

**STAFF REPORT**  
**City of Lancaster**

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MVB

Date: December 13, 2011

To: Mayor Parris and City Council Members

From: Barbara Boswell, Finance Director

Subject: **Approval of Resolution Declaring the Need for a Local Hiring Preference**

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**Recommendation:**

Adopt **Resolution No. 11-85**, declaring the need for a local hiring preference in public works contracts.

**Fiscal Impact:**

There will be little or no financial impact to the City budget as a result of this resolution.

**Background:**

Based on discussions with Councilmember Crist, staff has researched practices that would address local employment concerns within the City. The country is in the midst of difficult economic times and the unemployment rate in Lancaster, Los Angeles County, the state, and the country as a whole, continues to be high. To address the local unemployment rates and to stimulate the local economy, the City has determined that it is in the public interest to establish a local hiring preference in public works contracts.

A high percentage of the workforce residing in the City of Lancaster is forced to commute long distances to find work, causing increased traffic on state highways, increased pollution, increased use of gas and other fuels and other serious environmental impacts. The local economy is negatively impacted when Lancaster commuters spend their dollars outside of the Antelope Valley.

The purpose of the declaration is to promote local hiring, reduce local unemployment rates, reduce environmental impacts, encourage local spending, and stimulate the local economy. Upon adoption of this resolution, an ordinance will be introduced within 90 days requiring contractors who are awarded public works contract to make a good faith effort to employ qualified individuals who are residents of the Antelope Valley. The contractors will do so with the assistance of local employment agencies, hiring halls, and other local organizations with the goal that 50% of the workforce is comprised of Antelope Valley residents. This provision would not apply to contracts when the funding would be jeopardized because of this hiring preference.

BB:cp

**Attachment:**

Resolution No. 11-85