

DETROIT RESIDENT HIRING INITIATIVE

INVEST IN DETROIT PROCUREMENT AMENDMENTS

Overview:

Requirements and compliance will be organized in three tiers:

- 51% Detroit Resident Workforce Requirement
- 30% Detroit Resident Workforce Requirement- Construction
- 30% Detroit Resident Workforce Requirement-Professional Services

Requirements will be triggered by contract time frame and threshold:

- \$100,000 and at least one year
 - Enrollment into the Detroit Resident Hiring Initiative
- Less than \$100,000 and less than one year
 - Hiring Plan Requirement

51% Detroit Resident Workforce Requirement

All contracts falling within the 51% Detroit Resident Workforce category that fall within the threshold must maintain a 51% Detroit resident workforce during the term of the contract. If a contractor falls below the below the workforce requirements and has at least a year left on the contract or if the contractor does not have a 51% Detroit resident workforce at the time of receiving a notice to proceed:

1 year contracts

- Attend 3 outreaches within the first three months of the contract
- Submit recruitment report after each outreach

Fine evaluation - at the end of the term of the contract

- Failure to submit any of the 3 required reports
- Failure to attend the required number of outreaches
- Failure to hire Detroit applicants that (1) have a ged/high school diploma (2) pass a drug test in order to meet the 51% workforce target. *If enough applicants are not received to reach the 51% Detroit resident workforce requirements, all applicants that meet the above standards must be hired*

Contracts over one year

- Attend 4 outreaches within the first year of the contract
- Submit recruitment report after each outreach

Fine evaluation - after the first year of the contract

- Failure to submit any of the 4 required reports
- Failure to attend the required number of outreaches
- Failure to hire Detroit applicants that (1) have a ged/high school (2) pass a drug test in order to meet the 51% workforce target. *If enough applicants are not received to reach the 51% Detroit resident workforce requirements, all applicants that meet the above standards must be hired.*

After the first year evaluation, contractors that have obtained a 51% Detroit resident workforce, must maintain a 51% Detroit workforce during the term of the contract or a fine determined by CRIO will be assessed annually. If a contractor falls below the 51% workforce target during the term of the contract, the contractor has 30 days to meet the 51% workforce target. This can be achieved by:

1. Attending city outreaches
2. Independent hiring measures

Contractors are exempt from fines if the following occurs:

1. Hired Detroiters move out the city which results in a drop in Detroit resident workforce percentages
2. Detroit applicants withdraw their interest in employment

Verification:

1. *Residency*
 - a. Various forms of identification
2. *Qualifications:*
 - a. Resumes of interviews applicants and submitted applications
 - b. Current or previous Job postings
 - c. Current Job descriptions

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30% Detroit Resident Workforce Requirement- Construction

All contracts falling within the 30% Detroit Resident Workforce Construction category that fall within the threshold must maintain a 30% Detroit resident workforce during the term of the contract. If a contractor falls below the below the workforce requirements and has at least a year left on the contract or if the contractor does not have a 30% Detroit resident workforce at the time of receiving a notice to proceed:

1 year contracts

- Attend 3 outreaches within the first three months of the contract
- Submit recruitment report after each outreach

Fine evaluation - at the end of the term of the contract

- Failure to submit any of the 3 required reports
- Failure to attend the required number of outreaches
- Failure to hire Detroit applicants that (1) have the certifications, training and required skills required to perform the service and if a contractor has Department of Labor Approved Apprenticeship Program, failure to hire all applicants that meet have passed the basic skills test to qualify as an apprentice. 2) pass a drug test in order to meet the 30% workforce target. *If enough applicants are not received to reach the 30% Detroit resident workforce requirements, all applicants that meet the above standards must be hired*

Contracts over one year

- Attend 4 outreaches within the first year of the contract
- Submit recruitment report after each outreach

Fine evaluation - after the first year of the contract

- Failure to submit any of the 4 required reports
- Failure to attend the required number of outreaches
- Failure to hire Detroit applicants that (1) have the certifications, training and required skills required to perform the service and if a contractor has Department of Labor Approved Apprenticeship Program, failure to hire all applicants that meet have passed the basic skills test to qualify as an apprentice. 2) pass a drug test n order to meet the 30% workforce target. *If enough applicants are not received to reach the 30% Detroit resident workforce requirements, all applicants that meet the above standards must be hired.*

After the first year evaluation, contractors that have obtained a 30% Detroit resident workforce, must maintain a 30% Detroit workforce during the term of the contract or a fine determined by CRIO will be assessed annually. If a contractor falls below the 30% workforce target during the term of the contract, the contractor has 30 days to meet the 30% workforce target. This can be achieved by:

1. Attending city outreaches
2. Independent hiring measures

Contractors are exempt from fines if the following occurs:

1. Hired Detroiters move out the city which results in a drop in Detroit resident workforce percentages
2. Detroit applicants withdraw their interest in employment
3. Accepted at least 5 apprentices or partnered with an organization that has accepted at least 5 apprenticeships across the various trades and skills required throughout the term of the contract.
4. Lack of availability of Detroit Workforce or interest.
 - a. How do you monitor?
 - i. How many Detroit residents are not working?

Verification:

1. *Residency*
 - a. Various forms of identification
2. *Qualifications:*
 - a. Resumes of interviews applicants and submitted applications
 - b. Current or previous Job postings
 - c. Current Job descriptions

30% Detroit Resident Workforce Requirement- Professional Services

All contracts falling within the 30% Detroit Resident Workforce Professional Services category that fall within the threshold must maintain a 30% Detroit resident workforce during the term of the contract. If a contractor falls below the below the workforce requirements and has at least a year left on the contract or if the contractor does not have a 30% Detroit resident workforce at the time of receiving a notice to proceed:

1 year contracts

- Attend 3 outreaches within the first three months of the contract
- Submit recruitment report after each outreach

Fine evaluation - at the end of the term of the contract

- Failure to submit any of the 3 required reports
- Failure to attend the required number of outreaches
- Failure to hire Detroit applicants that **(1) have the certifications, training, education and required skills required to perform the service as listed in the jobs description or current/previous job posting 2) pass a drug test** in order to meet the 30% workforce target. *If enough applicants are not received to reach the 30% Detroit resident workforce requirements, all applicants that meet the above standards must be hired*

Contracts over one year

- Attend 4 outreaches within the first year of the contract
- Submit recruitment report after each outreach

Fine evaluation - after the first year of the contract

- Failure to submit any of the 4 required reports
- Failure to attend the required number of outreaches
- Failure to hire Detroit applicants that **(1) have the certifications, training, education and required skills required to perform the service as listed in the job description and/or current or previous job posting 2) pass a drug test** in order to meet the 30% workforce target. *If enough applicants are not received to reach the 30% Detroit resident workforce requirements, all applicants that meet the above standards must be hired.*

After the first year evaluation, contractors that have obtained a 30% Detroit resident workforce, must maintain a 30% Detroit workforce during the term of the contract or a fine determined by CRIO will be assessed annually. If a contractor falls below the 30% workforce target during the term of the contract, the contractor has 30 days to meet the 30% workforce target. This can be achieved by:

1. Attending city outreaches
2. Independent hiring measures

Contractors are exempt from fines if the following occurs:

1. Hired Detroiters move out the city which results in a drop in Detroit resident workforce percentages
2. Detroit applicants withdraw their interest in employment
3. Created and maintained a mentorship and internship program for Detroit residents

Verification:

1. *Residency*
 - a. Various forms of identification
2. *Qualifications:*
 - a. Resumes of interviews applicants and submitted applications
 - b. Current or previous Job postings
 - c. Current Job descriptions

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Hiring Plan

All contracts falling within the various workforce categories that fall below the threshold must sign a hiring plan consisting of the following measures at the time of receiving a notice to proceed:

1. Use City employment agency as the company's priority staffing partner for all openings in Detroit for the term of the contract
2. Develop and implement a Detroit at Work Staffing Plan in partnership with the company's city employment staffing consultant
3. Post all Detroit job openings through Detroit at Work.com and pursuant to the notification requirements defined in the Community Outreach Ordinance for a City Wide proposal
4. BantheBox: Commitment to removing the felony and/or misdemeanor question from the employment application, and agrees to using a background-friendly approach to hiring new employees in Detroit;
5. Modify pre-employment screening and testing so that an applicant who tests positive for a legalized substance in the State of Michigan is not disqualified from the hiring process, to the extent permissible under applicable laws, regulations, and other legal requirements.
6. Commit to an agreed-upon priority hiring window for all new positions in Detroit-at the inception of the agreement, and give priority to Detroiters for all positions that must be backfilled (following attrition) in Detroit for the term of the contract
7. Commit to attending a New Employer Introduction meeting for Grow Detroit's Young Talent (GDVT), Detroit's summer youth employment program, in the first 90 days following approval
8. Actively recruit for employment from colleges located in the City of Detroit
9. Maintain partnership with the Detroit Public School Community District

Contractors subject to the hiring plan requirement will be evaluated each time they are awarded a contract. Upon award of a subsequent contract, if the contractor's Detroit resident workforce still falls beneath the required workforce target, evaluation of the contractor's compliance with the hiring plan will be conducted by CRIO prior to receiving a notice to proceed. If the contractor failed to comply with the terms of the hiring plan, a fine will be assessed. If the contractor complies with the terms of the hiring plan and still falls beneath the required workforce target, the contract must sign the standard hiring plan prior to receiving a notice to proceed.

Workforce Targets by Service

Services Required to Obtain a 51% Workforce

- 1. Grounds Maintenance**
 - a. Mowing, Edging, Planting
 - b. Tree and Shrub Removal Services
 - c. Weed/Bush Control Services
 - d. Tree Farm Operation and Management Services
 - e. Shrubbery, Flowering
 - f. Weed and Vegetation Control
 - g. Leaf, Bush, Tree Limb Collection
 - h. Snow and Ice Removal Services
 - i. Landscaping Consulting
- 2. Janitorial/Custodial Services**
 - a. Janitorial/Custodial Services
 - b. Cleaning Services, Steam and Pressure
 - c. Garbage/Trash Removal and Disposal
- 3. Guard Services**
 - a. Security Guards
 - b. Guard and Security Services (Including Traffic Con)
- 4. Moving Relocation Services**
- 5. Clothing/Uniforms**

Services Required to Obtain a 30% Workforce - Construction

1. Building Management Services
2. Installation Services (Not Otherwise Classified)
3. Heating, Air Conditioning, Ventilation Maintenance
4. Insulation and Asbestos Installation, Maintenance, Repair
5. Property Management Services
6. Real Estate Property Management
7. Plumbing Maintenance and Repair (Incl. Toilets, etc)
8. HVAC Systems Maintenance and Repair, Power Plan
9. Heating, Ventilating and Air Conditioning (HVAC)
10. Roofing
11. Building Management Services
12. Electrical
13. Painting, Maintenance, and Repair Services
14. Elevator Installation, Maintenance and Repair
15. Buildings, Structures and Components Consulting
16. Air Conditioners and Parts
17. Cooling System: Radiators, Complete and Cores
18. Pest Control (Including Termite Inspection)
19. Roofing, Gutters, and Downspouts Maintenance and Repair
20. Escalators and Elevators
21. Emergency Back-up Services and Facilities for Data
22. Boiler Maintenance/Repair, Steam, Including Testing services
23. Plumbing
24. Cleaning Services, Steam and Pressure
25. Exhaust System Maintenance and Repair
26. Pest Control (Other than Buildings)

27. Graffiti Removal Services
28. Boiler
29. Plumbing Equipment and Fixtures, Maintenance, and Repair
30. Electricians
31. Painting
32. Air Conditions/Heating Service Personnel
33. Sidewalk Repair
34. Street Repair
35. Demolition
36. Various Water Department Contracts

Services Required to Obtain a 30% Workforce - Professional Services

- 1. Legal**
 - a. Legal Consulting
- 2. Health**
 - a. Professional Medical Services (Including Physician)
 - b. Medical Services (Non-Physician)
 - c. Medical Consulting
- 3. Financial**
 - a. Accounting/Auditing/Budget Consulting
 - b. Appraisals Consulting
 - c. Feasibility Studies (Consulting)
 - d. Finance/Economics Consulting
 - e. Insurance Consulting
- 4. Technology**
 - a. Computer Software Consulting
 - b. Computer Hardware Consulting
- 5. Engineering**
 - a. Engineering Consulting
 - b. Traffic Consulting
- 6. Construction**
 - a. Landscaping Consulting
 - b. Urban Planning Consulting
 - c. Architectural Consulting
 - d. Buildings, Structures, Components Consulting
 - e. Community Development Consulting
 - f. Real Estate/Land Consulting
 - g. Housing Consulting
 - h. Environmental Consulting
 - i. Asbestos Consulting
 - j. Archeological Consulting
 - k. Quality Assurance/Control Consulting Services
 - l. Agricultural Consulting
- 7. General**
 - a. Business Consulting, Small
 - b. Analytical Studies and Survey (Consulting)
 - c. Communications; Public Relations Consulting
 - d. Advertising Consulting
 - e. Organizational Development Consulting
 - f. Marketing Consulting
 - g. Public Art Consulting
- 8. Human Resources**

- a. Employee Benefits Consulting
- b. Human Services Consulting
- c. Human Relations Consulting
- d. Support Services

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