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Non-Discrimination Ordinance Contractor Compliance Human Rights Commission Annual Report - Calendar Year 2016 Summary

This is the Human Rights Commission's first annual report on contractor compliance with the City's Non-Discrimination Ordinance, pursuant to the Ann Arbor Human Rights Non-Discrimination ordinance, 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 the Ann Arbor Non-Discrimination Ordinance (NDO) prior to the issuance of a purchase order.
- One of the provisions of the NDO is that all applicable contractors post the City-provided poster at all work locations where their employees provide services under a contract with the City. The City-provided posters summarize the provisions of the City's NDO and explain how employees can read the ordinance itself, submit questions about discrimination, and/or file complaints under the NDO.
- In calendar year 2016, there were no documented and/or reported contractor violations of the Non-Discrimination Ordinance and no contracts cancelled based on it.

The Commission has slightly more vigorous Goals for 2017:

- Send all new/renewed contractors an updated Non-Discrimination Poster (9:158(2)) with reminders that these must be posted at all work locations where employees provide services under a contract with the City;
- Confirm all Ann Arbor contractors have the updated poster prominently displayed in accordance with the Ordinance (9:158 (2));
- Track all contractors subject to federal affirmative action requirements (9:158 (3, 4));
- Obtain accurate/current street address, email, and contact person for each contractor;
- Request contractors provide copy of EEO-1 (9:158 (3)) when determined to be

appropriate by Purchasing and the Human Rights Commission, and/or complaint received;
and

- Request that construction project contractors document good faith efforts to employ local persons in accordance with the Ordinance (9:158 (5)).

Below is a summary of all Contractors who were paid over \$25,000 in each quarter of calendar year 2016 for doing business with the City of Ann Arbor:

FY2016-Q3 (January 2016 - March 2016)

72 Total Contractors

19 Received \$100k+ = 26% of total

1 of 19 received \$1mil+

13 of total were from Ann Arbor; 4 of 13 received \$100k+

Total spend of \$11,761,942.90

FY2016-Q4 (April 2016 - June 2016)

92 Total Contractors

33 Received \$100k+ = 35% of total

3 of 33 received \$1mil+

17 of total were from Ann Arbor; 5 of 17 received \$100k+

Total spend of \$21,747,787.11

FY2017-Q1 (July 2016 - September 2016)

93 Total Contractors

33 Received \$100k+ = 35% of total

5 of 33 received \$1mil+

13 of total were from Ann Arbor; 4 of 13 received \$100k+

Total spend of \$25,924,829.80

FY2017-Q2 (October 2016 - December 2016)

75 Total Contractors

33 Received \$100k+ = 44% of total

5 of 33 received \$1mil+

7 of total were from Ann Arbor; 3 of 7 received \$100k+

Total spend of \$18,025,686.00

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