

**OCTOBER 21, 2015 CITY COUNCIL BRIEFING AGENDA
CERTIFICATION**

This certification is given pursuant to Chapter XI, Section 9 of the City Charter for the City Council Briefing Agenda dated October 21, 2015. We hereby certify, as to those contracts, agreements, or other obligations on this Agenda authorized by the City Council for which expenditures of money by the City are required, that all of the money required for those contracts, agreements, and other obligations is in the City treasury to the credit of the fund or funds from which the money is to be drawn, as required and permitted by the City Charter, and that the money is not appropriated for any other purpose.



A.C. Gonzalez
City Manager

10.16.15

Date



Jeanne Chipperfield
Chief Financial Officer

10/16/2015

Date

RECEIVED

2015 OCT 16 PM 4: 24

CITY SECRETARY
DALLAS, TEXAS



COUNCIL BRIEFING AGENDA

October 21, 2015

Date

(For General Information and Rules of Courtesy, Please See Opposite Side.)
(La Información General Y Reglas De Cortesía Que Deben Observarse
Durante Las Asambleas Del Consejo Municipal Aparecen En El Lado Opuesto, Favor De Leerlas.)

General Information

The Dallas City Council regularly meets on Wednesdays beginning at 9:00 a.m. in the Council Chambers, 6th floor, City Hall, 1500 Marilla. Council agenda meetings are broadcast live on WRR-FM radio (101.1 FM) and on Time Warner City Cable Channel 16. Briefing meetings are held the first and third Wednesdays of each month. Council agenda (voting) meetings are held on the second and fourth Wednesdays. Anyone wishing to speak at a meeting should sign up with the City Secretary's Office by calling (214) 670-3738 by 5:00 p.m. of the last regular business day preceding the meeting. Citizens can find out the name of their representative and their voting district by calling the City Secretary's Office.

Sign interpreters are available upon request with a 48-hour advance notice by calling (214) 670-5208 V/TDD. The City of Dallas is committed to compliance with the Americans with Disabilities Act.

The Council agenda is available in alternative formats upon request.

If you have any questions about this agenda or comments or complaints about city services, call 311.

Rules of Courtesy

City Council meetings bring together citizens of many varied interests and ideas. To insure fairness and orderly meetings, the Council has adopted rules of courtesy which apply to all members of the Council, administrative staff, news media, citizens and visitors. These procedures provide:

- That no one shall delay or interrupt the proceedings, or refuse to obey the orders of the presiding officer.
- All persons should refrain from private conversation, eating, drinking and smoking while in the Council Chamber.
- Posters or placards must remain outside the Council Chamber.
- No cellular phones or audible beepers allowed in Council Chamber while City Council is in session.

"Citizens and other visitors attending City Council meetings shall observe the same rules of propriety, decorum and good conduct applicable to members of the City Council. Any person making personal, impertinent, profane or slanderous remarks or who becomes boisterous while addressing the City Council or while attending the City Council meeting shall be removed from the room if the sergeant-at-arms is so directed by the presiding officer, and the person shall be barred from further audience before the City Council during that session of the City Council. If the presiding officer fails to act, any member of the City Council may move to require enforcement of the rules, and the affirmative vote of a majority of the City Council shall require the presiding officer to act." Section 3.3(c) of the City Council Rules of Procedure.

Información General

El Ayuntamiento de la Ciudad de Dallas se reúne regularmente los miércoles en la Cámara del Ayuntamiento en el sexto piso de la Alcaldía, 1500 Marilla, a las 9 de la mañana. Las reuniones informativas se llevan a cabo el primer y tercer miércoles del mes. Estas audiencias se transmiten en vivo por la estación de radio WRR-FM 101.1 y por cablevisión en la estación *Time Warner City Cable* Canal 16. El Ayuntamiento Municipal se reúne el segundo y cuarto miércoles del mes para tratar asuntos presentados de manera oficial en la agenda para su aprobación. Toda persona que desee hablar durante la asamblea del Ayuntamiento, debe inscribirse llamando a la Secretaría Municipal al teléfono (214) 670-3738, antes de las 5:00 pm del último día hábil anterior a la reunión. Para enterarse del nombre de su representante en el Ayuntamiento Municipal y el distrito donde usted puede votar, favor de llamar a la Secretaría Municipal.

Intérpretes para personas con impedimentos auditivos están disponibles si lo solicita con 48 horas de anticipación llamando al (214) 670-5208 (aparato auditivo V/TDD). La Ciudad de Dallas está comprometida a cumplir con el decreto que protege a las personas con impedimentos, *Americans with Disabilities Act*. **La agenda del Ayuntamiento está disponible en formatos alternos si lo solicita.**

Si tiene preguntas sobre esta agenda, o si desea hacer comentarios o presentar quejas con respecto a servicios de la Ciudad, llame al 311.

Reglas de Cortesía

Las asambleas del Ayuntamiento Municipal reúnen a ciudadanos de diversos intereses e ideologías. Para asegurar la imparcialidad y el orden durante las asambleas, el Ayuntamiento ha adoptado ciertas reglas de cortesía que aplican a todos los miembros del Ayuntamiento, al personal administrativo, personal de los medios de comunicación, a los ciudadanos, y a visitantes. Estos reglamentos establecen lo siguiente:

- Ninguna persona retrasará o interrumpirá los procedimientos, o se negará a obedecer las órdenes del oficial que preside la asamblea.
- Todas las personas deben abstenerse de entablar conversaciones, comer, beber y fumar dentro de la cámara del Ayuntamiento.
- Anuncios y pancartas deben permanecer fuera de la cámara del Ayuntamiento.
- No se permite usar teléfonos celulares o enlaces electrónicos (*paggers*) audibles en la cámara del Ayuntamiento durante audiencias del Ayuntamiento Municipal.

"Los ciudadanos y visitantes presentes durante las asambleas del Ayuntamiento Municipal deben obedecer las mismas reglas de comportamiento, decoro y buena conducta que se aplican a los miembros del Ayuntamiento Municipal. Cualquier persona que haga comentarios impertinentes, utilice vocabulario obsceno o difamatorio, o que al dirigirse al Ayuntamiento lo haga en forma escandalosa, o si causa disturbio durante la asamblea del Ayuntamiento Municipal, será expulsada de la cámara si el oficial que esté presidiendo la asamblea así lo ordena. Además, se le prohibirá continuar participando en la audiencia ante el Ayuntamiento Municipal. Si el oficial que preside la asamblea no toma acción, cualquier otro miembro del Ayuntamiento Municipal puede tomar medidas para hacer cumplir las reglas establecidas, y el voto afirmativo de la mayoría del Ayuntamiento Municipal precisará al oficial que esté presidiendo la sesión a tomar acción." Según la sección 3.3(c) de las reglas de procedimientos del Ayuntamiento.

AGENDA
CITY COUNCIL BRIEFING MEETING
WEDNESDAY, OCTOBER 21, 2015
CITY HALL
1500 MARILLA
DALLAS, TEXAS 75201
9:00 A.M.

9:00 am Invocation and Pledge of Allegiance 6ES

 Special Presentations

 Open Microphone Speakers

VOTING AGENDA 6ES

1. Approval of Minutes of the October 7, 2015 City Council Meeting
2. Consideration of appointments to boards and commissions and the evaluation and duties of board and commission members (List of nominees is available in the City Secretary's Office)

ITEM FOR INDIVIDUAL CONSIDERATION

Mayor and City Council

3. A resolution declaring that freedom from domestic and family violence is a fundamental human right - Financing: This action has no cost consideration to the City

BRIEFINGS 6ES

- A. Planning and Urban Design Program 2015-16
- B. Wage Floor: Service Contract Evaluation Criteria Revisions

Lunch

- C. Dallas/Fort Worth International Board Nomination/Appointment Process

AGENDA
CITY COUNCIL BRIEFING MEETING
WEDNESDAY, OCTOBER 21, 2015

Closed Session 6ES
Attorney Briefings (Sec. 551.071 T.O.M.A.)
- City of Dallas v. Matthew Millard, et al., Cause No. CC-14-01188-B.

Open Microphone Speakers 6ES

The above schedule represents an estimate of the order for the indicated briefings and is subject to change at any time. Current agenda information may be obtained by calling (214) 670-3100 during working hours.

Note: An expression of preference or a preliminary vote may be taken by the Council on any of the briefing items.

A closed executive session may be held if the discussion of any of the above agenda items concerns one of the following:

1. Contemplated or pending litigation, or matters where legal advice is requested of the City Attorney. Section 551.071 of the Texas Open Meetings Act.
2. The purchase, exchange, lease or value of real property, if the deliberation in an open meeting would have a detrimental effect on the position of the City in negotiations with a third person. Section 551.072 of the Texas Open Meetings Act.
3. A contract for a prospective gift or donation to the City, if the deliberation in an open meeting would have a detrimental effect on the position of the City in negotiations with a third person. Section 551.073 of the Texas Open Meetings Act.
4. Personnel matters involving the appointment, employment, evaluation, reassignment, duties, discipline or dismissal of a public officer or employee or to hear a complaint against an officer or employee. Section 551.074 of the Texas Open Meetings Act.
5. The deployment, or specific occasions for implementation of security personnel or devices. Section 551.076 of the Texas Open Meetings Act.
6. Deliberations regarding economic development negotiations. Section 551.087 of the Texas Open Meetings Act.

AGENDA ITEM # 3

KEY FOCUS AREA: E-Gov
AGENDA DATE: October 21, 2015
COUNCIL DISTRICT(S): All
DEPARTMENT: Mayor and City Council
CMO: A. C. Gonzalez, 670-3297
MAPSCO: N/A

SUBJECT

A resolution declaring that freedom from domestic and family violence is a fundamental human right - Financing: This action has no cost consideration to the City

BACKGROUND

This resolution serves as a declaration assuring the residents of the City that the government bears a responsibility to secure this human right on behalf of all its residents. The Dallas Domestic Violence Task Force, chaired by Councilmembers Gates and Young, and the Public Safety Committee recommend adoption.

PRIOR ACTION / REVIEW (COUNCIL, BOARDS, COMMISSIONS)

Information about this item was provided to the Public Safety Committee on September 28, 2015.

FISCAL INFORMATION

This action has no cost consideration to the City.

October 21, 2015

**A RESOLUTION RECOGNIZING FREEDOM FROM
DOMESTIC VIOLENCE IS A FUNDAMENTAL HUMAN RIGHT**

WHEREAS, the City of Dallas seeks to enhance the public welfare by declaring that freedom from domestic and family violence is a fundamental human right; and

WHEREAS, world leaders and leaders within the United States recognize that domestic violence is a human rights concern; and

WHEREAS, the United Nations has recognized domestic violence as a human rights issue; and

WHEREAS, the United Nations Special Rapporteur on Violence Against Women has stated that “violence against women is the most pervasive human rights violation,” and that responses to violence should recognize human rights as a premise and further urged the United States to reassess laws and policies for protecting domestic violence survivors; and

WHEREAS, more than one in three women and more than one in four men in the United States will experience rape, physical violence, and/or stalking by an intimate partner at some point in their lives, according to the U.S. Centers for Disease Control; and

WHEREAS, children are adversely affected by violence in the home, whether they are physically or verbally abused themselves or simply witness the violence; and

WHEREAS, the Texas Council on Family Violence found that more than one in three Texas women (38%) have experienced intimate partner violence in their lifetime; and

WHEREAS, in 2014, the Dallas Police Department Domestic Violence Unit reported 14,036 family violence calls resulting in 1,277 aggravated assaults, 17 murders. The unit investigated 12,011 DV cases, of which 90 were robbery offenses, 110 sexual assault offenses, 154 violations of protective orders, and 3,944 arrests; and

WHEREAS, in 2013, the DFW metroplex had 38 domestic violence homicides, the most of any metro-area in the state of Texas, and further, Dallas County has the highest per capita female murder rate in the state at 1:62,752, according to the Texas Council on Family Violence; and

WHEREAS, the 2013 Metro Dallas Homeless Alliance Point-in-Time Homeless Count found 2,972 people living on Dallas streets or in shelters. 24% of the homeless population was children, and 14% of the adult population listed domestic violence as their reason for homelessness; and

October 21, 2015

WHEREAS, local police and sheriff's departments, courts, cities, counties, social services agencies, and other local government entities constitute the first line of defense against domestic and family violence; and

WHEREAS, police and sheriff's departments, courts, cities, counties, social service agencies, and other local government entities incur significant monetary costs due to domestic and family violence; and

WHEREAS, survivors of domestic and family violence experience physical injuries, long-term psychological damage, financial instability, difficulty finding safe housing and other challenges, some of which directly or indirectly relate to services provided by the City; and

WHEREAS, the Dallas Domestic Violence Task Force was created by community leaders, including members of the Dallas Police Department, Dallas County and Municipal Court Judges, the Dallas County District Attorney's Office, leaders of various non-profit groups, and community leaders, in order to help identify and implement improvements in a coordinated system for response to acts of domestic and family violence in the City; and

WHEREAS, the Texas Constitution provides that a crime victim has the "right to be reasonably protected from the accused throughout the criminal justice process"; and

WHEREAS, the recognition that domestic and family violence are human rights issues will raise public awareness and encourage domestic and family violence education in communities, the public and private sectors, and within governmental agencies; **Now, Therefore,**

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF DALLAS:

Section 1. That the City Council joins world leaders and leaders within the United States in recognition of domestic violence as a human rights concern and declares that the freedom from domestic and family violence is a fundamental human right.

Section 2. That this resolution shall serve as a declaration assuring the residents of the City that the City government bears a responsibility to secure this human right on behalf of all of its residents.

Section 3. That the Dallas Domestic Violence Task Force shall continue to identify the gaps and barriers in the City's service delivery to survivors of domestic violence and provide annual executive summaries over the next three years on the challenges faced by survivors of domestic violence and recommendations on how to improve delivery of services to those survivors by participating members of the general and executive task force committee agencies, non-profit organizations and government partners.

October 21, 2015

Section 4. That all City departments, offices, and courts shall cooperate with the Dallas Domestic Violence Task Force in the compilation of its reports.

Section 5. That the City is committed to respond diligently to acts of domestic and family violence, and that all of the City's departments shall incorporate the principles embodied in this resolution into their policies and practices.

Section 6. That this resolution shall serve as a charge to all local agencies to incorporate these principles into their policies and practices.

Section 7. That a copy of this resolution shall be sent to the Dallas County District Attorney, the Dallas County Sheriff's Department, the Dallas Police Department, the Dallas County Courts, City departments, and other local agencies as necessary to comply with this resolution.

Section 8. That this resolution shall take effect immediately from and after its passage in accordance with the provisions of the Charter of the City of Dallas, and it is accordingly so resolved.

APPROVED AS TO FORM:

WARREN M.S. ERNST, City Attorney

By _____
Assistant City Attorney

MEMORANDUM

2015 OCT 14 PM 4:53



City of Dallas

DATE October 14, 2015
TO A.C. Gonzalez, City Manager
SUBJECT Agenda item for October 21 briefing meeting

Please place the attached resolution (A Resolution Recognizing Freedom From Domestic Violence is a Fundamental Human Right) as a voting item on the October 21, 2015, briefing meeting agenda.

Should you have any questions, please contact Scott Goldstein at 214.670.7977 or 214.587.2427.

Thank you,

A handwritten signature in black ink, appearing to read 'Michael S. Rawlings'.
Michael S. Rawlings
Mayor

cc: Members of the Dallas City Council
Ryan Evans, First Assistant City Manager
Warren Ernst, City Attorney
Rosa Rios, City Secretary
Sana Syed, Public Information Officer

Memorandum



CITY OF DALLAS

DATE October 16, 2015

TO Honorable Mayor and Members of the City Council

SUBJECT **Planning and Urban Design Program 2015-16**

On October 21, 2015, you will be briefed on the Planning and Urban Design Program. The briefing materials are attached for your review.

Please feel free to contact me if you have any questions or concerns.

A handwritten signature in black ink, appearing to read 'Jill Jordan'.

Jill A. Jordan, P.E.
Assistant City Manager

c: A.C. Gonzalez, City Manager
Warren M.S. Ernst, City Attorney
Craig D. Kinton, City Auditor
Rosa A. Rios, City Secretary
Daniel F. Solis, Administrative Judge
Ryan S. Evans, First Assistant City Manager

Eric D. Campbell, Assistant City Manager
Mark McDaniel, Assistant City Manager
Joey Zapata, Assistant City Manager
Jeanne Chipperfield, Chief Financial Officer
Sana Syed, Public Information Officer
Elsa Cantu, Assistant to the City Manager – Mayor & Council

Planning and Urban Design Program 2015-16

Full Council Briefing
October 21, 2015



Purpose of the Briefing

- Provide an overview of the mission and role of the Planning and Urban Design Department
 - Update the Council on integration of land use, urban design, transportation and housing related planning
- Outline major department initiatives and activities for the new fiscal year

Planning and Urban Design Department

Mission and Role



Foster a multi-disciplinary and comprehensive approach to projects

- Enhance the economic and quality of life impacts of public and private projects



Planning and Urban Design Department

Mission and Role



- Emphasize and integrate ongoing community engagement



Advance City policies from planning through implementation

Three Major Initiatives

FY 2015-16

● Neighborhood Plus
Implementation

● Complete Streets
Policy Adoption and
Implementation

● Urban Design
Practice, Policy and
Guideline Adoption
and Implementation



Neighborhood Plus Implementation

- Promoting neighborhood revitalization
- Building healthy sustainable neighborhoods
- Addressing the root causes of poverty and blight



Complete Streets Policy adoption and Implementation

- Streets designed for all users – pedestrians, bikes, transit and automobiles
- Streets designed to suit the context



Development and Implementation of Urban Design Practice, Policies and Guidelines

- Achieving the next level of livability for Dallas
- Enhancing economic competitiveness
- Improving environmental quality

Meet our Team Leaders

Planning and Urban Design



Karen Riley

Neighborhood
Vitality



Tanya Brooks

(interim)

Mobility



Luis Tamayo

(interim)

Strategic Planning
and Policy



Arturo Del Castillo

(interim)

Urban Design



**Chalonda Jackson-
Mangwiro**

(interim)

Community
Engagement

Neighborhood Vitality Team

Main Activities

- Develop and monitor a Neighborhood Plus implementation work program

- Coordinate Neighborhood Plus pilot program development and implementation

- Assist with developing metrics to measure impact of projects and programs

- Coordination with Collective Impact organization and external partners

- Coordinate Neighborhood Plus target area action plan development and implementation

Neighborhood Vitality Team

Project Examples

- Lancaster Corridor
- Parkdale/Urbandale
- Education Corridor



Mobility Team

Main Activities

●
Thoroughfare Plan Amendments

●
Lead on complete street corridor
planning

●
Bike facility planning and
implementation

●
Ongoing coordination
With Regional Transportation
Council and DART Board

●
Planning coordination on inter-
agency transportation projects

Mobility Team

Project Examples

- Houston Street Bike Lane



- High Speed Rail



Strategic Planning and Policy Team

Main Activities

- *forward*Dallas! amendments to incorporate Neighborhood Plus, Complete Streets and Urban Design policies

- Strategic analysis and action planning for Neighborhood Plus target areas

- Policy development and review through City Plan Commission Urban Design Committee

- Developing metrics to measure impact of Neighborhood Plus projects and programs

- Review and adoption of community led plans

Strategic Planning and Policy Team

Project Examples

- Dallas Midtown Plan



- Greater Casa View Plan



Urban Design Team

Main Activities

- Urban design capacity building including developing vision, policies, guidelines and educational programming

- Urban design advisory services and Urban Design Peer Review Panel for major public projects and TIF District projects

- Physical planning and design for Neighborhood Plus target areas

- Urban design support for Sustainable Development, Public Works, Economic Development and other city departments

- Direct design work with private developers on significant projects

Urban Design Team

Project Examples

- West Dallas gateway



- Lamar Lofts



Community Engagement

Main Activities

- Fostering working relationships with neighborhood organization leaders

- Facilitating coalition building among community organizations

- Expanding and maintaining a community organization database in partnership with external organizations

- Neighborhood organization capacity building

- Providing community outreach support for departmental projects

Community Engagement

Project Examples

- White Rock Partnership



- WINS Initiative



Next Steps

01

Hiring

Hiring to fill vacant positions across department and renewal of professional services contract

02

GrowSouth Coordination

Ongoing coordination with Mayor's Office on Collective Impact organization and target area planning

03

Neighborhood Plus

Committee and Council briefings on Neighborhood Plus work program and target area selection criteria

04

Complete Streets

Council briefing and action on Complete Streets Design Manual

05

Urban Design

Committee and Council briefings on Urban Design Capacity Building program

Discussion

“There is not a single thing in this city that you need that you cannot do if you make up your mind that you need it and will have it”
George E Kessler, 1911

Memorandum



CITY OF DALLAS

DATE October 16, 2015

TO The Honorable Mayor and Members of the City Council

SUBJECT Wage Floor: Service Contract Evaluation Criteria Revisions

On Wednesday, October 21, 2015, the City Council will be briefed on Wage Floor: Service Contract Evaluation Criteria Revisions. The briefing is attached for your review.

Please let me know if you need additional information.

A handwritten signature in blue ink that reads "Jeanne Chipperfield".

Jeanne Chipperfield
Chief Financial Officer

Attachment

c: A.C. Gonzalez, City Manager
Warren M.S. Ernst, City Attorney
Craig D. Kinton, City Auditor
Rosa A. Rios, City Secretary
Daniel F. Solis, Administrative Judge
Ryan S. Evans, First Assistant City Manager

Jill A. Jordan, P.E., Assistant City Manager
Joey Zapata, Assistant City Manager
Mark McDaniel, Assistant City Manager
Eric D. Campbell, Assistant City Manager
Sana Syed, Public Information Officer
Elsa Cantu, Assistant to the City Manager



Wage Floor: Service Contract Evaluation Criteria Revisions

City Council Briefing October 21, 2015

Purpose

- Propose a process to implement evaluation criteria for certain contract employees' rate of pay
- Review impacted contracts and anticipated renewal dates
- Discuss draft resolution to encourage a wage rate of \$10.37/hr.

Background

- On September 2nd and 16th, a wage-floor briefing was included on the Council's agenda for discussion
 - Items were not discussed and therefore no public feedback was received
- Based on a number of Councilmembers' requests to move forward after the briefings, the City Manager instructed staff to work on an implementation plan for the evaluation criteria option

Previous Options

- Option 1 - Council can establish a wage floor policy on contracts awarded by the City (excluding construction contracts)
 - Request for Bid or Proposal process can be utilized to contract for impacted services
- Option 2 - Establish evaluation criteria for requests for proposals (RFPs) that considers, among other important factors, a vendor's approach to employee pay rates and other related considerations
 - Option to accomplish the goal of increased wages to service contract employees

Option 2- Modify Evaluation Criteria for Proposals

Option 2 – Modify Evaluation Criteria for Proposals

- Of the 4 evaluation criteria (Cost, Approach, Experience, Business Inclusion and Development), Planned Approach is the section within the vendor's proposal to demonstrate a creative solution to the City's needs
- Planned Approach has a number of subsections for proposer to explain:
 - Specific details on how to provide service and innovative ways to improve the quality of service to the City and citizens
 - Hiring/staffing plan to include methods to minimize turnover and increase productivity, efficiency, and quality
 - Rate of hourly pay for employees directly working on City contracts
 - Covered contract employees will include all employees, including sub-contractors, directly assigned to the City's contract

Option 2 – Modify Evaluation Criteria for Proposals

- City uses a 100 point scale for proposal evaluation purposes today

Criteria	Current	Recommended
Cost	30	35
Planned Approach	30	35
Experience and Capabilities	25	15
Business Inclusion and Development	15	15

Proposed Implementation

1. Pass Council resolution to express commitment to promote and strongly encourage businesses wanting to do business with the city to pay their workers a living wage of no less than \$10.37 per hour
2. Modify specifications & educate the vending community
3. Award contracts
4. Evaluate effectiveness of new resolution to meet goal of improving the quality of service delivery through higher wages
5. Make revisions or amendments to policy, as needed

Proposed Implementation (cont'd)

- What type of contracts will be included?
 - Service contracts where significant levels of staffing is required (e.g. janitorial, temporary labor, grounds maintenance)
 - Total of 19 contracts with a total value of approximately \$50M/year will be impacted over a 5 year period as they are renewed

Proposed Implementation (cont'd)

- Monitoring and enforcement
 - Affidavit stating rate of employee pay will be required to be submitted with proposal and will be included in final contract execution
 - Right to audit payroll upon request – consistent with Love Field concession contracts
 - Non-compliance with terms of the contract is a breach of contract
- Time line
 - Specifications will be modified with revised evaluation criteria immediately for all upcoming service contracts after passage of resolution
 - Evaluation of results 1 year after first contract awarded, including vendor feedback

How many lower wage employees work on City contracts?

- City contracts currently do not include language that requires contractors to identify their rate of pay or the number of employees assigned on City contracts
 - Contracts include provisions to pay at least the Federal minimum wage

How will the potential contract price increases be managed?

- As with any contract brought forward for Council consideration, analysis is made on the cost increase/decrease compared to the previous contract and projected budget
- Many factors contribute to the final cost to the City today and we anticipate the same level of analysis to be done on a contract-by-contract basis going forward
- Example:
 - Proposal is above the allocated budget for the service, staff will evaluate the service levels currently required (reduce mowing cycles, change frequency on janitorial services, etc.)
 - Request vendor input on alternate ways to perform same level of service

Potential Fiscal Impact

- Impact could vary significantly due to the number of variables (rate of pay, proposed approach, competition, etc.)
- Anticipated maximum is listed in the chart below and was used in previous discussions on this topic.
- Applying 43.03% differential on upcoming contracts, would cost an estimated \$3 million in FY16, based on contracts assumed to have employees in the lower end of the pay scale
 - Impact was calculated using direct service contracts such as janitorial, grounds maintenance and temporary labor contracts
 - The estimated \$12 million dollar increase will be phased in over a five-year fiscal year period as contracts are renewed

	FY 2016	FY2017	FY 2018	FY 2019	FY 2020
Estimated Increase	\$3M	\$11.9M	\$12.2M	\$12.3M	\$12.7M
Estimated Impacted Employee (FTE)*	429	1,704	1,747	1,761	1,818

*Calculated based on the estimated contract increase divided by hourly differential (43.03% + FICA or \$3.358/hr.) divided by 2080 (full-time equivalent)

Current Labor Contract 90 Day Outlook

- The 90 day outlook is included on the following pages. In summary, we have a total of 9 labor contracts in varying stages as follow:
 - 1 contract – Advertised to the vending community – OPEN
 - (1) Grounds maintenance
 - 3 contracts – Evaluation phase - CLOSED
 - Event set-up - Convention Center
 - Janitorial services – Convention Center
 - Yard waste grinding – Sanitation
 - 5 contracts – Specification Development - not advertised to community
 - (4) Grounds maintenance
 - (1) Janitorial service

Upcoming Labor Contracts- Advertised/Evaluation Phase

Description	Solicitation Type	Term (years)	Approx. Contract Amount	Status	Billing Structure	Anticipated Council Date	Comments
Grounds, maintenance - PKR, EBS, AVI	Bid	4	\$3.3M	Advertised	Per location	Dec - Jan 2016	
Event set-up at Kay Bailey Hutchison Convention Center	Bid	5	\$2.9M	Recommendation	Per hour	10/28/2015	Recommend bid rejection on 10/28/2015 agenda.
Janitorial services at Kay Bailey Hutchison Convention Center	Proposal	5	\$22M	Recommendation	Per hour	10/28/2015	Proposer stated minimum employee pay \$9/hr.
Yard waste grinding	Bid	3	\$1.7M	Evaluation	Finished product	11/10/2015	Proposer stated minimum hourly rates exceed \$10.37/hr.
Grounds Maintenance – TXDOT Properties	Bid	3	\$9.5M	Evaluation	Per Location	Nov-Dec 2015	
Grounds, maintenance - Litter pickup for Parks	Bid	4	\$8.7M	Evaluation	Per location	Dec 2015	

Upcoming Labor Contracts – Specification Development (30-90 days)

Description	Solicitation Type	Term (years)	Approx. Contract Amount	Anticipated Advertisement	Billing Structure	Anticipated Council Date
Grounds Maintenance - DPD	Bid	3	\$275K	60 days	Per Location	Feb-16
Grounds Maintenance - DFD, HOU, STS	Bid	3	\$150K	60 days	Per Location	Feb-16
Grounds Maintenance/Levees - Hensley Field, SAN	Bid	3	\$1.1M	60 days	Per Location	Feb-16
Janitorial Service - OCA	Bid	3	\$3M	90 days	Per Location	Mar-16

Upcoming Labor Contracts – Specification Development (90-120 days)

Description	Solicitation Type	Term (years)	Approx. Contract Amount	Anticipated Advertisement	Billing Structure	Anticipated Council Date
Temporary Day Labor-Citywide	Proposal	5	\$15M	120 days	Hourly	TBD
Temporary Labor-clerical and professional	Proposal	3	\$21M	120 days	Hourly	TBD
Labor, Stagehand	Proposal	3	\$800K	120 days	Hourly	TBD
Temporary Industrial Labor-Sanitation Services	Proposal	3	\$15M	120 days	Hourly	TBD
Temporary Labor- IT Professionals	Proposal	3	\$4M	120 days	Hourly	TBD

Upcoming Labor Contracts – Specification Development (4-5 years)

Description	Solicitation Type	Term (years)	Approx. Contract Amount	Anticipated Advertisement	Billing Structure	Anticipated Council Date
Janitorial Services - Oak Cliff Municipal Center	Proposal	5	\$700K	2020	Per Location	TBD
Janitorial Services - DFR	Proposal	5	\$175K	2020	Hourly	TBD
Janitorial Services for DWU,WIC,TWM	Proposal	5	\$2.2M	2019	Hourly	TBD
Central utility plant maintenance for Love Field (to include facility inspections, maintenance and repairs)	Proposal	4	\$2.3M	2020	Per Location	TBD

Council Resolution in Support of Higher Wages

Council Resolution in support of higher wages

- Citizens expect city to spend its limited resources effectively to meet the needs of the citizens served
- Economic studies have shown that paying wage rates at or near the federal minimum wage fosters higher turnover, absenteeism, and lackluster performance while paying a “living wage” raises productivity and decreases turnover, which improves the quality of the work and the overall quality of the project
- Resolution is intended to promote better quality and increase the reliability of services procured for the City by promoting higher productivity, quality and retention of employees working on city service contracts
- Resolution will be included in all procurement documents as reference to the Council’s desire to improve quality by increasing wages on service contracts

Summary

- Evaluation criteria option should encourage higher wages on contracts traditionally staffed with employees paid less than \$10.37/hr.
- Unlike the low bid process, proposal process promotes creativity from vendors to meet the needs of the City
- Council resolution encourages higher wages on City contracts by providing policy direction to staff and the vending community
- Impact of policy will be reviewed periodically and modified, if the intended results are not achieved

Appendix – Draft Resolution

October 21, 2015

WHEREAS, the City of Dallas is committed to promoting an acceptable standard of living for working families and individuals in the City; and

WHEREAS, the economic viability of such families and individuals in the City is necessary to keep Dallas thriving with a strong workforce, healthy families, and improved quality of life; and

WHEREAS, the City awards many contracts to private firms to provide services to the public and to City government; and

WHEREAS, the City has found that the procurement of contract services by the City has on certain types of contracts resulted in wage payment by the service contractors to their employees that are at or just slightly above the federal minimum wage; and

WHEREAS, studies have shown that paying wage rates at or near the federal minimum wage tends to inhibit the quantity and quality of services rendered by such employees; and

WHEREAS, economic studies have shown that paying wage rates at or near the federal minimum wage fosters higher turnover, absenteeism and lackluster performance, while paying a “living wage” has raised productivity and decreased turnover which improves the quality of work provided and improves the overall quality of a project; and

WHEREAS, a study by the Economic Policy Institute has shown that living wage laws have small to moderate effects on municipal budgets; and

WHEREAS, the City recognizes that the Massachusetts Institute of Technology Living Wage Calculator for Dallas County reflects that a “living wage” for an individual is \$10.37 per hour; and

WHEREAS the City recognizes the benefits for service contractors to provide a level of employee compensation that will improve the level and quality of services rendered to the City, and therefore intends to strongly encourage businesses wanting to do business with the City to pay their workers a living wage of no less than \$10.37 per hour;

NOW, THEREFORE,

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF DALLAS:

Section 1. That the City Manager, or his designee, is authorized to set guidelines and develop a competitive procurement process using employee compensation as an evaluation factor, in combination with other factors in the overall approach, to encourage and support service contractors who choose to pay a wage of \$10.37 per hour or more for employees assigned to work on certain City contracts in order to obtain increased work quality and better services to the City on such City contracts.

Section 2. That this resolution shall take effect immediately from and after its passage in accordance with the provisions of the Charter of the City of Dallas and it is accordingly so resolved.

DRAFT

Memorandum



DATE October 16, 2015

TO A.C. Gonzalez
City Manager

SUBJECT **Briefing Item – Dallas/Fort Worth International Board Nomination/
Appointment Process**

Attached is the October 21, 2015 briefing material for the Dallas/Fort Worth International Board Nomination/Appointment Process briefing item.

Please contact me if you have questions.



Rosa A. Rios
City Secretary

- c: Warren Ernst, City Attorney
- Mark McDaniel, Assistant City Manager
- Biliera Johnson, Assistant City Secretary
- Tammy Palomino, Assistant City Attorney
- Lindsay Kramer, Assistant to the City Manager/MCC
- Jesus J. Salazar, Boards and Commissions Manager, CSO
- Cheryl Nichols, Agenda Coordinator
- Tonya Turner, Coordinator – Agenda Office



DFW INTERNATIONAL AIRPORT

BOARD OF DIRECTORS

NOMINATION/APPOINTMENT PROCESS

Rosa A. Rios / City Secretary

October 21, 2015



PURPOSE

Present an overview on:

1. the nomination process for selecting appointees to the D/FW International Airport Board of Directors for the 2016-2018 Term
2. appointment process
 - 3 positions up for (re)appointment; all for 2 year terms

BACKGROUND INFORMATION

- **The City of Dallas appoints 6 members to the board for 2 year terms**
 - Places 1, 5 and 11 expire January 31st of odd-numbered years (Places: Regina Montoya, Curtis Ransom and Bridget Moreno Lopez)
 - Places 4, 6 and 9 expire January 31st of even-numbered years (Places: William Mingtzong Tsao, Bernice Washington [**TERMED**] and Sam Coats)
- **Per City Council Resolution No. 76-1888, the “duly elected Mayor of the City of Dallas is automatically appointed to fill Place 10”**

CURRENT SELECTION PROCESS (Cont'd)

- October 16, 2015 - Full City Council notified to submit up to 3 (re)nominations (per position) to City Secretary's Office
 - Nominating memo must include one of the following: NeoGov application, resume or bio
 - Background checks conducted on all (re)nominees
- December 8, 2015 - Transportation and Trinity River Project Committee (TTRPC) reviews (re)nominees and selects up to 6 nominees for interview
 - NeoGov application required ASAP after interviews/selection
- January 11, 2016 - TTRPC Interviews (re)nominees

CURRENT SELECTION PROCESS (Cont'd)

- January 2016 - Appointment of members
 - City Council votes to appoint 3 nominees from those interviewed by TTRPC (1/20/16 or 1/27/16)
 - City Council has options of substituting nominee(s) as long as the substitute nominee(s) is interviewed by TTRPC
 - City Secretary's Office assigns place number after formal appointment by City Council
- February 2016 - New terms begin
 - Members hold over if no appointment(s) occur in January 2016

CURRENT TIMELINE

- November 16, 2011 - Resolution 11-3106 approved appointment process
- October 16, 2015 – Requested (re)nominations from City Council
- October 21, 2015 – City Council briefing
- October 23, 2015 – November 13, 2015, Updates/Status sent to City Council
- November 20, 2015 – Deadline for (re)nominations to be submitted to City Secretary's Office
- December 8, 2015 – TTRPC selects top six candidates to interview
- January 11, 2016 – TTRPC interviews top six candidates
- January 20, 2016 – Conduct appointments
- January 27, 2016 – Optional date for appointment(s)





D/FW INTERNATIONAL AIRPORT

BOARD OF DIRECTORS

QUESTIONS

