

COMPARISON OF LWO ADMINISTRATION AND COMPLIANCE PROGRAMS

	Proposed San Diego - November 2003 Draft	Proposed San Diego - March 2004 Draft	Proposed San Diego - October 2004 Draft	Oakland	San Francisco	San Jose	Los Angeles
Year Enacted	N/A	N/A	N/A	Mar-98	Aug-00	Nov-98	May-97
Wage Rate	\$11.95 per hour	\$9.00 per hour in FY05 \$10.00 per hour in FY06	\$10.00 per hour in FY06	\$9.58 per hour	\$10.51 per hour	\$10.31 per hour	\$8.53 per hour
Health Benefits	\$2.53 per hour	\$2.00 per hour	\$2.00 per hour	\$1.44 per hour	\$1.50 per hour	\$1.25 per hour	\$1.25 per hour
Adjusted	Annually, effective April 1	Annually, effective April 1	Annually, effective April 1	Annually, effective July 1	Annually, effective January 1	Annually, effective July 1	Annually, effective July 1
Coverage	Service contracts Financial assistance recipients Employers at City Facilities City employees	Service contracts Financial assistance recipients Employers at City Facilities	Service contracts Financial assistance recipients Employers at City Facilities	Service contracts Financial assistance recipients Leases on city property	Service contracts Financial assistance recipients Airport leases & subleases Port assisted business	Service contracts Financial assistance recipients Case-by-case determined by Council	Service contracts Financial assistance recipients Leases or licenses on city property
Thresholds	Contracts > \$25K & > 30 days \$50K or > during term of financial assistance	Contracts > \$25K & > 30 days \$500K or > during term of financial assistance	Contracts > \$25K & > 30 days \$500K or > during term of financial assistance	Contracts > \$25K \$100K/year financial assistance & > 5 employees	For-profit contracts > \$25K Non-profit contracts > \$50K	Contracts > \$20K For-profits > \$100K financial assistance Non-profits > \$100K/year financial assistance	\$25K & > 3 months \$1M/year financial assistance \$100K of financial assistance on continuing annual basis
Major Exemptions	Employs < 5 in each of 20 or more weeks in year Contracts for purchase or lease of goods, products, equipment, supplies or other property Leases on City-owned land Non-profit providers of essential social services, where hardship demonstrated Interns working < 15 hours per week & receiving academic credit	Employs < 5 in each of 20 or more weeks in year Contracts for purchase or lease of goods, products, equipment, supplies or other property Leases on City-owned land Social Service Contractors, where hardship demonstrated Interns working < 15 hours per week & receiving academic credit	Employs < 12 in each of 20 or more weeks in year Contracts for purchase or lease of goods, products, equipment, supplies or other property Non-profit 501(c)(3) if CEO hourly wage < 8x hourly wage of lowest paid worker (except child care services) Employees working < 20 hours per month, or receiving academic credit, or participating in job training/education programs for provision of basic job skills/education	Employs < 5 in each of 20 or more weeks in year Employee who is trainee in a job training program Employee who is < 21, employed by nonprofit corporation for after-school, summer employment or as trainee	Employs 20 or fewer employees If Federal or State regulations preclude applicability If request submitted by contractor with adequate supporting documentation	Programs where city shares management authority If Federal or State regulations preclude applicability Programs with special decision making, i.e. Retirement Board & Deferred Compensation Board Professional services for specialized skills	Employs < 5 employees; or if Small Business employs < 7 If Federal or State regulations preclude applicability First-time recipients of financial assistance Non-profit 501(c)(3) if CEO hourly wage < 8x hourly wage of lowest paid worker Employees who expend < half of their time on city project

COMPARISON OF LWO ADMINISTRATION AND COMPLIANCE PROGRAMS

	Proposed San Diego - November 2003 Draft	Proposed San Diego - March 2004 Draft	Proposed San Diego - October 2004 Draft	Oakland	San Francisco	San Jose	Los Angeles
							One-person contractors; or employees requiring occupational licenses
Waiver	Non-profit social service agencies may submit written request to CCO prior to award or agreement showing severe economic hardship or substantial negative impact on services	Non-profit social service agencies may submit written request to CCO prior to award or agreement showing severe economic hardship or substantial negative impact on services	None	Detailed, written explanations submitted to City Manager who may recommend a waiver for economic hardship to be determined by City Council	Office of Contract Administration will determine waiver request on receipt of request & documentation	Determined by Director of Equality Assurance when hardship to small business can be established	City Administrative Officer receives formal request for each bid or agreement
Policies	Renewed annually	Renewed annually		Waivers are disfavored & will be granted only when balance of competing interests weighs clearly in favor	N/A	N/A	Must demonstrate hardship or potential adverse impact
Advisory Board	16-member board appointed by Mayor	16-member board appointed by Mayor	Advisory Board appointed by City Manager	None	None	None	Initial task force disbanded after implementation
Complaint Process	Respond to written & verbal complaints	Respond to written & verbal complaints	Respond to written & verbal complaints	Respond to written & verbal complaints	Respond to written & verbal complaints Conduct audits when probable cause exists	Respond to written & verbal complaints Perform proactive site interviews	Respond to written & verbal complaints
Organizational Placement	Office of the City Manager, Equal Opportunity Contracting	Office of the City Manager, Equal Opportunity Contracting	Office of the City Manager, Equal Opportunity Contracting	Office of City Manager Division of Contract Compliance & Employment Services	Office of Contract Administration, Living Wage/Living Health	Public Works Department, Office of Equality Assurance	Office of City Administrative Officer, Contractor Enforcement Section
Other Section Duties	Certified Labor Compliance Program Equal Opportunity Contracting Program Subcontracting Outreach Program	Certified Labor Compliance Program Equal Opportunity Contracting Program Subcontracting Outreach Program	Certified Labor Compliance Program Equal Opportunity Contracting Program Subcontracting Outreach Program	Prevailing Wages Equal Benefits Ordinance Local Small Business Local Employment Program	Minimum Compensation Ordinance	Prevailing Wages	Service Worker Ordinance Contractor Evaluation & Responsibilities Equal Benefits Ordinance Slavery Business Disclosure
LWO Staff	5 FTE requested	5 FTE requested	5 FTE requested	4-6 FTE	5 FTE	4 FTE	4 – 11 FTE