



Responsible Employer Ordinance Monitoring Committee

36 Court Street

Springfield, MA 01108

<http://www.springfieldcityhall.com>

Regular Meeting

~ Minutes ~

Maureen Vear

Tuesday, March 20, 2018

2:00 PM

City Hall -- Room 310

I. Call to Order

2:00 PM. Meeting called to order on March 20, 2018 at City Hall-Room 310- 36 Court Street Springfield, MA.

Attendee Name	Title	Status	Arrived
Melvin A. Edwards	Chairperson	Present	
Timothy C. Allen	Ward 7 Councilor	Present	
Lindsay B. Hackett	Management Analyst	Present	
Fiore Grassetti		Absent	
Patrick Sullivan		Absent	

II. Public Portion

1. Accept minutes of the December 19, 2017 meeting

VOTED: To accept the minutes of the December 19, 2017 meeting.

Motion carried by voting in favor Members Mr. Allen and Mrs. Hackett.

2. Introduction of the new Compliance Officer

The Committee welcomed new Compliance Project Manager Mr. Patrice Swan

III. Public Speak Out - 10 Minutes

Jason Garand from Carpenter Union #336 felt the REO is going in the right direction. Changes are positive and welcomed.

IV. Request for Waiver: Adams Plumbing for GENDER (Pipefitter) & RESIDENCY (Pipefitter & Sheet Metal) at the Culinary & Nutrition Center

The Committee heard a Request for Waiver from Adams Plumbing for a waiver of the Gender & Residency requirement on the CULINARY & NUTRITION CENTER Project.

It was moved by Mr. Edwards second by Mr. Allen & Mrs. Hackett.

VOTED: To grant the request for waiver of the Gender & Residency requirement on the Culinary & Nutrition Center Project.

V. Discussion of REO Policies

1. Continued discussion of the results of the (REO) Disparity Study

On Thursday March 22, 2018 @ 5:00 PM a presentation to the Committee of the Whole of the City Council. TJ Plante, CAFO and Theo Theocles, Deputy Procurement Officer will explain how the REO is changing its approach on projects to maximize the committees time and resources while ensuring the goals of the REO are better served. The information will be presented, followed by a public speak-out and question and answer period. Union representation will have time to speak out as well. A 20 minute presentation from UMASS Boston will be presented.

Plan a second meeting with the City Council for further discussion of the study and public speak out.

2. Discussion of the planned introduction of the (REO) Disparity Study to the Committee of the whole of the City Council

The Committee heard from TJ Plante regarding the SEVEN (7) core changes to the ordinance:

- 1.) Point of Contact per Project:** The General Contractor be held responsible and report to the REO directly and singularly, thereby removing the need to have multiple sub - contractors report to the committee This would be a dramatic shift in business and would help establish a report with GC's.
- 2.) Dollar Threshold:** Currently at \$250,000. Should this be adjusted to 1,000,000? This change would focus the committee's attention on the larger, big name projects rather than the smaller jobs that are completed in a small amount of time or for basic maintenance projects.
- 3.) Waivers:** To grant waivers or not grant waivers, maintain a file from the beginning of the project and have quarterly compliance updates. "Good Faith Effort" must be defined and followed. The removal of the mechanism for waivers from the ordinance itself. Rather than grant waives, the REO would, working with procurement and Compliance, establish a compliance file, which would be a fluid recitation of the efforts of the GC and their team to reach the goals of the REO. This would be different than the pass/fail bright line rules now and would force the issue more than waivers.
- 4.) Inclusion of Horizontal Construction within the ordinance:** This change would specifically include 3039M projects (parks, paving, etc) into the ordinance whereas right now it only focuses on "building" (149) projects.
- 5.) Role of the REO:** Prevailing Wage, Demographics, etc. Does the REO want to meet at start, 25, 50, 75 and 99%'s? The structure of the REO meetings and what business will be conducted therein needs to be discussed and decided within the purview of the new compliance department's job.
- 6.) Manipulation of Data:** Does the committee was to reduce the thresholds for compliance for minority, etc. to be in line with the disparity levels of the study. The question here is that the City is asking for more than the level disparity revealed by the study.
- 7.) Impose Sanctions:** "Letter of No Good Faith Effort" Have a repercussion rating with government contracts. This would result in the contractor to be "irresponsible", legal

standard for non-awarding a contract to a low bidder in construction procurement. This is a much cleaner option imposing fines.