



Department of Economic Inclusion Budget Presentation

Budget & Finance Committee

March 21, 2022

Economic Inclusion Department Purpose

The mission of the Department of Economic Inclusion (DEI) is to ensure economic opportunity and inclusion for all citizens seeking to do business with the City of Cincinnati and serve as a catalyst for the growth of minority- and women-owned businesses in the City and throughout the region.

Department of Economic Inclusion Operations

- Economic Inclusion Division – Oversees the MBE/WBE/MWBE/SBE/ELBE/SLBE certification programs.
- Contract Compliance Division – Administers, enforces and monitors the Equal Employment Opportunity (EEO) Program, the Living Wage Program, Local, State & Federal Prevailing Wage Laws, Wage Enforcement and the Responsible Bidder Program.

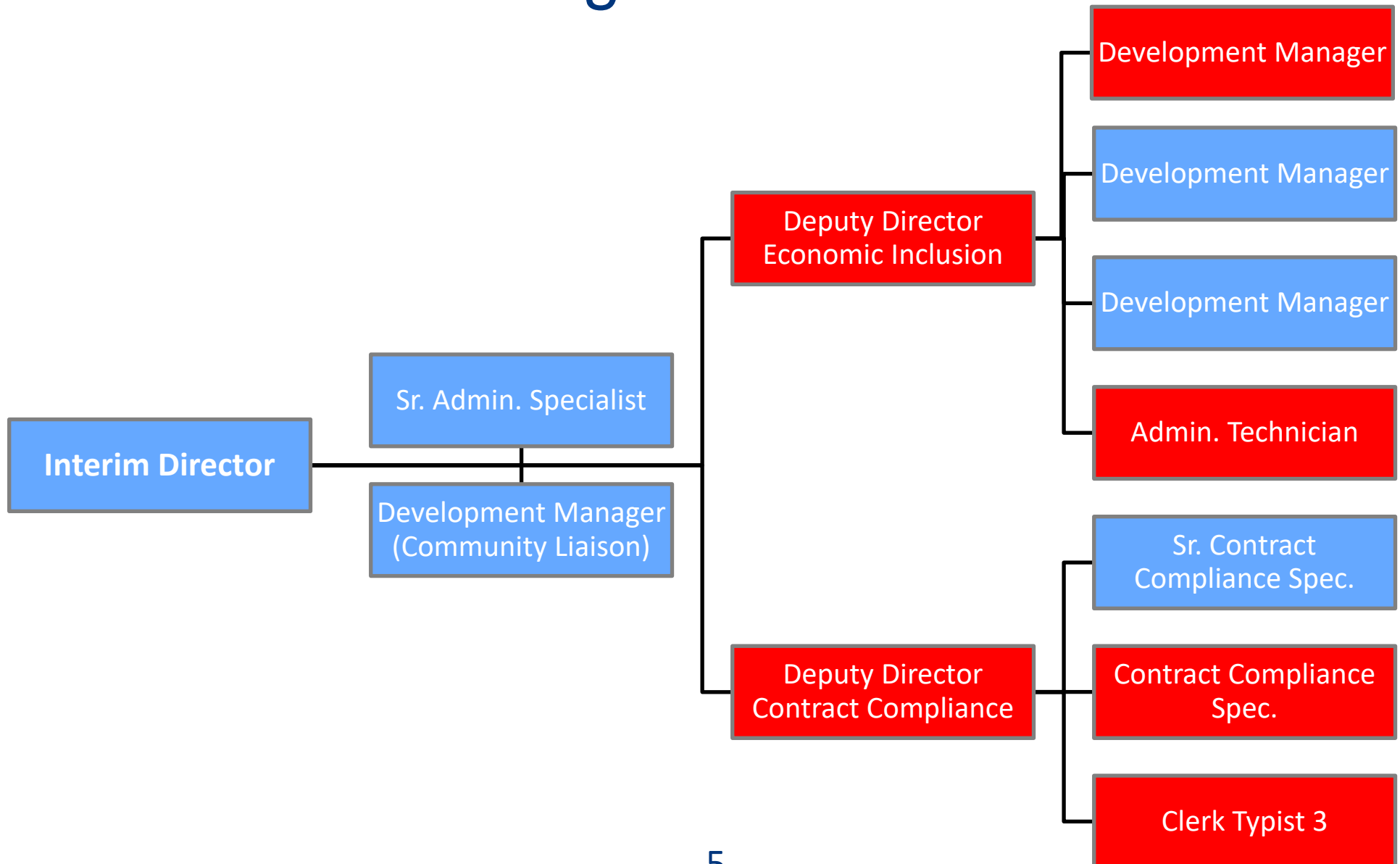
DEI staff members work on certification, wage and economic inclusion compliance monitoring.

Department of Economic Inclusion

FY 2022 Key Performance Indicators

- Disparity Study – Weekly meetings are conducted between the consultant, Griffin and Strong, and DEI. The timetable for completion is being met. Final Report ready by end of calendar year.
- Streamline Certification Renewal Processing – Goal of reducing certification of MBE and WBE renewal applications to 90 days. As of October 2021, the oldest certification application was at 540 days. It is now down to 120 days.

Economic Inclusion Table of Organization



Economic Inclusion Department Budget History

General Fund Operating Budget FY 2018 – FY 2022

	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Personnel Compensation	669,853.00	657,020.00	681,244.00	523,280.00	693,580.00
Fringe Benefits	219,822.00	229,100.00	197,466.00	140,540.00	204,620.00
Non-Personnel Expenses	229,203.00	83,770.00	87,620.00	3,626,327.00	148,120.00
Total	1,118,878.00	969,890.00	966,330.00	4,290,147.00	1,046,320.00

Note: FY 2021 included various leveraged support items which were moved to the City Manager's Office for FY 2022.

Economic Inclusion Department Budget History

Income Tax-Infrastructure Fund Operating Budget
FY 2018 – FY 2022

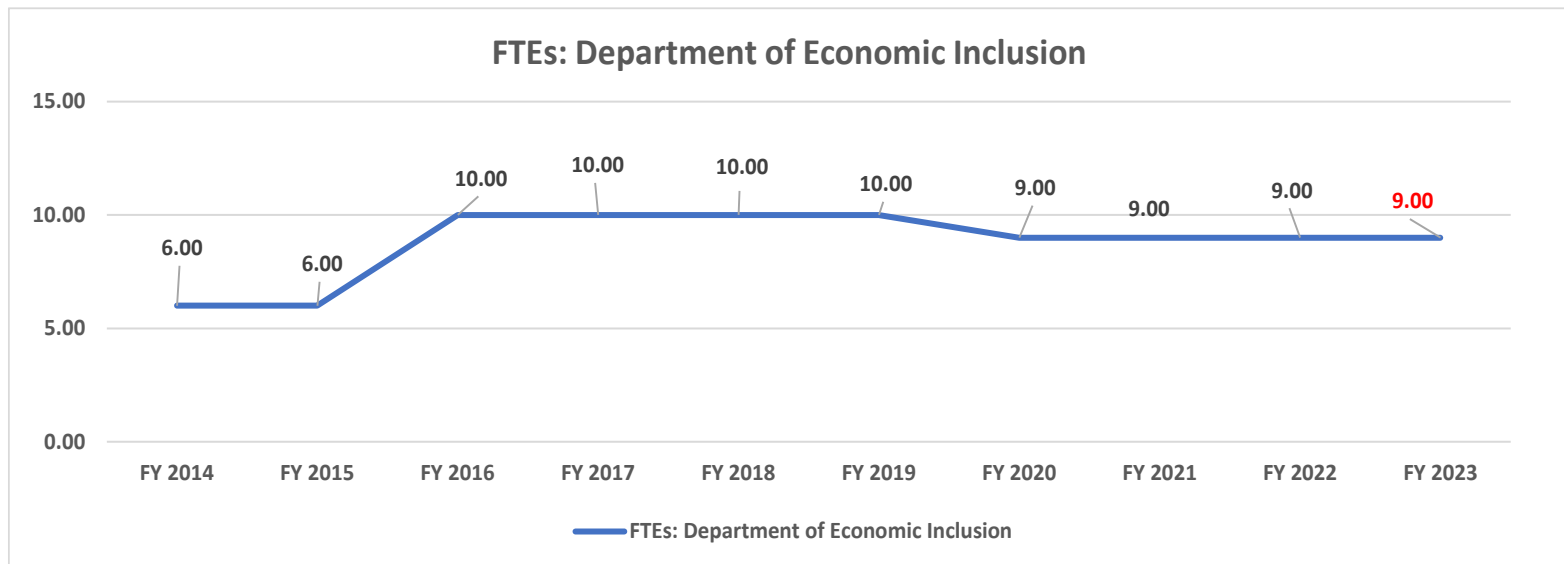
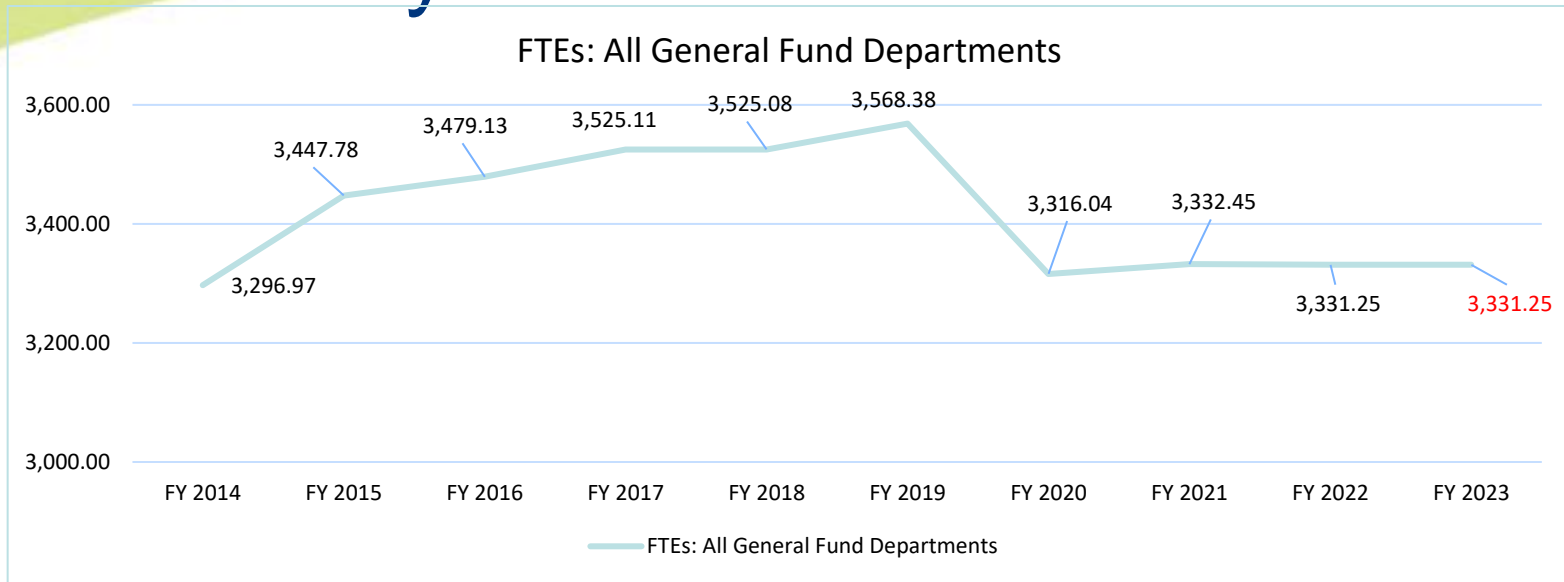
	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Personnel Compensation	229,030.00	236,350.00	256,600.00	246,280.00	218,600.00
Fringe Benefits	72,260.00	79,020.00	88,640.00	77,710.00	84,860.00
Non-Personnel Expenses	12,990.00	0.00	0.00	0.00	0.00
Total	314,280.00	315,370.00	345,240.00	323,990.00	303,460.00

Economic Inclusion Department FTE History

All Funds Operating Budget
FY 2018 – FY 2022

	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
050 General Fund	10.00	10.00	9.00	9.00	9.00
302 Income Tax - Infrastructure Fund	2.00	2.00	3.00	3.00	3.00
Total	12.00	12.00	12.00	12.00	12.00

General Fund and Economic Inclusion FTE History: FY 2014 – FY 2023



*The Department of Economic Inclusion was established in the FY 2016 – 2017 Biennial Budget. The FTEs from FY 2014 and FY 2015 reflect the Contract Compliance FTEs under CMO.

Department of Economic Inclusion Budget History

- The General Fund Budget increased in FY 2021 due to several one-time expenses in the Department. These items were removed or transferred for FY 2022.
- \$3,099,717 for leveraged support contracts were assigned to DEI in FY 2021. These contracts were transferred to other departments in FY 2022.
- The contract to conduct the Disparity Study was budgeted at \$450,000 in FY 2021 as a one-time expense.

Department of Economic Inclusion Significant Budget Issues – Staffing

- More than 60% of DEI's employees were placed on Temporary Emergency Leave (TEL) in 2020 due to the Covid-19 pandemic.
- Only 6 of 12 positions on TO are currently filled (50% vacancy).
- The Director's position has been filled on an interim basis for multiple years.
- Both Deputy Director positions are currently vacant.
- One administrative position has been held vacant for a full year and another for a half year.

Economic Inclusion Significant Issues Staffing (continued)

Expansion of Responsibilities

- 74 open development projects are being monitored for inclusion, prevailing wage.
- Wage enforcement responsibilities, including development projects not otherwise subject to monitoring.
- Bid and RFP inclusion reviews expanded to include projects with aspirational SBE goals.
- Responsible bidder bid reviews.

Economic Inclusion Significant Issues Staffing (Continued)

- There are 493 open contracts (more than \$500M) monitored for inclusion.
- There are 257 open contracts (more than \$483M) monitored for prevailing wage (Federal, State and Local prevailing wage).
- 121 contracts subject to wage enforcement only.
- 123 bid and RFP inclusion review and 19 responsible bidder review.
- 340 prevailing wage determination in CY 2021.
- 184 Certification Applications received in CY 2021
- 190 Contracts Reviewed for MBE/WBE Goals
- 75 EEO Forms Reviewed and Processed
- Project Management of Disparity Study

QUESTIONS?