



# State of New Jersey

DEPARTMENT OF TRANSPORTATION

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*Lt. Governor*

May 28, 2019

The Honorable Eliana Pintor Marin  
Assemblywoman, District 29  
Assembly Budget Committee  
263 Lafayette Street, 1<sup>st</sup> Floor  
Newark, NJ 07105

Dear Assemblywoman Pintor Marin:

This letter is in response to questions by Assemblyman Benjie E. Wimberly during the Assembly Budget and Appropriations Committee hearing on May 13, 2019. Specifically, Assemblyman Wimberly requested a breakdown of female and minority hiring at the New Jersey Department of Transportation (Department) during Fiscal Year (FY) 2018 and FY 2019; and information about the Department’s progress in meeting its women, minority, and disadvantaged business enterprise spending goals for both State and Federal capital funds for FY 2019.

The following tables provide a breakdown of female and minority hiring at the Department during FY 2018 and FY 2019.

### Female and minority hiring during FY 2018 (July 1, 2017 to June 30, 2018)

#### GENDER: MALES

JOB CATEGORY	Asian*	Black	Hispanic	American Indian	White
A. OFFICIALS AND ADMINISTRATORS	0	0	1	0	3
B. PROFESSIONALS	25	10	3	0	25
C. TECHNICIANS	1	2	0	0	8
D. PROTECTIVE SERVICE WORKERS	0	0	0	0	0
E. PARAPROFESSIONALS	2	1	0	0	4
F. OFFICE CLERICAL WORKERS	1	4	0	0	0
G. SKILLED CRAFT WORKERS	3	11	9	1	96
H. SERVICE MAINTENANCE	0	3	1	0	13
TOTAL	32	31	14	1	149

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**GENDER: FEMALES**

JOB CATEGORY	Asian*	Black	Hispanic	American Indian	White
A. OFFICIALS AND ADMINISTRATORS	0	0	1	0	1
B. PROFESSIONALS	22	6	1	1	15
C. TECHNICIANS	0	3	1	0	1
D. PROTECTIVE SERVICE WORKERS	0	0	0	0	0
E. PARAPROFESSIONALS	1	0	0	0	1
F. OFFICE CLERICAL WORKERS	0	3	2	0	3
G. SKILLED CRAFT WORKERS	0	0	0	0	7
H. SERVICE MAINTENANCE	0	1	0	0	0
TOTAL	23	13	5	1	28

	Asian*	Black	Hispanic	American Indian	White
NEW HIRES BY RACE	55	44	19	2	177
PERCENT (%) OF NEW HIRES	19%	15%	6%	1%	60%

	MALES #	MALES %	FEMALES #	FEMALES %
NEW HIRES BY GENDER	227	76%	70	24%

\*Asian Includes Native Hawaiian/Pacific Islander

**Female and minority hiring during FY 2019 (July 1, 2018 to May 11, 2019)**

**GENDER: MALES**

JOB CATEGORY	Asian*	Black	Hispanic	American Indian	White
A. OFFICIALS AND ADMINISTRATORS	1	0	0	0	2
B. PROFESSIONALS	18	10	4	0	34
C. TECHNICIANS	4	1	1	0	7
D. PROTECTIVE SERVICE WORKERS	0	0	0	0	0
E. PARAPROFESSIONALS	1	1	0	0	2
F. OFFICE CLERICAL WORKERS	0	0	0	0	3
G. SKILLED CRAFT WORKERS	0	19	16	0	84
H. SERVICE MAINTENANCE	0	17	1	0	5
TOTAL	24	48	22	0	137

**GENDER: FEMALES**

JOB CATEGORY	Asian*	Black	Hispanic	American Indian	White
A. OFFICIALS AND ADMINISTRATORS	0	0	0	0	1
B. PROFESSIONALS	11	6	2	0	15
C. TECHNICIANS	0	0	0	0	1
D. PROTECTIVE SERVICE WORKERS	0	0	0	0	0
E. PARAPROFESSIONALS	1	0	0	0	3
F. OFFICE CLERICAL WORKERS	0	1	0	0	2
G. SKILLED CRAFT WORKERS	0	0	0	0	2
H. SERVICE MAINTENANCE	0	0	0	0	0
TOTAL	12	7	2	0	24

	A	B	H	I	W
NEW HIRES BY RACE	36	55	24	0	161
PERCENT (%) OF NEW HIRES	13%	20%	9%	0%	58%

	MALES #	MALES %	FEMALES #	FEMALES %
NEW HIRES BY GENDER	231	84%	45	16%

\*Asian Includes Native Hawaiian/Pacific Islander

The following tables provide information about the Department's progress in meeting its women, minority, and disadvantaged business enterprise spending goals for both State and Federal capital funds for FY 2019.

**State Small Business Enterprise Participation during SFY 2019 (July 1, 2018 to April 1, 2019)**

<b>Contract Type</b>	<b>Total S Value millions</b>	<b>Total # of Awards</b>	<b>Total # of SBE Awards (Sub &amp; Prime)</b>	<b>SBE % of Awards</b>	<b>Total S SBE Awards millions (Sub &amp; Prime)</b>	<b>SBE % of Awards</b>
Construction	\$220.9	63	41	65.1%	\$60.5	27.4%
Professional Services	\$13.3	182	76	41.8%	\$3.1	23.3%
<b>Total</b>	<b>\$234.2</b>	<b>245</b>	<b>117</b>	<b>47.8%</b>	<b>\$63.6</b>	<b>27.2%</b>

**Key Points**

- SBE = Small Business Enterprise - State Program; contractors, vendors and professional service providers (with less than 100 full time employees) that have registered with the New Jersey Department of the Treasury's Division of Revenue as a Small Business Enterprise.
- State Fiscal Year 2019 SBE Goal = 25%  
(NJDOT Achieved 27.2% SBE Participation through 04/01/2019).
- Total Construction Contract Awards = 63  
(SBE Construction Awards = 41 or 65.1% of awards).
- Total Professional Service Contract Awards = 182  
(SBE Professional Services Awards = 76 or 41.8% of awards).

**Federal Disadvantaged Business Enterprise Participation during FFY 2019 (October 1, 2017 to April 1, 2019)**

<b>Contract Type</b>	<b>Total \$ Value millions</b>	<b>D/WBE Awards millions</b>	<b>D/WBE % of all awards</b>	<b>D/MBE Awards millions</b>	<b>D/MBE % of all awards</b>	<b>D/W/MBE % of all of awards</b>
Construction	\$204.5	\$21.5	10.5%	\$4.3	2.1%	12.6%
Professional Services	\$17.7	\$.094	.5%	\$2.9	16.4%	16.9%
<b>Total</b>	<b>\$222.2</b>	<b>\$21.6</b>	<b>9.7%</b>	<b>\$7.2</b>	<b>3.2%</b>	<b>12.9%</b>

**Key Points**

- DBE = Disadvantaged Business Enterprises - Federal Program; for profit small business concerns where at least 51% of firms' interest is owned and controlled by socially and economically disadvantaged individuals.
- D/WBE = Non-minority Women Owned firms who are DBEs.
- D/MBE = Minority-owned firms who are DBEs.
- D/W/MBE = All NJDOT DBEs, Non-minority Women and Minority-owned firms.
- DBE Construction Awards = \$25.8 M.
- DBE Professional Service Awards = \$2.9 M.
- Federal Fiscal Year 2019 DBE Goal = 12.4%  
(NJDOT Achieved 12.9% DBE Participation through 04/01/2019).

Thank you for your inquiry. If you have any additional questions/concerns, please contact the Department's Office of Government and Community Relations at (609) 963-1982.

Sincerely,



Diane Gutierrez-Scaccetti  
Commissioner

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