

# FIRST SOURCE COMMUNITY ACCOUNTABILITY AMENDMENT ACT OF 2019

---

## WHAT THIS BILL DOES

This bill would make much more accessible and transparent to the public First Source project locations, employment opportunities, and numbers of DC residents hired. It will also require that any special agreements outside the regular hiring requirements of First Source be developed and finalized before the project begins.

## WHY THIS LEGISLATION IS IMPORTANT

First Source was put in place to make sure that District residents benefit by getting a first shot at the new jobs created when District taxpayer dollars subsidize economic development projects and other business. Right now, the public and the DC Council do not have access to this basic information. We do not know what First Source projects are currently happening, what jobs are expected from the project, or how well those projects are performing in terms of hiring District residents. You've heard it at any community meeting: Residents see cranes in the sky but don't see themselves or their neighbors getting employment out of it. This is the first step to changing that.

**This bill would require that the Department of Employment Services (DOES), which is tasked with First Source enforcement, post online a list of active First Source projects as well as copies of associated employment agreements and plans. The bill would also require DOES to send this information to the advisory neighborhood commission (ANC) in which projects are located.** All contractors subject to First Source are required to sign an "Employment Agreement," which contains information about the project and states that the first source for finding employees to fill all jobs created by or vacancies occurring on the project must be the First Source Register, which is made up of unemployed District residents and is managed by DOES. Contractors must also submit employment plans, which have 14 requirements, including hiring projections and timing and strategies for hiring DC residents.

**This bill would also require that special hiring agreements be developed prior to the start of a project and be posted online.** The First Source law has a provision that allows for DOES to enter into "special hiring agreements" with contractors "[w]henver the Mayor determines that the goal of increasing employment opportunities for District residents may be better served by establishing hiring goals in specific job categories for specific...projects." However, as in the case of the Line Hotel, DOES entered into such an agreement with the hotel's developers after DOES determined that they hadn't met the original hiring requirements.

**Finally, this bill would require DOES to submit quarterly reports that will show the status and outcomes of every project.** DOES is currently required to submit to the Council semi-annual reports that show aggregate data on the number of DC residents hired on First Source projects. This bill would repeal that provision and replace it with project-level data on contractors' hiring outcomes and information about when DOES waived allowable fines. These were recommendations of the DC Auditor's [2018 reports](#) on First Source.