

## **LEGISLATIVE DIGEST**

[Administrative Code - Expansion of First Source Hiring Program]

**Ordinance amending the Administrative Code to add First Source Hiring requirements for developers applying for permits for commercial or residential projects to disclose to the City anticipated entry and apprentice level positions for development projects, anticipated local hires, and anticipated wages; and agree to hiring and retention goals for apprentice level positions.**

### Existing Law

The First Source Hiring Ordinance (Administrative Code Chapter 83) requires employers performing work on City contracts and on City property and private developers applying for permits authorizing construction of certain commercial development and residential projects to participate in an administrative program that sets entry level position hiring and retention goals. Covered employers are required to enter into a First Source hiring agreement with the City, which sets interviewing, recruitment and hiring requirements that provide the San Francisco Workforce Development System with the first opportunity to provide qualified economically disadvantaged individuals for consideration for employment for entry level positions.

### Amendments to Current Law

This ordinance would require that private developers applying for permits authorizing construction of certain commercial development and residential projects meet with CityBuild before submitting a permit to disclose the estimated number of entry and apprentice level positions to be used on a project, the anticipated wages for those positions and, if known, the estimated number of local residents to be hired. This ordinance would also require that First Source Hiring agreements with these developers set appropriate hiring and retention goals in each trade for apprentices enrolled in an apprenticeship program approved by the State of California's Department of Industrial Relations.

### Background Information

The First Source Hiring Program seeks to foster construction and permanent employment opportunities for qualified economically disadvantaged individuals. Apprenticeship programs provide an opportunity to prepare for construction industry jobs. Early identification of jobs on projects that pay wages that permit economic self-sufficiency, and in particular those that pay a Prevailing Wage, allows the City sufficient time and information to prioritize, allocate, and if necessary, redirect its training resources to programs to maximize those opportunities.