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Mark Jeffreys
Councilmember

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MOTION

Building A Diverse, Local Middle Class

To understand the make-up of the “boots on the ground” workforce in City projects, WE MOVE that, the Administration use aggregated certified payroll data over the past few years to report back to Council within sixty (60) days on:


- Overall percentage of minorities across all trades and projects.
- Overall percentage of women across all trades and projects.
- Breakdown of the percentages of workers who live in the City of Cincinnati vs the Greater Cincinnati area vs outside the region e.g. another state outside the Tri-State.
- Overall percentage of workers who are union vs non-union and how that compares for minorities and women.
- A recommendation by the Administration for how best, and at what frequency, to track progress on these results over time, and recommendation on goals for inclusion at the workforce level.

STATEMENT

The City of Cincinnati has set forth goals for inclusion of Minority/Woman-owned Business Enterprises (MWBE). These goals measure inclusion at the ownership level. However, we have not developed goals or tracked data for inclusion among workers to understand what percentage of minorities and women are actively working on jobs.

In order to set those goals, we need to understand a snapshot of the make-up of our workforce. The best way to measure that is through certified payroll – a database that includes any person who has worked on a city project that has Prevailing Wage. The certified payroll database includes measures for ethnicity & gender, residency of the worker, type of trade craft, union/non-union, etc.

Having this data will help City Council develop goals for boots on the ground workforce inclusion measures and track progress as initiatives such as Building Futures expands to include more minorities and women in the trades.


Councilmember Mark Jeffrey







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