

Attachment 5

Overall DBE Three-Year Goal Methodology In Accordance with 49 CFR Part 26, Section 26.45 (Non-Hub Primary Airports)

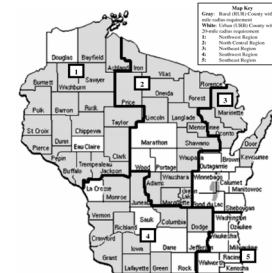
Wisconsin Department of Transportation, Bureau of Aeronautics (BOA)

State of Wisconsin Counties: Road/State Map
Source: Number and Position of Road Features by Counties/Counties by Wisconsin Center, April 1, 2001

Name of Recipient: 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 County Airport (RHI)

Goal Period: FY 2022, 2023, 2024 (October 1, 2021 through September 30, 2024)

DOT-assisted contract amount:	ATW	CWA	EAU	GRB	LSE	RHI
FY-2022 \$	\$9,720,000	\$10,271,914	\$2,641,050	\$8,424,000	\$6,165,000	\$3,420,000
FY-2023 \$	\$29,775,503	\$1,428,086	\$1,000,000	\$13,621,863	\$828,000	\$1,485,000
FY-2024 \$	\$11,700,000	\$3,998,380	\$910,000	\$1,518,642	\$3,222,000	\$1,108,000
Total \$	\$51,195,503	\$15,698,380	\$4,551,050	\$23,564,505	\$10,215,000	\$6,013,000



Proposed DBE Participation Goals for Federal-Aid Airport Funds for **FY 2022, 2023, and 2024**
(Projections for Federal funds - overall DBE goal is reflected as an **average** of the three years and a weighted percentage)

Industry Sector Anticipated Funds	Anticipated Funds	Overall Triannual Goals		Race-Conscious (Assigned)		Race-Neutral (Voluntary)		Overall Annual Goal Per FY	
		Percent (%)	Dollars (\$)	Percent (%)	Dollars (\$)	Percent (%)	Dollars (\$)	Percent (%)	Dollars (\$)
Appleton International Airport (ATW)	\$51,195,503	1.9%	\$970,233	1.6%	\$825,492.32	0.3%	\$144,740.40	1.9%	\$323,411
Central Wisconsin Airport (CWA)	\$15,698,380	4.3%	\$668,336	0.3%	\$50,808.93	3.9%	\$617,527.04	4.3%	\$222,779
Chippewa Valley Regional Airport (EAU)	\$4,551,050	2.5%	\$112,524	1.2%	\$55,599.17	1.3%	\$56,924.61	2.5%	\$37,508
Green Bay-Austin Straubel International Airport (GRB)	\$23,564,505	3.2%	\$752,469	2.1%	\$499,188.67	1.1%	\$253,279.97	3.2%	\$250,823
La Crosse Regional Airport (LSE)	\$10,215,000	1.4%	\$147,972	1.1%	\$113,760.54	0.3%	\$34,211.91	1.4%	\$49,324
Rhinelander-Oneida County Airport (RHI)	\$6,013,000	2.1%	\$127,521	1.8%	\$107,967.27	0.3%	\$19,553.95	2.1%	\$42,507

The Contract Type and Dollar Amount of Contracts BOA anticipates awarding for Non-Hub Primary Airports

The totals in the table below displays the Fiscal Year, Type of Contract, Total per FY, and Total for 3yr Period:

Facility Name	Program Year	Category	Project Number	Workitem Name	Federal Amount	Total Per FY	3yr Total
Appleton International Airport	2022	Construction	0744-40-60	Expand apron, phase 1(for terminal concourse expansion)	\$4,044,657	\$9,720,000	\$51,195,503
Appleton International Airport	2022	Construction	0744-40-60	Expand apron, phase 1(for terminal concourse expansion)	\$3,605,343		
Appleton International Airport	2022	Buildings	0744-40-60	Construct concourse addition (phase 1)	\$1,800,000	\$29,775,503	\$15,698,380
Appleton International Airport	2022	Other	0744-40-60	Credit for 2016, 2017 & 2018 Cargo Entitlements	\$270,000		
Appleton International Airport	2023	Buildings	0744-40-61	Construction Concourse Addition Phase 2	\$19,453,742	\$29,775,503	\$15,698,380
Appleton International Airport	2023	Buildings	0744-40-61	Construction Concourse Addition Phase 2	\$2,671,761		
Appleton International Airport	2023	Construction	0744-40-61	Expand apron, Phase 2 (for terminal concourse addition)	\$7,650,000		
Appleton International Airport	2024	Construction	0744-40-62	Construct NW Apron, Taxiway and Access Road for Business Park ph. :	\$9,371,499	\$11,700,000	\$6,013,000
Appleton International Airport	2024	Construction	0744-40-62	Construct NW Apron, Taxiway and Access Road for Business Park ph. :	\$2,328,501		
Central Wisconsin Airport	2022	Navigational Aids	0737-40-56	Construct Approach Lighting System, Runway 8	\$2,700,000	\$10,271,914	\$15,698,380
Central Wisconsin Airport	2022	Construction	0737-40-56	Runway decoupling: Taxiway C extension and lighting (2024 const)	\$1,271,914		
Central Wisconsin Airport	2022	Construction	0737-40-56	F & E Project - Design and construct Runway 8 nav aids (glideslope, loca	\$900,000		
Central Wisconsin Airport	2022	Construction	0737-40-56	Design and construct Runway 8 Nav aids (glidescope, localizer)(2023)	\$900,000		
Central Wisconsin Airport	2022	Construction	0737-40-56	Runway decoupling: Runway 8/26 shift and lighting (2023)	\$3,071,914		
Central Wisconsin Airport	2022	Construction	0737-40-56	Runway decoupling: Runway 8/26 shift and lighting (2023)	\$1,428,086		
Central Wisconsin Airport	2023	Construction	0737-40-56	Runway decoupling: Runway 8/26 shift and lighting	\$1,428,086		
Central Wisconsin Airport	2024	Construction	0737-40-57	Commercial apron pavement repairs, ph 2	\$848,380		
Central Wisconsin Airport	2024	Construction	0737-40-57	Reconstruct and Expand commercial apron and GA apron	\$2,120,274		
Central Wisconsin Airport	2024	Construction	0737-40-57	Reconstruct and Expand commercial apron and GA apron	\$579,726		
Central Wisconsin Airport	2024	Project Developm	0737-40-58	Conduct terminal area Master Plan, including planning for GA& Comme	\$450,000		
Chippewa Valley Regional Airport	2022	Fencing	0709-40-50	Install wildlife fencing (wildlife assessment recommendation)(including bi	\$1,641,050		
Chippewa Valley Regional Airport	2022	Fencing	0709-40-50	Install wildlife fencing (wildlife assessment recommendation)(including bi	\$325,000		
Chippewa Valley Regional Airport	2022	Project Developm	0709-40-50	Wildlife study recommendations - tree, shrub & vegetation removal	\$450,000	\$1,000,000	\$910,000
Chippewa Valley Regional Airport	2022	Approach Clearin	0709-40-50	Approach clearing Runway 4 (probably) (for GPS approach Rwy 4)(surv	\$225,000		
Chippewa Valley Regional Airport	2023	Purchase Equipm	0709-40-53	Purchase/Replace ARFF Truck	\$1,000,000	\$1,000,000	\$910,000
Chippewa Valley Regional Airport	2024	Purchase Equipm	0709-40-54	Purchase snow removal equipment (sweeper)	\$730,000		
Chippewa Valley Regional Airport	2024	Construction	0709-40-54	Remove and Repaint airfield marking	\$180,000	\$8,424,000	\$23,564,505
Green Bay-Austin Straubel Int'l Airport	2022	Construction	AIP 2022 Constr	Rehabilitate Taxiway D & D3 (between D3 & B/D intersection)	\$1,050,654		
Green Bay-Austin Straubel Int'l Airport	2022	Construction	AIP 2022 Constr	Rehabilitate Taxiway D & D3 (between D3 & B/D intersection)	\$1,505,346		
Green Bay-Austin Straubel Int'l Airport	2022	Construction	AIP 2022 Constr	Rehab Auto Gates	\$360,000		
Green Bay-Austin Straubel Int'l Airport	2022	Construction	AIP 2022 Constr	Rehabilitate Terminal/Commercial Apron	\$2,952,000		
Green Bay-Austin Straubel Int'l Airport	2022	Construction	AIP 2022 Constr	Rehabilitate Taxiway A	\$2,556,000		
Green Bay-Austin Straubel Internation	2023	Construction	AIP 2023 Constr	Rehab Runway 18/36 south and Dutchman's Creek culvert	\$1,717,616		
Green Bay-Austin Straubel Internation	2023	Construction	AIP 2023 Constr	Rehab Runway 18/36 south and Dutchman's Creek culvert	\$2,156,753		
Green Bay-Austin Straubel Internation	2023	Project Developm	AIP 2023 Constr	Reimburse design rehab Runway 18/36 south and Dutchman's Creek c	\$260,774		
Green Bay-Austin Straubel Internation	2023	Project Developm	AIP 2023 Plannin	Update Master Plan	\$486,720		
Green Bay-Austin Straubel Internation	2023	Buildings	AIP 2023 Termin	Construct Terminal Modifications and Improvements	\$9,000,000		
Green Bay-Austin Straubel Internation	2024	Purchase Equipm	AIP 2024 ARFF	Replace ARFF Vehicle	\$675,000		
Green Bay-Austin Straubel Internation	2024	Purchase Equipm	AIP 2024 SRE	Purchase snow removal equipment (1 smaller combo unit)	\$564,908		
Green Bay-Austin Straubel Internation	2024	Purchase Equipm	AIP 2024 SRE	Purchase snow removal equipment (1 smaller combo unit)	\$278,734		
La Crosse Regional Airport	2022	Purchase Equipm	AIP 2022 ARFF	Airport firefighter truck	\$765,000	\$6,165,000	\$10,215,000
La Crosse Regional Airport	2022	Construction	AIP 2022 Constr	Rehabilitate Runway Mill and overlay 13/31	\$4,947,170		
La Crosse Regional Airport	2022	Construction	AIP 2022 Constr	Rehabilitate Runway Mill and overlay 13/31	\$92,830	\$828,000	\$3,222,000
La Crosse Regional Airport	2022	Sealcoat	AIP 2022 Constr	Joint seal Taxiway C	\$360,000		
La Crosse Regional Airport	2023	Project Developm	AIP 2023 Design	Design Taxiway B reconstruction	\$243,000		
La Crosse Regional Airport	2023	Buildings	AIP/SAP 2023	Terminal inbound baggage conveyor	\$585,000		
La Crosse Regional Airport	2024	Construction	AIP 2024 Constr	Reconstruct Taxiway B	\$1,277,482		
La Crosse Regional Airport	2024	Construction	AIP 2024 Constr	Reconstruct Taxiway B	\$909,518		
La Crosse Regional Airport	2024	Project Developm	AIP 2024 Design	Reconstruct/Rehab Taxiway A Design	\$360,000		
La Crosse Regional Airport	2024	Buildings	AIP/SAP 2024	Rehabilitate ARFF Facility	\$675,000		
Rhinelander-Oneida County Airport	2022	Construction	AIP 2022	Rehabilitate & Construct entrance & exit roads & Construct return road (\$585,000	\$3,420,000	\$6,013,000
Rhinelander-Oneida County Airport	2022	Construction	AIP 2022	Rehabilitate air carrier apron	\$1,350,000		
Rhinelander-Oneida County Airport	2022	Buildings	AIP 2022	Replace passenger boarding bridge	\$1,350,000		
Rhinelander-Oneida County Airport	2022	Construction	AIP 2022	Construct/Rehab GA auto parking lot	\$135,000		
Rhinelander-Oneida County Airport	2023	Construction	AIP 2023	Runway 9/27, Runway 15/33 & Taxiway A, connecting taxiways and taxi	\$1,485,000		
Rhinelander-Oneida County Airport	2024	Purchase Equipm	AIP 2024	Snow removal equipment - multi-function: snowblower & broom truck	\$928,000		
Rhinelander-Oneida County Airport	2024	Construction	AIP/SAP 2024	Airfield pavement marking	\$180,000		

Attachment 5

Overall DBE Three-Year Goal Methodology

In Accordance with 49 CFR Part 26, Section 26.45

Market Area/Geographic Area: Residing County and Surrounding Counties (Non-Hub Primary Airports):

The "geographical area" of an airport is defined by the county in which each airport resides and surrounding counties. The statewide directory is used to determine the goals for Non-Hub Primary airports. All firms located in the selected geographical area are included, but not limited to, determining opportunity for DBE firms in each market area, AND the area in which the airport spends the substantial majority of its contracting dollars. BOA will use this data to determine maximum opportunity and avoid imposing undue burdens on non-DBEs in areas of overconcentration for General Aviation airport contracts on a per contract basis.

Market Area: We use raw data from the Wisconsin Department of Transportation's Office of Business Opportunity and Equity Compliance, Civil Rights Compliance System (CRCS), to create our Step 1 percentages. CRCS data shows DBE firms self-identified to work in specific WisDOT Regions and Counties. This data also shows most, but not all of our non-DBE firms identified to work in their market area. For each Primary Airport we use CRCS data from its geographical market area and the area in which the Airport spends the substantial majority of its contracting dollars with construction and professional services where contractors and/or subcontractors can be found to do the types of contracts being awarded at the Airport.

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

Goal Setting Methodology:

DBE goals will be established for those fiscal years we anticipate awarding DOT-assisted prime contracts exceeding \$250,000 during the three-year period. The DBE goals will be established in accordance with the 2-step process as specified in 49 CFR Part 26.45. If BOA does not anticipate awarding more than \$250,000 in DOT-assisted prime contracts during any of the years within the three-year reporting period, we will not develop an overall goal; however this DBE Program will remain in effect and BOA will seek to fulfill the objectives outlined in 49 CFR Part 26.1.

The regulations require recipients to set overall goals based on demonstrated evidence of the availability of ready, willing, and able DBE's relative to all businesses ready, willing and able (RW&A) to participate on DOT-assisted contracts.

The **first step (Step One Nose Count – SONC)** is to determine the relative availability of DBEs in the market area, "base figure". The **second step** is to adjust the "base figure" 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**, a disparity study and/or information about barriers to entry to past competitiveness of DBEs on projects.

SONC represents all firms RW&A to build airports in Wisconsin "equally" just as each State has two Senators in the U. S. Senate. **History** represents all firms "unequally" just as each State has representation in the U. S. House of Representatives according to its population. (History represents all dollars associated with federally assisted contracts equally). Eventually we will have dollars spent, rather than dollars committed Historical

SONC is a view of the "ideal"; **History**, a view of "reality." Using each takes into account the facts that certain companies have developed ability and experience in building Wisconsin transportation facilities over the years ("reality") and certain other companies are being helped by WisDOT to develop ability and experience ("ideal").

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 work categories and locations. This data also shows most, but not all, non-DBE firms identified to work in their "market area". For the overall triannual block grant DBE goals (general aviation airport recipients), we use a combined total for the following data sources to derive the total number of ready willing and able firms to work on anticipated WisDOT BOA projects; number of DBE firms registered with the Dept. of Transportation (UCP Directory), with Women and Minority Business Enterprises (WBE/MBE) registered with the Dept of Administration for similar contracts to get most accurate total for the entire State of Wisconsin, along with examining information from the US Census Bureau for firms that have contracting capabilities to work on WisDOT contracts but have not been registered in the WisDOT database.

In establishing the **overall goal**, BOA will consult with minority, women's and general contractor groups, community organizations, and other officials or organizations to obtain information concerning the availability of disadvantaged and non-disadvantaged businesses, the effects of discrimination on opportunities for DBEs, and the BOA efforts to establish a level playing field for the participation of DBEs.

Anticipated Contract Type of work per Industry: Dollar Amount (\$) and Percentage (%) per Contract Type Category	Construction / Pavement: Runway, Taxiway, Apron, Access Road, Parking Lot Construction and Pavement Rehabilitation, Joint Seal, Seal Coating,	Building & Structures: Terminal Bldg, Hangar, Aircraft Fire and Rescue Bldg, Snow Equipment Removal Bldg, Parking Garage,	Airport Electrical: Lighting, NAVAIDs, REILs and PAPIs, Airport Weather Observation Stations (AWOS)	Safety Area Improvements: Security, Fencing, Signage, Drainage	Miscellaneous / Other: Parking Lot Canopies, Obstruction Removal / Approach Clearing, Fuel Farm, Passenger Boarding Bridge	Project Development: Master Plan, Design, Engineering, Construction Administration (Resident Engineering), Testing, Survey, Environmental	Land: Real Estate, Survey, Land Acquisition, Appraisals	Equipment Purchase: SRE, ARFF, Training	Total Anticipated Contract Amount	
Anticipated Federal Projection:	Airport	Construction	Professional	Other/Misc.						
Dollar (\$) Amount of Federal Funding per Contract Type:	ATW	\$21,015,000	\$19,140,402	\$585,000	\$0	\$270,000	\$10,185,101	\$0	\$0	\$51,195,503
	CWA	\$7,285,895	\$0	\$4,462,809	\$135,000	\$135,000	\$3,679,676	\$0	\$0	\$15,698,380
	EAU	\$144,000	\$0	\$0	\$1,775,340	\$0	\$901,710	\$0	\$1,730,000	\$4,551,050
	GRB	\$9,295,095	\$7,200,000	\$255,600	\$288,000	\$0	\$5,007,168	\$0	\$1,518,642	\$23,564,505
	LSE	\$5,960,250	\$1,008,000	\$109,350	\$0	\$0	\$2,372,400	\$0	\$765,000	\$10,215,000
	RHI	\$2,988,000	\$1,080,000	\$0	\$0	\$0	\$1,017,000	\$0	\$928,000	\$6,013,000
Percent (%) of Federal Funding per Contract Type:	ATW	43%	27%	1%	0%	11%	18%	0%	0%	100%
	CWA	45%	0%	25%	0%	0%	29%	0%	0%	100%
	EAU	11%	0%	0%	36%	0%	24%	0%	29%	100%
	GRB	36%	6%	1%	6%	0%	28%	0%	23%	100%
	LSE	39%	16%	1%	0%	0%	34%	0%	10%	100%
	RHI	57%	11%	0%	0%	0%	17%	0%	14%	100%

Anticipated Federal Funding Projection:	Airport	Construction	Professional	Equipment	Total
Dollar (\$) Amount of Federal Funding per Industry:	ATW	\$41,010,402	\$10,185,101	\$0	\$51,195,503
	CWA	\$12,018,704	\$3,679,676	\$0	\$15,698,380
	EAU	\$1,919,340	\$901,710	\$1,730,000	\$4,551,050
	GRB	\$17,038,695	\$5,007,168	\$1,518,642	\$23,564,505
	LSE	\$7,077,600	\$2,372,400	\$765,000	\$10,215,000
	RHI	\$4,068,000	\$1,017,000	\$928,000	\$6,013,000
Percent (%) of Federal Funding per Contract Type:	ATW	82%	18%	0%	100%
	CWA	71%	29%	0%	100%
	EAU	47%	24%	29%	100%
	GRB	49%	28%	23%	100%
	LSE	56%	34%	10%	100%
	RHI	69%	17%	14%	100%

STEP 1: Actual relative availability of DBEs

Step One – Base Figure Analysis:

Under the DBE regulations, BOA must begin the process by determining the base figure for the relative availability of DBEs. BOA refined the availability data by weighting type of work, contractor role, location of work, and size of work. All work classes were selected for each of the following areas: Consultant and Construction. We divide the numerator by the denominator to arrive at the base figure for our overall goal.

Attachment 5

Overall DBE Three-Year Goal Methodology In Accordance with 49 CFR Part 26, Section 26.45

The base figure was calculated as follows: Total Number (#) of DBE firms divided by the Total Number (#) of all firms = **Base Figure**. The number of DBE and Non-DBE firms listed below were derived from the **WisDOT Bidders List** data and includes all bidders whether they are prime or subcontractors, and whether or not they were awarded a contract or subcontract.

(Wisconsin Statewide Database - for example only to display all firms in Wisconsin. Non-Hub Primary Airport base figure calculations will be based on the airports market area)

$$\text{Step 1 base figure} = \frac{\text{Ready, Willing \& Able DBEs (Numerator)}}{\text{All firms Ready, Willing \& Able (including DBEs and Non-DBEs) (Denominator)}}$$

Numerator (DBE Firms):	652
Denominator (All Firms):	5954
Base Figure =	11.0%

Firms by Work Type - Analysis			
Work Type / Classification	All Firms	DBE Firms	Non-DBE Firms
Aggregates	362	13	349
Airport Construction	392	35	357
Airport Electrical	97	11	86
Architectural Consultant	62	19	43
Asbestos Abatement	39	4	35
Asphalt	84	8	76
Building Construction	438	55	383
Clearing & Grubbing	136	9	127
Concrete	201	10	191
Consultant	298	112	186
Culverts	30	3	27
Design Engineering	29	5	24
Environmental Services	36	0	36
Equipment Supplier	40	3	37
Erosion Control	35	4	31
Fencing	64	2	62
Geotechnical Services	13	1	12
Grading	97	4	93
Incidental Construction	109	2	107
Iron Work	19	1	18
Janitorial Services	47	18	29
Landscaping	83	9	74
Lighting/Signals	38	4	34
Material Supplier	206	25	181
Materials Sampling/Testing	0	0	0
Other Miscellaneous	478	146	332
Painting	35	1	34
Pavement Marking	14	4	10
Sewer/Utility	85	1	84
Staking	17	2	15
Steel Erection/Fabrication	13	1	12
Structures	12	0	12
Survey	21	0	21
Traffic Control/Signing	14	0	14
Trucking	2310	140	2170
TOTALS:	5954	652	5302

WEIGHTED

Construction		Professional		OTHER	
All Firms	DBE Firms	All Firms	DBE Firms	All Firms	DBE Firms
362	13	-	-	-	-
392	35	-	-	-	-
97	11	-	-	-	-
-	-	62	19	-	-
39	4	-	-	-	-
84	8	-	-	-	-
438	55	-	-	-	-
136	9	-	-	-	-
201	10	-	-	-	-
298	112	-	-	-	-
30	3	-	-	-	-
-	-	29	5	-	-
-	-	36	0	-	-
-	-	-	-	40	3
35	4	-	-	-	-
64	2	-	-	-	-
-	-	13	1	-	-
97	4	-	-	-	-
109	2	-	-	-	-
19	1	-	-	-	-
47	18	-	-	-	-
83	9	-	-	-	-
38	4	-	-	-	-
206	25	-	-	-	-
-	-	0	0	-	-
478	146	-	-	-	-
35	1	-	-	-	-
14	4	-	-	-	-
85	1	-	-	-	-
-	-	17	2	-	-
13	1	-	-	-	-
12	0	-	-	-	-
-	-	21	0	-	-
14	0	-	-	-	-
2310	140	-	-	-	-
5736	622	178	27	40	3

The Relative Availability of DBE Ready, Willing and Able (Statewide) = **11.0%**

The base figure for the relative availability was calculated as follows for each Non-Hub Primary Airport:
Potential DBE firms ready, willing and able for work...

Work classifications listed above in the statewide calculations were also used to calculate the total number of firms per industry for each Non-Hub Primary Airport.

All Non-Hub Primary Airport Market Area's (referenced in this document) were used to calculate the total firms Ready, Willing, and Able for work per Industry Type for each of the airports. Market Area is defined by the county in which the airport resides and surrounding counties within an approximate 50 mile radius and/or statewide search if applicable to the market area of work (applies mostly to material suppliers and some consultant

$$\text{Step 1 base figure} = \frac{\text{Ready, Willing \& Able DBEs (Numerator)}}{\text{All firms Ready, Willing \& Able (including DBEs and Non-DBEs) (Denominator)}}$$

	ATW	CWA	EAU	GRB	LSE	RHI
Numerator (DBE Firms):	25	8	11	23	7	10
Denominator (All Firms):	704	475	381	676	250	144
Base Figure (UNWEIGHTED) =	3.6%	1.7%	2.9%	3.4%	2.8%	6.9%

Firms by Work Type - Analysis			
	Denominator		Numerator
AIRPORT	All Firms	DBE Firms	Non-DBE Firms
ATW (Appleton)	704	25	679
CWA (Central Wisconsin)	475	8	467
EAU (Chippewa Valley)	381	11	370
GRB (Austin Straubel)	676	23	653
LSE (LaCrosse)	250	7	243
RHI (Rhineland-Oneida)	144	10	134

WEIGHTED

Construction		Professional		OTHER	
All Firms	DBE Firms	All Firms	DBE Firms	All Firms	DBE Firms
651	20	48	4	5	1
455	6	18	2	2	0
359	10	21	1	1	0
635	19	37	4	4	0
240	7	8	0	2	0
135	7	8	3	1	0

The data source or demonstrable evidence used to derive the numerator was: **WisDOT Bidders List**, Ready Willing and Able firms.

The data source or demonstrable evidence used to derive the denominator was: **WisDOT Bidders List**, Ready Willing and Able firms.

The bidders list information can be found on the Civil Rights Compliance System (CRCS) webpage:
<https://wisdot.ecomply.us/Reports/RWARReport.aspx?HideProjectListView=true&BidderList=true>

State of Wisconsin Unified Certification Program (UCP) DBE Directory (this is an optional resource for DBE data but is more broad with market area and geographic location for work):
[Wisconsin Department of Transportation Unified Certification Program \(UCP\) DBE certified firms \(wisconsindot.gov\)](http://wisconsin DOT.gov)

Dividing the total number of DBEs by the total number of All Firms gives a base DBE availability figure for each airport and the industry type total amount. The availability figures for all contracts were then combined and averaged to provide the basis for the three-year overall goal.

Attachment 5

Overall DBE Three-Year Goal Methodology In Accordance with 49 CFR Part 26, Section 26.45

The base goal projections are as follows:

Step 1b: Weights used are proportion of dollars spent within each industry/trade; resulting percentage is more heavily influenced by availability in industries/trades where more dollars are spent. This method is used to arrive at a more accurate base figure. The (weight) percent equals the amount of federal funding that will be available for DBE firm subcontracting opportunities. The weighted percent final calculation is represented by contracting opportunities in construction and professional services, the misc/other/equipment total was not used in the final calculations as there are no subcontractor opportunities for those contracts and will not be setting a DBE goal on the contract. The base figure for the relative availability was calculated as follows:

Airport	Industry	\$	(weight)	DBEs (Bidders List)	All Firms (Bidders List)	Weighted %	Weighted Base Figure =
Appleton International (ATW)	Construction	\$41,010,402	82%	20	651	2.02%	2.3%
	Professional Services	\$10,185,101	18%	4	48	0.29%	
	Misc/Other/Equipment	\$0	0%	1	5	N/A	
	Total:	\$51,195,503	100%	25	704	2.3%	
Central Wisconsin Airport (CWA)	Construction	\$12,018,704	71%	6	455	0.72%	1.5%
	Professional Services	\$3,679,676	29%	2	18	0.76%	
	Misc/Other/Equipment	\$0	0%	0	2	N/A	
	Total:	\$15,698,380	100%	8	475	1.5%	
Chippewa Valley Regional (EAU)	Construction	\$1,919,340	47%	10	359	0.55%	0.8%
	Professional Services	\$901,710	24%	1	21	0.23%	
	Misc/Other/Equipment	\$1,730,000	29%	0	1	N/A	
	Total:	\$4,551,050	100%	11	381	0.8%	
Green Bay - Austin Straubel Int'l	Construction	\$17,038,695	49%	19	635	1.07%	1.7%
	Professional Services	\$5,007,168	28%	4	37	0.64%	
	Misc/Other/Equipment	\$1,518,642	23%	0	4	N/A	
	Total:	\$23,564,505	100%	23	676	1.7%	
La Crosse Regional (LSE)	Construction	\$7,077,600	56%	7	240	1.13%	1.1%
	Professional Services	\$2,372,400	34%	0	8	0.00%	
	Misc/Other/Equipment	\$765,000	10%	0	2	N/A	
	Total:	\$10,215,000	100%	7	250	1.1%	
Rhineland-Oneida Regional (RHI)	Construction	\$4,068,000	69%	7	135	2.41%	3.5%
	Professional Services	\$1,017,000	17%	3	8	1.09%	
	Misc/Other/Equipment	\$928,000	14%	0	1	N/A	
	Total:	\$6,013,000	100%	10	144	3.5%	

The base goal projection after weighting is as follows:

Airport	Total Anticipated Contract	Total Weighted Availability	
		DBE	All Firms
Appleton International	\$51,195,503	\$1,186,825	\$50,008,678
Central Wisconsin Airport	\$15,698,380	\$231,322	\$15,467,058
Chippewa Valley Regional	\$4,551,050	\$35,632	\$4,515,418
Green Bay - Austin Straubel	\$23,564,505	\$400,891	\$23,163,615
LaCrosse Regional	\$10,215,000	\$115,601	\$10,099,399
Rhineland-Oneida County	\$6,013,000	\$210,019	\$5,802,981

Dividing the weighted DBE totals by the total estimate for all trades gives a base DBE availability figure for the anticipated contracts during the goal-setting period. This figure is expressed as a percentage and serves as the basis for the three-year overall goal.

Step 2: Adjustments to Step 1 Base Figure (Five-Year Past History Participation)

After calculating a base figure of the relative availability of DBEs, evidence was examined to determine adjustments to the base figure was needed in order to arrive at the overall goal. To arrive at an overall goal, the Step 1 base figure was added to the Step 2 adjustment figure and the total was averaged, arriving at an overall goal listed below. The Bureau of Aeronautics believes this adjusted goal accurately reflects DBE participation that can be achieved for the types of work awarded during this three-year period for each Non-Hub Primary Airport.

Five Year History of DBE Accomplishments:

Our proposed Overall 3-yr DBE Goal will be reflected as the weighted percentage **AVERAGE**:

We use our five-year History of Commitment to Subcontract to DBE for all airports to produce the Overall Annual DBE Goals. We combine Consultant and Construction Goals weighted by anticipated average of FFY 2022, 2023, & 2024 work to produce Overall Goals.

DBE Past Participation

5yr History (FY2016-2017-2018-2019-2020)

Construction Airport	Total \$ Per Industry	DBE Goals & Commitments			DBE Actuals
		RC	RN	Total	
Appleton International	\$36,145,795	\$482,702	\$52,031	\$534,733	1.5%
Central Wisconsin Airport	\$9,738,548	\$76,793	\$888,489	\$965,282	9.9%
Chippewa Valley Regional	\$5,073,442	\$148,386	\$134,240	\$282,627	5.6%
Green Bay - Austin Straubel	\$10,973,938	\$444,594	\$186,187	\$630,782	5.7%
LaCrosse Regional	\$13,713,332	\$185,857	\$12,380	\$198,237	1.4%
Rhineland-Oneida County	\$6,046,632	\$104,372	\$4,232	\$108,604	1.8%

Professional / Consultant Airport	Total \$ Per Industry	DBE Goals & Commitments			DBE Actuals
		RC	RN	Total	
Appleton International	\$3,700,722	\$121,039	\$51,154	\$172,193	4.7%
Central Wisconsin Airport	\$2,416,155	\$0	\$20,659	\$20,659	0.9%
Chippewa Valley Regional	\$1,341,839	\$9,721	\$19,867	\$29,588	2.2%
Green Bay - Austin Straubel	\$3,070,473	\$61,868	\$70,116	\$131,984	4.3%
LaCrosse Regional	\$3,172,573	\$52,776	\$69,416	\$122,193	3.9%
Rhineland-Oneida County	\$1,159,323	\$15,750	\$22,670	\$38,421	3.3%

Attachment 5

Overall DBE Three-Year Goal Methodology

In Accordance with 49 CFR Part 26, Section 26.45

Adjustments to the base goal factor average program DBE participation for a five-year period and yields an overall goal detailed in the table below:

FY2022-2024 Non-Hub Primary Airport DBE Goals

Step 1 - Base Figure

SONC: Step One Nose Count

Derived from WisDOT bidders list

Step 2 - Adjustments (as a reflection of past history)

History: derived from Commit to Sub to DBE data

Dollars of commitments to DBE firms made by Primes to WisDOT

DBE Goal Industry Average

Goal Computations

Goal is proportioned RC / RN in same ratio as occurred in Recipient's FIVE year history

Anticipated Projects

Average Program:

Anticipated AIP Spending (Appendix A)

Recipient	SONC	5 year Total	5 year RC	5 year RN	HISTORY	Goal	RC	RN	Dollars
DBEs RW&A / All Firms RW&A									
Firms RW&A to Construct on AIP Projects		Constructing dollars				Constructing Goals (SONC+History/2)			
Appleton International (ATW)	2.02%	\$36,145,795	\$482,702	\$52,031	1.48%	1.75%	1.58%	0.17%	\$41,010,402
Central Wisconsin (CWA)	0.72%	\$9,738,548	\$76,793	\$888,489	9.91%	5.31%	0.42%	4.89%	\$12,018,704
Chippewa Valley (EAU)	0.55%	\$5,073,442	\$148,386	\$134,240	5.57%	3.06%	1.61%	1.45%	\$1,919,340
Green Bay - Austin Straubel Int'l (GRB)	1.07%	\$10,973,938	\$444,594	\$186,187	5.75%	3.41%	2.40%	1.01%	\$17,038,695
La Crosse Regional (LSE)	1.13%	\$13,713,332	\$185,857	\$12,380	1.45%	1.29%	1.21%	0.08%	\$7,077,600
Rhineland-Oneida (RHI)	2.41%	\$6,046,632	\$104,372	\$4,232	1.80%	2.10%	2.02%	0.08%	\$4,068,000
Firms RW&A to Consult on AIP Projects		Consulting dollars				Consulting Goals			
Appleton International (ATW)	0.29%	\$3,700,722	\$121,039	\$51,154	4.65%	2.47%	1.74%	0.73%	\$10,185,101
Central Wisconsin (CWA)	0.76%	\$2,416,155	\$0	\$20,659	0.86%	0.81%	0.00%	0.81%	\$3,679,676
Chippewa Valley (EAU)	0.23%	\$1,341,839	\$9,721	\$19,867	2.21%	1.22%	0.40%	0.82%	\$901,710
Green Bay - Austin Straubel Int'l (GRB)	0.64%	\$3,070,473	\$61,868	\$70,116	4.30%	2.47%	1.16%	1.31%	\$5,007,168
La Crosse Regional (LSE)	0.00%	\$3,172,573	\$52,776	\$69,416	3.85%	1.93%	0.83%	1.09%	\$2,372,400
Rhineland-Oneida (RHI)	1.09%	\$1,159,323	\$15,750	\$22,670	3.31%	2.20%	0.90%	1.30%	\$1,017,000

Note: Bolded numbers are used "to the right or below or to the left" in further computations on this sheet

Recipients and/or Regions with "zero" anticipated consultation may have such funded with state and sponsor funds

To arrive at an overall goal, the Step 1 base figure was added to the Step 2 adjustment figure and the total was averaged, arriving at an overall goal for each Non-Hub Primary Airport listed below. 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 three-year period.

	Total	RC	RN
Overall DBE Goal, with RC & RN portions:	Goal %	Assigned %	Voluntary %
Appleton International (ATW)	1.90%	1.61%	0.28%
Central Wisconsin (CWA)	4.26%	0.32%	3.93%
Chippewa Valley (EAU)	2.47%	1.22%	1.25%
Green Bay - Austin Straubel Int'l (GRB)	3.19%	2.12%	1.07%
La Crosse Regional (LSE)	1.45%	1.11%	0.33%
Rhineland-Oneida (RHI)	2.12%	1.80%	0.33%

Explanation of Spreadsheet Calculations:

We compute Annual Consultant and Construction Goals (light green area above) for FAA-assisted work using the equation "Goal = (SONC + History) / 2", where SONC (Step One Nose Count) 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 three 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 FY 2022/2023/2024.

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

Once a Consultant or Construction Annual 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.

Appleton (ATW)	BOA estimates that in meeting its overall goal of 1.90% , it will obtain 1.61% from RC participation and 0.28% through RN measures.
Central Wisconsin (CWA)	BOA estimates that in meeting its overall goal of 4.26% , it will obtain 0.32% from RC participation and 3.93% through RN measures.
Chippewa Valley (EAU)	BOA estimates that in meeting its overall goal of 2.47% , it will obtain 1.22% from RC participation and 1.25% through RN measures.
Green Bay - Austin Straubel (GRB)	BOA estimates that in meeting its overall goal of 3.19% , it will obtain 2.12% from RC participation and 1.07% through RN measures.
La Crosse Regional (LSE)	BOA estimates that in meeting its overall goal of 1.45% , it will obtain 1.11% from RC participation and 0.33% through RN measures.
Rhineland-Oneida (RHI)	BOA estimates that in meeting its overall goal of 2.12% , it will obtain 1.80% from RC participation and 0.33% through RN measures.

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.

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 **2022-2024** Program of anticipated airport work, listed alphabetically by airport, is the last section of this submission. This includes not only FAA-assisted consultant and construction work that will have contract Goals, but also State Aid, Sponsor Only and 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.

DBE Contract Goals

Nearly all FAA-assisted contracts administered by WisDOT have DBE **Contract** Goals. Security equipment 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.

BOA will use contract goals to meet any portion of the overall goal that the recipient does not project being able to meet using RN 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 the recipient's overall goal that is not projected to be met through the use of RN means.

BOA will establish contract goals only on those DOT-assisted contracts that have subcontracting possibilities. It need not establish a contract goal on every such contract, and the size of the contract goals will be adapted to the circumstances of each such contract (e.g., type and location of work and availability of DBE's to perform the particular type of work). We will express our contract goals as a percentage of the total amount of a DOT-assisted contract.

Attachment 5

Overall DBE Three-Year Goal Methodology In Accordance with 49 CFR Part 26, Section 26.45

Public Participation

The airport authority submits its overall 3-year goal to DOT on August 1st as required. Before establishing the overall goal, the BOA will consult with Stakeholders including consultants and contractors that have performed work on BOA projects 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.

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

1. We published our goal information in these publications:
Stakeholder Meeting, TrANS-AC, 11/16/2021 @ 1pm
Wisconsin State Journal Newspaper
WisDOT Civil Rights and Compliance Website <https://wisconsindot.gov/Pages/doing-bus/civil-rights/dbe/plans-and-goals.aspx>
2. We received comments from these individuals or organizations: N/A
3. Summaries of these comments are as follows: N/A
4. Our responses to these comments are: N/A