

**RENO-TAHOE AIRPORT AUTHORITY
DBE GOALS
FY 2026 – 2028**

Airport Sponsor: Reno-Tahoe Airport Authority
Reno-Tahoe International Airport

Name of Preparer: Derek Starkey
Cindy Olivares (ACC Consulting, LLC)

Tel. Number: (805) 990-3321

Goal Period: ***From:*** October 1, 2025
 Thru: September 30, 2028

Overall DBE Goal for FAA-Assisted Projects: 5.7%

Race-Neutral Goal: 0.0%

Race-Conscious Goal: 5.7%

DBE GOAL METHODOLOGY

This overall goal period for the Reno-Tahoe International Airport (“RNO”) Disadvantaged Business Enterprise (“DBE”) Program covers Federal Fiscal Years 2026 through 2028, a three-year period, beginning October 1, 2025 and ending September 30, 2028. The Overall DBE Goal for the three-year period has been set in compliance with the methodologies described in CFR 49 Part 26 and subsequent guidance. FAA funding for projects is anticipated to be approximately \$88.6 million over the three-year period.

Geographic Region

The relevant geographic market for contractors for RNO projects is defined as Northern Nevada, consisting of Douglas, Lyon, Storey, Washoe, Humboldt, Pershing, Churchill, and Mineral Counties because more than 75% of the companies performing projects (including federally funded contracts) at the Airport over the last five years are based in one of these counties. The methodology for determining the DBE goal is described below.

The methodology for setting the overall goal is as follows.

49 CFR Part 26, Section 26.45(b) states as follows:

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.

49 CFR Part 26, Section 26.45 further provides for a two-step process, consisting of:

Step 1 - Determine a Base Figure representing the Relative Availability of DBEs

and

Step 2 - Examine data to determine what adjustment, if any, is needed to the Base Figure

The regulation provides the following examples of potential approaches for accomplishing Step 1, determining the base figure, as follows:

- 1) Use DBE Directories and Census Bureau Data. Determine the number of ready, willing, and able DBEs in your market from your DBE directory. Using the Census Bureau's County Business Pattern (CBP) database, determine the number of all ready, willing, and able businesses available in your market that perform work in the same NAICS codes.
- 2) Use a bidders list. Determine the number of DBEs that have bid or quoted on your DOT-assisted prime contracts or subcontracts in the previous year. Determine the number of all businesses that have bid or quoted on prime or subcontracts in the same time period. Divide the number of DBE bidders and quoters by the number for all businesses to derive a base figure for the relative availability of DBEs in your market.
- 3) Use data from a disparity study. Use a percentage figure derived from data in a valid, applicable disparity study.
- 4) Use the goal of another DOT recipient. If another DOT recipient in the same, or substantially similar, market has set an overall goal in compliance with this rule, you may use that goal as a base figure for your goal.
- 5) Alternative methods. Subject to the approval of the DOT operating administration, you may use other methods to determine a base figure for your overall goal. Any methodology you choose must be based on demonstrable evidence of local market conditions and be designed to ultimately attain a goal that is rationally related to the relative availability of DBEs in your market.

We have elected to utilize the DBE Directories/Census Bureau data to determine the overall DBE goal for RNO as the most recent Disparity Study is approximately 10 years old.

Step 1 - Determine a Base Figure representing the Relative Availability of DBEs.

The base figure for the relative availability of DBEs has been determined by reviewing the trades to be utilized for FFY 2026 - 2028 anticipated projects and using the availability calculated by the number of firms in the Nevada UCP DBE Directory divided by the number of firms in the Census Bureau County Business Patterns database for each specific trade and then weighting the DBE availability by the anticipated trades.

RNO 2026 - 2028 Projects

Projects planned for award during fiscal years 2026 - 2028 are as follows:

FY 2026

- Terminal Concourse Redevelopment - Apron work associated with replacement of Concourse B (aka new Concourse A)
- Terminal Concourse Redevelopment - Replacement Concourse B (aka Concourse A)
- Terminal Concourse Redevelopment - Apron work associated with replacement of Concourse C (aka New Concourse B)

FY 2027

- Terminal Concourse Redevelopment - Replacement Concourse C (aka Concourse B)
- Terminal Concourse Redevelopment - Apron work associated with replacement of Concourse C (aka New Concourse B)

FY 2028

- Terminal Concourse Redevelopment - Apron work associated with replacement of Concourse C (aka New Concourse B)
- Terminal Concourse Redevelopment - Replacement Concourse C (aka Concourse B)

The trade classifications expected to be utilized for these projects are as follows:

Table 1 – AIP Projects/Trade Classifications			
Project	Trade Classification	NAICS	Trade \$
Terminal Concourse Redevelopment - Apron work associated with replacement of Concourse B (aka New Concourse A)	Testing	541380	\$47,500
	Site Preparation Contractor	238910	\$602,235
	Trucking	484220	\$210,500
	Highway & Street Construction	237310	\$2,109,850
	Water, Sewer and Related Construction	237110	\$1,620,123
	Electrical Contractor	238210	\$479,792

Table 1 – AIP Projects/Trade Classifications			
Project	Trade Classification	NAICS	Trade \$
	Surveyor	541370	\$50,000
	In-House Administration	N/A	\$480,000
Total Project			\$5,600,000
Terminal Concourse Redevelopment - Replacement Concourse B (aka Concourse A)	Drywall Installation	238310	\$12,225,000
	Electrical Contractor	238210	\$12,775,000
Total Project			\$25,000,000
Terminal Concourse Redevelopment - Replacement Concourse B (aka Concourse A)	Drywall Installation	238310	\$4,200,000
	Electrical Contractor	238210	\$5,800,000
Total Project			\$10,000,000
Terminal Concourse Redevelopment - Replacement Concourse B (aka Concourse A)	Millwright	238290	\$9,250,000
	In House Administration	N/A	\$750,000
Total Project			\$10,000,000
Terminal Concourse Redevelopment - Apron work associated with replacement of Concourse C (aka New Concourse B)	Site Preparation	238910	\$894,730
	Trucking	484220	\$266,370
	Highway & Street Construction	237310	\$3,346,700
	Water & Sewer & related Structures Construction	237110	\$1,748,480
	Electrical Contractor	238210	\$525,910
	Surveyor	541370	\$47,810
Total Project			\$6,830,000
Total FFY 2026			\$57,430,000
Terminal Concourse Redevelopment - Apron work associated with replacement of Concourse C (aka New Concourse B)	Testing	541380	\$47,500
	Site Preparation Contractor	238910	\$667,297
	Trucking	484220	\$193,500
	Highway & Street Construction	237310	\$2,495,326
	Water, Sewer and Related Construction	237110	\$1,240,962
	Electrical Contractor	238210	\$425,415
	Surveyor	541370	\$50,000

Table 1 – AIP Projects/Trade Classifications			
Project	Trade Classification	NAICS	Trade \$
	In-House Administration	N/A	\$480,000
Total Project			\$5,600,000
Terminal Concourse Redevelopment - Replacement Concourse C (aka Concourse B)	Millwright	238290	\$7,610,000
	In-House Administration	N/A	\$2,390,000
Total Project			\$10,000,000
Total FFY 2027			\$15,600,000
Terminal Concourse Redevelopment - Apron work associated with replacement of Concourse C (aka New Concourse B)	Testing	541380	\$47,500
	Site Preparation Contractor	238910	\$667,297
	Trucking	484220	\$193,500
	Highway & Street Construction	237310	\$2,495,326
	Water, Sewer and Related Construction	237110	\$1,240,962
	Electrical Contractor	238210	\$425,415
	Surveyor	541370	\$50,000
	In-House Administration	N/A	\$480,000
Total Project			\$5,600,000
Terminal Concourse Redevelopment - Replacement Concourse C (aka Concourse B)	Millwright	238290	\$7,610,000
	In-House Administration	N/A	\$2,390,000
Total Project			\$10,000,000
Total FFY 2028			\$15,600,000
Total FFY 2026 - 2028			\$88,630,000

DBE availability has been determined by utilizing the Nevada UCP DBE Directory and the Census Bureau County Business Patterns specific to the relevant geographic region. The availability by trade is as follows:

Table 2 - DBE Availability Percentages				
Trade	NAICS	2023 Census	Directory	%
Water and Sewer Line and Related Structures Construction	237110	20	1	5.0%
Highway, Street & Bridge Construction	237310	17	5	29.4%
Structural Steel and Precast Concrete Contractors	238120	13	0	0.0%

Table 2 - DBE Availability Percentages				
Trade	NAICS	2023 Census	Directory	%
Electrical Contractors	238210	201	4	2.0%
Other Building Equipment Contractors	238290	13	0	0.0%
Drywall and Insulation Contractors	238310	58	0	0.0%
Site Preparation Contractors	238910	105	10	9.5%
Trucking	484220	69	12	17.4%
Engineering Services	541330	199	4	2.0%
Surveying and Mapping (except Geophysical) Services	541370	14	2	14.3%
Testing Laboratories	541380	21	2	9.5%

The availability calculations from the above chart have been weighted by the anticipated expenditures for each trade classification as follows:

Table 3 - DBE \$ based on Project Expenditures by Trade Classification X DBE Availability					
Project	Trade Classification	NAICS	Trade \$	DBE %	DBE \$
Terminal Concourse Redevelopment - Apron work associated with replacement of Concourse (aka new Concourse A)	Testing	541380	\$47,500	9.5%	\$4,513
	Site Preparation Contractor	238910	\$602,235	9.5%	\$57,212
	Trucking	484220	\$210,500	17.4%	\$36,627
	Highway & Street Construction	237310	\$2,109,850	29.4%	\$620,296
	Water, Sewer and Related Construction	237110	\$1,620,123	5.0%	\$81,006
	Electrical Contractor	238210	\$479,792	2.0%	\$9,596
	Surveyor	541370	\$50,000	14.3%	\$7,150
	In-House Administration	N/A	\$480,000	0.0%	\$0
Total Project			\$5,600,000	14.6%	\$816,400
Terminal Concourse Redevelopment - Replacement Concourse B (aka Concourse A)	Drywall Installation	238310	\$12,225,000	0.0%	\$0
	Electrical Contractor	238210	\$12,775,000	2.0%	\$255,500
Total Project			\$25,000,000	1.0%	\$255,500
Terminal Concourse Redevelopment - Replacement	Drywall Installation	238310	\$4,200,000	0.0%	\$0
	Electrical Contractor	238210	\$5,800,000	2.0%	\$116,000

Table 3 - DBE \$ based on Project Expenditures by Trade Classification X DBE Availability					
Project	Trade Classification	NAICS	Trade \$	DBE %	DBE \$
Concourse B (aka Concourse A)					
Total Project			\$10,000,000	1.2%	\$116,000
Terminal Concourse Redevelopment - Replacement Concourse B (aka Concourse A)	Millwright	238290	\$9,250,000	0.0%	\$0
	In House Administration	N/A	\$750,000	0.0%	\$0
Total Project			\$10,000,000	0.0%	0.0%
Terminal Concourse Redevelopment - Replacement Concourse B (aka Concourse A)	Site Preparation	238910	\$894,730	9.5%	\$84,999
	Trucking	484220	\$266,370	17.4%	\$46,348
	Highway & Street Construction	237310	\$3,346,700	29.4%	\$983,930
	Water & Sewer & related Structures Construction	237110	\$1,748,480	5.0%	\$87,424
	Electrical Contractor	238210	\$525,910	2.0%	\$10,518
	Surveyor	541370	\$47,810	14.3%	\$6,837
Total Project			\$6,830,000	17.9%	\$1,220,057
Total FFY 2026			\$57,430,000	4.2%	\$2,407,956
Terminal Concourse Redevelopment - Replacement Concourse C (aka Concourse B)	Testing	541380	\$47,500	9.5%	\$4,513
	Site Preparation Contractor	238910	\$667,297	9.5%	\$63,393
	Trucking	484220	\$193,500	17.4%	\$33,669
	Highway & Street Construction	237310	\$2,495,326	29.4%	\$733,626
	Water, Sewer and Related Construction	237110	\$1,240,962	5.0%	\$62,048
	Electrical Contractor	238210	\$425,415	2.0%	\$8,508
	Surveyor	541370	\$50,000	14.3%	\$7,150
	In-House Administration	N/A	\$480,000	0.0%	\$0
Total Project			\$5,600,000	16.3%	\$912,907
Terminal Concourse Redevelopment - Replacement Concourse C (aka Concourse B)	Millwright	238290	\$7,610,000	0.0%	\$0
	In-House Administration	N/A	\$2,390,000	0.0%	\$0
Total Project			\$10,000,000	0.0%	\$0

Table 3 - DBE \$ based on Project Expenditures by Trade Classification X DBE Availability					
Project	Trade Classification	NAICS	Trade \$	DBE %	DBE \$
Total FFY 2027			\$15,600,000	5.9%	\$912,907
Terminal Concourse Redevelopment - Apron work associated with replacement of Concourse C (aka New Concourse B)	Testing	541380	\$47,500	9.5%	\$4,513
	Site Preparation Contractor	238910	\$667,297	9.5%	\$63,393
	Trucking	484220	\$193,500	17.4%	\$33,669
	Highway & Street Construction	237310	\$2,495,326	29.4%	\$733,626
	Water, Sewer and Related Construction	237110	\$1,240,962	5.0%	\$62,048
	Electrical Contractor	238210	\$425,415	2.0%	\$8,508
	Surveyor	541370	\$50,000	14.3%	\$7,150
	In-House Administration	N/A	\$480,000	0.0%	\$0
Total Project			\$5,600,000	16.3%	\$912,907
Terminal Concourse Redevelopment - Replacement Concourse C (aka Concourse B)	Millwright	238290	\$7,610,000	0.0%	\$0
	In-House Administration	N/A	\$2,390,000	0.0%	\$0
Total Project			\$10,000,000	0.0%	\$0
Total FFY 2028			\$15,600,000	5.9%	\$912,907
Total FFY 2026 - 2028			\$88,630,000	4.8%	\$4,233,770

*Note: The dollars to be spent for each trade (Table 1) have been multiplied by the DBE calculated availability (Table 2). The result of this calculation is the dollar amount that would be awarded to DBE firms if the award was a reflection of the DBE availability.

The result of the above calculations yields a base goal of **4.8%**.

Step 2 - Examine data to determine what adjustment, if any, is needed to the Base Figure.

Section 26.45(d) provides many examples of the types of data to examine in order to adjust the base figure. We have examined the volume of work performed by DBE firms over the past five (5) years in RNO projects. Our findings are as follows:

Total DBE participation for the five (5) fiscal years has been calculated at \$4,873,572 which is 9.1% of the combined contract amounts of \$64,200,710. The following information will provide the history of DBE participation for each of these years:

Table 4 - Past History of DBE Participation				
Year	Total Contract \$	Total DBE \$	DBE % Accomplishment	DBE Goal
2024	\$417,958	\$56,525	13.5%	8.5%
2023	\$18,669,531	\$885,440	4.5%	8.5%
2022	No contract awards			
2021	\$455,032	\$0	0.0%	9.4%
2020	\$45,057,928	\$3,931,607	8.7%	9.4%
Total	\$64,600,449	\$4,873,572	7.5%	9.1%
Median			4.5%+8.7% = 13.2% 13.2%/2 = 6.6%	

The median goal accomplishment for the five-year period between 2020 and 2024 is 6.6% (excluding 2022 as there was no activity). Adjusting the weighted goal for past history results in the following:

$$6.6\% \text{ (median goal accomplishment)} + 4.8\% \text{ (base goal)} = 11.4\%$$

$$11.4\% \div 2 = 5.7\%$$

There is no other information suggesting further adjustment is necessary.

Therefore, we propose the overall goal for fiscal years 2026 – 2028 at 5.7%.

Race-Neutral versus Race-Conscious Goal

The DBE goal has not been met in 3 of the last 4 years with activity. The goal was met in one year, however that year included less than \$500,000 in federally-funded contract awards. Therefore, we propose the goal as a race-conscious goal. We will monitor activity and adjust the race-conscious/race-neutral split as warranted by achievements.

The Reno-Tahoe Airport Authority (“RTAA”) has, in the past, effectively utilized its Small Business Program as a race-neutral element of the DBE Program. RTS will continue the use of the Small Business Program to assist in meeting the race-neutral portion of its DBE Goal.

Additional race-neutral methods to be utilized to achieve the overall goal will include the following:

- a) Provide information on the Reno-Tahoe Airport Authority organization, functions and its full range of contractual needs.
- b) Offer instructions and clarification on bid specifications, procurement policy, procedures, and general bidding requirements.
- c) Maintain a file of successful bid documents from past procurements and permit potential participants to review and evaluate such documents.
- d) Conduct debriefing sessions on each awarded contract to explain why certain bids were unsuccessful.
- e) Routinely issue projected procurement information.
- f) Provide instructions and clarification on job performance requirements.
- g) Provide information and assistance on certification procedures, sub-contracting practices, bonding requirements.
- h) Arrange solicitations, time for presentation of bids, quantities, specifications and delivery schedules so as to facilitate the participation of DBEs.
- i) Utilize the RTAA Small Business Element

Public Participation

RTAA staff conducted a meeting to consult with minority, women's and general contractor groups, community organizations, and other officials or organizations which could be expected to have information concerning the availability of disadvantaged and non-disadvantaged businesses, the effects of discrimination on opportunities for DBEs, and the airport's efforts to establish a level playing field for the participation of DBEs (the "Stakeholder Meeting"). Invitations were sent to firms on the RTAA bidder's list and DBEs certified by the Nevada UCP. The meeting was posted on RTAA's website and the Nevada Government EMarketplace. An ad was also placed in the local newspaper. The meeting was conducted on July 16, 2025. There were twelve (12) attendees. The following documents related to the Stakeholder Meeting are attached:

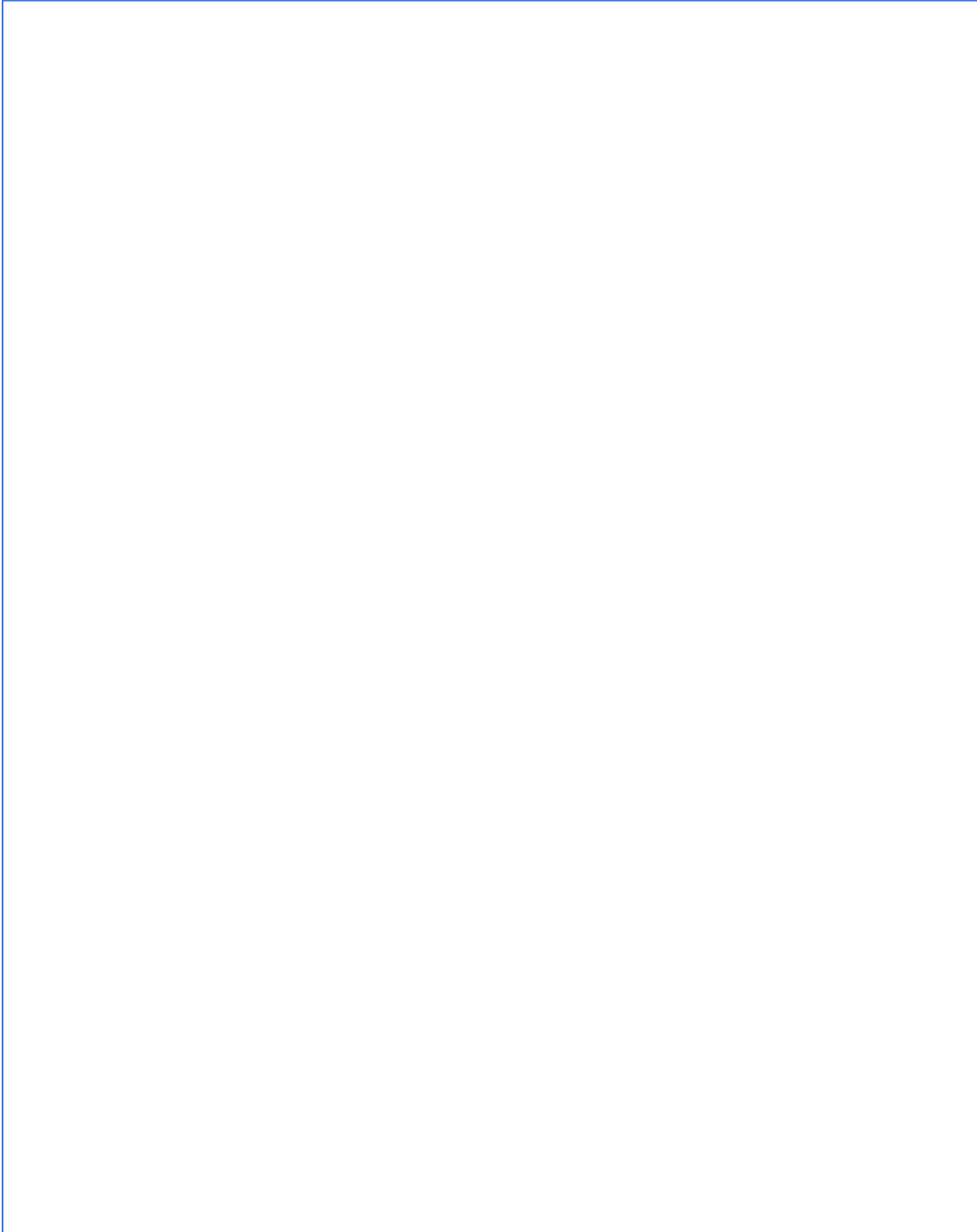
Attachment 1 – Flyer sent out to Stakeholders

Attachment 2 - Ad placed in the Reno Gazette


Attachment 3 – Nevada Government EMarketplace (NGEM) Posting

Attachment 4 – Stakeholder Meeting Attendance Record

ATTACHMENT 1



ATTACHMENT 2

		Order Confirmation Not an Invoice	
Account Number:	1118648	Date:	07/07/2025
Customer Name:	Reno-Tahoe Airport Authority	Order Number:	11475487
Customer Address:	Reno-Tahoe Airport Authority Po Box 12490 Reno NV 89510-2490	Prepayment Amount:	\$ 0.00
Contact Name:	Alex Kovacs	Column Count:	2.0000
Contact Phone:		Line Count:	27.0000
Contact Email:	akovacs@renoairport.com	Height in Inches:	2.8100
PO Number:			

Print

Product	#Insertions	Start - End	Category
RGJ Reno Gazette-Journal	1	07/09/2025 - 07/09/2025	Bids & Proposals
RGJ rgj.com	1	07/09/2025 - 07/09/2025	Bids & Proposals

Ad Preview

**RENO-TAHOE AIRPORT AUTHORITY
DISADVANTAGED BUSINESS ENTERPRISE (DBE)
GOALS FOR FEDERAL FISCAL YEARS (FY) 2026-2028.**

The Reno-Tahoe Airport Authority (RTAA) is required to submit to the Federal Aviation Administration overall goals for participation by Disadvantaged Business Enterprises (DBE's) in federally assisted projects. The goals were developed pursuant to U.S. Department of Transportation regulations contained in 49 CFR Part 26. The proposed FY 2026-2028 DBE goals and methodology are available on the Reno-Tahoe International Airport website at: <https://www.renoairport.com/doing-business/diversity/>. The final goals will be published once they are approved. Interested parties are invited to attend a virtual "zoom" stakeholder meeting to review the proposed goals and methodology and to provide information that may assist in the development of the final DBE goals for the Reno-Tahoe International Airport and Reno-Stead Airport. The virtual "zoom" stakeholder meeting will be held on Wednesday, July 16, 2025, at 1:30pm. Individuals who wish to participate in the meeting, must submit their contact information including name, company name, phone number, and email address to Lacy Glodowski lglodowski@renoairport.com by no later than 12:00pm on Monday, July 14, 2025. Once the submitted contact information is received, the contact will receive an invite to the zoom meeting.

July 9, 2025

ATTACHMENT 3

Bid Opportunity Detail

[Return to Listing](#) [Supplier Registration](#)

Bid Information

Type	Informational Only
Status	Issued
Number	RTAA DBE Goals Stakeholder Meeting (RTAA Disadvantaged Business Enterprise (DBE) Goals for Federal Fiscal Years 2026-2028 Stakeholder Meeting)
Issue Date & Time	7/7/2025 03:05:01 PM (PT)
Close Date & Time	7/14/2025 12:00:00 PM (PT)
Time Left	1 hours 37 minutes 52 seconds
Notes	<p style="text-align: center;">Reno-Tahoe Airport Authority Disadvantaged Business Enterprise (DBE) Goals for Federal Fiscal Years 2026-2028 Stakeholder Meeting</p> <p>The Reno-Tahoe Airport Authority (RTAA) is in the process of setting Disadvantaged Business Enterprise (DBE) goals for federally assisted capital improvement projects for federal fiscal years 2026, 2027, and 2028.</p> <p>The RTAA is required to submit to the Federal Aviation Administration overall goals for participation by DBEs. RTAA DBE goals will be set for all federally-assisted capital improvement projects anticipated for the three-year period for Reno-Tahoe International Airport and Reno-Stead Airport.</p> <p>Interested parties are invited to attend a virtual "Zoom" stakeholder meeting to review the proposed goals and methodology and to provide any information that may assist in the development of the final DBE goals for the Reno-Tahoe International Airport and Reno-Stead Airport.</p> <p>The stakeholder meeting will be conducted via a "Zoom" meeting. Individuals who wish to participate in the stakeholder meeting at 1:30pm, Wednesday, July 16, 2025, must submit their contact information including name, company name, phone number, and email address to Lacy Glodowski, lglodowski@renoairport.com, by no later than 12:00pm, Monday, July 14, 2025. Once the submitted contact information is received, the contact will receive an invite to the "Zoom" meeting.</p>

Bid Documents

Document name
Bid Invitation

Bid Attachments

File Name	Description
RTAA Flyer for Stakeholder Meeting.pdf (please login to view this document)	RTAA DBE Goals Stakeholder Meeting

ATTACHMENT 4

Name	Company	email
Christy Theisen, President/Principal Engineer	Goodhead Consulting Engineers	christy.theisen@goodheadconsulting.com
Ana Barragan, Principal	AB Studio	ab@a-bstudio.net
Quincy Bowers	SHF International LLC	quincy@shfcontracting.com
Sam	SHF International LLC	
Gale Ward, Preconstruction Senior Manager	McCarthy Building Company	Gward@mccarthy.com
Ashley Johnson, Sr. PM Aviation	Q & D Construction	ajohnson@qdconstruction.com
Brenda Gilbert, Program Manager	BEC Environmental	brenda@becnv.com
George Mullenix	StudioLux LLC	gmullenix@studioluxlight.com
Carolyn Harris	StudioLux LLC	charris@studioluxlight.com
Jeanne Jones, President/General Manager	HR Staff Management, Inc	jjoines@alphaservicesnv.com
Leslie Skinner, Business Operations Manager	Spanish Springs Construction	<u>LSkinner@ssc.email</u>
Flor Forson	McCarthy Building Company	

From RTAA on Zoom Call:

Derek Starkey
Lacy Glodowski
Gary Probert
Kayleen Mahlberg
Lissa Butterfield
Jackie Caulk, MoreRNO
Joe Mamola, CME
Amanda Twitchell, MoreRNO
Julia Pollard
RTAA Consultant
Cindy Olivares, ACC Consulting