



TACOMA
PUBLIC SCHOOLS

COMMUNITY INCLUSION UPDATE

**Annual
REPORT**
2021-2022

PRESENTED BY
ALICIA LAWVER

☎ 253-571-3322

✉ alawver@tacoma.k12.wa.us

About Our Commitment

The Tacoma Public Schools Community Inclusion Commitment is the first of its kind in the state for public K-12 institutions and is designed to:

- Support local businesses.
- Expand opportunities for women- and minority-owned businesses and small businesses.
- Create career pathway opportunities for young adults.

COMMUNITY INCLUSION TASK FORCE

The Tacoma Public Schools Community Inclusion Commitment is a partnership between Tacoma Public Schools and our community partners and was signed by partner leadership and approved by the TPS Board of Directors in March 2016.

Members of the task force include representatives from Tacoma Public Schools, Pierce County Building & Construction Trades Council AFL-CIO, Black Collective, Tacoma Ministerial Alliance, City of Tacoma, A. Philip Randolph Institute, and NAACP 253 Tacoma Branch.

OUR COMMITMENT

This commitment outlines a number of activities and provides the following inclusion goals for new and maintenance-related construction projects:

- 30% local (Pierce County) businesses
- 10% minority-owned businesses
- 6% women-owned businesses
- 5% small businesses
- 15% apprenticeship utilization

Other parts of this agreement included commitments to:

- Modify procurement documents to require prime contractors to include Voluntary Inclusion Plans with goals for apprenticeship utilization and for helping meet the District's MWBE and SBE goals in all bid packages greater than \$300,000.00.
- Modify procurement documents to require prime contractors to report and make available to the District and Community partners monthly MWBE percentages, prevailing wage intents and affidavits, monthly certified payrolls with quarterly compliance review, monthly invoices paid to subcontractors with quarterly compliance review, and monthly apprenticeship utilization percentages.
- Promote and enforce apprenticeship utilization on all projects consistent with Washington law.

REPORTING PERIODS

Spending by the District is reported by fiscal year, which runs from Sept. 1 through Aug. 31. Spending by large contractors is tracked by contract, which can run multiple years.

Executive Summary

Capital Construction Spending Highlights

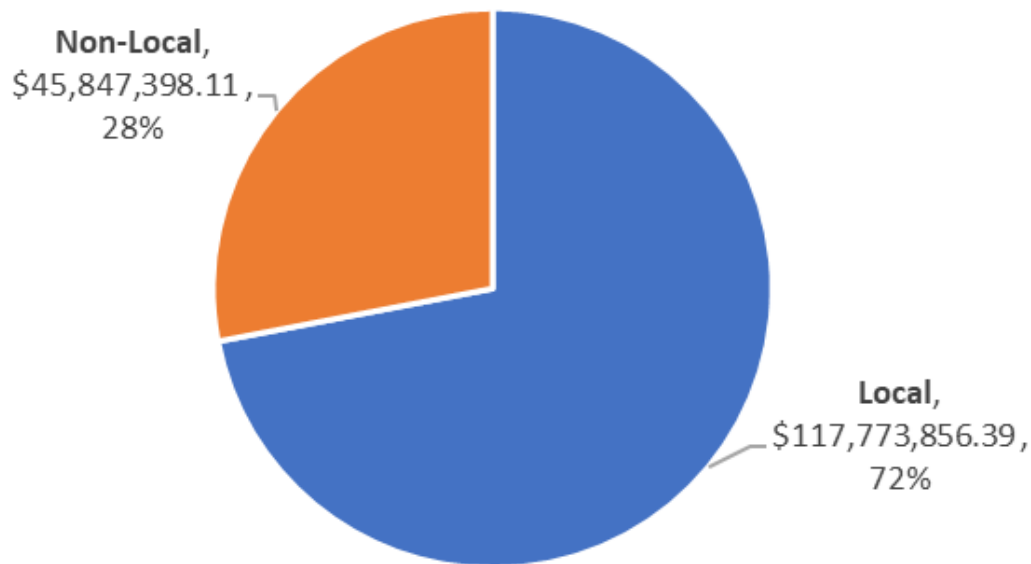
This report details actual construction spending to-date (approximately December 2022) on capital projects funded by the 2020 Capital Bond, plus the first phase of the Hunt Middle School project which was funded by the previous bond.

Out of \$163.6 million in capital projects spending:

- \$117.8 million (72%) was spent on local (Pierce County) businesses
- \$44.8 million (27.3%) was spent on small and disadvantaged businesses
- \$30.5 million (18.6%) was spent specifically on certified minority- and women-owned businesses
- Apprenticeship utilization is 16% across all these projects to date.

This reflects major capital replacement projects including Hunt Middle School, Downing Elementary, Skyline Elementary, and Fawcett Elementary; also reflected are smaller capital projects including Willie Stewart Academy and Tacoma Online renovations at 9th and Broadway, HVAC Upgrades, Safety & Security Upgrades (phase 1), McKinley Elevator Replacement, and Synthetic Fields work.

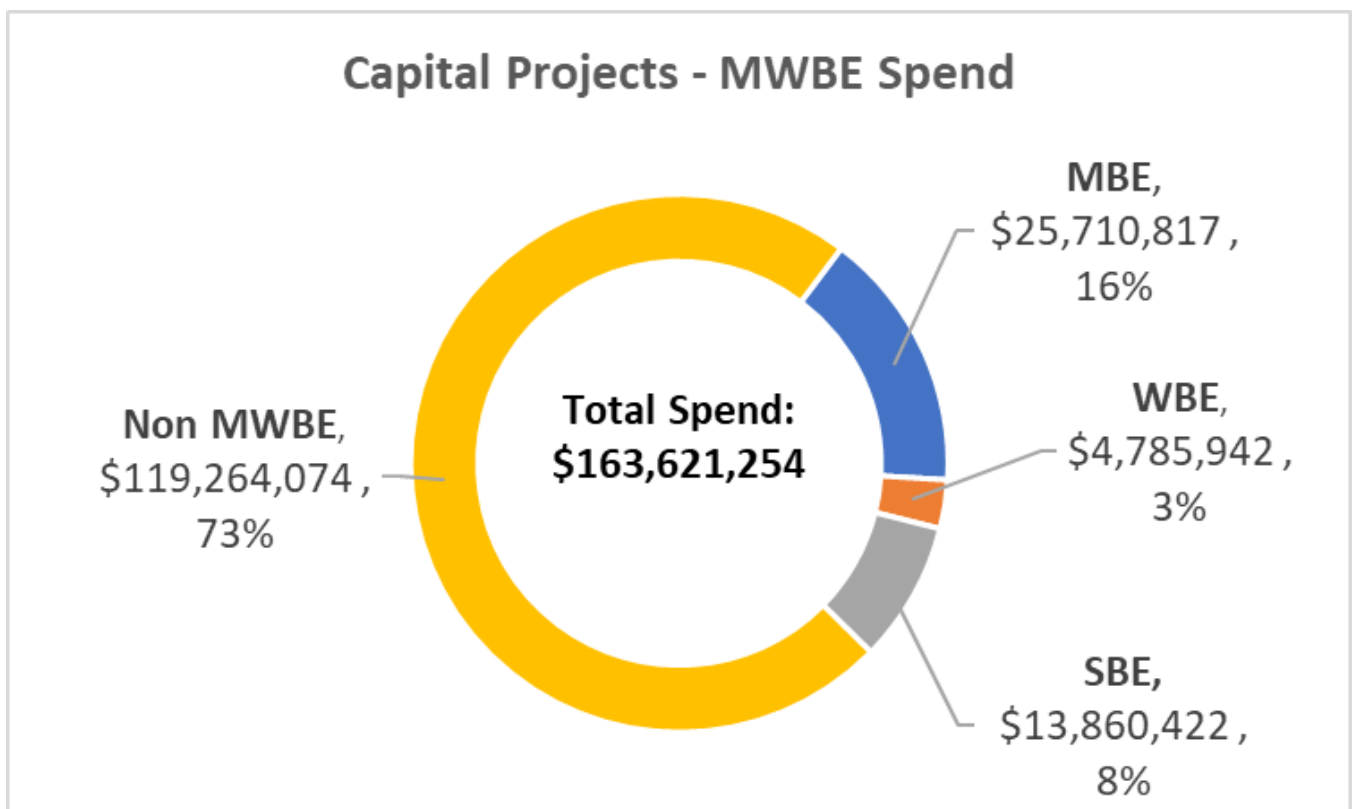
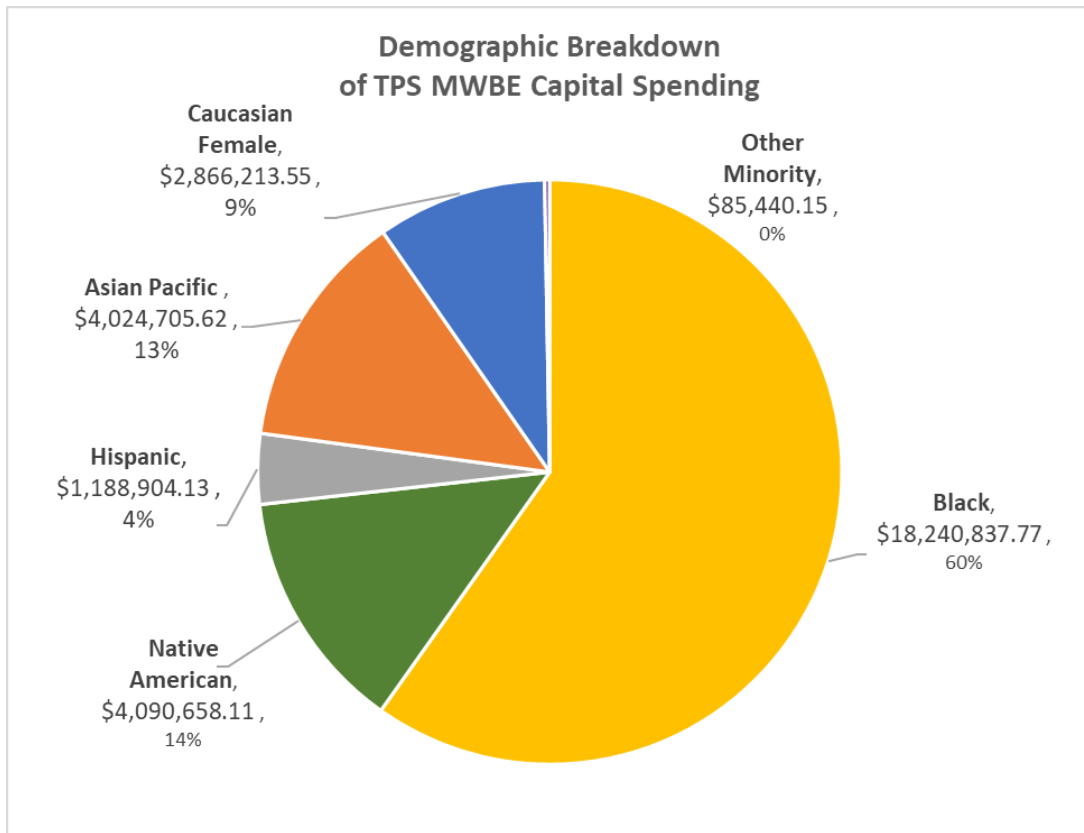
Capital Projects - Local/Non-Local Spend



Breakout charts continued on the next page.

Executive Summary

Capital Construction Spending Highlights (cont.)



Executive Summary

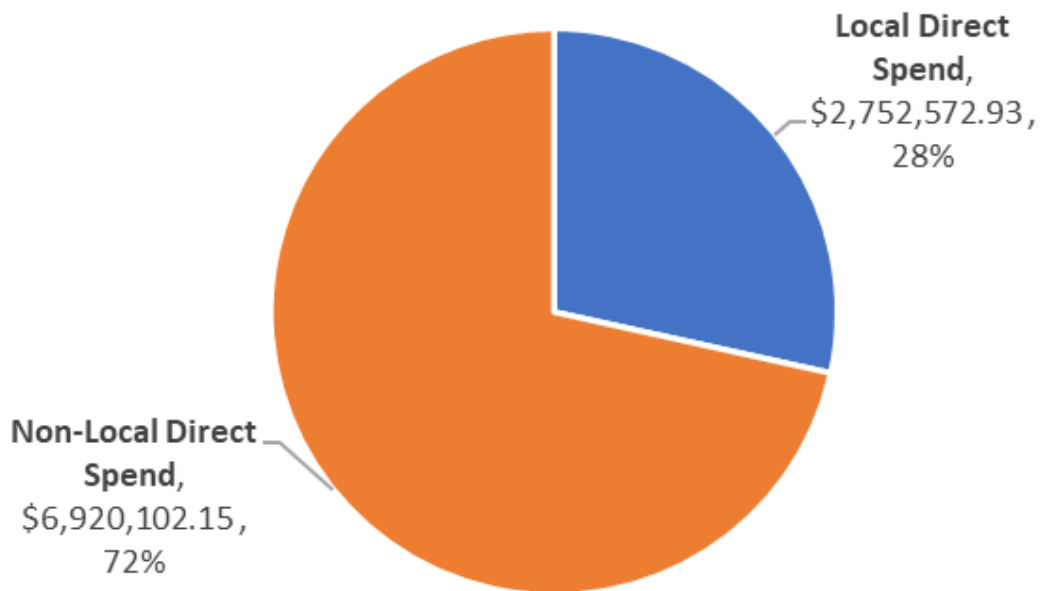
Fiscal Year 2021-22

Direct Spend Highlights

This report also reflects direct fiscal year spending on construction and maintenance contracts in FY 2021-22.

- Out of the \$41.8 million paid on construction and maintenance contracts for FY 2021-2022, \$27.3 million was invested in local Pierce County businesses (65%).
- TPS contracted nearly \$1 million in small capital projects with certified minority and women-owned businesses in FY 2021-22.

Direct Spend: Local/Non-Local

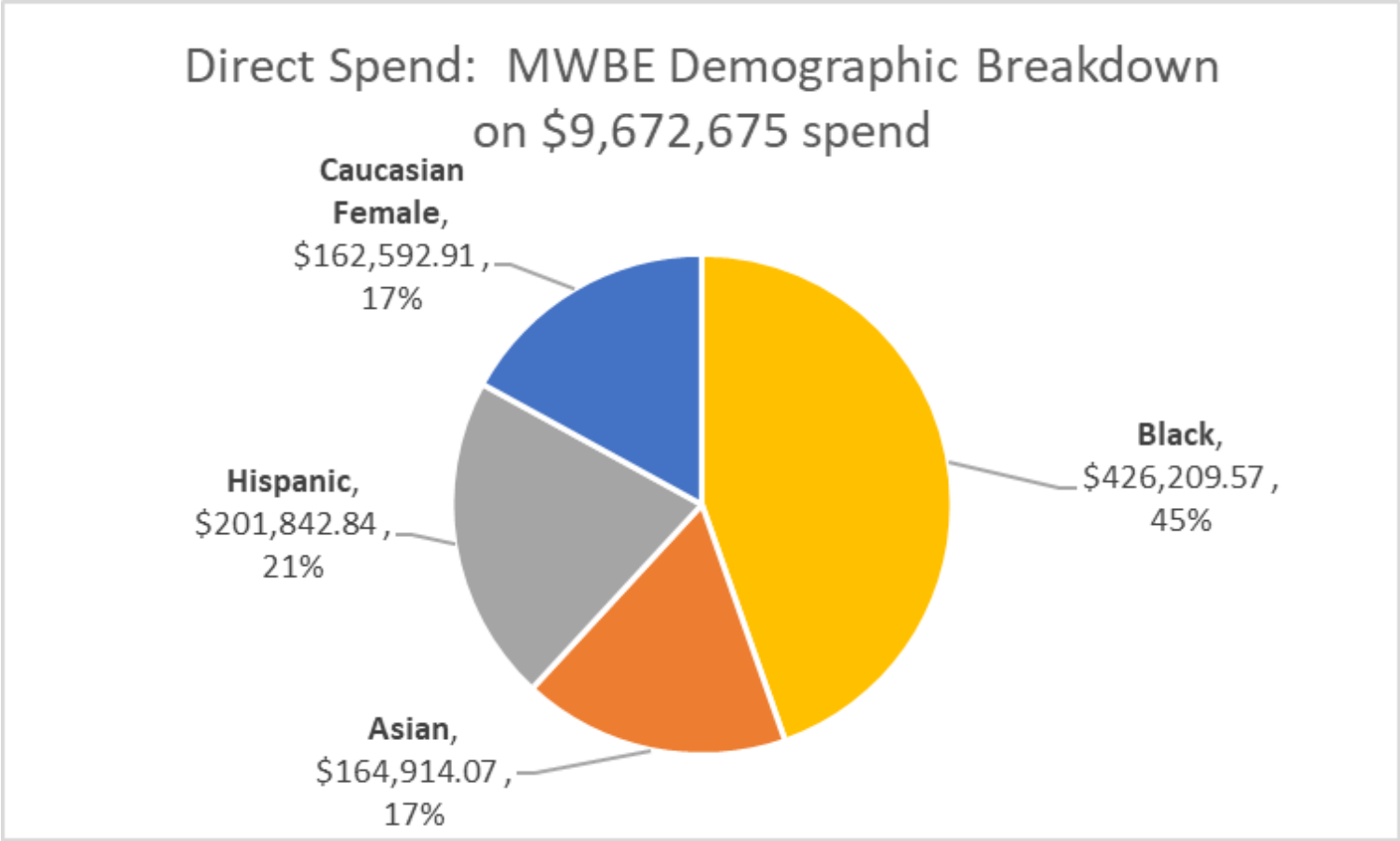
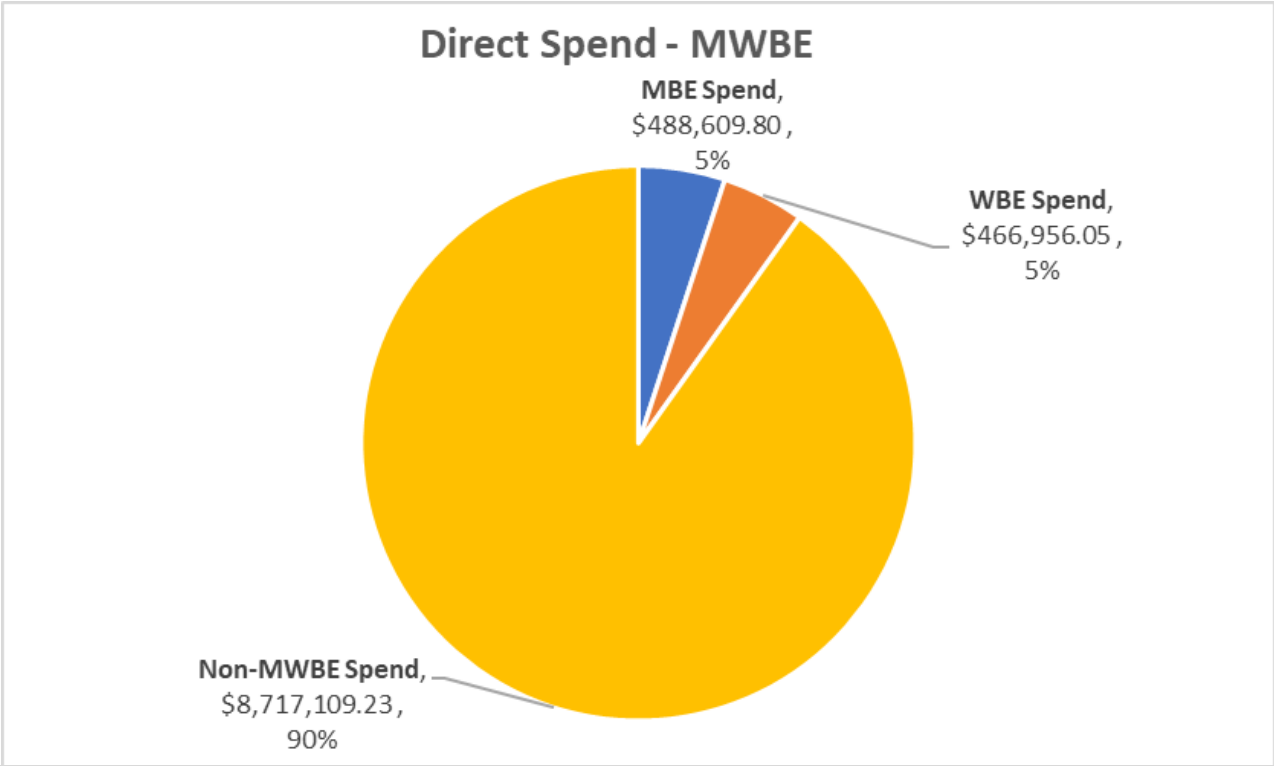


Breakout charts continued on the next page.

Executive Summary

Fiscal Year 2021-22

Direct Spend Highlights (cont.)



CAPITAL CONSTRUCTION SPENDING SUMMARY: 2021-2022

The following reflects construction contracting actual spend through December 2022:

	Hunt MS Absher	Downing ES Korsmo	Skyline ES Turner	Fawcett ES Hensel Phelps
	Confirmed Paid to Date in B2G Audit	Confirmed Paid to Date in B2G Audit	Confirmed Paid to Date in B2G Audit	Confirmed Paid to Date in B2G Audit
MBE 10% Goal	13%	21%	9%	14%
WBE 6% Goal	3%	3%	2%	5%
SBE 5% Goal	21%	3%	2%	0%
Local 30% Goal	81%	82%	47%	60%
Apprentice Utilization 15% Goal	17%	15%	18%	14%

SMALL CAPITAL PROJECTS	9th & Broadway Neeley Construction	Tacoma Online Neeley Construction	HVAC ATS Automation	McKinley Elevator SCF General Contractors LLC	Safety & Security Absher Construction Co.	Synthetic Fields John Korsmo Construction
	Confirmed Paid to Date in B2G Audit	Confirmed Paid to Date in B2G Audit	Confirmed Paid to Date in B2G Audit	Confirmed Paid to Date in B2G Audit	Confirmed Paid to Date in B2G Audit	Confirmed Paid to Date in B2G Audit
MBE 10% Goal	23%	31%	9%	13%	71%	1%
WBE 6% Goal	2%	2%	0%	0%	4%	1%
SBE 5% Goal	0%	0%	0%	0%	0%	0%
Local 30% Goal	75%	74%	39%	32%	97%	95%
Apprentice Utilization 15% Goal	12%	9%	30%	1%	24%	6%

Future Growth Areas

- Working with prime contractors on intentional mentoring partnerships with smaller businesses
- Partnering with other Tacoma organizations on inclusion strategies and outreach
- Continuing to push for micro business inclusion on projects
- Increasing apprenticeship utilization on smaller projects

Upcoming Projects

- Bryant Elementary Replacement (in progress, target open September 2024)
- Oakland High School Modernization (in procurement, target open September 2025)
- Lowell Elementary (in planning, target open September 2026)
- Whittier Elementary (in planning, target open September 2027)

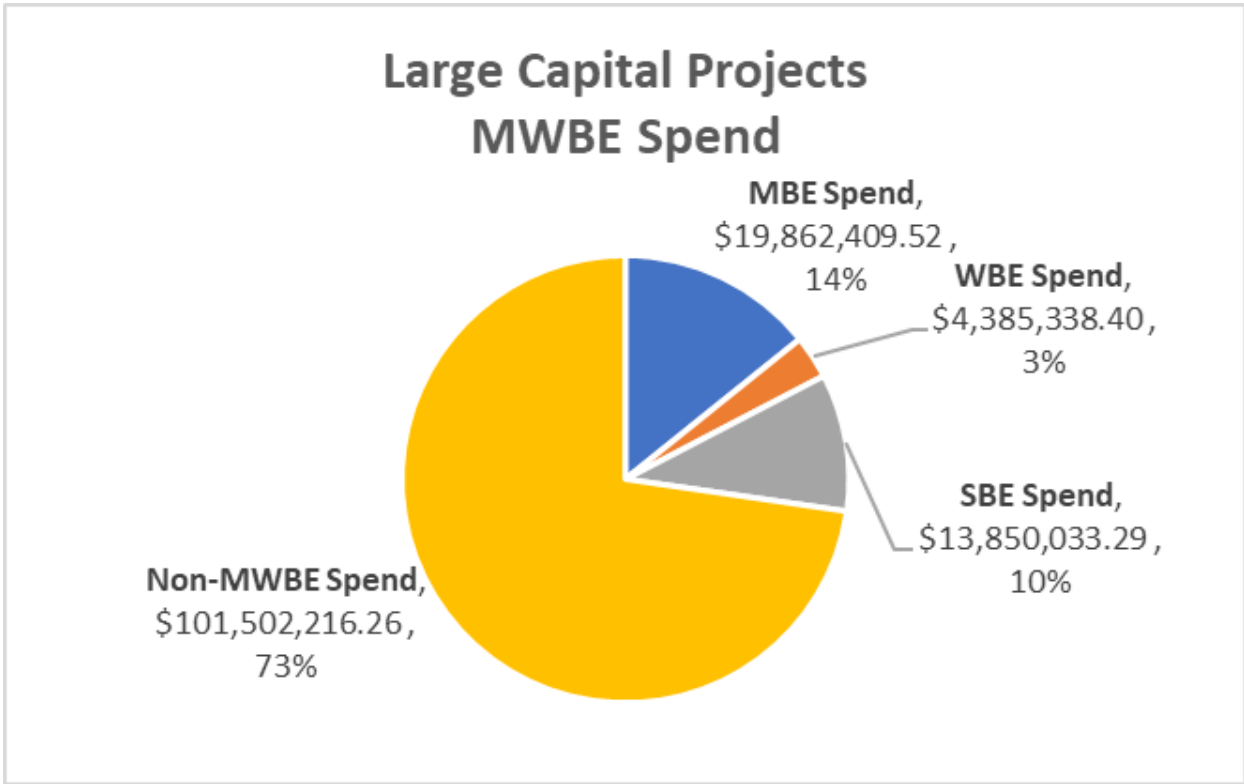
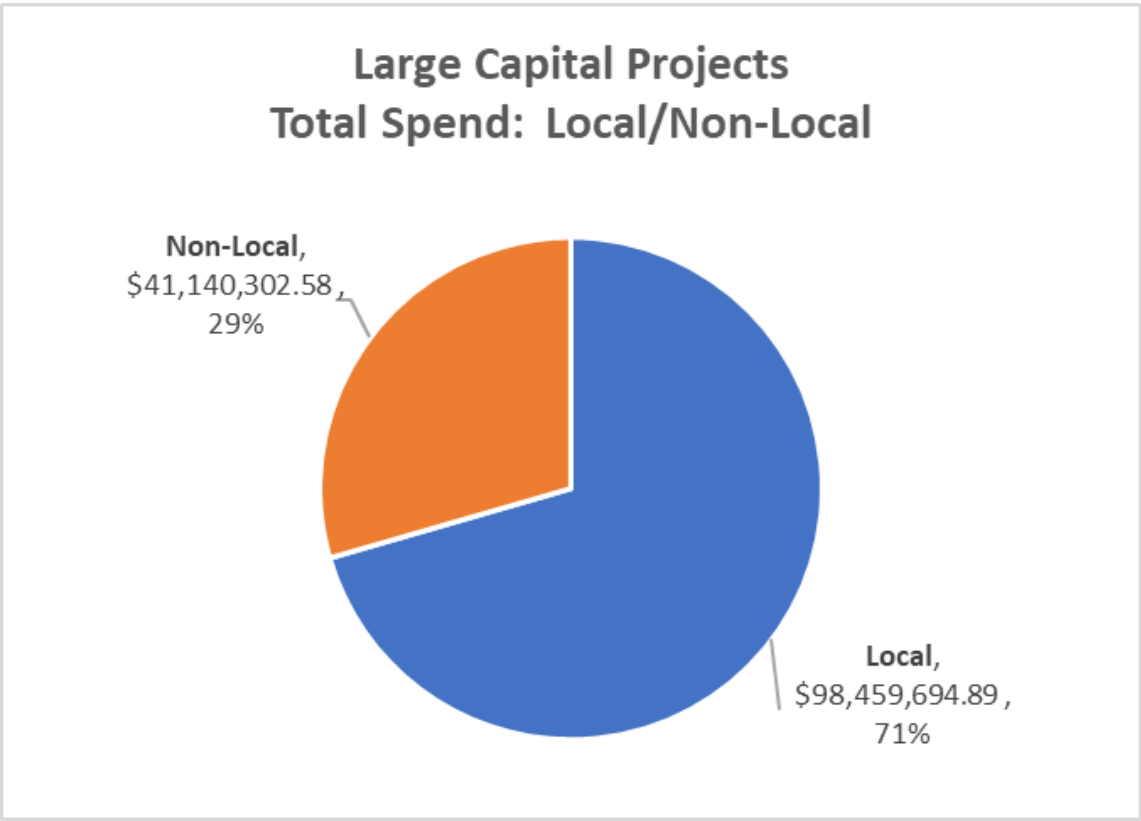
Ongoing projects also include:

- Synthetic Field, Track & Tennis Court Bundle
- Safety & Security
- HVAC/Indoor Air Quality Upgrades
- Pool Improvements

Major Capital Projects Detail

2020 Capital Bond (To-Date)

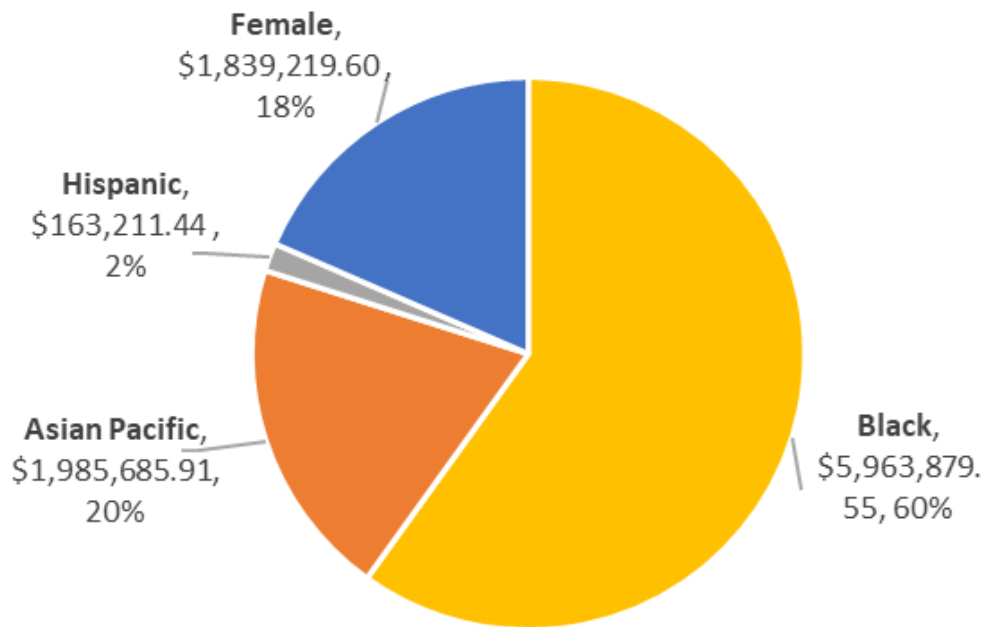
LARGE CAPITAL CONSTRUCTION PROJECTS:



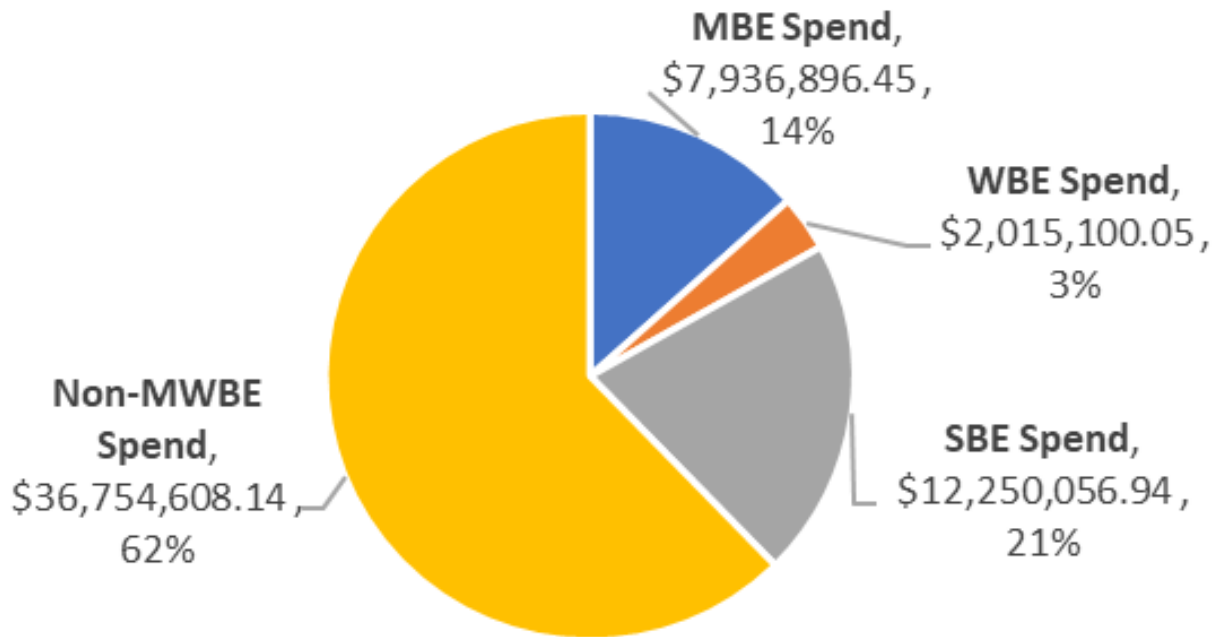
LARGE CAPITAL CONSTRUCTION PROJECTS—Project Detail

Hunt MS Replacement				Current Contract Value: \$54,703,360.69	
Absher Construction Company				Paid to Date: \$58,956,661.58	
	MBE	WBE	SBE	Local	Apprentice Utilization
Goal	10%	6%	5%	30%	15%
Initially Contracted	10%	2%	9%	46%	21%
	\$ 5,411,355.00	\$ 1,294,017.00	\$ 4,751,563.00	\$ 25,023,044.56	32,018.50 Total Apprentice Hours
Confirmed Paid to Date (B2G audits)	13%	3%	21%	81%	
	\$ 7,936,896.45	\$ 2,015,100.05	\$ 12,250,056.94	\$ 47,562,626.88	154,817.72 Total Journeyman Hours

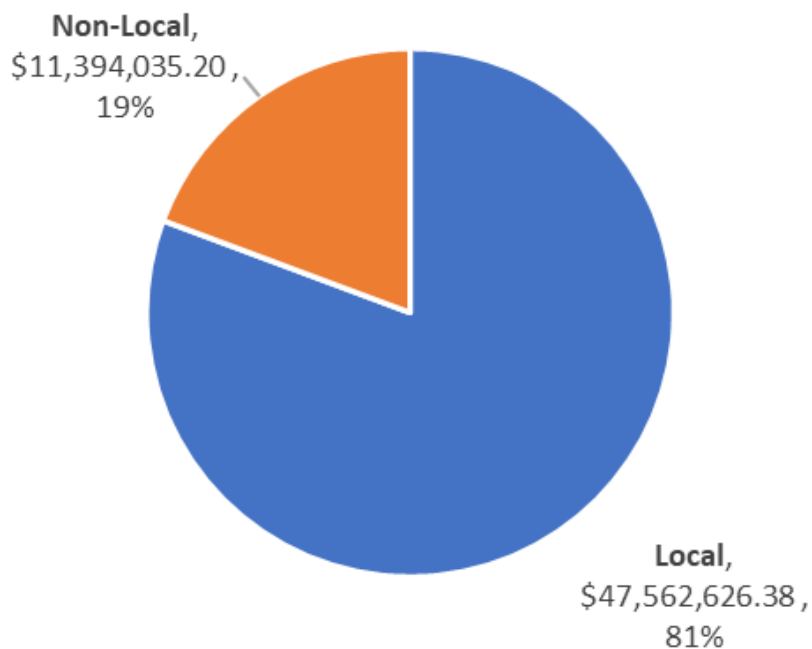
Hunt MS Replacement Project: Demographic Breakdown of \$9,951,996.50 of MWBE spending



Hunt MS Replacement MWBE Spend

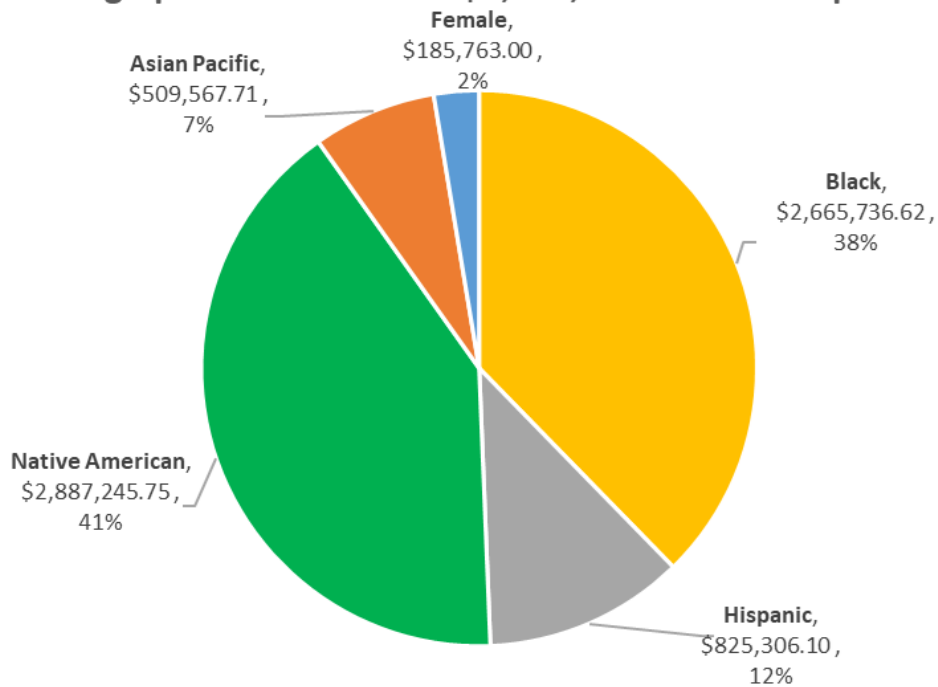


Hunt MS Replacement Total Spend: Local/Non-Local

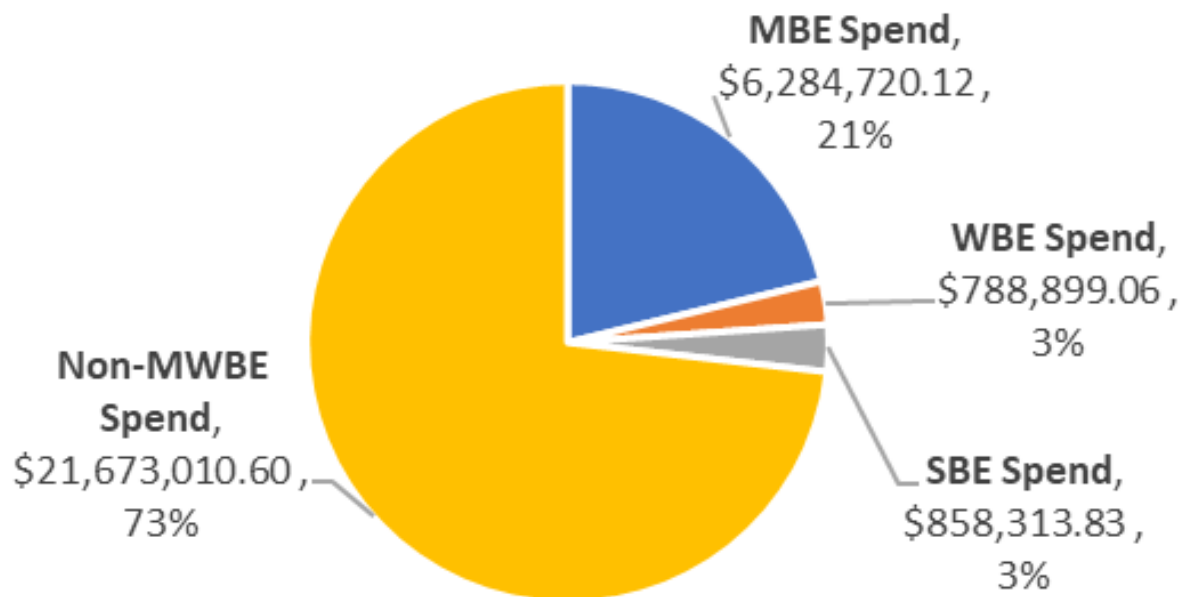


Downing ES Replacement			Current Contract Value: \$31,000,000.00		
John Korsmo Construction, Inc.			Paid to Date: \$29,604,943.61		
	MBE	WBE	SBE	Local	Apprentice Utilization
Goal	10%	6%	5%	30%	15%
Initially Contracted	9%	3%	3%	84%	15%
	\$ 2,918,225.00	\$ 786,231.00	\$ 900,322.16	\$ 25,912,679.95	12,397.50 Total Apprentice Hours
Confirmed Paid to Date (B2G audits)	21%	3%	3%	82%	
	\$ 6,284,720.12	\$ 788,899.06	\$ 858,313.83	\$ 24,130,433.10	70,462.48 Total Journeyman Hours

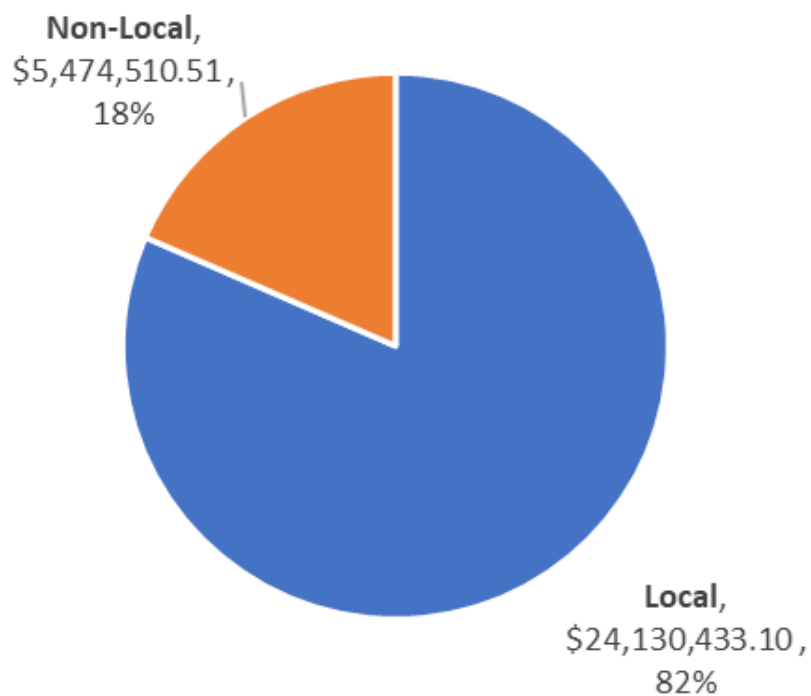
**Downing ES Replacement Project:
Demographic Breakdown of \$7,073,619.18 MWBE spend**



Downing ES Replacement MWBE Spend

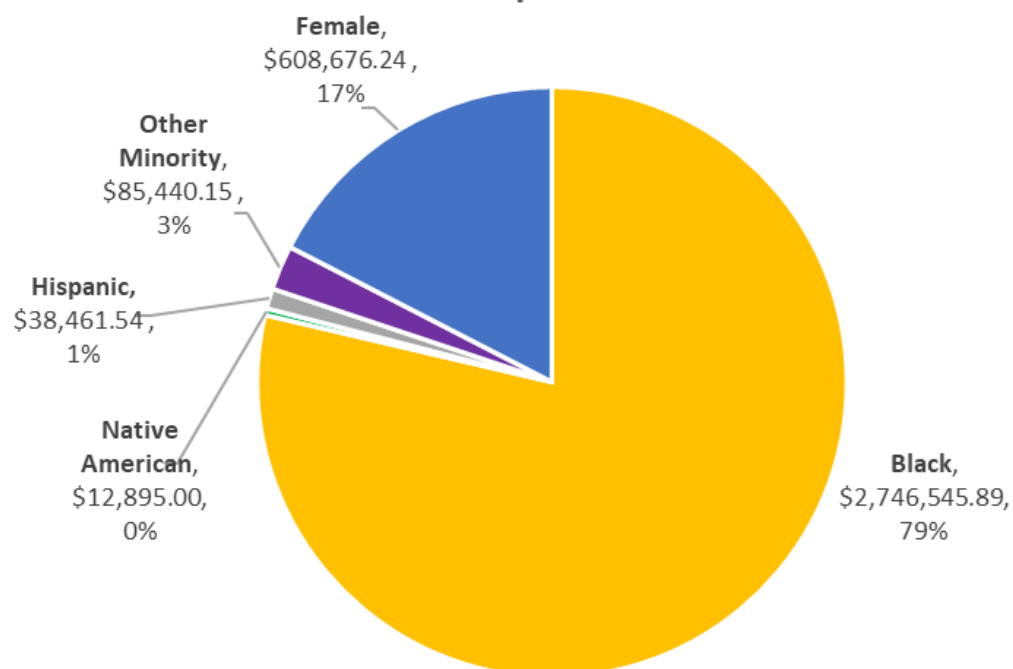


Downing ES Replacement Total Spend: Local/Non-Local

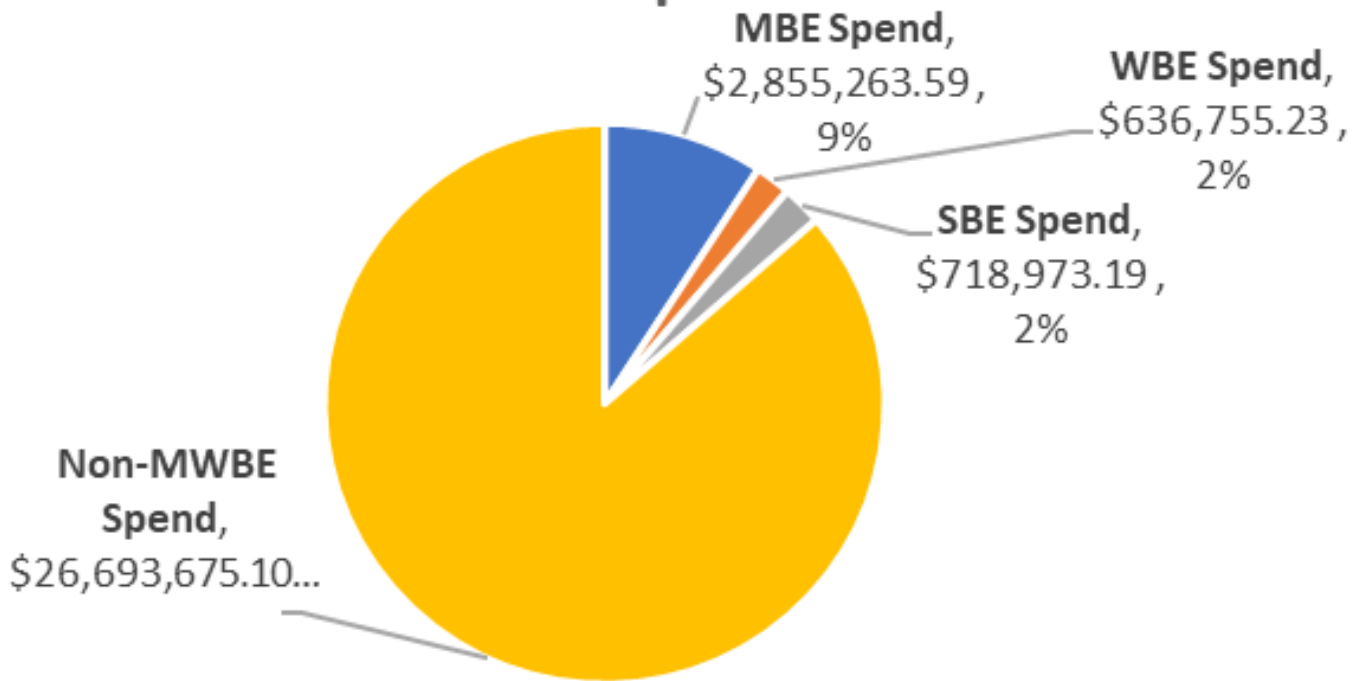


Skyline ES Replacment				Current Contract Value: \$30,911,805.00	
Turner Construction Company					Paid to Date: \$30,904,667.11
	MBE	WBE	SBE	Local	Apprentice Utilization
Goal	10%	6%	5%	30%	15%
Initially Contracted	8%	2%	3%	41%	21%
	\$ 2,448,128.00	\$ 578,416.28	\$ 874,957.50	\$ 12,756,518.92	17,406.75 Total Apprentice Hours
Confirmed Paid to Date (B2G audits)	9%	2%	2%	47%	
	\$ 2,855,263.59	\$ 636,755.23	\$ 718,973.19	\$ 14,650,799.30	81,796.43 Total Journeyman Hours

Skyline ES Replacement Project: Demographic Breakdown of \$3,492,018.82 of MWBE Spend



Skyline ES Replacement MWBE Spend

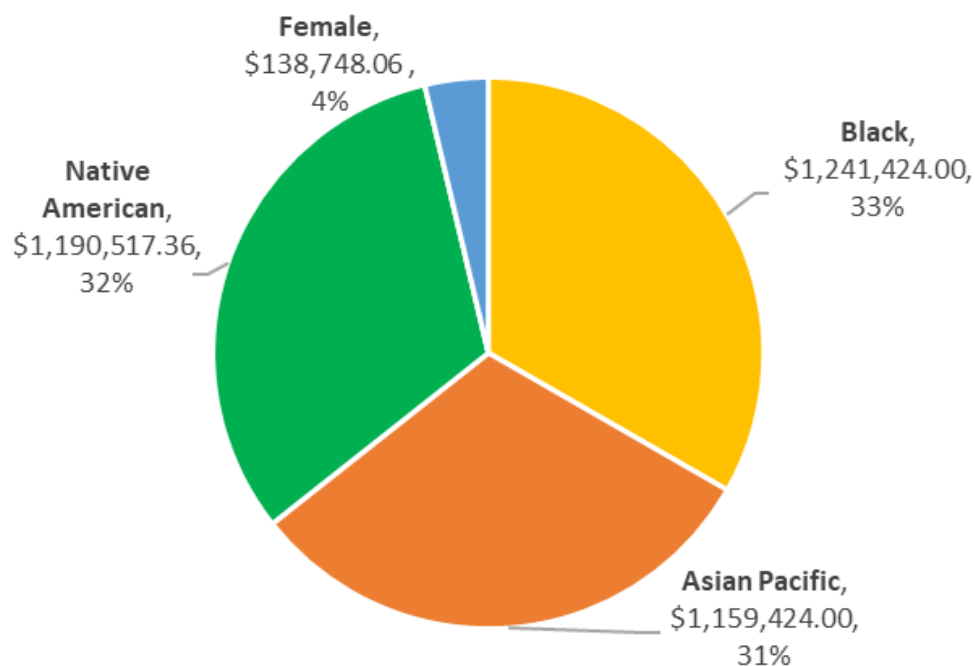


Skyline ES Replacement Total Spend: Local/Non-Local

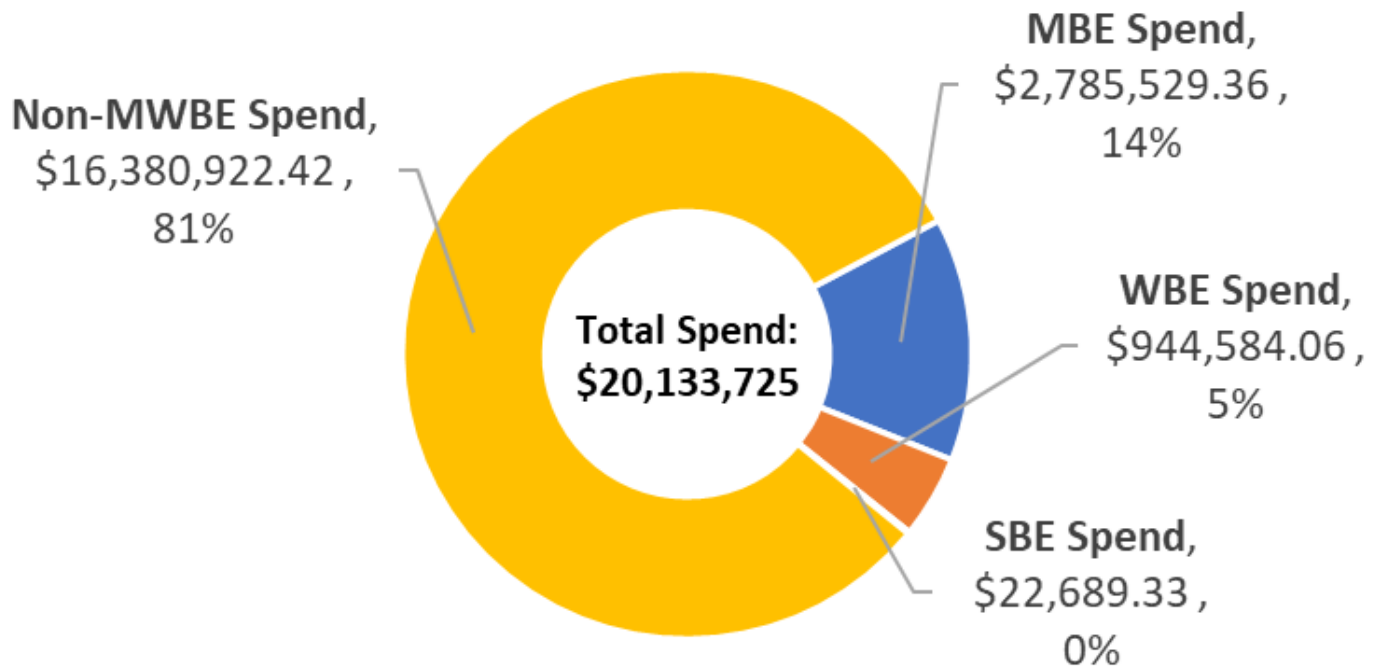


Fawcett ES Replacement			Current Contract Value: \$33,795,909.00		
Hensel Phelps Construction Company			Paid to Date: \$20,133,725.17		
	MBE	WBE	SBE	Local	Apprentice Utilization
Goal	10%	6%	5%	30%	15%
Initially Contracted	18%	5%	1%	49%	14%
	\$ 6,006,956.87	\$ 1,581,771.87	\$ 402,993.00	\$ 16,450,331.40	8,339.50 Total Apprentice Hours
Confirmed Paid to Date (B2G audits)	14%	5%	0%	60%	
	\$ 2,785,529.36	\$ 944,584.06	\$ 22,689.33	\$ 12,115,836.41	51,202.16 Total Journeyman Hours

Fawcett ES Replacement Project: Demographic Breakdown \$3,730,113.42 MWBE spend



Fawcett ES Replacement MWBE Spend



Fawcett ES Replacement Total Spend: Local/Non-Local

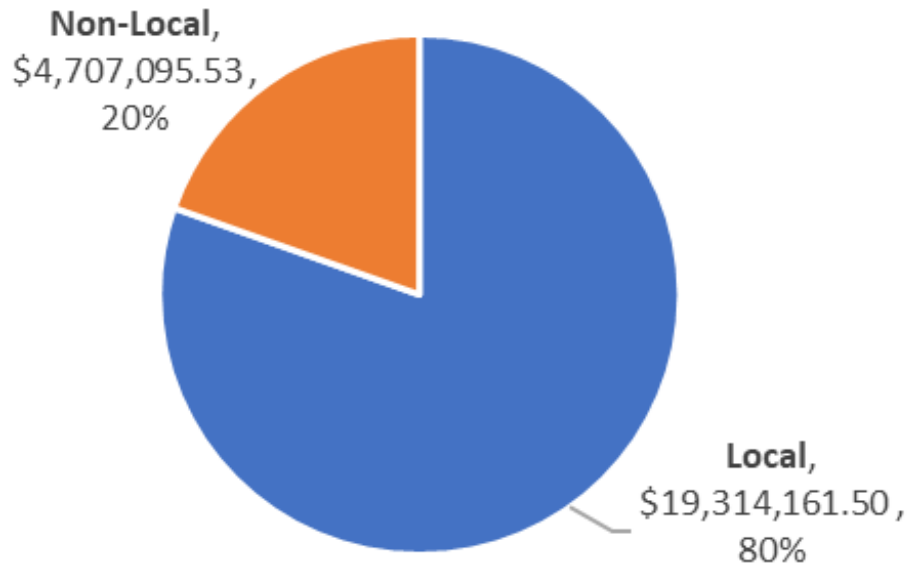


Under \$5M Capital Project Detail

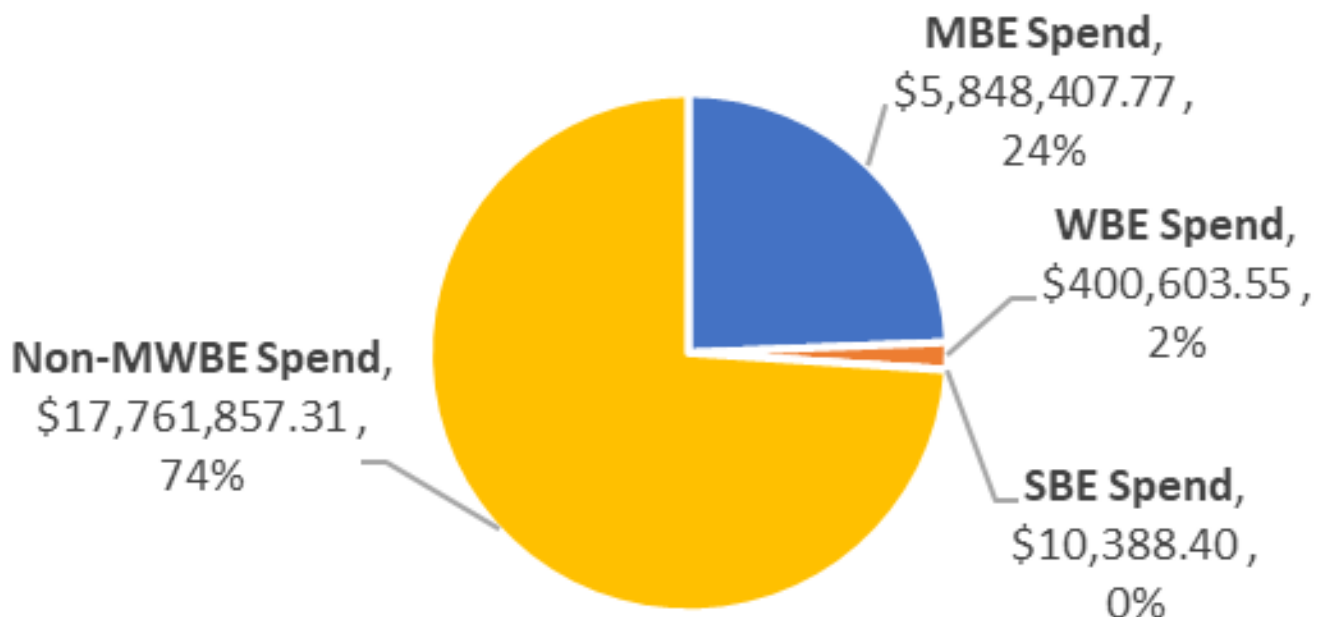
2020 Capital Bond (To-Date)

UNDER \$5M CAPITAL CONSTRUCTION PROJECTS: Spending

Under \$5M Capital Projects Total Spend: Local/Non-Local



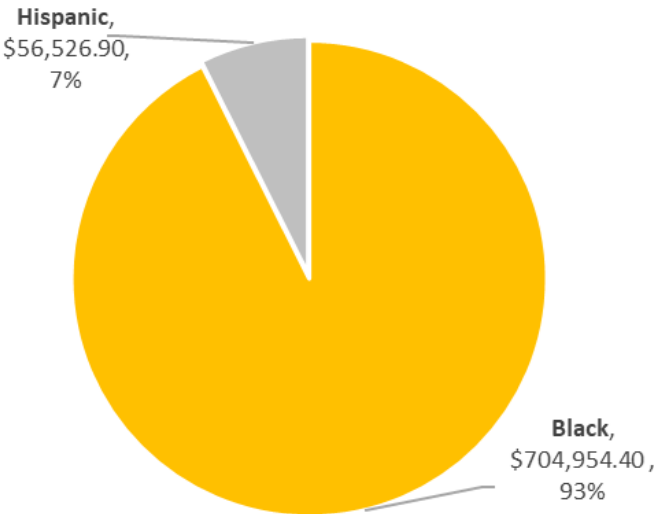
Under \$5M Capital Projects MWBE Spend



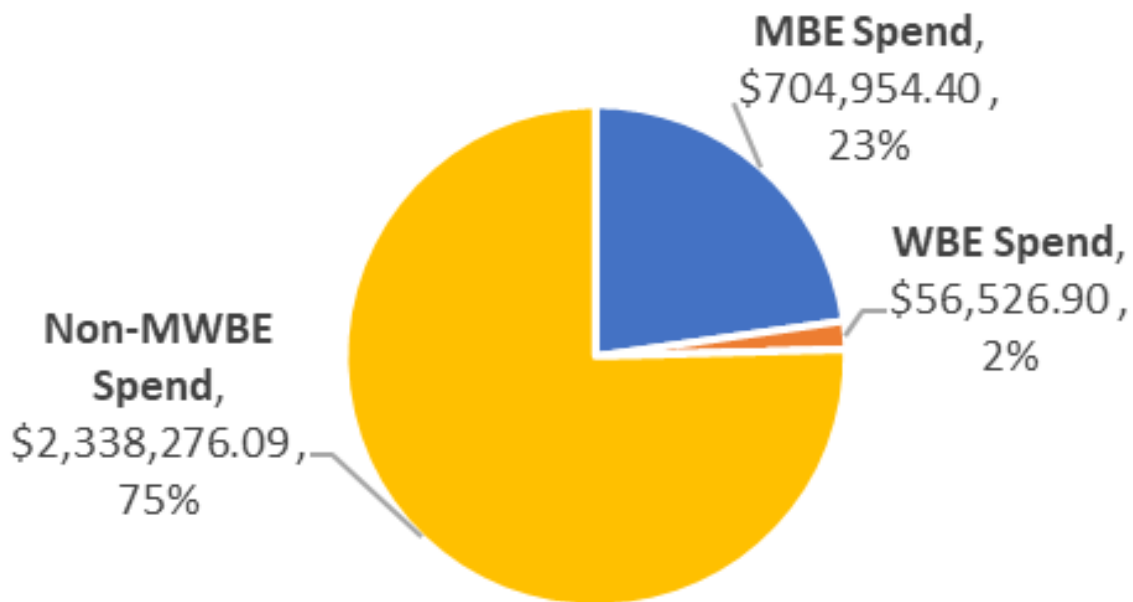
UNDER \$5M CAPITAL CONSTRUCTION PROJECTS—Project Detail

9th & Broadway			Current Contract Value: \$4,496,560.00		
Neeley Construction Company			Paid to Date: \$3,099,757.39		
	MBE	WBE	SBE	Local	Apprentice Utilization
Goal	10%	6%	5%	30%	15%
Initially Contracted	23%	1%	1%	72%	12%
	\$ 1,052,768.65	\$ 53,200.00	\$ 54,400.00	\$ 3,216,091.35	1191.0 Apprentice Hours
Confirmed Paid to Date	23%	2%	0%	75%	8,493.56 Journeyman Hours
	\$ 704,954.40	\$ 56,526.90	\$ -	\$ 2,336,149.10	

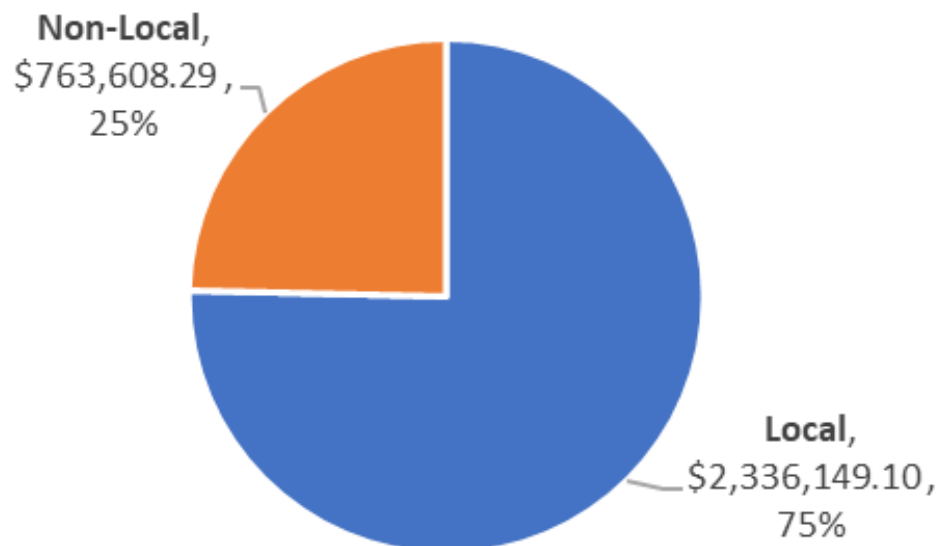
9th & Broadway Renovation Project
Demographic Breakdown of \$761,481.30 MWBE Spending



9th & Broadway MWBE Spend

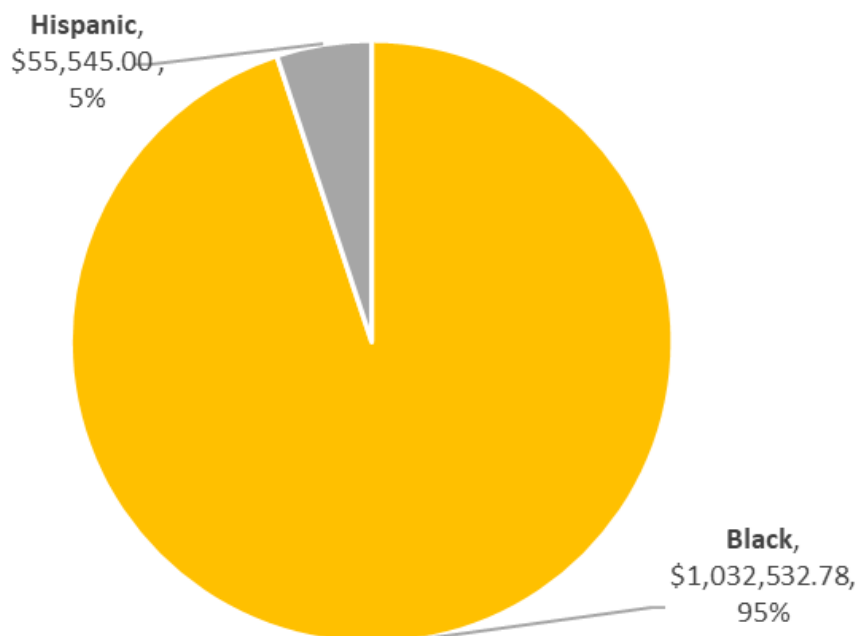


9th & Broadway Total Spend: Local/Non-Local

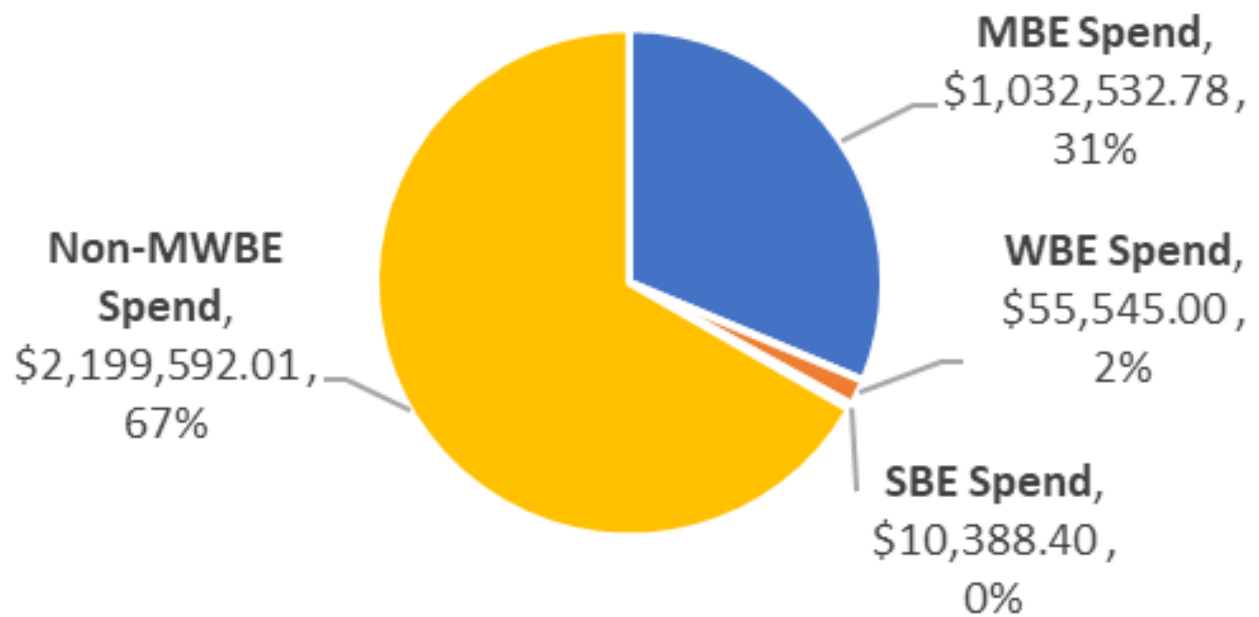


Tacoma Online Renovation			Current Contract Value: \$3,639,759.00		
Neeley Construction Company			Paid to Date: \$3,298,058.19		
	MBE	WBE	SBE	Local	Apprentice Utilization
Goal	10%	6%	5%	30%	15%
Initially Contracted	30%	1.5%	0.27%	76%	9%
	\$ 1,095,036.46	\$ 54,130.00	\$ 9,925.00	\$ 2,762,714.00	598.50 Total Apprentice Hours
Confirmed Paid to Date (B2G audits)	31%	2%	0.30%	74%	
	\$ 1,032,532.78	\$ 55,545.00	\$ 10,388.40	\$ 2,426,739.68	6,224.56 Total Journeyman Hours

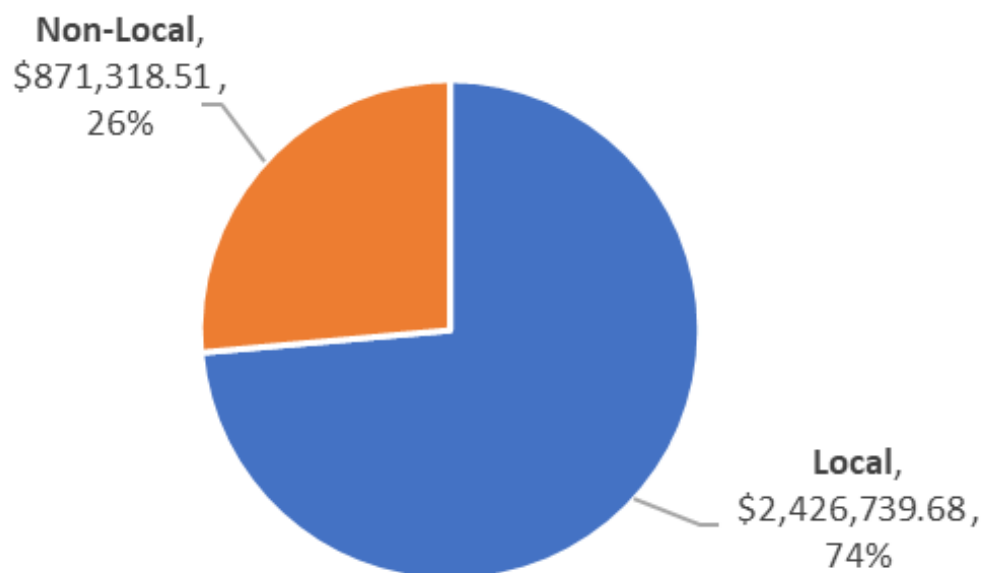
Tacoma Online Renovation Project: Demographic Breakdown of \$1,088,077.78 of MWBE Spend



Tacoma Online MWBE Spend

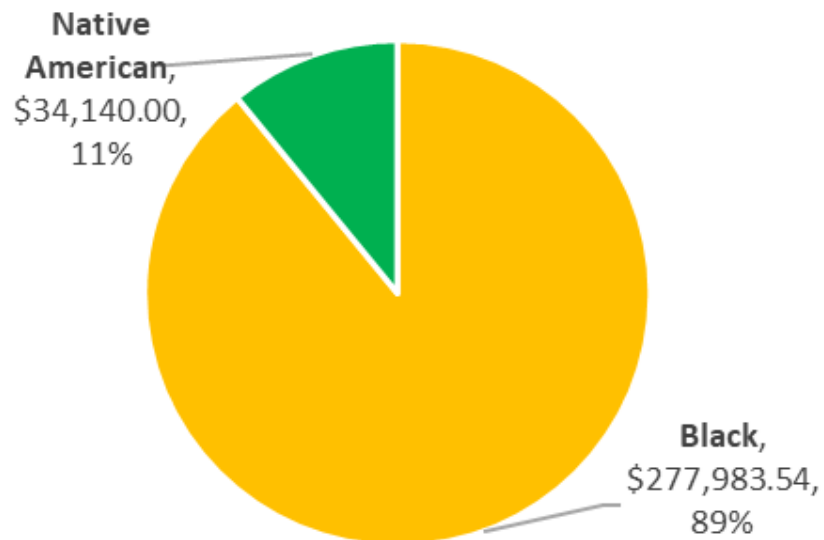


Tacoma Online Total Spend: Local/Non-Local

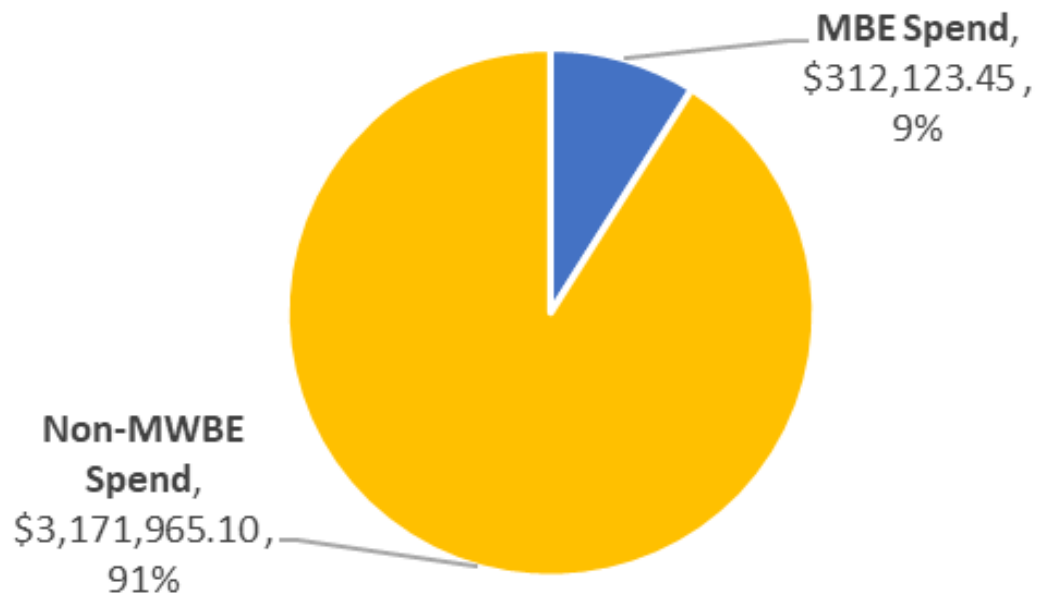


HVAC/Air Systems Upgrades					Current Contract Value: \$4,704,015.00
ATS Automation, Inc.					Paid to Date: \$3,484,088.55
	MBE	WBE	SBE	Local	Apprentice Utilization
Goal	10%	6%	5%	30%	15%
Initially Contracted	3%	0%	0%	28%	30%
	\$118,680.00	\$ -	\$ -	\$1,323,603.00	489.0 Total Apprentice Hours
Confirmed Paid to Date (B2G audits)	9%	0%	0%	39%	
	\$312,123.54	\$ -	\$ -	\$1,344,299.63	1116.50 Total Journeyman Hours

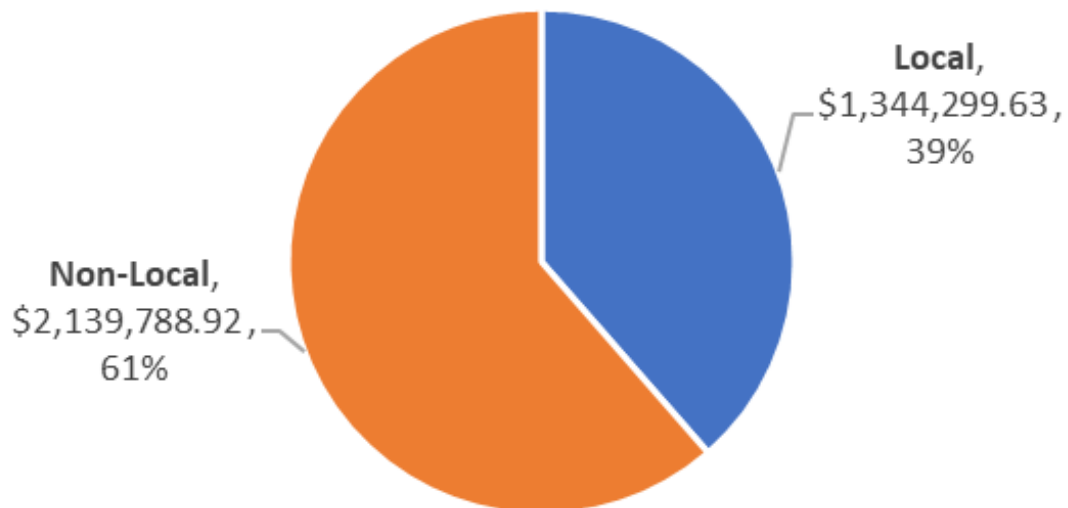
HVAC/Air Systems Upgrade Project: Demographic of \$312,123.54 MWBE Spend



HVAC MWBE Spend

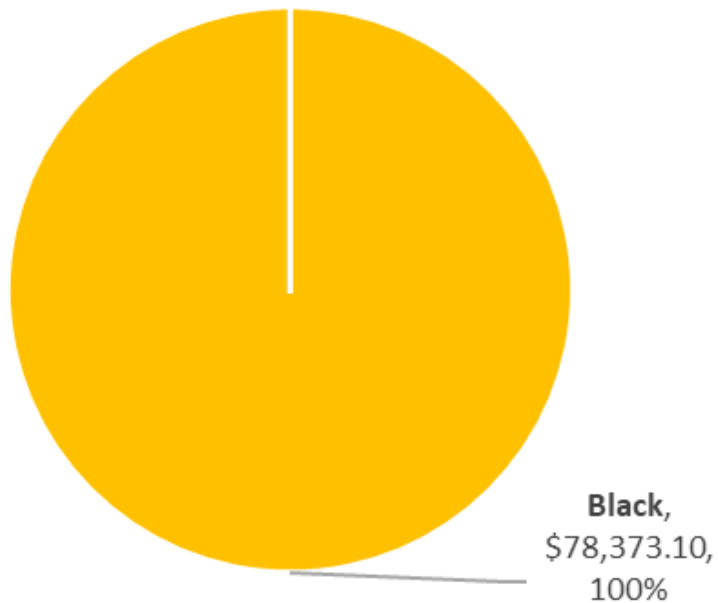


HVAC Total Spend: Local/Non-Local

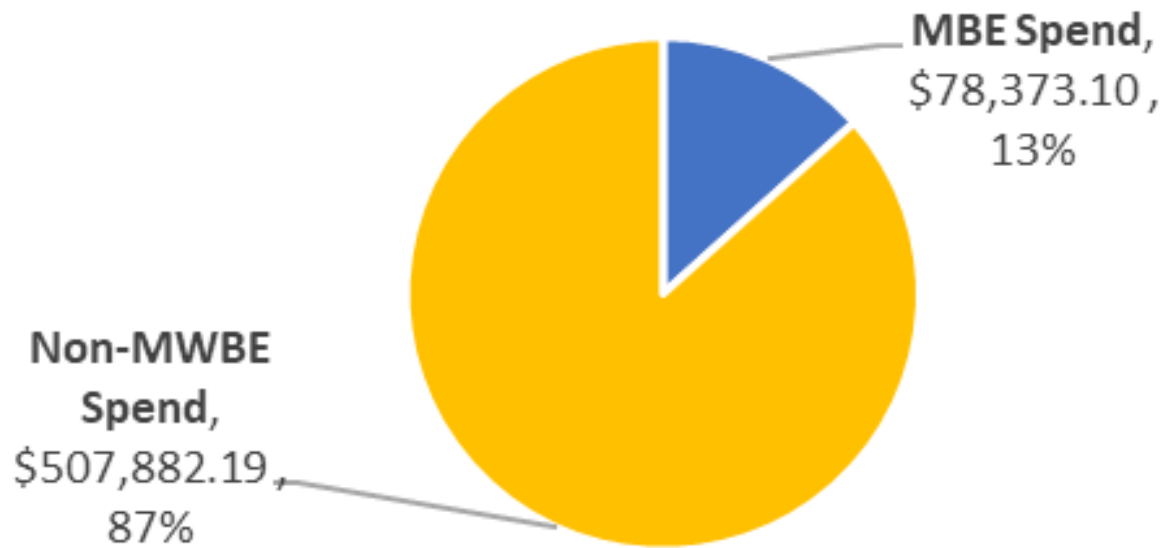


McKinley Elevator					Current Contract Value: \$823,818.13
SCF General Contractors, LLC					Paid to Date: \$586,255.29
	MBE	WBE	SBE	Local	Apprentice Utilization
Goal	10%	6%	5%	30%	15%
Initially Contracted	14%	0%	0%	38%	1%
	\$ 113,098.00	\$ -	\$ -	\$ 225,431.60	33.00 Total Apprentice Hours
Confirmed Paid to Date (B2G audits)	13%	0%	0%	32%	
	\$ 78,373.10	\$ -	\$ -	\$ 186,712.60	2,479.26 Total Journeyman Hours

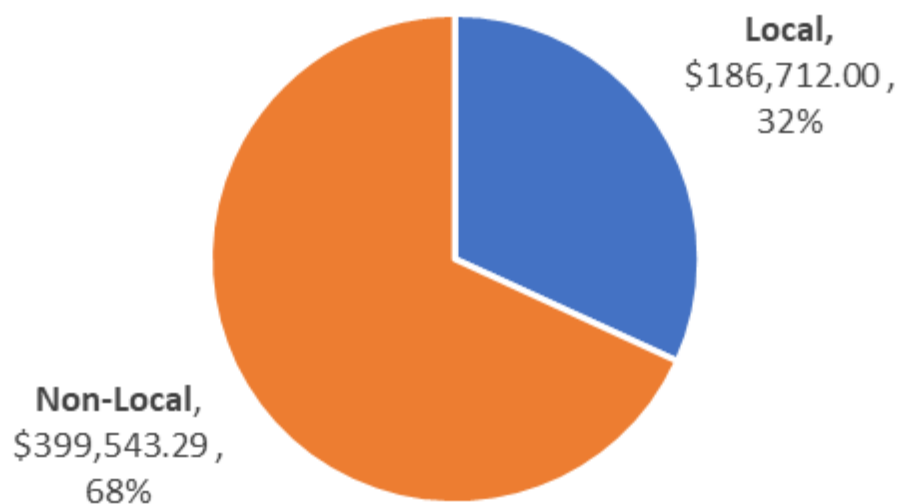
McKinley Elevator Project: Demographic Breakdown of \$78,373.10 MWBE Spend



McKinley Elevator MWBE Spend

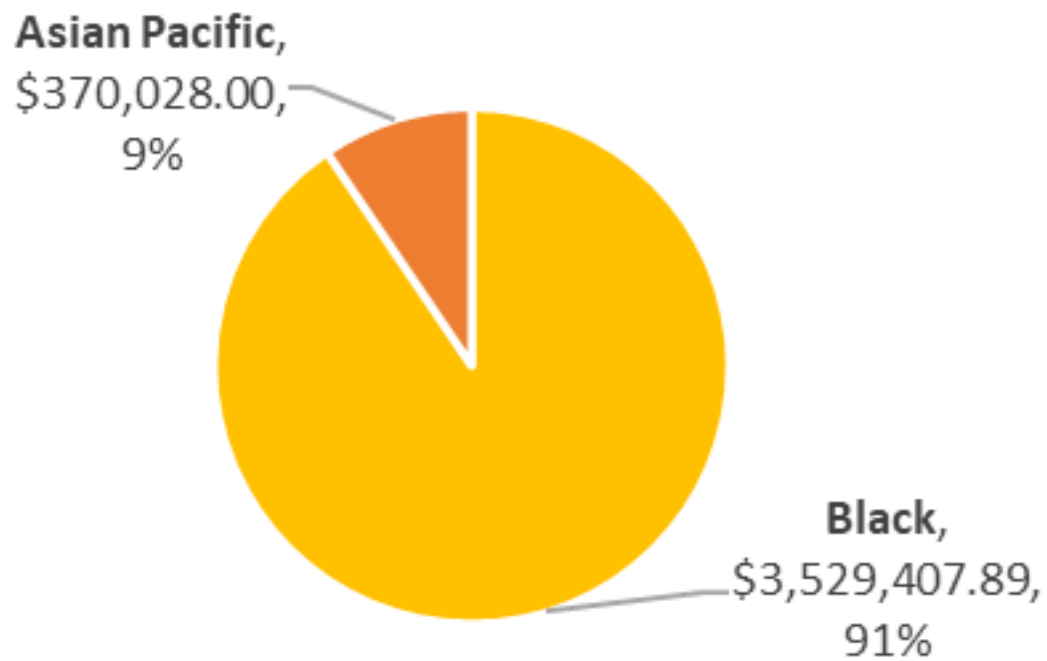


McKinley Elevator Total Spend: Local/Non-Local

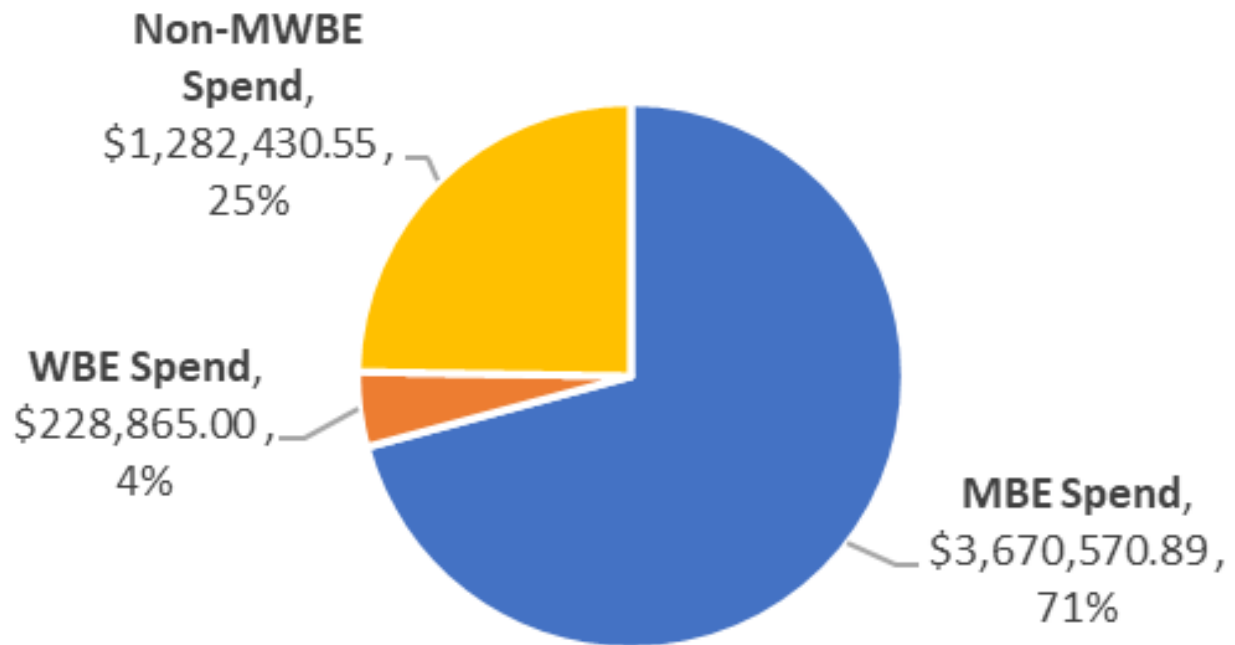


Safety & Security Upgrades			Current Contract Value: \$7,499,623.00		
Absher Construction Company			Paid to Date: \$5,181,886.44		
	MBE	WBE	SBE	Local	Apprentice Utilization
Goal	10%	6%	5%	30%	15%
Initially Contracted	13%	2%	0%	10%	24%
	\$ 961,548.05	\$ 116,733.00	\$ -	\$ 756,056.25	2505.00 Total Apprentice Hours
Confirmed Paid to Date (B2G audits)	71%	4%	0%	97%	
	\$ 3,670,570.89	\$ 228,865.00	\$ -	\$ 5,040,722.69	7,843.00 Total Journeyman Hours

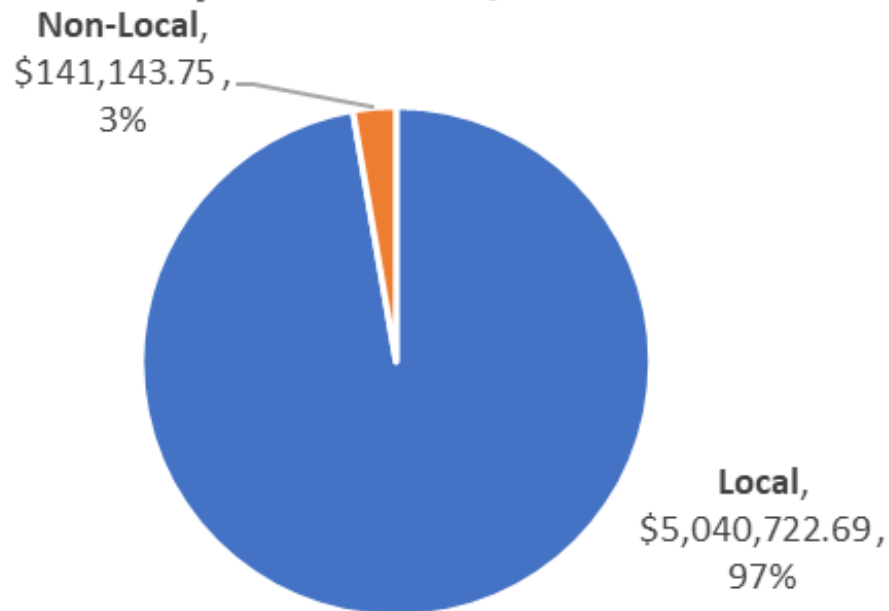
Safety & Security Upgrade Project: Demographic Breakdown of \$3,899,435.89 of MWBE



Safety & Security MWBE Spend

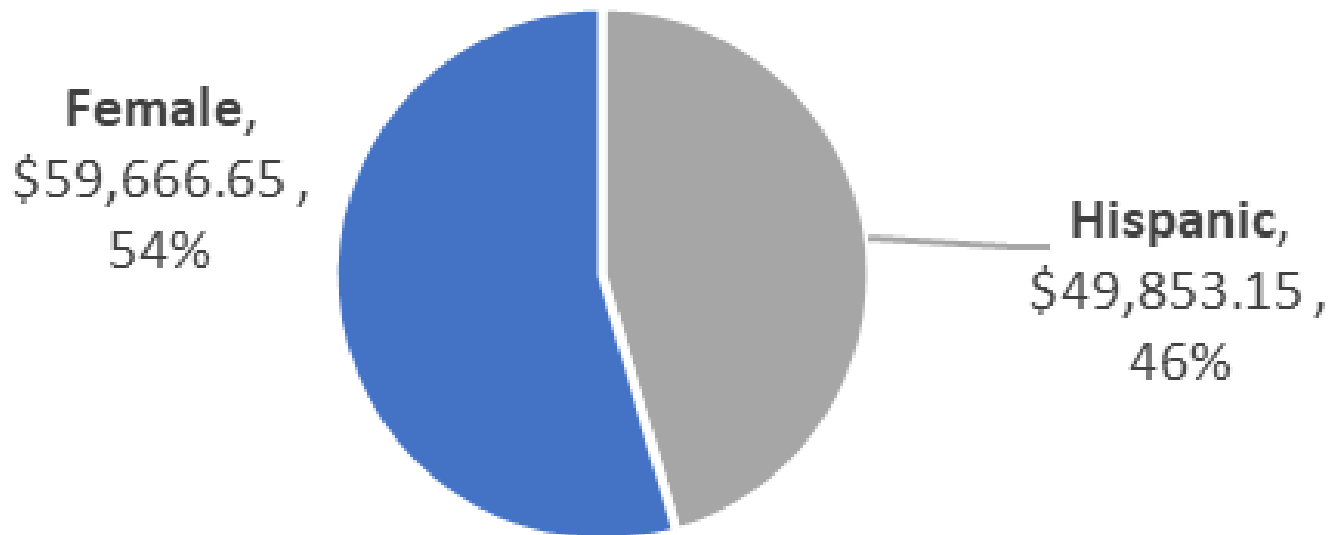


Safety & Security Total Spend: Local/Non-Local

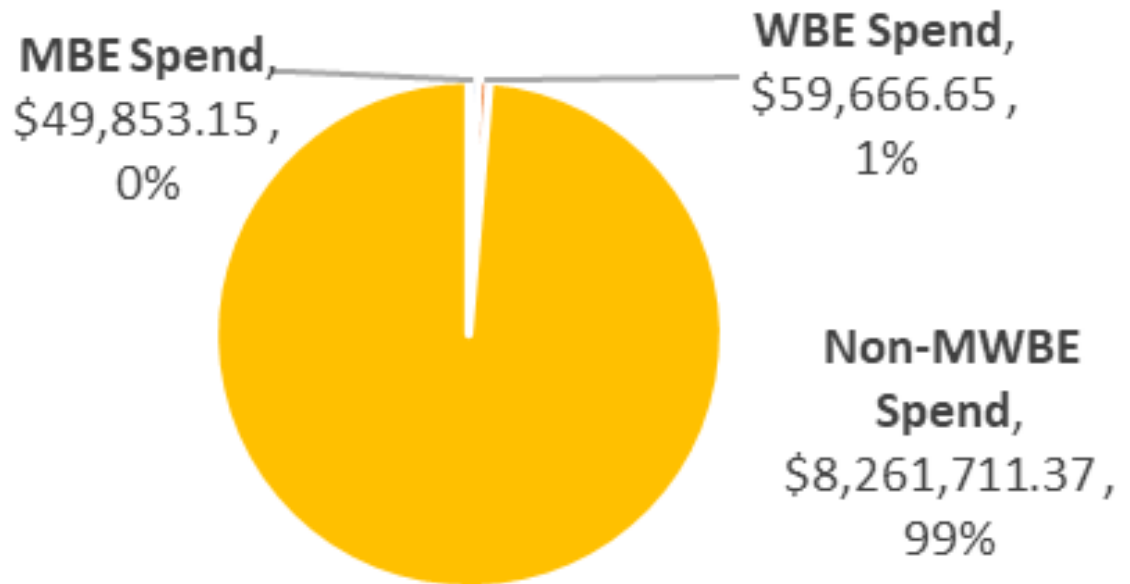


Synthetic Fields				Current Contract Value: \$9,880,683.00	
John Korsmo Construction, Inc.					Paid to Date: \$8,371,231.17
	MBE	WBE	SBE	Local	Apprentice Utilization
Goal	10%	6%	5%	30%	15%
Initially Contracted	0.92%	1%	0%	90%	6%
	\$ 90,820.00	\$ 99,018.00	\$ -	\$ 8,846,106.99	785 Total Apprentice Hours
Confirmed Paid to Date (B2G audits)	1%	1%	0%	95%	
	\$ 49,853.15	\$ 59,666.65	\$ -	\$ 7,979,538.40	11,827.14 Total Journeyman Hours

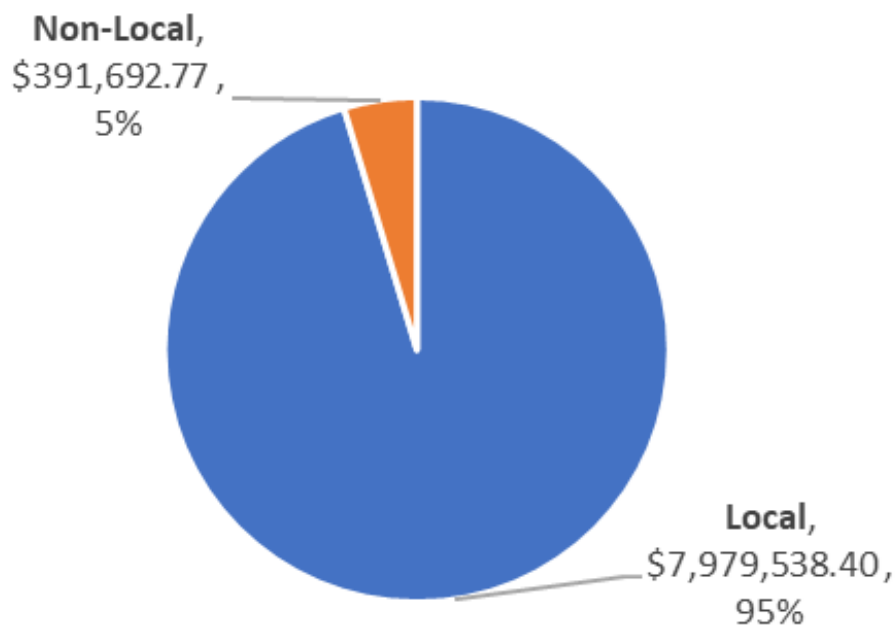
Synthetic Fields Project: Demographic Breakdown of \$109,519.80 of MWBE Spend



Synthetic Fields MWBE Spend



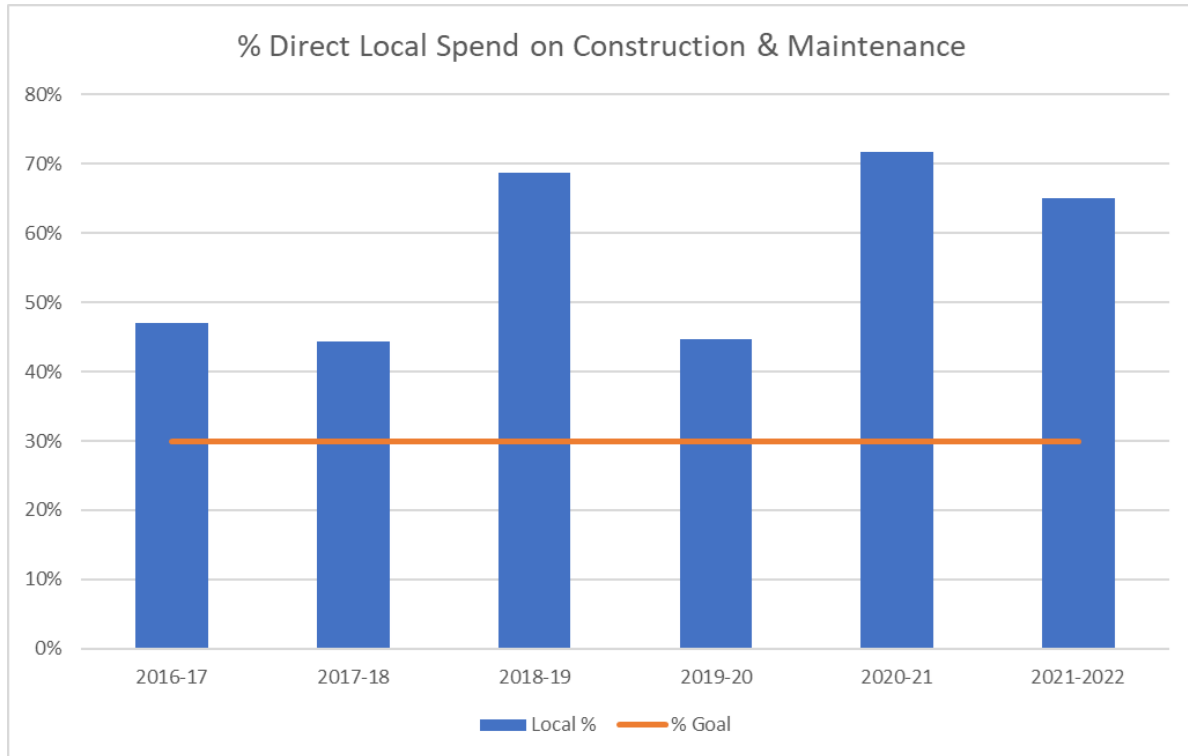
Synthetic Fields Total Spend: Local/Non-Local



Direct Spend
2021-22 Fiscal Year
9/1/21 to 8/31/22

TPS LOCAL SPENDING DATA

This data shows Tacoma Public Schools spending on local businesses as part of District-managed contracts for new or maintenance-related construction projects. Local is defined as headquartered in Pierce County. This only measures the contracts that are between TPS and a contractor and does not take into account subcontracting data.



% Direct Local Spend on Construction & Maintenance						
	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
Total Spend	\$ 107,805,501.00	\$ 69,470,868.00	\$ 74,580,025.00	\$ 71,669,660.00	\$ 87,573,295.00	\$ 41,839,569.01
Local Spend	\$ 50,736,020.00	\$ 30,857,135.00	\$ 51,306,306.00	\$ 32,029,126.00	\$ 62,847,127.00	\$ 27,322,366.43
Local %	47.1%	44.4%	68.8%	44.7%	71.8%	65.3%

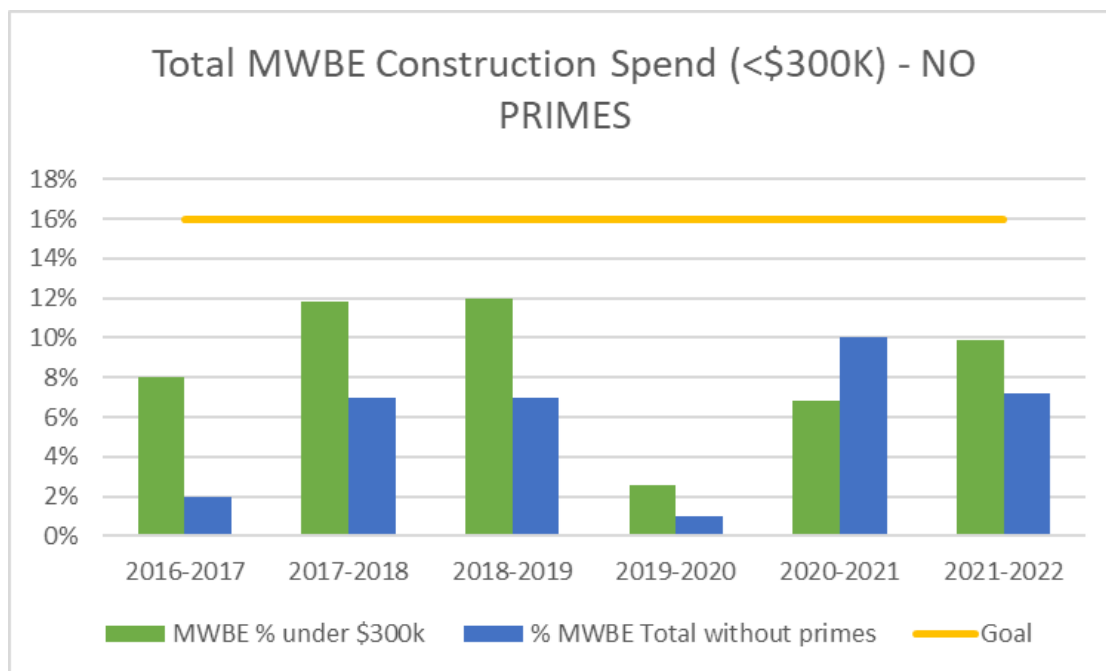
Narrative: Tacoma Public Schools local contracting has been able to consistently exceed the 30% inclusion goal, with significant increases showing where contractors and architects on capital projects are headquartered in Pierce County. For local spending this includes payments to prime contractors whose major capital contracts we track subcontracting on over the lifespan of a project, and which is reported earlier in this document.

TPS MWBE SPENDING DATA

Since state-certified MWBE businesses are by definition small businesses, larger contracts (such as for prime contractors on large capital projects) are generally beyond the scope of certified MWBE businesses. Larger contracts are required to have inclusion plans; that data summary is included earlier in this report.

MWBE Breakout

This data shows Tacoma Public Schools spending on MWBE businesses as part of District-managed contracts for new and maintenance-related construction contracts under \$300,000 in comparison to the District's goals. Total spend in this category also includes ongoing service contracts, equipment and supply purchase, permits, etc.



	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
Total Construction Spend (under \$300,000) NO PRIMES	\$ 8,060,415.00	\$ 8,059,796.00	\$ 7,398,142.00	\$ 4,786,352.00	\$ 6,255,880.00	\$ 9,672,675.08
Total MWBE Construction Spend (under \$300,000) NO PRIMES	\$ 645,880.00	\$ 954,470.00	\$ 883,360.00	\$ 122,927.00	\$ 426,639.00	\$ 955,565.85

Narrative: Since minority and women-owned certification is a subset of small business enterprise, we primarily capture this within our major capital projects but also track our progress on directly investing in disadvantaged small businesses. Work tracked in this category are smaller contractors, usually under \$300,000 per purchase order.

MWBE Small Works Vendor Utilization Breakout Analysis 2021-22

TPS construction contracts for MWBE (no primes):				\$9,672,675.08
Business Name	2021-2022 Paid	MBE	WBE	MWBE
ATO Apiafi Architects PLLC	\$ 49,112.00	X		
Excel Electric of Tacoma	\$ 72,734.43	X		
Greater Seattle Floors	\$ 117,149.46	X		
Image 360	\$ 2,643.70			X
JMS Masonry Restoration LLC	\$ -	X		
Orca Pacific, Inc.	\$ 27,821.07	X		
Rolluda Architects Inc.	\$ -	X		
Tunista Construction, LLC	\$ -	X		
Apex Engineering LLC	\$ 32,825.00		X	
Orion Environmental Inc., OES	\$ 20,480.41		X	
T Stone Construction LLC	\$ 304,363.14			X
Wedderemann Architecture PLLC	\$ 109,287.50		X	
Aamex Inc.	\$ 199,199.14	X		
Stemper Architecture Collaborative	\$ 19,950.00			X
Total MWBE paid on contracts (no primes):			\$ 955,565.85	10%

2023 Work Plan & Acknowledgements

2023 WORK PLAN

Strategies:

- Use contracting methods and language to increase inclusion of diverse, small and local businesses.
- Improve documentation and review process to increase accountability and improve goal progress.
- Connect with qualified businesses; connect businesses.
- Require certification.
- Outreach to engage small, disadvantaged and local businesses.

Planning & Construction

Planning and Construction projects are a major driver of the district's inclusion efforts, honoring the community's investment in our students and our schools by passing the bonds that fund these projects. There are several major capital projects and facilities improvement packages funded through the most recent 2020 Capital Bond that are now coming into play.

- Use Design Build contracting whenever possible; this contracting method allows TPS to work closely with prime contractors on subcontractor outreach and creating strategic bid packages that have resulted in a substantial increase in local, MWBE and SBE utilization on TPS projects. This contracting method has also been successful in controlling projects costs.
- Require inclusion plans as part of the RFQ/RFP process; scoring of RFQ/RFPs reflect local and inclusive hiring efforts as a priority.

Facilities

Tacoma Public Schools Facilities continues to invite local, small and disadvantaged businesses to participate in small works maintenance and repair contracts.

- Include local, small, minority and woman-owned businesses in requests for quotes whenever possible
- Participate in sub outreach and training.
- Pursue opportunities to include apprentices on district work.

Procurement & Business Outreach:

Tacoma Public Schools works to proactively recruit local, small and diverse businesses to its small works roster, as well as connect our prime and subcontractors with opportunities to work together while following state and district processes and policies for public works procurement.

- Participate in the networking events such as the March 2023 Alliance Tradeshow to connect and recruit local, small and diverse businesses to our small works roster.
- Promote subcontracting opportunities to local, small and diverse businesses.
- Facilitate training to potential subcontractors, including "How to Do Business with TPS" and other trainings in partnership with PTAC, the City of Tacoma, MBDA-Tacoma, OMWBE and other partners.
- Partner with City of Tacoma and MBDA-Tacoma to identify businesses that fit scopes of work.
- Partner with other local organizations such as with the Anchor Network to share strategies and team up on outreach and vendor support activities.

Accountability Tracking & Reporting:

Tracking our efforts and connecting with project managers and contractors over the course of a project is key in keeping on the right track, and identifying opportunities. In 2023, planned tracking and reporting methods include:

- Quarterly check-ins with the Community Inclusion Task Force
- Quarterly conversations with contractors regarding progress
- Annual school board update
- Regular review of data points with project managers and contractors to ensure compliance.
- Use of B2G Now to track progress payments and inclusion progress; regular review of progress payments.
- Use of LCP Tracker to ensure prevailing wage and apprenticeship utilization; regular review of apprenticeship utilization.

Acknowledgements

Tacoma's Community Inclusion work is supported by multiple departments and partnerships, and at many levels. Our taskforce and community partners provide the feedback that guides our work and challenges us to always seek ways to improve. District leadership provides the support and leadership that directs the work and how we do business. Our project managers and department staff are the boots on the ground, working to find and support subcontractors and hold larger contractors accountable in being partners on our goals. The City of Tacoma and Minority Business Development Agency provides technical and partner support in advancing mutual goals, and we make each other better by sharing best practices, successes, and lessons learned. We are also excited that many of our contractors have stepped up and been true partners as well, going above and beyond minimum goals and showing they get the vision, the mission, and the reason to invest in our community

Community Inclusion Task Force Partners



**Pierce County
Building Trades
AFL-CIO**

Community Stakeholder Representatives

Carol Wolfe
Grover Johnson
Lyle Quasim
Mark Martinez
Nathe Lawver

Tacoma Public Schools Leadership

Josh Garcia, Superintendent
Chris Williams, Chief Operating Officer
Morris Aldridge, Executive Director of
Planning & Construction
Tom Chalk, Director of Facilities
Cheri Estrada, Director of Purchasing
Alicia Lawver, Director of Strategic Plan-
ning

Other Tacoma Public Schools Staff

Aleeta Davis
Anne Cumings
Bobette Knapp
Sarah Paskett