

## **Staff Direction for Stadium Equity Planning and Implementation**

The following staff direction was passed unanimously by Minneapolis City Council and endorsed by Mayor Rybak on 5/24/12.

Should the City Council grant the “local approval” for the stadium legislation presented during the IGR Subcommittee on May 24, 2012, the following staff direction will be applicable:

1. **Reports on Master Agreement.** Direct staff to report to the Community Development and Public Safety and Civil Rights Committees by the next available City Council committee cycle regarding:
  - a. Master Agreement details, including Stadium Equity Plan
  - b. Enforcement and reporting structure relating to Stadium Equity Plan
  
2. **Master Agreement Negotiation.** Direct staff to report to CD and PS&CR Committees by the next available City Council committee cycle on the following terms to be included in the Master Agreement:
  - a. Recommendations and process for determining the “employment assistant firm,” as defined in Article 1, Sec 17.
  - b. Inclusion of Minneapolis Civil Rights department as a contractor to the Stadium Authority, to be compensated as project cost, to enforce participation, contracting, employment, and prevailing wage compliance.
  - c. Inclusion of goals for construction contracts to be awarded to women and minority owned businesses in a percentage based on the highest performing City of Minneapolis development projects, and the other construction workforce will establish workforce utilization goals at least equal to current city goals.
  - d. Inclusion of goals for workers from city zip codes that have high rates of poverty and unemployment.
  - e. Inclusion of hiring goals to be applied to vendors and service providers during stadium facility operation for women and members of minority communities.
  - f. Timeline and procedure for regular public reports, to be at least quarterly, by contract enforcement agency, developers, tenants, and contractors showing compliance with workforce goals.
  - g. Inclusion of employment goals for total percentage of workers that live in the City of Minneapolis.
  
3. **Ongoing Oversight and Reporting.** Direct appropriate staff to prepare recommendations to CD and PS&CR Committees by the next available City Council committee cycle on the following:
  - a. Timeline for regular reports to City Council regarding the Master Agreement and the Equity Plan throughout the stadium construction.
  - b. Proposal for joint oversight committee for the Equity Plan, including membership and purpose of committee.
  - c. Proposal for committee to plan for post stadium construction workforce plan, including membership and purpose of committee.

4. **Workforce development, job training and placement:** Direct appropriate staff from CPED, Civil Rights, and Finance to engage community partners to include representatives from construction trades training organizations, labor, contractors, and others; and to identify options for funding workforce development, job training and placement to address employment disparities. Options may include use of fines, fees, and other funding identified by contract compliance efforts as part of the Master Agreement Equity Plan, and the development of a program proposal. Committee reporting timeframe will be developed between appropriate staff and Committee Chairs of CD, PS&CR, and Ways & Means.