

Roosevelt Elementary School

Bridgeport, CT

PROJECT DETAILS

CONTRACT TYPE

- › Project Manager

VALUE

- › \$44,700,000

SIZE

- › 85,000 sf new construction

REFERENCES

- › **David C Farris**
(203) 377-1300

Associate AIA Senior Project
Manager

Antinozzi Associates

Architecture & Interiors

The new Roosevelt Elementary School was designed to replace the aging and outdated school building bearing the same name. The Roosevelt project is a result of the City of Bridgeport rebuilding and School modernization program. This new building sits on the same 5.3 acre urban block bordered by three city streets and residential properties. The site was accessible from two of the three streets. The budget included demolition of the existing 105,000 SF building and construction of the new Roosevelt school building and associate site work.



Discovery Magnet Elementary School

Bridgeport, CT

PROJECT DETAILS

CONTRACT TYPE

- › Assistant Project Manager

VALUE

- › \$32,000,000

SIZE

- › 67,000 sf new construction

REFERENCES

- › **Deborah Caviness**
(203) 521-4794

Director, Small & Minority
Business Center

City of Bridgeport

Assistant project manager for The McCloud Group who was hired by the City of Bridgeport to provide construction management services for their new \$32 million Discovery Magnet Elementary School, located on the grounds of the Discovery Museum. The project consists of a new two story building approximately 67,000 square feet of classrooms, cafeteria, kitchen, prep rooms, science laboratories, media center, gymnasium, faculty and building support spaces as well as an exterior play area and a new parking lot.



Central High School

Bridgeport, CT

PROJECT DETAILS

CONTRACT TYPE

- › Assisting Commissioning Agent

VALUE

- › \$73,000,000

SIZE

- › 6,000 sf addition
- › 265,000 sf renovation

REFERENCES

- › **David J. Maurer**
(203) 376-3441
Innovative Engineering Services, LLC

Assisting Commissioning Agent Principal-in-Charge for the renovation and additions to Central High School located in Bridgeport, Connecticut. The phased project is an occupied school. Scope includes new MEP systems to meet CT High performance standards.



Harding High School

Bridgeport, CT

PROJECT DETAILS

CONTRACT TYPE

- › Assisting Commissioning Agent

VALUE

- › \$120,000,000

SIZE

- › 144,000 sf new construction

REFERENCES

- › **John Epifano**
(203) 395-2011
Epifano Builders

Assisting Commissioning Agent Principal-in-Charge overseeing the construction of a new 144,000 sf high school on a new site. The School is designed with LEED Silver for High Performance building requirements.



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FIRM AFFILIATION:	Kafa Group, LLC
YEARS WITH FIRM:	4 - since organized
YEARS IN INDUSTRY:	20+
EDUCATION:	Porter and Chester Institute; New York Institute of Technology - Architectural Design Technology



FIRM AFFILIATION:	Kafa Group, LLC
YEARS WITH FIRM:	4 - since organized
YEARS WITH OTHER FIRMS:	44
EDUCATION & LICENSES:	City University New York - Master of Urban Design/City Planning; Hampton University - Bachelor of Architecture

***Both Steve McKenzie
& Ronald Everett are
authorized to bind
Kafa Group, LLC in
negotiations with the City
of New Haven.***

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RONALD J. EVERETT
Vice Principal In-Charge
Cell: (203) 981-3725
Main: (203) 522-5057
reverett@kafagroup.com



STEVE MCKENZIE

Project Executive

Steve is responsible for the representation and direct communication with the project owner. He ensures owner goals are achieved by the project management team. Steve will also ensure all contractual responsibilities are fulfilled and provide general oversight to all aspects of the project. In addition to monitoring owner satisfaction, he will keep the team focused on the intended scope, budget and schedule.

EDUCATION

- › Porter & Chester Institute
- › New York Institute of Technology
- › Diploma in Architectural Design Technical Institute

REFERENCES

- › David C Farris
(203) 377-1300
Associate AIA Senior
Project Manager
Antinozzi Associates
Architecture & Interiors

Steve has over 18 years of construction experience.



RONALD EVERETT

EEO Compliance Officer

Ronald provides management and oversight of all Affirmative Action Requirements. He chairs all kick-off meetings with all MWBE contractors to review all paperwork. His experience working with contractors and affirmative action goals and requirements on public and private development projects have provided him with an understanding of the many potential challenges in accommodating those mandates. His background and insights are at the core of her proficiency in assuring that construction projects are compliant with small, minority and women contracting and target workforce goals, Davis-Bacon and Related Acts, and other labor and contracting standards. He has provided a unique perspective of small contractor, target workforce, project owner and construction manager challenges and responsibilities on public construction contracts.

Ronald has over 44 years of construction experience.



EDUCATION

- › Master of Urban Design/
City Planning - CUNY
- › Bachelor of Architecture -
Hampton University

REFERENCES

- › Deborah Caviness
(203) 521-4794
Director, Small &
Minority Business Center
City of Bridgeport

MINORITY BUSINESS GOALS

As a recognized program management and construction management certified MBE, SBE, DBE and Section-3 consulting firm, our company's livelihood is dependent upon our ability to establish relationships with locally based business. Throughout the years, we have found that by fostering M/WBE and small business and create opportunity for section three (3) resident own business participation, we are maximizing competition and establishing ties to various local communities. As an example, Kafa Group's CEO, Steve McKenzie of (KG) is a Board Member of the Southern Connecticut Black Chamber of Commerce for Small Contractors. Steve McKenzie carries the tradition of believing in the principal of inclusion in business and in our society. As the company moves forthrightly into a new era, we will continue to identify and nurture small firms and housing Authority Section three (3) resident owned businesses to participate in Connecticut's high-profile building and construction projects through various methods and organizations.

Kafa Group, continually partners and aligns itself with other organizations, to implement programs such as, Program Management and mentoring training and community relations. Mr. McKenzie's role also includes but is not limited to establishing labor standards and practices for Kafa Group projects, in order to meet and exceed all HUD, federal, state, and local labor laws, and creating innovative ways to expand involve of M/WBE firms and local residence business (like our self) in large construction projects.

KAFA GROUP POLICIES AND PROCEDURES

Historically, it has been Kafa Group's, practice to promote minority/women-owned/small business and also include residence business participation in both our public and private sector projects. Through a variety of aggressive Affirmative Action programs designed to encourage minority and women involvement, Kafa Group, as successfully formed an association with numerous M/WBEs on high profile projects in the City of Bridgeport and other notable projects. In addition, Kafa Group, a 100% minority owned business, is currently hiring and promoting minorities and women into key positions within our firm.

KAFA GROUP AFFIRMATIVE ACTION PLAN

Kafa Group's, procedures for the implementation of an affirmative action program is outlined below:

- Determine the Minority/Women Business Enterprise (M/WBE) goals, requirement or desired by our clients, whether they are mandated goals by a public agency or the desired goals of a private owner.
- Once the goals are determined, an Affirmative Action rider should be prepared which defines the subtracting goals, equal employments opportunity workforce goals, reporting requirements and any other applicable goals. This Rider should be included in all documents and contracts. The appropriate reporting forms will be included in the aforementioned document to ensure contractor awareness.
- Kafa Group, will review the schedule of trade contracts with its project team to determine the approximate value of contracts that will be issued, and we will request proposals and submit them to the owner's affirmative action reprehensive within an agreed schedule for the "committee," comprised of Kafa Group, the client and host agency, to review.
- Using Kafa Group, current and continually expanding M/WBE database, AA/EEO department, along with purchasing, develops a bidders list include M/WBEs that have shown the capability of performing in a prime contractor capacity.. A prequalification form is completed by contractors for review and submitted with references and performance evaluations, if accessible. Kafa Group also reviews the qualifications of M/WBE's that are referred by the owner's representative or participating agencies for addition to the bid list. The final bidders list is submitted to the owner's representative for review, approval and prospective bid.
- Throughout the duration of a project, Kafa Group, will recommends conducting outreach programs and attending procurement conferences and trade fairs in an effort to recruit new M/WBE's for future projects and referral to other prime constrictors.
- For a particular project location, we would explore local minority/women contractors associations, civic organizations and any other entities suggested by the host governing agency.
- At these outreach events we will meet with contractors and suppliers and arrange follow-up meetings in addition to requesting the company to submit a prequalification form, along with its brochures and references, for potential inclusion in our bid process.
- Kafa Group maintains an additional database of smaller M/WBE's who might not qualify as prime contractors, but who have worked on our projects as second-and third-tier subcontractors, and suppliers. These subcontractors and suppliers are referred to successful prime bidders who are obligated by their contract to achieved required participation.



- › In addition, Kafa Group, will regularly accesses the databases of public agencies to obtain the names of newly certified trade firms to augment our listings, and for information regarding references and capacity.

The minority/women contractors associations, business development organizations and constituency groups whom we confer with on a regular basis regarding contracting opportunities and in connection with gaining support for our outreach efforts and goal attainments are:

- › Southern Connecticut Black Chamber of Commerce
- › Connecticut Minority Supply Development Council (CMSDC)
- › The Regional Alliance for Small Contractors
- › The Association of Minority Enterprises in New York
- › Professional Women in Construction
- › The National Association of Minority Contractors
- › The National Hispanic Business Group
- › The Hispanic Chamber of Commerce

Once a scope of work for a new project and the estimated value of a contract is identified, the affirmative action and site project managers meet for the follow purposes:

- › To determine which qualified M/WBEs should be put on the bid list.
- › To determine what portions of a contract land themselves for bidding separately as an alternate, and in an effort to provide ample opportunity for bidding by M/WBEs within a manageable range.
- › To determine the potential of developing a joint venture between prime contractors and M/WBEs based on specific scope of work.
- › To set appropriate goals in each individuals contract for M/WBEs in accordance with governing agency and/or client goals and participation. Include contractual language which states that M/WBE participation plan must be submitted with bid documents for verification of contract agreement with M/WBE subcontractor prior to pre-award meeting.

Once the contract proceeds, monthly EEO workforce reports are completed and submitted by contractors unless it is determined that daily reports and/or weekly payroll reports are required. Once these reports are received, reviewed and compiled, a monthly status report is submitting to all appropriate parties. Notes for non-compliance are sent to the contractors that are in violation of submitting corresponding reports the contractor is making to rectify its breach of contract. These meeting are conducted with the project manager and, in some cases, the project executive, to effectively resolve reasons for non-compliance.

- › The status of the program should be reviewed on a regular basis regarding its progress and to determine if any goals are not being sufficiently addressed. Corrective action would be taken depending on the circumstances. The impact of change orders on existing goals would also be discussed and goal modifications made, if necessary. We would arrange a timetable for pre-award meetings with successful contractors to discuss their approved participation plan. Identification of the subcontractors to be used and obtaining letters of agreement and copies of purchase orders in advance of the actual award whenever possible will maximize participation.
- › Monthly compliance reports are required from every contractor to determine the percentage of completion and the status of payments to M/WBE subcontractors and suppliers. In this manner, we ascertain if payments are consistent with the balance of the contract life.
- › In the event that an M/WBE experiences a cash flow problem, we should encourage the prime contractor to assist the subcontractor in establishing favorable terms for procuring materials and equipment. In addition, we promote measures to enable timelessness of periodic payments to M/WBE participations if necessary.
- › At the completion of each contract, the contractor must submit proof of payment to all M/WBE subcontractors and suppliers in the form of a final waiver of lien, notarized release and copies of cancelled checks and corresponding invoices. This is a requirement for final payment.
- › A final report is prepared and submitted to the host agency confirming the final project cost and the percentage of M/WBE participation achieved.



GOALS SETTING METHODOLOGY

In setting the appropriate goals for a particular contract, we typically consider such factors as the scope of work. Not all contracts can produce the same goals. A review of up-coming bid spec. and knowledge of the qualified M/WBE's available would determine that particular goals. Determining factors can include:

- › Size and duration of contract
- › Number of available and qualified suppliers who can supply the needs of a prime contract
- › Our knowledge of the contract success or failure of M/WBEs with other similar-size project
- › Experience from our many other successful Affirmative Action programs.
- › These discussions are conducted with the input of our purchasing/contracting executives, project executives, project managers, and our senior vice president of community relations.