**RESOLUTION ADOPTING THE HIRE SAVANNAH POLICY**

**A local labor hiring policy for City of Savannah Contracts**

**WHEREAS** the City of Savannah endeavors to increase employment opportunities for residents living within the city limits of Savannah, Georgia; and

**WHEREAS** the City of Savannah recognizes the importance of growing and sustaining a skilled and qualified labor force to attract and retain employers in the local market; and

**WHEREAS** **increasing employment among local residents not only benefits the individual household and the community but also** strengthens the local economy;

**NOW, THEREFORE, BE IT RESOLVED** that the Mayor and Aldermen of the City of Savannah do hereby approve the Hire Savannah local labor hiring policy which shall be effective January 1, 2018.

To the extent otherwise permitted by law, the requirements of the Hire Savannah Program shall be included in all bid awards of $100,000 or more for covered services and $250,000 or more for construction-related services as a method of inducing contractors to hire qualified workers who reside in Savannah. Contractors must agree to:

1. Exclusively post vacant positions, created as a result of the City contract, for five days through the local workforce development agency serving the coastal region.
2. Interview and give full consideration to hiring referred qualified candidates.
3. Seek to hire a pre-determined percentage of job vacancies with qualified Savannah workers.
4. Report the employment dates of local Savannah workers.

A Contractor is deemed to have demonstrated good faith effort if the Contractor: is unable to hire candidates due to a documented lack of qualified referrals and/or a lack of special skills, experience, or expertise required to fill the vacancies; can show the local hiring goal can be met by existing employees who are local Savannah workers that will work on the project; is bound by a collective bargaining agreement preventing compliance; or documents other circumstances to be considered on a case by case basis.

The Hire Savannah “Hire Goal” will be twenty-five percent (25%) of job vacancies for the first calendar year of the program. The Hire Goal will increase to thirty-three percent (33%) in Year Two. The Hire Savannah Program will terminate at the end of Year Two, with a formal evaluation completed by the end of the third quarter of Year Two to determine whether the program should be recommended for continuation. If continued, staff recommends the Hire Goal increase to fifty percent (50%) of job vacancies thereafter.

**ADOPTED AND APPROVED:** **JUNE 8, 2017**

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 Eddie W. DeLoach

 Mayor, City of Savannah Georgia

Signed and sealed:

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Dyanne C. Reese

Clerk of Council, City of Savannah Georgia