

August 5, 2026

To: Mayor and Members of City Council

From: Sheryl M.M. Long, City Manager

202602483

Subject: Update to Report on the Composition of the Workforce Engaged in City Projects

REFERENCE DOCUMENT #202401327

The City Council at its session May 6, 2024, referred the following item for report:

MOTION, submitted by Councilmembers Jeffreys, Parks, Walsh and Albi, To understand the make-up of the "boots on the ground" workforce in City projects, WE MOVE that, the Administration use aggregated certified payroll data over the past few years to report back to Council within sixty (60) days.

INTRODUCTION

On May 6, 2024, the City Council introduced Motion No. 202401327 (the "Motion"), directing the City Administration to prepare a report within sixty (60) days to analyze the composition of the workforce engaged in City projects. The Motion specifically requested that the Administration use aggregated certified payroll data to provide insights on the following:

- The overall percentage of minority workers across all trades and projects.
- The overall percentage of women workers across all trades and projects.
- A breakdown of workers residing within the City of Cincinnati, the Greater Cincinnati area, and outside the region (e.g., another state beyond the Tri-State).
- The overall percentage of union versus non-union workers, with a comparison of these metrics for minorities and women.
- Recommendations on how best to track and report progress on these metrics over time, including suggestions for workforce inclusion goals.

This report is meant to serve as an update to Document No. 202401327 using the certified payroll data collected for the 2025 calendar year (1/1/2025-12/31/2025).

Certified Payroll Data

The data presented in this report is drawn from City projects subject to prevailing wage requirements, with information collected and monitored via the LCP Tracker system for the calendar year of 2025. Certified payroll reports capture demographic details such as race, gender, and home address. However, it is important to note that this data is self-reported by employers and is not independently verified by the City. In particular, employee home addresses are prone to potential typos and errors, which may affect the reliability of related data points.

The following charts, created with the assistance of the Office of Performance and Data Analytics (OPDA) using Power BI, utilizes data from LCP Tracker. The percentages presented are calculated based on the hours reported in certified payrolls.

Minority and Women All Trades and Projects vs Total Counts						
Minority Workers	Minority Hours	Female Workers	Female Hours	Male Workers	Male Hours	Total Hours
1,072	252,509	167	38,550	4,598	1,108,352.63	1,146,903.09

Minority Worker Hours: Within the LCP Tracker system, the term "Minority" encompasses African American, Asian American, Native-American, and Hispanic workers.

According to the data for the 2025 calendar year, there were a total of 4,765 workers on City funded prevailing wage projects. Of those 4,675 workers, 1,072 were minorities, meaning that 22.93% of all workers on City-funded prevailing wage projects were classified as minorities. Additionally, there were 1,146,903.09 total hours worked across all City funded prevailing wage projects. Minority employees contributed 252,509 hours worked, which is 22.02% of the total hours worked on these projects. This means that minority workers were utilized on 22.02% of the available hours while making up 22.93% of the available workforce on City funded prevailing wage projects in 2025.

Female Worker Hours: In 2025, female workers represented 167 workers out of the total 4,765 workers, or 3.5% of the available workforce on City-funded prevailing wage projects. Female workers accounted for 38,550 of the 1,146,903.09 total hours worked across all City funded prevailing wage projects, which is 3.36% of the total hours worked on these projects. This means that female workers were utilized on 3.36% of the available hours while making up 3.5% of the available workforce on City funded prevailing wage projects.

Cincinnati Worker Totals	% Cincinnati Workers	All Cities Workers Totals
1,274	26.74%	4,765

Cincinnati Worker Totals: It should be noted all worker address information is self-reported by contractors and is not independently verified by the City. According to the 2025 data, 26.74% of workers on City-funded prevailing wage projects resided within Cincinnati.

OKI Totals		
Employee Count	Employee State	Employee City
52	OH	Cleves
5	KY	Cold Spring
4	KY	Crescent Springs
2	OH	Deer Park
14	IN	DILLSBORO
10	KY	Edgewood
2	OH	ELMWOOD PLACE
21	KY	ELSMERE
35	KY	Erlanger
75	OH	FAIRFIELD
20	OH	Fairfield Township
87	KY	Florence
3,007		

Tri-State Worker Totals: It should be noted all worker address data is self-reported by contractors and is not independently verified by the City. Since the initial report on this request, further work has been done to allow for reporting on tri-state residents working on City-funded prevailing wage projects. According to the 2025 data, 3,007 tri-state residents worked on City-funded prevailing wage projects, which account for 63.1% of the total workforce on these projects.

Union Status: The LCP Tracker system does not currently provide a way to report on the union status of employees.

Conclusion and Recommendations

Since the initial report provided in Document No. 202401327, there have been slight changes in the composition of workforce engaged in city-funded prevailing wage projects. The data collected in calendar year 2025 shows an increase in both the number of minority workers as well as the utilization of minority workers. The 2025 data shows a decrease in both the number of female workers as well as the utilization of female workers. The data collected in 2025 shows an increase in the amount of Cincinnati residents working on City-funded prevailing wage projects. Lastly, the City now has data about tri-state residents working on City-funded prevailing wage projects to use as a point of reference in the future.

To effectively monitor and improve workforce diversity on City projects, the Department of Economic Inclusion and Procurement recommends the following:

- Regular Reporting: Continue to provide annual reports to Council on the previous years' workforce diversity metrics versus the historical data originally reported in Document No. 202401327 to allow for continuous assessment and refinement of strategies.
- Reevaluate Construction Workforce Goals: Based on current data, reassess the aspirational inclusion goals at the workforce level, including specific targets for minority and female participation. Cincinnati Municipal Code 325 (CMC 325) and City Council Resolution 21 (R-21) govern EEO requirements for City contractors. R-21 sets a standard that 11.8% of labor hours be performed by minority males, 6.9% by females, with 3.45% of those hours being minority females across all craft trades on City construction projects within Hamilton County.

cc: Cathy Bailey, Assistant City Manager
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