

**ITEM H.106**  
**FOR ACTION**

| <i>FOR PRESBYTERIAN MISSION AGENCY EXECUTIVE DIRECTOR'S OFFICE USE ONLY</i> |                           |   |                                       |  |   |
|---|---------------------------|---|---------------------------------------|--|---|
|   | A. Finance                |   | E. Corporate Property, Legal, Finance |  | J. Board Nominating & Governance Subcommittee |
|   | B. Justice                |   | F. PC(USA), A Corporation             |  | P. Plenary                                    |
|   | C. Leadership             |   | G. Audit                              |  |   |
|   | D. Worshiping Communities | X | H. Executive Committee                |  |   |

**Subject: Comment on ACWC recommendation regarding “A Resolution to Ensure Just Compensation Practices for Those Employed via Third Party Contractors.”**

**Recommendation:**

**That the Executive Committee forward the following comments on the ACWC recommendation regarding “A Resolution to Ensure Just Compensation Practices for Those Employed via Third Party Contractors,” to the Presbyterian Mission Agency Board with a recommendation to approve and forward to the 222nd General Assembly (2016):**

**Comment:**

The Presbyterian Mission Agency has two hundred fewer staff than it did a decade ago. These staff reductions have been necessary due to reduced funding and a re-alignment of Mission Agency activities around work that can most effectively be done at the national level, and work that is most needed by congregations. Over those years, many functions are no longer staffed by regular positions within the Mission Agency, but rather through contract employees, and contracts with other organizations having special expertise. Examples of these functions include: new worshiping community coaches, travel agents, building security services, housekeeping, software application development, etc.

In each case of contract services, the Mission Agency has a process that it follows in engaging vendors to help it negotiate just working relationships with those vendors so that work by their employees is manageable, reasonably compensated, and based upon market rates. In 2013, the Mission Agency provided the Advocacy Committee for Women’s Concerns and the Advisory Committee on Social Witness Policy with information concerning the companies with which it contracts for janitorial services and security services. That information is also summarized below:

1. A request for proposal is developed and submitted to a number of potential vendors.
2. Criteria for consideration include:
  - a. Qualification under the Supplier Diversity policy.
  - b. Sustainability (reputation, expectation that it can fulfill the contract and not fold)
  - c. Price.
3. Vendors are asked to provide information regarding the compensation and benefits which they offer their employees (including employee workloads, sick time, holiday time, insurance benefits, and whether they notify their employees of the Affordable Care Act provisions.) Some vendors decline to provide that information.

Vendors are selected based on consideration of the totality of information provided in the proposal process. Health insurance benefits are one component of that evaluation, as are supplier diversity qualifications, working conditions, sick leave, holiday pay, etc. The current vendors used for janitorial services and security services provided the best match given the overall criteria and applicable Presbyterian theology and policy on work and workers.