



City of Oakland Meeting Minutes

Office of the City Clerk
Oakland City Hall
1 Frank H. Ogawa Plaza
Oakland, California 94612
LaTonda Simmons, City Clerk

*Special Public Works Committee

Oakland City Hall, 1 Frank H. Ogawa Plaza, Oakland, California 94612

City of Oakland Website: <http://www.oaklandnet.com>

Tuesday, April 24, 2012

9:30 AM

Sgt. Mark Dunakin Room - 1st Floor

Roll Call / Call to Order

Councilmember Excused: 1 - Member Reid

Councilmember Present: 3 - Member Kaplan, Member Schaaf and Chair Nadel

*The Oakland City Council Special Works Committee convened at 9:35 a.m.,
with Vice Mayor Nadel presiding as Chairperson.*

1 Approval of the Draft Minutes from the Committee Meeting held on March 27, 2012

**A motion was made by Member Kaplan, seconded by Member Schaaf, to
*Approve as Submitted. The motion carried by the following vote:**

Votes: Councilmember Excused: Member Reid

Councilmember Aye: Member Schaaf, Member Kaplan and Chair Nadel

2 Determination of Schedule of Outstanding Committee Items

**A motion was made by Member Schaaf, seconded by Member Kaplan, to
*Approve as Submitted. The motion carried by the following vote:**

Votes: Councilmember Excused: Member Reid

Councilmember Aye: Member Schaaf, Member Kaplan and Chair Nadel

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3 Subject: Zero Waste RFP Economic Benefit Measures
From: Public Works Agency
Recommendation: Adopt A Resolution Adopting Zero Waste System Request For Proposals Economic Benefit Measures: Competitive Wages And Benefits, Job Retention, Local Business Participation, Local Hire Preference Points, In-County Landfill Preference Points; And Seeks Proposals From All Qualified Firms To Establish Competition To Avoid Significant Additional Costs To City Rate Payers
[11-0379](#)

A motion was made by Member Schaaf, seconded by Member Kaplan, that this matter be Continued to the *Public Works Committee, due back on May 8, 2012. The motion carried by the following vote:

Votes: Councilmember Recused: Member Reid
Councilmember Aye: Member Schaaf, Member Kaplan and Chair Nadel
The committee directed staff to return to the May 8, 2012 Public Works Committee with a supplemental report and revised resolution that addresses the following:

- *Competitive Wages and Benefits: Provide a clearer definition of exactly what is required by Competitive Wages and Benefits. The definition might include that such proposed wages and benefits must be collectively bargained or comparable to collectively bargained contracts in the largest Bay Area cities or, alternatively, that they meet or exceed the average comparable wages and benefits for job classification within a certain defined market;*
- *Maximization of Local Business Participation: Provide up to two (2) Preference Points for proposed commitments to benefit local and small local businesses in Oakland for the Garbage and Organics and Residential Recycling Contracts;*
- *Local Hire: Require that proposers for the Garbage and Organics and Residential Recycling Contracts commit that 50% of all new hires must be Oakland residents, and award up to three (3) Local Hire Preference Points beyond the 100 points established for proposal evaluation for any or all of the following: commitment to hire Oakland residents as new hires beyond the 50% requirement, commitment to train and hire historically disadvantaged workers, and/or commitment to maintain a certain total percent of Oakland residents in their workforce; also a requirement that customer service jobs be local;*
- *Employment Preference: Require that the employees of the current solid waste franchise and residential recycling contractor in the Garbage and Organics and Residential Recycling Franchises are prohibited from discharging any qualified displaced worker for at least 90 days, except for cause, and shall offer continued employment to those receiving satisfactory performance evaluations at the end of the 90 day term, staff include ban the box language in the contract*

and worker retention requirement includes regional workers but not out of state workers; and

• Labor Peace: Require proposers to describe their plans for preventing labor disputes or unrest during the franchise term.

The Committee also directed staff to include language in the contract that prohibits outsourcing and ensures that the contractor works to eliminate the differential between recycling and garbage workers to prevent a disadvantage to workers. The Committee further directed staff to return to a future Public Works Committee with a report on how the City will enforce the requirements listed in the contract.

The committee further directed the City Attorney to provide an analysis on the possibility of an anti-lock out clause and ban the box language in the contract and to schedule this topic to closed session for discussion before the item returns to the Public Works Committee.

There were 16 speakers on this item.

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Open Forum (TOTAL TIME AVAILABLE: 15 MINUTES)

There were 2 speakers during Open Forum.

Adjournment

There being no further business, and upon the motion duly made, the Oakland City Council Special Public Works Committee adjourned the meeting at 10:45 p.m.

* In the event of a quorum of the City Council participates on this Committee, the meeting is noticed as a Special Meeting of the City Council; however no final City Council action can be taken.

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