

**RESOLUTION APPROVING A PROGRESSIVE DISCIPLINE POLICY FOR
CONTRACTORS FAILING TO MAKE A “GOOD FAITH EFFORT” TO SATISFY
THEIR CONTRACTUAL M/WBE PARTICIPATION GOALS**

WHEREAS, the City of Winston-Salem’s Minority and Women Business Enterprise Program has been in existence since July 18, 1983; and

WHEREAS, it is the policy of the City of Winston-Salem to provide minorities and women equal opportunity to participate in all aspects of City contracting and purchasing programs; and

WHEREAS, the M/WBE Program as it relates to construction contracting is designed to establish goals for minority and women participation on formal construction projects (those with an expected cost in excess of \$300,000) and ensure that contractors either achieve or make a good faith effort to achieve these goals; and

WHEREAS, there have been several recent instances in which general contractors working on formal construction projects have failed to achieve their contractually-obligated M/WBE goals and have subsequently been deemed not to have made a good faith effort to achieve those goals; and

WHEREAS, in response to these occurrences, a progressive discipline policy was designed to provide a uniform way to administer remedial action in these instances; and

WHEREAS, this progressive discipline policy was presented, reviewed, and approved by the M/WBE Citizen’s Advisory Committee.

NOW, THEREFORE, BE IT RESOLVED, that the Mayor and City Council of the

City of Winston-Salem hereby adopt the progressive discipline policy as set forth in Exhibit A and authorize the City Manager to administer remedial action pursuant to the language included therein.