



# Portland Housing Bureau

## Appendix C Equity in Contracting, Workforce Diversity, and Wage Requirements Spring 2025 Preservation RFP

### **PCEF Equity in Contracting Goals\***

Contractor will work to support the following aspirational goals for all projects which include hard construction costs in excess of \$350,000. Unless otherwise stated, all aspirational goals apply to contractors receiving funds and any subcontractors they may contract with to perform work.

- **Construction Contractor Equity Goal:** At least thirty percent (30%) of hard construction costs should be contracted to firms which are certified by the Oregon Certification Office for Business Inclusion and Diversity (COBID) as Disadvantaged Business Enterprises (DBE), Minority-Owned Business Enterprises (MBE), Woman Owned Business Enterprises (WBE), Emerging Small Businesses (ESB), or Service-Disabled Veteran-Owned Business Enterprises (SDVBE) with twenty percent (20%) of costs being contracted to firms which are certified as MBE, WBE, or DBE.
- **Professional Services Goal:** If professional services are required, twenty-five percent (25%) should be contracted to COBID-certified firms.

### **PCEF Apprenticeship and Workforce Diversity Goals\***

Contractor will work to support the following aspirational goals for all projects which include hard construction costs in excess of \$350,000. Unless otherwise stated, all aspirational goals apply to contractors receiving funds and any subcontractors they may contract with to perform work.

- **Apprenticeship Utilization Goal:** A minimum of twenty percent (20%) of the hours worked, by trade, should be worked by state registered apprentices throughout the duration of the project. Excludes subcontracts of less than \$100,000.
- **Apprenticeship Level/On-the-Job Trainee Diversity Goal:** A minimum of thirty percent (30%) of the total apprenticeship hours, by trade, should be worked by people of color and a minimum of fifteen percent (15%) of the total apprenticeship hours, by trade, should be worked by women. Excludes subcontracts of less than \$100,000.
- **Journey Level/Trades-Worker Diversity Goal:** A minimum of twenty-five (25%) of the total journey level hours, by trade, should be worked by people of color and a minimum of ten percent (10%) of the total journey level hours, by trade, should be worked by women. Excludes subcontracts of less than \$100,000.

*\*PCEF's Equity in Contracting and Apprenticeship and Workforce Diversity goals differ slightly from PHB's. Please consult with PHB if you are not seeking PCEF funds for your project.*

### **Federal Section 3 Requirement (CDBG/HOME)**

Applies to projects receiving HUD funds exceeding \$200,000. Requires that contractors prioritize efforts to hire and train Section 3 and Targeted Section 3 Workers and provide contracting opportunities to Section 3 Business Concerns. Both workers and businesses should be in the community where the project takes place.

- Section 3 Workers should work at least 25% of all labor hours and Targeted Section 3 Workers should work at least 5% of all labor hours to the greatest extent possible. For definitions and more information, see [HUD's Section 3 page](#).
- Before starting work, the program requires that all workers submit a Section 3 Worker Eligibility Form to the City. If they submitted the form during the previous year, then they do not have to submit a new one. [Forms available from City Procurement site](#).

**Wage Requirements:** For each construction trade, projects will be required to pay workers the higher of the PCEF minimum, BOLI prevailing wage rate, or Davis-Bacon prevailing wage rate, as applicable.

- **PCEF Minimum Wage Requirement:** All workers who perform work on PCEF-funded projects must be paid a minimum of 180% of the relevant state minimum wage for time worked as defined by the Oregon Bureau of Labor & Industries, for the PCEF scope only.
- **BOLI Prevailing Wage Requirement:** Oregon's prevailing wage rate law is administered by the Bureau of Labor and Industries (BOLI). For projects with public funds totaling \$750,000\*\* or more, requires state prevailing wage payment to workers in trades for which a prevailing wage is defined, excluding projects with privately owned, predominantly affordable residential housing construction, as defined by BOLI. All projects receiving an award through this RFP will need to seek a BOLI determination regarding applicability. *\*\*BOLI prevailing wage requirements are also triggered on projects with a PCEF award of \$350,000 or more, even if total public funds are less than \$750,000.*
- **Davis-Bacon Prevailing Wage Requirement:** Requires federal prevailing wage payment on construction contracts of \$2,000 or more for projects with 8 or more CDBG-funded or 12 or more HOME-funded units. For more information, see [HUD's Davis-Bacon and Labor Standards Guide](#).

Projects must comply with all applicable local, state, and federal labor standards and requirements, including but not limited to all BOLI requirements and all provisions of the Davis-Bacon Act as amended, the Contract Work Hours and Safety Standards Act, and the Copeland Anti-Kick Back Act.