



BROOKE'S BPW BRIEF

Breaking down the Board of Public Works

Meeting Date

October 2, 2024

Summary Figures

The BPW approved 75 items, representing a total State expenditure of \$3.67 billion including:

- 6 items awarding \$7.8 million to prime certified small businesses.
- 5 items awarding \$23 million to certified Minority Business Enterprise (MBE) primes.
- 12 items awarded with established participation goals for MBEs.
- 2 items awarded with a goal for Veteran-owned Small Businesses.

FAMILY AND MEDICAL LEAVE INSURANCE (FAMLI)

The BPW approved a request from the Department of Labor (DOL) to award Nava Public Benefits Corporation (Washington, D.C.) and Fearless Solutions, LLC (Baltimore) a contract to provide design and agile delivery services in support of the FAMLI program. The two-year contract was awarded at a "not-to-exceed cost" of \$31 million.

The Maryland General Assembly mandated creation of the FAMLI program in 2022 and DOL must now implement it. Starting in 2026, it will provide **job protection and up to 12 weeks of paid leave for covered workers** to care for themselves or a family member when 1) welcoming a child into their home, 2) managing a serious health condition, or 3) preparing for military deployment.

KEY BRIDGE CLEANUP

The BPW approved a request from the Maryland Transportation Authority for a \$21 million modification to an emergency contract with Skanska USA Civil Southeast, Inc. (Maitland, FL) for **removal, disposal, and cleanup of debris following the Francis Scott Key Bridge collapse**. The initial emergency contract was awarded by MTA on April 23, 2024 and the Board accepted it on July 3, 2024. The revised total contract amount is \$71.2 million.

MARYLAND STATE POLICE SETTLEMENT

The BPW approved a request from the Maryland State Police (MSP) to authorize a settlement payment of \$2.75 million following an investigation by the U.S. Department of Justice (DOJ) involving claims of employment discrimination. DOJ began investigating MSP's hiring and promotion processes in July 2022. DOJ found no discrimination in the promotional process, but alleges that since 2017, MSP engaged in **unintentional discrimination in its hiring process** for entry-level Trooper positions. A required written test and physical fitness test had a disparate adverse impact on African-American and female applicants, respectively.

As part of the settlement agreement and consent decree, MSP will provide monetary damages to applicants identified by the DOJ as having been subject to disparate impact and develop, validate, and implement new tests that are fully compliant with Title VII.