 Twiller St.	Phillips Perfections	\$16,415.00	\$16,415.00	100.00%	15.00%	196	196	100.00%	30.00%	ACDA
22 Barrows St.	Star Roofing	\$8,249.00	\$3,579.55	43.39%	15.00%	17	45	37.78%	30.00%	ACDA
259 Third St.	Reid's Painting, Repairs	\$9,920.00	\$1,488.00	15.00%	15.00%	100	100	100.00%	30.00%	ACDA
24 Buchanan St.	Star Roofing	\$7,696.00	\$2,081.16	27.04%	15.00%	26.5	48	55.21%	30.00%	ACDA
6 First St.	Royal Homes Remodeling	\$47,500.00	\$47,500.00	100.00%	15.00%	640	640.00	100.00%	30.00%	ACDA
133 Sherman St.	Phillips Perfections	\$22,435.00	\$22,435.00	100.00%	15.00%	209	209	100.00%	30.00%	ACDA
24 Buchanan St.	Next Level Contractors	\$6,900.00	\$1,200.00	17.39%	15.00%	11	20	55.00%	30.00%	ACDA
154 Dove St.	Maya's Home Improvement	\$20,040.00	\$20,040.00	100.00%	15.00%	220	220	100.00%	30.00%	ACDA
224 S. Swan St.	Wells Construction	\$23,475.00	\$3,190.00	13.59%	15.00%	24	47	51.06%	30.00%	ACDA
175 S. Swan St.	Royal Homes Remodeling	\$20,220.00	\$20,220.00	100.00%	15.00%	270	270	100.00%	30.00%	ACDA
41 Trinity Place	Z. Ipek & Sons	\$39,500.00	\$7,000.00	17.72%	15.00%	160	160	100.00%	30.00%	ACDA
27 Buchanan St.	Maya's Home Improvement	\$25,850.00	\$25,850.00	100.00%	15.00%	230	230	100.00%	30.00%	ACDA
7E Rosemary Drive, Ext.	Maya's Home Improvement	\$23,350.00	\$23,350.00	100.00%	15.00%	390	390	100.00%	30.00%	ACDA
47 Wellington Ave.	Montesano GC	\$8,150.00	\$8,150.00	100.00%	15.00%	24	56	42.86%	30.00%	ACDA
30 Walter St.	Maya's Home Improvement	\$11,250.00	\$11,250.00	100.00%	15.00%	190	190	100.00%	30.00%	ACDA
228 Clinton Ave.	Daloia Contracting	\$24,650.00	\$3,692.56	14.98%	15.00%	80	200	40.00%	30.00%	ACDA
170 Mount Hope Drive	Maya's Home Improvement	\$9,450.00	\$9,450.00	100.00%	15.00%	220	220	100.00%	30.00%	ACDA
214 Clinton Ave.	Wells Construction	\$27,755.00	\$4,185.00	15.08%	15.00%	49	95	51.58%	30.00%	ACDA
9 Holmes Court	Maya's Home Improvement	\$15,550.00	\$15,550.00	100.00%	15.00%	260	260	100.00%	30.00%	ACDA
141 Cardinal Ave.	Wells Construction	\$33,618.00	\$4,580.00	13.62%	15.00%	55	109	50.46%	30.00%	ACDA
427 Hudson Ave.	Wells Construction	\$27,900.00	\$4,623.00	16.57%	15.00%	82	173	47.40%	30.00%	ACDA
47 N. Manning Blvd.	Daloia Contracting	\$27,420.00	\$4,120.00	15.03%	15.00%	60	123	48.78%	30.00%	ACDA
114 Bradford St. (2)	Wells Construction	\$5,775.00	\$1,012.00	17.52%	15.00%	14	39	35.90%	30.00%	ACDA
22 Barrows St. (2)	Cortek	\$10,500.00	\$1,575.00	15.00%	15.00%	20	64.00	31.25%	30.00%	ACDA
47 Wellington Ave. (2)	NML Contracting	\$10,650.00	\$3,683.21	34.58%	15.00%	84	96	87.50%	30.00%	ACDA
totals ACDA contracts		\$1,418,007.30	\$764,025.09	53.88%		9548.75	12048.50	79.25%		

All Projects Completed in 2024:

Overall MWBE Percentage achieved: 20.68%

Overall MW Labor Percentage achieved: 26.42%

## Contracts in-progress but not completed in 2024

Contract No. and Project Name:	Contractor:	Payments to Date				Labor Hours to Date				Department
		Total	MWBE	%MWBE	goal	M/W	Total	M/W%	Labor goal	
9051 - 2019 Traffic Signal Improvements	Stilsing Electric	\$1,179,668.01	\$1,179,668.01	100.00%	7.50%	1488.50	3819.50	38.97%	17.80%	APD/Traffic Engineer
9140 - Beaver Creek Phases III & V	Wm. J. Keller & Sons	\$35,781,164.82	\$2,753,734.47	7.70%	7.50%	12982.5	103899.25	12.50%	17.80%	Water
9146 - Beaver Creek Phase V - HVAC	DiGesare Mechanical, Inc.	\$947,871.79	\$72,000.00	7.60%	7.50%	400.5	1487.50	26.92%	17.80%	Water
9141 - Beaver Creek Phase V - Electric	Kasselman Electric	\$1,715,418.10	\$1,715,418.10	100.00%	7.50%	184	12331.00	1.49%	17.80%	Water
<b>totals 7.5% MWBE goal</b>		<b>\$39,624,122.72</b>	<b>\$5,720,820.58</b>	<b>14.44%</b>		<b>15055.50</b>	<b>121537.25</b>	<b>12.39%</b>		
9288 - 165 & 170 Henry Johnson Blvd - Contract 4 HVAC	Eckert Mechanical	\$476,190.35	\$112,297.10	23.58%	15.00%	0	916.00	0.00%	30.00%	APD/Traffic Engineer
9289 - 165 & 170 Henry Johnson Blvd - Contract 3 Plumbing	Eckert Mechanical	\$146,397.85	\$22,714.84	15.52%	15.00%	0	38.00	0.00%	30.00%	APD/Traffic Engineer
9302 - On-Call Roadway Striping Project 2023	Straight Line Industries	\$546,070.38	\$0.00	0.00%	15.00%	221	917.50	24.09%	30.00%	APD/Traffic Engineer
9334 - 2024 Contract 1 - Street Resurfacing and Sidewalk Reconstruction	New Castle Paving	\$4,310,165.14	\$154,722.03	3.59%	15.00%	945.25	7022.75	13.46%	30.00%	DGS - Engineering
9355 - 2024 Contract 2 - Street Resurfacing and Sidewalk Reconstruction	New Castle Paving	\$3,268,418.50	\$154,624.06	4.73%	15.00%	1383.75	7792.25	17.76%	30.00%	DGS - Engineering
9354 - Roof Replacement & Improvements 200 HJ Blvd & Engine 4	Mid-State Industries	\$378,870.45	\$66,346.56	17.51%	15.00%	46	979.00	4.70%	30.00%	DGS - Engineering
9358 - Brevator Street Reconstruction	New Castle Paving	\$3,776,827.01	\$44,298.69	1.17%	15.00%	464.75	8144.75	5.71%	30.00%	DGS - Engineering
9359 - First Street Reconstruction	New Castle Paving	\$484,707.96	\$41,052.83	8.47%	15.00%	287.75	1597.00	18.02%	30.00%	DGS - Engineering
9345 - City Hall Roof Replacement	VMJR Companies	\$2,022,327.70	\$2,683.00	0.13%	15.00%	2221.53	10152.50	21.88%	30.00%	DGS - Engineering
9360 - Renovation and Restoration Engine No.1 Kitchen	Gallo Construction Corp.	\$300,687.43	\$26,373.90	8.77%	15.00%	51.5	316.00	16.30%	30.00%	DGS - Engineering
9361 - Renovation and Restoration Engine 4 Galley	Mid-State Industries	\$133,986.67	\$0.00	0.00%	15.00%	60	126.50	47.43%	30.00%	DGS - Engineering
9342 - Construction of the Lincoln Park Pool - GC	Jersen Construction Group	\$10,276,551.20	\$3,233,409.80	31.46%	15.00%	1605	11787.00	13.62%	30.00%	Infrastructure Management
9341 - Construction of the Lincoln Park Pool - 2E	O'Connell Electric Company	\$204,231.00	\$0.00	0.00%	15.00%	314	1339.25	23.45%	30.00%	Infrastructure Management
9340 - Construction of the Lincoln Park Pool - 2M	DiGesare Mechanical	\$63,260.50	\$3,137.89	4.96%	15.00%	0	156.00	0.00%	30.00%	Infrastructure Management
9281 - 2023 AWB Water & Sewer Improvements	Tech Industries	\$476,320.50	\$44,046.00	9.25%	15.00%	583	1038.00	56.17%	30.00%	Water
9432 - Feura Bush Water Filtration Plant Upgrades	Stilsing Electric	\$87,680.25	\$87,680.25	100.00%	15.00%	32	700.50	4.57%	30.00%	Water
9343 - Academy Road Constructed Wetlands	Peter Luizzi & Bros. Contracting	\$1,318,767.15	\$62,451.25	4.74%	15.00%	70	3828.75	1.83%	30.00%	Water
9431 - Feura Bush Water Filtration Plant Upgrades - GC	CFI Contracting	\$3,106,724.07	\$3,106,724.07	100.00%	15.00%	634.5	4174.00	15.20%	30.00%	Water
9337 - Beaver Creek Flow Management & Inflow Reduction	Wm J. Keller & Sons Construction	\$992,988.00	\$23,032.54	2.32%	15.00%	174	1793.00	9.70%	30.00%	Water
<b>totals 15% MWBE goal</b>		<b>\$32,371,172.11</b>	<b>\$7,185,594.81</b>	<b>22.20%</b>		<b>9094.03</b>	<b>62818.75</b>	<b>14.48%</b>		

# Appendix D

## D. Utilization, Availability, and Disparity by Region

### CAPITAL DISTRICT

Analysis of disparities across all industry categories in **Table D-1** reveals:

TABLE D-1.  
**CAPITAL DISTRICT**  
DISPARITY INDICES AND SIGNIFICANCE TESTING,  
**ALL PROCUREMENT CATEGORIES**

Ethnic/Gender Classification	Utilization	Availability	Disparity Index	Disparity Impact	Statistical Significance	Disparity Conclusion
ASIAN FEMALE	1.60%	1.60%	100.00	Overutilization		No Disparity
ASIAN MALE	1.21%	1.21%	100.00	Overutilization		No Disparity
ASIAN	2.82%	2.82%	100.00	Overutilization		No Disparity
BLACK FEMALE	0.03%	0.03%	100.00	Overutilization		No Disparity
BLACK MALE	0.18%	0.18%	100.00	Overutilization		No Disparity
BLACK	0.21%	0.21%	100.00	Overutilization		No Disparity
HISPANIC FEMALE	0.04%	0.04%	100.00	Overutilization		No Disparity
HISPANIC MALE	0.19%	0.19%	100.00	Overutilization		No Disparity
HISPANIC	0.23%	0.23%	100.00	Overutilization		No Disparity
NATIVE AMERICAN FEMALE	0.00%	0.00%	100.00	Overutilization		No Disparity
NATIVE AMERICAN MALE	0.13%	0.13%	100.00	Overutilization		No Disparity
NATIVE AMERICAN	0.14%	0.14%	100.00	Overutilization		No Disparity
TOTAL MBE	3.39%	3.39%	100.00	Overutilization		No Disparity
NON-MINORITY FEMALE	6.98%	7.01%	99.63	Underutilization		Disparity
<b>TOTAL MWBE</b>	10.37%	<b>10.40%</b>	99.75	Underutilization		Disparity
UNCLASSIFIED	89.63%	89.60%	100.03	Overutilization		No Disparity

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability.

“\*” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “\*\*” indicates the disparity is significant at a 10% level or better (90% confidence). “\*\*\*” indicates significance at a 5% level or better (95% confidence).

**BOLD** Indicates a substantial level of disparity, which is a disparity index below 80.00.

The calculation of disparity indices and significance testing for the Construction procurement category are depicted in **Table D-2**. Relevant findings include:

- Native American Female Firms' Disparity Index could not be calculated because there was no availability data.

TABLE D-2.  
**CAPITAL DISTRICT**  
DISPARITY INDICES AND SIGNIFICANCE TESTING,  
**CONSTRUCTION**

Ethnic/Gender Classification	Utilization	Availability	Disparity Index	Disparity Impact	Statistical Significance	Disparity Conclusion
ASIAN FEMALE	0.26%	0.26%	100.00	Overutilization		No Disparity
ASIAN MALE	0.59%	0.59%	100.00	Overutilization		No Disparity
ASIAN	0.85%	0.85%	100.00	Overutilization		No Disparity
BLACK FEMALE	0.03%	0.03%	100.00	Overutilization		No Disparity
BLACK MALE	0.51%	0.51%	100.00	Overutilization		No Disparity
BLACK	0.54%	0.54%	100.00	Overutilization		No Disparity
HISPANIC FEMALE	0.24%	0.24%	100.00	Overutilization		No Disparity
HISPANIC MALE	0.36%	0.36%	100.00	Overutilization		No Disparity
HISPANIC	0.60%	0.60%	100.00	Overutilization		No Disparity
NATIVE AMERICAN FEMALE	0.00%	0.00%	N/A	N/A		N/A
NATIVE AMERICAN MALE	1.00%	1.00%	100.00	Overutilization		No Disparity
NATIVE AMERICAN	1.00%	1.00%	100.00	Overutilization		No Disparity
TOTAL MBE	2.99%	2.99%	100.00	Overutilization		No Disparity
NON-MINORITY FEMALE	23.07%	23.07%	100.00	Overutilization		No Disparity
<b>TOTAL MWBE</b>	26.06%	<b>26.06%</b>	100.00	Overutilization		No Disparity
UNCLASSIFIED	73.94%	73.94%	100.00	Overutilization		No Disparity

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability.

“\*” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “\*\*\*” indicates the disparity is significant at a 10% level or better (90% confidence). “\*\*\*\*” indicates significance at a 5% level or better (95% confidence).

**BOLD** Indicates a substantial level of disparity, which is a disparity index below 80.00.



Disparity indices and significance testing for Construction-Related Services appear in **Table D-3. Capital District**. Noteworthy observations include:

- ♦ Black Female firms' Disparity Index could not be calculated because there was no availability data.
- ♦ Native American Female firms' Disparity Index could not be calculated because there was no availability data.

TABLE D-3.  
**CAPITAL DISTRICT**  
DISPARITY INDICES AND SIGNIFICANCE TESTING,  
**CONSTRUCTION-RELATED SERVICES**

Ethnic/Gender Classification	Utilization	Availability	Disparity Index	Disparity Impact	Statistical Significance	Disparity Conclusion
ASIAN FEMALE	0.18%	0.18%	100.00	Overutilization		No Disparity
ASIAN MALE	4.45%	4.45%	100.00	Overutilization		No Disparity
ASIAN	4.63%	4.63%	100.00	Overutilization		No Disparity
BLACK FEMALE	0.00%	0.00%	N/A	N/A		N/A
BLACK MALE	0.70%	0.70%	100.00	Overutilization		No Disparity
BLACK	0.70%	0.70%	100.00	Overutilization		No Disparity
HISPANIC FEMALE	0.07%	0.07%	100.00	Overutilization		No Disparity
HISPANIC MALE	0.25%	0.25%	100.00	Overutilization		No Disparity
HISPANIC	0.31%	0.31%	100.00	Overutilization		No Disparity
NATIVE AMERICAN FEMALE	0.00%	0.00%	N/A	N/A		N/A
NATIVE AMERICAN MALE	0.75%	0.75%	100.00	Overutilization		No Disparity
NATIVE AMERICAN	0.75%	0.75%	100.00	Overutilization		No Disparity
TOTAL MBE	6.39%	6.39%	100.00	Overutilization		No Disparity
NON-MINORITY FEMALE	28.75%	28.75%	100.00	Overutilization		No Disparity
<b>TOTAL MWBE</b>	35.13%	<b>35.13%</b>	100.00	Overutilization		No Disparity
UNCLASSIFIED	64.87%	64.87%	100.00	Overutilization		No Disparity

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability.

“\*” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “\*\*” indicates the disparity is significant at a 10% level or better (90% confidence). “\*\*\*” indicates significance at a 5% level or better (95% confidence).

**BOLD** Indicates a substantial level of disparity, which is a disparity index below 80.00.

Disparity indices and significance testing for the Non-Construction Related Services sector are presented in **Table D-4.**  
Capital District

TABLE D-4.  
**CAPITAL DISTRICT**  
DISPARITY INDICES AND SIGNIFICANCE TESTING,  
**NON-CONSTRUCTION RELATED SERVICES**

Ethnic/Gender Classification	Utilization	Availability	Disparity Index	Disparity Impact	Statistical Significance	Disparity Conclusion
ASIAN FEMALE	1.52%	1.52%	100.00	Overutilization		No Disparity
ASIAN MALE	1.29%	1.29%	100.00	Overutilization		No Disparity
ASIAN	2.81%	2.81%	100.00	Overutilization		No Disparity
BLACK FEMALE	0.03%	0.03%	100.00	Overutilization		No Disparity
BLACK MALE	0.12%	0.12%	100.00	Overutilization		No Disparity
BLACK	0.15%	0.15%	100.00	Overutilization		No Disparity
HISPANIC FEMALE	0.02%	0.02%	100.00	Overutilization		No Disparity
HISPANIC MALE	0.16%	0.16%	100.00	Overutilization		No Disparity
HISPANIC	0.18%	0.18%	100.00	Overutilization		No Disparity
NATIVE AMERICAN FEMALE	0.00%	0.00%	100.00	Overutilization		No Disparity
NATIVE AMERICAN MALE	0.00%	0.00%	100.00	Overutilization		No Disparity
NATIVE AMERICAN	0.00%	0.00%	100.00	Overutilization		No Disparity
TOTAL MBE	3.13%	3.13%	100.00	Overutilization		No Disparity
NON-MINORITY FEMALE	3.80%	3.80%	100.00	Overutilization		No Disparity
<b>TOTAL MWBE</b>	6.94%	<b>6.94%</b>	100.00	Overutilization		No Disparity
UNCLASSIFIED	93.06%	93.06%	100.03	Overutilization		No Disparity

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability.

“\*” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “\*\*\*” indicates the disparity is significant at a 10% level or better (90% confidence). “\*\*\*\*” indicates significance at a 5% level or better (95% confidence).

**BOLD** Indicates a substantial level of disparity, which is a disparity index below 80.00.