



City of San Antonio

Agenda Memorandum

File Number:
{{item.tracking_number}}

Agenda Item Number: 9

Agenda Date: April 16, 2025

In Control: Governance Committee Meeting

DEPARTMENT: Public Works Department

DEPARTMENT HEAD: Razi Hosseini

COUNCIL DISTRICTS IMPACTED: Citywide

SUBJECT:

Ensuring Integrity in Local Contracts

SUMMARY:

On February 17, 2025, Councilmember Teri Castillo (District 7) submitted a Council Consideration Request (CCR) requesting to Ensure Integrity in Local Contracts.

BACKGROUND INFORMATION:

To help combat wage theft for local construction workers, the City of San Antonio (COSA) adopted Ordinance 71312 in 2008. While that ordinance took steps to protect construction workers, this CCR seeks to add stronger language which improves reporting and accountability standards and requires that COSA not enter into contracts and/or terminate existing construction contracts with companies who violate wage and labor standard provisions. Without an update to the current ordinance, it is possible for an employer with a history of wage theft to continue doing business with the COSA.

The CCR requests the following:

- Part 4 of the Wage and Labor Standard Provisions be amended to state that COSA will be required by law to terminate the contract for uncured wage theft violations and will automatically deny a contractor/sub-contractor with recurrent violations. Part 3 should also be updated to give workers more than 60 days to report wage theft. Texas Payday Law gives the employee 180 days to report (Texas Workforce Commission). The Fair Labor Standards Act contains a two-year statute of limitations for non-willful violations and a three-year statute of limitations for willful violations.
- The Labor Compliance Team should also establish a repeat offender list where repeat offenders are barred from bidding work with COSA for no less than three (3) years. The section titled Complaints, Proceedings, or Testimony by Employees should also be reviewed and updated to include specific anti-retaliation statements and a process which allows the Labor Compliance Team and/or a Wage Theft Coordinator to investigate and determine if retaliation has occurred.

ISSUE:

The CCR requests that the City address Ensuring Integrity in Local Contracts.

FISCAL IMPACT:

Not applicable.

ALTERNATIVES:

Not applicable.

RECOMMENDATION:

Staff recommends referring this CCR to the Transportation and Infrastructure Committee.