

# **Economic Inclusion**

## **Budget & Finance Committee**

### **April 2, 2025**

# Agenda

- Mission Statement and Services
- Budget and FTE History
- FY25 Performance Agreement
- FY25 Performance Measures
- Other Service Delivery Challenges
- Accomplishments

# Mission Statement and Services

The Department of Economic Inclusion extends economic opportunity, inclusion, and access to all employers seeking to do business with the City of Cincinnati by certifying minority, women, and small enterprises, providing development resources to certified firms, and enforcing contract compliance.

- **MBE/WBE/SBE Certification Program**
- **Goal Determinations**
- **Bid Reviews**
- **Subcontractor Management**
- **Prime Contractor Management**
- **Equal Employment Opportunity Program**
- **Prevailing Wage Determinations**
- **Certification Trainings**
- **Living Wage Program**
- **Business Development Program**
- **Event Planning**
- **Public Information**
- **Community/Partner Engagement**
- **Business Enterprise of the Month Program**
- **Business Development events**
- **Marketing**

## Budget and FTE History

<b>Economic Inclusion General Fund</b>	<b>FY 2021</b>	<b>FY 2022</b>	<b>FY 2023</b>	<b>FY 2024</b>	<b>FY 2025</b>
Personnel Compensation	523,280	693,580	766,690	1,008,160	1,072,600
Fringe Benefits	140,540	204,620	243,350	307,830	395,940
Non-Personnel Expenses	3,626,327	148,120	156,840	120,230	550,250
<b>General Fund Total</b>	<b>4,290,147</b>	<b>1,046,320</b>	<b>1,166,880</b>	<b>1,436,220</b>	<b>2,018,790</b>

<b>Economic Inclusion Principal Restricted Funds</b>	<b>FY 2021</b>	<b>FY 2022</b>	<b>FY 2023</b>	<b>FY 2024</b>	<b>FY 2025</b>
Income Tax-Infrastructure Fund 302	323,990	303,460	362,110	281,720	303,460
<b>Principal Restricted Funds Total</b>	<b>323,990</b>	<b>303,460</b>	<b>362,110</b>	<b>281,720</b>	<b>303,460</b>

<b>Economic Inclusion - FTEs</b>	<b>FY 2021</b>	<b>FY 2022</b>	<b>FY 2023</b>	<b>FY 2024</b>	<b>FY 2025</b>
	12.00	12.00	13.00	13.00	14.00

# FY25 Performance Agreement

City Goal	Objective	Service Group	Service	Performance Goal
Growing Economic Opportunities	Job Mobility	Contract Compliance	Prevailing Wage Determinations	90% of prevailing wage determinations are completed within 5 business days
	Racial Wealth Equity	Economic Inclusion	MBE/WBE/SBE Certification Program	90% of certifications are completed within 60 business days (provided applications are complete)
				Total MBE/WBE/SBE spending increases by 2.5%
Excellent & Equitable Service Delivery	Open Dialogue with Community		Community/Partner Engagement	Attend five (5) community partner engagement events per quarter and host one (1) community engagement event per quarter
	Customer Experience	Goal Determinations	90% of goal determinations are completed within 5 business days	

# FY25 Performance Measures

## MBE/WBE/SBE Certification Program

Q1: July-September

Q2: October-December

Q1: July-September

Q2: October-December

43

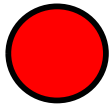
Certification applications received

64

Certification applications received

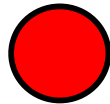
\$13,917,996  
Total spend

\$14,637,949  
Total spend

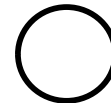


61%

90% of certifications are completed within 60 business days (provided applications are complete)

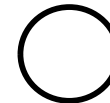


48%



N/A

Total MBE/WBE/SBE spending increases by 2.5%



N/A

# FY25 Performance Measures

## Prevailing Wage Determinations

Q1: July-September

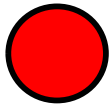
Q2: October-December

80

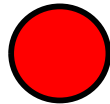
Prevailing wage requests

112

Prevailing wage requests



82%



81%

90% of prevailing wage determinations are completed within 5 business days

## Goal Determinations

Q1: July-September

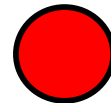
Q2: October-December

67

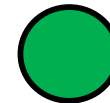
Goal determinations

56

Goal determinations



78%

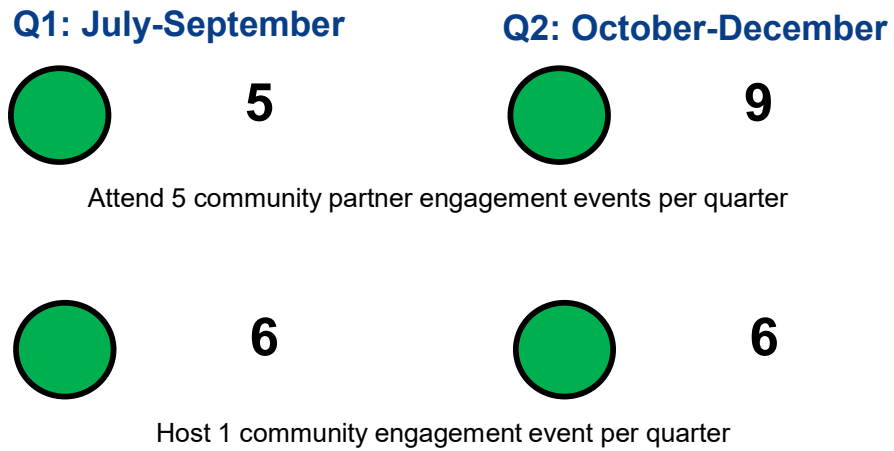


91%

90% of goal determinations are completed within 5 business days

# FY25 Performance Measures

## Community/Partner Engagement





# Other Service Delivery Challenges

- **Challenge 1: Contractors Not Meeting Goals**

- The Department of Economic Inclusion (DEI) is addressing the ongoing challenge of contractors failing to meet MBE/WBE participation goals on City contracts. To improve accountability, DEI has enhanced its ability to proactively monitor contracts and engage with contractors early in the project to ensure they remain on track. The department is also exploring the implementation of a penalty or fee for firms that do not fulfill their contractual obligations, reinforcing the City's commitment to equitable participation.

- **Challenge 2: Rejected Bids From Not Meeting Goals**

- Rejected bids for not meeting MBE/WBE goals can delay project timelines, reduce the pool of competitive bidders, and cause frustration among contractors unfamiliar with the requirements. This challenge also creates inefficiencies for departments working to advance critical projects. Clearer guidance and more consistent evaluation of Good Faith Efforts are needed. To address this, DEI is transitioning Inclusion Packets to OnBase, exploring regulatory updates, and working closely with departments to ensure project scopes and inclusion expectations are well understood from the start.

- **Challenge 3: Certification Processing Time**

- Lengthy certification processing times can delay firms from participating in bidding opportunities and accessing the benefits of being a certified MBE/WBE/SBE. While DEI has made several internal process improvements, we continue to face challenges in consistently meeting our processing time goals.

# Accomplishments

- **Accomplishment 1: Community Engagement**
  - 31 engagement events were attended with 11 of those hosted by DEI. Key events included the 2024 Business Enterprise Expo which had over 250 attendees and 6 community listening sessions.
- **Accomplishment 2: Prevailing Wage and Goal Determinations completed through OnBase**
  - DEI and ETS developed user guides, materials, and trainings to support City staff in using OnBase. This transition has streamlined pre-bid processes by enhancing data management, workflow efficiency, and accountability.
- **Accomplishment 3: Contract Monitoring Effectiveness**
  - The DEI team has an average submission time of 10.5 days for contracts to submit their compliance forms. Data Migration: While we are still looking into a long-term solution, DEI has found a fix to the issues discovered with the data migration resulting in accurate spend data for 2024 onward.

# Questions?