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The OLS, established in the Mayor’s 2015-2016 proposed budget will provide a centralized focal point for the City’s efforts on labor standards and has three main functions:

- Promote compliance with labor standards through outreach and education,
- Collect and analyze data on the city’s workforce and workplaces, and
- Administer the City’s labor standards ordinances.

The Mayor’s budget proposes 5.0 FTE for OLS in 2015 and 7.0 FTE in 2016. This green sheet will increase OLS staffing capacity to 7.0 FTE in 2015 and allow OLS a broader range of enforcement strategies and options in both 2015 and 2016.

The City Council recently received a briefing from the City Auditor about the City’s initial experiences providing education and enforcement of the Paid Sick and Safe Leave law. This review highlighted the importance of broader education and also the need for the discretionary application of enforcement actions for repeat or egregious violators of the law. The same will be true for other City labor laws. To send a consistent signal and to enable proper discretionary enforcement of the City’s labor laws, OLS must have adequate resources for investigations from its inception.

Once added in 2015 these 2 positions will be ongoing, permanent positions and will be in OLS’s 2016 base budget. Therefore, this green sheet also cuts the addition of these 2.0 FTE civil rights analyst positions from the Mayor’s 2016 proposed budget.

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Budget Action Transactions

Budget Action Title: Hire 2.0 FTE civil rights analysts in OCR/OLS in 2015 instead of 2016

#	Transaction Description	Position Title	Number of Positions	FTE	Dept	BCL or Revenue Source	Summit Code	Fund	Year	Revenue Amount	Expenditure Amount
1	Add \$199,671 GSF for 2.0 FTE civil rights analysts	Civil Rights Anlyst - FT	2	2	OCR	Civil Rights	X1R00	00100	2015		\$199,671
2	Cut 2.0 FTE civil rights analysts	Civil Rights Anlyst - FT	-2	-2	OCR	Civil Rights	X1R00	00100	2016		\$0