

WISCONSIN DEPARTMENT OF TRANSPORTATION BUREAU OF AERONAUTICS

ANNUAL OVERALL THREE-YEAR DBE GOAL & METHODOLOGY NON-HUB PRIMARY AIRPORTS FEDERAL FISCAL YEARS 2025-2027



DAVID GREENE, DIRECTOR

AIRPORT SUBRECIPIENTS:

Appleton International (ATW) - Appleton, WI
Green Bay / Austin Straubel International (GRB) – Green Bay, WI
Central Wisconsin Airport (CWA) - Mosinee, WI
Chippewa Valley Regional Airport (EAU) – Eau Claire, WI
La Crosse Regional Airport (LSE) – La Crosse, WI
Rhineland-Oneida County Airport (RHI) - Rhineland, WI

FOR:

U.S. DEPARTMENT OF TRANSPORTATION,
FEDERAL AVIATION ADMINISTRATION (FAA)
GREAT LAKES REGIONAL OFFICE

PREPARED BY:

Shannon Clary, WisDOT BOA DBE Program Manager

September 1, 2024

Table of Contents

Introduction	2
Background	3
DBE Overall Goal Methodology	4
Airport(s)	4
Recipient	4
Goal Period	4
Anticipated Funding (Table 1)	4
Proposed Overall DBE Goals (Table 2)	4
Dollar Amount to Expend on DBEs (Table 3)	4
Anticipated Contracts FFY2022-2024 (Table 4)	5
Breakout of Anticipated Contracts by Industry (Tables 5a-5f)	6-7
Local Market Area	8
Geographic Location of Airports (Table 6).....	8
NAICS Codes (Table 7).....	9
Step 1 Base Figure	10
Work Types per Industry (Table 8).....	10
Weighting.....	11
Step 1 Base Figure Weighted Totals (Table 9)	11
Step 2 Adjustments	11
Overall DBE Goal Setting Process – Summary of BOA Calculations	12
Airport Overall DBE Goal FFY2022-2024 – Spreadsheet of Calculations (Table 10)	13
Breakout of Race-Conscious and race-Neutral Participation	14
DBE Contract Goals	14
Public Participation	15-16

Introduction

The Wisconsin Department of Transportation (WisDOT) Bureau of Aeronautics (BOA) submits its overall three-year Disadvantaged Business Enterprise (DBE) goal and methodology to the Federal Aviation Administration (FAA) of the United States Department of Transportation (USDOT), in accordance with Title 49 Code of Federal Regulations Part 26, Participation by Disadvantaged Business Enterprises in Department of Transportation Program.

WisDOT BOA is the recipient of federal-aid aviation funding from FAA for Airport Improvement Program Projects (AIP) and is required to develop and submit an overall three-year DBE goal and methodology for its FAA-assisted contracts covering the federal fiscal year (FFY) periods as required by the schedule established by and posted to the website of FAA.

WisDOT BOA based its goals on data related to its implementation of the Federal DBE Program and prepared this document in accordance with federal regulatory mandates:

- The United States Department of Transportation's (USDOT) Tips for Goal Setting in the Disadvantaged Business Enterprise (DBE) Program.
- DBE Reporting Requirements for Airport Grant Recipients (Three-Year Overall DBE Goals Chart).
- FAA's DBE Sample Program (includes DBE Goal Methodology template (revised 5/30/2024)).
- Other USDOL official guidance.

This **DBE goal methodology** is submitted **exclusively** for the **FAA-assisted DBE program** at Wisconsin Department of Transportation Bureau of Aeronautics.

Background

WisDOT BOA submits this Three-year Overall Annual DBE Goal for Small Hub Primary Airports, Non-Hub Primary Airports, and General Aviation Airports in the State Block Grant Program in Wisconsin. BOA will submit a new/revised Overall Three-year DBE Goal for each of the airport groups below based on size classification for the revised DBE goal due according to the schedule established for the FAA Great Lakes Region, accordingly.

BOA is responsible for submission of Overall Three-Year DBE Goals for the following airports:

- **Non-Hub Primary:** Appleton International Airport (ATW), Central Wisconsin Airport (CWA), Chippewa Valley Regional Airport (EAU), Green Bay – Austin Straubel International Airport (GRB), La Crosse Regional Airport (LSE), Rhinelander-Oneida Regional Airport (RHI)
- **Small Hub Primary:** Dane County Regional Airport (MSN)
- **General Aviation Airports:** State Block Grant Program, over 90 airports statewide included

As a condition of receiving federal assistance, WisDOT BOA signed an **assurance** that will comply with FAA's DBE program requirements. As required by FAA, through a **Memorandum of Understanding, sub-recipients** of aviation design and construction federal pass-through funds are required to adopt BOA's federally approved DBE program. As part of this requirement, sub-recipients must adopt BOA's methods to establish the DBE goal and are required to report DBE awards, commitments, and payments.

WisDOT BOA submits FFY goals to the FAA as they relate to the federal-aid aviation funds utilizing the goal-setting methodology outlined in 49 CFR Part 26 section 26.45, the goal methodology consists of two steps:

- Step 1.** Establish the base figure for the relative availability of DBEs.
- Step 2.** Adjust the base figure based on analysis of available evidence.

WisDOT BOA utilizes demonstrable evidence from Wisconsin's transportation infrastructure market to determine the availability of businesses that are ready, willing, and able to participate on FAA-funded contracts that this agency procures. This three-year annual goal document is a comprehensive analysis of opportunity, data, and trends prepared to reflect the relative availability of DBE firms in WisDOT BOA's contracting market. We anticipate awarding FAA-assisted prime contracts exceeding \$250,000 during the three-year period for airport grant recipients in the Airport Improvement Program (AIP).

In effort to reach this level playing field so DBEs can compete fairly for Department of Transportation-assisted contracts, however, the program must be **narrowly tailored** in accordance with applicable law. WisDOT BOA examined its program and **local markets**, then determined the amount of participation DBEs would be expected to achieve in the absence of present and past effects of discrimination. These efforts are outlined on the subsequent pages.

Annually, BOA will monitor DBE participation for federal-aid aviation design, engineering, and construction projects to determine if market conditions warrant adjustments to the overall DBE goal. Additionally, BOA will monitor and make necessary adjustments to the RN and RC measures toward the overall goal throughout the federal fiscal year period.

Most USDOT-assisted work delivered by WisDOT comes through FHWA. The WisDOT Office of Business Opportunity & Equity Compliance (OBOEC) works with the WisDOT Bureau of Highway Construction and FHWA in DBE matters. The WisDOT Bureau of Aeronautics (BOA) works with the above Offices under the guidance of FAA's Great Lakes Region Office. WisDOT's submission to FHWA is foundational to and accompanies this submission to FAA.

Overall DBE Three-Year Goal Methodology

Non-HUB Primary Airports
 In accordance with 49 CFR Part 26, Section 26.45

Name of Recipient: Wisconsin Department of Transportation (WisDOT), Bureau of Aeronautics (BOA)

BOA is responsible for administration of airport DBE programs in Wisconsin, namely:

- Appleton International (ATW)** – Outagamie County
- Green Bay / Austin Straubel International (GRB)** – Brown County
- Central Wisconsin Airport (CWA)** – Marathon County
- Chippewa Valley Regional Airport (EAU)** – Eau Claire County
- La Crosse Regional Airport (LSE)** – La Crosse County
- Rhinelanders-Oneida County Airport (RHI)** – Oneida County

Goal Period: FFY 2025-2026-2027 (October 1, 2024, through September 30, 2027)

USDOT FAA-assisted Contract Amount Anticipated: (FAA Federal Funding Projection)

Based on the best information available at the time that the proposed overall DBE goals were being reviewed, discussed, and drafted, the BOA expectation was to receive Federal-aid aviation funding in the combined federal fiscal three-year period for the airports displayed in **Table 1**:

Table 1: Anticipated Federal Funding (3-Year Total)

Airport	FFY 2025	FFY 2026	FFY 2027	Anticipated 3-Year Total
Appleton International Airport (ATW)	\$6,523,549	\$34,295,796	\$3,250,000	\$44,069,345
Central Wisconsin Airport (CWA)	\$10,265,000	\$19,800,000	\$9,900,000	\$39,965,000
Chippewa Valley Regional Airport (EAU)	\$4,025,066	\$2,638,047	\$788,951	\$7,452,064
Austin Straubel International Airport (GRB)	\$14,291,440	\$3,846,000	\$13,372,492	\$31,509,932
La Crosse Regional Airport (LSE)	\$720,000	\$8,100,000	\$1,732,500	\$10,552,500
Rhinelanders-Oneida Regional Airport (RHI)	\$1,260,000	\$765,000	\$2,790,000	\$4,815,000

Proposed Overall DBE Three-year Goals: (Annual Average)

BOA estimates that in meeting its overall goal, DBE participation will be obtained from race-conscious means and race-neutral measures. DBE goals are assigned to individual contracts that include federal-aviation funding as appropriate. Contracts with assigned goals must include subcontracting opportunities. The proposed overall DBE goal for federal-aid aviation funds during the three-year period displayed in **Table 2**:

Table 2: Non-Hub Primary Airport Overall Triennial DBE Goal Percent (%)

Airport	Proposed Overall DBE Goal (%)		Race-Conscious (%)		Race-Neutral (%)
Appleton International Airport (ATW)	5.1%	=	3.3%	+	1.8%
Central Wisconsin Airport (CWA)	3.5%	=	2.2%	+	1.3%
Chippewa Valley Regional Airport (EAU)	2.3%	=	1.1%	+	1.2%
Austin Straubel International Airport (GRB)	3.5%	=	2.5%	+	1.0%
La Crosse Regional Airport (LSE)	1.6%	=	1.3%	+	0.3%
Rhinelanders-Oneida Regional Airport (RHI)	4.5%	=	2.8%	+	1.7%

Total Dollar Amount to be Expended on DBEs:

Applying the projected overall DBE goal to the anticipated FAA-assisted funds equals the estimated total dollar amount per airport to expend on DBE firms over the three-year period. The total DBE dollars divided by three federal fiscal year periods equals the total annual average of DBE dollars for the upcoming three-year period displayed in **Table 3**:

Table 3: Airport Overall Three-year Total DBE Dollars and Annual Total DBE Dollars

Airport	Triennial (Overall) DBE Dollars (\$) (Anticipated Funds \$ x DBE Goal %)		Annual DBE Dollars per FFY (Total DBE Dollars / 3 FFYs)
Appleton International Airport (ATW)	\$2,247,537	=	\$749,179
Central Wisconsin Airport (CWA)	\$1,398,775	=	\$466,258
Chippewa Valley Regional Airport (EAU)	\$171,397	=	\$57,132
Austin Straubel International Airport (GRB)	\$1,102,848	=	\$367,616
La Crosse Regional Airport (LSE)	\$168,840	=	\$56,280
Rhinelanders-Oneida Regional Airport (RHI)	\$216,675	=	\$72,225

Anticipated Contracts BOA anticipates awarding for Non-Hub Primary Airports: FFY2025-2027

The federal projection of anticipated airport work includes only the FAA-assisted consultant, construction, and equipment amount subject to the FAA Airport Improvement Program (AIP) Program funding. The AIP grants includes potential prime contract and subcontract opportunities within the (work item/project no.) contract description. Anticipated contracts are displayed in **Table 4**:

Table 4: Anticipated Dollar Amounts Per Contract Type

Airport	FFY	Work Type	Work Item Name	Federal \$	\$ Per FFY	3yr Total \$
Appleton International Airport (ATW)	2025	Construction	Entry Drive (pavement construction)	\$5,116,067	\$6,523,549	\$44,069,345
		Engineering	Design / Construct NW – Ph.3	\$1,407,482		
	2026	Construction	Design / Construct NW – Ph.3	\$25,450,000	\$34,295,796	
		Construction	Concourse Phase III - (Ticketing renovation, outbound baggage)	\$8,845,796		
		2027	Construction	Concourse Phase III - (Ticketing renovation, outbound baggage)		
Central Wisconsin Airport (CWA)	2025	Construction	GA Transient Hangar (Design and Construct)	\$3,600,000	\$10,265,000	\$39,965,000
		Construction	General Aviation Terminal Building (Design and Construct)	\$5,000,000		
		Construction	General Aviation Apron (Design and Construct)	\$1,665,000		
	2026	Construction	ARFF/SRE/Ops Facility (Design and Construct)	\$16,200,000	\$19,800,000	
		Construction	Baggage Makeup Expansion	\$3,600,000		
	2027	Construction	Design and Construct Airport Wildlife Fence	\$9,000,000	\$9,900,000	
		Construction	T-Hangar Replacement/Rehabilitation Project	\$900,000		
Chippewa Valley Regional Airport (EAU)	2025	Construction	BIL Estimate	\$1,000,000	\$4,025,066	\$7,452,064
		Construction	Design and Construct Airfield Lighting Ph.1 - Runway 04/22, Runway 14/32, Twy C, E, F, Rotating Beacon, and Vault Equipment	\$3,025,066		
	2026	Construction	BIL Estimate	\$1,000,000	\$2,638,047	
		Construction	Design and Construct Airfield Lighting Ph.2 - Airfield Guidance Signs and Runway Visual/Vertical Guidance Systems	\$1,488,047		
		Design	Design Airfield Lighting Ph.3 - Install Apron Edge Lights & Windcones	\$150,000		
	2027	Equipment	Design SRE Equipment (1 sweeper to replace Ford Truck / move sander to new truck) & Airfield Markings	\$50,000	\$788,951	
		Engineering	Design Airport Marking Removal and Repainting	\$50,000		
		Engineering	Wildlife Assessment and Plan	\$40,000		
		Engineering	Stormwater Pollution Prevention Plan (SWPPP)	\$55,000		
		Construction	Design & Construct Airfield Lighting Ph.3, Install Apron Edge Lights & Wind cones	\$593,951		
Green Bay - Austin Straubel International Airport (GRB)	2025	Equipment	ARFF Vehicle - 2 Small Strikers	\$1,620,000	\$14,291,440	\$31,509,932
		Engineering	Terminal Area Master Plan	\$468,720		
		Construction	Reconstruct Apron (Northeast Commercial including Taxiway D2 to Taxiway D) – need coordination w/tech on impact to cables for NAVAIDS	\$2,893,500		
		Construction	Reconstruct Taxiway J (north to commercial apron including lighting)	\$900,000		
		Construction	Install Airfield Guidance Signs (Taxiway J north)	\$45,000		
		Construction	Reconfigure Taxiway J (including lighting, airfield guidance signs and connectors to Taxiways D & M)	\$4,558,344		
		Construction	Reconstruction Taxiway D & M (Intersection formerly with Taxiway J including any airfield guidance signs related to Taxiway J)	\$540,000		
		Construction	Reconstruct Apron (East General Aviation south of t-hangars) - expansion	\$1,129,500		
		Construction	Reconstruct Taxiway D1 (at Runway 6/24)	\$1,050,976		
		Construction	Remove Taxiway B	\$387,900		
	2026	Construction	Shift Taxiway D1 (between Taxiway D and East General Aviation Apron)	\$697,500	\$3,846,000	
		Construction	Rehabilitate Taxilanes (north of GA Apron)	\$540,000		
		Construction	Reconstruct Perimeter Fencing (Replace & Relocate GA Gate)	\$225,000		
		Construction	Rehabilitate Taxiways M & M1 (north) & F (into apron)	\$2,268,000		
	2027	Construction	Rehabilitate Taxiways M & N (south)	\$813,000	\$13,372,492	
		Equipment	Purchase SRE - Two Combo Units	\$2,160,000		
		Equipment	Runway De-ice truck	\$900,000		
		Equipment	ARFF truck 1 Small Stricker 1,500 gallon	\$1,600,000		
		Construction	Construct West Side Perimeter Road	\$2,229,164		
		Construction	Wildlife/RSAT	\$2,229,164		
La Crosse Regional Airport (LSE)	2025	Engineering	Environmental Assessment - Runway 4/22 Removal	\$360,000	\$720,000	\$10,552,500
		Engineering	South GA Apron Reconstruction	\$360,000		
	2026	Construction	South GA Apron Reconstruction	\$8,100,000	\$8,100,000	
		Construction	Runway 4/22 Removal - Design	\$360,000		
	2027	Construction	Terminal Outbound Baggage Replacement	\$720,000	\$1,732,500	
		Construction	Airfield Drainage Improvements	\$585,000		
		Equipment	Runway Closure X's - Equipment	\$67,500		

Wisconsin Department of Transportation
 Bureau of Aeronautics
 FFY 2025-2027
 DBE Goal Report to FAA

Rhineland- Oneida International Airport (RHI)	2025	Equipment	Acquire SRE - Multi-Function SRE - Equipment	\$1,080,000	\$1,260,000	\$4,815,000
		Construction	Replace Airfield Markings	\$180,000		
	2026	Equipment	Acquire SRE - Plow Truck	\$540,000	\$765,000	
		Engineering	ARFF Building Expansion - Design	\$225,000		
	2027	Construction	ARFF Building Expansion	\$2,250,000	\$2,790,000	
		Land	Acquire Land in Runway 33 Approach	\$540,000		

Anticipated Funding Breakout - Project Type/Industry and Associated Contract Types of Work:

Anticipated FAA-assisted funding is broken down into project type and associated contract types of work for the three-year federal projection. BOA utilizes multiple industries for estimating funding, allocation breakout is listed in **Tables 5a-5f**:

Table 5a: Appleton Intl' (ATW): Breakdown of Industry total anticipated per FFY period

APPLETON INTL' AIRPORT (ATW)	Anticipated Total	Construction					Professional		Misc
		Pavement	Building	Electrical	Safety Area	Other	Engineering	Land	Equipment
FFY 1 (2025)	\$5,116,067	\$4,092,854	\$0	\$0	\$0	\$0	\$1,023,213	\$0	\$0
	\$1,407,482	\$1,125,986	\$0	\$0	\$0	\$0	\$281,496	\$0	\$0
FFY 2 (2026)	\$25,450,000	\$20,360,000	\$0	\$0	\$0	\$0	\$5,090,000	\$0	\$0
	\$8,845,796	\$0	\$7,961,216	\$0	\$0	\$0	\$884,580	\$0	\$0
FFY 3 (2027)	\$3,250,000	\$0	\$2,925,000	\$0	\$0	\$0	\$325,000	\$0	\$0
Industry Amount	\$44,069,345	\$25,578,839	\$10,886,216	\$0	\$0	\$0	\$7,604,289	\$0	\$0
Industry Percent	100.00%	58.04%	24.70%	0.00%	0.00%	0.00%	17.26%	0.00%	0.00%

ATW	Dollars (\$)	Percent (%)
Construction 3yr:	\$36,465,056	82.74%
Professional 3yr:	\$7,604,289	17.26%
Equipment 3yr:	\$0	0.00%
TOTALS:	\$44,069,345	100.00%

Table 5b: Central Wisconsin Airport (CWA): Breakdown of Industry total anticipated per FFY period

CENTRAL WI AIRPORT (CWA)	Anticipated Total	Construction					Professional		Misc
		Pavement	Building	Electrical	Safety Area	Other	Engineering	Land	Equipment
FFY 1 (2025)	\$3,600,000	\$0	\$3,240,000	\$0	\$0	\$0	\$360,000	\$0	\$0
	\$5,000,000	\$0	\$4,500,000	\$0	\$0	\$0	\$500,000	\$0	\$0
	\$1,665,000	\$1,332,000	\$0	\$0	\$0	\$0	\$333,000	\$0	\$0
FFY2 (2026)	\$16,200,000	\$0	\$14,580,000	\$0	\$0	\$0	\$1,620,000	\$0	\$0
	\$3,600,000	\$0	\$2,520,000	\$0	\$0	\$0	\$360,000	\$0	\$720,000
FFY3 (2027)	\$9,000,000	\$0	\$0	\$0	\$7,200,000	\$0	\$1,800,000	\$0	\$0
	\$900,000	\$0	\$810,000	\$0	\$0	\$0	\$90,000	\$0	\$0
Industry Amount	\$39,965,000	\$1,332,000	\$25,650,000	\$0	\$7,200,000	\$0	\$5,063,000	\$0	\$720,000
Industry Percent	100.00%	3.02%	64.18%	0.00%	18.02%	0.00%	12.67%	0.00%	1.80%

CWA	Dollars (\$)	Percent (%)
Construction 3yr:	\$34,182,000	85.53%
Professional 3yr:	\$5,063,000	12.67%
Equipment 3yr:	\$720,000	1.80%
TOTALS:	\$39,965,000	100.00%

Table 5c: Chippewa Valley (EAU): Breakdown of Industry total anticipated per FFY period

CHIPPEWA VALLEY (EAU)	Anticipated Total	Construction					Professional		Misc
		Pavement	Building	Electrical	Safety Area	Other	Engineering	Land	Equipment
FFY 1 (2025)	\$1,000,000	\$0	\$0	\$0	\$0	\$500,000	\$500,000	\$0	\$0
	\$3,025,066	\$0	\$0	\$2,117,546	\$302,507	\$0	\$605,013	\$0	\$0
FFY2 (2026)	\$1,000,000	\$0	\$0	\$0	\$0	\$500,000	\$500,000	\$0	\$0
	\$1,488,047	\$0	\$0	\$1,041,633	\$148,805	\$0	\$297,609	\$0	\$0
	\$150,000	\$0	\$0	\$120,000	\$0	\$0	\$30,000	\$0	\$0
FFY3 (2027)	\$50,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$50,000
	\$50,000	\$0	\$0	\$0	\$0	\$0	\$50,000	\$0	\$0
	\$40,000	\$0	\$0	\$0	\$0	\$0	\$40,000	\$0	\$0
	\$55,000	\$0	\$0	\$0	\$0	\$0	\$55,000	\$0	\$0
	\$593,951	\$0	\$0	\$415,766	\$59,395	\$0	\$118,790	\$0	\$0
Industry Amount	\$7,452,064	\$0	\$0	\$3,694,945	\$510,706	\$1,000,000	\$2,196,413	\$0	\$50,000
Industry Percent	100.00%	0.00%	0.00%	49.58%	6.85%	13.42%	29.47%	0.00%	0.67%

EAU	Dollars (\$)	Percent (%)
Construction 3yr:	\$1,919,340	42.20%
Professional 3yr:	\$901,710	19.80%
Equipment 3yr:	\$1,730,000	38.00%
TOTALS:	\$4,551,050	100.00%

Wisconsin Department of Transportation
 Bureau of Aeronautics
 FFY 2025-2027
 DBE Goal Report to FAA

Table 5d: Austin Straubel Intl' (GRB): Breakdown of Industry total anticipated per FFY period

AUSTIN STRAUBEL (GRB)	Anticipated Total	Construction					Professional		Misc
		Pavement	Building	Electrical	Safety Area	Other	Engineering	Land	Equipment
FFY 1 (2025)	\$1,620,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$1,620,000
	\$468,720	\$0	\$0	\$0	\$0	\$0	\$468,720	\$0	\$0
	\$2,893,500	\$2,314,800	\$0	\$0	\$0	\$0	\$578,700	\$0	\$0
	\$900,000	\$630,000	\$0	\$90,000	\$0	\$0	\$180,000	\$0	\$0
	\$45,000	\$0	\$0	\$0	\$36,000	\$0	\$9,000	\$0	\$0
	\$4,558,344	\$3,646,675	\$0	\$0	\$0	\$0	\$911,669	\$0	\$0
	\$540,000	\$378,000	\$0	\$0	\$54,000	\$0	\$108,000	\$0	\$0
	\$1,129,500	\$903,600	\$0	\$0	\$0	\$0	\$225,900	\$0	\$0
	\$1,050,976	\$840,781	\$0	\$0	\$0	\$0	\$210,195	\$0	\$0
	\$387,900	\$310,320	\$0	\$0	\$0	\$0	\$77,580	\$0	\$0
	\$697,500	\$558,000	\$0	\$0	\$0	\$0	\$139,500	\$0	\$0
FFY2 (2026)	\$540,000	\$432,000	\$0	\$0	\$0	\$0	\$108,000	\$0	\$0
	\$225,000	\$0	\$0	\$0	\$0	\$180,000	\$45,000	\$0	\$0
	\$2,268,000	\$1,814,400	\$0	\$0	\$0	\$0	\$453,600	\$0	\$0
	\$813,000	\$650,400	\$0	\$0	\$0	\$0	\$162,600	\$0	\$0
FFY3 (2027)	\$2,160,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$2,160,000
	\$900,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$900,000
	\$1,600,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$1,600,000
	\$2,229,164	\$1,783,331	\$0	\$0	\$0	\$0	\$445,833	\$0	\$0
	\$2,229,164	\$1,783,331	\$0	\$0	\$0	\$0	\$445,833	\$0	\$0
	\$2,229,164	\$1,783,331	\$0	\$0	\$0	\$0	\$445,833	\$0	\$0
	\$2,025,000	\$1,620,000	\$0	\$0	\$0	\$0	\$405,000	\$0	\$0
Industry Amount	\$31,509,932	\$19,448,970	\$0	\$90,000	\$90,000	\$180,000	\$5,420,962	\$0	\$6,280,000
Industry Percent	100.00%	61.72%	0.00%	0.29%	0.29%	0.57%	17.20%	0.00%	19.93%

GRB	Dollars (\$)	Percent (%)
Construction 3yr:	\$19,808,970	62.87%
Professional 3yr:	\$5,420,962	17.20%
Equipment 3yr:	\$6,280,000	19.93%
TOTALS:	\$31,509,932	100.00%

Table 5e: La Crosse Regional (LSE): Breakdown of Industry total anticipated per FFY period

LA CROSSE AIRPORT (LSE)	Anticipated Total	Construction					Professional		Misc
		Pavement	Building	Electrical	Safety Area	Other	Engineering	Land	Equipment
FFY 1 (2025)	\$360,000	\$0	\$0	\$0	\$0	\$0	\$360,000	\$0	\$0
	\$360,000	\$288,000	\$0	\$0	\$0	\$0	\$72,000	\$0	\$0
FFY2 (2026)	\$8,100,000	\$6,480,000	\$0	\$0	\$0	\$0	\$1,620,000	\$0	\$0
FFY3 (2027)	\$360,000	\$0	\$0	\$0	\$0	\$0	\$360,000	\$0	\$0
	\$720,000	\$0	\$0	\$0	\$0	\$576,000	\$0	\$0	\$144,000
	\$585,000	\$0	\$0	\$0	\$234,000	\$234,000	\$117,000	\$0	\$0
	\$67,500	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$67,500
Industry Amount	\$10,552,500	\$6,768,000	\$0	\$0	\$234,000	\$810,000	\$2,529,000	\$0	\$211,500
Industry Percent	100.00%	64.14%	0.00%	0.00%	2.22%	7.68%	23.97%	0.00%	2.00%

LSE	Dollars (\$)	Percent (%)
Construction 3yr:	\$7,812,000	69.30%
Professional 3yr:	\$2,529,000	23.20%
Equipment 3yr:	\$211,500	7.50%
TOTALS:	\$10,552,500	100.00%

Table 5f: Rhinelander-Oneida Regional (RHI): Breakdown of Industry total anticipated per FFY period

RHINELANDER-ONEIDA (RHI)	Anticipated Total	Construction					Professional		Misc
		Pavement	Building	Electrical	Safety Area	Other	Engineering	Land	Equipment
FFY 1 (2025)	\$1,080,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$1,080,000
	\$180,000	\$144,000	\$0	\$0	\$0	\$0	\$36,000	\$0	\$0
FFY2 (2026)	\$540,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$540,000
	\$225,000	\$0	\$0	\$0	\$0	\$0	\$225,000	\$0	\$0
FFY3 (2027)	\$2,250,000	\$0	\$2,025,000	\$0	\$0	\$0	\$225,000	\$0	\$0
	\$540,000	\$0	\$0	\$0	\$0	\$0	\$0	\$540,000	\$0
Industry Amount	\$4,815,000	\$144,000	\$2,025,000	\$0	\$0	\$0	\$486,000	\$540,000	\$1,620,000
Industry Percent	100.00%	2.99%	42.06%	0.00%	0.00%	0.00%	10.09%	11.21%	33.64%

RHI	Dollars (\$)	Percent (%)
Construction 3yr:	\$2,169,000	69.30%
Professional 3yr:	\$1,026,000	23.20%
Equipment 3yr:	\$1,620,000	7.50%
TOTALS:	\$4,815,000	100.00%

Airport Market Area

The **market area** is identified as the area in which the substantial majority of the **contractors and subcontractors** that seek to do business with the Airport **are located** and the area in which the Airport spends the substantial majority of its **contracting dollars**.

The relevant **geographic market area** of an airport is the county in which the airport resides and surrounding counties within an approximate 50-mile radius. Most construction work and consultant work are performed by firms located within the airport geographic market area of the airport, and some types of work that can be performed by firms outside of the airport geographic area of work for an airport are considered in the DBE goal setting process (i.e., some material suppliers, manufacturers, and various consultant work). WisDOT BOA recognizes the airport local geographic market area in **Table 6**.

Table 6: Airport Market Area - Geographic Location

Airport Name:	Residing County:	Surrounding Counties:	Region:
Appleton Intl' Airport:	Outagamie	Brown, Calumet, Shawano, Waupaca, Winnebago	NE
Austin Straubel Intl Airport:	Brown	Outagamie, Calumet, Shawano, Kewaunee, Manitowoc, Oconto	NE
Central Wisconsin Airport:	Marathon	Lincoln, Langlade, Shawano, Waupaca, Portage, Wood, Clark, Taylor	NC
Chippewa Valley Regional Airport:	Chippewa	Eau Claire, Trempealeau, Jackson, Buffalo, Pepin, Dunn, Barron, Rusk, Clark	NW
La Crosse Regional Airport:	La Crosse	Trempealeau, Jackson, Monroe, Vernon	SW
Rhineland-Oneida County Airport:	Oneida	Lincoln, Langlade, Iron, Vilas, Forest, Price	NC

All entities interested in doing business with BOA must register with **WisDOT's Civil Rights Compliance System (CRCS)**. The web-based electronic payroll and payment system CRCS, provides data for determining the relative availability of Ready, Willing, and Able (RW&A) DBE and non-DBE firms registered to work on WisDOT projects. WisDOT relies on the mandatory Contractor Registration component of CRCS as our primary tool for DBE goal setting because the information collected serves as a **web-based Bidders List**. In addition, CRCS is a monitoring tool used by WisDOT to manage the DBE program including the submission of **DBE certification data**, demographics, and DBE program reports.

The airport geographic market areas will be used to determine the RW&A base figure percentages. We use CRCS data from its firms identified in the airport market area where contractors and subcontractors can be found to do the **types of contracts** anticipated for awarded at the airports. BOA will use this data to determine maximum opportunity and avoid imposing undue burdens on non-DBEs in areas of overconcentration for airport contracts on a per contract basis.

WisDOT BOA utilizes the **CRCS Bidders List** "Bullseye Marketing Extract" report as the primary data source to validate the number of RW&A DBE firms by converting WisDOT work types to North American Industry Classification System (NAICS) codes. The **CRCS Bidders List** is searched using **work types** for the **associated NAICS codes** (see **Table 7** below in Step 1 base figure) that correspond with projected WisDOT BOA construction and consultant/professional contract opportunities including firms certified by the WI UCP DBE Directory. The Bidders List data includes those DBE firms and validates the number of DBE firms in the **step one nose count** totals for each airport in its local market area. Firms may have more than one work activity and NAICS code assigned, but only the primary work activity is used to avoid double-counting in the base figure calculation.

Step 1 Base Figure: Actual relative availability of DBEs

Of the five approaches to calculate triannual DBE goals, BOA used the **Bidders List** approach, 49 CFR 26.45(c)(2). WisDOT BOA includes only **relevant data sources** to capture the most **refined data** to accurately monitor interest and availability. The base figure for the **relative availability** was calculated for each airport based on potential **DBE firms ready, willing, and able (RW&A)** for work and **all firms** RW&A participating on BOA's FAA-assisted contracts. The WisDOT Bidders List includes all DBE and Non-DBE bidders and quoters, whether they are prime or subcontractors and whether or not they were actually awarded a contract or a subcontract. The goals reflect BOA's determination of DBE participation to expect absent the effects of discrimination.

The data was extracted from WisDOT's Civil Rights Compliance System (CRCS) that shows most, but not all, DBE firms identified to work in their "market area". The firms identified were used to create our **Step One Nose Count (SONC)** "**base figure**" percentages. The CRCS Bidders List shows DBE firms self-identified to work in specific work categories and locations. This data also shows most, but not all, non-DBE firms identified to work in their "market area".

The airport market area for industry type of work in which the airport spends most of its contracting dollars are categorized below by industry and associated **NAICS codes** for **work types** and contract opportunities for contractors and consultants (professional services) available. These industry types include the NAICS codes for the work classifications listed in the Step 1 Base Figure analysis. BOA contract types per industry and NAICS codes associated with work are in **Table 7**:

Table 7: Airport Market Area - Industry and Work Type Classification

Industry	Contract Category / Type	NAICS Codes (Associated with Step 1 Base Figure SONC %)
Construction	<p>Pavement: Runway, Taxiway, Apron, Access Road, Parking Lots, Asphalt Seal Coat, Slurry Seal, and Joint Sealing, Concrete, etc.</p> <p>Building & Structures: Terminal Bldg, Hangar, Airport Rescue and Firefighting Facility, Snow Equipment Removal Bldg, Boarding Bridges, Aircraft Deicing Equipment and Fluid Storage Facilities, Parking Lot Canopies, FAA Tower Improvements, etc.</p> <p>Airport Electrical: Lighting, Navigational Aids (NAVAIDs) - Runway End Identifier Lights (REIL) and Precision Approach Path (PAPI), Airport Weather Observation Stations (AWOS), etc.</p> <p>Safety Area Improvements: Fencing, Signage, Drainage, Security, Utilities, Obstruction Removal and Approach Clearing, etc.</p> <p>Other: Miscellaneous, Fuel Farm, etc.</p>	<p>237310 - Highway, Street, and Bridge Construction 484220 - Specialized Freight (except Used Goods) Trucking, Local 212312 - Crushed and Broken Limestone Mining and Quarrying 212319 - Other Crushed and Broken Stone Mining and Quarrying 212321 - Construction Sand and Gravel Mining 238910 - Site Preparation Contractors 238990 - All Other Specialty Trade Contractors 236220 - Commercial and Institutional Building Construction 238110 - Poured Concrete Foundation and Structure Contractors 238120 - Structural Steel and Precast Concrete Contractors 238130 - Framing Contractors 238140 - Masonry Contractors 238150 - Glass and Glazing Contractors 238160 - Roofing Contractors 238170 - Siding Contractors 238190 - Other Foundation, Structure, and Building Exterior Contractors 238220 - Plumbing, Heating, and Air-Conditioning Contractors 238290 - Other Building Equipment Contractors 238310 - Drywall and Insulation Contractors 238330 - Flooring Contractors 238340 - Tile and Terrazzo Contractors 238350 - Finish Carpentry Contractors 238210 - Electrical Contractors and Other Wiring Installation Contractors 237130 - Power and Communication Line and Related Structures Construction 237990 - Other Heavy and Civil Engineering Construction 237110 - Water and Sewer Line and Related Structures Construction 561730 - Landscaping Services</p>
Professional Services (Consultant)	<p>Project Development: Architectural, Engineering, Planning, Design, Construction Administration, Resident Engineering, Environmental Studies, Airport Layout Plan, Master Plan, etc.</p> <p>Land Acquisition: Appraisals, Real Estate, etc.</p>	<p>541330 - Engineering Services 541360 - Geophysical Surveying and Mapping Services 541380 - Testing Laboratories 237210 - Land Subdivision 541360 - Geophysical Surveying and Mapping Services</p>
Equipment	<p>Other: Equipment Purchase, Special Purpose Vehicles (SRE, ARFF, Training)</p>	<p>31-33 Manufacturing <i>(OTHER / NA – No subcontracting opportunities for DBE participation)</i></p>

The airport's **local market area** was used to calculate the total number of firms RW&A for work in their **primary work type/classification (specialized trade)**. WisDOT BOA utilizes the CRCS Bidders List as the relevant data source to validate the step one nose count (SONC) number of firms by their primary work activity in their **specialized trade** by converting **NAICS codes** to primary **type of work**. We divide the number of DBEs by All firms to arrive at the Step 1 Base Figure per category of work. WisDOT BOA is aware of the importance of including all applicable DBE and non-DBE firms in the "SONC" base figure calculation for the most refined data for an "apples to apples" calculation. The Step 1 Base Figure is **weighted** by work type industry average of available contractors and consultants.

$$\text{Step 1 Base Figure} = \frac{\text{Ready, Willing \& Able DBE Firms}}{\text{All Firms Ready, Willing, \& Able (Including DBEs and Non-DBEs)}} \quad \begin{matrix} \text{(Construction and Professional Services) (Numerator)} \\ \text{(Construction and Professional Services) (Denominator)} \end{matrix}$$

- WEIGHTED per Industry **Construction** = (Construction DBEs) / (All Firms Construction)
- WEIGHTED per Industry **Consultant** = (Consultant DBEs) / (All Firms Consultant and Professional Services)

The weighted percent (%) totals per industry will be used in the Step 1 calculation for a **narrowly tailored** approach to the weighted average base figure. The work classifications include all FAA-assisted activities that include potential possible contracting opportunities. We identify wide categories of work types and associated subcontracting opportunities per industry. The NAICS codes associated with these opportunities are included in the contracting areas, listed in **Table 8**:

Table 8: Airport Market Area / Industry & Type of Work

STEP 1 BASE FIGURE INDUSTRY AVERAGE	WEIGHTED																							
	ATW				CWA				EAU				GRB				LSE				RHI			
	Construction		Professional		Construction		Professional		Construction		Professional		Construction		Professional		Construction		Professional		Construction		Professional	
Work Classification(s)	ALL	DBE	ALL	DBE	ALL	DBE	ALL	DBE	ALL	DBE	ALL	DBE	ALL	DBE	ALL	DBE	ALL	DBE	ALL	DBE	ALL	DBE	ALL	DBE
Aggregates	43	2	-	-	38	0	-	-	27	1	-	-	50	2	-	-	24	1	-	-	16	0	-	-
Airport Construction	73	3	-	-	54	0	-	-	20	0	-	-	75	3	-	-	24	1	-	-	19	0	-	-
Airport Electrical	13	1	-	-	9	0	-	-	7	0	-	-	10	0	-	-	7	0	-	-	4	0	-	-
Architect. Consultant	-	-	5	0	-	-	2	0	-	-	3	1	-	-	1	0	-	-	0	0	-	-	0	0
Asbestos Abatement	4	0	-	-	3	0	-	-	2	0	-	-	2	0	-	-	1	0	-	-	1	0	-	-
Asphalt	11	0	-	-	4	0	-	-	7	0	-	-	14	0	-	-	5	0	-	-	4	0	-	-
Building Construction	67	0	-	-	40	0	-	-	27	1	-	-	65	1	-	-	20	0	-	-	4	0	-	-
Clearing & Grubbing	23	0	-	-	14	1	-	-	14	0	-	-	23	0	-	-	6	1	-	-	12	2	-	-
Concrete	26	1	-	-	21	0	-	-	20	0	-	-	22	1	-	-	11	0	-	-	4	0	-	-
Consultant	-	-	26	4	-	-	7	2	-	-	8	0	-	-	21	4	-	-	5	0	-	-	5	3
Culverts	6	1	-	-	2	0	-	-	2	1	-	-	6	1	-	-	2	0	-	-	3	0	-	-
Design	-	-	4	0	-	-	0	0	-	-	0	0	-	-	4	0	-	-	0	0	-	-	0	0
Environmental	-	-	4	0	-	-	4	0	-	-	4	0	-	-	3	0	-	-	0	0	-	-	1	0
Equipment Supplier	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Erosion Control	5	2	-	-	3	0	-	-	2	0	-	-	4	1	-	-	2	0	-	-	2	0	-	-
Fencing	7	0	-	-	10	0	-	-	8	0	-	-	7	0	-	-	4	0	-	-	0	0	-	-
Geotechnical	-	-	2	0	-	-	1	0	-	-	0	0	-	-	2	0	-	-	0	0	-	-	0	0
Grading	14	0	-	-	14	0	-	-	8	0	-	-	11	0	-	-	6	0	-	-	6	1	-	-
Incidental Construction	16	1	-	-	13	0	-	-	7	0	-	-	16	1	-	-	3	0	-	-	10	1	-	-
Iron Work	2	1	-	-	6	0	-	-	4	0	-	-	1	1	-	-	1	0	-	-	0	0	-	-
Janitorial Services	2	0	-	-	1	0	-	-	0	0	-	-	2	0	-	-	0	0	-	-	0	0	-	-
Landscaping	12	0	-	-	8	0	-	-	7	0	-	-	11	0	-	-	4	0	-	-	0	0	-	-
Lighting/Signals	2	0	-	-	3	0	-	-	3	0	-	-	1	0	-	-	1	0	-	-	0	0	-	-
Material Supplier	36	1	-	-	15	0	-	-	7	1	-	-	32	1	-	-	6	0	-	-	3	1	-	-
Materials Testing	-	-	2	0	-	-	0	-	-	0	0	-	-	2	0	-	-	0	0	-	-	0	0	
Other Miscellaneous	50	3	-	-	20	0	-	-	18	1	-	-	43	3	-	-	20	1	-	-	4	0	-	-
Painting	5	0	-	-	2	0	-	-	2	0	-	-	6	0	-	-	2	0	-	-	0	0	-	-
Pavement Marking	1	1	-	-	0	0	-	-	1	0	-	-	1	1	-	-	0	0	-	-	0	0	-	-
Sewer/Utility	18	0	-	-	2	0	-	-	6	0	-	-	20	0	-	-	6	0	-	-	0	0	-	-
Staking	-	-	1	0	-	-	1	0	-	-	4	0	-	-	1	0	-	-	1	0	-	-	0	0
Steel Erection/Fabrication	2	0	-	-	0	0	-	-	4	0	-	-	1	0	-	-	1	0	-	-	0	0	-	-
Structures	2	0	-	-	2	0	-	-	4	0	-	-	0	0	-	-	4	0	-	-	0	0	-	-
Survey	-	-	4	0	-	-	3	0	-	-	2	0	-	-	3	0	-	-	2	0	-	-	2	0
Traffic Control	5	0	-	-	1	0	-	-	0	0	-	-	3	0	-	-	2	0	-	-	1	0	-	-
Trucking	206	3	-	-	170	5	-	-	152	5	-	-	209	3	-	-	78	3	-	-	42	2	-	-
Totals:	651	20	48	4	455	6	18	2	359	10	21	1	635	19	37	4	240	7	8	0	135	7	8	3
Step 1 Base Figure (unweighted):	3.07%		8.33%		1.32%		11.11%		2.79%		4.76%		2.99%		10.81%		2.92%		0.00%		5.19%		37.50%	

In the formula above, the **numerator** and **denominator** source for “Ready, Willing & Able” firms is derived by using the State of Wisconsin Civil Rights Compliance System (CRCS), bidders list data using the “Bullseye Marketing Extract” tool to determine a base figure for the relative availability of DBE firms RW&A to do aeronautics work.

Source: CRCS [Bidders List \(ecomply.us\)](https://wisdot.ecomply.us) or (<https://wisdot.ecomply.us/>).

Weighted Availability of DBE firms:

BOA refined the available data by **weighting** type of work, contractor/consultant role, location of work, and size of work. All **work classes** were selected for construction and consultant contract opportunities. The total **anticipated dollar** amount per **industry** is divided by the total overall anticipated dollar amount to arrive at the percent of total funding per Industry. All work classifications were divided into industry type categories for **construction** and **professional services** to calculate the **weighted total** for the Step 1 **base figure percent ratio** for DBE firm availability.

Dividing the weighted DBE totals by the total estimate for all trades gives a base DBE availability figure for the projects anticipated during the goal-setting period. This figure is expressed as a percentage and serves as the basis for the three-year overall goal. There are no subcontracting opportunities for special purpose vehicles (equipment). Federal dollars anticipated for acquisition of equipment are included in the overall total for FAA-assisted dollars, but not included in nose count totals.

WisDOT performed weighting analysis to ensure accuracy of the base figure. Weighting was accomplished through:

1. Combining work types in predominant areas of spending (construction type, consulting type, equipment acquisition) to arrive at percentages of overall spending per industry type (**Table 5a-5f**)
2. Grouping work classifications for **construction** and **consultant** ratio of **industry availability** (**Table 8**)
3. Multiplying the percentage of spending per industry by the ratio of DBE availability (DBEs / All Firms)
4. Step 1 Base Figure determined by weighted average analysis. Adding the weighted percentages per Industry together for the total overall weighted base figure percentage (**Table 9**)

Table 9: Bidders List Weighted Analysis for Step 1 Base Figure for each Airport Market Area of Work:
 (Construction % of TOTAL + Professional % of TOTAL) x (Total DBE %) = **Step 1 Base Figure (WEIGHTED)**

Airport	Industry	Amount \$	Industry % (weight)	DBEs (Bidders List)	All Firms (Bidders List)	Industry DBE % WEIGHTED	STEP 1 BASE FIGURE (WEIGHTED)
Appleton International Airport (ATW)	Construction	\$36,465,056	82.74%	20	651	2.54%	4.0%
	Professional Services	\$7,604,289	17.26%	4	48	1.44%	
	Equipment	\$0	0.00%	N/A	N/A	N/A	
	Total:	\$44,069,345	100%	25	704	4.0%	
Central Wisconsin Airport (CWA)	Construction	\$34,182,000	85.53%	6	455	1.13%	2.5%
	Professional Services	\$5,063,000	12.67%	2	18	1.41%	
	Equipment	\$720,000	1.80%	N/A	N/A	N/A	
	Total:	\$39,965,000	100%	8	475	2.5%	
Chippewa Valley Regional Airport (EAU)	Construction	\$1,919,340	42.17%	10	359	1.17%	1.3%
	Professional Services	\$901,710	19.81%	1	21	0.94%	
	Equipment	\$1,730,000	38.01%	N/A	N/A	N/A	
	Total:	\$4,551,050	100%	11	381	2.1%	
Green Bay - Austin Straubel Intl' (GRB)	Construction	\$19,808,970	62.87%	19	635	1.88%	3.0%
	Professional Services	\$5,420,962	17.20%	4	37	1.86%	
	Equipment	\$6,280,000	19.93%	N/A	N/A	N/A	
	Total:	\$31,509,932	100%	23	676	3.7%	
La Crosse Regional Airport (LSE)	Construction	\$7,812,000	74.03%	7	240	2.16%	2.1%
	Professional Services	\$2,529,000	23.97%	0	8	0.00%	
	Equipment	\$211,500	2.00%	N/A	N/A	N/A	
	Total:	\$10,552,500	100%	7	250	2.2%	
Rhinelander-Oneida Regional Airport (RHI)	Construction	\$2,169,000	45.05%	7	135	2.34%	6.9%
	Professional Services	\$1,026,000	21.31%	3	8	7.99%	
	Equipment	\$1,620,000	33.64%	N/A	N/A	N/A	
	Total:	\$4,815,000	100%	10	144	10.3%	

WEIGHTED Step 1 Base Figure: SONC (Step One Nose Count)

SUMMARY: Step 1 BASE FIGURE = WEIGHTED Average Total of Anticipated Funding (Construction % + Consultant % + Equipment %)

Base Figure	ATW	CWA	EAU	GRB	LSE	RHI
WEIGHTED DBE % (Construction)	2.54%	1.13%	1.17%	1.88%	2.16%	2.34%
WEIGHTED DBE % (Professional)	1.44%	1.41%	0.94%	1.86%	0.00%	7.99%
WEIGHTED DBE % (Equipment)	N/A	N/A	N/A	N/A	N/A	N/A
Step 1 Base Figure (UNWEIGHTED)	4.0%	2.5%	2.1%	3.7%	2.2%	10.3%
INDUSTRY WEIGHT of Total \$ = (Construction % + Professional %)	100.0%	98.2%	62.0%	80.1%	98.0%	66.4%
Step 1 Base Figure (WEIGHTED)	4.0%	2.5%	1.3%	3.0%	2.1%	6.9%

Step Two – Adjustments to Step 1 base figure

After calculating a base figure of the relative availability of DBEs, evidence was examined to determine what adjustment to the base figure was needed to arrive at the overall goal. Application of **anticipated projects for FFY2025-27** per fiscal year, availability of DBE firms by trade/classification, and the volume of work performed by DBE firms from the **previous**

five years was used to calculate the **Step 2 adjustment** figure. (Note: The calculated five-year historical amount is averaged over the previous years, reflected in the spreadsheet of DBE Goal Calculations).

For the **Step 2 Adjustment**, we use our past **5-year history** of commitments to subcontract to DBE actual payments to and total AIP dollars received to produce the historical figure used in the adjustment calculation. The DBE actual payment amount was divided by the total federal dollars received over the previous five-year average to arrive at the historical (**MEDIAN**) DBE participation percent on WisDOT BOA contracts.

To arrive at an overall goal, the **Step 1 base figure** was added to the **Step 2 adjustment figure** (averaged total dollars), arriving at a DBE goal for construction and consultant/professional services contracts per airport. We then combined the construction and professional services goals by a weighted total average of anticipated work per industry (for construction and professional services) to arrive at the overall goal. The Bureau of Aeronautics believes this adjusted goal accurately reflects DBE participation that can be achieved for the type(s) of work being awarded during this upcoming three-year period. BOA does not use the total amount for acquisition of equipment for airports due to little or no DBE subcontract opportunity in that area of work/industry.

Summary of Two-Step Goal Calculation Process (Step 1 Base Figure + Step 2 Adjustment = Overall 3-yr DBE Goal Average)

BOA Block Grant Summary of Two-Step Process		ATW	CWA	EAU	GRB	LSE	RHI
STEP 1	Base Figure Calculation	4.0%	2.5%	1.3%	3.0%	2.1%	6.9%
STEP 2	Median Past Participation/History (2019-2023)	6.2%	4.5%	3.3%	4.0%	1.1%	2.2%
WisDOT Final Goal Calculation (Average)		5.1%	3.5%	2.3%	3.5%	1.6%	4.5%

Furthermore, there are no applicable disparity studies for the local market area or recent legal case information from the relevant jurisdictions to show evidence of barriers to entry or competitiveness of DBEs in the market area that is sufficient to warrant making an adjustment to the base goal.

Overall DBE Goal Setting Process: Overall Summary of DBE Goal Computation Spreadsheet

The regulations require recipients to set overall goals based on demonstrated evidence of the availability of **DBEs Ready, Willing, and Able (RW&A)** relative to **all businesses RW&A** to participate on DOT-assisted contracts. **Weighting by work type** provides a more narrowly-tailored model of availability. Weights used are proportion of dollars spent within each industry/trade, and the resulting percentage is more heavily influenced by availability in the industries/trades where more dollars are spent.

We compute **Annual Overall Goals** for each Recipient as a **weighted average of Consultant and Construction** Goals for that Recipient. For example, if we had a Consultant Goal of 20% and a Construction Goal of 10%, with consultant work being 1/5 and construction work being 4/5 of anticipated work, then we compute an Overall Goal = $(20\% \times 1 + 10\% \times 4) / (1 + 4) = 12\%$.

We compute Annual **Consultant** and **Construction** Goals for FAA-assisted work using the equation “Goal = (SONC + History) / 2”, where “**SONC**” (Step One Nose Count) is defined as the percentage of DBEs ready, willing and able (RW&A) to do airport work among all firms RW&A (*Step 1 Base Figure*); and “**History**” is the percentage of dollars committed to DBE firms to dollars initially contracted to Prime Contractors and Prime Consultants through FAA-assisted contracts in the past five years (*Step 2 Adjustments*).

The **first step (Step One Nose Count – SONC)** is to determine the relative availability of DBEs in the market area, “base figure”. We use raw data from OBOEC’s Civil Rights Compliance System (CRCS) to create our **SONC** percentages. CRCS data shows DBE firms self-identified to work in specific WisDOT areas. This data also shows most (but not all) of our non-DBE firms identified to work in their market area. We use the CRCS Bidders List data for each airport’s market area to calculate the **Step 1 Base Figure** percentage.

The **second step** is to adjust the “SONC” percentage from Step 1 so that it reflects as accurately as possible the DBE participation the recipient would expect in the absence of discrimination based on past participation or History of DBE accomplishments. We use our **five-year history** of commitment to subcontract to DBE firms for each airport and calculate the five-year history of actual DBE accomplishments as an average percent of DBE participation achieved. The five-year history of DBE accomplishments percentage is used for the **Step 2 Adjustment** calculation.

The **third step** is calculating the **Race-Conscious (RC)** and **Race-Neutral (RN) split** of the overall DBE goal calculation. Once a Consultant and Construction Annual Goal is computed, then we divide it into **RC** and **RN** components using the ratio of RC and RN commitment in the past five years of History. For example, if there were 2/3 RC and 1/3 RN commitment in the past five years then we divide the Annual Goal into 2/3 RC and 1/3 RN.

We then combine construction and professional DBE goals **weighted by anticipated average of FFY2025-2027 work** to produce **Overall DBE Goals**. The three-year anticipated federal FAA-assisted funding projection is weighted per contract work type/industry to produce a percent of the total dollars per industry BOA anticipates awarding on contracts during the FFY three-year period.

The efforts made by OBOEC to **promote DBE opportunity** in a **race-neutral (RN) fashion** for **all transportation modes** are highlighted in the WisDOT Annual Goal submission to FHWA. For additional information regarding WisDOT outreach, training, and other DBE program efforts, reference the WisDOT DBE Program Plan submission to FHWA located on the WisDOT website: (<https://wisconsindot.gov/Pages/doing-bus/civil-rights/dbe/default.aspx>)

Proposed Overall DBE Goal for FFY2025-2027: Spreadsheet of DBE Goal Calculations (three-year average)

We compute Annual Consultant and Construction Goals for FAA-assisted work using the equation "**Goal = (Step 1 Base Figure + History) / 2**", where base figure is defined as the percentage of DBE firms ready, willing, and able (RW&A) to do aeronautics work among all firms so RW&A; and History is the percentage of dollars committed to DBE firms to dollars initially contracted to Prime Contractors and/or Consultants through FAA-assisted contracts in the past five years. BOA feels that this adjusted goal figure will accurately reflect DBE participation that can be achieved for the type of project work being awarded during FFY three-year period. (displayed in **Table 10**):

Table 10: Overall Goal Spreadsheet – DBE Average Program

Step 1 - Base Figure		Step 2 – Adjustments (as a reflection of 5-yr History)				DBE Goal Industry Average (Base Figure +History / 2)			Anticipated FAA-Funding: FFY2025-27
SONC: Step One Nose Count Derived from WisDOT bidders list		History: Derived from Commitment to Sub to DBE data; dollars of commitments to DBE firms made by Primes to WisDOT DBEs				Goal Computations: Goal RC / RN split proportioned in same ratio as occurred in 5yr history			FFY 3-Year Average Program:
Recipient	Base Figure	5-year Total	5-year RC	5-year RN	History Figure	Goal	RC	RN	Anticipated FAA Dollars
Appleton International (ATW)	4.0%	\$8,817,111	5.5%	0.7%	6.2%	5.7%	3.7%	2.0%	\$44,069,345
Central Wisconsin (CWA)	2.5%	\$8,335,168	4.3%	0.2%	4.5%	4.0%	2.6%	1.5%	\$39,965,000
Chippewa Valley (EAU)	1.3%	\$3,904,682	3.1%	0.2%	3.3%	3.8%	1.7%	2.0%	\$7,452,064
Green Bay - Austin Straubel (GRB)	3.0%	\$3,889,095	1.4%	2.6%	4.0%	4.5%	3.2%	1.3%	\$31,509,932
La Crosse Regional (LSE)	2.1%	\$1,288,086	1.1%	0.0%	1.1%	1.9%	1.6%	0.3%	\$10,552,500
Rhineland-Oneida (RHI)	6.9%	\$1,395,993	1.9%	0.3%	2.2%	2.7%	1.6%	1.0%	\$4,815,000
Overall DBE Goal: (with RC & RN portions)		Overall DBE Goal %			Race-Conscious (RC) Assigned %		Race-Neutral (RN) Voluntary %		
Appleton International (ATW)		5.1%			3.3%		1.8%		
Central Wisconsin (CWA)		3.5%			2.2%		1.3%		
Chippewa Valley (EAU)		2.3%			1.1%		1.2%		
Green Bay - Austin Straubel (GRB)		3.5%			2.5%		1.0%		
La Crosse Regional (LSE)		1.6%			1.3%		0.3%		
Rhineland-Oneida (RHI)		4.5%			2.8%		1.7%		

WisDOT BOA believes the adjusted goal accurately reflects DBE participation that can be achieved for the type(s) of work being awarded during this three-year period. **The DBE Goal percent (%) is expressed as percent to the one tenth decimal place value.** The proposed Overall DBE Goals for Non-Hub Primary Airports are expected to be achieved through race-conscious (RC) and race-neutral (RN) means. Adjustments to the base goal factor average program DBE participation history and yields an overall goal detailed in the table below The DBE Goal percent (%) is expressed as percent to the one tenth decimal place value.

Breakout of Race Neutral (RN) and Race Conscience (RC) Participation

Once the overall goal is computed, then we divide it into **Race Conscious (RC)** and **Race Neutral (RN)** components using the ratio of RC and RN commitment in the past three years of History. For example, if there were 2/3 RC and 1/3 RN commitment in the past five years then we divide the Annual Goal into 2/3 RC and 1/3 RN.

The efforts made by OBOEC to promote DBE opportunity in a race neutral fashion for all transportation modes are highlighted in the WisDOT Annual DBE Goal submission to FHWA.

For reporting purposes, RN DBE participation includes, but is not limited to, the following: DBE Participation through a prime contract a DBE obtains through customary competition procurement procedures; DBE participation through a subcontract on a prime contract that does not carry a DBE goal; DBE participation on a prime contract exceeding a contract goal; and DBE participation through a subcontract from a prime contractor that did not consider a firm's DBE status in making the award.

BOA will make an additional adjustment for the amount work involving LAND ACQUISITION and OTHER categories for anticipated funding. Because the majority of the funding for these types of projects are not available for firms to perform work, all participation involving DBE work will count as RN achievement only. The type of work for these contracts are reflected in the overall calculation of surveyed firms but will not be used as part of the RC calculations.

The **FFY 2025-2027** Program of anticipated airport work is the last section of this submission. This includes not only FAA-assisted consultant and construction work that will have contract goals, but also other work (e.g., the purchase of snow removal equipment) that will not involve DBE Goals. BOA has decided to weigh more of the goal towards RN accomplishments because of the similarities of the work involved and DBE participation on these contracts do not count towards DBE achievements when reporting to the FAA. BOA will maintain data separately on DBE achievements in those Federal-aid contracts with and without contract goals, respectively.

Concrete Plans to Implement Race-Neutral Methods

- The Department implements a tiered DBE Support Services program that includes accounting and legal services, marketing support, technical advisors, and a loan mobilization fund.
- The Business Development Program provides professional workshops and advice including access to web-based training modules and professional consultants who coach and advise one-on-one.
- T&T Program- T&T is a partnership between WisDOT, Wisconsin Economic Development WEDC, and chamber members of the Ethnically Diverse Business Coalition to assess, introduce, educate, and connect entrepreneurial-minded individuals interested in starting or expanding a dump trucking business.
- Bi-monthly, the DBE office engages stakeholders to discuss initiatives designed to increase the opportunity for DBE's to be coached, trained, mentored, and contracted by and with knowledgeable contractors, partner agencies and proven resources. Examples include monetary mentoring incentives, stipends to pay for industry organization memberships, small business initiative, and mandatory subcontracting to achieve race/gender-neutral participation.

DBE Contract Goals

Nearly all FAA-assisted contracts administered by WisDOT have DBE **Contract** Goals. Security equipment, equipment purchases, and land purchases have contracts that may not have contract goals. Contract Goals utilize the RC/RN ratios established for Annual Goals.

The **Date** of signing a consultant contract or the bid date of a construction contract determines "FAA-assisted-ness" and, if so, into which FFY (Oct. 1 to Sept. 30) the contract falls.

WisDOT BOA will establish airport contract goals only on those FAA-assisted contracts that have subcontracting possibilities. BOA will not need to be established a contract goal on every contract, and the size of contract goals will be adapted to the circumstances of each contract. Contract DBE goals are determined by type of contract, location of work, and availability of DBEs to perform the work.

WisDOT BOA will use contract goals to meet any portion of the overall goal that it does not project being able to meet using race-neutral means. Contract goals are established so that, over the period to which the overall goal applies, they will cumulatively result in meeting any portion of our overall goal that is not projected to be met using race-neutral means.

Public Participation

The airport authority submits its overall 3-year goal to USDOT FAA's Great Lakes Regional Office on August 1st in the DBE-Connect electronic database as required.

In establishing the Overall 3-year DBE Goal(s), BOA consults with stakeholders including DBE and non-DBE consultants and contractors (prime and subs) that have performed work on BOA projects, that have potential to obtain a contract or project to perform work on BOA contracts, and other stakeholders (listed in the WisDOT DBE Program Plan), without limiting consultation to these persons or groups, to obtain information concerning the availability of disadvantaged and non-disadvantaged businesses, the effects of discrimination on opportunities for DBEs, and the BOA's efforts to effects of discrimination on opportunities for DBEs, and BOA's efforts to establish a level playing field for the participation of DBEs.

Following the consultation, we will **publish a notice** on the **Wisconsin Department of Transportation's** Civil Rights and Compliance **DBE Program website** of the **proposed overall goal**, informing the public that the proposed DBE goal and its rationale are available for viewing and inspection, and comments will be accepted for 30 days following the date of notice. The typical schedule for DBE overall goal announcements and comment period is as follows.

- BOA post Triannual DBE Goals online for public inspection/comment mid-July (*approx. July 15th*) each year. The notice must and will include addresses to which comments may be sent and addresses where the proposal may be reviewed. BOA will receive and respond to comments for 30-day period.
- Overall Goals due to FAA on August 1st (draft of BOA calculations due to FAA).
- BOA make final adjustments to the Overall 3-year DBE goal(s), will be made if deemed necessary (FINAL), after 30-day comment period.
- Overall Annual 3-Year DBE Goal finalized September 1st. Upload an attachment of Q & A from comment period at that time.
- Implement new Overall 3-Year DBE Goals October 1st, start of federal fiscal year period.

Our overall submission to USDOT-FAA will include a summary of information and comments received during this public notice participation process and our responses, if any.

Please submit question and comments to:

Shannon Clary
Labor Compliance and DBE Program Manager
WisDOT Bureau of Aeronautics
4822 Madison Yards Way, 5th Floor South
Madison, WI 53705
Email: Shannon.Clary@dot.wi.gov
Phone: (608) 264-7607



PUBLIC NOTICE ANNOUNCEMENT

WISCONSIN DEPARTMENT OF TRANSPORTATION (WISDOT)
BUREAU OF AERONAUTICS (BOA) – AVIATION DBE PROGRAM SECTION
PUBLIC NOTICE OF DISADVANTAGED BUSINESS ENTERPRISE (DBE) PROGRAM
OVERALL ANNUAL 3-YEAR GOALS FOR FFY 2025-2027, NON-HUB PRIMARY AIRPORTS:

APPLETON INTERNATIONAL AIRPORT (ATW): 5.1%
CENTRAL WISCONSIN AIRPORT (CWA): 3.5%
CHIPPEWA VALLEY REGIONAL AIRPORT (EAU): 2.3%
GREEN BAY - AUSTIN STRAUBEL INTERNATIONAL AIRPORT (GRB): 3.5%
LA CROSSE REGIONAL AIRPORT (LSE): 1.6%
RHINELANDER-ONEIDA REGIONAL AIRPORT (RHI): 4.5%

The Wisconsin Department of Transportation Bureau of Aeronautics (WisDOT BOA), in accordance with regulations of the U.S. Department of Transportation, 49 CFR Part 26, hereby announces its three-year overall annual Disadvantaged Business Enterprise (DBE) goals and methodology for the non-hub primary airports and the anticipated contracts during FFY 2025-2027. The DBE goals are for participation by certified DBE firms on Federal Aviation Administration (FAA) assisted aviation contracts for the non-hub primary airport grant recipients listed. The proposed DBE goals and methodology/rationale is available for public inspection online at:

Wisconsin Dept. of Transportation Civil Rights and Compliance DBE Website:
[Wisconsin Department of Transportation Disadvantaged Business Enterprise \(DBE\) Plans and Goals \(wisconsin.gov\)](https://www.wisconsin.gov/transportation/dbe)

DBE goal methodology for this period is available for a 30-day review period following the publication of this notice. Please submit written comments pertaining to this goal period via email by August 16, 2024, to:

Shannon Clary
WisDOT BOA Labor Compliance and DBE Program Manager
4822 Madison Yards Way, 5th Floor South, Madison, WI 53705
Tel: (608) 264-7607 / Fax: (608) 267-6748 / Email: Shannon.Clary@dot.wi.gov

OR...

DOT Bureau of Aeronautics (BOA) DBE Alert: dotboadbealert@dot.wi.gov

WisDOT is an Equal Opportunity Employer

Following the Public Participation 30-Day Period, WisDOT BOA received the following results:

- We published our goal information on the WisDOT website and stakeholder meeting, WisDOT TrANS-AC Committee Meeting, teleconference held on **July 16, 2024**, at **1pm**. **(COMPLETE)**
 - **Question:** *Why are equipment contracts not considered for DBE goals in the overall DBE goal calculations from BOA? (Allen, Stakeholder at Trans-AC Meeting/Teleconference)*
 - **Answer:** *Shannon Clary – No subcontract opportunities available, any PRIME DBE would be counted towards R/N participation. Lucas Ward (BOA) – The equipment acquisition contracts referenced are more of a tractor or lawn mower piece of equipment purchased, no contract work opportunities available.*
- We published our goal information on the WisDOT website and stakeholder meeting, WisDOT TrANS-CAC Committee Meeting, held on **July 24, 2024**, at **10am**.
 - **(TBD)**

(FAA Sample DBE Program Plan Language for PUBLIC ANNOUNCEMENT – rev. 2024-0530)

In establishing the overall goal, [Recipient] will provide for consultation and publication. This includes consultation with minority, women's and general contractor groups, community organizations, and other officials or organizations which could be expected to have information concerning the availability of disadvantaged and non-disadvantaged businesses, the effects of discrimination on opportunities for DBEs, and the efforts by [Recipient] to establish a level playing field for the participation of DBEs. The consultation will include a scheduled, direct, interactive exchange (e.g., a face-to-face meeting, video conference, teleconference) with as many interested stakeholders as possible focused on obtaining information relevant to the goal setting process, and it will occur before [Recipient] is required to submit the goal methodology to the operating administration for review pursuant to §26.45(f). The goal submission will document the consultation process in which [Recipient] engaged. Notwithstanding paragraph (f)(4) of §26.45, the proposed goal will not be implemented until this requirement is met.

[Note: The persons or groups with whom this consultation occurred should be listed specifically in the goal methodology and calculation attachment. Include any specific feedback or comments received as part of the consultation, who provided the comment, and how Recipient considered and responded to comments and feedback received before finalizing the goal.]

In addition to the consultation described above, [Recipient] will publish a notice announcing the proposed overall goal before submission to the [FAA/FHWA/FTA] on August 1st. The notice will be posted on [Recipient's] official internet web site and may be posted in other sources (e.g., minority-focused media, trade association publications). If the proposed goal changes following review by [FAA/FHWA/FTA], the revised goal will be posted on [Recipient's] official internet web site.

[The following physical publication procedure is optional. If a Recipient chooses to follow the procedure below, it must be in addition to the web site notification stated above and is not a substitute thereof.]

*The public will also be informed that the proposed overall goal and its rationale are available for inspection during normal business hours at the principal office of [Recipient]. This notice will provide that [Recipient] will accept comments on the goals for 30 days from the date of the notice. Notice of the comment period will include the addresses to which comments may be sent (including offices and websites) and the location(s) where the proposed goal may be reviewed. **The public comment period will not extend the August 1st deadline.***

[The names of any media used to provide this optional notice and the category of the media should be listed specifically in the goal calculation attachment.]

The Overall Three-Year DBE Goal submission to [FAA/FHWA/FTA] will include any information and comments received, who provided the comment, and how [Recipient] considered and responded to any comments and information received before finalizing the goal.

[Recipient] will begin using the overall goal on October 1 of the relevant period, unless other instructions from [FAA/FHWA/FTA] have been received.