



# Disadvantaged Business Enterprise and Workforce Advisory Committee

December 18<sup>th</sup>, 2025



EDEN PRAIRIE | MINNETONKA | EDINA | HOPKINS | ST. LOUIS PARK | MINNEAPOLIS

# Today's Topics

- Project Update
- Consent Business
- Non-consent Business
- Committee Discussion
- Announcements
- Public Invitation



# Project Office Update

## Sidewalk work near West Lake Street Station in Minneapolis





# Completed roadway, sidewalk, lighting, and signals at Cedar Lake Parkway in Minneapolis



## Kenilworth Tunnel west portal seating area construction in Minneapolis





# Completed trail and road work at Bassett Creek Valley Station in Minneapolis



## Royalston Avenue / Holden Street / Border Avenue in two-way configuration



# Consent Business



## DBE Interim Final Rule Release

- **October 1, 2025:** The US DOT posted a DBE Interim Final Rule (IFR) dated September 30, 2025, and IFR Guidance to the US DOT DBE Laws, Policy and Guidance website.
- **October 3, 2025:** The IFR was published to the Federal Register for 49 CFR Parts 23 and 26 (Airport Concessions DBE and DBE Program) 30-day comment period
- **October 23, 2025:** METC disseminated a detailed letter to all current contract holders with instructions for active contracts.
- **October 25, 2025:** USDOT issued DBE IFR FAQs document
- **November 3, 2025:** Public comment on the DBE Federal Register closed
- **December 1, 2025:** USDOT issued a secondary DBE IFR FAQs document

# DBE Program Impacts

- Removes race- and sex-based presumptions from the definitions of "socially and economically disadvantaged individual"
- Applicants now have the burden of demonstrating, by a preponderance of the evidence, that they are socially and economically disadvantaged.
- MnUCP is required to reevaluate all current DBEs and ACDBEs to determine if firms meet new eligibility criteria.
- During the reevaluation, recipients may not:
  - Include DBE or ACDBE goals on projects.
  - Count any participation towards DBE or ACDBE goals.
- DBE commitments and contract requirements are still in place
  - Primes may not remove a DBE firm without following procedures and having good cause
- Prompt payment to subcontractors is still required

# DBE Reevaluation Process

- The MnUCP encourages current DBEs and ACDBEs to complete the reevaluation process
- Overview of the process
  - Templated form has been created to help firms with the process
  - Agencies reached out to firms, via email and phone, between Nov. 3 and Dec. 12
  - If you did not receive the email and form, please reach out to the agency that completed your initial certification. Agency Contacts:
    - Metropolitan Council – [DBE@metc.state.mn.us](mailto:DBE@metc.state.mn.us)
    - Metropolitan Airports Commission – [smallbusiness@mspmac.org](mailto:smallbusiness@mspmac.org)
    - MnDOT – [civilrightscertificationsubmissions.dot@state.mn.us](mailto:civilrightscertificationsubmissions.dot@state.mn.us)
    - City of Minneapolis – [contractcompliance@minneapolismn.gov](mailto:contractcompliance@minneapolismn.gov)

# Reevaluation Personal Narrative

- All certified firms and new applicants must demonstrate social and economic disadvantage without regard to race or sex. The personal narrative must:
  - Establish disadvantage by a preponderance of evidence based on individualized proof regarding specific instances of economic hardship; systemic barriers and denied opportunities that impeded the owner's progress or success in education, employment, or business, including obtaining financing on terms available to similar situated, non-disadvantaged person
  - State how and to what extent the impediments caused the owner economic harm, including a full description of type and magnitude, and must establish the owner(s) is economically disadvantaged in fact related to similarly situated non-disadvantaged persons; and
  - Attach a current Personal Net Worth Statement and any other relevant financial information.

# DBE Interim Final Rule Resources

- More information on these DBE regulatory changes can be found here:
- October 2025 Interim Final Rule
  - <https://www.transportation.gov/mission/civil-rights/disadvantaged-business-enterprise/october-2025-interim-final-rule>
- DBE Interim Final Rule Guidance
  - <https://www.transportation.gov/sites/dot.gov/files/2025-10/DBE%20IFR%20Guidance.10-03-2025.pdf>
- DBE Interim Final Rule FAQ's
  - [https://www.transportation.gov/sites/dot.gov/files/2025-12/DBE%20IFR%20FAQ%27s%20-%20Updated%2012-1-2025\\_0.pdf](https://www.transportation.gov/sites/dot.gov/files/2025-12/DBE%20IFR%20FAQ%27s%20-%20Updated%2012-1-2025_0.pdf)
- Metropolitan Council Detailed Letter to Active Contract Holders:
  - <https://metro council.org/About-Us/What-We-Do/DoingBusiness/Contractor-Notice-10-23.aspx>



# DBE Achievement as of October 31, 2025\*

Contractor	Contract Description	Contract Amount	Contractor Billed to Date	DBE Billed to Date	% DBE to Date	As of Date
LMJV 16% Goal	Civil	\$1,073,935,936	\$1,061,272,221	\$248,528,377	23.4%	10/31/25
APJV 12% Goal	Systems <sup>1</sup>	\$225,522,204	\$195,443,117	\$32,853,263	16.8%	10/31/25
Shaw Lundquist 18% Goal	HRSF	\$14,676,571	\$6,585,634	\$529,683	8.0%	10/31/25
	Closed Contracts	\$41,626,766	\$41,626,766	\$6,539,604	15.7%	
		Contract Amount	Billed to Date	DBE Billed to Date	% DBE to Date	
15% Goal		\$1,355,761,477	\$1,304,927,738	\$288,450,927	22.1%	

**\*Note:** Due to the DBE IFR changes, DBE credit counting has been paused as of 10/3/2025. No DBE credit will be awarded until the DBE reevaluation has been completed.

<sup>1</sup> The contract amounts were adjusted to exclude Extension of Time Change Order amounts.

# Non-Consent Business

# Civil Contract Work

# DBE Participation

**16% Project Goal**

**22% Project To Date**

## DBEs On Site – Last Month

- E&J Rebar
- MBE
- PWS
- Reiner
- Rock On Trucks
- Safety Signs
- Stonebrook

## DBE Completion Tracking

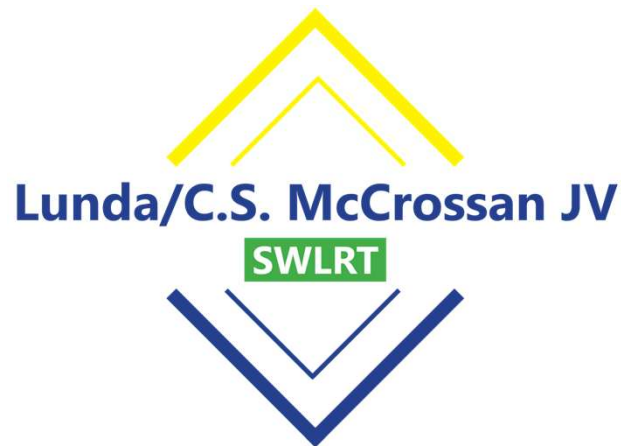
### In the review process with LMJV & Lunda (stations) teams



- Substantial Completion was November 30<sup>th</sup>
- Punchlist Items will continue through mid-summer of 2026
- Various team members of the LMJV have started conversations with the DBE's regarding close-out and final project information.



# Civil Contract Workforce Achievement Updates





## PROJECT WORKFORCE PARTICIPATION

<b><u>HOURS TO DATE:</u></b>	<b>Over 41 Million Hours</b>
POCI Participation:	20%
Female Participation:	6%
 <b><u>October Hours:</u></b>	 <b>16,786.90</b>
POCI Participation:	18%
Female Participation:	1%



## WORKFORCE EFFORTS

- **Final Leg of the SWLRT Civil project**  
Punch Lists are the only remaining workforce needs
- **Workforce Outreach Continue**
  - Final Rosies & Robbies of the Rail will take place during 2026 Women in Construction Week (1<sup>st</sup> week of March)
  - 2026 Build A Bridge Team Challenge with Junior Achievement and South High School planning is in the work
  - Working with unions, Building Strong Communities, Construct Tomorrow, Lake Street Works, and others.

# Systems Contract Work

## Systems Update

- APJV does not expect any significant changes in crew size. Plan to hold steady at 6,000 Craft Labor Hours per month through 2025.
- APJV participated in Mock Interviews at Summit Academy on Friday, November 7, 2025
- Labor Hours
  - September 2025 – 4,304.50 hours, 7.13% POCl, 4.18% Female
  - October 2025 – 4,583.50 hours, 5.01% POCl, 4.09% Female
  - Overall Project to Date through 8/31/2025
    - 177,789.40 Craft Labor Hours Reported
    - 19.69 % POCl and 8.99% Female Craft Hours Reported



# Workforce Achievement Update

SWLRT – Systems Workforce  
Trade Participation by Hours

September 2025

TRADES	Total	Male	Female	Female %	POCI	POCI %
Electricians	3,650.00	3,470.00	180.00	4.93%	103.50	2.84%
Equipment Operators	363.50	363.50	-	0.00%	4.00	1.10%
Ironworkers	127.50	127.50	-	0.00%	127.50	100.00%
Laborers	105.25	105.25	-	0.00%	62.00	58.91%
Sign Installer	7.00	7.00	-	0.00%	-	0.00%
Traffic Control	5.50	5.50	-	0.00%	5.50	100.00%
Truck Driver	45.75	45.75	-	0.00%	4.50	9.84%
<b>TOTALS</b>	<b>4,304.50</b>	<b>4,124.50</b>	<b>180.00</b>	<b>4.18%</b>	<b>307.00</b>	<b>7.13%</b>

# Workforce Achievement Update

SWLRT – Systems Workforce  
Trade Participation by Hours

October 2025

TRADES	Total	Male	Female	Female %	POCI	POCI %
Carpenter	9.50	9.50	-	0.00%	9.50	100.00%
Cement Finisher	53.00	53.00	-	0.00%	30.25	57.08%
Electricians	3,743.50	3,556.00	187.50	5.01%	161.00	4.30%
Equipment Operators	620.25	620.25	-	0.00%	17.50	2.82%
Laborers	147.00	147.00	-	0.00%	10.00	6.80%
Truck Driver	10.25	10.25	-	0.00%	1.50	14.63%
TOTALS	4,583.50	4,396.00	187.50	4.09%	229.75	5.01%

## **APJV – Systems Contract, DBE with Fieldwork and Reported Hours in LCP Tracker during September & October 2025**

- Gunnar Electric
- Topline Advertising
- Elite Fiber Optics
- Castrejon, Inc.
- Safety Signs

# Hopkins Light Rail Facility Work

# DBE Commitments

DBE Subcontractor	Contract Description	Contract Amount	DBE Credit	Allowable Contract Credit
AW Painting	Painting	\$55,497	100%	\$55,497
C&S Mgmt dba Waterproofing by Experts Inc	Waterproofing	\$85,364	100%	\$85,364
Gunnar Electric	Electrical	\$1,749,400	100%	\$1,749,400
LAC Enterprises dba Windsor Companies	Landscaping	\$89,709	100%	\$89,709
PWS Inc.	Utilities	\$230,024	100%	\$230,024
M3Sixty	Distribute to Flynn Midwest Metal Building System	\$840,000	40%	\$336,000
		Contract Amount	DBE Contract Credit Amount	DBE %
18% Goal		\$14,141,522	\$2,545,994	18.0%

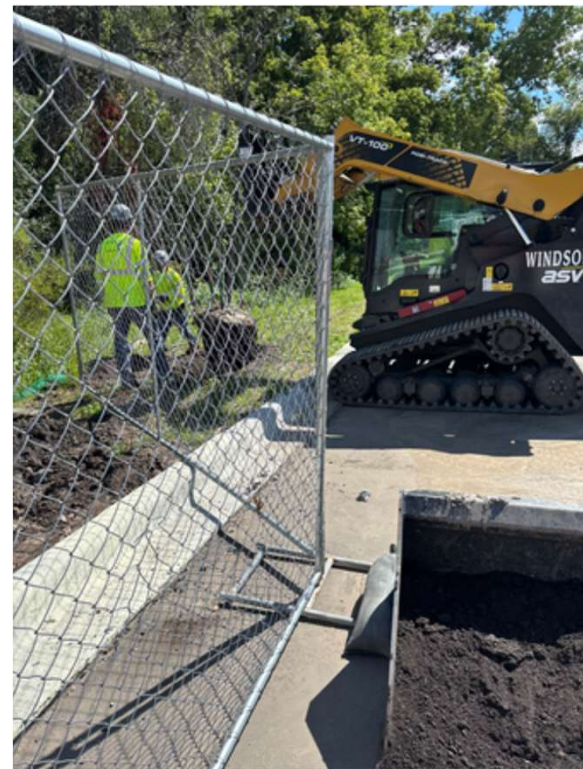
DBE Subcontractor	Dates On-Site
Gunnar spent the month of July onsite most every day. They were working on underground electrical, as well as, installing electrical in the masonry walls.	07/2025
Gunnar was onsite most every day. They were working on underground electrical and setting underground boxes. Other milestones this month included structural steel being delivered, erection was started and building slab on grade was poured. Windsor Landscaping was onsite planting trees and spreading mulch.	08/2025
Gunnar Electric was onsite only a few times to help with temp power. Milestone for the month was the PEMB building installation.	09/2025
Gunnar Electric was onsite doing underground electrical outside of the building. They dug, set and poured the light poles. They also continued to set conduits and electrical boxes in masonry walls.	10/2025
Substantial Completion will be 06/03/2026.	

July: Gunnar working on underground electrical and installing electrical in the masonry walls.





**August: Gunnar onsite working on underground electrical and setting underground boxes. Windsor Companies was onsite planting trees and spreading mulch.**





September: Installation of the PEMB building.



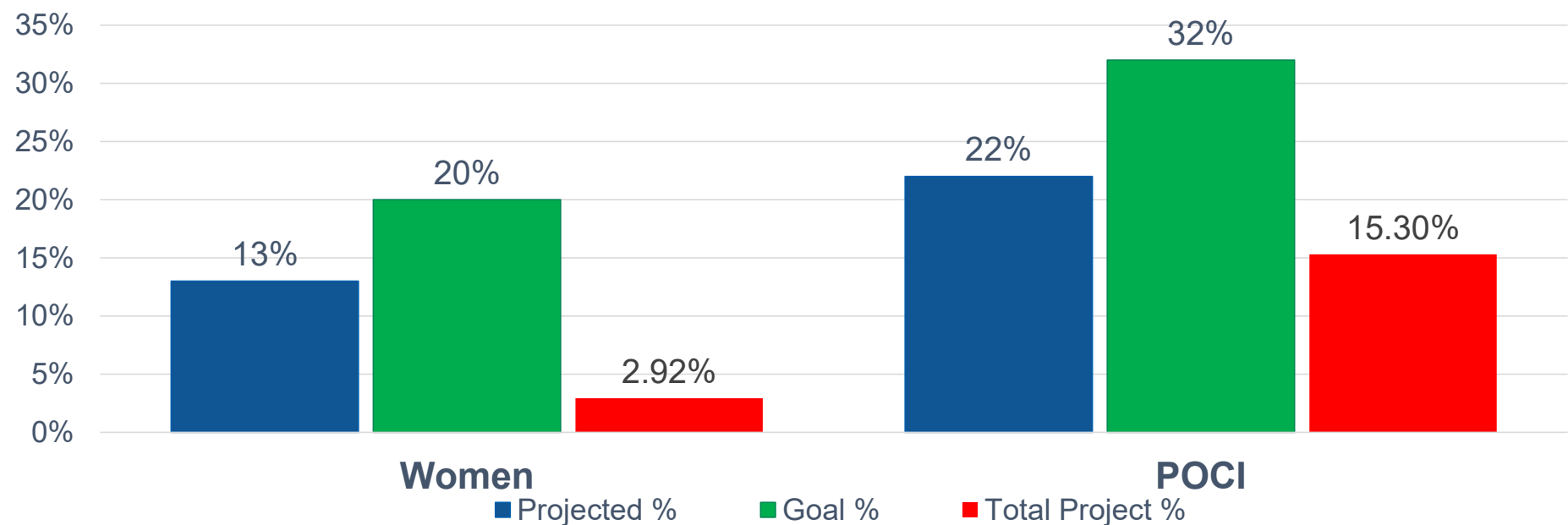
**October: Gunnar was onsite doing underground electrical outside of the building and they dug, set and poured the light poles.**



# Current Workforce Participation

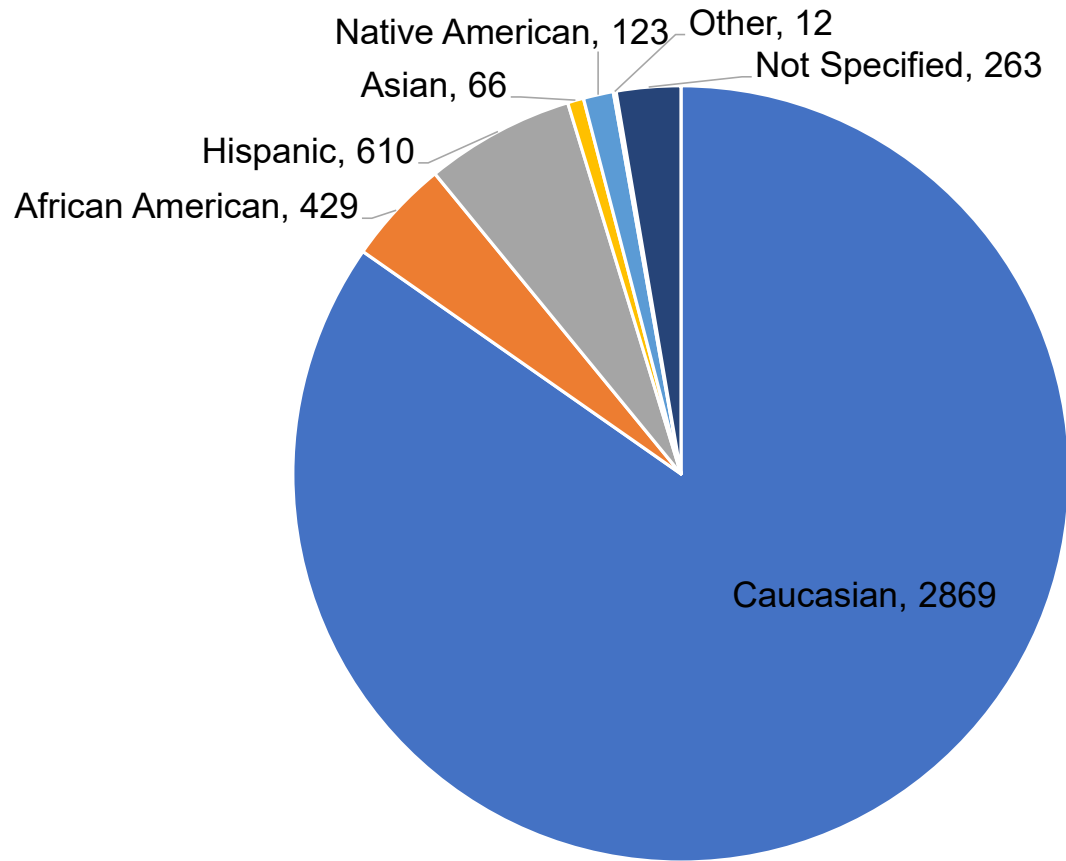
# Workforce Participation Percentage\*

- Projected Project Total Hours: 18,402 hrs.
- Total Hours through October 2025: 9825.04



\*Based on Pre-Construction Subcontractor Packets received as of 06/30/2025

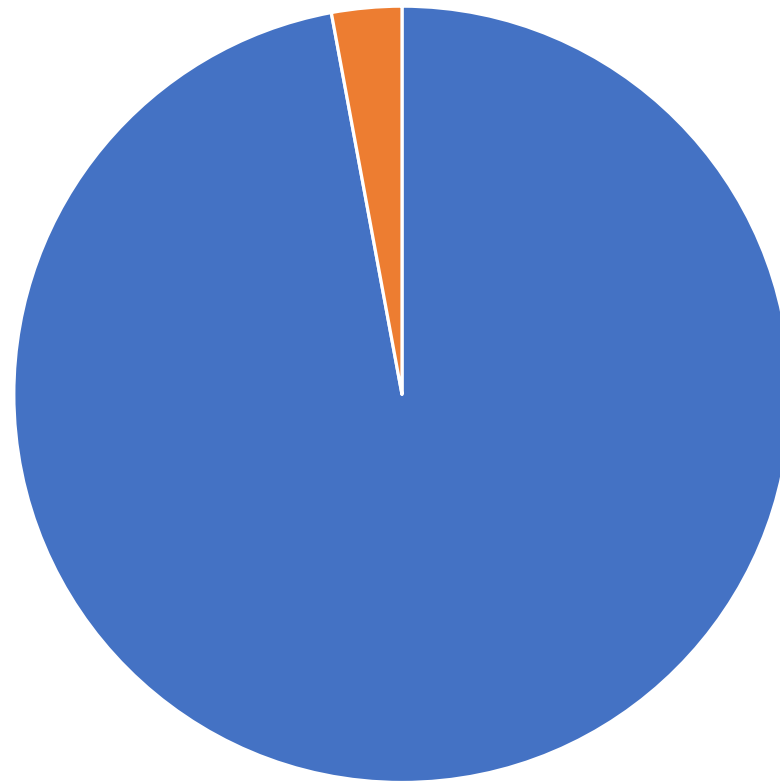
## Distribution of Diversity Hours by Race through October, 2025



■ Caucasian ■ African American ■ Hispanic ■ Asian ■ Native American ■ Other ■ Not Specified

## Distribution of Diversity Hours by Gender through October, 2025

Female, 286.76



Male, 9538

■ Male

■ Female

## Trade Participation By Hours through October, 2025

Trades	Total	Male	Female	Female %	POCI	POCI %
Electricians	1525	1359	166	11%	300	20%
Equipment Operators	1616	1603	13	.8%	43	3%
Laborers	3370	3198	24	.7%	345	10%
Plumbers	518	514	4	08%	308	59%
Plasterer	1023	1023	0	0%	57	17%
Truck Drivers	314	235	80	25%	12	4%
Iron Workers	599	599	0	0%	89	15%
Brick Layer	1007	1007	0	0%	234	23%
Overall Total	9825	9538	287	3%	1503	15%

# Committee Discussion



# DWAC Meeting Continuation

- Considerations
  - Project nearing completion
  - Participation has declined
  - Commitment to accountability and transparency
- Reporting
  - Frequency/Availability
  - Access
- Communication
  - Who to contact

# Announcements

## Public Invitation

- Each speaker is limited to a three-minute presentation
- Pre-register as you sign in for attendance at the start of the meeting



## Closing

- Next Meeting date: TBD
- Adjourn

## MORE INFORMATION

**Website:** [GreenLineExt.org](http://GreenLineExt.org)

**Email:** [swlrt@metrotransit.org](mailto:swlrt@metrotransit.org)

**Twitter:** [@GreenLineExtMN](https://twitter.com/GreenLineExtMN)

**Instagram:** [@GreenLineExtMN](https://www.instagram.com/GreenLineExtMN)