

**MINUTES OF THE DIVERSITY EQUITY INCLUSION AND ACCESSIBILITY COMMITTEE MEETING OF THE PLEASURE DRIVEWAY AND PARK DISTRICT OF PEORIA, ILLINOIS, HELD TUESDAY, JANUARY 21, 2025 AT 10:00 AM AT THE PEORIA PARK DISTRICT BONNIE NOBLE CENTER FOR ADMINISTRATION AT 1125 W. LAKE AVENUE, PEORIA, IL**

**MEMBERS PRESENT:** Trustee and Chair Alexander Sierra, Trustee and Vice Chair Timothy Bertschy, Executive Director Emily Cahill, Sherry Carter-Allen, Pastor Marvin Hightower, Devon Hawks (v), and Brooke Sommerville  
Note: (v) = Attended Virtually

**MEMBERS ABSENT:** Jodi Scott

**TRUSTEES PRESENT:** Trustees Alexander Sierra, Timothy Bertschy, Vice President Reagan Leslie Hill, and President Robert Johnson

**STAFF PRESENT:** Executive Director Emily Cahill, Brianna Cobb, Becky Fredrickson, Matt Freeman, David Gray, Chanel Hargrave-Murry, Tammy Johnson, Scott Loftus, Shalesse Pie, Karrie Ross, Melissa Sierra, Nicole Staley, Jenny Swanson, Attorney Kevin Day, Attorney Justin Gunn, and Alicia Woodworth

**1. CALL TO ORDER**

Trustee Sierra called the meeting to order at 10:05 am.

**2. ROLL CALL**

**3. MOTION TO PERMIT COMMITTEE MEMBER TO ATTEND MEETING ELECTRONICALLY**

Trustee Bertschy moved to allow Devon Hawks to attend the meeting electronically, due to work purposes. Motion seconded by Pastor Hightower and passed by unanimous Aye voice vote of members present.

At this time, Trustee Sierra stated the following:

Today as our nation witnesses the dawn of a new administration, I stand resolute in my commitment to the work of justice, equity, inclusion, and accessibility. The words spoken in moments of power must always be met with vigilance and courage by those committed to lifting every voice, and ensuring no one is left behind. We are reminded that the journey toward true equity is not quick nor guaranteed. History has shown us that the pursuit of justice demands unwavering dedication and deep abiding love for the community we serve. Reverend Dr. Martin Luther King Jr. once said "If peace means accepting second-class citizenship, I don't want it. If peace means keeping my mouth shut in the midst of injustice or evil, I don't want it. If peace means being complacently adjusted to a deadening status quo, I don't want peace. If peace means a willingness to be exploited economically, dominated politically, humiliated and segregated, I don't want peace. We too reject any semblance of the falsities that come at the expense of equity and dignity. True peace is not the absence of tension, but it is the presence of justice. We will not remain silent in the face of injustice, nor will we settle for complacency in the pursuit of fairness for all. This work is not easy. It has and will challenge systems, traditions, and mindsets. But we are steadfast rooted in love for our communities, our future, and the ideals upon which we stand." As Dr. King reminded us, the arc of the moral universe is long, but

it bends towards justice. Yet that bending does not happen on its own intentionality, not irony. It requires hands willing to labor, voices willing to speak, and hearts willing to love, even in the face of adversity. Let this serve as both an invitation and reminder that we encourage and welcome collaboration, conversation and most importantly, progress. But let no one mistake our commitment for passivity or our compassion for weakness. Together let us move forward with the spirit the late Honorable Representative John Lewis who taught us that getting into good trouble is necessary to advance what is right. Let us remember that our efforts are not just for ourselves but for the generations yet unborn who inherit the fruits of our labor. I reaffirm my commitment to fostering a community that is inclusive, equitable, and accessible, and need I remind us all that this is not just the work of the Committee, it is a work of a lifetime and we will not be deterred by attempts to distract or derail in solidarity, purpose and strength.

Pastor Hightower stated that last year ended on a not so good note and he wants to clear the air and help everyone understand what their perspective is and how to move forward. It is not about any individual or organization, it is about the work. They were at the table before the DEIA Committee was formed and will be at the table, regardless if whether or not the DEIA Committee stands. One reason why is because the Park District is a taxpayer organization and therefore, they have a voice. It does not matter if they are on the Committee or not, they will still be there because DEIA may be a buzz word to some, but it is ingrained in the foundation of the NAACP. They are a part of the NAACP Peoria Branch, and part of the larger national NAACP association. Do not take their meekness for weakness, there is power under restraint. With that said, they would like to continue to move forward and make it better for the citizens of Peoria and work in collaboration with the Park District.

#### **4. MINUTES**

##### **4.A. Approval of October 15, 2024 DEIA Committee Meeting Minutes**

Trustee Bertschy moved to approved the DEIA Committee meeting minutes of November 19, 2024. Motion seconded by Brooke Sommerville. Motion passed by unanimous Aye voice vote of members present.

#### **5. PROCESS/POLICY UPDATES**

Executive Director Cahill stated that review of the listing of DEIA policy updates that have been identified continues. As such, Attorneys Kevin Day and Justin Gunn are attending to provide legal counsel and updates and changes in laws as needed.

#### **6. NEW BUSINESS**

##### **6.A. Pillar One: Equitable Access to Parks, Facilities, and Programming**

*Discussion - Bond Issue Overview of Capital Projects*

Becky Fredrickson highlighted a listing of accessibility-focused capital and bond issue projects completed in 2024 and planned in 2025. *See Attachment A.* She stated that last year, the Glen Oak Park all-inclusive playground was completed, and two new playgrounds and parking lot renovations planned for 2025.

##### **6.B. Pillar Two: Focus on the PPD Workforce**

Shalesse Pie presented the November and December 2024 Workforce Profile. *Please see Attachment B.* Of note is the creation of a new recruitment commercial with Park

District employees highlighting the various areas within the District. Staff is very excited to launch the commercial as it is the first of its kind featuring only Park District staff.

**6.C. Pillar Three: Actively Promote and Encourage the Diversity, Equity, Inclusiveness and Accessibility of PPD-Funded Contractors and Suppliers**

Tammy Johnson presented the 2024 Qualifying Construction Contracts Workforce Goals and Participation Goals Reports. *See Attachment C.* Trustee Sierra stated that at the end of last year Q3, the Committee discussed having more quantitative conversations with contractors in identifying barriers. Has any progress been made in this area? Tammy Johnson stated that yes, she is having those conversations with both non-diverse and minority-owned companies as it's important to know what challenges they're all having. Overall, there is a lack of minority and women-owned participation and it's important to understand any impediments they may be experiencing. One issue that small businesses encounter in general, is the bond requirement for the Park District's larger projects. One of the women-owned companies had to resort to providing a cashier's check from the company's bank account as a bond on her last bid because she couldn't get approval for the bond amount. There are also equipment issues for some companies where the cost to rent equipment needed for a project is cost prohibitive, and therefore unable to bid on the job unless they own the equipment.

Trustee Bertschy asked what the Park District could do to help address some of these issues? Should a separate meeting with the contractors be held to discuss and address and help assist with obstacles? Trustee Sierra stated that he agrees and he would like to see by the end of this year some sort of qualitative report from those conversations.

Pastor Hightower stated that the City is hosting another minority procurement expo will be held at the Peoria Civic Center in March, to help address some of the issues discussed. Trustee Bertschy requested that the details of the expo (date, time, etc.) be sent to the Committee.

**6.D. Pillar Four: Support Community Workforce Development**

David Gray provided the 2024 Fall/Winter Intern Data Report. *Please see Attachment D.* Mr. Gray stated that the Moonlight Coalition for Adult Learning received an employability grant. Job application and coaching will be provided to Moonlight participants so they can hopefully be placed in Park District positions. This is an exciting opportunity for both applicants and the Park District. Executive Director Cahill stated that one of the exciting things is that traditionally, the Moonlight program has been able to do job placement for students ages 16-24 as part of a youth grant. Given that success, this grant is an extension by supporting job placement for ages 18 and over and helps access under employed adults who had not been supported by internships.

**7. PENDING BUSINESS**

None at this time.

**8. OTHER BUSINESS**

Trustee Bertschy stated that he would like to have a renewed effort and discuss how to be more intentional with the disabled community. A few months ago, there was a discussion about

whether or not to include them in some of the outward facing activities regarding contracting and to some extent, were discouraged in doing so by IAPD. Good progress has been made in other areas, but not with the disabled community. Trustee Sierra stated that he will discuss this further with Trustee Bertschy and determine when it should be placed on a future meeting's agenda.

In regards to Pastor Hightower's earlier comments, President Johnson stated that he made mention of continuing to be here. What brought this on? Does Pastor Hightower feel like he's not able to attend DEIA meetings? Pastor Hightower replied no, not at all. He was just stating the NAACP's hard position and where they're coming from as it relates to the Park District and the DEIA Committee. He was letting everyone know that no matter if the Committee continues or not, they will still be here. In general, their commitment to DEIA will still go on because it's engrained in the NAACP, regardless of the governmental body they're addressing. They're focused on the work and not any one individual.

**9. ACTION ITEMS REVIEW**

None noted at this time.

**10. NEXT MEETING**

Tuesday, February 18, 2025 at 10:00 AM

**11. ADJOURNMENT**

At 10:45 am Trustee Bertschy moved to adjourn the meeting. Motion seconded by Brooke Sommerville and carried on unanimous voice vote of those present.

---

Respectfully Submitted by Alicia Woodworth  
Executive Assistant and Board Secretary

## Capital Projects & Bond Issue Items - DEIA Focused

### 2024 Projects - Recap

- Charter Oak Paths
- Forest Park Nature Center Parking Lot and Front Entrance Access
- Franciscan Rec Center Playground
- Glen Oak Fully Inclusive Playground
- Glen Oak Accessible Restroom and Shelter - near playground
- Glen Oak Lagoon Path
- GVD Sidewalk Sections Replaced
- Lakeview Splashpad
- Lakeview Swings
- Logan Site Improvements - outdoor fitness equipment/paths
- Madison Concrete Replace - behind clubhouse
- Morton Square Sidewalk Curb Ramps
- Owens Back Bridge Replace
- Rock Island Greenway Path Replace - near Chanute
- Trewyn Swings

### 2025 Projects - Planned

- Bike Trail Path Replace - RiverFront
- Bradley Service Building Restroom
- Columbia Park Improvements - Playground & Shelter
- Endres Playground Replacement
- Glen Oak Trolley Stops
- GVD Inlet Replacements
- HISRA Parking Lot
- Lakeview Rec Elevator Replacement
- Luthy Front Sidewalk Replacement
- Markwoodlands Park Improvements
- Owens Building Improvements
- PlayHouse Exhibit Upgrades
- Zoo Improvements - Tiger Exhibit

# ATTACHMENT B

Total Staff			
	November 2024	Three Months Ago (August 2024)	Six Months Ago (May 2024)
White Female	273	293	333
White Male	269	320	344
Asian Female	6	8	10
Asian Male	2	3	4
Black Female	46	51	60
Black Male	67	74	83
Hispanic Female	11	17	15
Hispanic Male	17	17	17
American Indian/Alaskan Native Female	0	0	0
American Indian/Alaskan Native Male	1	0	2
Native Hawaii/Pacific Islander Female	0	0	1
Native Hawaii/Pacific Islander Male	1	1	1
Other Female	0	0	0
Other Male	0	0	0
Two or More Races Female	13	13	16
Two or More Races Male	7	11	12
Total	713	808	898
Total Minority	171	195	221
% Minority	23.98%	24.13%	24.61%

Full-Time Staff			
	November 2024	Three Months Ago (August 2024)	Six Months Ago (May 2024)
White Female	41	39	42
White Male	75	78	75
Asian Female	1	1	1
Asian Male	0	0	0
Black Female	7	7	8
Black Male	13	13	14
Hispanic Female	2	2	2
Hispanic Male	3	3	3
American Indian/Alaskan Native Female	0	0	0
American Indian/Alaskan Native Male	0	0	0
Native Hawaii/Pacific Islander Female	0	0	0
Native Hawaii/Pacific Islander Male	0	0	0
Other Female	0	0	0
Other Male	0	0	0
Two or More Races Female	1	1	2
Two or More Races Male	2	4	4
Total	145	148	151
Total Minority	29	31	34
% Minority	20.00%	20.95%	22.52%
Total Number of Leadership Positions**:	93		
Leadership positions filled by minority staffers	19		
Minority percentage of total leadership	20.43%		
Percentage of total minorities to serve in leadership roles	65.51%	(19/29)	

\*\*Leaders: Asst. Managers/Crew Leaders - Managers or equivalent/Foremen - Supervisors or equivalent - Superintendents - Directors

Turnover Stats for November 2024	Total	Full-Time	Part-Time
Voluntary Separations	7	1	6
Involuntary Separations			0
Seasonal Layoff	18		18
	25	1	24

\*Locations: Camp Wokanda (1), Donovan Park (2), Equipment Service Center (1), Glen Oak Park (2), Kellogg Golf Course (3), Mossville Soccer Complex (1), Newman Golf Course (2), Proctor Recreation Center (4), RiverPlex (3), Various Locations (6)

Total Staff			
	December 2024	Three Months Ago (September 2024)	Six Months Ago (June 2024)
White Female	251	280	341
White Male	240	309	352
Asian Female	8	7	10
Asian Male	2	2	4
Black Female	44	48	59
Black Male	63	75	86
Hispanic Female	11	16	17
Hispanic Male	16	19	18
American Indian/Alaskan Native Female	0	0	0
American Indian/Alaskan Native Male	1	1	2
Native Hawaii/Pacific Islander Female	0	0	0
Native Hawaii/Pacific Islander Male	1	1	1
Other Female	0	0	0
Other Male	0	0	0
Two or More Races Female	14	12	18
Two or More Races Male	7	11	11
Total	658	781	919
Total Minority	167	192	226
% Minority	25.38%	24.58%	24.59%

Full-Time Staff			
	December 2024	Three Months Ago (September 2024)	Six Months Ago (June 2024)
White Female	41	39	41
White Male	76	78	77
Asian Female	1	1	1
Asian Male	0	0	0
Black Female	6	7	8
Black Male	13	13	13
Hispanic Female	2	2	2
Hispanic Male	3	3	3
American Indian/Alaskan Native Female	0	0	0
American Indian/Alaskan Native Male	0	0	0
Native Hawaii/Pacific Islander Female	0	0	0
Native Hawaii/Pacific Islander Male	0	0	0
Other Female	0	0	0
Other Male	0	0	0
Two or More Races Female	2	1	2
Two or More Races Male	2	4	4
Total	146	148	151
Total Minority	29	31	33
% Minority	19.86%	20.95%	21.85%
Total Number of Leadership Positions**:	93		
Leadership positions filled by minority staffers	19		
Minority percentage of total leadership	20.43%		
Percentage of total minorities to serve in leadership roles	65.51%	(19/29)	

\*\*Leaders: Asst. Managers/Crew Leaders - Managers or equivalent/Foremen - Supervisors or equivalent - Superintendents - Directors

Turnover Stats for December 2024	Total	Full-Time	Part-Time
Voluntary Separations	4		4
Involuntary Separations			0
Seasonal Layoff	14		14
	18	0	18

\*Locations: Bradley Park (2), Donovan Park (1), Grand View Drive Park (2), Kellogg Golf Course (2), Madison Golf Course (2), RiverPlex (1), Small Parks (6), Various Locations (2)

**ATTACHMENT C**

**2024 QUALIFYING CONSTRUCTION CONTRACTS - WORKFORCE GOALS\***

Rev 01/09/2025

Per Peoria Park District Policy Section 5.00 Solicitation and Hiring for Qualifying Construction Contracts: Peoria Park District shall, as permitted by law, endeavor to ensure that a minimum of 20% of the total hours worked on any Qualifying Construction Contract are performed by Minority Persons and a minimum of 5% of the total hours worked are performed by Women (“Workforce Goals”).

“Qualifying Construction Contracts” means any or all construction projects with an estimated total base cost of \$50,000 or more.

Project	Contractor	Notice to Proceed Date	Project Complete (Y/N)	BID/QUOTE [ESTIMATED PROJECT HOURS]								PROJECT WORKFORCE HOURS							
				Total # Crew	# Minority	# Women	Total Hours	Minority Hours	% Minority	Female Hours	% Female	Total # Crew	# Minority	# Women	Total Hours	Minority Hours	% Minority	Female Hours	% Female
Morton Site Improvements	SF Pauli	09/07/23	Y	13	2	1	652	165	25%	12	2%	7	1	0	320	32	10%	0	0%
Logan Site Improvements	JIMAX	08/09/23	Y	5	3	1	302	180	60%	60	20%	14	5	1	452	134	30%	15	3%
GOP Site Work	ICCI	08/16/23	Y		2	2	398	40	10%	16	4%	19	2	2	494	69	14%	13	3%
HISRA Roof Coating	Kreiling	02/01/24	Y	4	1	0	586	147	25%	0	0%	7	2	0	465	139	30%	0	0%
Playhouse Roof	Kreiling	04/04/24	N	5	1	0	4,243	818	19%	0	0%	39	7	0	4,764	1,091	23%	0	0%
Riverplex Pool Heat Exch	Pipco	04/01/24	Y	1	0	0	120	0	0%	0	0%	3	0	0	96	0	0%	0	0%
Rock Island @ Chanutte	RA Cullinan	05/03/24	Y	18	6	2	258	84	33%	25	10%	15	4	2	126	38	30%	21	17%
Newman Irrigation Pump	Comm Irrigation	05/20/24	N	5	1	0	340	75	22%	0	0%	2	0	0	57	0	0%	0	0%
Detweiller N Road Patching	RA Cullinan	05/15/24	Y	17	4	2	217	63	29%	20	9%	16	3	2	141	27	19%	19	13%
GVD Rip Rap Replacement	NE Finch	08/19/24	Y	4	1	0	176	48	27%	0	0%	3	0	0	43	0	0%	0	0%
District Wide Chip and Seal	RA Cullinan	05/03/24	Y	10	2	2	160	32	20%	27	17%	14	4	3	153	48	31%	27	17%
Zoo Spider Monkey Outdoor	Corners Limited	05/24/24	Y	3	0	0	189	0	0%	0	0%	3	0	0	123	0	0%	0	0%
Peoria Stadium Roadway	Hoerrs Blacktop	06/03/24	Y	9	1	2	176	56	32%	56	32%	10	1	2	117	12	10%	31	26%
Zoo Africa Nights Roof Coatings	Kreiling	09/09/24	Y	6	1	0	436	100	23%	0	0%	7	4	0	347	194	56%	0	0%
GOP Lagoon Concrete Path	Murillo	07/26/24	Y	5	5	0	592	592	100%	0	0%	4	4	1	608	608	100%	144	24%
GLC Renovation	Peoria Metro	08/13/24	N	97	19	8	15,254	2,399	16%	2,114	14%	67	7	1	4,066	212	5%	67	2%
Zoo Boardwalk Staining	Caliber Coatings	08/16/24	Y	3	1	0	430	86	20%	0	0%	3	1	0	322	99	31%	0	0%
Trewyn Exterior Painting	Givisco	09/13/24	Y	3	1	1	350	150	43%	100	29%	10	1	1	537	40	7%	40	7%
Lakeview Splashpad	Aupperle	09/13/24	N	22	3	2	3,760	340	9%	200	5%	4	0	0	78	0	0%	0	0%
FPNC Parking Lot Renovation	RA Cullinan	10/02/24	Y	19	4	2	252	70	28%	21	8%	18	7	0	163	50	31%	0	0%
GOP Inclusive Restroom	Geo H Rump	10/04/24	N	36	6	3	2,264	272	12%	196	9%								
GLC Irrigation Improvements	Tri-County Irrig	10/24/24	N	5	0	0	510	0	0%	0	0%	6	0	0	93	0	0%	0	0%
Gwynn Path Replacement	Hoerrs Blacktop	11/01/24	N	8	1	1	308	78	25%	18	6%								
Detweiller Water Main	JC Dillon	11/18/24	N	4	1	1	648	89	14%	23	4%								
<b>TOTAL GOAL</b>				<b>302</b>	<b>66</b>	<b>30</b>	<b>32,621</b>	<b>5,883</b>	<b>18%</b>	<b>2,888</b>	<b>9%</b>	<b>271</b>	<b>53</b>	<b>15</b>	<b>13,564</b>	<b>2,791</b>	<b>21%</b>	<b>376</b>	<b>3%</b>
									<b>20%</b>		<b>5%</b>						<b>20%</b>		<b>5%</b>

\*This report contains only those Qualifying Construction Contracts bid after the policy was enacted in March 2023  
 Projects bid/started in previous calendar year



**2024 QUALIFYING CONSTRUCTION CONTRACTS - PARTICIPATION GOALS\***

Rev 01/09/2025

Per Peoria Park District Policy Section 5.00 Solicitation and Hiring for Qualifying Construction Contracts: Peoria Park District shall, as permitted by law, endeavor to award not less than 20% of the total dollar amount of the Park District's Qualifying Construction Contracts to Minority-owned Businesses and not less than 5% of the total dollar amount of the Park District's Qualifying Construction Contracts to Women-owned Businesses ("Participation Goals").

"Qualifying Construction Contracts" means any or all construction projects with an estimated total base cost of \$50,000 or more.

Project	NOTIFICATIONS				BIDS RECEIVED			Contractor	DBE	Project Complete (Y/N)	BID/QUOTE [ESTIMATES]**						PROJECT PARTICIPATION					
	#	#	#	Plan	#	#	#				Total \$	\$ to Subs	\$ MBE (inc subs)	% MBE (inc subs)	\$ WBE (inc subs)	% WBE (inc subs)	Total \$ w/ COs	\$ to Subs	\$ MBE (inc subs)	% MBE (inc subs)	\$ WBE (inc subs)	% WBE (inc subs)
Morton Site Improvements	21	4	2	4	5	1	0	SF Pauli	X	Y	\$ 142,696	\$ 66,700	47%	\$ 0	0%	\$ 149,832	\$ 73,715	\$ 64,215	43%	\$ 0	0%	
Logan Site Improvements	24	3	4	5	2	0	0	JIMAX	X	Y	\$ 102,697	\$ 4,200	4%	\$ 0	0%	\$ 144,242	\$ 74,357	\$ 0	0%	\$ 0	0%	
GOP Site Work	34	7	1	4	1	0	0	ICCI	X	Y	\$ 149,836	\$ 5,000	3%	\$ 5,200	3%	\$ 174,538	\$ 0	\$ 0	0%	\$ 0	0%	
HISRA Roof Coating	17	1	1	4	1	0	1	Kreiling	WBE	Y	\$ 105,108	\$ 0	0%	\$ 105,108	100%	\$ 105,108	\$ 39,088	\$ 0	0%	\$ 105,108	100%	
Playhouse Roof	16	1	3	5	3	0	1	Kreiling	WBE	N	\$ 827,723	\$ 44,400	0%	\$ 806,323	97%							
Riverplex Pool Heat Exch	14	2	0	5	3	0	0	Pipco	X	Y	\$ 72,900	\$ 37,000	0%	\$ 0	0%	\$ 72,900	\$ 38,511	\$ 0	0%	\$ 0	0%	
Rock Island @ Chanute	4	0	0	4	2	0	0	RA Cullinan	X	Y	\$ 81,719	\$ 1,680	2%	\$ 1,680	2%	\$ 81,719	\$ 5,400	\$ 2,160	3%	\$ 3,240	4%	
Newman Irrigation Pump	3	0	0	5	1	0	0	Com Irrigation	X	N	\$ 272,500	\$ 0	0%	\$ 0	0%							
Detweiller N Road Patching	4	0	1	4	2	0	0	RA Cullinan	X	Y	\$ 87,468	\$ 2,100	2%	\$ 2,100	2%	\$ 91,816	\$ 4,995	\$ 2,943	3%	\$ 2,052	2%	
GVD Rip Rap Replacement	9	0	0	5	3	0	0	NE Finch	VOB	Y	\$ 55,900		0%		0%	\$ 55,900	\$ 0	\$ 0	0%	\$ 0	0%	
District Wide Chip and Seal	5	0	1	5	1	0	0	RA Cullinan	X	Y	\$ 70,790	\$ 1,155	2%	\$ 1,155	2%	\$ 70,790	\$ 0	\$ 0	0%	\$ 0	0%	
Zoo Spider Monkey Outdoor	19	2	2	5	2	0	1	Corners Limited	X	Y	\$ 92,400	\$ 0	0%	\$ 0	0%	\$ 102,700	\$ 0	\$ 0	0%	\$ 0	0%	
Peoria Stadium Roadway	5	0	1	4	3	0	0	Hoerrs Blacktop	X	Y	\$ 72,150	\$ 0	0%	\$ 0	0%	\$ 72,150	\$ 0	\$ 0	0%	\$ 0	0%	
Zoo Africa Nights Roof Coatings	17	1	2	5	2	0	1	Kreiling	WBE	Y	\$ 88,000	\$ 0	0%	\$ 88,000	100%	\$ 88,000	\$ 0	\$ 0	0%	\$ 88,000	100%	
GOP Lagoon Concrete Path	23	8	1	4	6	1	1	Murillo	MBE	Y	\$ 148,650	\$ 0	100%	\$ 0	0%	\$ 178,800	\$ 0	\$ 178,800	100%	\$ 0	0%	
GLC Renovation	223	82	103	5	4	0	1	Peoria Metro	WBE	N	\$ 4,466,300	\$ 3,089,423	8%	\$ 2,468,694	55%							
Zoo Boardwalk Staining	12	2	2	5	3	1	0	Caliber Coatings	VOB	Y	\$ 56,750	\$ 0	0%	\$ 0	0%	\$ 56,750	\$ 0	\$ 0	0%	\$ 0	0%	
Trewyn Exterior Painting	12	2	2	5	1	1	0	GIVSCO	MBE	Y	\$ 52,550	\$ 0	100%	\$ 0	0%	\$ 58,957	\$ 0	\$ 58,957	100%	\$ 0	0%	
Lakeview Splashpad	15	3	2	4	3	1	0	Aupperle	VOB	N	\$ 566,997	\$ 242,000	0%	\$ 202,000	36%							
FPNC Parking Lot Renovation	5	0	1	4	3	0	0	RA Cullinan	X	Y	\$ 110,907	\$ 780	1%	\$ 1,050	1%	\$ 110,957	\$ 3,574	\$ 2,170	2%	\$ 1,404	1%	
GOP Inclusive Restroom	42	9	6	4	8	2	1	Geo H Rump	X	N	\$ 619,600	\$ 375,893	3%	\$ 131,267	21%							
GLC Irrigation Improvements	5	0	0	4	1	0	0	Tri-County Irrig	X	N	\$ 139,762	\$ 0	0%	\$ 0	0%							
Gwynn Path Replacement	17	4	2	4	9	1	2	Hoerrs Blacktop	X	N	\$ 74,900	\$ 0	0%	\$ 0	0%							
Detweiller Water Main	7	0	2	4	3	0	1	JC Dillon	X	N	\$ 97,910	\$ 32,751	33%	\$ 0	0%							
<b>TOTAL</b>	<b>553</b>	<b>131</b>	<b>139</b>	<b>107</b>	<b>72</b>	<b>8</b>	<b>10</b>				<b>\$ 8,556,212</b>	<b>\$ 3,822,247</b>	<b>8%</b>	<b>\$ 3,812,577</b>	<b>45%</b>	<b>\$ 1,615,158</b>	<b>\$ 239,640</b>	<b>\$ 309,245</b>	<b>19%</b>	<b>\$ 199,804</b>	<b>12%</b>	
<b>GOAL</b>													<b>20%</b>		<b>5%</b>				<b>20%</b>		<b>5%</b>	

\*This report contains only those Qualifying Construction Contracts bid after the policy was enacted in March 2023.

\*\*The scope of work for some ancillary services may be undefined until a project is underway; estimates may be included where a prime contractor has committed to using an M/WBE if/as those services are required. These ancillary services tend to be a minimal percentage of the overall cost of a project. Common examples: (1) Trucking is used on an as-needed basis and the company ultimately contracted will depend on which has availability on the day needed. (2) Seeding may/may not be required dependent on areas trodden by equipment during the course of a project.

Projects bid/started in previous calendar year.

**2024/2025 Winter Internships**

Note: This cohort of interns ends at the end of February. A new group for Spring 2025 will run from March – June.

<b>Overall Total Interns:</b>	9
<b>Total High School:</b>	2
<b>Total College:</b>	7
<b><u>Ethnicity</u></b>	
Black/African American:	5
Asian:	0
Middle Eastern:	1
Hispanic:	0
Two or More Races:	2
White:	1
<b><u>Gender</u></b>	
Male:	4
Female:	5

<b><u>Facilities/Programs Supported</u></b>
Proctor Recreation Center
After School Education Program
Lakeview Recreation Center
PlayHouse
Athletics Program
Community Recreation