



Policy:

Effective Date: 12/15/2017
Approved By: _____ Robert A. Weimar
Revision No.: 1.0
Revision Date: 12/15/2017

1. Overview

To further codify its commitment to encouraging diverse business participation in contracts, professional services, and vendor supply to the Pittsburgh Water and Sewer Authority (PWSA), the Board is asked to authorize an Equal Opportunity Policy for Business Performing work with the PWSA.

2. Purpose

This Policy would serve as the principle for which Minority, Women, Veteran, and Service Disabled Veteran Business Enterprise would be encouraged, monitored, and reported for all business opportunities greater than \$250,000, and replace the existing Minority and Women’s Business Enterprise Policy that PWSA operates.

3. Policy

The Pittsburgh Water and Sewer Authority’s (PWSA) Board of Directors adopts this Equal Opportunity Policy for Businesses Performing Work with PWSA (EOP), to provide an equal opportunity for business growth and development to Minority (MBE), Women (WBE), Veteran (VBE) and Service Disabled Veteran (SDVBE) entrepreneurs. PWSA shall not discriminate against any business because of the owner’s race, national origin or sex in accordance with City, State and Federal Law.

All PWSA procurement transactions for professional services, construction, commodities and supplies will be conducted in a manner that provides open and free competition in accordance with PWSA policies. This EOP is consistent with federal and state statutory and regulatory provisions, the Mayor of Pittsburgh’s Executive Order dated November 30, 1990, and other contractual requirements relating to equal opportunity.

4. Procedure

1. Contracts, Agreements and Purchases shall be awarded only to responsible firms or individuals that possess the ability to perform successfully under the terms and conditions of a proposed contract.



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2. The PWSA requires that all Contractors, Professional Consultants, and Vendors demonstrate a good faith effort to obtain the participation of certified MBE's, WBE's, and VBE/SDVBE's in work to be performed in connection with the PWSA for projects with a cost of \$250,000 and over.
 3. The PWSA acknowledges the City of Pittsburgh goal of eighteen percent (18%) minority, seven percent (7%) women's, and five percent (5%) veteran/service disabled veteran participation in contracts and purchases, and shall strive to achieve these goals. A comprehensive Good Faith effort to fully utilize sub-contracting activities shall be required to achieve an acceptable M/W/V/SDVBE Plan. Suppliers shall be given sixty percent (60%) credit and brokers ten percent (10%) of their financial participation in any project (See Exhibit I regarding supplier/broker).
 4. The Authority shall monitor minority, women, and veteran labor inclusion on all Public Bids, Professional Proposals, and Equipment and Materials for all projects. The Authority shall have the authority to perform project site visits, and review documentation, to ensure that this employment/utilization goal is being realized. The Authority shall request from M/W/V/SDVBE's reporting on utilization of said firms through prime contractors, professional firms, consultants or suppliers when not contracted to PWSA as prime contractor.
 5. The PWSA's management shall monitor all contracts to ensure that this policy is carried out, and will report to the PWSA Board routinely, or as requested, during the PWSA's annual capital spend, of M/W/V/SDVBE utilization across the PWSA's capital spend.