

Workforce Organizational Reform Committee – Final Recommendations

WORC Meeting
Thursday, May 26th, 2016

Eligibility Requirements

Current

- ▶ Milwaukee resident
- ▶ Underemployed or unemployed for last 30 days
- ▶ Meet Federal “free lunch” income requirements

Proposed Change

- ▶ Reduce unemployment duration to 15 consecutive days, including Saturdays and Sundays

RPP Certification Period

Current

- ▶ Resident retains RPP certification for 5 years

Proposed Change

- ▶ Residents **retain certification indefinitely** but will be **verified every two years**
 - Verification to be done by new Economic Development Coord.
- ▶ Certification lost if residency and/or income criteria are no longer met

RPP Worker Information

Current

- ▶ The RPP list includes basic information such as names and addresses

Proposed Change

- ▶ Include information related to the workers' trade and work experience
- ▶ Include and track information related to worker hours by zip code, race and ethnicity, and gender

Apprentices

Current

- ▶ Apprentices are not required to be RPP certified

Proposed Change

- ▶ All apprentices must be RPP certified
- ▶ One quarter of required RPP hours must come from apprentices
- ▶ May also count towards the disadvantaged area requirement if applicable

Disadvantaged Areas

Current

- ▶ No requirement to hire residents from disadvantaged areas of the city

Proposed Change

- ▶ One quarter of required RPP hours must come from workers in the CDBG area
- ▶ May also count towards the apprentice requirement if applicable

Incentives

Current

- ▶ No multiplier for exceeding specific requirements

Proposed Change

- ▶ Hours above the required percentage for targeted groups will count for 1.5 hours

Missed Hours

Current

- ▶ Hours used from different projects to meet the requirements on the original project are not required to come from projects in specific counties

Proposed Change

- ▶ Additional hours can be used to meet requirements on the original project by hiring RPP workers for projects within Kenosha, Ozaukee, Racine, Walworth, Washington, and Waukesha counties

Penalties

Current

- ▶ Penalties for non-compliance are different based on the type of contract (public works or private development)

Proposed Change

- ▶ Standardize penalties for non-compliance
 - Fine of \$2,000 for both public works and private development projects

Utilization Plan

Current

- ▶ Resident utilization plans are not required for all contracts

Proposed Change

- ▶ City contracts exceeding \$1,000,000 will require a city resident utilization plan

LCPTTracker Software

Current

- ▶ LCPTTracker is required for development agreements that include RPP requirements and all public works contracts

Proposed Change

- ▶ LCPTTracker is required for **all projects** with RPP requirements

First-Source Employment Program

Current

- ▶ A recipient of direct financial assistance shall require all of its contractors and subcontractors on a project to utilize the first-source employment program

Proposed Change

- ▶ Employ Milwaukee will administer
- ▶ Retain 10 day threshold for announcement or advertisement to public
- ▶ OSBD will follow-up with Employ Milwaukee to ensure that outreach is being done

Performance Reporting

Current

- ▶ OSBD and DCD report to two committees on RPP performance for development contracts
- ▶ DPW reports to a different committee on RPP performance for public works contracts

Proposed Change

- ▶ **One comprehensive RPP report presented at Community & Economic Development Committee with all departments present**

Local Business Enterprise Certification

Current

- ▶ A business must own or lease real property within the geographical boundaries of the city of Milwaukee

Proposed Change

- ▶ The business must also **operate** in the city of Milwaukee

Small Local Business Enterprise Incentive

Current

- ▶ Local business enterprises receive a 5% bid preference

Proposed Change

- ▶ **10% bid preference for local businesses also meeting small business enterprise certification requirements**

“Disadvantaged with respect to business location”

Current

- ▶ Means location within an enterprise zone within the city for a period of not less than one year

Proposed Change

- ▶ Reflect that a portion of the city has received the designation of **“renewal community”** and not “enterprise zone”

Advisory Committee

Current

- ▶ Committee comprised of public and private stakeholders does not exist

Proposed Change

- ▶ Form an advisory committee that includes public and private stakeholders