



**Metropolitan Transportation Authority**

# **Diversity Committee Meeting**

## **April 2012**

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### **Committee Members**

S. Metzger, Chair

F. Ferrer

J. Banks III

R. Bickford

A. Saul



## MEETING AGENDA

### MTA DIVERSITY COMMITTEE

April 23rd – 3:15 p.m.

347 Madison Avenue  
Fifth Floor Board Room  
New York, NY

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#### AGENDA ITEMS

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## **MTA DIVERSITY COMMITTEE**

### **Meeting Minutes**

347 Madison Avenue, Fifth Floor Board Room

New York, NY 10017

Monday, February 27, 2012

3:15 P.M.

The following Committee members were present:

Hon. Susan G. Metzger, Chairperson

Hon. Robert C. Bickford

Hon. Fernando Ferrer

The following Committee members were absent:

Hon. John Banks III

Hon. Andrew Saul

The following were also present:

James Lhota, Chairman and Chief Executive Officer, MTA

Nuria Fernandez, Chief Operating Officer, MTA

James Ferrara, President, MTA Bridges and Tunnels ("B&T")

Catherine Sweeney, Vice President, Staff Services, B&T

Raymond Burney, Senior Vice President, Administration, MTA Metro-North Railroad ("MNR")

Michael J. Garner, Chief Diversity Officer, MTA Department of Diversity and Civil Rights ("DDCR")

Gregory Bradley, Vice President, Human Resources, MNR

Adrienne Cortez, Director, Human Resources, MNR

Margaret Connor, Senior Director, Human Resources and Retirement Programs, MTA

Joel Andrews, Chief Officer, EEO, MTA New York City Transit

Rhonda Moll, Special Counsel -- Employment, MTA

Nacem U. Din, Deputy Director, DDCR

Carolyn Greene, Assistant Director, Certification, DDCR

Zenaida Chape, Assistant Director, Outreach, DDCR

Melissa Jones, Compliance Supervisor, Business Programs, DDCR

Roberto Aguirre, Manager, Statistical Analysis and Compliance, Employee Relations and Diversity, MNR

Gloria Colon, Chief EEO Officer, B&T

Danny Camacho, Manager, Certification, DDCR

#### **1. Public Speakers**

There were no public speakers.

## **2. Minutes**

Chairperson Metzger stated that the minutes of the meeting held on October 24, 2011 should show that Ms. Chape was also present. With this amendment, the Committee unanimously approved the minutes.

## **3. Overview of Today's Meeting**

### **2011 Diversity Committee Work Plan**

Chairperson Metzger asked whether there were any changes to the Committee Work Plan. Mr. Din said since the Committee did not meet in January 2012, revised EEO Policies and 2012 DDCR departmental goals are now being presented in February 2012. There were no other changes to the Committee Work Plan.

### **Committee Goals**

Chairperson Metzger stated that goals for the Committee were set forth in her memorandum addressed to Committee members, dated December 22, 2011. The Committee goals are to monitor compliance with MTA's goals for participation by Minority and Women-owned Business Enterprises ("MWBEs") and Disadvantaged Business Enterprises ("DBEs") in MTA and its Agencies' procurement opportunities and to monitor compliance with employment goals.

### **Departmental Goals**

Mr. Garner provided an update on Departmental Goals. DDCR's overall goal is to achieve MTA's MWDBE goals. In furtherance of that objective, the MTA Small Business Development Training Program will resume on Thursday, March 1, 2012. The goal of MTA's Small Business Mentoring Program ("SBMP") in 2012 is to award up to \$16 million in contracts. DDCR will work with Empire State Development to develop a strategy for increased contracting opportunities for MWBEs.

MTA expects to implement a mentoring program similar to the SBMP for federally-funded contracts, with the first contract expected to be awarded in June 2012.

The Contract Compliance System is in the process of being finalized. The first module is expected to be ready in approximately a month.

MTA is in the process of finalizing a Minority Supplier Development Program for subway and bus manufacturers.

### **Outreach Events/Diversity Programs**

Ms. Chape provided an update on current and future outreach initiatives, including in-house events. In January 2012, DDCR attended the 15<sup>th</sup> Annual Wall Street Project Economic Summit hosted by Reverend Jesse Jackson.

MTA DBE Certification Workshops are being held each month. Each quarter a representative from Empire State Development will attend to speak about certification as an MWBE.

DDCR also attended the Dr. Martin Luther King, Jr. Annual Small Business Breakfast Meeting, hosted by the Caribbean American Chamber of Commerce and Industry, Inc. Current legislative initiative and small business program updates were provided at this meeting. In February, DDCR attended the Annual New York State Association of Black and Puerto Rican Legislators Conference, which was very well attended. Also in February 2012, DDCR attended the Association of Minority Entrepreneurs of New York ("AMENY") Legislative Business Development Conference. On February 23, 2012, DDCR hosted its third annual MTA Agency-Wide Contractor Forum. This event was well attended; over 30 exhibitors and over 150 firms attended. The purpose of the forum is to help small businesses build relationships with prime contractors for future subcontracting opportunities. DDCR will host its 3<sup>rd</sup> Annual MTA Agency-Wide Architectural and Engineering Forum in April 2012. Additionally, DDCR, together with the MTA Agencies, New York City Hispanic Chamber of Commerce and Puerto Rico's Department of Economic Development, is currently planning a special conference in April 2011. This conference is designed to assist firms maximize opportunities on New York State funded projects. This assistance will help to increase awards to MWBEs. Mr. Garner said the idea for this conference came about as a result of a conference he attended together with Mr. Ferrer in Puerto Rico, in November 2011. Mr. Ferrer commended Mr. Garner for a job well done. He is optimistic the upcoming conference will be successful.

Ms. Chape also reported that DDCR will attend Somos El Futuro Conference in Albany in March 2012. Additionally, DDCR will attend the Brooklyn Small Business Procurement Expo hosted by La Guardia Community College and the 2012 Regional Alliance for Small Contractors Clearing House.

Chairperson Metzger added that in order to meet our MWDBE goals, we need to reach out to the business community.

Mr. Din reported on Agency-wide diversity programs. No programs were held in January 2012. In February 2012, MTA and MTA New York City Transit presented Black History Month Luncheon. LIRR also celebrated Black History Month. Women's History Month will be celebrated in March 2012 at MTA and LIRR. Chairperson Metzger encouraged Committee members to attend these events.

### **Certification Activity Report**

Ms. Greene reported on certification activity. A total of 114 certification applications were received in 2011. Ms. Greene provided a comparison of the DBE applications received from 2009 through 2011. In 2009, 131 applications were received, in 2010, 108 and in 2011, 114. In 2011, 112 applications were processed, within an average of 34 business days. Of these, 70 were certified, 12 were denied certification, 21 applications were returned for various reasons, and nine applications were withdrawn. By comparison, 70 firms were certified in 2010. While the number of certified firms remained the same in 2010 and 2011, certifications were performed by a smaller available staff in 2011. Based on increased outreach activity, the number of applications is expected to increase in 2012. Each firm's certification is reviewed on an annual basis.

Mr. Camacho reported on contracts awarded to certified DBE firms for the years 2009-2011. Of the 200 firms certified between 2009 and 2011, 12 received prime contracts and 25 received subcontracts. The total amount for federally-funded projects was \$25,585,441. Also, 26 firms received dual certification as MWBEs. Nineteen of these firms received subcontracts and seven received prime contract awards, totaling \$13,033,604 in State-funded contracts. The total contract award amount for State and federally-funded projects was \$38,619,045.

### **Year-End 2011 MTA-Wide Workforce**

Mr. Din reported that the MTA Agency-wide workforce summary as of December 31, 2011 shows the underutilization of minorities and women in certain areas. Mr. Ferrer asked that DDCR list individual minority groups, instead of putting all groups together under the heading "Minority," and show whether each of those groups are underutilized. The Chairperson also agreed with this approach. Messrs. Garner and Din agreed to list workforce numbers and underutilization, if any, by individual minority group.

Mr. Ferrer inquired about reporting of workforce underutilization at MTA Agency Committee meetings.

Chairperson Metzger said she has discussed this issue with a number of Agency Presidents and with the Chairman. She has asked for reporting at Agency Committee meetings of workforce underutilization and steps being undertaken to correct underutilization. In that way, Agencies will be able to learn from each other about their best practices and can be successful in correcting workforce underutilization.

Chairman Lhota added that he is in the process of evaluating the Committee structure. While there will continue to be a Diversity Committee, reports to the operating Committees will include workforce numbers and any underutilization that is identified. Mr. Ferrer expressed his satisfaction with this approach. He also expressed his appreciation to Chairman Lhota for attending the Committee meeting.

Mr. Garner said that President Ferrara has created a Management Associate Program for B&T. It has been suggested that this type of program might be implemented Agency-wide as a tool for addressing underutilization.

### **Management Associate Program**

Ms. Colon presented B&T's Management Associate Program, a 2½-year Program, designed to develop entry level graduates with Bachelor and Master's Degrees into well rounded managers. Program participants will work in various Agency departments on a six-month rotational basis. The six-month rotational assignments will be in operations, technology, engineering, human resources and finance. A project will be completed at the end of each rotation and an evaluation will follow. Applicants will be reviewed by a diverse panel. The selections will be completed by March 31, 2012 and the Program is expected to begin by April 15, 2012.

Internal candidates are also eligible to apply. The participants will be supported by a team of colleagues, trainers and mentors. An inter-departmental council will manage the program. Upon successful completion, participants will be able to compete for managerial positions across the MTA Agencies. The Governor's Office and the Port Authority of New York and New Jersey have implemented similar programs.

Chairperson Metzger acknowledged President Ferrara's presence at the meeting and thanked him for spearheading this Program.

### **MTA Small Business Mentor Program**

Mr. Garner provided an update on the Small Business Mentoring Program. As of February 3, 2012, a total of 35 contracts were awarded totaling \$19 million. Out of these contracts, 25 were awarded to MWBEs. Of the 25 contracts awarded to MWBEs, nine were awarded to firms which are also certified as DBEs. For the first time, a vehicle is available at the MTA to award prime contracts to MWBE firms. Currently, 149 firms have been prequalified and 47 firms are pending prequalification. The City of New York and the State of New York are looking to emulate MTA's program. Mr. Garner added that it is a proven program and it is working.

### **MWDBE CONTRACT COMPLIANCE**

Mr. Din said the February 2012 report has been revised to show the Committee what we have actually reported to the Federal Transit Administration ("FTA") and to New York State. Reports are submitted to the FTA on a semi-annual basis and include DBE participation on new contract awards and payments made on contracts that are closed out during the reporting period. Whereas reports are submitted to the State on a quarterly basis and include information on payments made to MWBEs during the reporting period, contract award amount and the amount of contracts awarded which are assigned MWBE goals.

For Federal Fiscal Year 2011 to date (covering October 2010 to September 2011), \$958 million was awarded in contracts that are federally-funded, with \$104 million (11%) being awarded to DBEs. On contracts which were closed out, \$261 million was paid to prime contractors, and \$31.6 million (12%) was paid to DBEs.

For the State Fiscal Year 2011/2012 to date (covering April 2011 to December 2011), \$1.26 billion was awarded to prime contractors, with \$114 million (9%) being awarded to MWBEs. A total of \$775 million was paid to prime contractors, with \$99 million (13%) paid to MWBEs.

Chairperson Metzger said that the goal is to increase the pool of MWDBE firms so that we can reach our MWDBE goals. Although, we have not yet achieved our goals, there has been improvement. The SBMP will help us achieve these goals.

Mr. Garner added that in 2012, \$16 million will be awarded in contracts which are part of the SBMP. By year five, we expect to award up to \$100 million a year in State-funded contracts. Once we implement the new small business program for federally-funded contracts, an additional \$100 million per year is expected to be awarded by the fifth year of that program. Our MWDBE participation will then substantially increase.

Mr. Garner added that he is also focused on outside counsel fees being paid to MWBE firms. For the period April through December 2011, 10% was paid in legal fees to New York State certified MWBEs. He has advised the MTA operating agencies' General Counsels that we need to increase MWBE participation in this area. He is very optimistic that we will achieve 20% MWBE participation. MWBE participation in underwriter fees was 18% for the period April through December 2011. With respect to the MaBSTOA Pension Plan, MWBE participation is 21% and in the MTA Defined Benefit Pension Plan, participation is 25% within the traditional asset funds. Chairperson Metzger added that MWBE participation has improved in the area of underwriters' fees.

Mr. Garner added that MTA is having a difficult time in attracting MWBE asset managers that have a history of managing assets that can ensure the same amount of returns that we are currently experiencing within the non-traditional assets funds where we currently have 0% MWBE participation. He had a conversation with the New York State Comptroller. They have a program called, "Emerging Manager Process." They mentor small firms so that they grow to manage large pension plans.

Mr. Ferrer expressed some concern about the State program. Mr. Garner said the State Comptroller's Program should be reviewed. He also said that MTA should review New York City's asset fund management program.

Chairman Lhota suggested that Mr. Garner also review Massachusetts Treasurer's Office's asset fund management program.

### **POLICY STATEMENTS**

Mr. Din distributed to Committee members copies of MTA Policy Statements signed by Chairman Lhota. These Policy Statements were reviewed and amended to ensure their uniformity. Pursuant to the FTA's guidance, these Policy Statements now specifically state that complaints of discrimination and retaliation are to be filed with the Chief Diversity Officer at MTA.

In response to question from Mr. Bickford, Mr. Din said that these Policies apply to MTA and that each of the MTA Agencies issue their own policies, which are same in substance as the MTA's Policies. Mr. Din thanked Ms. Moll for her review and revision of these Policy Statements.

### **NEW YORK STATE FISCAL YEAR 2011/2012 MWBE GOALS**

Mr. Garner stated that the MWBE goals have been increased to 20%, with a MBE goal of 10% and a WBE goal of 10%. He said these goals are aligned with the Governor's initiative to increase MWBE participation to 20%. Chairperson Metzger added that we need to ensure our goals are being achieved.

Chairperson Metzger concluded the meeting and upon a motion duly made and seconded, the meeting was adjourned.

Respectfully submitted,

Theresa Releford  
Department of Diversity and Civil Rights



## 2012 Diversity Committee Work Plan

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### I. RECURRING AGENDA ITEMS

#### Responsibility

Approval of Minutes	Committee Chair & Members
Committee Work Plan	Committee Chair & Members
MTA Agency-wide Diversity Outreach Program Activities	Dept. of Diversity/Civil Rights
MTA DBE Certification Program Activities	Dept. of Diversity/Civil Rights
M/W/DBE Contract Compliance Activities	Dept. of Diversity/Civil Rights
Action Items (if any)	As listed

### II. SPECIFIC AGENDA ITEMS

#### Responsibility

#### February 2012

Recommitment to EEO Policy Statements	Dept. of Diversity/Civil Rights
2012 Departmental Goals	
2011 Year-End Report on EEO	

#### April 2012

2012 1st Quarter Report on EEO	Dept. of Diversity/Civil Rights
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#### July 2012

Title VI Program Update	Dept. of Diversity/Civil Rights
EEO Program Update	

#### October 2012

2012 Mid-Year Report on EEO	Dept. of Diversity/Civil Rights
Status Report on MTA Inter-Agency M/W/DBE Task Force	
Diversity Committee Charter Review	Committee Chair & Members
2013 Diversity Committee Work Plan	

# **2012 Diversity Committee Work Plan**

## **Detailed Summary**

### **I. RECURRING**

#### **Approval of Minutes**

Approval of the official proceedings of the previous month's Committee meeting.

#### **Diversity Committee Work Plan**

A monthly update of any edits and/or changes in the work plan.

#### **MTA Agency-wide Diversity Outreach Program Activities**

The MTA Department of Diversity/Civil Rights update of planned Agency-wide Diversity Outreach Program activities.

#### **MTA DBE Certification Program Activities**

MTA Department of Diversity/Civil Rights update on the status of DBE Certification Program Activities.

#### **M/W/DBE Activities**

MTA Department of Diversity/Civil Rights update on the status of M/W/DBE contract activities and program initiatives.

#### **Action Items**

Staff summary documents presented to the Board for approval of items affecting business standards and practices.

### **II. SPECIFIC AGENDA ITEMS**

#### **February 2012**

##### **Recommitment to EEO Policy Statements**

Each year the MTA disseminates Policy Statements addressing the Americans with Disabilities Act, Sexual and Other Discriminatory Harassment Prevention and Equal Employment Opportunity. We disseminate these Policy Statements to all MTA employees to reaffirm MTA's commitment to ensuring a work place environment free from illegal discrimination and to ensure continued compliance with all applicable laws.

##### **Overview of MTA Department of Diversity/Civil Rights Departmental Goals**

The MTA Department of Diversity/Civil Rights will present an overview of Departmental goals and objectives.

### 2011 Year-End Report on EEO

The Department of Diversity and Civil Rights will present an update on MTA EEO activities.

### April 2012

#### 1<sup>st</sup> Quarter 2012 Report on EEO and Contract Compliance Activities

The Department of Diversity/Civil Rights will present an update on MTA EEO activities.

### July 2012

#### Title VI Program Update

The MTA Department of Diversity/Civil Rights will present an update on the annual Title VI Program.

#### EEO Program Update

The MTA Department of Diversity/Civil Rights will present an update on the annual EEO Program.

### October 2012

#### Mid-Year Report on EEO Activities

The Department of Diversity/Civil Rights will present an update on MTA EEO activities.

#### Status Report on MTA Inter-Agency M/W/DBE Task Force

The Department of Diversity/Civil Rights report will address progress made by the Task Force to improve M/W/DBE participation.

#### Diversity Committee Charter Review

The Diversity Committee will review and assess the adequacy of its charter and recommend changes as necessary.



# MTA DIVERSITY COMMITTEE MEETING *A NEW DAY AT THE MTA*

April 23, 2012  
3:15 P.M.



# **MTA Department of Diversity/Civil Rights Diversity and Outreach Report**

**April 23, 2012**

# **M/W/DBE Outreach Initiatives**

## **APRIL**

National Grid and LIPA\* present 2<sup>nd</sup> Annual Power of Connections: One Day  
Business Opportunity and Matchmaking Event

2<sup>nd</sup> Annual SUNY College at Old Westbury Regional MWBE Conference

14<sup>th</sup> Annual Staten Island Economic Development Conference

DBE Certification Session

## **MAY**

The Blue Book Building and Construction General Contractor Showcase

4<sup>th</sup> Annual MWDBE Business Enterprise One-on-One Networking Conference

MWBE presents The Monthly MWBE Networking & B2B Exchange

6th Annual Citywide Procurement Fair

DBE Certification Session

\*Long Island Power Authority

# **M/W/DBE Outreach Initiatives**

## **JUNE**

New York Power Authority 22<sup>nd</sup> Annual Purchasing Exchange  
New York & New Jersey Minority Supplier Development Council, Inc.  
Business Opportunity Expo 2012  
DBE Certification Workshop

# **MTA Agency-Wide Diversity Programs**

## **April**

MTA HQ Diversity Council and MNR celebrate Jewish American Heritage Month

## **May**

MTA HQ Diversity Council celebrates Asian American Heritage Month

LIRR celebrates Asian Pacific Heritage Month

B&T celebrates Asian American Heritage Month





**Metropolitan Transportation Authority**

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# **MTA Department of Diversity/Civil Rights Certification Activity Report**

**April 23, 2012**

**CERTIFICATION APPLICATIONS RECEIVED – 1<sup>st</sup> QUARTER  
2010– 2012**

	2012	2011	2010
<b>January</b>	5	16	4
<b>February</b>	7	11	9
<b>March</b>	12	7	8
<b>TOTAL</b>	24	34	21

**CERTIFICATION ACTIVITY FOR NEW APPLICATIONS – 1<sup>ST</sup> QUARTER  
2010 - 2012**

	2012	2011	2010
<b>CERTIFIED</b>	15	15	9
<b>DENIED</b>	3	2	6
<b>RETURNED</b>	4	8	7
<b>INELIGIBLE</b>	0	0	0
<b>WITHDRAWN</b>	2	0	1
<b>TOTAL</b>	<b>24</b>	<b>25</b>	<b>23</b>

**MTA DEPARTMENT OF DIVERSITY/CIVIL RIGHTS  
EEO ACTIVITIES – First Quarter 2012**

**April 23, 2012**

## OVERVIEW

MTA and its Agencies have conducted an availability analysis of females and minorities. The availability analysis consists of comparing each agency's June 30, 2011 workforce percentages for females and minorities to 80% of the females and minorities available for work within the relevant labor market based on the Census.

The following numbers and information do not reflect availability for specific job groups. In addition, the numbers and information provided do not show statistical disparities or explain the reasons or provide a root cause analysis for any identified underutilization. Terms such as "exceed, at or below 80% of Census availability" or "underutilization" that may appear in this report do not constitute a finding or admission of unlawful discrimination. Although the MTA will use such terms in good faith in this report, it cautions that these terms should not be applied outside the report's narrow context.

## **SUMMARY OF FINDINGS**

As of March 30, 2012, females, Hispanics and employees classified as Others are the most underrepresented protected groups at the operating agencies. A majority of the underrepresentation within these groups occurred within the Administrative Support, Skilled Craft and Service Maintenance job categories. These job categories have the highest population of employees at the operating agencies.

Positions within the Administrative Support, Skilled Craft and Service Maintenance job categories usually require taking and successfully passing a written examination. Additionally, a majority of the positions are considered non-traditional for females, which has resulted in a low percentage of females applying for positions within these categories.

MTA and its operating agencies will continue to participate in outreach activities targeted for females and minorities; examine how and where positions are advertised; review the selection process; and identify and work with external/internal female and minority advocacy groups/organizations to improve representation.

The following chart provides the female and minority workforce percentages for each agency, 80% of the females and minorities available for work based on the Census, by job category and whether or not the estimated availability percentages were met for females and minorities with each of the job categories.

# MTA-WIDE UTILIZATION ANALYSIS

AS OF MARCH 30, 2012

Job Category	Female*			Blacks			Hispanics			Asians			AI/AN**			NHOPI***			Other		
	Est Avail	Actual %	Util Anal Yes/No	Est Avail	Actual %	Util Anal Yes/No	Est Avail	Actual %	Util Anal Yes/No	Est Avail	Actual %	Util Anal Yes/No	Est Avail	Actual %	Util Anal Yes/No	Est Avail	Actual %	Util Anal Yes/No	Est Avail	Actual %	Util Anal Yes/No
<b>Officials &amp; Administrators</b>																					
MTA HQ	36%	36%	Yes	17%	24%	Yes	2%	5%	Yes	9%	10%	Yes	0%	0%	Yes	0%	0%	Yes	1%	1%	Yes
MTA B&T	30%	24%	No	10%	22%	Yes	4%	6%	Yes	6%	10%	Yes	0%	0%	Yes	0%	0%	Yes	1%	0%	No
MTA MNR	27%	19%	No	8%	14%	Yes	7%	4%	No	6%	6%	Yes	0%	0%	Yes	0%	0%	Yes	2%	1%	No
MTA LIRR	21%	20%	No	11%	11%	Yes	6%	6%	Yes	4%	4%	Yes	0%	0%	Yes	0%	0%	Yes	1%	2%	Yes
MTA NYCT	25%	15%	No	12%	35%	Yes	6%	10%	Yes	5%	14%	Yes	0%	0%	Yes	0.0%	0.0%	Yes	1%	0%	No
MTA CC	10%	20%	Yes	15%	12%	No	11%	5%	No	19%	22%	Yes	0%	0%	Yes	0%	0%	Yes	1%	7%	Yes
MTA Bus	18%	9%	No	14%	28%	Yes	11%	11%	Yes	3%	5%	Yes	0%	0%	Yes	0%	0%	Yes	1%	1%	Yes
<b>Professionals</b>																					
MTA HQ	39%	53%	Yes	10%	32%	Yes	9%	10%	Yes	8%	17%	Yes	0%	0%	Yes	0%	0%	Yes	2%	4%	Yes
MTA B&T	31%	32%	Yes	10%	19%	Yes	6%	16%	Yes	10%	16%	Yes	0%	0%	Yes	0%	0%	Yes	1%	0%	No
MTA MNR	37%	36%	No	10%	21%	Yes	7%	8%	Yes	7%	16%	Yes	0%	0%	Yes	0%	0%	Yes	2%	1%	No
MTA LIRR	20%	21%	Yes	10%	14%	Yes	7%	2%	No	6%	5%	No	0%	0%	Yes	0%	0%	Yes	1%	0%	No
MTA NYCT	36%	37%	Yes	11%	34%	Yes	7%	9%	Yes	8%	26%	Yes	0%	0%	Yes	0%	0%	Yes	2%	0%	No
MTA CC	19%	41%	Yes	4%	30%	Yes	4%	4%	Yes	4%	41%	Yes	0%	0%	Yes	0%	0%	Yes	1%	0%	No
MTA Bus	34%	49%	Yes	10%	27%	Yes	5%	13%	Yes	5%	17%	Yes	0%	0%	Yes	0%	0%	Yes	2%	2%	Yes

\*Females are also included in the percentage totals for each of the racial/ethnic groups.

\*\*American Indian/Alaskan Native

\*\*\*Native Hawaiian Other Pacific Islander

# MTA-WIDE UTILIZATION ANALYSIS

AS OF MARCH 30, 2012

Job Category	Female*			Blacks			Hispanics			Asians			AI/AN**			NHOPI***			Other		
	Est Avail	Actual %	Util Yes/No Anal	Est Avail	Actual %	Util Yes/No Anal	Est Avail	Actual %	Util Yes/No Anal	Est Avail	Actual %	Util Yes/No Anal	Est Avail	Actual %	Util Yes/No Anal	Est Avail	Actual %	Util Yes/No Anal	Est Avail	Actual %	Util Yes/No Anal
<b>Technicians</b>																					
MTA HQ	14%	11%	No	13%	6%	No	8%	9%	Yes	1%	2%	Yes	0%	0%	Yes	0%	0%	Yes	1%	2%	Yes
MTA B&T	10%	19%	Yes	9%	18%	Yes	6%	18%	Yes	1%	4%	Yes	0%	0%	Yes	0%	0%	Yes	1%	0%	No
MTA MNR	40%	2%	No	12%	19%	Yes	17%	9%	No	11%	5%	No	0%	0%	Yes	0%	0%	Yes	3%	2%	No
MTA LIRR	9%	12%	Yes	10%	27%	Yes	8%	19%	Yes	6%	15%	Yes	0%	0%	Yes	0%	0%	Yes	1%	0%	No
MTA NYCT	36%	45%	Yes	11%	51%	Yes	10%	8%	No	12%	13%	Yes	0%	0%	Yes	0%	0%	Yes	2%	0%	No
MTA CC	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes
MTA Bus	24%	50%	Yes	7%	21%	Yes	6%	7%	Yes	14%	14%	Yes	0%	0%	Yes	0%	0%	Yes	2%	0%	No
<b>Protective Services</b>																					
MTA HQ	11%	11%	Yes	11%	16%	Yes	12%	19%	Yes	1%	3%	Yes	0%	0%	Yes	0%	0%	Yes	1%	1%	Yes
MTA B&T	18%	21%	Yes	16%	32%	Yes	21%	26%	Yes	2%	5%	Yes	0%	0%	Yes	0%	0%	Yes	1%	0%	No
MTA MNR	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes
MTA LIRR	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes
MTA NYCT	14%	21%	Yes	35%	58%	Yes	17%	15%	No	4%	7%	Yes	0%	0%	Yes	0%	0%	Yes	3%	1%	No
MTA CC	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes
MTA Bus	15%	0%	No	33%	50.0%	Yes	15%	17%	Yes	3%	0%	No	0%	0%	Yes	0%	0%	Yes	3%	17%	Yes

\*Females are also included in the percentage totals for each of the racial/ethnic groups.

\*\*American Indian/Alaskan Native

\*\*\*Native Hawaiian Other Pacific Islander



# MTA-WIDE UTILIZATION ANALYSIS

AS OF MARCH 30, 2012

Job Category	Female*			Blacks			Hispanics			Asians			AI/AN**			NHOPI***			Other		
	Est Avail	Actual %	Util Yes/Anal No	Est Avail	Actual %	Util Yes/Anal No	Est Avail	Actual %	Util Yes/Anal No	Est Avail	Actual %	Util Yes/Anal No	Est Avail	Actual %	Util Yes/Anal No	Est Avail	Actual %	Util Yes/Anal No	Est Avail	Actual %	Util Yes/Anal No
<b>Para-Professionals</b>																					
MTA HQ	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes
MTA B&T	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes
MTA MNR	56%	65%	Yes	17%	16%	No	12%	6%	No	6%	10%	Yes	0%	0%	Yes	0%	0%	Yes	3%	0%	No
MTA LIRR	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes
MTA NYCT	52%	51%	No	13%	61%	Yes	10%	20%	Yes	4%	4%	Yes	0%	0%	Yes	0%	0%	Yes	2%	0%	No
MTA CC	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes
MTA Bus	47%	86%	Yes	15%	43%	Yes	7%	14%	Yes	4%	14%	Yes	0%	0%	Yes	0%	0%	Yes	1%	0%	No
<b>Administrative Support</b>																					
MTA HQ	67%	79%	Yes	18%	51%	Yes	16%	18%	Yes	5%	1%	No	0%	0%	Yes	0%	0%	Yes	2%	3%	Yes
MTA B&T	61%	60%	No	18%	57%	Yes	19%	26%	Yes	4%	3%	No	0%	0%	Yes	0%	0%	Yes	2%	0%	No
MTA MNR	52%	43%	No	18%	31%	Yes	15%	12%	No	3%	3%	Yes	0%	0%	Yes	0%	0%	Yes	3%	2%	No
MTA LIRR	35%	49%	Yes	19%	27%	Yes	11%	9%	No	3%	4%	Yes	0%	0%	Yes	0%	0%	Yes	2%	1%	No
MTA NYCT	57%	43%	No	22%	60%	Yes	20%	13%	No	7%	13%	Yes	0%	0%	Yes	0%	0%	Yes	3%	0%	No
MTA CC	67%	100%	Yes	17%	29%	Yes	16%	29%	Yes	4%	0%	No	0%	0%	Yes	0%	0%	Yes	2%	0%	No
MTA Bus	60%	43%	No	21%	27%	Yes	19%	12%	No	7%	9%	Yes	0%	0%	Yes	0%	0%	Yes	3%	1%	Yes

\*Females are also included in the percentage totals for each of the racial/ethnic groups.

\*\*American Indian/Alaskan Native

\*\*\*Native Hawaiian Other Pacific Islander

# MTA-WIDE UTILIZATION ANALYSIS

AS OF MARCH 30, 2012

Job Category	Female*			Blacks			Hispanics			Asians			AI/AN**			NHOPI***			Other		
	Est Avail	Actual %	Util Anal	Est Avail	Actual %	Util Anal	Est Avail	Actual %	Util Anal	Est Avail	Actual %	Util Anal	Est Avail	Actual %	Util Anal	Est Avail	Actual %	Util Anal	Est Avail	Actual %	Util Anal
			Yes/No			Yes/No			Yes/No			Yes/No			Yes/No			Yes/No			Yes/No
Skilled Craft																					
MTA HQ	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes
MTA B&T	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes
MTA MNR	5%	6%	Yes	16%	17%	Yes	11%	6%	No	2%	2%	Yes	0%	0%	Yes	0%	0%	Yes	2%	1%	No
MTA LIRR	8%	9%	Yes	16%	16%	Yes	11%	11%	Yes	3%	2%	No	0%	0%	Yes	0%	0%	Yes	2%	1%	No
MTA NYCT	13%	5%	No	25%	40%	Yes	14%	11%	No	10%	13%	Yes	0%	0%	Yes	0%	0%	Yes	2%	0%	No
MTA CC	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes
MTA Bus	2%	1.0%	No	21%	27%	Yes	25%	14%	No	6%	9.0%	Yes	0%	0%	Yes	0%	1%	Yes	6%	4%	No
Service Maintenance																					
MTA HQ	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes
MTA B&T	2%	1%	No	14%	14%	Yes	18%	12%	No	2%	4%	Yes	0%	0%	Yes	0%	0%	Yes	2%	0%	No
MTA MNR	12%	13%	Yes	15%	38%	Yes	29%	15%	No	6%	2%	No	0%	0%	Yes	0%	0%	Yes	3%	1%	No
MTA LIRR	17%	15%	No	18%	18%	Yes	18%	10%	No	2%	3%	Yes	0%	0%	Yes	0%	0%	Yes	2%	1%	No
MTA NYCT	19%	18%	No	28%	57%	Yes	30%	20%	No	3%	5%	Yes	0%	0%	Yes	0%	0%	Yes	3%	0%	No
MTA CC	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes
MTA Bus	10%	12%	Yes	26%	50%	Yes	26%	20%	No	7%	4%	No	0%	0.0%	Yes	0%	0%	Yes	2%	2%	Yes

\*Females are also included in the percentage totals for each of the racial/ethnic groups.

\*\*American Indian/Alaskan Native

\*\*\*Native Hawaiian Other Pacific Islander

# MTA-Wide New Hires

January to March 2012

- ❖ As of March 30, 2012, MTA and its Agencies hired a total of 628 employees.
- ❖ 23.7% of the total new hires are females while 67.4% are minorities.
- ❖ Of the 67.4% of minorities\* hired, a large percentage were black (41.9%) or Hispanic (14.3%) .
- ❖ MTA Headquarters hired the highest percentage of females.
- ❖ NYC Transit hired the highest percentage of minorities.

\*Females are included in each of the minority groups.

# MTA-WIDE NEW HIRES

JANUARY – MARCH 2012

AGENCY	New Hires	Female*		Minorities		Non-Minorities		Blacks		Hispanics		Asians		AI/ANs		NHOPi		Other	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
MTA HQ	31	18	58.1%	21	67.7%	10	32.3%	12	38.7%	3	9.7%	6	19.4%	0	0.0%	0	0.0%	0	0.0%
MTA B&T	8	1	12.5%	4	50.0%	5	62.5%	1	12.5%	2	25.0%	1	12.5%	0	0.0%	0	0.0%	0	0.0%
MTA MNR	62	12	19.4%	24	38.7%	38	61.3%	11	17.7%	8	12.9%	5	8.1%	0	0.0%	0	0.0%	0	0.0%
MTA LIRR	41	13	31.7%	25	61.0%	16	39.0%	16	39.0%	8	19.5%	1	2.4%	0	0.0%	0	0.0%	0	0.0%
MTA NYCT	391	85	21.7%	318	81.3%	73	18.7%	194	49.6%	60	15.3%	57	14.6%	1	0.3%	0	0.0%	6	1.5%
MTA CC	6	1	16.7%	3	50.0%	3	50.0%	1	16.7%	0	0.0%	1	16.7%	0	0.0%	0	0.0%	1	16.7%
MTA BUS	89	19	21.3%	28	31.5%	35	39.3%	28	31.5%	9	10.1%	7	7.9%	0	0.0%	0	0.0%	10	11.2%
<b>Total:</b>	<b>628</b>	<b>149</b>	<b>23.7%</b>	<b>423</b>	<b>67.4%</b>	<b>180</b>	<b>28.7%</b>	<b>263</b>	<b>41.9%</b>	<b>90</b>	<b>14.3%</b>	<b>78</b>	<b>12.4%</b>	<b>1</b>	<b>0.2%</b>	<b>0</b>	<b>0.0%</b>	<b>17</b>	<b>2.7%</b>

\*Females are also included in the percentage totals for each of the racial/ethnic groups.

# EEO/TITLE VI COMPLAINTS

- Between January and March 2012, MTA and its agencies handled a total of 272 EEO complaints, citing 442 separate allegations.
- Of the 272 complaints, 197 were filed externally at city, state and federal agencies and 75 were filed internally.
- Of the 197 external complaints, disability (22%), other\* types of miscellaneous discrimination (22%), and race/color discrimination (18%) were most frequently cited as the basis for the complaint.
- Of the 75 internal complaints, other\* types of miscellaneous discrimination (27%) and race/color (26%) were most frequently cited as the basis for the complaint.
- Between January and March 2012, MTA and its agencies handled a total of 18 Title VI complaints, citing 20 separate allegations. Of the 18 complaints, race discrimination was most frequently cited as the basis of the complaint.

\* "Other" may include, among other things, allegations of retaliation and unlawful discrimination based on military or marital status, sexual orientation, or arrest/conviction record.

# EEO/TITLE VI COMPLAINTS

## EEO DISCRIMINATION COMPLAINTS EXTERNAL

AGENCY	RACE COLOR	SEXUAL HARASS.	AGE	GENDER	RELIGION	NATIONAL ORIGIN	DISABILITY	*OTHER	TOTAL ISSUES	**TOTAL CASES	STATUS
											OPEN
MTA	5	0	0	4	0	2	2	1	14	7	7 OPEN
B&T	3	0	2	5	0	0	3	7	20	10	4 OPEN
MNR	5	0	2	4	3	2	5	9	30	12	9
LIRR	2	0	0	1	1	3	3	14	24	17	16 OPEN
NYCT	42	2	25	18	12	20	59	39	217	146	107 OPEN
CC	0	0	0	0	0	0	0	0	0	0	NONE
MTA BUS	3	0	0	3	0	0	2	2	24	5	3 OPEN
<b>TOTAL</b>	<b>60</b>	<b>2</b>	<b>29</b>	<b>35</b>	<b>16</b>	<b>27</b>	<b>74</b>	<b>72</b>	<b>329</b>	<b>197</b>	<b>137 OPEN</b>
	18%	1%	9%	11%	5%	8%	22%	22%			

## EEO DISCRIMINATION COMPLAINTS INTERNAL

AGENCY	RACE COLOR	SEXUAL HARASS.	AGE	GENDER	RELIGION	NATIONAL ORIGIN	DISABILITY	*OTHER	TOTAL ISSUES	**TOTAL CASES	STATUS
											OPEN
MTA	3	1	0	2	0	1	0	1	8	6	4 OPEN
B&T	1	0	0	0	0	0	1	0	2	2	NONE
MNR	1	0	0	0	1	0	0	2	4	3	NONE
LIRR	0	0	0	0	0	0	0	3	3	1	1 OPEN
NYCT	23	18	4	12	4	5	3	24	93	60	51 OPEN
CC	0	0	1	0	0	0	0	0	1	1	NONE
MTA BUS	1	0	0	0	0	0	0	1	2	2	1 OPEN
<b>TOTAL</b>	<b>29</b>	<b>19</b>	<b>5</b>	<b>14</b>	<b>5</b>	<b>6</b>	<b>4</b>	<b>31</b>	<b>113</b>	<b>75</b>	<b>57 OPEN</b>
	26%	17%	4%	12%	4%	5%	4%	27%			

## TITLE VI COMPLAINTS

AGENCY	RACE	COLOR	NATIONAL ORIGIN	INCOME	TOTAL ISSUES	**TOTAL CASES	STATUS
							OPEN
MTA	0	0	0	0	0	0	NONE
MTA MNR	0	0	0	0	0	0	NONE
MTA LIRR	1	0	0	0	1	1	NONE
MTA NYCT	7	1	5	0	13	11	11 OPEN
MTA CC	0	0	0	0	0	0	NONE
MTA BUS	3	3	0	0	6	6	4 OPEN
<b>TOTAL</b>	<b>11</b>	<b>4</b>	<b>5</b>	<b>0</b>	<b>20</b>	<b>18</b>	<b>15 OPEN</b>
	55%	20%	25%	0%			

\*"Other" may include allegations of unlawful discrimination based on retaliation, military status, sexual orientation, marital status or arrest/conviction record.

\*\*In some instances a single complaint involved two or more protected categories.

# **MTA SMALL BUSINESS MENTORING PROGRAM UPDATE**

**April 23, 2012**

# **MTA Small Business Mentoring Program Update**

**as of March 27, 2012**

- **A total of 38 contracts have been awarded, totaling approximately \$20 million**
- **Twenty-eight of these contracts were awarded to New York State certified M/WBES, totaling approximately \$14.7 million**
- **Of these 28 M/WBE firms, nine are also certified DBEs**
- **152 firms are pre-qualified**
- **42 firms are pending pre-qualification**



SBMP Project Awards as of 3/27/12

#	Agency	Project Name	Project Description/Work Scope	Primary Trades	County	Awarded Contract Amount	Revised Contract Amount	Project Duration	Notice of Award Date	Close-Out Date	Contractor	Contractor Certification (if any)
<b>YEAR ONE</b>												
1	NYCT	Street Star Replacement Stations - New Lots Line	Replacement of 2 stars - Junus Street	Mason/iron worker/ Electrician	Brooklyn	\$560,000.00	\$560,000.00		11/29/10	11/28/11	ARCH Builders	MW/DBE
2	MTR	Port Jervis Station Improvements - Phase I	Platform Lighting; Enclosed Heated Shelter; ADA Ramp; Electrical Distribution System; Platform Wire Benches; Station ID; Station PA System	General Construction/ Civil, Electrical	Orange	\$656,944.40	\$643,814.40		12/23/10	11/30/11	Lashay's Construction & Development Co. Inc	M/DBE
3	NYCT	Street Star Replacement Stations - New Lots Line	Replacement of 2 stars - Van Siclen Ave.	Mason/iron worker/ Electrician	Brooklyn	\$457,777.00	\$457,777.00		12/23/10	1/10/12	Sherlands Services, Inc	---
4	B&T	Tower Structure Painting	Rehabilitate joints through mortar removal, cleaning and installation of new jointing materials at Wards Island and Astoria Park Towers	Stone Masonry; Repointing Caulkers	New York and Queens	\$409,600.00	\$396,696.47		1/10/11	7/5/11	Ruth Enterprises, Inc	MBE
5	LRR	Platform Handrail Replacements at Queens Wage Station	Remove and replace existing platform railings.	Structural/ Ornamental Ironwork, Exterior General Construction	Queens	\$381,726.77	\$411,726.77		1/27/11	11/30/11	Reggs Construction Co., Inc.	MBE
6	NYCT	Street Star Replacement Stations - New Lots Line	Replacement of 2 stars - Pennsylvania Ave	General Construction/ Concrete/iron worker/ Electrician	Brooklyn	\$447,571.00	\$447,571.00		1/31/11	1/10/12	Citywide Building Restoration, Inc	M/DBE
7	NYCT	Street Star Replacement Stations - New Lots Line	Replacement of 2 stars - Saratoga Ave	Structural/ Ornamental ironwork, Exterior General Construction	Brooklyn	\$702,000.00	\$702,000.00	420	2/10/11		REET Corp	---
8	B&T	Spalling Removal	Stabilize scaling and/or delaminated concrete and ceramic or porcelain tiles at various Authority structures	General Construction	NYC Various	\$468,091.00	\$468,091.00	730	2/28/11		Mert Constructors, Inc.	M/DBE
9	NYCT	Street Star Replacement Stations - New Lots Line	Replacement of 2 stars - Rockaway Ave	Structural/ Ornamental ironwork, Exterior General Construction	Brooklyn	\$443,000.00	\$443,000.00	330	3/29/11		Tn-State Construction and Masonry Corp	M/DBE
10	MTR	Poughkeepsie Station Rehabilitation	Station Rehabilitation	General Construction Interior & Exterior Demolition, Carpentry, Terrace, Finish Carpentry, Mechanical, Electrical, Plumbing	Dutchess	\$638,130.00	\$671,121.00	240	4/8/11		Scott Electrical Service, LLC	M/DBE
11	UJR	Station Enhancements at Valley Stream Station & Atlantic Avenue Facility	<u>Valley Stream:</u> New bulletproof glass at star or holding communication room requires vacuum tight escape star hand rail extensions access acoustic ceiling panels for AC-1 unit maintenance provide access door for condenser unit maintenance <u>Atlantic Avenue Facility:</u> Employee area, signal maintenance room platform area and street level rehab within the facility Work includes: new acoustical ceiling tile, condenser coils, drainage drip pans, cleaning & painting stairs, rehabilitate pavers & waterproofing around hatches	Paving, Waterproofing Interior & Exterior General Construction, Sheetmetal, Ornamental Iron Work, Masonry, Paving Stone Replacement	Nassau/ Brooklyn	\$364,300.00	\$425,562.50	240	4/13/11		Masterpiece U.S., Inc.	---
12	UJR	Stony Brook & Kew Gardens Parking Improvements	<u>Stony Brook:</u> Resurfacing and striping of existing parking lot Kew Gardens: Complete parking area rehabilitation, remove & replace existing pavement & striping	General Construction/ Excavation/ Paving & Striping	Suffolk + Queens	\$362,751.00	\$403,726.00		4/15/11	11/21/11	Realty Construction, Inc.	MBE

#	Agency	Project Name	Project Description/Work Scope	Primary Trades	County	Awarded Contract Amount	Revised Contract Amount	Project Duration	Notice of Award Date	Close-Out Date	Contractor	Contractor Certification (if any)
13	NYCT	Street Star Replacement Stations - New Lots Line	Replacement of 2 stars - New Lots Ave	Structural/Omnamental Ironwork, Exterior General Construction	Brooklyn	\$467,000.00	\$467,000.00	330	4/20/11		Falcon Builder Inc.	---
14	NYCT/DOB	Brick Facade Repair at Manhattanville Bus Depot	Repair existing brick facade along the entire perimeter of the Depot	Brick Work/Carpentry, Electrical/Laborer/Operating Engineer/Iron Worker	Manhattan	\$669,000.00	\$871,825.00	240	5/3/11		Shazi Construction Co., Inc.	MBE
15	NYCT	Street Star Replacement Stations - New Lots Line	Replacement of 3 stars - Sutler Ave	Structural/Omnamental Ironwork, Exterior General Construction	Brooklyn	\$510,000.00	\$510,000.00	455	5/29/11		B & R Construction Services Corp.	MBE
16	URR	Shop Reconfiguration West Side Shop	Construct a new building addition to house the Cushman carts	General Construction, Mechanical, Electrical, Plumbing	Manhattan	\$311,500.00	\$311,500.00	365	5/23/11		Donald McSeachy, Inc.	MBE
17	B&T	Roof Upgrade @ Marine Parkway Service Building	Replace roofing, drains & walkways on the roof, hot water flue, vents & misc. electrical	General Construction/Roofing/HVAC/Plumbing/Electrical	Brooklyn	\$872,000.00	\$934,315.95	240	5/31/11		Ultima Construction, Inc.	MA/MBE
18	NYCT/DOB	Jamaica Roof Repair - Phase 1	Replace partial EPDM roof and repair coping along the roof perimeter	General Construction/Roofing/Masonry/Carpentry/Miscellaneous Ironwork	Queens	\$834,000.00	\$823,554.00	240	6/16/11		RVS Construction Corporation	MBE
19	B&T	Facade Restoration at Henry Hudson Bridge Service Building	Restore acceptable building facade at 3-story Henry Hudson Service Building	Civil Engineering/Masonry workers/concrete workers/power washer equipment operators/scaffold erectors	Bronx	\$209,752.00	\$222,746.66		6/16/11	11/23/11	Zen Contracting LLC	MBE
20	URR	MTA Police Department Facility in Central Islip Interior fit-out of 2nd Floor	Construction for the interior fit-out of the 2nd Floor includes interior wall partitions to include insulation, doors, and trim. Painting of ceiling, walls and doors. Plumbing to consist of sprinkler modifications. Mechanical to include metal duct work and duct outlets. Electrical work consists of outlets, lighting, and communications. Flooring to include carpet and vinyl composite tile	Laborers/Electricians/Plumbers/Carpenters/Sheet Metal Workers/Painters/Flooring	Suffolk	\$117,254.00	\$117,254.00		7/11/11	3/12/12	Akance Tri-State Construction Inc.	---
21	LRR	Elevator Replacements at LRR Halsey Facility	Replacement of two (2) elevators from North & South Platforms to the Overpass at the LRR Halsey facility.	Electricians, Elevator Operating Engineers, Laborers	Queens	\$796,500.00	\$796,500.00	360	7/12/11		Laser Electrical Contracting Inc.	MBE
22	NYCT	Street Star Repair @ Longwood Ave. Station - Pelham Line - Phase 2	Street Star Repair @ Longwood Ave. Station - Pelham Line - Phase 2	General Construction/Concrete & Various Trades	Bronx	\$554,000.00	\$554,000.00	360	7/12/11		Sharan Builders Inc.	MBE
23	URR	Rockaway Yard Material Lay down / Storage Area	Construction includes clearing and grubbing of 4.6 acre parcel of land, excavator and preparation of subgrade for store ballast placement, installation of electrical light pole bases and conduits, and installation of perimeter fencing and two rolling gates	Laborers/Electricians/Iron Workers/Equipment Operators	Suffolk	\$794,000.00	\$877,000.00	210	7/12/11		PSF Construction Inc.	MBE
24	NYCT/DOB	Jamaica Roof Repair - Phase 2	Replace partial EPDM roof and repair coping along the roof perimeter	General Construction/Roofing/Masonry/Carpentry/Miscellaneous Ironwork	Queens	\$893,500.00	\$850,367.00	240	7/13/11		Double H Construction Inc.	---
25	NYCT	Street Star Repair @ Longwood Ave. Station - Pelham Line - Phase 1	Street Star Repair @ Longwood Ave. Station - Pelham Line - Phase 1	General Construction/Concrete & Various Trades	Bronx	\$550,000.00	\$550,000.00	360	10/5/11		CH4 Enterprises Inc.	---

Year One Totals:

\$13,537,537.17

\$13,976,135.19

#	Agency	Project Name	Project Description/Work Scope	Primary Trades	County	Awarded Contract Amount	Revised Contract Amount	Project Duration	Notice of Award Date	Close-Out Date	Contractor	Contractor Certification (If any)
<b>YEAR TWO</b>												
1	NYCT / DOB	Chassis Wash Lift Replacement at Fresh Pond Depot	Remove (2) two existing inground lifts and install (2) new platform lifts one for Articulated Buses and one for Standard Buses Up to an MCI	Carpenter/Electrician/Laborer/Operating Engineer/Iron Worker/Teamster/ Cement Mason/Plumber/Metal Lather	Queens	\$849,600.00	\$889,054.00	300	8/30/11		BH-V Contracting Inc.	MBE
2	UJR	Roof Replacements at Jamaica and Morris Park Facilities	Roof Replacement: Remove existing roof and replace in kind at UJR HQ Building in Jamaica and Communication Building in Morris Park Yard	Laborers/Roofers	Queens	\$547,725.00	\$547,725.00	180	9/30/11		Lighthouse Builders, Inc.	—
3	NYCT	Canopy Reconstruction Police Facility at Beach 110th Street	Replace section of canopy roof at Beach 110th Street	Brick Layer/Carpenter/Roofers/ Painter/Conc. Worker/Electrician/Laborer/ Operating Engineer/ Steel Worker/Teamster	Queens	\$337,542.84	\$337,642.84	240	10/14/11		Haysonet Limited Liability Company	MBE
4	B&T	Fencing at Former DPR Offices	3-month. Provide improved secure areas at the Former DPR Offices through installation of 8FT high, 600LF fence with electrically-powered 40FT vehicular gate.	Civil Engineering/Fencing Workers/ Concrete Workers/ Electrician	Manhattan	\$84,000.00	\$84,000.00	90	10/26/11		Fara Inc	MBE
5	UJR	Shop Reconfiguration: Richmond Hill Fit-Out	Fit-out of an approximate 3,600 sq. ft. shell structure provided by others. The major scope includes: masonry, stairs, roof ladder, storage cabinet, pallet racks, work benches, Mechanical, Electrical & Plumbing, and Fire Protection Systems	Laborers/Electricians/Iron Workers/ Plumbers/Carpenters/Sheet Metal Workers/Painters	Queens	\$300,857.00	\$300,857.00	270	10/26/11		BLH Construction, Inc.	MBE
6	NYCT	138th & 3rd Ave. Pelham Line	Stair replacement (P1) & Mezzanine Wall Beams, Columns & Ceiling Repair	Steel/Iron Work, Roofing, Masonry & Electrical Work	Bronx	\$397,750.50	\$397,750.50	300	12/9/11		HBUILD Limited Liability Company	MBE
7	NYCT	Fordham Road Concourse Line	Stairs replacement- S1/M1/M2, S2/M3/M5, S3/M6/M7, S4/M4, S5/M6 & S8/M11	Steel/Iron Work, Roofing & Electrical Work	Bronx	\$593,397.00	\$593,397.00	300	12/9/11		GEM - Quality Corporation	MBE
8	MNR	New Haven Line - Remove existing platform guard rail and replace with new.	Remove existing platform guard rail and secure new guard rail to existing concrete embedded steel plates (Mamaroneck and Harrison Stations)	Ironworkers	Westchester	\$949,500.00	\$949,500.00	270	1/27/12		Innovative Electric of New York, Inc.	MBE
9	MNR	New Haven Line - Remove existing platform guard rail and replace with new	Remove existing platform guard rail and secure new guard rail to existing concrete embedded steel plates. (Mt Vernon East, Pelham and New Rochelle Stations)	Ironworkers	Westchester	\$894,384.00	\$894,384.00	270	1/27/12		Champion Construction Services Corp.	—
10	MNR	Park Avenue Tunnel Renewal	Emergency exit repairs at 59th St. & 88th St.	Structural & Misc. Metal Repairs	Manhattan	\$180,000.00	\$180,000.00	365	2/2/12		Streamline Remodeling, Inc.	—
11	B&T	OMT 1st Floor Alteration	Rehabilitate work space to match current requirements	Civil Engineering/ Drywall Installers/ Carpenters/ Electricians/ Painters	Queens	\$150,153.00	\$160,153.00	180	2/8/12		Bronx Base Builders, Ltd.	MBE
12	NYCT / DOB	Chassis Wash Lift Replacement at Castleton Depot	Remove existing inground lift and install new platform lift for Standard Buses	Carpenter/ Electrician/ Laborer/Iron Worker/ Teamster/ Cement Mason/Plumber/Metal Lather	Richmond	354,400.00	354,400.00	180	2/16/12		Metel Contracting, Inc.	MBE
13	NYCT	7th Ave & Brighton Line	Stairs Repair S3/M4 & S4/M5	Masonry, Architecture & Electrical Work	Brooklyn	243,500.00	243,500.00	360	3/22/12		Minhas Construction Corporation	MBE

Year Two Totals: \$5,892,919.34 \$5,932,383.34

Total SBMP Awards: \$19,430,856.51 \$19,908,518.53



**Metropolitan Transportation Authority**

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**M/W/DBE CONTRACT COMPLIANCE  
ALL PROJECTS  
First Quarter 2012 Update**

**April 23, 2012**

**DBE Participation in Federally Funded Contracts  
Federal Fiscal Year 2011  
(October 1, 2011 to March 31, 2012)**

- Each year MTA reports to the Federal Transit Administration on a semi-annual basis DBE participation in federally funded contracts.
- Reports are submitted on June 1st -- covering the previous October through March, and December 1st -- covering April through September. The December report also summarizes data for the entire federal fiscal year ("FFY").
- Reports include data on DBE participation in new awards and payments on completed contracts.
- For FFY 2012, MTA set an overall DBE goal of 17%.
- \$397 million was awarded in federally funded contracts, with \$46 million being awarded to certified DBEs for a DBE participation rate of 12%.
- \$208 million was paid to prime contracts in three completed contracts. Payments to certified DBEs totaled \$34 million for a DBE participation rate of 16%.

<b>CONTRACT AWARDS</b>	<b>Number of Contracts</b>	<b>Award Amount</b>	<b>Number of DBE Contracts</b>	<b>DBE Award Amount</b>	<b>% To Agency Total</b>	<b>OVERALL MTA GOAL</b>
<b>1st SEMI-ANNUAL REPORT</b>	46	\$396,885,392	66	\$46,290,866	12%	17%
<b>October 2011 - March 2012</b>						
<b>2nd SEMI-ANNUAL REPORT</b>						
<b>April 2012 - September 2012</b>						
<b>TOTAL</b>	<b>46</b>	<b>\$396,885,392</b>	<b>66</b>	<b>\$46,290,866</b>	<b>12%</b>	<b>17%</b>

### PAYMENTS

<b>PAYMENTS ON COMPLETED CONTRACTS</b>	<b>PAYMENTS TO PRIMES</b>		<b>DBE PARTICIPATION</b>			<b>OVERALL MTA GOAL</b>
	<b>Number of Contracts</b>	<b>Payment Amount</b>	<b>Number of Subcontracts</b>	<b>DBE Payment Amount</b>	<b>% To Agency Total</b>	
<b>1st SEMI-ANNUAL REPORT</b>	3	\$208,775,291	15	\$33,506,422	16%	17%
<b>October 2011 - March 2012</b>						
<b>2nd SEMI-ANNUAL REPORT</b>						
<b>April 2012 - September 2012</b>						
<b>TOTAL</b>	<b>3</b>	<b>\$208,775,291</b>	<b>15</b>	<b>\$33,506,422</b>	<b>16%</b>	<b>17%</b>

**New York State Fiscal Year 2011-2012  
(April 2011 to March 2012)**

- Each year MTA reports to the Empire State Development Corporation on a quarterly basis MWBE participation on state funded contracts.
- Reports are submitted 45 days after the end of each quarter, on February 15<sup>th</sup>, May 15<sup>th</sup>, August 15<sup>th</sup>, and November 15<sup>th</sup>.
- Reports include data on contract awards and number of contracts with goals, and prime contract payments together with MWBE participation.
- MTA set an overall MWBE goal of 20% for state fiscal year 2011-2012, starting on April 1, 2011.
- \$1.5 billion was awarded in NY state funded prime contracts, with \$132 million being awarded to certified MWBEs for a MWBE participation rate of 9%.
- \$1.1 billion was paid on prime contracts with \$151 million being paid to MWBEs for a MWBE participation rate of 13%.

**NYS CONTRACTS  
MWBE CONTRACT ACTIVITY  
STATE FISCAL YEAR 2011 (APRIL 2011- MARCH 2012)**

**AWARDS**

CONTRACT AWARDS	PRIME AWARDS		MWBE AWARDS			MTA Goal
	Number of Contracts	Award Amount	Number of Subcontracts	MWBE Award Amount	MWBE %	
FIRST QUARTER APRIL 2011-JUNE 2011	11,232	\$366,342,215	181	\$19,280,141	5%	20%
SECOND QUARTER JULY 2011 - SEPTEMBER 2011	100	\$823,488,404	13	\$87,965,478	11%	20%
THIRD QUARTER OCTOBER 2011 - DECEMBER 2011	788	\$74,071,138	64	\$7,016,874	9%	20%
FOURTH QUARTER JANUARY 2012- MARCH 2012	85	\$196,294,127	31	\$17,301,734	9%	20%
<b>TOTAL</b>	<b>12,205</b>	<b>\$1,460,195,884</b>	<b>289</b>	<b>\$131,564,227</b>	<b>9%</b>	<b>20%</b>

**PAYMENTS**

CONTRACT PAYMENTS	PAYMENTS TO PRIMES		MWBE PARTICIPATION			MTA Goal
	Number of Contracts	Payment Amount	Number MWBE Contracts	MWBE Payment Amount	MWBE %	
FIRST QUARTER APRIL 2011-JUNE 2011	17,596	\$206,290,381	587	\$30,392,093	15%	20%
SECOND QUARTER JULY 2011 - SEPTEMBER 2011	17,511	\$229,726,901	707	\$26,804,631	12%	20%
THIRD QUARTER OCTOBER 2011 - DECEMBER 2011	939	\$338,892,028	362	\$41,995,259	12%	20%
FOURTH QUARTER JANUARY 2012- MARCH 2012	438	\$361,963,910	483	\$51,432,037	14%	20%
<b>TOTAL</b>	<b>36,484</b>	<b>\$1,136,873,220</b>	<b>2,139</b>	<b>\$150,624,019</b>	<b>13%</b>	<b>20%</b>





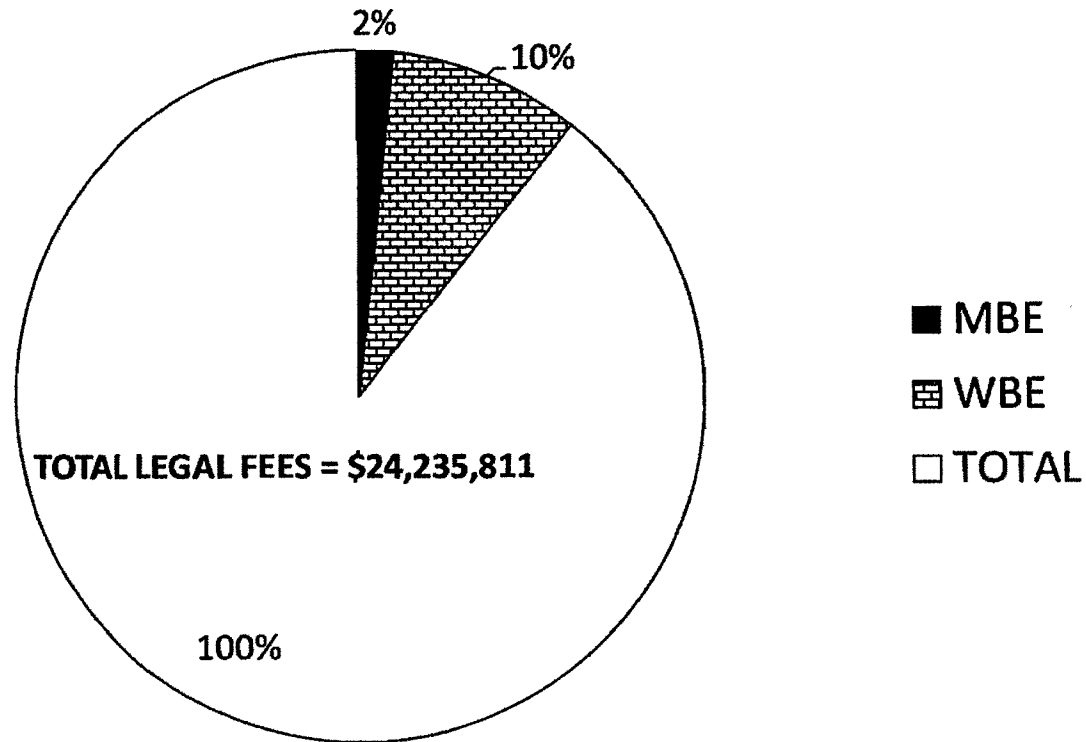
**Metropolitan Transportation Authority**

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# **FINANCIAL AND LEGAL SERVICES**

**April 23, 2012**

# MTA ALL AGENCY LEGAL FEES April 2011-March 2012



**10% MBE GOAL**  
**10% WBE GOAL**

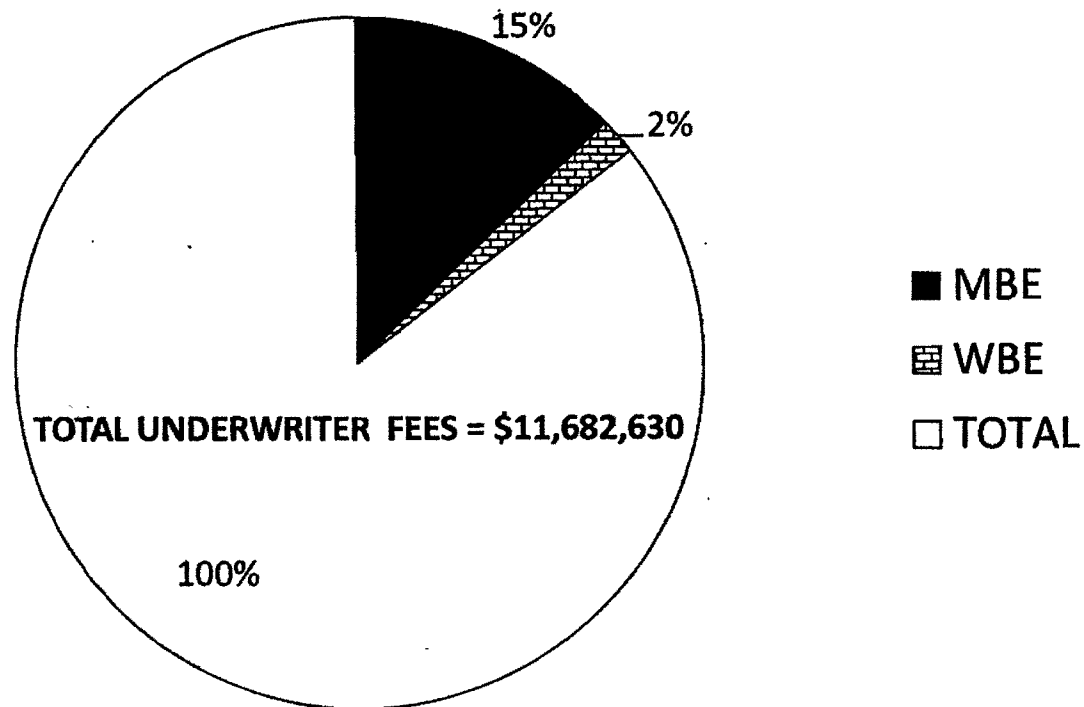
**Actual MBE Participation = \$391,712 or 2%**  
**Actual WBE Participation = \$2,348,815 or 10%**

**MTA ALL AGENCY LEGAL FEES PAID**

**APRIL 2011 THROUGH MARCH 2012**

<b><u>TOTAL FEES PAID BY AGENCY</u></b>	<b><u>ALL FEES PAID</u></b>	<b><u>MBE FEES PAID</u></b>	<b><u>AGENCY MBE PARTICIPATION</u></b>	<b><u>WBE FEES PAID</u></b>	<b><u>AGENCY WBE PARTICIPATION</u></b>
LIRR	\$320,079	\$261	0%	\$0.00	0%
LIBUS	\$1,390,602	\$0	0%	\$0.00	0%
MNR	\$1,496,426	\$0	0%	\$0.00	0%
MTA BUS	\$3,537,421	\$1,643	0%	\$522,160	15%
MTACC	\$1,642,444	\$0	0%	\$502,853	31%
MTAHQ	\$7,151,076	\$0	0%	\$359,499	5%
NYCTA	\$7,952,374	\$389,808	5%	\$964,303	12%
B&T	\$745,389	\$0	0%	\$0.00	0%
<b>TOTAL</b>	<b>\$24,235,811</b>	<b>\$391,712</b>	<b>2%</b>	<b>\$2,348,815</b>	<b>10%</b>

**MTA ALL AGENCIES UNDERWRITER FEES  
April 2011-March 2012**



**10% MBE GOAL  
10% WBE GOAL**

**Actual MBE Participation = \$1,799,525 or 15%  
Actual WBE Participation = \$243,549 or 2%**



**Metropolitan Transportation Authority**

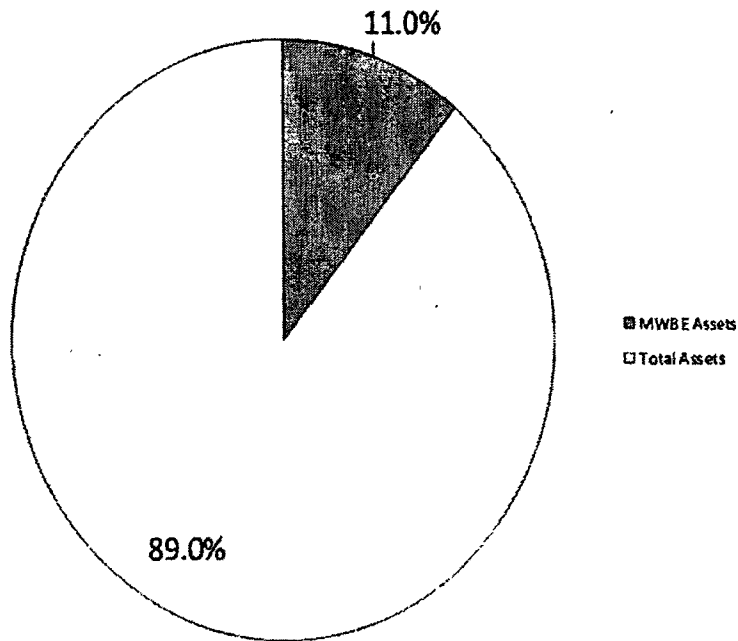
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# **MTA ASSET FUND MANAGERS**

**April 23, 2012**

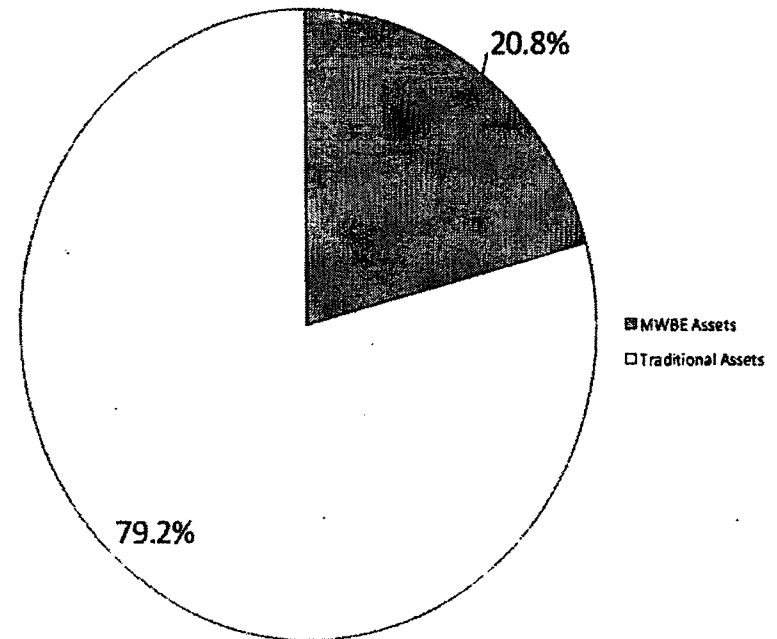
Asset Fund Managers  
MTA MaBSTOA Pension Plan  
As of 02/29/12

Traditional and Non-Traditional Assets



Total Assets = \$1,648,574,061  
Actual MWBE Participation = \$180,894,077

Traditional Assets

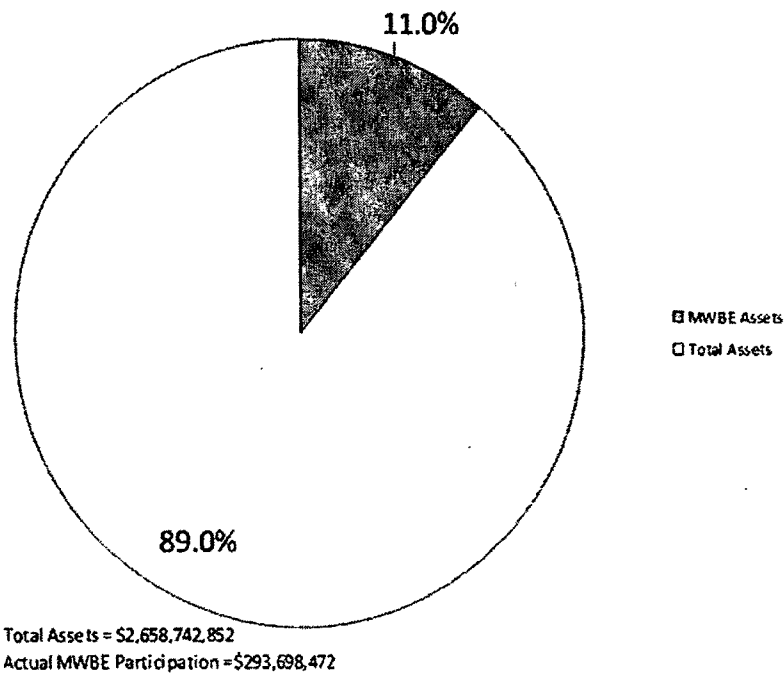


Traditional Assets = \$868,918,209  
Actual MWBE Participation = \$180,894,077

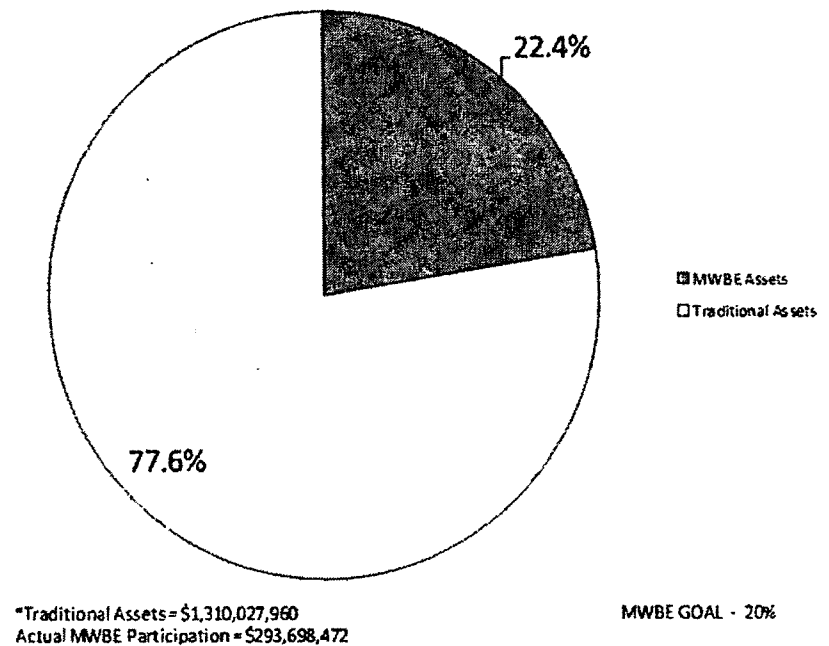
MWBE GOAL - 20%

Asset Fund Managers  
MTA Defined Benefit Pension Plan  
Including LIRR Additional Plan  
As of 02/29/12

Traditional and Non-Traditional Assets



Traditional Assets



MWBE GOAL - 20%

\* Traditional assets include domestic equities, international equities, emerging market equities as well as fixed income. In previous presentations, international equities and emerging market equities were excluded from the group of traditional assets.

**MTA CAPITAL PROJECTS  
M/W/DBE AWARDS  
JANUARY- MARCH 2012**



# MWDBE AWARDS ON MTA CAPITAL PROJECTS with GOALS

## January – March 2012

### ALL PROJECTS

FEDERALLY FUNDED	JANUARY 2012 (in millions)			FEBRUARY 2012 (in millions)			MARCH 2012 (in millions)			TOTAL (in millions)		
DBE Participation Goal: 17%	Total Awards	Total DBE Awards	DBE Participation (%)	Total Awards	Total DBE Awards	DBE Participation (%)	Total Awards	Total DBE Awards	DBE Participation (%)	Total Awards	Total DBE Awards	DBE Participation (%)
Construction	\$ 261.9	\$ 21.4	8.2%*	\$ 6.3	\$ 1.3	20.6%	\$ 44.0	\$ 8.7	19.8%	\$ 312.2	\$ 31.4	10.1%
Professional Services												
Other												
<b>TOTAL</b>	<b>\$ 261.9</b>	<b>\$ 21.4</b>	<b>8.2%</b>	<b>\$ 6.3</b>	<b>\$ 1.3</b>	<b>20.6%</b>	<b>\$ 44.0</b>	<b>\$ 8.7</b>	<b>19.8%</b>	<b>\$ 312.2</b>	<b>\$ 31.4</b>	<b>10.1%</b>
Additional MWBE Participation:	Total Awards	Total MWBE Awards		Total Awards	Total MWBE Awards		Total Awards	Total MWBE Awards		Total Awards	Total MWBE Awards	
Construction	\$ 261.0	\$ 13.9		\$ 6.3	\$ 4.4		\$ 44.0	\$ 0.7		\$ 311.3	\$ 19.0	
Professional Services												
Other												
<b>Total</b>	<b>\$ 261.0</b>	<b>\$ 13.9</b>		<b>\$ 6.3</b>	<b>\$ 4.4</b>		<b>\$ 44.0</b>	<b>\$ 0.7</b>		<b>\$ 311.3</b>	<b>\$ 19.0</b>	

STATE FUNDED	JANUARY 2012 (in millions)			FEBRUARY 2012 (in millions)			MARCH 2012 (in millions)			TOTAL (in millions)		
MBE Participation Goal: 10%	Total Awards	Total MBE Awards	MBE Participation (%)	Total Awards	Total MBE Awards	MBE Participation (%)	Total Awards	Total MBE Awards	MBE Participation (%)	Total Awards	Total MBE Awards	MBE Participation (%)
Construction	\$ 23.1	\$ 2.35	10.2%	\$ 110.7	\$ 7.4	6.7%**	\$ 12.3	\$ 1.2	10.0%	\$ 146.1	\$ 10.98	7.5%
Professional Services				\$ 0.9	\$ 0.09	10.0%	\$ 4.8	\$ 0.5	10.0%	\$ 5.7	\$ 0.58	10.0%
Other												
MBE Participation on FTA-funded projects		\$ 7.2						\$ 0.5			\$ 7.70	
<b>TOTAL</b>	<b>\$ 23.10</b>	<b>\$ 9.55</b>	<b>41.3%</b>	<b>\$ 111.6</b>	<b>\$ 7.5</b>	<b>6.7%</b>	<b>\$ 17.1</b>	<b>\$ 2.22</b>	<b>12.0%</b>	<b>\$ 151.8</b>	<b>\$ 19.26</b>	<b>12.7%</b>
WBE Participation Goal: 10%	Total Awards	Total WBE Awards	WBE Participation (%)	Total Awards	Total WBE Awards	WBE Participation (%)	Total Awards	Total WBE Awards	WBE Participation (%)	Total Awards	Total WBE Awards	WBE Participation (%)
Construction	\$ 23.1	\$ 2.4	10.4%	\$ 110.7	\$ 5.6	5.1%**	\$ 12.3	\$ 1.2	10.0%	\$ 146.1	\$ 9.2	6.3%
Professional Services				\$ 0.9	\$ 0.09	10.0%	\$ 4.8	\$ 0.5	10.0%	\$ 5.7	\$ 0.58	10.0%
Other												
WBE Participation on FTA-funded projects		\$ 6.7			\$ 4.4			\$ 0.2			\$ 11.30	
<b>TOTAL</b>	<b>\$ 23.1</b>	<b>\$ 9.1</b>	<b>39.4%</b>	<b>\$ 111.6</b>	<b>\$ 10.1</b>	<b>9.0%</b>	<b>\$ 17.1</b>	<b>\$ 1.9</b>	<b>11.2%</b>	<b>\$ 151.8</b>	<b>\$ 21.1</b>	<b>13.9%</b>
Additional DBE Participation:	Total Awards	Total DBE Awards		Total Awards	Total DBE Awards		Total Awards	Total DBE Awards		Total Awards	Total DBE Awards	
Construction				\$ 110.7	\$ 1.2		\$ 12.3	\$ 5.0		\$ 123.0	\$ 6.2	
Professional Services												
Other												
<b>Additional DBE Participation Total</b>				<b>\$ 110.7</b>	<b>\$ 1.2</b>		<b>\$ 12.3</b>	<b>\$ 5.0</b>		<b>\$ 123.0</b>	<b>\$ 6.2</b>	

\* Due to specialized nature of the project involving underground track signal, power and communication systems for NYCT contract C-2009, totaling \$261.9 million, prime contractor was required to perform a majority of the work with its own workforce. There are limited DBEs in these areas. Therefore, an 8% DBE goal was set.

\*\*Based on limited availability of MWBEs in communication, electrical and mechanical areas for NYCT contract W-32686R, totaling \$105 million, involving VHF radio system upgrade, a 5% MBE goal and a 5% WBE goal was set on this project.