

# Employment Continuity Pool Procurement

Airport Dining and Retail  
Authorization Request

July 14, 2015

# Employment Continuity

Commission recognized issue:

- Redevelopment will be disruptive
- Employees are concerned about stability
- Employers will need new employees
- Current employees offer commitment and experience

Opportunity for smooth transitions between employers

# 2014 Job Quality Motion

Approved by Commission on November 25:

- Specific to Airport Dining and Retail
- Acknowledged value of workforce stability
- Creation of 'Employment Continuity Pool'
- Designation of third-party contractor

Commission motion directed staff action on continuity

# Vendor Expectations

Authorize third party to create and manage employee pool program:

- Work collaboratively with employers, employees
- Create incumbent employee database
- Assist in evaluation of needs and matching with qualifications
- Facilitate interviews
- Track outcomes

A smooth process to serve both employers and employees

# Employer Expectations

New employers are expected to:

- Provide information on needs
- Review qualifications
- Interview employees, hire employees
- On-going updates on status changes

Value to employers is ready access to qualified staff

# Employee Expectations

Incumbent employees are expected to:

- Participate only if criteria are met
- Decide to “opt-out,” if desired
- Provide employment qualifications
- Interview for available positions
- On-going updates on status changes

Value to employees is potential to consider multiple opportunities

# Success/Reporting

## Aggregate reporting :

- Retained in Airport employment
  - Timeframe in transition to new employment
- Other positive outcomes
  - New employment outside Airport
  - Pursuit of education/training
  - Relocation

Success can be many different outcomes

# Pool Duration

## Continuity service available for employees:

- Competition will influence utilization
- First transitions in early 2016
- Some portion of Host employees unaffected
- Likely most Hudson/Dufry employees unaffected
- Transitions of incumbent employees may be complete by mid-2018

Need for Pool exists only for key redevelopment period



# Anticipated Costs

Procurement issued in May 2015:

- Three responsive proposals
- Evaluation complete by mid-August
- Uniform cost model must be determined
- Overall cost Not-To-Exceed \$300,000

Next phase of procurement will refine anticipated costs