

ATTACHMENT A

Contracting Equity Recommendations and Alignment Matrix

	Recommendation	Action Authority	Alignment	Notes
1. Develop an Oversight Committee	Community Oversight Group	Administrative Policy	Partially Aligned	Strong alignment on improving coordinated engagement; the City will continue assessing whether a formal oversight committee is the right structure. Staff are currently working with a Community Stakeholder Group and a smaller Working Group (OAACC, CRC, NAMC NorCal, and EBRHA) and there is alignment on expanding participation as collaboration continues.
	Department Procurement Scorecards	Administrative	Aligned	Alignment on advancing transparent departmental reporting through the use of procurement scorecards.

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2. Monitoring and City Enforcement	L/SLBE Waiver Reform	Administrative Policy	Partially Aligned	Strong alignment on strengthening waiver criteria and reviewing multi-year waivers tied to consent decrees. The City must also fully evaluate the operational, legal, and equity impacts of rolling back existing waivers, which were originally approved for specific programmatic and compliance reasons. Any changes to existing waivers will require policy action.
	Bid Discounts & Evaluation Preferences	Policy	Aligned	Alignment on recalibrating discount levels and establishing a unified, data-driven framework.
	Prime Prompt Payment Enforcement and Subcontractor Prompt Payment Enforcement	Administrative	Aligned	Strong alignment on accelerating retention release, enforcing prompt payment, strengthening compliance capacity, and incorporating back-to-back contract language to ensure requirements flow down.
	Informal Contract Controls	Administrative	Aligned	Stakeholders support improved transparency; a centralized portal is needed for all opportunities, including informal opportunities, with a priority to consistently advertise informal opportunities by NAICS code so firms can easily identify work aligned with their capabilities.

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2. Monitoring and City Enforcement (continued)	Recommendation	Action Authority	Alignment	Notes
	Compliance Monitoring Systems	Administrative	Aligned	Strong alignment on strengthening compliance oversight, transparency, and enforcement through the lifecycle of all contracts, including the utilization of penalties, beginning with enhanced monitoring of prompt payment compliance.
	Contract Unbundling	Administrative and Policy	Aligned	Strong alignment on the need for consistent application and transparent criteria for utilizing the Mandatory Preferred Small Local Business Enterprise Program (MPSLBEP), including interest in increasing set-aside thresholds (potentially \$500K–\$800K) based on realistic bonding capacity and leveraging the no-bid-bond allowance that currently applies to the MPSLBEP.
	Fair Bidding and Anti-Predatory Practices	Administrative	Aligned	Alignment on discouraging abnormally low bids that may indicate unsustainable or predatory pricing. Prime contractors should evaluate subcontractor bids in good faith, and the City may require justification for bids that fall significantly below the competitive range to protect small and local business viability.

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3. Procurement Transparency and Reporting	Quarterly Procurement Utilization Reports	Administrative	Aligned	Alignment on transparency and timely reporting, including centralized, accessible reporting done consistently across departments.
	Procurement Forecasting	Administrative	Aligned	Strong alignment on the need for early visibility into upcoming opportunities, including NAICS-specific and predictive forecasting, and highlighted its direct connection to contractor capacity building.
	Define Procurement Process and Centralized Vendor Portal	Administrative	Aligned	Strong alignment on establishing a centralized public portal for contract awards, utilization, and payment status which also supports the early-action priority around procurement forecasting and transparency.
	Centralize Procurement	Administrative	Aligned	Strong alignment on centralizing procurement standards to improve consistency and transparency, with recognition that centralizing staffing would require extensive planning and close coordination with labor partners.

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4. Federal and Title VI Compliance	Federal Title VI Contract Compliance	N/A	Not Aligned	The City of Oakland has a Title VI Coordinator.
	Federal DBE Contract Compliance	N/A	Not Aligned	Stakeholder expectations exceed City's authority; City does not operate an independent DBE program.
5. Program Capacity and Administrative Procedures	Departmental Standard Operating Procedures	Administrative	Aligned	City is committed to standardizing procurement procedures, though this is a substantial effort. Work will begin with Public Works as the initial department to develop and implement standardized SOPs.
6. Workforce and Project Agreement Reporting	Workforce Agreement Reporting	Policy	Partially Aligned	There is currently no Community Workforce Agreement in place; however, if one is adopted in the future, the City and stakeholders agree that clear reporting requirements and implementation procedures would need to be developed.
7. Funding and Remedial Programs	Funding and Remedial Programs	Administrative Policy	Aligned	Strong alignment on establishing funding and remedial programs to support contractor capacity, with recognition that dedicated resources will be required to develop and sustain them.
	Contractor Capital Programs Bonding and Insurance	Administrative Policy	Aligned	Strong alignment on supporting contractor capital, bonding, and insurance programs, with recognition that dedicated funding is needed to sustain and expand them.

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8. Contractor and Workforce Equity Development	Contractor Participation Goals	Administrative	Aligned	Alignment on establishing clear contractor participation benchmarks, expanding metrics to include small business, workforce, and apprenticeship participation, and ensuring ongoing evaluation and accountability to support equitable outcomes.
	Prime Contractor Mentorship	Administrative Policy	Aligned	Strong alignment on mentorship as a core capacity-building strategy, with shared support for structured mentorship models, clear accountability measures, and improved access to resources.