

# Worker Empowerment

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# Worker Empowerment

Trinh Nguyen, Chief of Worker Empowerment

## Cabinet Mission

The Worker Empowerment Cabinet (WE) leads the City of Boston’s work in advancing the well-being of all working residents in both the public and private sectors. Worker Empowerment ensures better accountability and coordination, and closely aligns worker empowerment policy and programs to create a safe, healthy, and climate resilient city for all.

Operating Budget	Total Actual '21	Total Actual '22	Total Approp '23	Total Budget '24
Labor Compliance and Worker Protections	0	0	3,505,175	2,861,114
Youth Employment & Opportunity	7,159,622	11,212,681	17,714,931	18,037,045
<b>Total</b>	<b>7,159,622</b>	<b>11,212,681</b>	<b>21,220,106</b>	<b>20,898,159</b>

External Funds Expenditures	Total Actual '21	Total Actual '22	Total Approp '23	Total Budget '24
Youth Employment & Opportunity	925,892	14,401	1,172,794	1,453,613
<b>Total</b>	<b>925,892</b>	<b>14,401</b>	<b>1,172,794</b>	<b>1,453,613</b>



# Labor Compliance and Worker Protections Operating Budget

Jodi Sugaerman-Brozan, Manager, Appropriation 157000

## Department Mission

The Office of Labor Compliance and Worker Protections uses the power and scale of the City of Boston's procurement, contracting, licensing and permitting processes to drive safe, equitable, empowering labor standards for all Boston workers and to ensure a level playing field so that employers that pay their workers fairly, provide good quality jobs and keep their workers safe and healthy have equal access to City contracts and resources.

## Selected Performance Goals

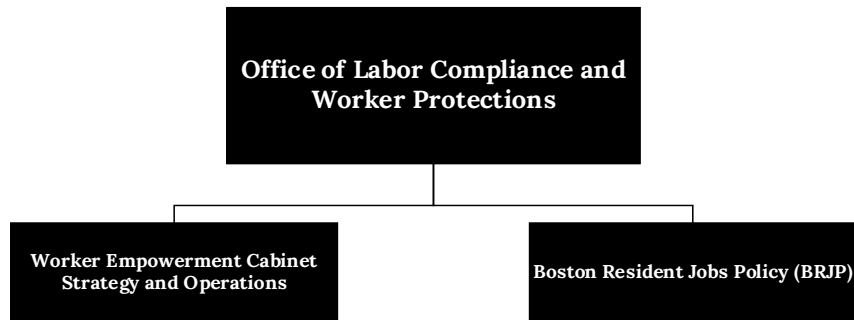
### Boston Residents Job Policy

- Boston Resident Job Policy Monitoring

Operating Budget	Program Name	Total Actual '21	Total Actual '22	Total Approp '23	Total Budget '24
	Boston Residents Job Policy	0	0	3,505,175	1,052,274
	Worker Empowerment Administration	0	0	0	1,808,840
	<b>Total</b>	<b>0</b>	<b>0</b>	<b>3,505,175</b>	<b>2,861,114</b>

Operating Budget		Actual '21	Actual '22	Approp '23	Budget '24
	Personnel Services	0	0	2,246,597	1,276,694
	Non Personnel	0	0	1,258,578	1,584,420
	<b>Total</b>	<b>0</b>	<b>0</b>	<b>3,505,175</b>	<b>2,861,114</b>

# Labor Compliance and Worker Protections Operating Budget



## **Description of Services**

The Labor Compliance and Worker Protections will ensure compliance with all City labor policies and laws. The Department will ensure that all covered City of Boston vendors comply with the Boston Jobs, Prevailing Wage and Living Wage Ordinance (including new compliance activities for the prevailing wage requirements added to the Ordinance in 2021) and support the Living Wage Advisory Committee. The Office will ensure that a new Construction Safety Ordinance that goes into effect on 12/1/23 is implemented and enforced. The Office of Labor Compliance and Worker Protections is also working on new workers' rights and responsible contractor strategies.

The Boston Resident Jobs Policy Office (BRJP) oversees compliance with the Boston Residents Jobs Policy which monitors approximately 120 construction projects per year in their effort to reach local hiring goals defined by the Boston Residents Jobs Policy (51% Boston residents, 40% people of color and 12% women). The BRJP office also coordinates the Boston Employment Commission and the BRJP Jobs Bank.

# Department History

Personnel Services	FY21 Expenditure	FY22 Expenditure	FY23 Appropriation	FY24 Recommended	Inc/Dec 23 vs 24
51000 Permanent Employees	0	0	2,231,597	1,261,694	-969,903
51100 Emergency Employees	0	0	0	0	0
51200 Overtime	0	0	0	0	0
51600 Unemployment Compensation	0	0	0	0	0
51700 Workers' Compensation	0	0	15,000	15,000	0
Total Personnel Services	0	0	2,246,597	1,276,694	-969,903
Contractual Services	FY21 Expenditure	FY22 Expenditure	FY23 Appropriation	FY24 Recommended	Inc/Dec 23 vs 24
52100 Communications	0	0	5,650	2,260	-3,390
52200 Utilities	0	0	0	0	0
52400 Snow Removal	0	0	0	0	0
52500 Garbage/Waste Removal	0	0	0	0	0
52600 Repairs Buildings & Structures	0	0	0	0	0
52700 Repairs & Service of Equipment	0	0	1,000	400	-600
52800 Transportation of Persons	0	0	4,800	6,480	1,680
52900 Contracted Services	0	0	1,225,500	414,600	-810,900
Total Contractual Services	0	0	1,236,950	423,740	-813,210
Supplies & Materials	FY21 Expenditure	FY22 Expenditure	FY23 Appropriation	FY24 Recommended	Inc/Dec 23 vs 24
53000 Auto Energy Supplies	0	0	0	0	0
53200 Food Supplies	0	0	1,000	1,000	0
53400 Custodial Supplies	0	0	0	0	0
53500 Med, Dental, & Hosp Supply	0	0	0	0	0
53600 Office Supplies and Materials	0	0	5,000	2,000	-3,000
53700 Clothing Allowance	0	0	3,000	2,250	-750
53800 Educational Supplies & Mat	0	0	0	0	0
53900 Misc Supplies & Materials	0	0	1,430	570	-860
Total Supplies & Materials	0	0	10,430	5,820	-4,610
Current Chgs & Oblig	FY21 Expenditure	FY22 Expenditure	FY23 Appropriation	FY24 Recommended	Inc/Dec 23 vs 24
54300 Workers' Comp Medical	0	0	0	0	0
54400 Legal Liabilities	0	0	0	0	0
54500 Aid To Veterans	0	0	0	0	0
54600 Current Charges H&I	0	0	0	0	0
54700 Indemnification	0	0	0	0	0
54800 Reserve Account	0	0	0	0	0
54900 Other Current Charges	0	0	7,198	0	-7,198
Total Current Chgs & Oblig	0	0	7,198	0	-7,198
Equipment	FY21 Expenditure	FY22 Expenditure	FY23 Appropriation	FY24 Recommended	Inc/Dec 23 vs 24
55000 Automotive Equipment	0	0	0	0	0
55400 Lease/Purchase	0	0	0	0	0
55600 Office Furniture & Equipment	0	0	0	0	0
55900 Misc Equipment	0	0	4,000	3,200	-800
Total Equipment	0	0	4,000	3,200	-800
Other	FY21 Expenditure	FY22 Expenditure	FY23 Appropriation	FY24 Recommended	Inc/Dec 23 vs 24
56200 Special Appropriation	0	0	0	1,151,660	1,151,660
57200 Structures & Improvements	0	0	0	0	0
58000 Land & Non-Structure	0	0	0	0	0
Total Other	0	0	0	1,151,660	1,151,660
Grand Total	0	0	3,505,175	2,861,114	-644,061

# Department Personnel

Title	Union Code	Grade	Position	FY24 Salary	Title	Union Code	Grade	Position	FY24 Salary
Deputy Chief of Operations	EXM	12	2.00	267,180	Prin Accountant	SU4	16	1.00	81,150
Executive Coordinator	SU4	18	1.00	73,222	Prin Adm Asst	SE1	08	1.00	114,857
					Sr Research Analyst	SU4	18	7.00	619,285
					<b>Total</b>			<b>12</b>	<b>1,155,694</b>
					<b>Adjustments</b>				
					Differential Payments				0
					Other				106,000
					Chargebacks				0
					Salary Savings				0
					<b>FY24 Total Request</b>				<b>1,261,694</b>



# Program 1. Boston Residents Job Policy

Christopher Brown, Manager, Organization 157100

## Program Description

The BRJP Office oversees compliance with the Boston Resident Jobs Policy which monitors approximately 120 construction projects per year in their efforts to reach local hiring goals defined by the Boston Residents Jobs Policy (51% Boston residents, 40% people of color and 12% women). The office also coordinates the Boston Employment Commission and the BRJP Jobs Bank. In FY23, this Org contained what is now the Department of Supplier Diversity (Appropriation 156 in FY24).

Operating Budget	Actual '21	Actual '22	Approp '23	Budget '24
Personnel Services	0	0	2,246,597	909,514
Non Personnel	0	0	1,258,578	142,760
<b>Total</b>	<b>0</b>	<b>0</b>	<b>3,505,175</b>	<b>1,052,274</b>

## Performance

**Goal:** Boston Resident Job Policy Monitoring

Performance Measures	Actual '21	Actual '22	Projected '23	Target '24
% of work hours performed by Boston residents	27%	24%	23%	51%
% of work hours performed by people of color	38%	38%	38%	40%
% of work hours performed by women	7%	8%	8%	12%

# Program 2. Worker Empowerment Administration

**Jodi Sugerman-Brozan, Manager, Organization 157200**

**Program Description**

The Office of Labor Compliance and Worker Protections will ensure that all covered City of Boston vendors comply with the Boston Jobs, Prevailing Wage and Living Wage Ordinance (including new compliance activities for the prevailing wage requirements added to the Ordinance in 2021) and support the Living Wage Advisory Committee. The Office will also ensure that the Wage Theft Executive Order is enforced through collaboration with the Licensing Board. In addition, the Office is working on new workers' rights, responsible contractor and health and safety strategies in FY23 that will continue into FY24.

Operating Budget	Actual '21	Actual '22	Approp '23	Budget '24
Personnel Services	0	0	0	367,180
Non Personnel	0	0	0	1,441,660
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,808,840</b>

# Youth Employment and Opportunity Operating Budget

Rashad Cope, Director, Appropriation 448000

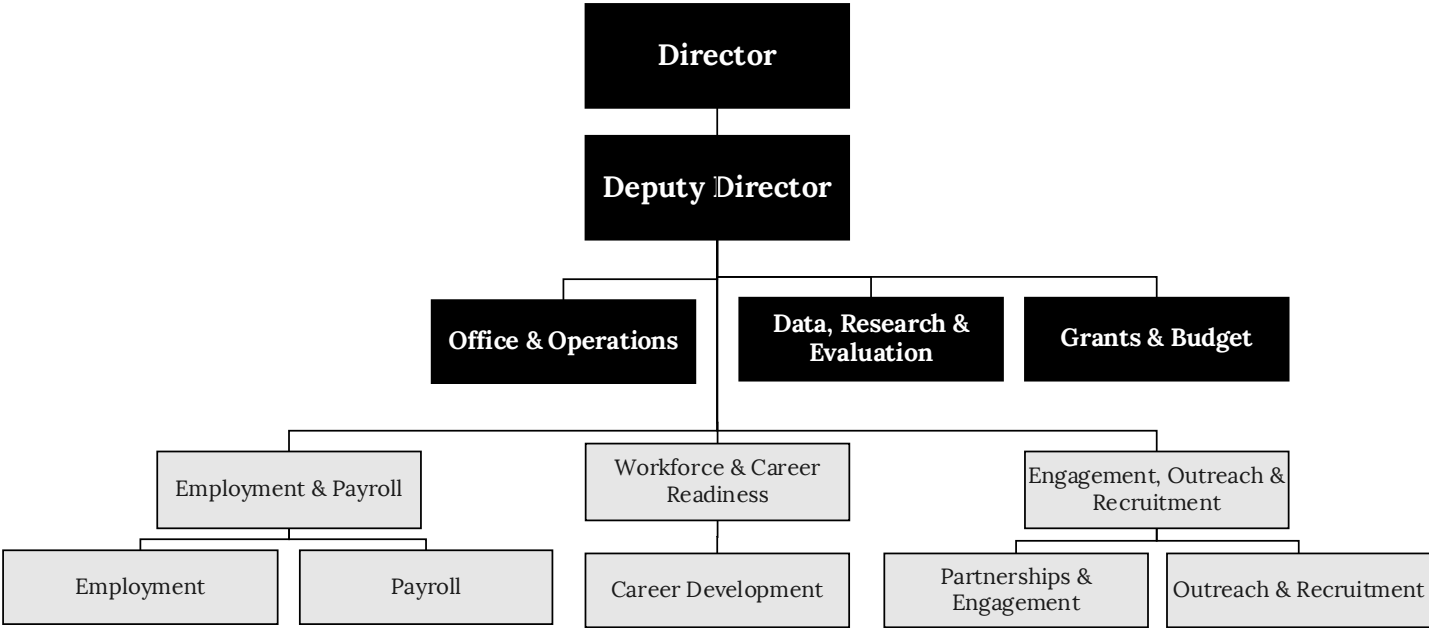
## Department Mission

The Youth Employment & Opportunity (YEO) appropriation is used to support activities and services for Boston's youth. The department exists to employ, develop, and engage Boston's youth. YEO does this by exposing youth to the workforce, and bridging opportunities for personal and professional growth. YEO envisions a future where youth are educated, equipped, and empowered to transition successfully into adulthood. YEO advances the lives of Boston's youth through; employment opportunities; career development training; and strategic partnership + community engagement.

Operating Budget	Program Name	Total Actual '21	Total Actual '22	Total Approp '23	Total Budget '24
	Youth Employment and Opportunity Admin	7,159,622	11,212,681	17,714,931	18,037,045
	<b>Total</b>	<b>7,159,622</b>	<b>11,212,681</b>	<b>17,714,931</b>	<b>18,037,045</b>

Operating Budget		Actual '21	Actual '22	Approp '23	Budget '24
	Personnel Services	6,254,011	7,988,497	10,623,482	7,507,291
	Non Personnel	905,611	3,224,184	7,091,449	10,529,754
	<b>Total</b>	<b>7,159,622</b>	<b>11,212,681</b>	<b>17,714,931</b>	<b>18,037,045</b>

# Youth Employment and Opportunity Operating Budget



**Description of Services**

The Youth Employment & Opportunity (YEO) appropriation is used to support activities and services for Boston's youth. The department exists to employ, develop, and engage Boston's youth. YEO does this by exposing youth to the workforce, and bridging opportunities for personal and professional growth. YEO envisions a future where youth are educated, equipped, and empowered to transition successfully into adulthood. YEO advances the lives of Boston's youth through; employment opportunities; career development training; and strategic partnership + community engagement.

# Department History

<b>Personnel Services</b>	<b>FY21 Expenditure</b>	<b>FY22 Expenditure</b>	<b>FY23 Appropriation</b>	<b>FY24 Adopted</b>	<b>Inc/Dec 23 vs 24</b>
51000 Permanent Employees	545,950	484,021	929,723	597,122	-332,601
51100 Emergency Employees	5,708,061	7,489,989	9,693,759	6,910,169	-2,783,590
51200 Overtime	0	0	0	0	0
51600 Unemployment Compensation	0	14,487	0	0	0
51700 Workers' Compensation	0	0	0	0	0
<b>Total Personnel Services</b>	<b>6,254,011</b>	<b>7,988,497</b>	<b>10,623,482</b>	<b>7,507,291</b>	<b>-3,116,191</b>
<b>Contractual Services</b>	<b>FY21 Expenditure</b>	<b>FY22 Expenditure</b>	<b>FY23 Appropriation</b>	<b>FY24 Adopted</b>	<b>Inc/Dec 23 vs 24</b>
52100 Communications	215	0	6,580	6,580	0
52200 Utilities	0	0	0	0	0
52400 Snow Removal	0	0	0	0	0
52500 Garbage/Waste Removal	0	0	0	0	0
52600 Repairs Buildings & Structures	0	0	0	0	0
52700 Repairs & Service of Equipment	0	0	1,000	1,000	0
52800 Transportation of Persons	-200	0	0	0	0
52900 Contracted Services	286,524	2,557,953	6,391,873	9,830,178	3,438,305
<b>Total Contractual Services</b>	<b>286,539</b>	<b>2,557,953</b>	<b>6,399,453</b>	<b>9,837,758</b>	<b>3,438,305</b>
<b>Supplies &amp; Materials</b>	<b>FY21 Expenditure</b>	<b>FY22 Expenditure</b>	<b>FY23 Appropriation</b>	<b>FY24 Adopted</b>	<b>Inc/Dec 23 vs 24</b>
53000 Auto Energy Supplies	0	0	0	0	0
53200 Food Supplies	0	0	0	0	0
53400 Custodial Supplies	0	0	500	500	0
53500 Med, Dental, & Hosp Supply	0	0	0	0	0
53600 Office Supplies and Materials	867	3,246	5,500	5,500	0
53700 Clothing Allowance	0	0	0	0	0
53800 Educational Supplies & Mat	0	0	0	0	0
53900 Misc Supplies & Materials	34,578	55,750	62,500	62,500	0
<b>Total Supplies &amp; Materials</b>	<b>35,445</b>	<b>58,996</b>	<b>68,500</b>	<b>68,500</b>	<b>0</b>
<b>Current Chgs &amp; Oblig</b>	<b>FY21 Expenditure</b>	<b>FY22 Expenditure</b>	<b>FY23 Appropriation</b>	<b>FY24 Adopted</b>	<b>Inc/Dec 23 vs 24</b>
54300 Workers' Comp Medical	0	0	0	0	0
54400 Legal Liabilities	0	0	0	0	0
54500 Aid To Veterans	0	0	0	0	0
54600 Current Charges H&I	0	0	0	0	0
54700 Indemnification	0	0	0	0	0
54800 Reserve Account	0	0	0	0	0
54900 Other Current Charges	8,905	44,735	56,496	56,496	0
<b>Total Current Chgs &amp; Oblig</b>	<b>8,905</b>	<b>44,735</b>	<b>56,496</b>	<b>56,496</b>	<b>0</b>
<b>Equipment</b>	<b>FY21 Expenditure</b>	<b>FY22 Expenditure</b>	<b>FY23 Appropriation</b>	<b>FY24 Adopted</b>	<b>Inc/Dec 23 vs 24</b>
55000 Automotive Equipment	0	0	0	0	0
55400 Lease/Purchase	0	0	0	0	0
55600 Office Furniture & Equipment	0	0	0	0	0
55900 Misc Equipment	12,222	0	4,500	4,500	0
<b>Total Equipment</b>	<b>12,222</b>	<b>0</b>	<b>4,500</b>	<b>4,500</b>	<b>0</b>
<b>Other</b>	<b>FY21 Expenditure</b>	<b>FY22 Expenditure</b>	<b>FY23 Appropriation</b>	<b>FY24 Adopted</b>	<b>Inc/Dec 23 vs 24</b>
56200 Special Appropriation	562,500	562,500	562,500	562,500	0
57200 Structures & Improvements	0	0	0	0	0
58000 Land & Non-Structure	0	0	0	0	0
<b>Total Other</b>	<b>562,500</b>	<b>562,500</b>	<b>562,500</b>	<b>562,500</b>	<b>0</b>
<b>Grand Total</b>	<b>7,159,622</b>	<b>11,212,681</b>	<b>17,714,931</b>	<b>18,037,045</b>	<b>322,114</b>

# Department Personnel

Title	Union Code	Grade	Position	FY24 Salary	Title	Union Code	Grade	Position	FY24 Salary
Admin Asst III	MYO	08	1.00	75,277	Youth Employment Coord	MYO	05	2.00	113,725
Director	MYN	NG	1.00	125,687	Youth Fund Manager	MYO	08	2.00	166,705
Director	MYO	10	1.00	78,269	Youth Outreach Coord	MYO	05	1.00	59,611
Grants Administrator	MYO	06	1.00	69,292	Yth & Career Development Coord	MYO	05	1.00	66,731
					<b>Total</b>				<b>755,297</b>
					<b>Adjustments</b>				
					Differential Payments				0
					Other				3,800
					Chargebacks				0
					Salary Savings				-161,975
					<b>FY24 Total Request</b>				<b>597,122</b>

# External Funds History

Personnel Services	FY21 Expenditure	FY22 Expenditure	FY23 Appropriation	FY24 Adopted	Inc/Dec 23 vs 24
51000 Permanent Employees	0	7,500	75,000	53,613	-21,387
51100 Emergency Employees	767,834	0	1,040,444	1,400,000	359,556
51200 Overtime	0	0	0	0	0
51300 Part Time Employees	0	0	0	0	0
51400 Health Insurance	0	1,125	12,000	0	-12,000
51500 Pension & Annuity	0	675	6,750	0	-6,750
51600 Unemployment Compensation	0	0	0	0	0
51700 Workers' Compensation	0	0	0	0	0
51800 Indirect Costs	0	0	0	0	0
51900 Medicare	0	109	0	0	0
<b>Total Personnel Services</b>	<b>767,834</b>	<b>9,409</b>	<b>1,134,194</b>	<b>1,453,613</b>	<b>319,419</b>
Contractual Services	FY21 Expenditure	FY22 Expenditure	FY23 Appropriation	FY24 Adopted	Inc/Dec 23 vs 24
52100 Communications	0	0	0	0	0
52200 Utilities	0	0	0	0	0
52400 Snow Removal	0	0	0	0	0
52500 Garbage/Waste Removal	0	0	0	0	0
52600 Repairs Buildings & Structures	0	0	0	0	0
52700 Repairs & Service of Equipment	0	0	0	0	0
52800 Transportation of Persons	0	0	8,600	0	-8,600
52900 Contracted Services	34,147	0	25,000	0	-25,000
<b>Total Contractual Services</b>	<b>34,147</b>	<b>0</b>	<b>33,600</b>	<b>0</b>	<b>-33,600</b>
Supplies & Materials	FY21 Expenditure	FY22 Expenditure	FY23 Appropriation	FY24 Adopted	Inc/Dec 23 vs 24
53000 Auto Energy Supplies	0	0	0	0	0
53200 Food Supplies	0	0	0	0	0
53400 Custodial Supplies	0	0	0	0	0
53500 Med, Dental, & Hosp Supply	0	0	0	0	0
53600 Office Supplies and Materials	0	0	0	0	0
53700 Clothing Allowance	0	0	0	0	0
53800 Educational Supplies & Mat	0	0	0	0	0
53900 Misc Supplies & Materials	4,596	120	0	0	0
<b>Total Supplies &amp; Materials</b>	<b>4,596</b>	<b>120</b>	<b>0</b>	<b>0</b>	<b>0</b>
Current Chgs & Oblig	FY21 Expenditure	FY22 Expenditure	FY23 Appropriation	FY24 Adopted	Inc/Dec 23 vs 24
54300 Workers' Comp Medical	0	0	0	0	0
54400 Legal Liabilities	0	0	0	0	0
54600 Current Charges H&I	0	0	0	0	0
54700 Indemnification	0	0	0	0	0
54800 Reserve Account	0	0	0	0	0
54900 Other Current Charges	0	0	0	0	0
<b>Total Current Chgs &amp; Oblig</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Equipment	FY21 Expenditure	FY22 Expenditure	FY23 Appropriation	FY24 Adopted	Inc/Dec 23 vs 24
55000 Automotive Equipment	0	0	0	0	0
55400 Lease/Purchase	0	0	0	0	0
55600 Office Furniture & Equipment	0	0	0	0	0
55900 Misc Equipment	133,540	4,992	5,000	0	-5,000
<b>Total Equipment</b>	<b>133,540</b>	<b>4,992</b>	<b>5,000</b>	<b>0</b>	<b>-5,000</b>
Other	FY21 Expenditure	FY22 Expenditure	FY23 Appropriation	FY24 Adopted	Inc/Dec 23 vs 24
56200 Special Appropriation	0	0	0	0	0
57200 Structures & Improvements	0	0	0	0	0
58000 Land & Non-Structure	0	0	0	0	0
<b>Total Other</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total</b>	<b>940,117</b>	<b>14,521</b>	<b>1,172,794</b>	<b>1,453,613</b>	<b>280,819</b>

# External Funds Personnel

Title	Union Code	Grade	Position	FY24 Salary	Title	Union Code	Grade	Position	FY24 Salary
					Staff Assistant II	MYO	06	1.00	53,613
					<b>Total</b>			<b>1</b>	<b>53,613</b>
					<b>Adjustments</b>				
					Differential Payments				0
					Other				0
					Chargebacks				0
					Salary Savings				0
					<b>FY24 Total Request</b>				<b>53,613</b>



# Program 1. Youth Employment and Opportunity Admin

**Rashad Cope, Manager, Organization 448100**

**Program Description**

The Youth Engagement & Employment Program manages partnerships with community based organizations to provide employment, events, activities, resources, and other services for Boston's youth. This includes the summer employment program, school year employment program, Mayor's Youth Council, career development workshops, and Youth Lead the Change Participatory Budgeting.

Operating Budget	Actual '21	Actual '22	Approp '23	Budget '24
Personnel Services	6,254,011	7,988,497	10,623,482	7,507,291
Non Personnel	905,611	3,224,184	7,091,449	10,529,754
<b>Total</b>	<b>7,159,622</b>	<b>11,212,681</b>	<b>17,714,931</b>	<b>18,037,045</b>

# External Funds Projects

## Youth Jobs Grant

### **Project Mission**

As a result of events precipitated by two private companies: Bechtel International Corp. and Turner Broadcasting Systems, the city of Boston received financial settlements totaling over two million. These funds were dedicated by the Mayor to supplement the year-around youth job program.

## Youth at Risk

### **Project Mission**

The Youth at Risk program is a summer jobs program for at-risk youth funded through the Commonwealth of Massachusetts. Funds are targeted to cities in Massachusetts that have the greatest incidence of juvenile detention and adjudication, where low-income youth are especially in need of access to summer job opportunities.

## Youth Employment & Enrichment Fund

### **Project Mission**

The Youth Employment & Enrichment Fund was established 2014 to ensure that Boston youth have access to high quality opportunities for employment, enrichment and personal development during the summer and school months. The fund was made possible by financial contributions from local corporations and foundations committed to supporting youth employment in the City of Boston. The fund is used to hire youth and to pay for non-personnel costs associated with youth employees such as enrichment training, materials and supplies.

## William T Grant Foundation Institutional Challenge Grant

### **Project Mission**

In partnership with Northeastern University, this grant will support an umbrella of research projects that will focus on four areas (1) increasing coordination and alignment across city agencies, program intermediaries, community colleges, and employers to target opportunities for underserved youth, (2) Strengthening program features that have the potential to reduce inequality (e.g., job type, career readiness curriculum, job laddering, number of summers), (3) expanding opportunities for youth to engage in post-secondary education and training, and (4) linking summer jobs participants to other year-round supports. Projects are expected to be complete in FY24.