

PUBLIC WORKS AND GANG REDUCTION COMMITTEE REPORT relative to creating a more efficient and effective contracting process for contractors and City departments.

Recommendation for Council action:

APPROVE the Bureau of Contract Administration's proposed amendments of the Living Wage; Equal Benefits; First Source Hiring; Service Contractor Retention Worker; and Non-Discrimination Practices, Equal Employment Practices, and Affirmative Action Program Ordinances to create a more efficient and effective contracting process for contractors and City departments.

Fiscal Impact Statement: None submitted by the Bureau of Contract Administration. Neither the City Administrative Officer nor the Chief Legislative Analyst has completed a financial analysis of this report.

Community Impact Statement: None submitted.

SUMMARY

On September 23, 2015, Council approved a Public Works and Gang Reduction Committee report instructing the Bureau of Contract Administration, with the assistance of the City Attorney, to prepare a report recommending amendments to the Los Angeles Administrative Code to allow the Office of Contract Compliance to more efficiently administer the Equal Employment Practices, Affirmative Action, Equal Benefits, First Source Hiring, Service Contractor Retention Worker, and Living Wage Ordinances.

In a report to Council dated October 15, 2015, the Bureau of Contract Administration presents its recommendations for amending the contractor employee compensation and retention ordinances listed above. The Bureau's report lists the amendments proposed for each Ordinance.

The Bureau reports that a part of the streamlining effort includes establishing a standard threshold of \$25,000 for the Living Wage, Equal Benefits, First Source Hiring, Service Contractor Retention Worker, and Affirmative Action Plan Ordinances. Any contracts in excess of \$25,000 will have to comply with the various Ordinances. This will eliminate confusion for awarding departments and contractors when determining the applicability of each of the Ordinances.

The Bureau goes on to state that many of the Ordinances require clarification, consistency, and wage updates. For instance, ordinances such as the Service Worker Retention Ordinance still have a threshold of \$15 in order for the employees to be covered. With increasing wage rates, some employees are no longer protected and could potentially lose their jobs. The Department of Airports Living Wage Ordinance rates have fallen below the industry market rates. In order to reduce turnover and retain a qualified and stable workforce, the Bureau believes that the City should address and equalize the wage and health benefits for Living Wage Ordinance Airport Employees.

At its meeting held October 26, 2015, the Public Works and Gang Reduction Committee recommended that Council approve the Bureau of Contract Administration proposed

amendments.

Respectfully Submitted,

PUBLIC WORKS AND GANG REDUCTION COMMITTEE



<u>MEMBER</u>	<u>VOTE</u>
BUSCAINO:	YES
MARTINEZ:	ABSENT
PRICE:	ABSENT
O'FARRELL:	YES
RYU:	YES

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-NOT OFFICIAL UNTIL COUNCIL ACTS-