



balance” model, ensuring longer-term accessibility to programs that require capacity-building (i.e. swimming, skating, etc.), as well as season-long access to summer camp offerings, so that families who depend on programming for childcare would have the opportunity to receive a stable recreation experience for the entire summer at an affordable cost. As these changes were primarily focused on improving the activity registration component of the scholarship program, the new data presented exclusively reflects activity registration, to demonstrate the positive impact that the District believes these changes have had on users. The component of the scholarship program which focuses on RiverPlex, Proctor Recreation Center, and Peoria PlayHouse memberships was largely unaffected by these recent changes, and as such, those figures are not included.

Trustee Bertschy asked in reference to online registrations by zip code in 2022 – 2023, from what zip code is the largest increase during that time? Kevin Davis stated that in 2022, online scholarship registrations were very low as the option to enroll online was just added in December 2022. After this meeting, Kevin will provide the 2023 online info by zip code as the information provided at the moment is only total online registrations.

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

Shalesse Pie presented the July workforce stats. *Please see Attachment B.* Of note is the addition of full-time turnover statistics, as was requested at the last meeting. Ms. Pie stated that while currently, turnover information is available for full-time employees however, that same information for part-time employees is not available. The District is currently implementing a new payroll system in which starting in January 2024, accurate turnover information and statistics for part-time employees will be available.

Member Hightower commented that the month to month percentages of minority employees seems to be consistent and, in his opinion, that means minorities are not leaving and are happy working at the Park District.

President Johnson asked what is the reasoning behind everything being ready by January and why does it take such a long time? Emily Cahill stated that with it being the beginning of the calendar year, it makes it easier to start in January to track trends and data points so that a full calendar year can be reviewed year after year. It also coincides with the new payroll system that will provide much more exact data.

Pamela Marshal asked if there was a particular reason that individuals who identify themselves as disabled are not included in the employee profile data. Shalesse Pie explained that the current system does not have the capability to track that information however, the new system does. It will allow employees the opportunity to self-identify, if and however they so choose.

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

Tammy Johnson, Vendor & Contractor Compliance Manager, provided the HB453 Vendor Information Report stating that it is presented today as a draft and proposed

final format. *Please see Attachment C.* She recommends using this format that would ultimately be published in the financials tab of the Park District's website. This particular area of the website serves as a sort of transparency portal where financials and annual reports are published. Trustee Sierra thanked Ms. Johnson for the report stating that he didn't realize that the report would be so elaborate and detailed.

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

David Gray, Recruitment & Professional Development Manager provided an update on the internship program, stating that the spring/summer session concluded at the end of July. Recruitment efforts are well underway for the fall/winter session. There are several interns already working during the fall/winter session, however, he is still actively recruiting for three high school interns age 16+.

Trustee Bertschy asked what sort of recruitment efforts have been made for the high school interns. David Gray stated that the internships pay \$15/hour and 15 hours per week maximum. Efforts include job fairs, online job postings, noticing the area high schools and appropriate counselors and administrators, and word of mouth has been very effective. This includes referrals from current and past interns, partnering with Chanel Hargrave-Murry in her Power Lunch series at area high schools. Trustee Bertschy asked that a copy of the recruitment flier be emailed to the committee.

**7. PENDING BUSINESS**

Track Chairs

Trustee Bertschy stated that he had sent to Emily Cahill an outlining the steps he thinks need to be taken to move forward with acquiring track chairs. Some of the things to think about are where will the chairs be provided? How many will the District have? What are the administrative issues? Staff? When? Cost? Etc. He would like those questions answered by the end of this year and what is the timeline if this will move forward. Trustee Bertschy stated he would be willing to go to organizations in the community and ask if they would be willing to purchase a track chair which costs approximately \$25,000 each. Emily Cahill stated that operationally, there are many details to consider and making sure that staff is properly trained.

Trustee Sierra stated that it seems that the committee and full Board need to have more conversations about the track chairs and he would like to have them sooner rather than later because 2024 budget conversations have already begun. In addition, he too shares along with Trustee Bertschy, the desire to not wait until 2025 to place the chairs.

President Johnson stated that he likes the idea of the track chairs however, before discussions started about track chairs, a new situation has arisen with the Principal of Sterling Middle School. There are needed services in that area and some resources are going to have to come from somewhere in the Park District for individuals that live in that area as well. He is very concerned that the Park District isn't considering individuals that live in that part of the city. Emily Cahill stated that a meeting is scheduled for tomorrow to meet with the Principal of Sterling Middle School to discuss.

To summarize, Trustees Sierra and Bertschy recommended that the DEIA Committee should continue working with staff to work out a full plan before going to the full Board. Trustee Bertschy asked that this be placed on the next meeting agenda for further discussion.

#### DEIA Officer Hiring Process

Trustee Sierra provided an update of the DEIA Officer hiring process and stated that for approximately a month, recruitment for the position was restarted and again advertised and reposted. Next steps are to field those candidates that have applied and identify when the interview process will begin. Emily Cahill stated that staff has started to review the new applications and have developed a list of 6-8 viable candidates to reach out to and see if they're still interested in the position. From there, first round interviews will begin where a list of 3-4 candidates will be developed for recommendation for second round interviews. That second round of interviews would include an interview panel consisting of staff and recommended non-Trustee DEIA Committee members.

Through discussion, the committee recommended that Pastor Hightower and Sherry Carter-Allen should be part of that interview panel.

#### Committee Member Term Length

Trustee Bertschy and Katie Van Cleve both submitted names and/or organizations for possible membership on the DEIA Committee. Trustee Sierra stated that the Board had voted that the term for members of all committees would be one (1) year, including community and non-Trustee members. He would like to introduce an application form where potential members could fill out and express their interest in joining.

Through discussion, the Committee recommended that the DEIA Committee should consist of a total of nine (9) members, thus necessitating the addition of four (4) new members. President Johnson clarified that the Committee can recommend new members for appointment, but as President of the Board, he will be the one to actually appoint the new members. The Committee agreed to determining as a collective, the areas they would like to see represented in the four new members, then recruit those members for consideration for appointment by the Board President. President Johnson stated that there are individuals in the community that he would like to appoint to the DEIA Committee. He stated that he would take into consideration whomever the Committee recommends for appointment but ultimately, he will appoint whomever he feels is best suited, regardless of the areas within DEIA they represent.

#### **8. OTHER BUSINESS**

None at this time.

#### **9. ACTION ITEMS REVIEW**

1. President Johnson and Trustee Sierra will have a conversation about the sought-after characteristics of what the four new DEIA Committee members should be, as President Johnson is the one to ultimately appoint the new members to the DEIA Committee.
2. Staff will continue to work through the process of hiring a DEIA Officer, where at least one, maximum two non-Trustee DEIA Committee members will participate in the second round of interviews.





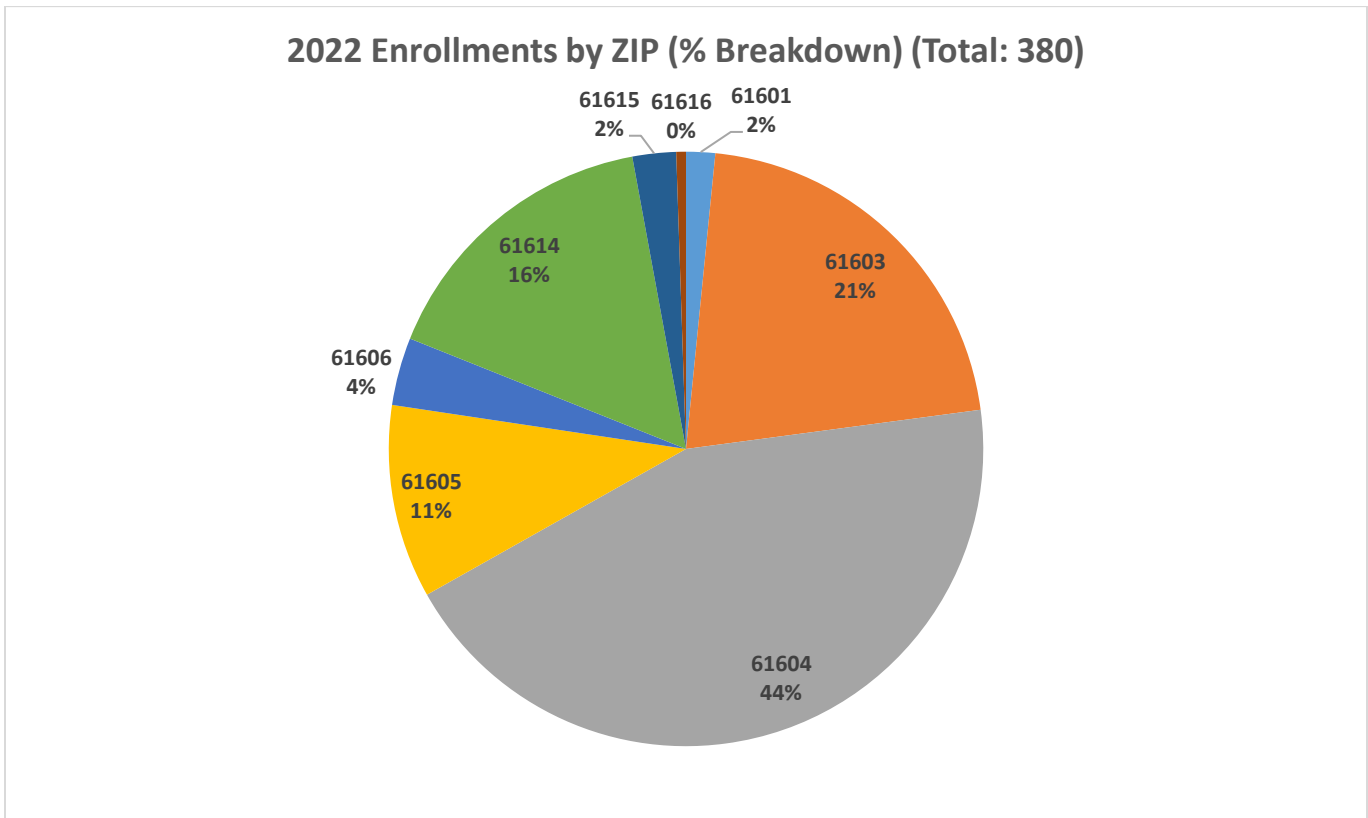
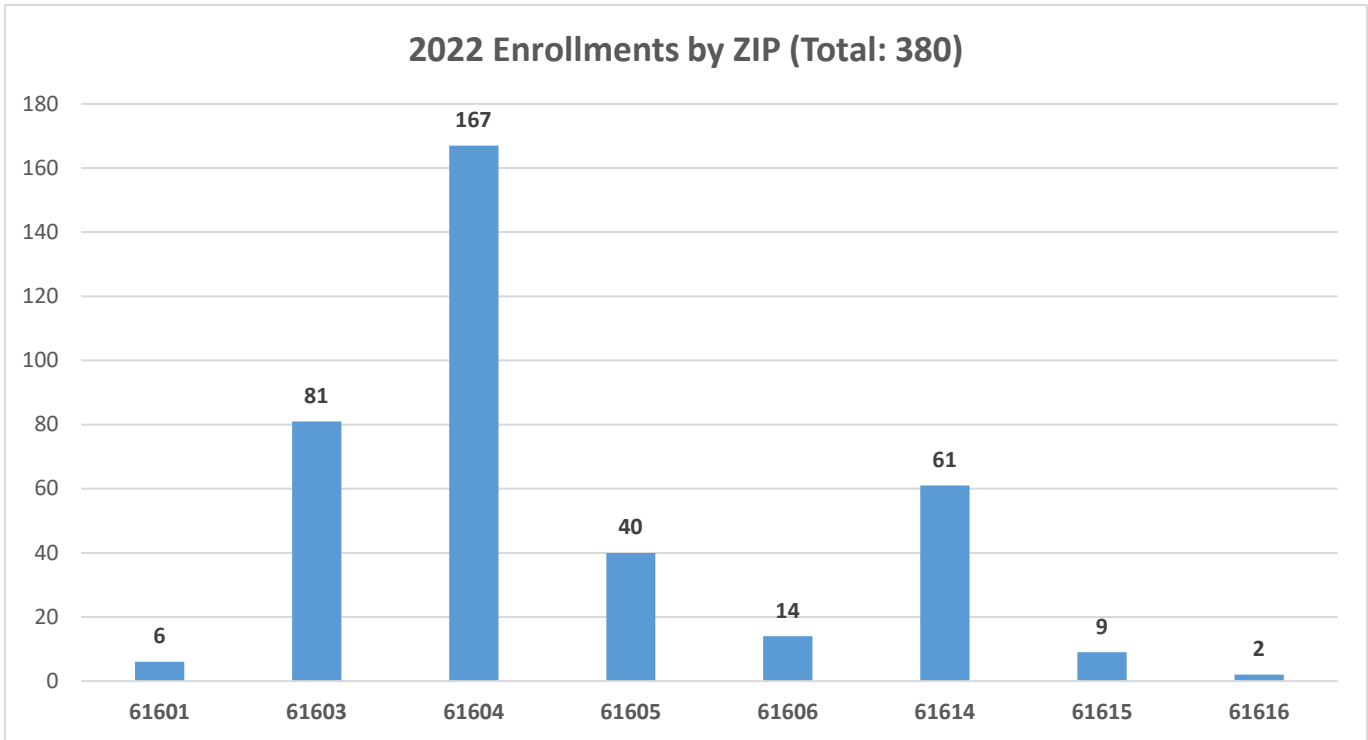






# Usage Statistics (Cont.)

The graphs below show redemptions by ZIP code, with two charts per year – a bar graph documenting overall enrollments, and a pie chart documenting a breakdown by percentage.











## ATTACHMENT B

## August 2023 Workforce Stats

<b>Total Staff</b>	-	-	<b>Full-Time Staff</b>	
White Female	341		White Female	41
White Male	338		White Male	71
Asian Female	13		Asian Female	1
Asian Male	6		Asian Male	0
Black Female	77		Black Female	9
Black Male	86		Black Male	16
Hispanic Female	11		Hispanic Female	0
Hispanic Male	14		Hispanic Male	3
American Indian/Alaskan Native Female	1		American Indian/Alaskan Native Female	0
American Indian/Alaskan Native Male	0		American Indian/Alaskan Native Male	0
Native Hawaii/Pacific Islander Female	3		Native Hawaii/Pacific Islander Female	0
Native Hawaii/Pacific Islander Male	1		Native Hawaii/Pacific Islander Male	0
Other Female	3		Other Female	1
Other Male	2		Other Male	0
Two or More Races Female	5		Two or More Races Female	1
Two or More Races Male	2		Two or More Races Male	1
Total	903		Total	144
Total Minority	224		Total Minority	32
% Minority	<b>24.81%</b>		% Minority	<b>22.22%</b>
			Total Number of Leadership Positions**:	90
			Leadership positions filled by minority staffers	18
			Minority percentage of total leadership	20.00%
			Percentage of total minorities to serve in leadership roles	56.25%

Minority Percentages	This Month (August 2023)	Three Months Ago (May 2023)	Six Months Ago (February 2023)
Total Staff	24.81%	23.78%	24.73%
Full Time Staff	22.22%	20.98%	21.17%

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

Turnover Statistics:

Full-Time Turnover Statistic

Number	Division	Demographic
-1	Parks	White Male
+1	Recreation	White Male

\*\*\*Part-time statistics will begin in January 2024 with new payroll/HR system.





**PEORIA PARK DISTRICT VENDOR INFORMATION REPORTING (PUBLIC ACT 102-0265)**

**REPORTING PERIOD: JANUARY 01, 2022 - DECEMBER 31, 2022**

VENDOR NAME	MINORITY OWNED (MBE)	WOMAN OWNED (WBE)	DISABILITY OWNED (DOB)	VETERAN OWNED (VOB)	SERVICE DISABLED (SDV)	CERTIFIED (CERT)	SELF CERTIFIED (SELF)	SMALL BUSINESS ENTITY (SBE)
A & R MECHANICAL CONTRACTORS INC								
ACC BUSINESS								
ACE IN THE HOLE INC	-	WBE	-	-	-	-	SELF	SBE
ADORAMA INC.	-	-	-	-	-	-	-	-
ALLIED LOCK & SAFE TECHNICIANS INC	-	-	-	-	-	-	-	SBE
ALLIED UNIVERSAL SECURITY SERVICES	-	-	-	-	-	-	-	-
ALTORFER INC	-	-	-	-	-	-	-	-
AMAZON								
AMEREN ILLINOIS								
AMERIGAS CORPORATION								
APPLICATION DATA SYSTEMS, INC								
AQUATIC TECHNOLOGY, INC.	-	-	-	-	-	-	-	-
ARMATURE MOTOR & PUMP COMPANY INC	-	-	-	-	-	-	-	SBE
ASSOCIATION OF ZOOS & AQUARIUMS	-	-	-	-	-	-	-	SBE
AXA EQUITABLE								
BAUMGARTEN DISTRIBUTING								
BELLZI INC	MBE	-	-	-	-	-	SELF	SBE
BEST BUY								
BIG BOUNCE AMERICA LLC	-	-	-	-	-	-	-	SBE
BLOOMINGTON OFFSET PROCESS, INC								
BLUE CROSS BLUE SHIELD OF ILLINOIS								
BLUE CROSS BLUE SHIELD OF ILLINOIS								
BORKHOLDER BUILDINGS & SUPPLY LLC	-	-	-	-	-	-	-	-
BREAKTHRU BEVERAGE ILLINOIS	-	-	-	-	-	-	-	-
BREWERS DISTRIBUTING CO	-	WBE	-	-	-	-	SELF	SBE
BSN SPORTS	-	-	-	-	-	-	-	-
C & G CONCRETE CONSTRUCTION CO INC	-	WBE	-	-	-	-	SELF	SBE
CADY OIL COMPANY INC	-	WBE	-	-	-	-	SELF	SBE
CADY'S CARS & TRAILERS	-	-	-	-	-	-	-	SBE
CALLAWAY GOLF								
CARTER PAPER & PACKAGING INC	-	WBE	-	-	-	CERT	-	SBE
CCIMW LLC	-	WBE	-	-	-	CERT	-	SBE
CENTAMAN	-	-	-	-	-	-	-	-
CENTRAL ILLINOIS COMMERCIAL FLOORING INC	-	-	-	-	-	-	-	-
CENTRAL ILLINOIS ELECTRICAL SERVICES	-	-	-	-	-	-	-	SBE
CENTRAL NEBRASKA PACKING	-	-	-	-	-	-	-	SBE
CENTRAL STATES MEDIA	-	WBE	-	-	-	CERT	-	SBE
CHAPMAN AND CUTLER LLP								
CHICKEN GOOD TOURING INC								

Dash (-) = Not Applicable

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CHOSEN'S COMMERCIAL CLEANING	MBE							
CITY OF PEORIA - TREASURER'S OFFICE								
CLEVELAND GOLF/SRIXON	-	-	-	-	-	-	-	-
CLIFTON LARSON ALLEN LLP								
COMCAST CABLE - 3001								
CONSTELLATION NEW ENERGY-GAS DIVISION, LLC								
CRAWFORD & BRINKMAN DOOR & WINDOW	-	-	-	-	-	-	-	-
CRESCENT ELECTRIC SUPPLY COMPANY								
CSS AUDIO INC	-	-	-	-	-	-	-	SBE
D & K PRODUCTS	-	-	-	-	-	-	-	SBE
D. A. HOERR & SONS INC	-	-	-	-	-	-	-	SBE
D. JOSEPH CONSTRUCTION COMPANY	-	-	-	-	-	-	-	-
DAKTRONICS INC	-	-						
DAVEY RESOURCE GROUP INC								
DEAN CUSTOM BUILDERS								
DELTA DENTAL								
DOUG WILLIAMS CONSTRUCTION INC	-	WBE	-	-	-	-	SELF	SBE
DRAGOO PAINTING, INC	-	-	-	-	-	-	-	SBE
DREAM CENTER PEORIA								
EAST PEORIA TIRE & VULCANIZING COMPANY	-	-	-	-	-	-	-	SBE
EAST SIDE ANIMAL HOSPITAL,PC								
ELITE COMMUNITY OUTREACH INC								
ERB TURF & UTILITY EQUIP	-	-	-	-	-	-	-	-
FACEBOOK								
FARNSWORTH GROUP INC	-	-	-	-	-	-	-	-
FIELD CROSSING, LCC								
FIESTA / MAHAR	-	-	-	-	-	-	-	-
FIRST STUDENT	-	-	-	-	-	-	-	-
FLIGINGER'S OUTDOOR POWER	-	WBE	-	-	-	-	SELF	SBE
foreUP GOLF SOFTWARE								
FRANK J. ZAMBONI & CO								
FUN ON THE RUN	-	-	-	-	-	-	-	SBE
GAMETIME	-	-	-	-	-	-	-	-
GEO J ROTHAN CO	-	-	-	-	-	-	-	SBE
GERMAN AMERICAN CENTRAL SOCIETY	-	-	-	-	-	-	-	-
GETZ FIRE EQUIPMENT CO.	-	-	-	-	-	-	-	-
GFL ENVIRONMENTAL SERVICES USA, INC	-	-						
GFS - GORDON FOOD SERVICE								
GIVSCO CONSTRUCTION	MBE	-	-	VOB	-	CERT	SELF	SBE

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GLOBAL EQUIPMENT CO	-	-	-	-	-	-	-	-
GRAINGER								
GREATER PEORIA SANITARY	-	-	-	-	-	-	-	-
HARRIS PEST CONTROL	-	-	-	-	-	-	-	SBE
HASSELBERG GREBE SNODGRASS URBAN & WENTWORTH								
HAWKINS INC	-	-	-	-	-	-	-	-
HI LINE SUPPLY CO LTD								
HOERRS BLACKTOP & SEALCOATING	-	-	-	-	-	-	-	SBE
HOLLAND'S CAMEL CORN								
HOME DEPOT PRO	-	-	-	-	-	-	-	-
HOUCK MOTORCOACH ADVERTISING INC	-	-	-	-	-	-	-	SBE
HY VEE	-	-	-	-	-	-	-	-
ILLINOIS AMERICAN WATER								
ILLINOIS CIVIL CONTRACTORS INC	-	-	-	-	-	-	-	-
ILLINOIS MECHANICAL SERVICE & DESIGN INC	-	WBE	-	-	-	CERT	-	SBE
ILLINOIS POWER MARKETING COMPANY								
INB								
INTERFACE SECURITY SYSTEMS LLC	-	-	-	-	-	-	-	-
J.J. BRAKER AND SONS INC	-	-						
KAEB SANITARY SUPPLY	-	-	-	-	-	-	-	SBE
KELLEY ORNAMENTAL IRON LLC	-	WBE	-	-	-	CERT	-	SBE
KERN GROUP INC	-	-	DOB	VOB	SDV	CERT	SELF	SBE
KOENIG BODY & EQUIPMENT INC	-	-	-	-	-	-	-	SBE
KONE INC	-	-	-	-	-	-	-	-
KREILING ROOFING CO	-	WBE	-	-	-	CERT	-	SBE
LAMARIE'S ENTERTAINMENT COMPLEX								
LANDSCAPE STRUCTURES	-	-	-	-	-	-	-	SBE
LANER MUCHIN, LTD								
LENOVO								
LES MILLS US TRADING								
LET'S PARTY RENTAL	-	-	-	-	-	-	-	SBE
LOST ART DESIGN & PRINT LTD	-	WBE	-	-	-	CERT	-	SBE
LOWE'S HOME CENTERS INC								
LUDOWICI ROOF TILE	-	-	-	-	-	-	-	-
M.J. KELLNER CO INC	-	-	-	-	-	-	-	SBE
MARTIN ONE SOURCE	-	-	-	-	-	-	-	-
MAURER-STUTZ INC	-	-	-	-	-	-	-	SBE
MCCANN CONCRETE PRODUCTS INC								
MENARDS- PEORIA								

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MID-ILLINOIS COMPANIES CORP	-	-	-	-	-	-	-	-
MILES CHEVROLET								
MOLLECK ELECTRIC CONTRACTORS INC	-	WBE	-	-	-	-	-	-
MOTOROLA SOLUTIONS, INC	-	-	-	-	-	-	-	-
MTI DISTRIBUTING INC	-	-	-	-	-	-	-	-
MWI ANIMAL HEALTH								
N.E. FINCH CO	-	-	-	VOB	-	-	SELF	-
NAPA AUTO PARTS								
NENA HARDWARE	-	-	-	VOB	-	-	SELF	SBE
NEPTUNE-BENSON								
NILES INDUSTRIAL COATING, LLC								
OFFICE DEPOT								
OTTO BAUM COMPANY INC	-	-	-	-	-	-	-	-
OTTO'S CONSTRUCTION	-	-	-	-	-	-	-	SBE
PARK DISTRICT RISK MANAGEMENT AGENCY								
PEERLESS NETWORK INC								
PEORIA ART GUILD								
PEORIA COUNTY HWY DEPT								
PEORIA MIDWEST EQUIPMENT	-	-	-	-	-	-	-	SBE
PEORIA ZOOLOGICAL SOCIETY								
PETTING ZOO, INC	-	-	-	-	-	-	-	-
PIONEER PARK SUPPLY	-	-	-	-	-	-	-	SBE
PIP PRINTING	-	-	-	-	-	-	-	-
PLANSOURCE								
PNC BANK N.A.								
PORTER CORP	-	-	-	-	-	-	-	-
PPD SOLAR 1 LLC								
PRAIRIE MATERIAL SALES								
PTC SELECT	-	-	-	-	-	-	-	SBE
PURE FITNESS INNOVATIONS	-	-	-	-	-	-	-	SBE
QUADIENT FINANCE USA INC								
QUALITY TRUCK & EQUIPMENT CO	-	-	-	-	-	-	-	SBE
R & R PRODUCTS INC	-	-	-	-	-	-	-	-
R.A. CULLINAN & SON INC	-	-	-	-	-	-	-	-
RHODE ISLAND NOVELTY	-	-	-	-	-	-	-	-
RIEDEL SHOE INC								
RIVER CITY ROOFING CO INC	-	-						
ROLAND MACHINERY COMPANY								
RUNNION EQUIPMENT COMPANY	-	-	-	-	-	-	-	-

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RUSH TRUCK CENTERS OF ILLINOIS, INC								
SAGE SOFTWARE INC								
SAM'S CLUB PAYMENTS								
SAUDER SPORTS		WBE						
SCAREFACTORY, INC	-	-	-	-	-	-	-	SBE
SENTRY SAFETY SUPPLY INC	-	-	-	-	-	-	-	SBE
SHERWIN WILLIAMS	-	-	-	-	-	-	-	-
SIMMONS SANITATION SERVICE INC	-	-	-	-	-	-	-	SBE
SITE ONE LANDSCAPE SUPPLY LLC	-	-	-	-	-	-	-	-
SNT TECHNICAL SERVICES LLC	-	-	-	-	-	-	-	SBE
SPORTS TURF IRRIGATION	-	-	-	-	-	-	-	SBE
SPRINGDALE CEMETERY MANAGEMENT AUTHORITY								
STANDARD HEATING & COOLING	-	WBE	-	-	-	-	SELF	SBE
TAZEWELL COUNTY ASPHALT COMPANY INC	-	-	-	-	-	-	-	-
TEAMSTERS & CHAUFFEURS								
TERRA ENGINEERING LTD								
TERRY'S FORD LINCOLN MERCURY OF PEOTONE INC	-	-	-	-	-	-	-	-
TITLEIST								
TOP ROOFING	MBE	-	-	-	-	-	SELF	SBE
TRIMARK MARLINN LLC								
TRIPLE JS JANITORIAL	MBE	WBE	-	-	-	CERT	-	SBE
U.S. POSTMASTER								
UNION FLOORING SERVICES, INC	-	-	-	-	-	-	-	SBE
UNITED REFRIGERATION INC	-	-	-	-	-	-	-	-
UNIVERSITY OF ILLINOIS								
USL FINANCIALS INC	-	-	-	-	-	-	-	SBE
VAN DIEST SUPPLY COMPANY	-	-	-	VOB	-			
VERIZON WIRELESS-LEHIGH								
VERMEER SALES & SERVICE	-	-	-	-	-	-	-	-
VERMONT SYSTEMS INC	-	-	-	-	-	-	-	-
WAL-MART								
WIDMER INTERIORS								
WINEINGER'S COUNTRY FEED AND SUPPLY	-	-	-	-	-	-	-	SBE
WINFIELD SOLUTIONS LLC	-	-	-	-	-	-	-	-
YORDY FARMS	-	-	-	-	-	-	-	-
ZUMWALT & ASSOCIATES INC								

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**2023 QUALIFYING CONSTRUCTION CONTRACTS - PARTICIPATION GOALS\***

Rev 09/07/2023

Per Peoria Park District Policy Section 5.00 Solicitation and Hiring for Qualifying Construction Contracts: Peoria Park District shall as permitted by law: (1) 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	Contractor	DBE	Project Complete (Y/N)	BID/QUOTE						ACTUAL								
				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	SF Pauli	X	N	\$ 142,696.00		\$ 66,700.00	47%	\$ -	0%									
Logan Site Improvements	JIMAX	X	N	\$ 102,697.00		\$ 4,200.00	4%	\$ -	0%									
GOP Site Work	ICCI	X	N	\$ 149,836.00		\$ 5,000.00	3%	\$ 5,200.00	3%									
District Wide Chip and Seal	RA Cullinan	X	Y	\$ 85,675.16		\$ -	0%	\$ 5,560.00	6%									
Proctor Roof Tile Repair	Kreiling	WBE	N	\$ 52,309.00	\$ -	\$ -	0%	\$ 52,309.00	100%									
<b>TOTAL GOAL</b>				<b>\$ 533,213.16</b>	<b>\$ -</b>	<b>\$ 75,900.00</b>	<b>14%</b> 20%	<b>\$ 63,069.00</b>	<b>12%</b> 5%	<b>\$ -</b>	<b>\$ -</b>	<b>#DIV/0!</b> 20%	<b>\$ -</b>	<b>#DIV/0!</b> 5%				

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

**2023 QUALIFYING CONSTRUCTION CONTRACTS - WORKFORCE GOALS\***

Rev 09/07/2023

Per Peoria Park District Policy Section 5.00 Solicitation and Hiring for Qualifying Construction Contracts: Peoria Park District shall as permitted by law: (2) 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								ACTUAL							
				Total # Crew	# Minority	# Women	Planned Total Hours	Planned Minority Hours	% Minority	Planned Female Hours	% Female	Total # Crew	# Minority	# Women	Total Hours	Minority Hours	% Minority	Female Hours	% Female
Morton Site Improvements	SF Pauli	09/07/23	N	11	2	1	592	165	28%	12	2%								
Logan Site Improvements	JIMAX	08/15/23	N	5	3	1	302	180	60%	60	20%								
GOP Site Work	ICCI	08-2023	N		2	2	398	40	10%	16	4%								
District Wide Chip and Seal	RA Cullinan	08-2023	Y	10	2	1	100	20	20%	10	10%	16	5	2	77	23	30%	5.5	7%
Proctor Roof Tile Repair	Kreiling	**TBD**	N	4	1	0	413	60	15%	0	0%								
<b>TOTAL GOAL</b>				<b>30</b>	<b>10</b>	<b>5</b>	<b>1805</b>	<b>465</b>	<b>26%</b> 20%	<b>98</b>	<b>5%</b> 5%	<b>16</b>	<b>5</b>	<b>2</b>	<b>77</b>	<b>23</b>	<b>30%</b> 20%	<b>5.5</b>	<b>7%</b> 5%

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