



1. The Proposed First Source Job Program Ordinance

What is proposed First Source Job Program ordinance?

The proposed First Source Job Program ordinance was developed to link Escambia County residents with employment opportunities provided through the City's relationships with businesses, including contracts that have been awarded to vendors through the competitive process, and economic development activity in the City. The proposed First Source Job Program ordinance allows the City to require and sustain these connections.

Vendors seeking contracts for goods, services and/or professional services for \$50,000 and over are required to take make "good faith" efforts to hire Escambia County residents under the proposed First Source Job Program Ordinance.

How City residents and businesses can benefit

The success of the proposed First Source Job Program ordinance represents a valuable service to County residents and vendors by effectively and efficiently delivering a qualified, local worker in response to a vendor or employer's workforce needs to perform under a City purchase or contract.

The First Source Job Program:

- Assists City vendors in fulfilling staffing needs
- Places County residents in sustainable, local jobs
- Provides workforce recruitment, education and training

2. The Proposed Local Small Business Enterprise Program Ordinance

The proposed LSBE Program ordinance is intended to:

- A. Provide an additional race- and gender-neutral tool for the City to use in its efforts to ensure that all segments of its local business community have a reasonable and significant opportunity to participate in City contracts;
- B. Further the City's public interest to foster effective broad-based competition from all segments of the contractor, consultant and vendor community, including, but not limited to, disadvantaged business enterprises, emerging business enterprises, minority business enterprises, woman business enterprises, small business enterprises, microbusiness enterprises, disabled veteran business enterprises and local business enterprises; and
- C. Provide additional avenues for the development of new capacity and sources of competition for City contracts from the growing pool of small and locally based businesses.

The proposed LSBE Program ordinance's objectives:

To meet the objectives of this Program, the City is committed to:

- A. Increasing the participation of Local Small Business Enterprises ("LSBEs") in City contracting, and, to the extent possible, ameliorating through race- and gender-neutral means any disparities in the participation of minority business enterprises or women business enterprises on City contracts.
- B. Increasing the City's tax base by increasing the capacity and number of Local Small Business Enterprises ("LSBEs") in City contracting and attracting new small business to locate in Escambia County to gain an advantage in City competitive bids and contracting opportunities.
- C. Regularly evaluating the progress of the Program using accumulated availability and utilization data to determine specific program provisions that require modification, expansion, and/or curtailment;