

**Unedited Captioning Transcript of the Labor and Economic Development
Committee Meeting - February 7, 2023.**

We have a quorum metro TV. How about 1 minute? Please?

Good afternoon. This is, uh, the meeting of the labor and economic.

Development committee, I'm the chair of the hill I'm joined today by Vice
Jerry Anthony. I see here we have councilman Armstrong with us.

We have Robin angle and online council and purpose and councilman
ackrason.

I believe, and I see counseling Corey Arthur is about ready to join us.

So, with that, um.

Madam clerk, if you could read and well, read the waiver, please, because
we're doing this.

A, this meeting is being held present to carry a 61.806 in council rule 5
a.

Thank you and if you wouldn't mind, would you read into the record item
number? 1? Please.

Item number 1 is our dash. 001 dash 23 a resolution approving the
granting of local incentives to consumer cellular incorporated. In any
subsequent assign. These are approved affiliates there pursuant to kara's
chapter 154 sub chapter, 32 red in full.

Thank you kinda get a motion motion.

I can probably moved and seconded this item is before us, and we do have
a speaker if you to introduce yourself your title and tell us a little
bit about this.

Thank you. Good afternoon. I'm Jake manager for metros, economic
development office.

Uh, consumer cellular is a cell phone provider for the senior community.
In December 2021, and the company announced a 15.5Million dollar

investment.

And a new call center operations located at 5,200 commerce crossings drive that's district 24.

Where it plans to grow its employment to 486 full time hires.

The bulk of which are accessible entry level positions.

The company has deployed their investment commence hiring.

Is requesting final approval for their incentive.

Which is 1% of the wage assessment from local Metro.

The Department of economic development stands in support of this resolution.

And I appreciate your consideration Thank you.

Thank you. Um, so just real quickly. How many employees are currently here that it doesn't it seems like it was 25 that I read that somewhere. Yeah, so to activate to go to final approval per the state, you have to hit that initial job target.

So we do know that they've hit the initial number of 25 employees and then over the 10 year period, they'll.

Be ramping up.

To the 406, I imagine that they've hired a lot more than just the 25, and I can follow up and.

Get that number for you, if you'd like,

so just, is this a current call center but a pretty small 1 and they're going to make a big 1 or these 25 doing something else and we're going to have a call center.

Oh, no, this is a new call center out at the location that they're building out and it's going to be.

They're called the company's call center back office operation.

Okay, and are they going to have any other additional employees here besides the call center employees?

I would have to follow up and see exactly what the breakdown would be, but.

To my knowledge, it's predominantly the call center, just call center employees at that. 20 to.

Or not, excuse me 20 dollars average salary.

Okay. I appreciate it. Council accuracy.

Hey, Mr chair. I'm trying to get my head around basically the.

Overall understanding of how we arrive at these, these matters, uh.

We've got 2 on for today and.

You know, 1 is a call center. 1 is expanding business operations. How does it that that's a little decides who to engage in these.

And these incentives, the idea being, you know, uh, the 1st, the call center says they've got 25 active employees. The 2nd item has 10 active employees according to the paperwork that I'm seeing.

You know, these are larger organizations. How is it that we're not also looking? I mean, do we also consider smaller mom and pop shops and other folks as far as giving them these same sort of tax breaks.

Thank you for your question there are.

Multiple programs, I mean, to answer the final, the final part of your point, uh, there are multiple programs.

Uh, that are provided through the state that support.

Growing companies, whether that's a larger company, doing a more massive expansion. I adding hundreds of employees.

And putting forth a giant capital or not a giant, but a sizable capital investment whereas.

Smaller companies, they're also they're different programs, not the necessarily.
But small business tax credits that don't necessarily run through this body, but at the state level. So, there there are other options there and this program isn't limited to.

A company like consumer cellular, or which we'll talk about.

But is the, the kbi program has a parameter that to.

Participate in the programme, you got to show within a 10 year period that you're going to hire at least 10 new employees.

And that's the 100,000 dollars in capital expenses and then.

Have those employees maintain a certain wage, which.

Here at Metro, we ask companies to.

Pay their new employees, the 21 dollars 1,000,000.

Which we figured, as the amount 1 needs to live somewhat comfortably in a household to 1.

Gotcha, so, does this start off at the state level and then come to us to tack on? Or is this something that that.

Comes to us, 1st, or is it a coordinated effort? How does this work.

It says coordinated and it just depends. Uh, sometimes the state will bring us.

A lead or a project, and then we'll work with them.

They kind of lead the program since the bulk of the incentive.

Is paid through through the state cabinet.

And then, sometimes we, just in my day to day economic development manager, I might talk to a company with.

Plans to grow and at that point.

A light bulb kind of goes off and I explained to them what their state incentive opportunities are.

Uh, well, at the state and local level, um.

And then, so it goes hand in hand, but we work very collaboratively.

Us managers our directors with the cabinet for economic development for it.

Now, on the, the 1% that Metro is going to rebate from the occupational tax, is that applicable to the present employees they have? Or is that going to be only applicable to the employees they bring on.

This is the employees they bring on this is an incentive to grow your business and to create new jobs. So it's only applicable to the new employees that will be hired at the location.

Right. So, under that scenario, we're not losing any tax revenue. We're not dropping down some with the hope of picking more up on that.

On the the back end, we're maintaining the same tax base from this company. We're just going to give them incentives for their growth. Is that correct?

That to my knowledge is that's correct. Okay. That's how it's structured.

The last question I've got for you is relates to the, uh.

Kpi report preliminary approval reports.

Okay, uh, this 1 and the next item.

What I noticed was this 1 has an unemployment rate for the county of 3.7% in Kentucky 3.9.

On the next 1, it has an unemployment rate of 5.7 for county and 5.5 for. Wondering why we have a disparity there.

I don't know why that disparity is there. I'd have to follow up and get that information for you, but I'm happy to do. So.

Okay, thank you so much. Mr. chair. Thank you. Looking at the reports.

The reports are 2 different dates. One's ran December 9th of 2021. and

once of August 26, I don't know if it.
Change that much, but the reports dates are different and real quickly,
whereas consumer consumer cellular located. Where's there expansion going

to be? This is this is it 5,200 commerce crossings, drive and district
24.

district twenty four

Okay, thank you. Um.

Council vice chair,

thank you. Mr. chair.

So quick quick question it says, seems to meet this requirement, but I
just want to reiterate the requirement and it's in the whereas clause it
says it's establishes the.

Established in Kentucky business incentive program, the KPI program for
the purposes of encouraging the development and expansion of the service
and technology industry of in Kentucky.

So I'm assuming that was intended to expand these 2 industries
specifically. Is that correct?

Yes,

okay. Thank you. And it, it seems like a cellular company meets that
criteria to me. So thank you.

Thank you does anybody have any further questions and just for the
record, we have been joined, joined by councilman Baker. I don't see any
more. So this is a resolution calling for the voice vote all those in
favor.

Say, aye, aye, those opposed the ayes have it.

Okay, we'll go to item to Madam clerk if you could read that into the
record. Please.

Mr. Terry will this be going to the consent calendar?.

Yes.

Okay. Very good. Thank you. Item number 2 is our dash. 002 dash 23 a resolution approving the granting of local incentives to L. D. G.

multifamily LLC and any subsequent societies are approved affiliates there for someone to cara's chapter 154 September 32.

one hundred fifty four september thirty two

Thank you can I get a motion probably move in 2nd, this item is before us and please go away.

So, multi family is a multi family housing developer.

An owner with over 22,000 units in Kentucky, Georgia Tennessee, Indiana, Virginia, Kansas, Texas. kansas texas

And Louisiana in October, or, excuse me in August, uh, per the report of 20 to 1, the company announced the relocation of its headquarters.

To the Madrid building at 545 South 3rd Street downtown district 4.

A project tolling 10.75Million in capital expenses.

The company is also hiring an additional 50 well, paid employees to help facilitate the increasing demand of their field.

That said they have used the investment on the building and they have moved in.

Uh, they are, they've commits hiring and they're building up to that 50 number.

And are also requesting final approval for their kbi incentive, which is also 1% of the wage assessment from mobile Metro, as the Department of economic development. We also stand in support.

For this measure as well. Thank you.

Thank you. Just real quick question. It's they have an office here currently. Correct?

Yes, they had a prior to the Madrid building, they had something further down South or street towards URL. And so where is it seems like they're saying this is now going to be a headquarters.

So, if they weren't headquartered here, where were they headquartered, where they're moving their headquarters from?

They've always been headquartered here. Uh, there is just competition from outside markets.

So the quiet there was a question of okay.

Okay. So this is not a new headquarter.

They've been headquarters you've been here it's it's their new building.

Okay right I think.

I appreciate it, thank you for the explanation council accuracy.

Thank you. Mr. chair. Yeah. I was just trying to clear up some things.

Here. 1 is the, the way the language reads it. It's almost as if we're trying to encourage them to move their headquarters here.

Uh, but instead the reality is, they're already here, uh.

Let me ask you this paperwork here is August, 26 2021. now you just said they've actually already started growing and expanding numbers.

Was that correct?

Yes. I mean, they, they, this was a preliminary approval.

That allow through the program that would.

Allow them to start hiring and then and growing, and then collect on that action.

Okay, so that's what I was getting at here is is is the end result is this is.

If they've hired, you know, the activation date would be as a passage.

But we're showing they've got 10 employees as of today you're saying.

You're leading me to believe they've already hired more. They might have 20. I, I don't know exactly how much they've increased.

To this point today I can let me get my question out there. Okay. Okay.

So the question again is going to beg this as far as applicability to new hires.

Are we going to give them the tax incentives as of today's date when we pass this? Or are we giving them the tax incentives as of the plan from over a year and a half ago?

So, the, the language like the activation date.

Is is simply just it's language the state uses.

And how they roll out these programs, but we will be.

Metro, we will be giving them incentive on.

Up to that 50 number since.

The date indicated at the top of the sheet, August, 26, 2021 so we will. incentivizer put forth our involvement up to 50 employees. It's all performance based.

So, they will only be receiving the incentive if they do indeed make the hires.

And if they fall short, then.

Of that number as if or if anyone else and any other.

kbi fell short of their projection. We obviously would not.

Incentivize the jobs that weren't filmed.

Gotcha, my final question to you is this and it, it relates back to the question council and raised on the last item.

And that was about the statutory language and the stature language.

Talks about the development expansion of service and technology industry and so I, it was clear in in cell phones as technology.

How is it that building apartments.

Falls into service and technology under the statute or are we making a round peg for the square hole? I'm not. I'm not expert on language, but I will say that.

I don't I don't want to speak to something. I don't have knowledge on. I'm happy to dig more into the language and kind of wrestle.

Into the ground to get a satisfactory answer for you.

But I would assume that language was included to try to entice more emergent technology industries to the state. This isn't a just 1 or 2.

Prog package it's it's a it's a comprehensive program or at least.

We use it as a comprehensive program to attract businesses to the state.

Sometimes that might be a new emerging technology company, or it might be.

A company like multi family, or it might be a more traditional manufacturer.

But those programs, the program at the end of the day is for anyone who's creating.

Good paying jobs for our citizens. Do we have a county attorney? The chambers Mr chair?

We don't have 1 in the chambers, but we have 1 on the.

Oh, I'm sorry well, I saw Paul. Rob, put up there. I apologize. We have to county attorney, so I guess we can take our pick them which 1 wants to try to answer this question. Will Mr.

chair with your permission to can I question those questions.

You may

fantastic. Can somebody tell me if the express the language of the statute talks about service and technology industries?

You know how we're interpreting that? Are we going potentially arrive our authority in the statute?

Uh, Mr chair and counsel then I have to defer to Jason Fowler on that.

I'm covering for him. He had a conflicting appointment, but we will look at that and get back to you guys, but I don't know the act myself. Sir. So, I can't, I'm not able to answer that question, but we will look into it.

Thank you. Thank you. Mr.

Thank you and Paul I know you're covering and so Katherine, I'd ask you both the same question. I guess if.

We can't be part of the act because this act looks like it's a joint act.

I guess I'd ask what are the state's responsibilities under the same.

Provision because I assume they had their own limitations, and whether this qualifies, so the limitations wouldn't be necessarily just on us. It would be on both entities presumably but I would just be curious on.

How they interpret it and who did interpret on their behalf, or does interpret on their behalf. But I guess the statutory scheme should be apply equally. I would think between both entities. All right. Thank you.

And if you all would get back with Don with us on that, it'd be helpful announcement page containing. Thank you. And.

Unless there's, you know, a time, sensitive reason to move forward I think it's maybe a reason to table this, but I have a couple of questions maybe to build on the information. We need. For example, I think 1 of the things that could help us.

Understand this is what companies have we, and I'm sure a little bit forward has this information you know, what companies have we approved in the past right? And what categories would they fall into? Right? So,

because.

Don't read.

You're certainly not technology, but even service. I mean, this is a developer. It's, you know, it's real estate. Right? I don't know if that falls into that category, but there might be a definition from the state. That absolutely includes them. Right. We just need to know that.

And then I do want to piggyback off of what councilman ackrason was saying earlier, which is.

Um, this isn't a huge.

Request here, if I'm sorry, I put it the wrong document. Um, looking at the board report.

They're going from 10 people to 50 people, and the other 1 that we just passed was hundreds of people. Right? And let's put it this way.

I know a lot of businesses in the city who have expanded from 10 to 50 people who haven't come to the city for this. Right? So, I'm wondering how.

Um, you know, they do great work. I'm not complaining about the work.

They do, they're great company doing, you know, work within the community. That's wonderful. But there's others as well.

And how did they know to go through this process and other companies that are expanding from 10 to 50 people? Don't right?

And some of those are in anything from the hospitality industry to the food service industry to truly what would be an.

Previous service answer, right. As well as some tech companies that I'm aware of. So, you know, I just want to make sure that number 1, let's answer the service question. Does this fall within the definition or not?

And number 2.

You know, do we need to re, examine how we make this available and who's eligible.

Definitely, and I, I am happy to help out with.

Uh, figure out some of these language questions, but in terms of the 2nd, part of folks, knowing that's a big part of our organization.

And what we're trying to accomplish, uh, the reason why we have.

Cluster or industry, specific economic development managers, that's upon us to go out.

Talk to our communities and make sure that they know what government can do for them.

So, um, I'm not here to say that it's perfect, but it, I think anything we can do to kind of fine tune. That process is definitely a welcome. I think we're welcome to recommendations.

Sounds good. Well, I think if we can get the question answered on the definition from the county Attorney's office.

And maybe just some additional background and companies that we have approved before they might.

How they might align with L. D. J. and while we're waiting for that I'm going to make a motion to table this for now.

We have motion to table on the floor.

Properly moved and seconded all those in favor say, aye aye.

As opposed the ayes have it so.

I appreciate it at the next meeting if you could, we will have the county attorney with their information, but any other information you could provide would be great.

Okay, thank you very much. I appreciate your time. Thank you.

Madam clerk, we have item. Oh. And of course that's been table and we

know that's going to stay on the table. We go to item 3, which has been tabled. So, let me do this. 1st, before we, I guess you read it into the record maybe.

Or 1st, okay, then let's do that.

Item number 3 is 32,122 an ordinance amending global metro code of ordinances chapter 39 to require organizations receiving incentives benefits, or contracts from global metro government to report instances of workplace, sexual harassment and prohibiting those organizations from entering into certain types of non disclosure agreements that are contrary to public interest. are contrary to public interest

Uh, we need a motion down timetable.

2nd,

okay. Probably moved and seconded all those in favor. Say, aye aye, those opposed the US habit. Okay. With us today. We do have both sponsors and so, I guess with that.

Counsel Armstrong, if you were councilman, Arthur want to lead off and maybe recap where we are. I do know Jeff will brian's here today and I'm not sure if there are others that may be speaking to this. So.

Thank you Mr. chair. I'd be happy to remind committee members where we are in our discussion, and we have brought Mr. O'brian to answer any question. Committee members might have. So, this is an ordinance.

That prohibits certain type of non disclosure agreements around sexual harassment, sexual assault and workplace discrimination. It basically does 2 things part 1 says that you cannot.

Require an employee as a condition of their employment so basically, when they show up on day 1 at the job, you can't have them sign something that says, I promise not to disclose illegal conduct, such as sexual

harassment or sexual assault that happens in this workplace.

Um, this was something that was covered in large part by a federal law that just passed with bipartisan support. Our ordinance has a little a few other categories. So it also speaks about continuing employment. It speaks about raises or.

Incentives that you might get in the workplace basically an employer can't say if you want to continue working here, now, you have to sign 1 of these non disclosure agreements. The other thing it does that is not covered currently by federal law, but is very much in line with what that law was trying to do.

Is basically saying you can't after the fact, after someone has been sexually assaulted after someone has been sexually harassed you can't say you're not allowed to disclose this if you would like to settle this claim.

With us, there is an exception that if the person who has been victimized wants to protect their personal information, and they are receiving financial compensation to settle this claim, and protect their identity in those circumstances, the survivor of the assault, the survivor of the harassment does have the ability to.

Protect their identifying information, it also has a reporting requirement pretty, I would say light reporting requirement basically, the organizations that would be covered by this basically, just have to tell us once a year. How many sexual harassment and sexual assault complaints they had and what happened with those so, few numbers, few sentences, I'll note a lot of these organizations might be covered by other types of reporting requirements.

This only applies. And I.

This is really important to organizations receiving more than 50,000 dollars from the taxpayers of global. And so the.

The reason that we're doing this is to make sure that we are not using. Our citizens tax dollars to cover up sexual harassment and sexual assault.

It is a new practice for organizations to use nondisclosure agreement's in this way. Typically, they are used for trade secrets and confidential information. The fact that you have employees who are assaulting other employees is not a trade secret.

Sunshine is a great disinfectant and tax dollars the people who will don't want to be in the business of funding, those types of cover ups. There are all kinds of studies showing that this practice of using non disclosure agreements, in this way is really harmful.

It's actually bad for workplace culture increases turnover allows an increased number of incidents in a workplace. And that's why 17 states have already acted at a state level as well as the federal government in a bipartisan way.

I'll stop talking there and it.

Arthur, who has been a wonderful Co sponsor and councilman Arthur I see you doing parent duty and committee. I'm so glad that you could join us. And if you have anything else to add, I would welcome your your thoughts as well.

I'll just add real quickly as we talk about this, there are reporting requirements and they do not expose anyone and they're personally identifiable information. So we're looking for numbers and the bigger picture of what might have happened.

When we get these reports, but it's not like 1 specific individual will be getting exposed for whatever allegations or whatever incidents took place at that workplace.

Thank you.

And with that Mr chair, I would say that Mr Brian has made himself available for any questions. The committee might have.

Okay, thank you. I have 1 for a guest. The sponsors you mentioned federal law can you give us specifically? Is it the name of the law, or what would? It really entails because if we have federal, I know you know, the hierarchy of walls better than anybody.

What is what gaps is this filling that the federal doesn't.

So, the federal law is called the speak out act and I believe it passed 1 of the chambers. I want to say unanimously or and the other 1.

With broad support, and it basically prohibits the Pre employment practice of non disclosure agreements.

So, at 1 point, there were some shocking statistics about the number of employees that, as part of their initial paperwork end up signing something that says, I will not disclose anything unlawful that happens in this workplace.

And that means if someone is harassed, if they're assaulted, if they're discriminated against if they experience any other unlawful conduct.

They actually can't tell anyone about it and in some circumstances that can actually impede law enforcement investigations into incidents that happen as well and it means more incidents are likely to occur.

So, in the federal law, it's the Pre employment, non disclosure agreements and I'll let county attorney Katherine meter chime in. If I'm if there's anything I'm missing ours.

Speaks to preemployment ones, but it also speaks to continuation of employment promotions raises. And the big difference is that we also cover there any situation where a nondisclosure agreement is signed after

something happens. So, a lot of times.

An employer might say, hey, we're aware that, you know, you have alleged that you are sexually harassed in the workplace.

We will give you 10,000 dollars, but when we want you to sign this non disclosure agreement, and you can't tell anyone about it. And so it would prohibit that practice from employers, which honestly invokes the exact same policy concerns that the federal act was trying to get.

Okay, thank you for that explanation. Do you have anything to add?

Catherine matters? Assistant Jefferson county attorney? I don't have anything really to add other than the federal law. It doesn't.

Prohibit nondisclosure agreement's it actually.

Just stops them from being judicially enforceable. I mean, it's not it's mostly the same thing, but that's just 1 distinction with the federal law, but everything else.

Councilman chambers Armstrong said about the differences between.

This ordinance and the state and the federal law are.

Is 100% right? I think that Thank you. So I just added curiosity.

So, if you do, have this federal law, some of the issues that we're sort of, trying to fill the gaps, do you know if there was discussion to take that law further or to talk about the very things that again back to continuous employment?

Not on the preemployment, but in some of the scenarios that were. that were

We're trying to cover and if they did look at it, where did it go watching it go anywhere. I know having dealt with Frank for not so much federal law. There's always amendments. There's always people trying to craft and change it.

So, do you know if some of these same discussions were had about some of

these scenarios that we're contemplating here?
No, I have not I just have the past bill in front of me, but I don't have anything else before that or I haven't watched any committee meetings or anything like that. So I can look into that if you'd like me to and. I don't want you to spend a lot of time. I think there's usually a legislative record. I would just be sort of curious as to what other discussions had and if they.

Looked at this and didn't go any further, or they didn't look at it at all. So, but I don't want to spend a lot of time, but if you find a legislative record, it would be helpful. So I appreciate it. Thank you.

Announcement page containing.

Thank you Mr. chair. I just want to clarify something and maybe the administration clarify. Jeff can clarify for me, but 1st of all. Very much in support of this if I might get on my soapbox for 2 seconds. I think most of these nda's, particularly addressing illegal activity should be illegal and frankly, they're absurd. The other 1 is I'm generally not a colossal fan of non compete agreements either.

If I might talk about employment law with the exception of very senior executives. And I think companies have sort of used it abused that practice to scare employees half the time.

And most of the ones I've ever seen signed, wouldn't stand up. For 5 seconds anyway, and they're just there to intimidate employees instead of motivate them to do better. But while we're talking about this particular topic, I am interested in the reporting requirement. It's my only.

I don't want to say concerned just my only like, I just need clarification. I do understand, it's aggregate information. Uh, so.

Company X Y, Z company, X, Y, and Z.
Qualifies they have to report annually. They send the report. I'm
assuming to forward.

What happens? Like, who can see it?

What's the oversight? Let me put it this way.

The information is only important if we get it and then.

Have do something with it if necessary you're saying we're saying yeah.

So Jeff, our brand chief of moving forward um, the reporting requirements
here are, so typically just, everybody knows, like, on a tip incentive or
incentive. There's a report that comes in that says we hired this many
people.

This is a salary they're at we've made they've maintained their
employment for X number of years or in a tip incentive. We spent this
amount of investment. This is our tax bill. This is the amount that we're
requesting and reimbursement, so they have to.

With the annual reporting for those any year.

In terms of what in terms of turning that in so we share that report
with, on the tip side, or on the incentive side, or with the state on the
side, to ensure that they're meeting all the requirements there. That's
something we automatically do move forward.

Does not cut checks in this particular case.

So, in this case, the documents asking us to get these to the human
relations commission and the office of equity so we would turn the
documentation over to them in terms of what how difficult it is for the
companies to generate.

Those reports, and again, I'm only speaking on the incentive side, the
contract, the contractual Side's a completely different side of this.

That's just, you know, that will be I can't speak to how difficult that

reporting would be for a company. We've not heard anything from. We did talk with the state and just to kind of say, what are, what are you thinking from your member standpoint? They just asked the reporting not be burdensome. So I don't I don't really know that companies have dug into it that much but again, we're, we're.

This is going to be something that it's either gonna affect somebody directly doing business with Metro government directly receiving incentives with Metro governments.

So these are going to be things that they know upfront and should be prepared for as a continue their compliance and monitoring for the life of their incentive, or life of their development project.

Yeah, I mean, I would, I would question the business that doesn't know how many people have been sexually harassed sexually assaulted at least in the aggregate have numbers. Right? So, I'm not too worried about that, but then okay, so goes to the human rights committee human relations commission. It goes to.

The office of equity.

So, what do counsel get to see that information? Is that publicly disposable? Like, again? Like, 4 and I'm going to give you an example of what I'm talking about.

Company has a TIF, we've had amended caps rates for tips. Come back to us. Maybe they're expanding even further and all this stuff and let's just say they have 100 current employees and 50 screaming absurd example. Half of them are saying, they've been sexually harassed in the workplace and that's what the report says. says

I don't know if we're approving that TIF moving forward. So what will we be able to see that information before? We make those decisions? Yes. So all the all the document all the things that are reported to us on the

again.

This is these are taxpayer dollars that are being diverted from our coffers someplace else. And so that information is all discoverable.

Again. There's nothing in here that says.

Other than individuals identities, which I understand those would need to be protected, but I think in terms of the raw number of reports, I think that that's something that could be published. I'm not going to speak for how human relations publishes their information.

I know for our tip agreements, if somebody says, hey, I want to see how much you reimbursed Churchill downs last year, we would provide them that providing the information. Certainly.

If we were going to bring something back to counsel, we need this to be amended or that to be amended. We would expect that you would ask for.

For all these reports, these would be things that we would absolutely provide demetric Council.

Yeah, thank you for your response I think councilman Arthur, did you want to.

Try to answer this question. Yeah, I just wanted to direct folks to page 4 of the ordinance. Yes. The human relations commission.

Guess the mayor's office, but also the council would get these annual reports and chairman really answer. What I was going to pose is that.

I would hope as we get these reports, we decide what to do with it. So if someone has hundreds of unresolved issues year after year.

Yes, we would take that into consideration when we're looking at financial incentives.

Or even funding when it comes to the city budget process. So, as far as what we do with it, I hope that this body can make a responsible decision in those moments, depending on who the company is and what the scenario is. But metro Council, it does get those reports.

Perfect, thank you. Last question. Mr. chair the. So it seems to me 50,000 threshold. It seems to me obviously, at least based on your comments, that includes KPI incentives.

Tips incentives obviously would be any other organization that's getting direct support right? I'm thinking of urban league. Right? I'm thinking of grants. grants

Um, how deep does this go? Because there's many grantees that are well over 50,000 dollars and I just want to make sure we understand the full scope of.

You know, if, for example, the community ministries, we give lots of money to community ministries.

For all sorts of reasons do all the community ministries have to start reporting this I'm not saying that's a bad thing. I'm just saying I want everybody to be clear before we vote on it.

Yeah, the way that I'm reading this is this goes beyond just the TIF and and industrial revenue bonds, and any other, the other incentives that Metro directly participates in this to me, it says if we're going to give.

Community ministries a grant, we just gave them a grant if we're going to give urban living grant, if we're going to contract with the business for more than 50,000 dollars.

I mean, this is anybody that's really doing business with Metro government and receiving public funds is reporting then then okay.

There's a follow up question. I'm so sorry, the fault question is who.

Is going to track compliance with that. In other words, like, who's going to be the agency's that's going to say? Yes, we have 200 organizations that meet this threshold and we've received 100 reports.

Yes, so for again, I'm speaking on behalf of. My agency, and so, any of the incentives that we dole out, we are going to be the 1 tracking that in terms of. Are we going to centralize the grant reporting and contract reporting?

That's probably something that we need to have a conversation with Angie done and and so I.

You know, again, all of these grant agreements that we put together, have monitoring and reporting requirements and then they all sign a contract that says you're going to comply with all these elements of metro code. So it's for us. Here's Here's a reporting requirement that you have to have. I'm not seeing anything in these reporting requirements besides raw numbers. So I would agree with you.

I would hope people are tracking the number of workplace complaints and compliance issues that they're having.

Mr. chair at some point I'm not able to queue in. Could I responded to council question the question? So yeah, I'd love to hear if that's okay. Sure. You're really done.

Reserve the right to not be done, but I'll cue back in if I'm not sure you can respond and then counsel and bash. Sebastian will be next. So. Thank you Mr. chair. I just wanted to draw the committee's attention to the fact that this does not apply to any in effect currently.

Um, agreements or any that are currently being negotiated.

So, presumably, every time we give away taxpayer dollars, we sign a contract about what folks are going to do and what the taxpayers are getting for that money as part of those negotiations. It would.

Be clear up front. Hey, by the way you need to report, if you have any right hopefully a lot of organizations.

The reporting just 0, we've had 0 This year, and that's the end of it, but clear that as part of the ongoing compliance, there's a term in the

agreement that says, you got to let us know, and this doesn't go into effect according to the ordinance.

6 months from the date that the megawatts on it.

Correct, and that's to allow any ongoing negotiations to conclude without this throwing any sort of wrench into anyone's plans.

And I think it would be helpful for the administration to figure out who is going to track the reporting and give them an opportunity as well to at least figure that out.

Okay, councilman bash, thank you. Sorry. So, is it kind of piggyback off of, um.

Katherine thing so.

The ministries, for example, we do give a lot of money to so on and so forth. Let's say a ministries a, has a complaint this year, but no actual actions.

And then has another 1 the next year and the next year, right? So then obviously we would take that into consideration of whether we're going to fund that ministries or not. But if they have 1 complaint this year.

Are we going to pull their funds from them? And then.

They don't have anything else for the next 10 years. Are they eligible again for for funds? I'm just trying to get some clarity on that because there's not really any clarity in the regard and I'm not just using the ministries example. I'm all entities involved.

I think councilman Arthur spoke to that a little bit, but I'll let him speak to it. My understanding was it's just another consideration on whether you would want to fund that agency and that's always going to be 14.

Folks in this chamber with America, that approves that are 18 if he doesn't but I would let council and Arthur if he wants to address that but I think it will be 1 of the factors or decisions you make.

If they if either they fail to report, or they have some issues, so counseling.

The chairman of the words out of my mouth councilman that will be up to you, that will be up to us. What do we want to do about it is really the question that we would have to ask ourselves in the future.

Hopefully like the other Co sponsors that we don't have to deal with this because people are doing what they need to do and be in decent at their workplace and beyond. But if not, then we have an option of making sure that whatever information we get about.

Those complaints resolved or unresolved, we use it to make decisions in the future about what we do with.
Tax dollars.

Thank you. Okay, thank you. Councilman ackrason.

Hey, Mr chair and I would just like to remind my colleagues also. This isn't about what criteria we're going to hold.

2 ministries or other organizations, when it comes to our funding, this is an ordinance about saying, you cannot.

Do business with us and require people to sign these non disclosures and these confidentiality agreements. So that's the heart of this, uh, what we consider whether or not we.

Extend funding to organizations such as.

The ministries or whoever else that is an overall big picture of.

Everything that this might be a small portion of, but at the end of the day, this ordinance is primarily about saying, you can't do business with us and require employees to sign these. These.

Please keep things secret documents.

Thank you thank you. I don't see any further.

Issues or any other speakers, I guess saying none, this ordinance is 1 that requires a roll call vote. Madam clerk if you'd open, uh.

The voting voting is open Mr. chair.

Thank you.

Hmm.

Committee member purpose.

Yes, I remember Baker.

Committee member accuracy.

Seeing this is has 7 votes and pass unanimously. This will go to the consent calendar. Madam clerk. Thank you. Colleagues.

And saying that there's no further business before us meetings here Thank you.