

2018 Annual Title VI Nondiscrimination Report City of Bremerton

1. Report any changes in the organizational structure since the last reporting period.

Hires/Promotions

Current Job Class Title	Sex	Race	Transportation Decision Maker
ACCOUNTING ASSISTANT SR	F	W	
BATTALION CHIEF - SHIFT	M	W	
BUILDING INSP/PLANS EXM I	M	W	
CHIEF OF POLICE	M	W	
CITY CLERK	F	W	
CODE ENFORCEMENT SPEC	F	W	
CONTRACTS ADMINISTRATOR	F	W	
CRIME ANALYST	F	W	
CUSTOMER SERVICE REP	F	W	
CUSTOMER SERVICE REP	F	W	
CUSTOMER SERVICE REP	F	W	
ENGINEERING TECH III	M	W	YES
ENGINEERING TECH III	M	W	YES
EXECUTIVE ASSISTANT	F	W	
FIREFIGHTER-EMT	M	W	
FIREFIGHTER-EMT	M	W	
FIREFIGHTER-EMT	M	W	
HR ANALYST I	F	W	
IT PROGRAMMER ANALYST	M	W	
JOURNEY LEVEL ELECTRICIAN	M	W	
LABORER - PARKS	M	W	
LABORER - PARKS	M	W	
LABORER - UTILITY OPS	M	H	
LABORER - WWTP	M	A	
MAYOR	M	W	YES
OFFICE ASSISTANT SENIOR	F	W	
PARAMEDIC/FIREFIGHTER	M	W	
PARAMEDIC/FIREFIGHTER	M	W	
PARAMEDIC/FIREFIGHTER	M	W	
PARKS SERVICE SPECIALIST	M	H	
PERMIT TECHNICIAN	M	W	YES
PERMIT TECHNICIAN	M	W	YES
POLICE CAPTAIN LEOFF II	M	W	
POLICE CORPORAL	M	W	
POLICE CORPORAL	M	W	
POLICE LIEUTENANT	M	W	

POLICE LIEUTENANT	M	W
POLICE OFFICER	M	W
POLICE OFFICER	F	W
POLICE OFFICER	M	W
POLICE OFFICER	M	A
POLICE OFFICER	M	W
POLICE OFFICER	F	W
POLICE OFFICER	M	W
POLICE SERGEANT	M	W
POLICE SERGEANT	M	W
PRODUCTION ADMINISTRATOR	M	W
PRODUCTION ASSISTANT	F	W
PROJECT ASSISTANT	F	W
PROJECT MANAGER	F	W
PUBLIC ACCESS MANAGER	M	W
PW&U FISCAL ANALYST	F	W
RISK MGMT SPECIALIST	F	W
STREET SERVICE SPECIALIST	M	W
STREET SERVICE SPECIALIST	M	W
STREET SERVICE SPECIALIST	M	W
STREET SERVICE SPECIALIST	M	W
STREET SERVICE SPECIALIST	M	H
SYSTEMS ADMINISTRATOR	M	W
UTILITIES SERVICE SPEC	M	W
UTILITIES SERVICE SPEC	M	W
UTILITIES SRVC SPEC COMPL	M	W
UTILITY ACCTS SUPERVISOR	F	W
UTILITY INSTR & CTRL SPEC	M	A
WATER UTILITIES MANAGER	F	W
WWTP INDUSTRIAL MECHANIC	M	W
WWTP OPERATOR TRAINEE	M	W

YES

Resigned/Terminated/Retired

Current Job Class Title	Sex	Race	Transportation Decision Maker
BATTALION CHIEF - SHIFT	W	M	
CHIEF OF POLICE	W	M	
CITY CLERK	W	F	
CITY COUNCIL MEMBER	W	M	
CITY COUNCIL MEMBER	W	M	
CIVIL ENGINEER II	W	M	
CLERICAL/ACCOUNTING II	W	M	
CLERICAL/ACCOUNTING II	W	F	
CLERICAL/ACCOUNTING II	W	F	
CONTINUOUS PARAMEDIC/FF	W	M	
CUSTOMER SERVICE REP	P	F	
DC CONVERSION/FIRE	W	M	
ECONOMIC DEVELOPMENT MGR	W	M	

YES

EXECUTIVE ASSISTANT	W	F
FIRE CHIEF	W	M
FIREFIGHTER/SCBA	B	M
FIREFIGHTER-EMT	W	M
FORESTRY SERV SPEC SUPV	W	M
INTERN	W	F
INTERN	W	M
INTERN	W	F
INTERN	W	F
INTERN	W	M
JOURNEY LEVEL ELECTRICIAN	W	M
LABORER - UTILITY OPS	W	M
LABORER II	B	M
LABORER II	W	M
LABORER II	W	F
LABORER II	W	M
LABORER II	I	M
LABORER II	W	F
LABORER II	W	M
LABORER II	W	M
LABORER II	W	M
LABORER II	W	F
LABORER II	W	M
LABORER II	W	M
MAYOR	W	F
OFFICE ASSISTANT SENIOR	W	F
PARAMEDIC/FIREFIGHTER	W	M
PERMIT TECHNICIAN	W	M
POLICE LIEUTENANT	W	M
POLICE OFFICER	W	F
POLICE OFFICER	W	M
POLICE OFFICER	W	F
POLICE SERGEANT	W	M
PRODUCTION ASSISTANT	W	F
PROFESSIONAL/MANAGEMENT	W	M
RECREATION AID	W	F
RECREATION AID	W	F
RECREATION AID	I	M
RECREATION LEADER	W	F
RECREATION LEADER	B	F
RISK MGMT SPECIALIST	W	F
STREET SERVICE SPECIALIST	W	M
STREET SERVICE SPECIALIST	W	M
UTILITIES SERVICE SPEC	W	M
UTILITIES SERVICE SPEC	W	M
UTILITY ACCTS SUPERVISOR	W	F
UTILITY INSTR & CTRL SPEC	W	M
WATER UTILITIES MANAGER	W	F

YES

YES

Report should identify the changes in the racial/gender composition of those persons involved in the transportation decision making, including planning and advisory staff.

The City Mayor, a position held previously by a white female, was replaced by a white male. All remaining positions involved with transportation decision making were new positions.

2. *Using the most current data available (through Census or Washington State Office of Financial Management), describe the demographics within your jurisdiction.*

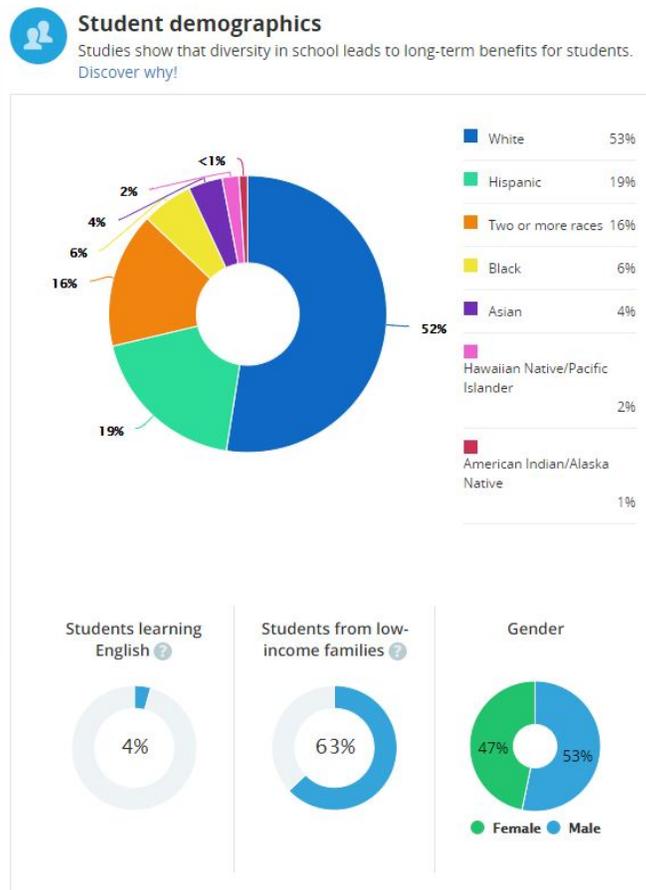
Demographics are available on the US Census QuickFacts website at <https://www.census.gov/quickfacts/fact/table/bremertoncitywashington/PST045216>; and pasted below:

People	
Population	
Population estimates, July 1, 2018, (V2018)	41,235
Population estimates base, April 1, 2010, (V2018)	37,876
Population, percent change - April 1, 2010 (estimates base) to July 1, 2018, (V2018)	8.9%
Population, Census, April 1, 2010	37,729
Age and Sex	
Persons under 5 years, percent, July 1, 2018, (V2018)	6.4%
Persons under 5 years, percent, April 1, 2010	7.0%
Persons under 18 years, percent, July 1, 2018, (V2018)	17.3%
Persons under 18 years, percent, April 1, 2010	19.5%
Persons 65 years and over, percent, July 1, 2018, (V2018)	13.8%
Persons 65 years and over, percent, April 1, 2010	11.9%
Female persons, percent, July 1, 2018, (V2018)	47.2%
Female persons, percent, April 1, 2010	46.9%
Race and Hispanic Origin	
White alone, percent, July 1, 2018, (V2018)	75%
Black or African American alone, percent, July 1, 2018, (V2018)	5.7%
American Indian and Alaska Native alone, percent, July 1, 2018, (V2018)	1.2%
Asian alone, percent, July 1, 2018, (V2018)	5.2%
Native Hawaiian and Other Pacific Islander alone, percent, July 1, 2018, (V2018)	0.7%
Two or More Races, percent, July 1, 2018, (V2018)	9.1%
Hispanic or Latino, percent, July 1, 2018, (V2018)	8.8%
White alone, not Hispanic or Latino, percent, July 1, 2018, (V2018)	70.8%
Population Characteristics	
Veterans, 2013-2017	4,878

Foreign born persons, percent, 2013-2017	7.8%
Housing	
Owner-occupied housing unit rate, 2013-2017	43.1%
Median value of owner-occupied housing units, 2013-2017	\$194,100
Median selected monthly owner costs -with a mortgage, 2013-2017	\$1,412
Median selected monthly owner costs -without a mortgage, 2013-2017	\$471
Median gross rent, 2013-2017	\$918
Families & Living Arrangements	
Households, 2013-2017	16,516
Persons per household, 2013-2017	2.22
Living in same house 1 year ago, percent of persons age 1 year+, 2013-2017	74.0%
Language other than English spoken at home, percent of persons age 5 years+, 2013-2017	9.4%
Education	
High school graduate or higher, percent of persons age 25 years+, 2013-2017	93.4%
Bachelor's degree or higher, percent of persons age 25 years+, 2013-2017	22.3%
Health	
With a disability, under age 65 years, percent, 2013-2017	15.6%
Persons without health insurance, under age 65 years, percent	10.7%
Economy	
In civilian labor force, total, percent of population age 16 years+, 2013-2017	53.0%
In civilian labor force, female, percent of population age 16 years+, 2013-2017	54.0%
Total accommodation and food services sales, 2012 (\$1,000)	88,168
Total health care and social assistance receipts/revenue, 2012 (\$1,000)	616,134
Total merchant wholesaler sales, 2012 (\$1,000)	83,114
Total retail sales, 2012 (\$1,000)	572,482
Total retail sales per capita, 2012	\$14,585
Transportation	
Mean travel time to work (minutes), workers age 16 years+, 2013-2017	26.2
Income & Poverty	
Median household income (in 2017 dollars), 2013-2017	\$48,757
Per capita income in past 12 months (in 2017 dollars), 2013-2017	\$27,506
Persons in poverty, percent	18.1%
Businesses	
All firms, 2012	2,199
Men-owned firms, 2012	1,036
Women-owned firms, 2012	670
Minority-owned firms, 2012	236
Nonminority-owned firms, 2012	1,660

Veteran-owned firms, 2012 208
Nonveteran-owned firms, 2012 1,711

Non-English speaking individuals are listed at <https://www.greatschools.org/washington/bremerton/bremerton-school-district/>.
Data from Bremerton School District is identified below:



a. Describe any required Title VI activities and/or studies conducted that provided data relative to minority persons, neighborhoods, income levels, physical environment, and travel habits.

N/A

b. How was the information utilized or Title VI provisions and needs applied in each study or activity?

N/A

3. *List any Public outreach activities during the reporting period.*

The City contracted with Language Line Translation Services, offering interpreting services 24 hours a day, 7 days a week from English to over 240 languages.

All project notices delivered directly to specific addresses (commonly referred to as door knocker notices) in high Spanish Speaking areas (outlined in the 2018 work plan) were printed in both English and Spanish.

The City has a page for its Title VI Program:

<http://www.bremertonwa.gov/1059/Title-VI-Program>

All projects are discussed at a variety of public meetings, including Public Works Committee meetings, City Council study sessions and City Council Meetings. Announcements for these meetings are made via advertisements in the Kitsap Sun, notices on the City's website at www.ci.bremerton.wa.us, and notices are additionally sent to members of the public who have subscribed wishing to be notified.

Public meeting notices for specific projects were sent via mail to both property owners and to physical addresses within the project area in order to reach tenants who would be affected by the projects. .

The City announces recruitment in the City's website, the Kitsap Sun, on the Association of Washington Cities website, Kitsap Community Resources, the Skokomish Tribe, St. Vincent DePaul, Casa Latina, and the Veteran's Administration. The City also advertises recruitment with the following agencies, including Work Source, the Washington State Employment Security department, and the Department of Vocational Rehabilitation.

a. *How were special language needs assessed? List the special language needs assessments conducted.*

The City has contracted with Language Line Translation Services as an on-call, as needed resource to provide interpreter services in over 240 different languages. This service offers a quick identification of the translation language required.

b. *What outreach efforts did you utilize to ensure that minority, women, low-income, and LEP population groups were provided equal opportunity to participate in those outreach activities. (Examples: Provided materials in other languages, met with local social services agencies, advertised in a minority publication.)*

Project meetings are held in the evenings and at public spaces close to the project area so that people with job and transportation issues could attend. Online participation opportunities were made available for those unable to attend in person. Additionally, meeting materials were posted on the City's website. Language services are made available with 24-hour notice prior to the meeting; this information is included on all announcements.

- c. *List the special language services provided. Note the professional language service provided including the name of the service, date provided, number of persons served, and any other relevant information.*

Language Line Translation Services provided interpretive services in Spanish, Punjabi, Vietnamese, Mam, Japanese, and Tagalog.

January 2018- 12 calls, 175 minutes
February 2018- 6 calls, 70 minutes
March 2018- 8 calls, 112 minutes
April 2018- 6 calls, 106 minutes
May 2018- 2 calls, 16 minutes
June 2018- 7 calls, 79 minutes
July 2018- 12 calls, 140 minutes
August 2018- 19 calls, 251 minutes
September 2018 6 calls, 62 minutes
October 2018- 10 calls, 99 minutes
November 2018- 8 calls, 100 minutes
December 2018- 7 calls, 79 minutes

- d. *List any costs incurred for translations and interpreters for each activity.*

In 2018, the City incurred \$ 1,261.26 in costs for Language Services.

4. *List all the transportation related contracts (federal and others) that were executed during the reporting period. (Please include construction, consultant agreements for planning, design, engineering, environmental, research, maintenance, etc.)*

- Kitsap Lake Elementary SRTS Design Contract
 - ADA Ramp Replacement & Sidewalk Repair Design Contract
 - Sidewalk Repair- Trip Hazard Elimination Construction Contract
 - 6th & Warren Signal Pole Luminaire Feasibility Design Contract
 - Washington and 11th Street Grant Writing Support Contract
 - Manette Park Sidewalks & ADA Ramp Design Contract, Construction Contract
 - West Belfair Valley Road and Tracyton Beach Road Innovative Safety-Materials Testing Contract, Construction Management Contract, Construction Contract
 - SR304-Naval Avenue Overlay, Signal Improvements, Construction Contracts
- *Other than advertising in your local legal publication, what outreach was made to DWMBE firms that a contracting opportunity existed within your agency?*

The City advertises all of its transportation contracts over \$300,000 on the Kitsap Sun, the City's website, the Washington State Office of Minority and Women's Business Enterprises (OMWBE). Our Small Works Contract (less than \$300k) rosters are managed by MRSC; all of their legal notices are also posted online with Washington State Office of Minority and Women's Business Enterprises.

- *Identify the DMWBE contracts that were awarded and their dollar amount.*

In 2018, DBE firms were subcontractors to the prime contractor for the West Belfair Valley Road and Tracyton Beach Road Innovative Safety Construction Contract (DBE Value \$489,354.81); Kitsap Lake Elementary Design Contract (DBE Value \$56,845.00), and HSIP Phase 2 Construction Contract (DBE value \$411,109.53).

- *Is there a Title VI Nondiscrimination statement included in all contracts and public notices?*

Yes

- *How did your organization ensure that minority, women and disadvantaged firms were provided equal opportunity to participate in the contracting arena?*

The City does not discriminate based on gender or race.

5. *Summarize any transportation projects that identify potential impacts to minority and/or low-income Environmental Justice (EJ) populations, i.e., impacts such as displacements, increased noise, bisecting neighborhoods. Note how impacts were minimized/mitigated, and also include a statement, if applicable, on projects that specifically benefit community cohesion such as: adding sidewalks, improving access to properties that improve access for EJ populations.*

- All projects designed or constructed in 2018 were for improved pedestrian mobility, or pavement preservation. No projects were designed or constructed that have a negative impact to any Bremerton citizens.
- The Kitsap Lake Elementary Project, which began design in Spring 2018, will benefit community cohesion by adding wide sidewalks, speed zone signage, crosswalk markings, rectangular rapid flashing beacons (RRFB), ADA compliant curb ramps, bike lanes, and pedestrian lighting, and improved access to the Elementary School. The project area is located in an area identified with a high minority (28%) and high non-English speaking (at home) population (15%).

6. *If ROW has been acquired for a transportation project, please describe:*

HSIP II project required a temporary construction easement at Bucky's Auto Repair on Callow Avenue. The Easement was required to reconnect their 6th Street driveway entrance to the back of the sidewalk to meet City Standards for driveway slope. No relocation was required.

7. *List and describe any Title VI related complaints, as a result of transportation activities and projects. Include:*

There were no Title VI complaints in 2018.