



DAVID E. JANSSEN  
Chief Administrative Officer

County of Los Angeles  
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October 6, 1997

To: All Department Heads  
From: David E. Janssen  
Chief Administrative Officer

**STANDARD CONTRACT CLAUSES - GAIN PROGRAM HIRING**

On August 12, 1997, the Board adopted a plan submitted by the Directors of Public Social Services and Personnel and this office to encourage County contractors to hire participants in the Greater Avenues for Independence (GAIN) program. Consistent with this plan, County Counsel has developed the following:

- Standard language to be incorporated in all new County contracts, renewals and amendments which requires contractors to consider GAIN participants when hiring (Attachment A); and
- Standard language to be incorporated in all future solicitation documents establishing a minimum threshold requirement that proposers demonstrate a history of hiring GAIN participants or a willingness to hire them (Attachment B).

Your cooperation and assistance with the County's effort to enhance meaningful employment opportunities for GAIN participants is appreciated.

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MKZ:bjs10

Attachments

c: Each Supervisor

COUNTY OF L.A.  
INTERNAL SECURITY DEPT.  
EXECUTIVE

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## ATTACHMENT A

### **Consideration of GAIN Program Participants For Employment**

Should Contractor require additional or replacement personnel after the effective date of this Agreement, Contractor shall give consideration for any such employment openings to participants in the County's Department of Public Social Services' Greater Avenues for Independence (GAIN) Program who meet Contractor's minimum qualifications for the open position. The County will refer GAIN participants by job category to the contractor.

## ATTACHMENT B

### Consideration of GAIN Participants for Employment

As a threshold requirement for consideration for contract award, bidders/proposers shall demonstrate a proven record of hiring GAIN participants or shall attest to a willingness to consider GAIN participants for any future employment opening if they meet the minimum qualifications for that opening. Additionally, bidders/proposers shall attest to a willingness to provide employed GAIN participants access to the bidders'/proposers' employee mentoring program, if available, to assist these individuals in obtaining permanent employment and/or promotional opportunities. Bidders/proposers who are unable to meet this requirement shall not be considered for contract award.