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Non-Discrimination Ordinance Contractor Compliance Summary - Calendar Year 2017

This is the second annual report on the compliance of City contractors with Ann Arbor's Non-Discrimination Ordinance. (City of Ann Arbor Code, Chapter 112, Section 9:158)

In summary:

- We have confirmed that all contractors whose spending is over \$25,000 in any given quarter have on-file, up-to-date, signed Declarations of Compliance with Ann Arbor's Non-Discrimination Ordinance (NDO) prior to the issuance of purchase orders.
- One of the provisions of the NDO is that all such contractors post the City-provided poster about the NDO at all work locations where their employees provide services under contracts with the City. (Chap. 112, Sec. 9:158.2) The City-provided poster summarizes the provisions of the City's NDO, directs employees to the full ordinance, and explains the process for filing complaints under the NDO and contacting the Human Rights Commission.
- In calendar year 2017, there were no documented and/or reported contractor violations of the Non-Discrimination Ordinance and no contracts cancelled based on it.

We have slightly more vigorous goals for 2018:

- Send all new and renewed contractors an updated Non-Discrimination Poster with reminders that these must be posted at all work locations where employees provide services under contracts with the City;
- Confirm that all Ann Arbor contractors have the updated poster prominently displayed in accordance with the NDO (NOTE: The HRC verified that two City contractors were non-compliant with this section of the NDO.);
- Track all contractors subject to federal affirmative action requirements (Chap. 112, Sec. 9:158.3,4);
- Obtain updated/accurate street address, email, and contact person for each contractor;

- Request contractors provide copy of EEO-1 (Chap. 112, Sec. 9:158.3) when determined to be appropriate by Purchasing and the Human Rights Commission, and/or a complaint is received; and
- Request that construction project contractors document good faith efforts to employ local persons in accordance with the NDO (Chap. 112, Sec. 9:158.5).

Below is a summary of all contractors who were paid over \$25,000 in each quarter of calendar year 2017 for doing business with the City of Ann Arbor:

FY2016-Q3 (January 2017 - March 2017)

69 Total Contractors

26 received \$100k+ = 37% of total

2 of 26 received \$1mil+

10 of total from A2, 14% - 3 of 10 received \$100k+

Total spend of \$14,897,100.64

FY2016-Q4 (April 2017 - June 2017)

93 Total Contractors

36 received \$100k+ = 38% of total

2 of 36 received \$1mil+

13 of total from A2, 13% - 2 of 13 received \$100k+

Total spend of \$15,162,891.11

FY2017-Q1 (July 2017 - September 2017)

87 Total Contractors

28 received \$100k+ = 32% of total

3 of 28 received \$1mil+

13 of total from A2, 14% - 3 of 13 received \$100k+

Total spend of \$17,153,248.10

FY2017-Q2 (October 2017 - December 2017)

84 Total Contractors

38 received \$100k+ = 45% of total

3 of 38 received \$1mil+

8 of total from A2, .09% - 2 of 8 received \$100k+

Total spend of \$18,839,288.39

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Human Rights Commission

Reviewed by: Tom Crawford, Financial Services Area Administrator and CFO

Approved by: Howard S. Lazarus, City Administrator