



FFY 2026-28 DISADVANTAGED BUSINESS ENTERPRISE (DBE)  
TRIENNIAL GOAL and METHODOLOGY REVIEW  
**PUBLIC STAKEHOLDER MEETING**

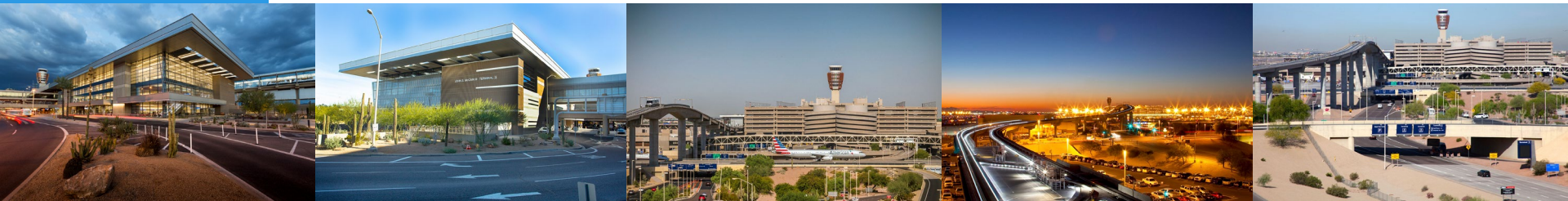
Thursday, September 4, 2025  
9 AM – 10AM (Virtual)

Welcome



# Sarah Moratto

*Small Business Engagement Manager  
Phoenix Aviation Department*



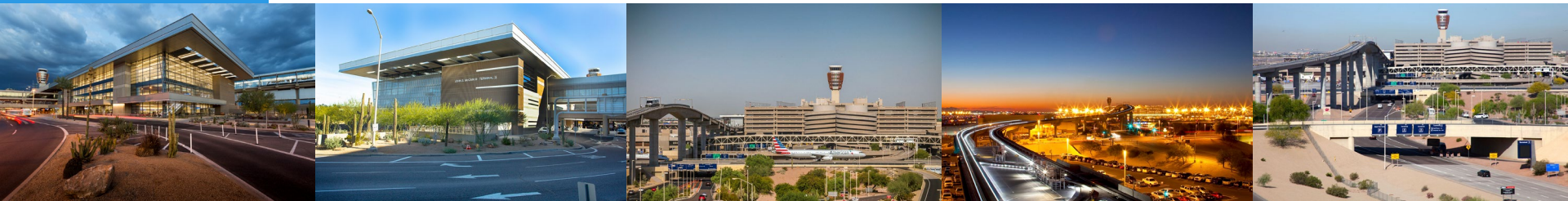
## Overview



# Valerie Churchwell

*Equal Opportunity Deputy Director  
Business Relations Division*

*Equal Opportunity Department*





## Overview

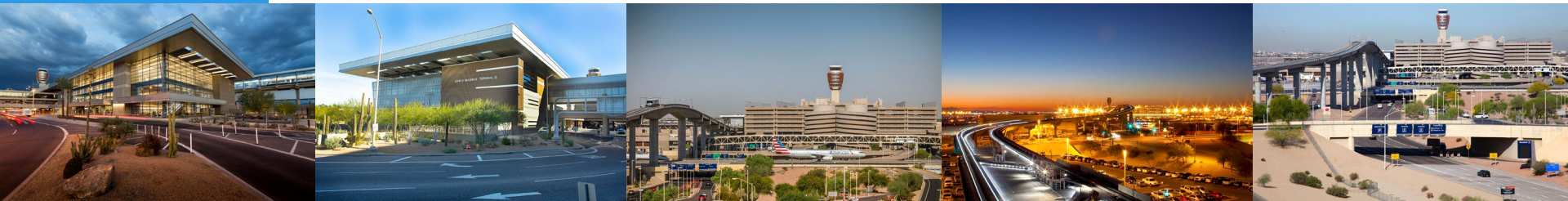
# What is a DBE?

## DBE Program

- Basics
- Objectives
- How it Works

## Triennial Goal

- Governing Regulation (49 CFR Part 26)
- Methodology
- Anticipated Projects
- **FFY 2026-28 Goal Results**



# What is a DBE?

49 CFR  
§ 26.5

**Disadvantaged Business Enterprise or DBE means a for-profit small business\* concern—**

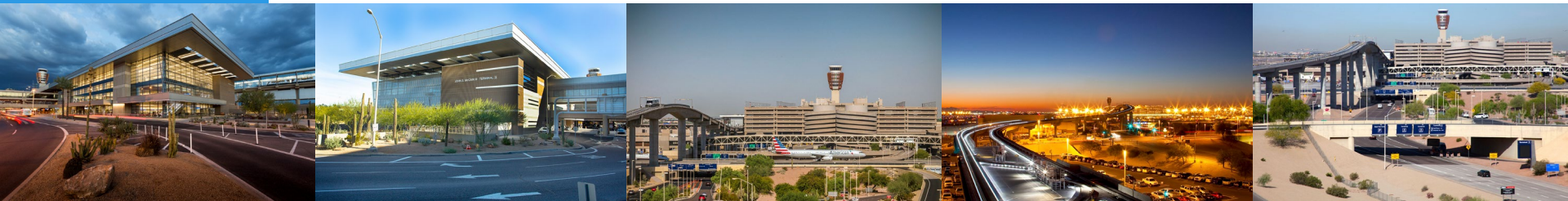
- (1) That is at least 51 percent\* owned by one or more individuals who are both socially and economically disadvantaged\*; and**
- (2) Whose management and daily business operations are controlled\* by one or more of the socially and economically disadvantaged individuals who own it.**

**\*Key DBE characteristics: Ownership, Control, Small Business, Social Disadvantage, Economic Disadvantage.**



# DOT DBE Program Basics

- The DOT DBE Program is a federal program that applies to projects funded by federal grants from the FAA, FHWA, or FTA.
- The purpose of the program is to remove barriers and give DBEs businesses a fair chance to participate in DOT-assisted contracts at a level that reflects what their participation would be if there were no discrimination.
- This is **not** a quota or set-aside program. Instead, it is goal-based program requiring good faith efforts to meet goals.
- Overall goals are set for a three-year period.
- Contract goals vary depending on the type of work, the subcontracting opportunities, and the availability of DBEs to perform the specific type of work.



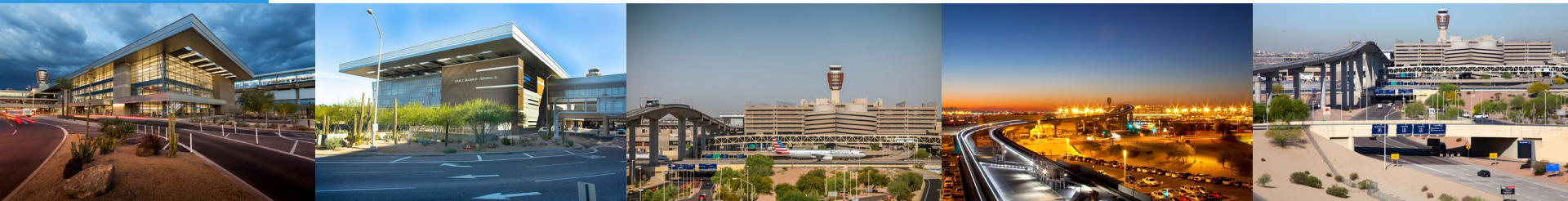
# DOT DBE Program Objectives

49 CFR  
§ 26.1



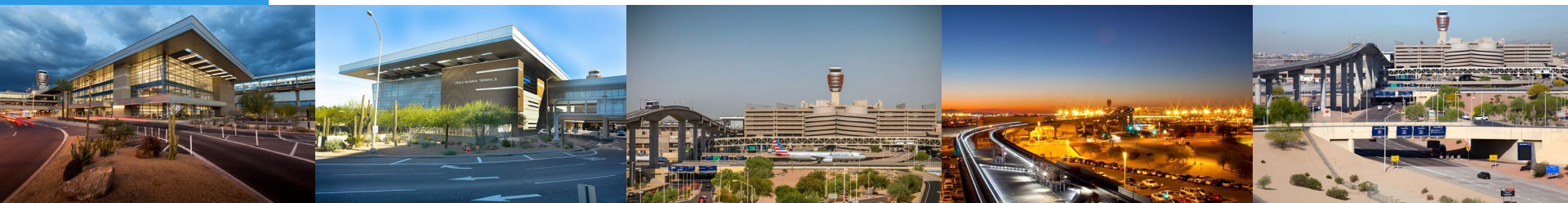
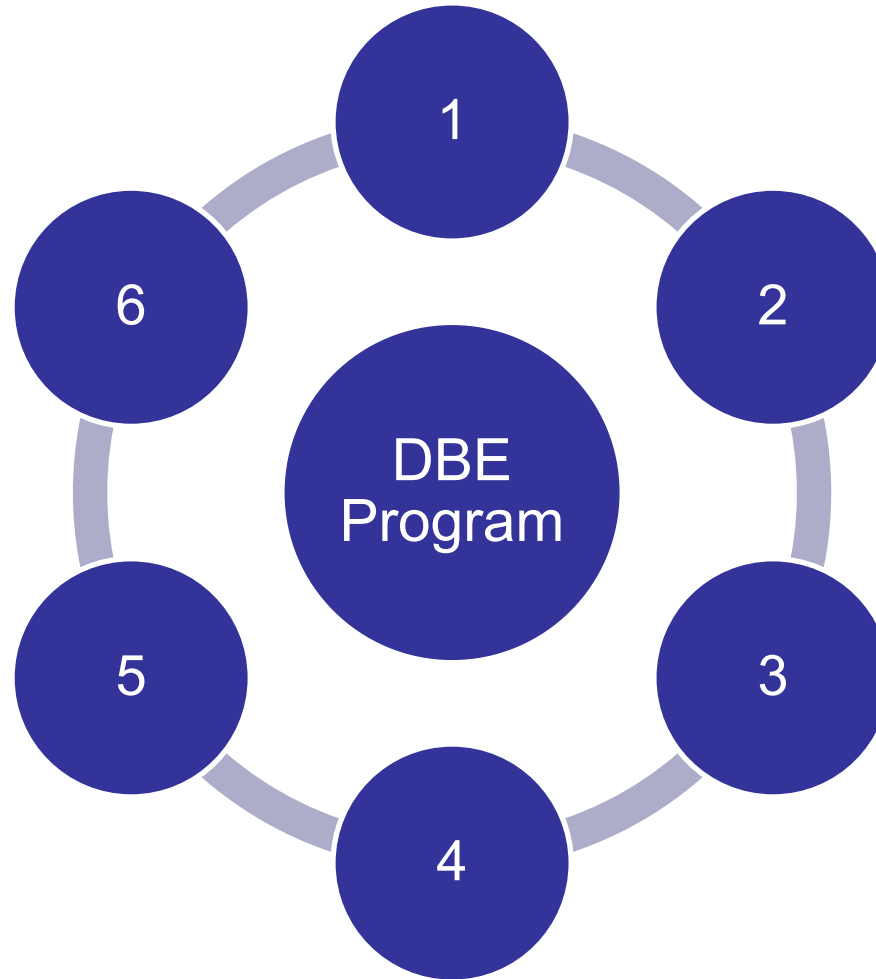
The DBE Program is designed to:

- Ensure there is no discrimination when awarding and managing DOT-assisted contracts.
- Give DBEs a fair and equal chance (aka “level playing field”) to compete for contracts.
- Follow the law by keeping the program focused and specific (aka “narrowly tailored”).
- Allow only businesses that meet the eligibility rules to take part (aka “DBE-certified” firms).
- Remove obstacles that make it more difficult for DBEs to participate in DOT-assisted contracts.
- Support DBEs so they can grow and compete successfully *outside* the program.
- Ensure recipients of Federal financial assistance have the flexibility to create opportunities for DBEs.



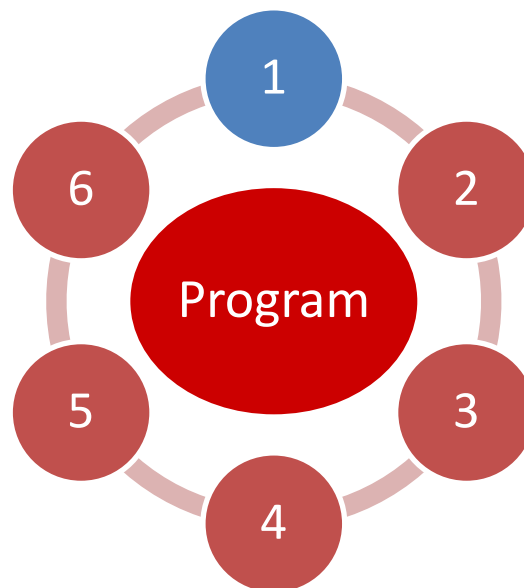


# DOT DBE Program: How it works



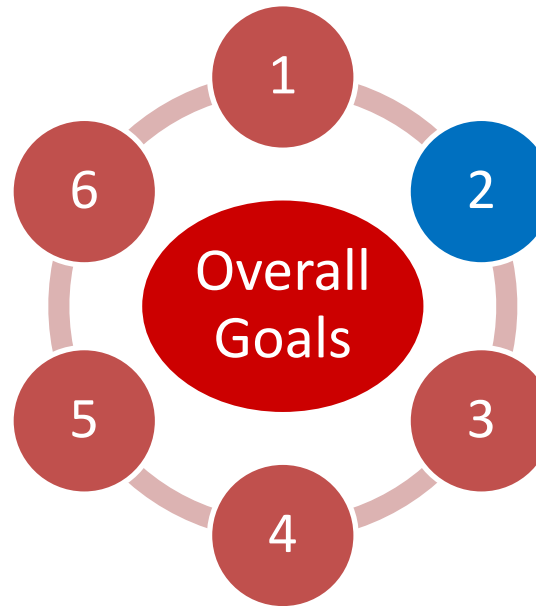


Recipient develops **DBE Program** document



- The Program must contain content as required by the regulation.
- The Program is reviewed and approved by the appropriate DOT modal agency (FAA, FHWA or FTA).
- If there are major changes to the Program, the plan must be updated and submitted for approval.

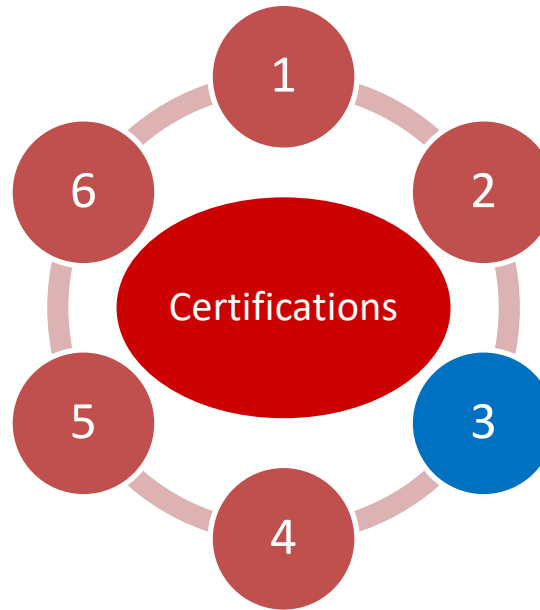
Recipient develops **goals** for federally funded projects



- FAA recipients awarding over \$250,000 in FAA funds in prime contracts in a federal fiscal year must set overall goals for DBE participation.
- These overall goals are set every three years/remain in effect for that three-year period. The goals must be based on clear evidence showing how many DBEs are ready, willing, and able to do the work compared to all businesses that could do the work. This is called the “relative availability of DBEs.”
- The goal should reflect what DBE participation would look like *if there were no discrimination*.



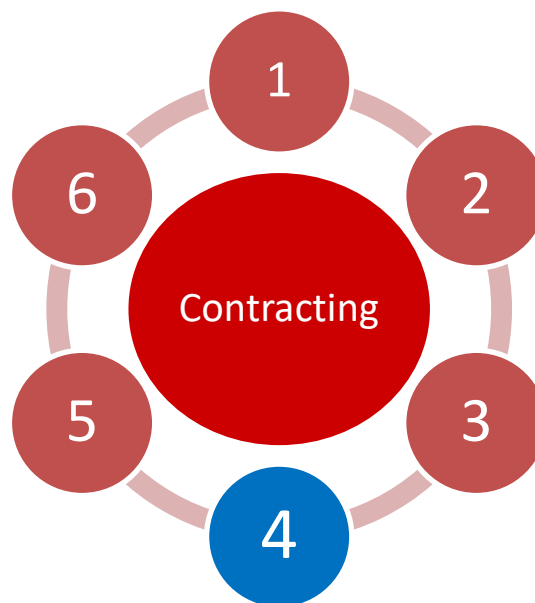
## Certification of DBE/ACDBE firms



- The Unified Certification Program (UCP) is responsible for making all certification decisions for all DOT recipients in its state.
- A UCP may have multiple agencies that make certification decisions; however, every certifying agency must follow the same certification standards and procedures. Once a certification decision has been made by one of the agencies, it applies to all DOT agencies in the state.
- Each UCP must maintain a directory of all certified DBE and ACDBE firms in the state. This directory must be available online, in print, and easy for the public to access.



## Contracting Assurances/Good Faith Efforts



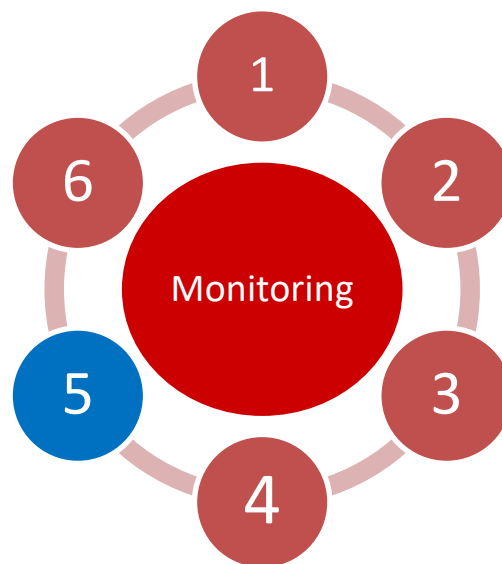
- The DOT DBE Program **only applies** to contracts with federal funds.
- All federally-assisted DOT contracts, must include the required assurance found in 49 CFR Part 26, section 26.13 – even if the contract does not have a DBE goal.
- If a federally-assisted contract has a DBE goal, it may only be awarded to a bidder/offeror who makes good faith efforts to meet the goal.
  - Appendix A to Part 26 contains guidance about what counts as a good faith effort.





DOT  
DBE  
Program:  
How it  
Works  
Monitoring  
And  
Enforcement  
49 CFR  
§ 26.37

## Monitoring/Enforcement



- Recipients must monitor DOT-assisted contracts to ensure everyone - prime contractors, subcontractors, suppliers, vendors, etc. – are following the DBE program requirements.
- Recipients must have established systems to make sure the regulations are followed.
- Recipient's must also ensure that work committed/subcontracted to DBEs is **actually performed** by the DBEs (i.e., written verification, site visit, CUF review).
- Recipients must maintain a running tally of actual work being delivered by/paid to DBEs - and must compare the list to commitments to ensure goals are being met.



## Reporting



- Recipients must report *both* DBE commitments and the actual results (\$ and %) achieved.
- If the total DBE awards and commitments are less than the overall goal at the end of the fiscal year, the recipient must:
  - 1) Analyze the reasons for the difference between the overall goal and your awards and commitments in that fiscal year.
  - 2) Establish specific steps and milestones to correct the problems identified in the analysis to meet the goal for the new fiscal year.

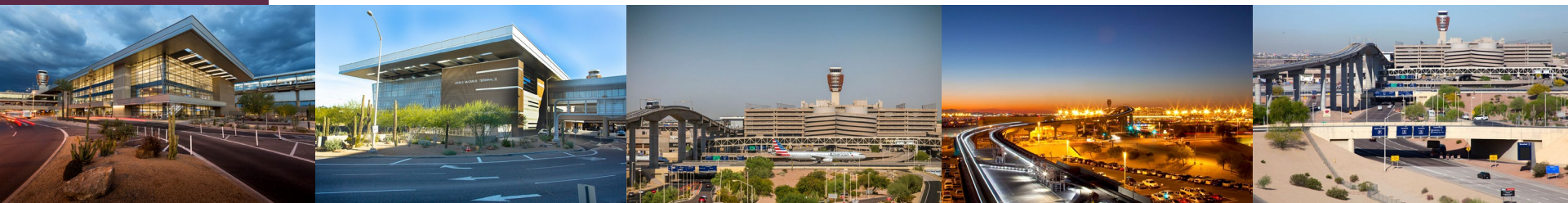


# Triennial Goal



# Cindy Olivares

***DBE Consultant  
ACC Consulting, LLC***



# Governing Regulation

## 49 CFR Part 26

“Your overall goal must be based on **demonstrable evidence** of the availability of **ready, willing** and **able** DBEs relative to all businesses ready, willing and able to participate on your DOT-assisted contracts (hereafter, the “relative availability of DBEs”).

The goal must reflect your determination of the level of DBE participation *you would expect* **absent** the effects of discrimination.

You **cannot simply rely** on either the 10 percent national goal, your previous overall goal or past DBE participation rates in your program without reference to the **relative availability** of DBEs in **your market**.”

§ 26.45 How do recipients set overall goals?





# Methodology

49 CFR

§ 26.45

Step 1. Determine a base figure for the relative availability of DBEs.

Step 2. Examine evidence available in your jurisdiction to determine what adjustment, if any, is needed to the base figure.

If the evidence does not suggest an adjustment is necessary, then no adjustment shall be made.



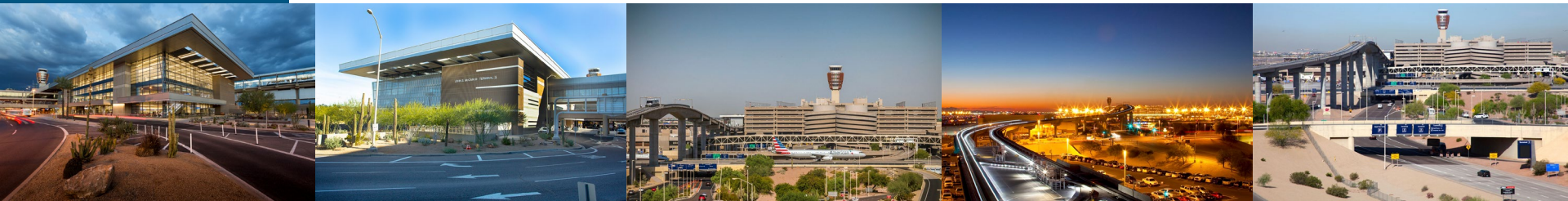
# Anticipated Projects



## Mario Brown

*Management Services Administrator*

*Design and Construction Services  
Phoenix Aviation Department*





# Upcoming PHX/DVT/GYR Projects ACIP



# CONTRACTS PROJECTED FOR AWARD

- Nine (9) projects slated to be awarded with FAA's financial assistance
- Possible more contracts to be awarded





# Upcoming PHX Projects

## Small project below \$10 million:

1) PHX Terminal 4 Roof Replacement N1 N2 N3 and Connector Bridges: CMAR - Fall 2025

## Medium project ranging from over \$10 million to \$50 million

2) PHX Terminal 3 N2 Outer Apron: D-B-B Procurement - Spring 2026



# Upcoming DVT Grant Projects

## Small projects below \$10 million:

- 3) DVT Construct Taxiway Connector B7: Design Selection  
- Summer 2028
- 4) DVT Master Plan Update - Summer 2026
- 5) DVT Environmental Assessment - Summer 2028



# Upcoming DVT Grant Projects

Medium construction project ranging from over \$10 million to \$50 million

6) DVT Taxiway C Reconstruction & Strengthening:  
Design Selection - Summer 2027



# UPCOMING GYR ACIP PROJECTS

## Small projects below \$10 million:

7) GYR New North Apron & Taxiway Connector: D-B-B - Summer 2028

8) GYR North T-Hangar Rehab: Design Selection - Summer 2028

9) GYR Master Plan Update - Summer 2028







## FFY 2026-2028 DBE Goals

*Goal Period:*

**October 1, 2025 thru September 30, 2028**

*Overall DBE Goal for FAA-Assisted Projects:*  
**10.9% (race neutral)**





**PHX DVT EYR**

 CITY OF PHOENIX AVIATION DEPARTMENT

Questions and Comments Period



## **Special Thanks**

Mario Mejia, EO Specialist – EOD - BRD

Jelena Stevanovic, Planning Administrator,  
Planning & Environmental Division – AVN

Sarah Moratto, Community Engagement Manager – AVN  
Administrative Support Team, Contracts & Services Division – AVN