



Department of Finance

INFORMATION CALENDAR

January 8, 2026

To: Commission on Labor

From: Paul Buddenhagen, City Manager

Submitted by: Aundra Richards, Contract Administrator, Finance Department

Subject: Ordinance No. 7,099-N.S. (Sweatshop-Free Procurement)
FY 2023-2025 Annual Report on Apparel Purchases and Compliance

BACKGROUND

On July 7, 2009 the Berkeley City Council passed Ordinance No. 7,099-N.S. referred to as the “Sweatshop-Free Procurement Ordinance”. The Ordinance was added to the Berkeley Municipal Code as Chapter 13.97. The purpose of this Chapter is to protect the interests of local residents, workers and businesses by establishing a sweatshop-free procurement policy and code of conduct that ensures that items of apparel procured by the City of Berkeley or its agents through contracts or purchase orders be produced in workplaces free of sweatshop conditions. By this ordinance, the City seeks to end taxpayer support for sweatshops, protect the basic labor rights and human rights of workers who produce apparel for the City of Berkeley, level the playing field for ethical vendors, and begin the creation of a sweatshop-free procurement policy consistent with federal law and United States trade obligations.

On September 12, 2017, Ordinance No. 7,099-N.S. was adopted lowering the sweatshop free procurement threshold from \$1,000 to \$0 “so that all goods purchased by the City are actually sweatshop free, consistent with the purpose of the ordinance.”

CURRENT SITUATION AND ITS EFFECTS

Section 13.97.090 of the Ordinance requires the City Manager to provide a written report after the first full fiscal year after the effective date of this Chapter and annually thereafter.

FY 2023

Vendors	2023	Products (Dept)
Alliance	\$ 31,314.09	Sports Clothing, beanies (BPL, PRW)
Aramark (Uniform Rentals, Purchases)	\$ 237,109.34	Jackets, Shirts (PRW, PW)
Aramark National	\$ 11,817.66	Jackets, t-shirts, caps (PRW)
Gall's	\$ 49,578.92	Uniforms, Safety supplies (BPD)
L.N. Curtis & Sons	\$ 568,215.03	Protective Clothing (BFD)
Matrix Promotional	\$ 54,568.37	Jackets, t-shirts, caps (PRW)
West Marine Pro	\$ 2,592.01	Rain gear, bags, misc (BFD, Marina-PRW)
Bob Barker Co.	\$ 4,024.99	Healthcare uniforms/ supplies (HHCS, MHA)
4Imprint	\$ 39,408.13	Branded goods, jackets, bags (HHCS, PRW, PW)
Mallory Safety Supplies	\$ 3,834.73	Safety Vests (PW Transp./Engineering)

Total \$ 1,002,463.27

During FY 2023 - July 1, 2023 through June 30, 2024 - the City of Berkeley placed purchase orders with ten (10) vendors to provide apparel and related goods. The total spent for the fiscal year was \$1,002,463.27.

Aggregate purchase order amounts by vendor are shown in the table above. The distribution of purchase orders by vendor and aggregate value is as follows: in excess of \$25,000 with six (6) vendors; \$10,000 - \$24,999 with one (1) vendor, and \$0 - \$9,999 with three (3) vendors. The types of purchases the City made during the fiscal year were: uniform rentals, towels, mats, and laundry service of those, camp and sports tee-shirts, jackets, inclement weather wear, protective/safety gear, uniforms, miscellaneous apparel, and branded item goods. Protective Clothing for Berkeley Fire Department from L.N. Curtis made up the single largest share of total apparel expenditures for FY 2023 (57%)

FY 2024

Vendors	2025	Products (Dept)
Alliance	\$ 31,447.86	Sports Clothing, beanies (BPL, PRW)
Aramark (Uniform Rentals, Purchases)	\$ 252,971.65	Jackets, Shirts (PRW, PW)
Aramark National	\$ 14,674.51	Jackets, t-shirts, caps (PRW)
Gall's	\$ 9,280.77	Uniforms, Safety supplies (BPD)
L.N. Curtis & Sons	\$ 422,684.00	Protective Clothing (BFD)
Matrix Promotional	\$ 13,218.75	Jackets, t-shirts, caps (PRW)
West Marine Pro	\$ 2,839.38	Rain gear, bags, misc (BFD, Marina-PRW)
Bob Barker Co.	\$ 11,837.78	Healthcare uniforms/ supplies (HHCS, MHA)
4Imprint	\$ 85,181.91	Branded goods, jackets, bags (HHCS, PRW, PW)
Express Shirt Printing	\$ 3,882.11	Safety Vests (Planning)
Full Source	\$ 4,353.39	Rain gear, jackets (PW Transp./Engineering)
Mallory Safety Supplies	\$ 2,137.71	Safety Vests (PW Transp./Engineering)

Total \$ 854,509.82

During FY 2024 - July 1, 2024 through June 30, 2025 - the City of Berkeley placed purchase orders with twelve (12) vendors to provide apparel and related goods. The total spent for the fiscal year was \$767,366.67.

FY 2024 aggregate purchase order amounts by vendor are shown in the table above. The distribution of purchase orders by vendor and aggregate value is as follows: in excess of \$25,000 with five (5) vendors; \$10,000 - \$24,999 with one (1) vendor, and \$0 - \$9,999 with six (6) vendors. The types of purchases the City made during the fiscal year were: uniform rentals, towels, mats, and laundry service of those, camp and sports tee-shirts, jackets, inclement weather wear, protective/safety gear, uniforms, miscellaneous apparel, and branded item goods. Protective Clothing from L.N. Curtis and Uniforms from Aramark Uniform Services, made up 69% of the annual spend.

FY 2025

Vendors	2025	Products (Dept)
Alliance	\$ 31,447.86	Sports Clothing, beanies (BPL, PRW)
Aramark (Uniform Rentals, Purchases)	\$ 252,971.65	Jackets, Shirts (PRW, PW)
Aramark National	\$ 14,674.51	Jackets, t-shirts, caps (PRW)
Gall's	\$ 9,280.77	Uniforms, Safety supplies (BPD)
L.N. Curtis & Sons	\$ 422,684.00	Protective Clothing (BFD)
Matrix Promotional	\$ 13,218.75	Jackets, t-shirts, caps (PRW)
West Marine Pro	\$ 2,839.38	Rain gear, bags, misc (BFD, Marina-PRW)
Bob Barker Co.	\$ 11,837.78	Healthcare uniforms/ supplies (HHCS, MHA)
4Imprint	\$ 85,181.91	Branded goods, jackets, bags (HHCS, PRW, PW)
Express Shirt Printing	\$ 3,882.11	Safety Vests (Planning)
Full Source	\$ 4,353.39	Rain gear, jackets (PW Transp./Engineering)
Mallory Safety Supplies	\$ 2,137.71	Safety Vests (PW Transp./Engineering)

Total \$ 854,509.82

During FY 2025 - July 1, 2024 through June 30, 2025 - the City of Berkeley placed purchase orders with twelve (12) vendors to provide apparel and related goods. The total spent for the fiscal year was \$854,509.82

FY 2025 aggregate purchase order amounts by vendor are shown in the table above. The distribution of purchase orders by vendor and aggregate value is as follows: in excess of \$25,000 with four (4) vendors; \$10,000 - \$24,999 with five (5) vendors, and \$0 - \$9,999 with three (3) vendors. The types of purchases the City made during the fiscal year were: uniform rentals, towels, mats, and laundry service of those, camp and sports tee-shirts, jackets, inclement weather wear, protective/safety gear, uniforms, miscellaneous apparel, and branded item goods. Protective Clothing for Berkeley Fire Department from L.N. Curtis made up the single largest share of total apparel expenditures at 49% of the total spent.

OVERALL COMPLIANCE

Each vendor attests to understanding and complying with the ordinance, and should their facilities, or those of any manufacturer, be found to be out of compliance with any provisions of the Chapter and fails to take reasonable steps within the time period specified by the City of Berkeley, it risks the potential of contract termination.

As of the drafting of this report, General Services did not discover, nor did it receive notice of, any alleged violations of the Sweatshop-Free Procurement Ordinance No. 7,099-N.S. There were no exceptions to the ordinance approved by the City Manager.

CURRENT AND FUTURE ACTION

General Services reviewed the purchasing process for procuring apparel goods and determined there were a few gaps that needed to be addressed. During the review, it was discovered that a vendor that was approved for certain general goods, but not apparel, had the ability to supply apparel inadvertently. The City has therefore closed that gap by sending an email to all Department Directors and staff to confirm a vendor's compliance before ordering apparel goods for the first time from existing vendors. General Services will continue to review city processes for gaps and make necessary adjustments when needed.

CONTACT PERSON

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