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**BALTIMORE CITY COUNCIL
EDUCATION, WORKFORCE, AND YOUTH
COMMITTEE**

Mission Statement

The Committee on Education, Workforce and Youth (EWY) is responsible for creating opportunities for our young people, ensuring economic opportunity and prosperity for Baltimore's workforce, and supporting our most vulnerable neighbors. The committee's areas of jurisdiction include public education, labor relations, workforce development, employment, public parks, recreation, and youth affairs. Issue areas include, but are not limited to: education, including adult education, higher education, workforce development, labor, senior affairs, veterans, childcare, accessibility and disability issues, recreation and parks, and historical landmarks.

**The Honorable Robert Stokes, Sr.
Chairman**

PUBLIC HEARING

**THURSDAY, JUNE 24, 2021
10:00 AM**

VIRTUAL WEBEX MEETING

Council Bill 21-0039

Local Hiring – Employment Plan

WORK SESSION

CITY COUNCIL COMMITTEES

ECONOMIC AND COMMUNITY DEVELOPMENT (ECD)

Sharon Green Middleton, Chair
John Bullock – Vice Chair
Mark Conway
Ryan Dorsey
Antonio Glover
Odette Ramos
Robert Stokes
Staff: Jennifer Coates

WAYS AND MEANS (W&M)

Eric Costello, Chair
Kristerfer Burnett
Ryan Dorsey
Danielle McCray
Sharon Green Middleton
Isaac “Yitzy” Schleifer
Robert Stokes
Staff: Marguerite Currin

PUBLIC SAFETY AND GOVERNMENT OPERATIONS (SGO)

Mark Conway – Chair
Kristerfer Burnett
Zeke Cohen
Erick Costello
Antonio Glover
Phylicia Porter
Odette Ramos
Staff: Samuel Johnson

EDUCATION, WORKFORCE, AND YOUTH (EWY)

Robert Stokes – Chair
John Bullock
Zeke Cohen
Antonio Glover
Sharon Green Middleton
Phylicia Porter
James Torrence
Staff: Marguerite Currin

HEALTH, ENVIRONMENT, AND TECHNOLOGY (HET)

Danielle McCray – Chair
John Bullock
Mark Conway
Ryan Dorsey
Phylicia Porter
James Torrence
Isaac “Yitzy” Schleifer
Staff: Matthew Peters

RULES AND LEGISLATIVE OVERSIGHT (OVERSIGHT)

Isaac “Yitzy” Schleifer, Chair
Kristerfer Burnett
Mark Conway
Eric Costello
Sharon Green Middleton
Odette Ramos
James Torrence
Staff: Richard Krummerich



WORK SESSION

Committee: Education, Workforce and Youth

Bill: 21-0039

Local Hiring – Employment Plan

Sponsor: Councilmember Stokes, et al

Introduced: February 8, 2021

Purpose:

For the purpose of requiring certain contractors to create and submit to the Director of the Department of Finance initial employment plans to bid on government-assisted construction projects or contracts that receive government assistance totaling \$5 million or more; requiring the Director of the Department of Finance to score the bids using the Director’s evaluation of the employment plan as 10% of a bidder’s score; requiring the winning bidder to submit a revised employment plan to the Director of the Department of Finance with certain criteria; and conforming related provisions.

Effective: On the 30th day after the date it is enacted.

Agency Reports

| | |
|--|---------------------|
| Law Department | Favorable/Amend |
| Mayor’s Office of Employment Development | Favorable/Amend |
| Department of Finance | Unfavorable/Opposes |

Analysis

Current Law

I. Baltimore City Code – Article 5 – Finance, Property & Procurement, Subtitle 27 – Local Hiring - outlines the (local hiring) policies and/or mandates for any person who has a contract for more \$300,000 with Baltimore City or who will benefit from more than \$5 million in assistance for a City-subsidized project.

Background

The committee held a hearing on April 15, 2021 and a work session on May 6, 2021. Following are notes from the work session.

Major Speakers during the work session

- Nikki Thompson, Council President's Office
- Elena DiPietro, Law Department
- Jason Perkins-Cohen, Mayor's Office of Employment Development

Major Issues Discussed

1. Two major speakers discussed proposed amendments and committee members asked them to clarify and/or talk more about some of the amendments. The representative from the Mayor's Office of Employment Development stated that his Office is very supportive of local hiring and that the legislation will make the process more open to city residents. He also thanked the other agency representatives for putting the amendments together.
2. The committee members voted on the proposed amendments; seven (7) yeas; proposed amendments passed **with one revision**; to change the last amendment to #4 instead of #3. *A copy of the amendments as revised is attached.*
3. Per the Law Department it is a possibility that additional amendments may be needed. Therefore, the work session was called to recess.
4. On June 24, 2021 the work session will reconvene.

Additional Information

Fiscal Note: None

Information Source(s): Hearing notes from the May 6, 2021 work session.

Marguerite M. Currin

Analysis by: Marguerite M. Currin
Analysis Date: June 21, 2021

Direct Inquiries to: (443) 984-3485

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Amendments

were voted on

and

recommended favorably

by committee members

on May 6, 2021

Seven (7) - Yeas

SEE ATTACHED

AMENDMENTS TO COUNCIL BILL 21-0039
(1" Reader Copy)

By: President Mosby
{To be offered to the Education, Workforce, and Youth Committee}

Amendment No. 1 *{replacing "Director of the Department of Finance" with "MOED"}*

On page 1, in line 3, strike "the Director of the" and substitute "MOED"; and, on that same page, in line 4, strike "Department of Finance"; and, on that same page, in lines 6 and 8, in each instance, strike "the Director of the Department of Finance" and substitute "MOED"; and, on that same page, in line 6, strike "the Director's" and substitute "MOED's"; and, on page 2, strike lines 5 through 7 in their entireties; and, on that same page, in line 8, strike "(3)" and substitute "(2)"; and, on that same page, in line 11, strike "(4)" and substitute "(3)"; and, on that same page, in line 14, strike "(5)" and substitute "(4)"; and, on that same page, in line 25, strike "THE DIRECTOR" and substitute "MOED"; and, on page 3, in lines 10, 33, and 37, in each instance, strike "THE DIRECTOR" and substitute "MOED"; and, on page 4, in line 31, strike "THE DIRECTOR" and substitute "MOED".

Amendment No. 2 *{rewording for general clarity and to reference other requirements of article 5}*

On page 2, strike lines 18 through 23 in their entireties and substitute:

- " (1) A BIDDER RESPONDING TO A SOLICITATION THAT QUALIFIES THEM AS A "BENEFICIARY" UNDER § 25-1(B) OF THIS ARTICLE MUST INCLUDE IN THEIR BID OR PROPOSAL AN INITIAL EMPLOYMENT PLAN OUTLINING THE BIDDER'S STRATEGY TO:
- (i) COMPLY WITH THE LOCAL HIRING REQUIREMENTS OF THIS SUBTITLE; AND
 - (ii) HIRE ECONOMICALLY DISADVANTAGED, SOCIALLY DISADVANTAGED, OR ECONOMICALLY AND SOCIALLY DISADVANTAGED INDIVIDUALS."

Amendment No. 3 {refining what information contractors need to provide to describe health and retirement benefits of employees; emphasizing that contractors need to detail their compliance with all contract requirements under article 5}

On page 2, strike beginning with “WORKED” in line 30 down through and including “CONTRACTS” in line 31 and substitute “WHO WILL BE EMPLOYED ON THE PROJECT”; and, on page 3, in line 7, strike the period and substitute a semi-colon; and, on that same page, after line 7, insert:

- “ (IV) A DESCRIPTION OF PAST COMPLIANCE WITH ALL CONTRACT REQUIREMENTS DETAILED IN THIS ARTICLE, INCLUDING WHETHER THE BIDDER HAS FILED ALL INFORMATION REQUIRED BY REPORTING REQUIREMENTS FOR RECENT CONTRACTS ON TIME;
- (V) A STRATEGY, DEVELOPED IN CONJUNCTION WITH MOED STAFF, TO ENSURE THAT CITY RESIDENTS WHO WORK ON THE PROJECT OR CONTRACT RECEIVE ONGOING EMPLOYMENT AND TRAINING OPPORTUNITIES AFTER THEY COMPLETE WORK ON THE JOB FOR WHICH THEY WERE INITIALLY HIRED AND A REVIEW OF PAST PRACTICES IN CONTINUING TO EMPLOY CITY RESIDENTS FROM ONE PROJECT OR CONTRACT TO THE NEXT; AND
- (VI) A STRATEGY, DEVELOPED IN CONJUNCTION WITH MOED STAFF, TO HIRE GRADUATES OF THE BALTIMORE CITY PUBLIC SCHOOL SYSTEM, BALTIMORE CITY PUBLIC CHARTER SCHOOLS, COMMUNITY-BASED JOB TRAINING PROVIDERS, AND HARD-TO-EMPLOY RESIDENTS.”

Amendment No. 3 {providing a specific deadline for the revised employment plan; moving certain requirements from the revised employment plan to required monthly reports; emphasizing that the bidder must comply with all requirements of the subtitle; and separating out a requirement for clarity}

On page 3, in line 11, after “CONTRACT”, insert “AND WITHIN 2 WEEKS OF RECEIVING A NOTICE TO PROCEED FROM THE AWARDING AGENCY”; and, on that same page, strike lines through 12 through 37 in their entirety; and, on page 4, in line 1, strike “(7)” and substitute “(1)”; and, on that same page, in line 3, strike “(8)” and substitute “(2)”; and, on that same page, in line 5, strike “(9)” and substitute “(3)”; and, on that same page, strike lines 12 through 14 in their entirety; and, on that same page, in line 15, strike “(11)” and substitute “(4)”; and, on that same page, in line 18, strike “(12)” and substitute “(5)”; and, on that same page, in line 20, strike “(13)” and substitute “(6)”; and, on that same page, in that same line, strike “A STRATEGY TO ENSURE THAT” and substitute “THE MINUTES OF AT LEAST 1 MEETING THE BIDDER HAD WITH MOED STAFF DURING WHICH MOED STAFF AND THE BIDDER WORKED TOGETHER TO ENSURE THAT”; and, on that same page, in line 22, strike “AND A”; and, on that

same page, in line 23, before "REVIEW", insert "(7) A"; and, on that same page, in that same line, strike "IN CONTINUING TO EMPLOY" and substitute "REGARDING THE BIDDER'S EMPLOYMENT OF"; and, on that same page, in line 25, strike "(14)" and substitute "(8)"; and, on that same page, in that same line, strike "A STRATEGY TO HIRE" and substitute "THE MINUTES OF AT LEAST 1 MEETING THE BIDDER HAD WITH MOED STAFF DURING WHICH MOED STAFF AND THE BIDDER WORKED TOGETHER TO ENSURE THAT THE BIDDER HIRES"; and, on that same page, strike lines 28 through 29 in their entireties; and, on that same page, after line 29, insert:

" (D) ONGOING REPORTS.

THROUGHOUT THE COURSE OF THE PROJECT, THE BIDDER MUST PROVIDE THE FOLLOWING INFORMATION TO MOED ON A MONTHLY BASIS:

- (1) THE TOTAL NUMBER OF HOURS WORKED ON THE PROJECT OR CONTRACT BY TRADE;
- (2) THE TOTAL NUMBER OF HOURS OF WORK BY JOURNEYMEN, BY TRADE, WORKED OVER THE COURSE OF THE PROJECT OR CONTRACT AND THE TOTAL NUMBER OF HOURS OF WORK BY JOURNEYMEN, BY TRADE, WORKED BY CITY RESIDENTS;
- (3) THE TOTAL NUMBER OF HOURS BY APPRENTICES, BY TRADE, WORKED OVER THE COURSE OF THE PROJECT OR CONTRACT AND THE TOTAL NUMBER OF HOURS BY APPRENTICES, BY TRADE, WORKED BY CITY RESIDENTS;
- (4) THE TOTAL NUMBER OF HOURS BY SKILLED LABORERS, BY TRADE, WORKED OVER THE COURSE OF THE PROJECT OR CONTRACT AND THE TOTAL NUMBER OF HOURS BY SKILLED LABORERS, BY TRADE, WORKED BY CITY RESIDENTS;
- (5) THE TOTAL NUMBER OF HOURS BY NON-SKILLED LABORERS WORKED OVER THE COURSE OF THE PROJECT OR CONTRACT AND THE TOTAL NUMBER OF HOURS OF NON-SKILLED LABORERS WORKED BY CITY RESIDENTS;
- (6) THE TOTAL NUMBER OF HOURS WORKED OVER THE COURSE OF THE PROJECT OR CONTRACT BY:
 - (i) EMPLOYEES WHO CONSTITUTE ECONOMICALLY DISADVANTAGED, SOCIALLY DISADVANTAGED, OR SOCIALLY AND ECONOMICALLY DISADVANTAGED INDIVIDUALS;
 - (ii) EMPLOYEES WHO MEET THE LOCAL HIRING REQUIREMENTS OF THIS SUBTITLE, WHICH INCLUDE POSTING JOB OPENINGS WITH MOED, HAVING CITY RESIDENTS COMPRISE AT LEAST 51% OF THE BIDDER'S EMPLOYEES, AND COMPLYING WITH MONTHLY REPORTING REQUIREMENTS; AND

(III) CITY RESIDENTS WHO CONSTITUTE ECONOMICALLY DISADVANTAGED,
SOCIALY DISADVANTAGED, OR SOCIALY AND ECONOMICALLY
DISADVANTAGED INDIVIDUALS.”;

and, on page 4, in line 30, strike “(D)” and substitute “(E)”; and, on that same page, in line 35, strike “(E)” and substitute “(F)”.

**CITY OF BALTIMORE
COUNCIL BILL 21-0039
(First Reader)**

Introduced by: Councilmember Stokes, President Mosby, Councilmembers Schleifer, Conway,
Costello, Glover, Middleton, Porter, Torrence, Ramos, Cohen, Bullock

Introduced and read first time: February 8, 2021

Assigned to: Education, Workforce, and Youth Committee

REFERRED TO THE FOLLOWING AGENCIES: City Solicitor, Mayor's Office of Employment
Development, Department of Finance

A BILL ENTITLED

1 AN ORDINANCE concerning

2 style="text-align:center">**Local Hiring – Employment Plan**

3 FOR the purpose of requiring certain contractors to create and submit to the Director of the
4 Department of Finance initial employment plans to bid on government-assisted construction
5 projects or contracts that receive government assistance totaling \$5 million or more; requiring
6 the Director of the Department of Finance to score the bids using the Director's evaluation of
7 the employment plan as 10% of a bidder's score; requiring the winning bidder to submit a
8 revised employment plan to the Director of the Department of Finance with certain criteria;
9 and conforming related provisions.

10 BY re-numbering current

11 Article 5 - Finance, Property, and Procurement
12 Section 27-8, 27-9, and 27-10 to 27-9, 27-10, and 27-11, respectively
13 Baltimore City Code
14 (Edition 2000)

15 BY adding

16 Article 5 - Finance, Property, and Procurement
17 Section 27-8
18 Baltimore City Code
19 (Edition 2000)

20 **SECTION 1. BE IT ORDAINED BY THE MAYOR AND CITY COUNCIL OF BALTIMORE,** That the
21 Laws of Baltimore City read as follows:

22 style="text-align:center">**Baltimore City Code**

23 style="text-align:center">**Article 5. Finance, Property, and Procurement**

24 style="text-align:center">**Subtitle 27. Local Hiring**

EXPLANATION: CAPITALS indicate matter added to existing law.
[Brackets] indicate matter deleted from existing law.

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1 **§ 27-8. EMPLOYMENT PLANS.**

2 (A) *DEFINITIONS.*

3 (1) *IN GENERAL.*

4 IN THIS SECTION, THE FOLLOWING TERMS HAVE THE MEANINGS INDICATED.

5 (2) *DIRECTOR.*

6 “DIRECTOR” MEANS THE DIRECTOR OF THE DEPARTMENT OF FINANCE OR THE
7 DIRECTOR’S DESIGNEE.

8 (3) *ECONOMICALLY DISADVANTAGED INDIVIDUAL.*

9 “ECONOMICALLY DISADVANTAGED INDIVIDUAL” HAS THE MEANING STATED IN STATE
10 FINANCE AND PROCUREMENT ARTICLE § 14-301.

11 (4) *SOCIALLY AND ECONOMICALLY DISADVANTAGED INDIVIDUAL.*

12 “SOCIALLY AND ECONOMICALLY DISADVANTAGED INDIVIDUAL” HAS THE MEANING
13 STATED IN STATE FINANCE AND PROCUREMENT ARTICLE § 14-301.

14 (5) *SOCIALLY DISADVANTAGED INDIVIDUAL.*

15 “SOCIALLY DISADVANTAGED INDIVIDUAL” HAS THE MEANING STATED IN STATE
16 FINANCE AND PROCUREMENT ARTICLE § 14-301.

17 (B) *INITIAL EMPLOYMENT PLAN.*

18 (1) BIDS AND PROPOSALS RESPONDING TO A SOLICITATION TO BE A BENEFICIARY UNDER
19 THIS SUBTITLE MUST INCLUDE AN INITIAL EMPLOYMENT PLAN OUTLINING THE
20 BIDDER’S STRATEGY TO:

21 (I) MEET THE LOCAL HIRING REQUIREMENTS OF THIS SUBTITLE; AND

22 (II) HIRE ECONOMICALLY DISADVANTAGED, SOCIALLY DISADVANTAGED, AND
23 SOCIALLY AND ECONOMICALLY DISADVANTAGED INDIVIDUALS.

24 (2) AN INITIAL EMPLOYMENT PLAN SUBMITTED UNDER THIS SECTION MUST BE EVALUATED
25 AND SCORED BY THE DIRECTOR BASED ON THE CRITERIA LISTED IN PARAGRAPH (3) OF
26 THIS SUBSECTION, AND THE EVALUATION WILL BE WORTH 10% OF THE OVERALL SCORE
27 OF THE BID OR PROPOSAL.

28 (3) AN INITIAL EMPLOYMENT PLAN MUST INCLUDE THE FOLLOWING:

29 (I) DESCRIPTIONS OF THE HEALTH AND RETIREMENT BENEFITS PROVIDED TO
30 EMPLOYEES WHO WORKED ON ANY OF THE BIDDER’S PAST 3 COMPLETED
31 PROJECTS OR CONTRACTS;

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1 (II) A DESCRIPTION OF THE BIDDER’S EFFORTS TO PROVIDE CITY RESIDENTS WITH
2 ONGOING EMPLOYMENT AND TRAINING OPPORTUNITIES AFTER THEY COMPLETE
3 WORK ON THE JOB FOR WHICH THEY WERE INITIALLY HIRED;

4 (III) A DETAILED DESCRIPTION OF THE BIDDER’S EFFORTS TO HIRE AND RETAIN AT
5 LEAST 50% OF ITS TOTAL WORKFORCE THOSE WHO CONSTITUTE
6 ECONOMICALLY DISADVANTAGED, SOCIALLY DISADVANTAGED, AND SOCIALLY
7 AND ECONOMICALLY DISADVANTAGED INDIVIDUALS.

8 (C) *REVISED EMPLOYMENT PLAN.*

9 THE WINNING BIDDER MUST SUBMIT A REVISED EMPLOYMENT PLAN THAT INCLUDES THE
10 FOLLOWING INFORMATION TO THE DIRECTOR FOR APPROVAL PRIOR TO BEGINNING WORK
11 ASSOCIATED WITH THE RELEVANT GOVERNMENT PROJECT OR CONTRACT:

12 (1) A PROJECTION OF THE TOTAL NUMBER OF HOURS TO BE WORKED ON THE PROJECT
13 OR CONTRACT BY TRADE;

14 (2) A PROJECTION OF THE TOTAL NUMBER OF HOURS OF WORK BY JOURNEYMEN, BY
15 TRADE, TO BE WORKED OVER THE COURSE OF THE PROJECT OR CONTRACT AND THE
16 TOTAL NUMBER OF HOURS OF WORK BY JOURNEYMEN, BY TRADE, TO BE WORKED
17 BY CITY RESIDENTS;

18 (3) A PROJECTION OF THE TOTAL NUMBER OF HOURS BY APPRENTICES, BY TRADE, TO
19 BE WORKED OVER THE COURSE OF THE PROJECT OR CONTRACT AND THE TOTAL
20 NUMBER OF HOURS BY APPRENTICES, BY TRADE, TO BE WORKED BY CITY
21 RESIDENTS;

22 (4) A PROJECTION OF THE TOTAL NUMBER OF HOURS BY SKILLED LABORERS, BY
23 TRADE, TO BE WORKED OVER THE COURSE OF THE PROJECT OR CONTRACT AND THE
24 TOTAL NUMBER OF HOURS BY SKILLED LABORERS, BY TRADE, TO BE WORKED BY
25 CITY RESIDENTS;

26 (5) A PROJECTION OF THE TOTAL NUMBER OF HOURS BY NON-SKILLED LABORERS TO BE
27 WORKED OVER THE COURSE OF THE PROJECT OR CONTRACT AND THE TOTAL
28 NUMBER OF HOURS OF NON-SKILLED LABORERS TO BE WORKED BY CITY
29 RESIDENTS;

30 (6) A PROJECTION OF THE TOTAL NUMBER OF HOURS TO BE WORKED OVER THE COURSE
31 OF THE PROJECT OR CONTRACT BY:

32 (I) EMPLOYEES WHO CONSTITUTE ECONOMICALLY DISADVANTAGED,
33 SOCIALLY DISADVANTAGED, AND SOCIALLY AND ECONOMICALLY
34 DISADVANTAGED INDIVIDUALS; AND

35 (II) CITY RESIDENTS WHO CONSTITUTE ECONOMICALLY DISADVANTAGED,
36 SOCIALLY DISADVANTAGED, AND SOCIALLY AND ECONOMICALLY
37 DISADVANTAGED INDIVIDUALS;

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1 (7) A TIMETABLE OUTLINING THE TOTAL HOURS WORKED BY TRADE OVER THE ENTIRE
2 PROJECT OR CONTRACT AND AN ASSOCIATED HIRING SCHEDULE;

3 (8) DESCRIPTIONS OF THE SKILL REQUIREMENTS BY JOB TITLE OR POSITION, INCLUDING
4 INDUSTRY-RECOGNIZED CERTIFICATIONS REQUIRED FOR THE DIFFERENT POSITIONS;

5 (9) A STRATEGY TO FILL THE HOURS REQUIRED TO BE WORKED BY CITY RESIDENTS
6 PURSUANT TO THIS SUBTITLE, INCLUDING INFORMING CONTRACTORS AND
7 SUBCONTRACTORS ABOUT THESE REQUIREMENTS AND CREATING OUTREACH
8 PARTNERSHIPS WITH THE UNIVERSITY OF BALTIMORE, BALTIMORE CITY
9 COMMUNITY COLLEGE, THE MAYOR'S OFFICE OF EMPLOYMENT DEVELOPMENT,
10 OR OTHER GOVERNMENT-APPROVED, COMMUNITY-BASED JOB TRAINING
11 PROVIDERS;

12 (10) A REMEDIATION STRATEGY TO RESOLVE ANY PROBLEMS ASSOCIATED WITH
13 MEETING THESE HIRING REQUIREMENTS, INCLUDING ANY PROBLEMS
14 ENCOUNTERED WITH CONTRACTORS AND SUBCONTRACTORS;

15 (11) THE DESIGNATION OF A SENIOR OFFICIAL FROM THE GENERAL CONTRACTOR WHO
16 WILL BE RESPONSIBLE FOR IMPLEMENTING THE HIRING AND REPORTING
17 REQUIREMENTS;

18 (12) DESCRIPTIONS OF THE HEALTH AND RETIREMENT BENEFITS THAT WILL BE
19 PROVIDED TO CITY RESIDENTS WORKING ON THE PROJECT OR CONTRACT;

20 (13) A STRATEGY TO ENSURE THAT CITY RESIDENTS WHO WORK ON THE PROJECT OR
21 CONTRACT RECEIVE ONGOING EMPLOYMENT AND TRAINING OPPORTUNITIES AFTER
22 THEY COMPLETE WORK ON THE JOB FOR WHICH THEY WERE INITIALLY HIRED AND A
23 REVIEW OF PAST PRACTICES IN CONTINUING TO EMPLOY CITY RESIDENTS FROM
24 ONE PROJECT OR CONTRACT TO THE NEXT;

25 (14) A STRATEGY TO HIRE GRADUATES OF THE BALTIMORE CITY PUBLIC SCHOOL
26 SYSTEM, BALTIMORE CITY PUBLIC CHARTER SCHOOLS, COMMUNITY-BASED JOB
27 TRAINING PROVIDERS, AND HARD-TO-EMPLOY RESIDENTS; AND

28 (15) THE BIDDER'S GENERAL CITY-RESIDENT HIRING PRACTICES ON PROJECTS OR
29 CONTRACTS COMPLETED WITHIN THE LAST 2 YEARS.

30 (D) *OTHER PROJECTS AND CONTRACTS.*

31 THE DIRECTOR MUST REQUIRE ANY BENEFICIARIES OF GOVERNMENT-ASSISTED PROJECTS
32 OR CONTRACTS UNDER THIS SUBTITLE THAT ARE NOT AWARDED THROUGH THE
33 CONTRACTING PROCESS TO DEVELOP AND SUBMIT TO THE DIRECTOR THE EMPLOYMENT
34 PLAN REQUIRED IN SUBSECTION (C) OF THIS SECTION.

35 (E) *APPROVAL REQUIRED FOR AMENDMENTS.*

36 ONCE APPROVED, THE EMPLOYMENT PLAN REQUIRED BY SUBSECTION (C) OF THIS SECTION
37 MAY NOT BE AMENDED EXCEPT WITH THE APPROVAL OF THE DIRECTOR.

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1 **§ 27-9 [27-8]. Required reports.**

2

3 **§ 27-10 [27-9]. Reserved.**

4

5 **§ 27-11 [27-10]. Penalties.**

6

7 **SECTION 2. AND BE IT FURTHER ORDAINED,** That the catchlines contained in this Ordinance
8 are not law and may not be considered to have been enacted as a part of this or any prior
9 Ordinance.

10 **SECTION 3. AND BE IT FURTHER ORDAINED,** That this Ordinance takes effect on the 30th day
11 after the date it is enacted.