



Greater Hartford Transit District

Disadvantaged Business Enterprise (DBE) Triennial Goal Development and Contracting Opportunities 2023-2025

Encouraging DBE Contractor Participation in GHTD Projects



The Purpose of the DBE Program and Goal

- The proposed Disadvantaged Business Enterprise (DBE) goal detailed in this presentation has been prepared to ensure nondiscrimination in the award and administration of Department of Transportation (U.S. DOT) assisted contracts. More specifically, in the Federal Transit Administration's (FTA) transit programs. It is prepared to create a level playing field on which DBEs can compete fairly for U.S. DOT-assisted contracts. *(Code of Federal Regulations, Section 49, Part 26)*
- GHTD is the recipient of funding from the FTA and, as part of its ongoing Civil Rights efforts, has prepared this goal which is a reflection of the potential DBE participation in a variety upcoming federally funding projects.

Disadvantaged Business Enterprises (DBEs) are for-profit small businesses where socially and economically disadvantaged individuals own at least a 51% interest and also control management and daily business operations — owners can be minorities, women, or people with disabilities. GHTD sets triennial goals to procure services and goods through partnerships with DBEs.



Objectives of the GHTD DBE Program and Goal

GHTD's DBE Program Aims To:

1. Prevent discrimination in U.S. DOT- assisted (funded) contracts;
2. Work toward a level playing field for DBEs;
3. Remove barriers to DBE participation;
4. Promote the use of DBEs; and
5. Develop firms to successfully compete for GHTD contracts.

FTA provides flexibility to recipients in developing their DBE program.



About Greater Hartford Transit District

GHTD administers a variety of programs related to public transportation in Connecticut. While these change from time to time, the agency's current projects include:

- The provision of transportation services under the [American's with Disabilities Act](#) (ADA) in Connecticut's Capital Region;
- The operations of a regional transportation service known as the [Encompass Program](#) which also provides regional mobility services for riders with disabilities and seniors in the Capital Region;
- The management of a Taxi voucher program for ADA eligible riders known as [Freedom Ride](#), which permits riders to travel beyond the current ADA service area and service span;
- The operation of a pilot Microtransit service known as [GHTD Link](#), providing door-to-door service for residents in select areas of Enfield and East Windsor; and



About Greater Hartford Transit District

Union Station – One Union Place, Hartford

- GHTD owns and operates Hartford's Union Station.
- A three-acre campus includes historic Union Station, which is host to a number of office tenants and a number of public transit providers including Amtrak, Peter Pan, and Greyhound Interstate Bus Service, CTTransit, CT Rail (The Hartford Line),
- The campus also includes the Spruce Street Parking lot – a 170 space, gate controlled, surface parking lot for use of the tenants, their customers, and the general public.



About Greater Hartford Transit District

GHTD Demand Response Services Operations Center – East Hartford

- GHTD operates its demand response services from on operations center located in East Hartford. Completed and occupied in 2017, the facility and campus house all operational functions associated with the ADA paratransit service for the Capitol region.
- The facility includes administrative space, a training center, a dispatch center, call center, and all maintenance functions. GHTD's fleet of 180 mini-buses is also stored outside on the site.



GHTD Planned Projects 2023-2025

- Surface Parking Lot Construction
- Pavement Repairs Various Locations
- Roof Replacement – Transportation Center
- HVAC Replacement and Modernization – Union Station
- Ongoing Electrical Work
- Ongoing Plumbing Work
- Ongoing General Repairs/Construction
- Security Services
- Janitorial Services
- Architectural and Engineering Services



About the DBE Goal Setting Process

The development of a DBE goal is a two step process:

- **Step 1** – The development of a base figure for the relative availability of DBE firms to perform the projects anticipated at GHTD.
- **Step 2** – Consider adjustment to the base figure based on past experience and public consultation on the development of the goal.
- **Three Years** - The goal in this presentation was prepared for the three-year period of: 2023-2025.



Past DBE Goal Attainment

During the most recent period, the goal and attainment were:

Period	DBE Goal	DBE Participation	\$ Value
FY 2019	5.6%	19.5%	\$5,996,674
FY 2020	5.0%	8.8%	\$208,774.00
FY 2021	5.0%	11.9%	\$135,651.00
FY 2022	5.0%	16.2%	\$126,498.00

- It is important to remember that past attainment is not necessarily an indicator of future DBE participation. The goal is established based on the projects that are before GHTD and the relative availability of DBEs to perform the work.*



Local Area Market

- As part of the goal calculation, GHTD needed to select a “Local Area Market”.
- While GHTD does not use geographic preferences, most contractors and many suppliers working with GHTD are from the region and throughout Connecticut.
- For our most recent projects, the majority of work was completed by Connecticut firms.
- For this goal calculation, GHTD decided to use all of Connecticut as its local area market.



Step 1 – Base Figure Relative Availability of DBEs

Ready Willing and Able DBEs

All Ready Willing and Able Firms

(DBE and Non DBE)

GHTD looked to the CTDOT DBE Program Directory

https://biznet.ct.gov/DOT_DBE/dbesearch.aspx

- The District used a series of spreadsheets to “break-down” its current projects into their respective components (GC, electrical, plumbing, HVAC, etc.) and the estimated values for each.
- Once the component work was known, GHTD reviewed all firms Ready, Willing and Able (RWA) to perform the work. Information regarding the “universe” of CT companies RWA to compete for GHTD contracts was derived from the U.S. Census:
- <https://www.census.gov/cgi-bin/sssd/naics/naicsrch>

- The common link in comparing all RWA and DBE certified RWA firms (to ensure an “apples to apples” comparison) was their *North American Industry Classification System (NAICS)* code.
- The base figure was then calculated by dividing the number of RWA DBEs by the number of all RWA firms.

GHTD Base Figure DBE Goal 2023-2025

7.9%



Step 2 – Adjusting the Base Figure

An adjustment of the base figure may not be necessary. However, GHTD considered several areas to determine if an adjustment to the base figure was appropriate:

- *Disparity Studies* – While disparity studies can be considered, GHTD has found no recent DBE utilization disparity studies.
- *Past Participation* – GHTD projects considered in the development of this goal are similar to those completed during the period of the previous goal. These generally include construction for facility improvements and the procurement of materials and supplies.
- *No Adjustment* – Therefore, it was determined that an adjustment at Step 2 was not appropriate.



Race Neutral and Race Conscious Means of Reaching the DBE Goal

- The Race Neutral Method of attaining the DBE goal would be competitively awarded contracts.
- The Race Conscious Method of attaining the DBE goal would be the inclusion of DBE contract goals.
- FTA requires that GHTD meet the maximum feasible portion of its overall goal with race neutral means.

A clarification: While the formal regulatory names of these two methods include the term “race”, the methods do not consider specific race.

The fundamental distinction between these two methods is that one includes a published DBE (Race Conscious) goal in the solicitation documents and the other (Race Neutral) does not.



Race Neutral and Race Conscious Means of Reaching the DBE Goal



Race Neutral/Race Conscious Split

Step 1.)

Average RN Attainment	Overall DBE Achievement	Relative RN Attainment
10.3%	19.2%	53.6%

Relative RN Attainment = Average RN Attainment / Overall DBE Achievement

Step 2.)

Relative RN Attainment %	Proposed Overall Goal %	Absolute RN Attainment
53.6%	7.9%	4.2%

*Absolute RN Attainment = Relative RN Attainment % * Proposed Overall Goal %*

Step 3.)

Proposed Overall Goal %	Absolute RN Attainment	RC Split
7.9%	4.2%	3.7%

RC Split = Proposed Overall Goal % - Absolute RN Attainment



Moving to More Race Neutral Means

During this goal period, GHTD will be increasing efforts to use to reach its DBE Goal through Race Neutral means. These will include:

- Sharing CTDOT's DBE Directory Information in Upcoming Solicitations.
- Increased Outreach to DBEs and Small Businesses.
- GHTD is a member of the Minority Construction Council (MCC), a Connecticut organization leading advocacy, training, educational and networking for DBEs.
- Through its partnership with the MCC, GHTD will participating in a DBE transportation matchmaker event on November 7, 2024 to share information about contracting opportunities.
- GHTD will continue participating in MCC events.
- *Shift over Time*: GHTD does not plan to move immediately to Race Neutral means but will continue with Race Conscious means as the race neutral means progress and will increase or decrease race conscious contracts based on actual current achievement.



GHTD's Proposed 2023-2025 DBE Goal

- 7.9 Percent of GHTD Contracting Opportunities;
- Worth a total of approximately \$785,195;
- Achieved through declining Race Conscious means monitored/adjusted during the goal period.



Consultation and Publication of GHTD's DBE Goal

GHTD welcomes comments on the process/methodology used to establish its DBE goal and the elements of its program. This year GHTD will:

1. Publish its goal on its Website hartfordtransit.org and seek public comments;
2. Share goal development and upcoming contracting opportunities with DBEs at the MCC Transportation Matchmaker meeting in November 2024;
3. Share its goal (in this presentation format) with CT Department of Administrative Services SBE/MBE program contacts and CT Department of Transportation DBE program contacts and seek comments;
4. Share its goal with the Minority Construction Council (MCC) and seek comments;
5. Share its goal with DBEs across the State through the newsletter of the Minority Construction Council (MCC) and seek comments;
6. Share its goal with the City of Hartford Office of Small and Minority Business Enterprise office and seek comments;
7. Document any comments on or changes resulting from public vetting of the updated goal

Comments on GHTD's
DBE Goal for 2023 - 2025
Should be Received by
October 31, 2024

