



WILDFIRE AGENCY VALUES & OBJECTIVES FINAL REPORT

Personal Property Debris Removal work has been nearly completed for the 2020 Wildfire Recovery Effort. This final report summarizes how the Debris Management Task Force ensured Agency Values and Objectives were implemented throughout the project.

2020 Oregon Wildfire Debris Removal Project Values & Objectives

- ✔ *Promote an environment that supports entrepreneurs and small businesses*
- ✔ *Expand business development*
- ✔ *Connect rural communities to urban markets*
- ✔ *Promote mentoring for enterprises that are disadvantaged, minority-owned, women owned, emerging small businesses, service-disabled veteran's businesses (DBE, MBE, WBE, ESB, and SDV) that are certified COBID and/or self-certified Small Businesses*
- ✔ *Support local communities*



2020 Oregon Wildfire Debris Removal Project Diversity Implementation



Challenge: FEMA policy precluded the agency from prescribing any geographic preferences or contracting goals.



Solution: ODOT created Agency Values and Objectives which were inserted into the Scopes of Work for both Hazard Tree and Debris Removal contracts. The Project Values & Objectives promoted mentoring for DBE, MBE, WBE, ESB and SDV firms that are COBID certified and non-certified firms in all facets of contracting from contract interpretation to means and methods to payroll to invoicing and payment, among other related business needs.



Accountability:

- Diversity Plan - Each Prime was required to submit a Diversity Plan with Bid addressing how they would meet these stated Agency Values and Objectives. These plans became part of each Prime's contract.
- Monthly Performance Reporting – Throughout project, each Prime was required to submit monthly Utilization and Data Reports (UDRs) and Diversity Plan Monthly Status Reports.

2020 Oregon Wildfire Debris Removal Project Validation Checks



ODOT performed random sampling validation checks for approximately 10% of the Wildfire Debris Removal workforce (excluding the Monitoring contractor and subs) through field interviews with workers.

Validation Check	No Concerns
Consistency between workforce and Prime's monthly Certified Payrolls and Utilization Data Reports (UDRs)	✔
Safety or EEO issues reported	✔
Transparency (prevailing wages and fringe)	✔



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Metrics Tracked Monthly:



Gender



Experience



Ethnicity



COBID Certified



Oregon workers



Small Business



On-Target:

Four months into the 2020 Wildfire Debris Removal Project, 100% of all Prime Contractors were meeting or exceeding Agency Project Values & Objectives and commitments made in their Diversity Plans.

Methodology for Analysis:

Certified Payrolls and UDR data turned in by Prime Contractors (including monitoring contractor) each month were analyzed for each metric listed above. Results for each were tallied and compared to the Diversity Plans to determine whether each Prime met their diversity commitments. In addition, results for each Prime were compared to agency Goals & Objectives for monthly project reporting.

Project Success Highlights:

Overall, Oregon-based local firms made up 91% of all executed subcontractor agreements

Overall, Oregon residents made up 69% of project workforce

Overall, COBID-certified or self-certified Small Businesses made up 55% of all executed subcontractor agreements

Overall, non-white ethnic/racial employees made up 25% of the project workforce

Diversity Targets for this Region (currently 14% minority)

Overall, women made up 21% of the total project workforce



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Overall Project Results:

