

Equal Opportunity Review Commission

MINUTES

Wednesday April 18, 2018

12:00 PM

City County Building

Sixth Floor City Stats Room 646

414 Grant Street, Pittsburgh, PA 15219

Commissioners in Attendance: Jennie Sweet-Cushman, Justin Laing, Barry Nathan, James Myers Jr

Call-ins: Demeshia Seals, Gonzalo Manchego, Andrea Vasquez

Absent Commissioners: Tracey McCants-Lewis, Karen Hall, Erin Conley

Staff in Attendance: Chuck, Durham, Emily Pontarelli, Ricardo Williams

I. Minutes are approved for March 2018

II. New Plans

- **1804-01-** Housing Authority, Occupied Renovation of Glen Hazel High-rise (Mistick Construction Company)

Anthony Mannella, Housing Authority City of Pittsburgh, presents the Mistick Construction Company plan. A representative from Mistick Construction Company was unable to attend. Anthony Mannella explains that a part of Mistick's plan is being subbed out to Butler Landscaping (MBE), TDN Contracting (MBE), Rough & Final Cleaning (MBE) for 27.7% of the contract and The Vinyl Answer (WBE), M. Livorio Design (WBE), 84 Lumber Co. (WBE) and Window Treats (WBE) for 16.8%. The Plan exceeds the goals of 18% MBE and 7% WBE participation.

Barry Nathan makes a motion to approve, Jennie Sweet-Cushman seconds.

PLAN IS APPROVED

- **1804-02-** Human Resources, Employee Benefits (Standard Insurance Company)

LaVonne Shannon, Human Resources City of Pittsburgh, presents the Standard Insurance Company plan. Standard Insurance Company notes that they are utilizing the Wilson Group LLC (MBE) for 7.7% of the contract and Sir Speedy (WBE) for 7.7%.

Although Standard Insurance Company was able to obtain the goal of 7% WBE participation, they were unable to reach the goal 18% MBE participation. The

representative explains that there was a certain amount of confidential information that could not be shared with other vendors. Both Seals and Laing ask Standard Insurance Company how they came up with the percentages. A representative from the local branch states that the decision came from the corporate office, and he doesn't know how the percentage was calculated. Commissioners then ask the following questions: How the Prime only reach out to one WBE firm? Why did the Prime not reach out to more MBE companies for participation?

The commissioners believe that the Prime could had done more to obtain MBE participation on the plan.

Barry Nathan makes a motion to not approve, Jennie Sweet-Cushman seconds.

PLAN IS NOT APPROVED

- **1804-03-** Finance Department, Actuarial Services (Korn Ferry Hay Group)

Adam Hoffman, Finance Department City of Pittsburgh, presents the Actuarial Services plan. Hoffman explains that Korn Ferry Hay Group will be utilizing the Financial Integrity Resources Management, LLC (The Firm) (MBE) for 10% of the plan. There is 0% WBE participation on the plan. A representative from Korn Ferry Hay Group explains that the 10% for the MBE firm could be greater but would not be less than 10%.

The Commissioners did not feel that the Korn Ferry Hay Group reached out to enough WBE firms or MBE firms for a good faith effort.

Justin Laing makes a motion to not approve, Barry Nathan seconds.

PLAN IS NOT APPROVED

III. Chairman's Remarks

Laing updated the Commission on the post agenda meeting and when it might take place. He is waiting to get a response from Councilman Lavelle. He also mentions that if he does not hear back from Councilman Lavelle he might reach out to Council President Bruce Kraus for a meeting.

Laing and Rick confirmed the May 19th meeting at 9:00am to check-in on contracts that have come through the Commission.

V. Adjournment