

PUBLIC WORKS AND GANG REDUCTION COMMITTEE REPORT and ORDINANCES FIRST CONSIDERATION relative to more efficiently administer equal employment practices, affirmative action, non-discrimination practices, equal benefits, First Source hiring, service contract worker retention, and living wage contractor requirements.

Recommendation for Council action, SUBJECT TO THE APPROVAL OF THE MAYOR:

1. PRESENT and ADOPT the accompanying ORDINANCE dated December 11, 2015, amending Sections 10.44.1, 10.44.2 and 10.44.8 of the Los Angeles Administrative Code (LAAC) relating to the First Source Hiring Ordinance.
2. PRESENT and ADOPT the accompanying ORDINANCE dated December 11, 2015, amending LAAC Sections 10.8, 10.8.1.1, 10.8.2, 10.8.3, 10.8.4 and 10.13 relating to the non-discrimination in employment in the performance of city contracts.
3. PRESENT and ADOPT the accompanying ORDINANCE dated December 11, 2015, amending LAAC Section 10.36 relating to Service Contractor Worker Retention.
4. PRESENT and ADOPT the accompanying ORDINANCE dated December 11, 2015, amending LAAC Sections 10.8.2.1(b)(5) and 10.8.2.1(g)(2) relating to the Equal Benefits Ordinance.
5. REQUEST the City Attorney to prepare and present an ordinance substantially in accordance with draft Ordinance dated December 11, 2015, amending the LAAC relating to living wage requirements, as further amended to:
 - a. Section 10.37.2(a) to increase the wage for Airport Employees to include the following language: The wage for Airport Employees will increase according to the following unless the annual increase provided in 10.37.2(a)(2) is higher: July 1, 2015 an increase to \$11.33 per hour with health benefits or \$16.26 without health benefit, July 1, 2016 an increase to \$11.68 per hour with health benefits or \$16.73 without health benefit, and on July 1, 2017 an increase to \$12.08 per hour with health benefits or \$17.26 without health benefit On July 1, 2018 the annual increase will continue as provided in 10.37.2(a)(2).
 - b. Section 10.37.3(a) Section 10 37.2(a) to increase the health benefits for Airport Employees to include the following language: The health benefit cost for Airport Employees will increase as follow unless the annual increase provided in 10.37.2(a)(2) is higher: \$4.93 per hour on July 1, 2015, to \$5.05 on July 1, 2016, and to \$5.18 on July 1, 2017. On July 1, 2018 the annual increase will continue as provided in 10.37.2(a)(2).

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

Community Impact Statement: None submitted.

SUMMARY

Accompanying a report to Council dated December 11, 2015, the City Attorney presents five Ordinances amending the LAAC to more efficiently administer equal employment practices, affirmative action, non-discrimination practices, equal benefits, First Source hiring, service contract worker retention, and living wage contractor requirements. The Ordinances were prepared in response to recommendations made by the Bureau of Contract Administration approved by Council on November 10, 2015.

At its meeting held February 22, 2016, the Public Works and Gang Reduction Committee discussed this matter with the Director, Bureau of Contract Administration. The Bureau Director discussed the draft Ordinances, in particular the draft Ordinance amending Living Wage provisions. A Bureau report presented at the meeting states that the wages of employees at San Francisco International Airport have surpassed Los Angeles International (LAX) service contract employees. In order to address and equalize the wage and health benefit, the Bureau proposes additional amendments of the Los Angeles Living Wage Ordinance. The proposed amendments will increase the wage and health benefit for workers at the City's airports covered by the Living Wage Ordinance in order to promote the provision of wage and health benefits to eligible airport workers and their families, and continue to provide for annual adjustments to and periodic reviews of the wage rates and health benefit payment to Airport Employees.

Public Works and Gang Reduction Committee members went on to discuss issues related to health care insurance and employee discipline. The Bureau has the authority to clarify any discipline regulations and will report to Committee if any LAAC changes are needed. Airport employees can opt out of their health care insurance if proof of coverage from a different health care insurance provider. No cash-in-lieu option is offered. The Committee recommended that Council approve the Ordinances amending the LAAC regarding First Source Hiring, non-discrimination in employment in the performance of city contracts, service contractor worker retention, and the Equal Benefits Ordinance. Committee further recommended that Council request the City Attorney to prepare revised Living Wage Ordinance, as amended to incorporate the changes proposed by the Bureau of Contract Administration.

Respectfully Submitted,

PUBLIC WORKS AND GANG REDUCTION COMMITTEE

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

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-NOT OFFICIAL UNTIL COUNCIL ACTS-