



# Missouri Department of Transportation (MoDOT)

Missouri Department  
of Transportation  
2020



# Commercially Useful Function (CUF)





# DBE/CUF/WRI Workshop Overview

- Commercially Useful Function (CUF) Reviews
- Wage Rate Interview
- DBE Substitutions
- Bulletin Board



# DBE Program Regulations

- Administered by MoDOT External Civil Rights Division.
- Provide opportunities to participate in economic benefits of highway construction.
- Program is federally mandated (49 CFR Part 26).



# DBE Certification Minimum Requirements

- 51% ownership
- Social and economic disadvantage
- Personal Net Worth of less than \$1.32 Million.
- U.S. Citizen or lawfully admitted permanent resident of the U.S.
- Small Business Administration's (SBA) size standard - \$23.98M
- For profit business.



# UCP/MRCC

- 2005 - USDOT approved Unified Certification Program(UCP).
- Missouri Regional Certification Committee (MRCC).
  - City of St. Louis – Lambert Airport Authority
  - Bi-State Development - St. Louis
  - City of Kansas City
  - Kansas City Area Transportation Authority (KCATA)
  - Mid America Regional Council (MARC)
  - East West Gateway Council of Governments (St. Louis)
  - MoDOT



# CUF Reviews Conducted on:

- Subcontractors
- Manufacturers
- Suppliers
- Brokers
- Truckers



# Commercially Useful Function (CUF) Review

- Verify DBE execution of the work.
  - Performing, managing, and supervising work
  - Using own employees and equipment.
  
- Materials and supplies
  - negotiate price
  - determine quality & quantity
  - order material
  - installation (where applicable)
  - paying for material



# Wage Rate Interview (WRI)

- Ensuring employees are or aware of:
  - Paid correct wage
  - EEO and Anti- Harassment policies
  - EEO Officer
  - EEO/Anti-Harassment Policy meetings
  - How to voice concerns
  - Bulletin board location



# DBE

## Termination/Substitution/Additional Request Form

- Completed for:
  - Removals
  - Additions
  - Substitutions
- Submit within 5 days:
  - Form & letter notifying DBE firm of request to terminate, substitute, or add.
  - Relevant documents
  - RE Office – ECR approval

# Valid Reasons for DBE Substitution

- DBE no longer in business
- DBE lack of performance
- Unsatisfactory DBE work.
- DBE removal request
- Underruns eliminating DBE work



# Good Faith Efforts

- Document replacement efforts
- Submit to ECR
- Review and approve/deny
- Administrative hearing



# External Civil Rights Contact Information

Missy Stuedle  
Interim Executive Director

Tracy Evers  
Executive Assistant

Zainab Jasim  
Title VI/Southwest

Kristi Hixson  
Statewide Reporting

Jennifer Griffin  
Central/Southeast

Laura Bouslaugh  
Northeast/Northwest

April Brown  
St. Louis/Design Build

Gina Montgomery  
St. Louis

Cassandra Peoples  
St. Louis

Prenness Josey  
Kansas City

Abigail Steinbach  
Kansas City



# DBE/CUF/WRI Workshop Overview

- Questions???