

**City of Hattiesburg
Disadvantage Business Enterprise (DBE)
2019-2021 DBE Goal**

OVERALL GOAL

The City of Hattiesburg's overall goal for fiscal year 2019-2021 is as follows: 1.2% of federal financial assistance will be expended in Department of Transportation (DOT) assisted contracts. This is exclusive of FTA funds to be used for the purchase of transit vehicles.

In accordance with Section 26.45 (f) the City of Hattiesburg shall submit its overall goal to DOT on August 1 of each year. In establishing the overall goal every three years, the City of Hattiesburg shall consult with minority, women and general contractor groups as well as other community organizations in an effort to obtain information concerning the availability of disadvantaged and non-disadvantaged businesses, the effects of discrimination on opportunities for DBEs, and the City of Hattiesburg's efforts to establish a level playing field for the participation of DBEs (*Attachment 1*). The City of Hattiesburg will publish a notice on its website of the proposed overall goals, informing the public that the proposed goal and its rationale are available for inspection during normal business hours at its principal office for 30 days following the date of the notice and inform the public that the City of Hattiesburg will accept comments on the goals. Normally, this notice will be issued by June 1 triennially. The notice will include addresses to which comments may be sent and addresses (including offices and websites) where the proposal may be reviewed. The City of Hattiesburg's overall goal submission to DOT will include a summary of information and comments received during this public participation process and responses. The City of Hattiesburg will also conduct consultation with interested parties in accordance with 49 CFR Part 26.45 – How do recipients set overall goals?

Complete details of our overall goals and methodology can be found on our website:

Link: www.hattiesburgms.com/mpo

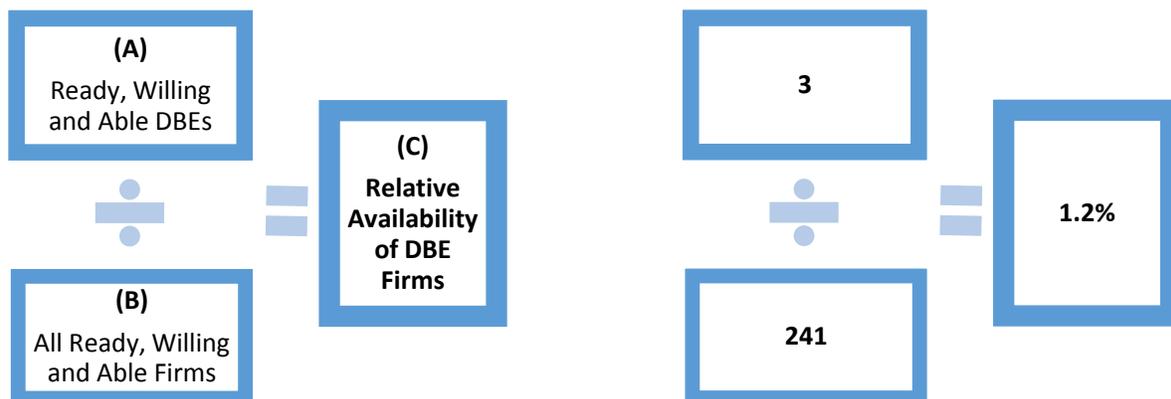
Direct link: <http://www.hattiesburgms.com/wp-content/uploads/DBE-Goal-Public-Notice.pdf>
(*Attachment 5*)

STEP 1: GOAL-SETTING METHODOLOGY

The method used to establish the relative availability of DBEs is to determine the portion or percentage of "Ready, Willing, and Able DBEs" that exist among the population of "ALL Ready, Willing, and Able Firms."

Ready, Willing, Able DBEs (A) / ALL Ready, Willing, Able Firms (B) = Relative Availability of DBE Firms (C)

For the City of Hattiesburg, firms and DBEs within Forrest and Lamar Counties were identified as the most relevant for the purpose of this calculation. See *Attachment 2* for a detailed accounting of the number of DBEs and total firms used.



Dividing for the quotient, we arrive at a Relative DBE Availability of 1.2%, which is also referred to as the Step One Base Figure and has herein been established as the City’s DBE goal.

Adjustments and Weighting

After calculating the base figure of relative availability of DBEs, all available evidence was considered to determine whether any adjustment to the figure was needed in order to arrive at the overall goal. The City of Hattiesburg chose not to adjust the base figure particularly given the limited number of identifiable DBEs specifically available in the Hattiesburg area. This challenge will be addressed through additional outreach opportunities described herein.

No weighting was applied because the majority of our sub-recipients are incurring routine cost spending on such things as fuel/oil, vehicle maintenance/repair, and/or tires. Because of those routine cost, vendor spending will vary significantly within a program year. It would be very difficult to single a specific cost category.

Data Sources

Data sources for Ready, Willing, and Able DBEs included DBE directories at the Mississippi Department of Transportation (MDOT) as well as the Mississippi Development Authority (MDA), which were both specifically reviewed for North American Industry Classification System (NAICS) codes most applicable to DOT/FTA funded work in the City of Hattiesburg. Ultimately, MDOT figures were relied upon as the number of DBEs within that directory in relevant NAICS codes were generally higher.

The data for All Ready, Willing, and Able firms was derived from the U.S. Census Bureau County Business Pattern for Forrest and Lamar Counties, Mississippi.

In order to ensure that the calculation for a DBE goal not under-represent DBE firms in the area, this calculation has used the above referenced DBE directories to identify all DBE firms in specified NAICS codes within the State of Mississippi, but have used the U.S. Census figures to identify total firms only in the Forrest County and Lamar County area. Specifically, County Business Patterns for the related NAICS codes from the 2016 tables were used, as those were the most recently published tables.

The City of Hattiesburg maintains a directory with its Mass Transit Division and with the Metropolitan Planning Organization (MPO) of firms identified within this calculation as DBEs and will periodically add

to the list any firms in other NAICS codes that identify themselves as DBEs, which may have opportunity for incidental business with those divisions. This is not a list of firms certified by the City of Hattiesburg, but rather only a reference to the firms identified in the original sources of data.

The Mississippi Department of Transportation data source can be accessed at:
https://aashtoreports.mdot.ms.gov/trnsreportspublic/Reports/cr_brk.aspx

The U.S. Census Bureau data source can be accessed at:
<https://www.census.gov/programs-surveys/cbp/data/tables.html>

STEP 2: DBE GOAL METHODOLOGY

The City of Hattiesburg has considered the following for Step 2: DBE Goal Methodology.

- Past participation (volume of work DBEs have performed in recent years)
- Evidence from recent disparity studies conducted in the market area (*Attachments 3 & 4*)
- Statistical Disparities in the ability of DBEs to get financing, bonding, and insurance
- Data on employment, self-employment, education and training, union apprenticeship programs; and
- Any other data that helps to better measure the percentage of work that DBEs would be likely to obtain in the absence of discrimination

BREAKOUT OF ESTIMATED RACE-NEUTRAL AND RACE-CONSCIOUS PARTICIPATION

It is anticipated that the City of Hattiesburg will meet its overall goal by using race-neutral means of facilitating DBE participation. The City of Hattiesburg will attempt to use the following race neutral means to increase DBE participation.

1. Arrange solicitations, times for the presentation of bids, quantities, specifications, and delivery schedules in ways that facilitate DBEs and other small businesses
2. Provide periodic technical assistance and other education and outreach
3. Carry out information and communications programs on contracting procedures and specific contract opportunities.

The City of Hattiesburg has DBE history for its transit services which will be a beneficial starting point for achieving the stated goal. The City will additionally promote the use of contract goals where applicable to help ensure reasonable effort is made to achieve goals.

MEANS TO MEET OVERALL GOALS

In addition to the efforts outlined above (arrangement of solicitations and specifications, technical assistance and outreach, and information/communication programs), the City of Hattiesburg will further attempt to increase DBE participation and DBE representation by providing programs in partnership with other agencies geared toward small business development.

Because of the lack of DBE firms and because of the procurement requirements germane to the City of Hattiesburg, the City of Hattiesburg will ensure that the DBE program continues to be tailored to overcome the effects of discrimination.

The City of Hattiesburg will make an effort to collect data as a result of this program, will review performance data including race-neutral and race-conscious means and their effectiveness, and will participate in outreach meetings with both DBEs and non DBEs willing to participate in transit programs.

If you require additional information, please contact me at (601) 545-4609.

Sincerely,
Andrew Ellard, Director
Urban Development

Attachment 1

The City of Hattiesburg, in partnership with the Mississippi Development Authority, will present a Model Contractor Development Program Workshop designed to teach small contractors, minorities, and women the business practices that would improve their company operations and increase the bonding capacity for minorities, women, and small businesses. Though the focus of the event will be the education and development of small businesses interested in contracting opportunities, it will also be an opportunity for the City of Hattiesburg to gain insight on the status of disadvantaged and non-disadvantaged businesses in the Hattiesburg area. Holding these events on at least an annual basis will better enable the city to keep an understanding of the changing dynamics of the small business environment and will increase the likelihood of participation and new DBE identification.

Topics at workshops may include Business Planning, Management, Finance, Bonding and Insurance, Accounting, Estimating and Bidding, Project Management, and others that may be determined useful. Presenters may include representatives in construction & development, bankers, accountants, engineering firms and architects, suppliers, and government agency representatives. Workshops will also provide resources and contact information to enable participants to follow-up for more individualized concerns on the topics covered.

The City of Hattiesburg anticipates hosting the first such workshop in the Fall of 2019.

Attachment 2

FYs 2019-2021

PUBLIC TRANSIT DIVISION

Disadvantaged Business Enterprises (DBE) Goal Methodology

Goal Calculation

- A. Identify Ready, Willing and Able DBEs by NAICS Codes based on available directories. In the Hattiesburg area, consisting of Forrest and Lamar Counties, this was only 3 total firms.
- B. Identify ALL Ready, Willing and Able firms by NAICS codes based on available census data. In the Hattiesburg area, consisting of Forrest and Lamar Counties, this was 241 total firms.

NAICS Code	INDUSTRY DESCRIPTION	Total Firms		DBE Firms	
		Forrest County	Lamar County	Forrest County	Lamar County
23622	Commercial, Institutional & Industrial Building Construction	10	12	1	0
4231	Motor Vehicle and Motor Vehicle Parts/Suppliers	24	3	0	0
441310	Automotive Parts & Accessories Stores	14	10	0	0
485	Transit & Ground Passenger Transportation	4	1	0	0
5111	Newspaper, Periodical, Book and Directory Publishers	0	6	0	0
524	Insurance Carriers & Related Activities	39	42	0	0
5413	Architectural, Engineering & Related Services	23	17	0	1
611310	Colleges, Universities & Professional Schools	1	0	0	0
6242	Community Food & Housing, and Emergency & Other Relief Services	8	1	0	0
711	Performing Arts, Spectator Sports & Related Industries	1	6	1	0
81111	Automotive Mechanical & Electrical Repair & Maintenance	16	3	0	0
	TOTALS	140	101	2	1
	Grand Totals	241		3	

- C. Dividing for relative availability of DBE firms (the base figure) and the goal established herein, we arrive at 1.2%. ($3 / 241 = .012$ or 1.2%)

Attachment 3

**United States Census Bureau
QuickFacts
Hattiesburg, Mississippi**

<https://www.census.gov/quickfacts/fact/table/hattiesburgcitymississippi/PST045218>

POPULATION

Population estimates, July 1, 2018, (V2018)	45,951
Population estimates, April 1, 2010 (V2018)	45,748
Population, percent change - April 1, 2010 (estimates base) to July 1, 2018 (V2018)	0.4%

RACE AND HISPANIC ORIGIN

White alone	42.6%
Black or African American alone	53.5%
American Indian and Alaska Native alone	0.1%
Asian alone	1.0%
Native Hawaiian and Other Pacific Islander alone	0.0%
Two or More Races	2.3%
Hispanic or Latino	2.8%
White alone, not Hispanic or Latino	40.5%

EDUCATION

High school graduate or higher, percent of persons age 25+, 2013-2017	87.4%
Bachelor's degree or higher, percent of persons age 25 years+, 2013-2017	31.3%

HEALTH

With a disability, under age 65 years, percent, 2013-2017	15.7%
Persons without health insurance, under age 65 years	18.9%

ECONOMY

In civilian labor force, total, percent of population age 16 years+, 2013-2017	63.0%
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INCOME AND POVERTY

Median household income (in 2017 dollars), 2013-2017	\$32,009
Per capita income in past 12 months (in 2017 dollars), 2013-2017	\$19,193
Persons in poverty, percent	34.7%

BUSINESSES

All firms, 2012	4,811
Men-owned firms, 2012	2,334
Women-owned firms, 2012	1,863
Minority-owned firms, 2012	1,641
Nonminority-owned firms, 2012	2,634
Veteran-owned firms, 2012	571
Nonveteran-owned firms, 2012	3,740

Attachment 4

Market Area Disparity Studies City of Hattiesburg 2019 Analysis of Impediments to Fair Housing Choice Draft for Public Review / April 19, 2019

http://www.hattiesburgms.com/wp-content/uploads/AI_2019.pdf

<http://www.westernes.com/MSHC/reports/City%20of%20Hattiesburg%20DPR.pdf>

Section IV. Fair Housing Analysis

D. Racially and Ethnically Concentrated Areas of Poverty (pages 49-52)

Racially or ethnically concentrated areas of poverty (R/ECAPs) are Census tracts with relatively high concentrations of non-white residents living in poverty. Formally, an area is designated an R/ECAP if two conditions are satisfied: first, the non-white population, whether Hispanic or non-Hispanic, must account for at least 50 percent of the Census tract population. Second, the poverty rate in that Census must exceed a certain threshold, at 40 percent.

R/ECAPs over Time

The change in R/CAPs in Hattiesburg city are shown in the following three maps. Map IV.1 shows the R/CAPs in 2000. Map IV.2 shows the R/ECAPs in Hattiesburg city in 2010, and Map IV.3 shows the R/CAPs in 2016.

*Please see link at top of page for full document with maps.

E. Disparities in Access to Opportunity (pages 53-65)

Areas of opportunity are physical places, areas within communities that provide things one needs to thrive, including quality employment, well performing schools, affordable housing, efficient public transportation, safe streets, essential services, adequate parks, and full-service grocery stores. Areas lacking opportunity, then, have the opposite of these attributes. Disparities in access to opportunity inspects whether a select group, or certain groups, have lower or higher levels of access to these community assets. HUD expresses several of these community assets through the use of an index value, with 100 representing total access by all members of the community, and zero representing no access.

The HUD opportunity indices are access to Low Poverty areas; access to School Proficiency; characterization of the Labor Market Engagement; residence in relation to Jobs Proximity; Low Transportation Costs; Transit Trips Index; and a characterization of where you live by an Environmental Health indicator. For each of these a more formal definition is as follows:

- Low Poverty - A measure of the degree of poverty in a neighborhood, at the Census Tract level.

- School Proficiency - School-level data on the performance of 4th grade students on state exams to describe which neighborhoods have high-performing elementary schools nearby and which are near lower performing schools.
- Jobs Proximity - Quantifies the accessibility of a given residential neighborhood as a function of its distance to all job locations within a Core Based Statistical Area (CBSA)
- Labor Market Engagement - Provides a summary description of the relative intensity of labor market engagement and human capital in a neighborhood
- Low Transportation Cost – Estimates of transportation costs for a family that meets the following description: a 3-person single-parent family with income at 50% of the median income for renters for the region
- Transit Trips - Trips taken by a family that meets the following description: a 3-person single parent family with income at 50% of the median income for renters
- Environmental Health - summarizes potential exposure to harmful toxins at a neighborhood level

All the indices are presented in Diagram IV.8. The disparities in access to opportunity are shown in the differences between the various racial and ethnic groups in the diagram. For example, if white households have a distinctly higher index rating than black households then black households have a disproportionate access.

*Please see link at top of page for full document with charts and maps.

Attachment 5

NOTICE FOR PUBLIC COMMENT

**CITY OF HATTIESBURG
DEPARTMENT OF URBAN DEVELOPMENT
DISADVANTAGED BUSINESS ENTERPRISE (DBE)
TRIENNIAL GOAL FOR FISCAL YEAR 2019-2021**

The City of Hattiesburg, in accordance with 49 CFR PART 26.45 (f) of the U.S. Department of Transportation (DOT), has proposed a goal of 1.2% for Disadvantaged Business Enterprise (DBE) participation for Fiscal Years 2019-2021.

The methodology used to calculate the goal consists of counting the number of DBE firms contained in official, available DBE directories and dividing this number by the total number of available firms in relevant NAICS Codes. This resulted in a base figure of 1.2%.

The City of Hattiesburg will accept comments on the goal document. The document is available for inspection and comments from the public for 30 days following the date of this notice from July 12, 2019 through August 11, 2019 during normal business hours at the Metropolitan Planning Organization (MPO) office located at 308 Newman St., Hattiesburg, MS, 39403.

The document is also available for review and comment on the internet at <http://www.hattiesburgms.com/mpo/>. Individuals who do not have the use of a computer are encouraged to visit their local public library for access to the World Wide Web. If you prefer, you may call the MPO at (601) 545-6259 to request a copy of the goal document.

Written comments about the goal document should be directed to:

Calvin Russell, MPO Division Manager
308 Newman St.
Hattiesburg, MS 39401
(601) 545-6259

To ensure compliance with the Americans with Disabilities Act (ADA), persons with disabilities that require aids or services to participate can contact the MPO office at (601) 545-6259; or e-mail mpo@hattiesburgms.com to make arrangements.

Written comments should be directed to the MPO, at the above address and must be received by August 11, 2019.