

Update on Community Workforce Agreement



Monday, December 16, 2019
Kirsten "Kurry" Foley, Administrative Services Manager
Engineering & Transportation Department



The Community Workforce Agreement supports the following Council goals:

- Place San Leandro on a firm foundation for long-term fiscal sustainability
- Advance projects and programs promoting sustainable economic development, including transforming San Leandro into a center for innovation
- Maintain and enhance San Leandro's infrastructure



CWA: In Brief

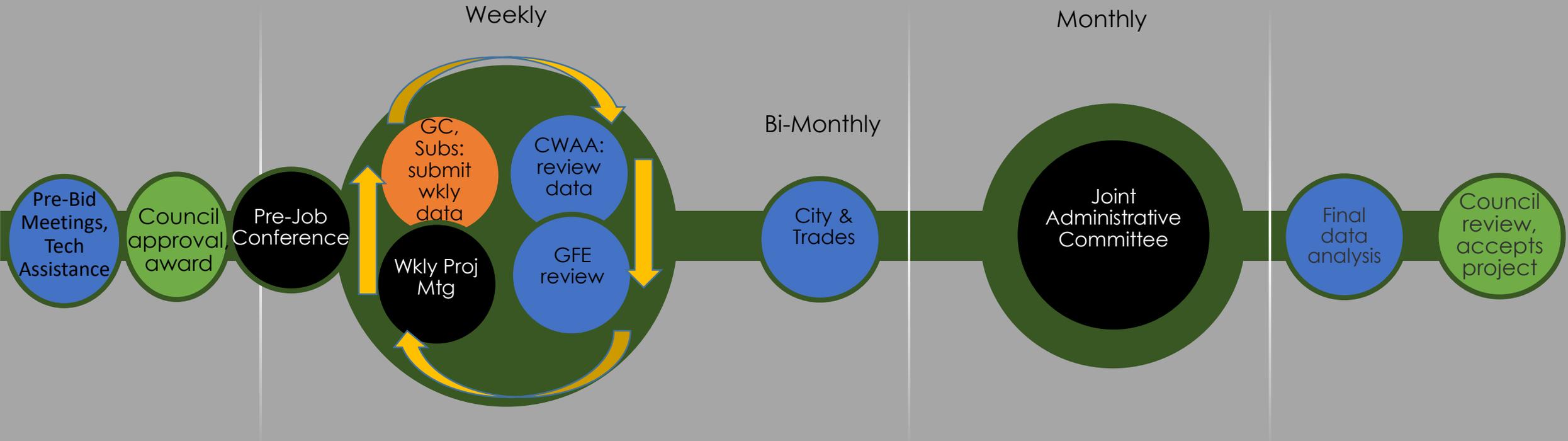
- ❑ 2015: Negotiated & Council adopted
- ❑ 2016-2018: Initial term
- ❑ Dec. 2018: Council approved one year extension
- ❑ Project Threshold – At or over \$1 million
- ❑ Local Hire Goal
 - ❑ Apprentice: 10% SL resident goal
 - ❑ Journey: 20% SL resident goal
 - ❑ 2nd Tier – Alameda County resident
- ❑ Joint Administrative Committee – Project Review & Compliance



Pre-Construction

During Project Construction

Post-Construction

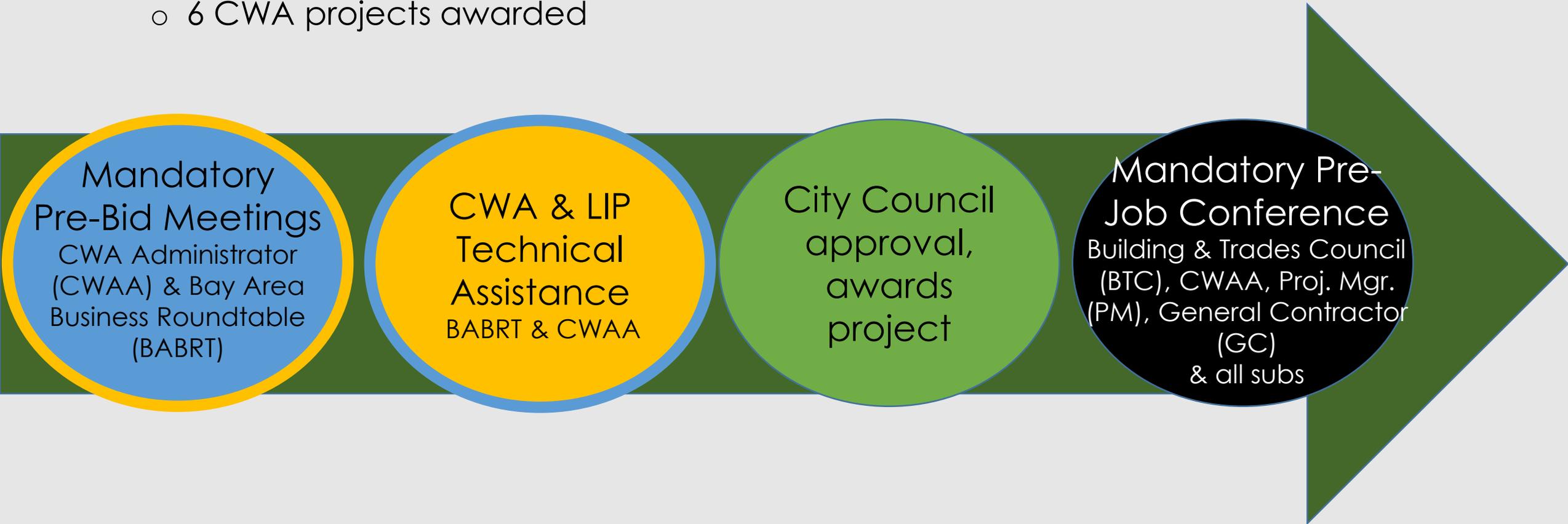


Life Cycle & Level of Effort for CWA Projects

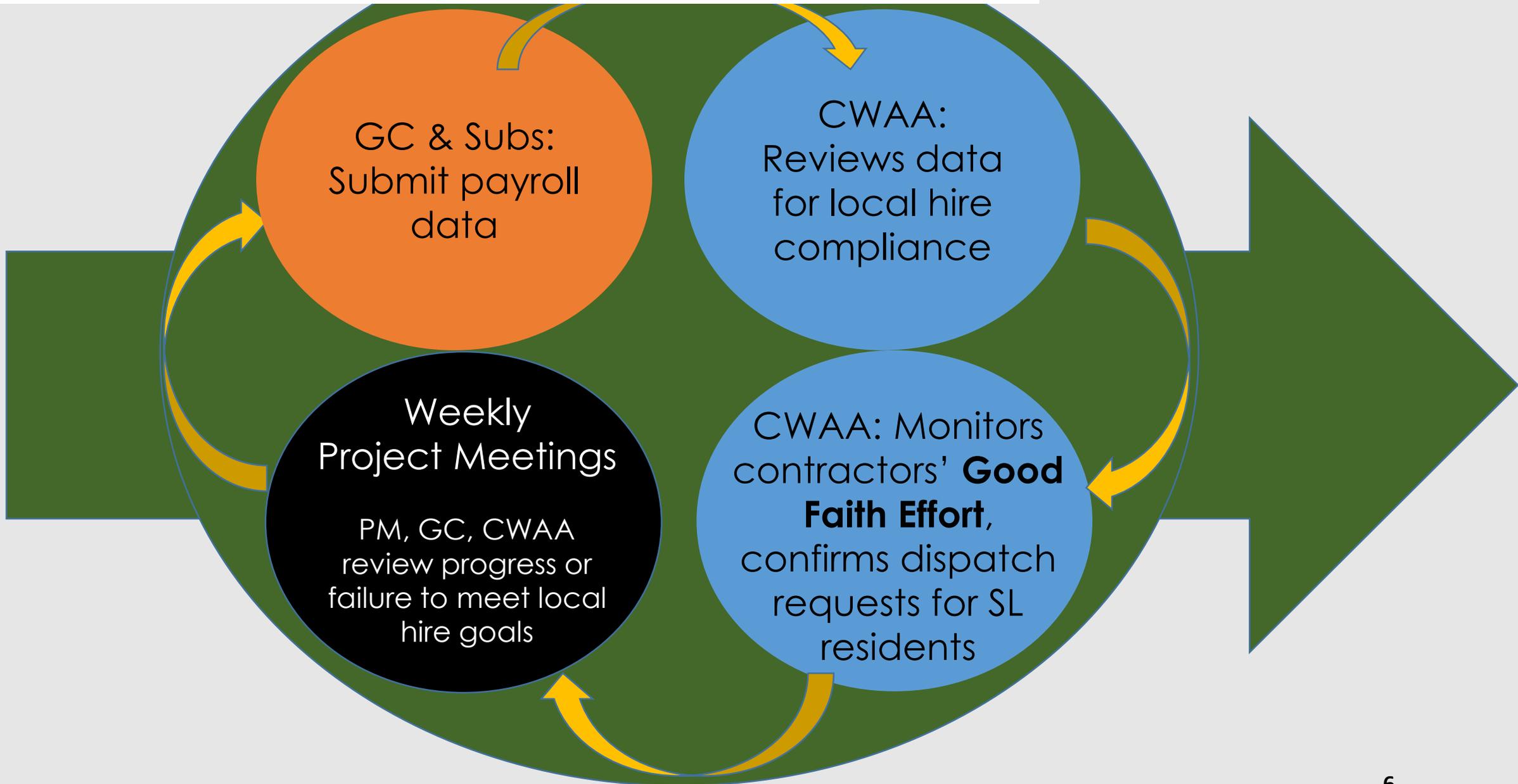
CWA Project or Not?

- Engineer's estimate @ or over \$850K
- In FY 18/19,
 - 8 total projects awarded
 - 6 CWA projects awarded

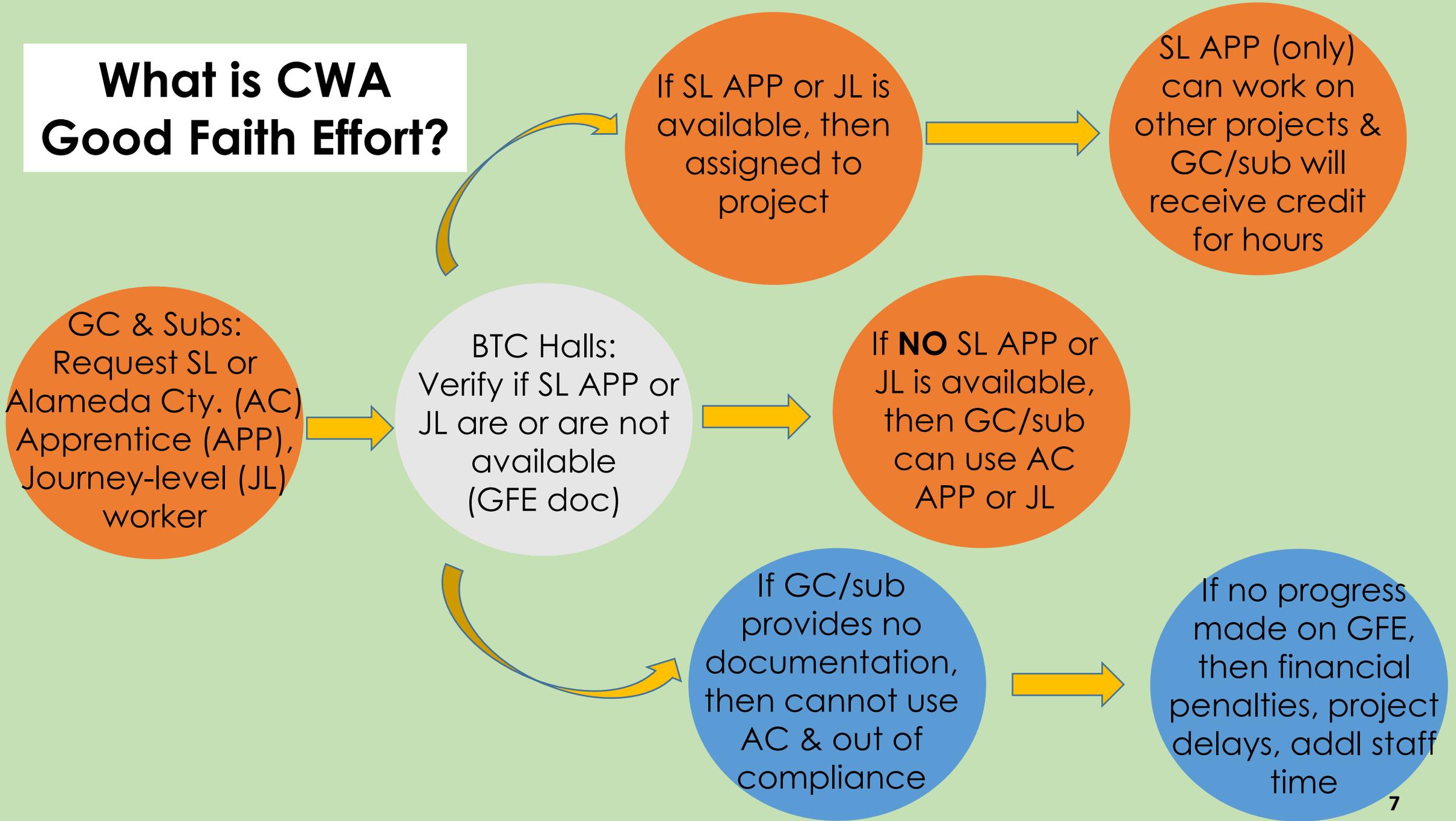
Pre-Construction Phase



During Project Construction – Weekly



What is CWA Good Faith Effort?



During Project Construction

Bi-Monthly*

Monthly

Quarterly*

CWAA, BABRT
& BTC
Coordination:
Local hire progress,
compliance issues &
pre-apprenticeship
coordination

Joint Admin.
Cttee:
Reviews compliance
& GFE for all
CWA projects
BTC, CWAA, PM,
GC, Industry Rep

Inter Agency PLA
Group:
Alameda County
region public agency
collaborative; share
best practices

*Or as needed

Post Construction

GC submits final summary to CWAA; all goal achievement, GFE & compliance reviewed

City Council reviews, accepts project



Observations

- Creation of Data Driven Local Hire Goals
- Efficacy of Alameda County Second Tier Local Hire Goal
- Impacts of Pre-Apprenticeship Training on Apprentice Local Hire Goal
- Staff Level of Effort and Impacts to Project Delivery



Staff Recommendations

1. Agree to 2 year extension of current terms with these modifications:
 - ✓ **Eliminate 2nd tier Alameda County Local Hire goal** for apprentice and journey level workers
 - ✓ **BTC will create & reserve 10 apprenticeship slots for SL residents** in BTC affiliate trades per calendar year
 - ✓ **Create Construction Trades Workforce Development Trust Fund**
 - Contractors will pay \$.30/hr for every hour worked on CWA projects
 - Monies from fund solely for pre-apprenticeship opportunities for SL residents
2. **Renew Bay Area Business Roundtable contract** for 2 year term