

**Agenda No. #4246**

**Sponsors: Council President Gregory  
Council Member Shabazz**

**AN ORDINANCE TO AMEND CHAPTER 8 OF THE CITY CODE TO REQUIRE THAT DEVELOPERS WHO RECEIVE FINANCIAL ASSISTANCE FROM THE CITY OF WILMINGTON ON RESIDENTIAL CONSTRUCTION PROJECTS REQUIRE THEIR CONSTRUCTION CONTRACTORS TO HIRE WORKERS FROM CITY-APPROVED JOB TRAINING PROGRAMS**

**WHEREAS**, the City of Wilmington has a compelling interest to ensure that residential construction projects located in the City ("Residential Projects") are completed at a reasonable cost with a high degree of quality; and

**WHEREAS**, a highly skilled workforce helps to ensure the efficient, economical and safe completion of such projects; and

**WHEREAS**, the City desires to encourage new and established businesses to generate good-paying job opportunities for City residents, particularly in low-income neighborhoods and in new markets; and

**WHEREAS**, the City desires to encourage developers and contractors to hire workers from local job training programs where Wilmington residents can gain key skills in residential construction; and

**WHEREAS**, the City has the authority to grant economic incentives for businesses to remain in or relocate to Wilmington, and the City periodically grants such incentives to developers of Residential Projects.

**NOW, THEREFORE, THE COUNCIL OF THE CITY OF WILMINGTON HEREBY ORDAINS:**

**SECTION 1.** Chapter 8 of the City Code is hereby amended by adding a new Section 8-6 thereto as follows:

Section 8-6. Developer and Contractor Requirements Regarding Job Training Programs.

(a) Definition: City-Approved Training Program shall mean a job training program

approved by a designated City agency that:

- (1) Maintains an open-enrollment policy for new trainees, subject only to budget and space limitations.
  - (2) Does not require trainees to have already found employment as a condition of participating in the training program.
  - (3) Recruits applicants from low-income neighborhoods, especially those applicants that live near the location of a Residential Project.
  - (4) Offers mentoring and support to retain participants in the training program and in residential construction careers.
  - (5) Demonstrates a good track record of graduating and placing trainees from underrepresented communities in career-track residential construction jobs.
  - (6) Provides at least 400 hours of classroom training prior to graduation, including health and safety training, as well as training to recognize hazardous material such as asbestos, mold and lead.
- (b) The City has previously been authorized to give financial assistance to developers of Residential Projects located in the City of Wilmington, including subsidies in the form of tax abatements, donation of property, and tax credits. Each construction contractor hired by a developer to work on such Residential Projects shall demonstrate good faith efforts to meet the following requirements:
- (1) Pay a wage of at least \$15.00 an hour to all construction employees.
  - (2) Endeavor to ensure that at least 30% of work hours on any Residential Project will be performed by individuals who have graduated from a City-Approved Training Program in the past two years.
  - (3) Certify that neither the developer nor the construction contractors hired by the developer, nor any principal thereof, have been suspended or debarred by any federal, state, or local agency within the past five years.

**SECTION 2.** This Ordinance shall be deemed effective immediately upon its date of passage by City Council and approval by the Mayor.

First Reading.....July 14, 2016  
Second Reading.....July 14, 2016  
Third Reading .....

Passed by City Council,

\_\_\_\_\_  
President of City Council

Attest: \_\_\_\_\_  
City Clerk

Approved as to form this \_\_\_\_  
day of July, 2016.

\_\_\_\_\_  
First Assistant City Solicitor

Approved this \_\_ day of \_\_\_\_\_, 2016

\_\_\_\_\_  
Mayor

**SYNOPSIS:** This Ordinance amends Chapter 8 of the City Code to require that developers who receive financial assistance from the City of Wilmington on residential construction projects require their construction contractors to hire workers from City-approved job training programs.