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

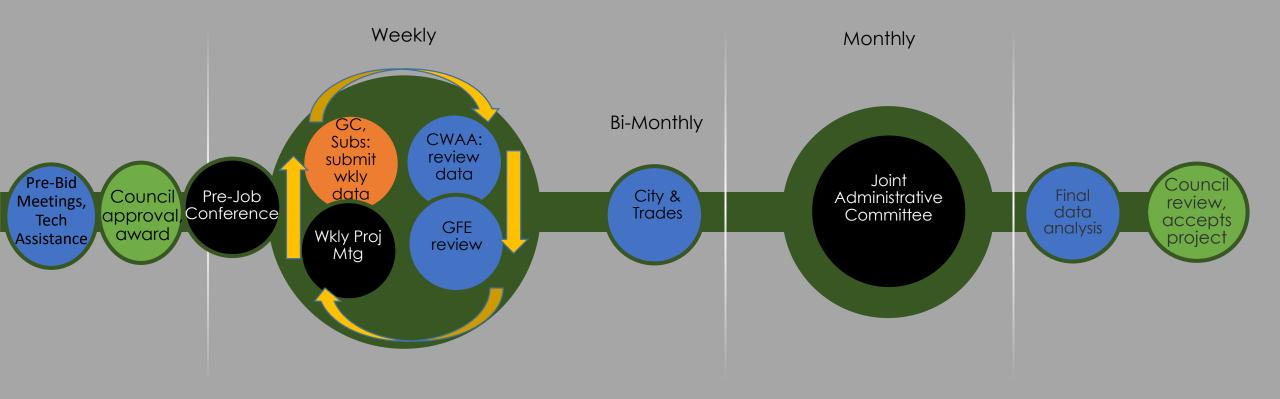


CWA: In Brief

- ☐ 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







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

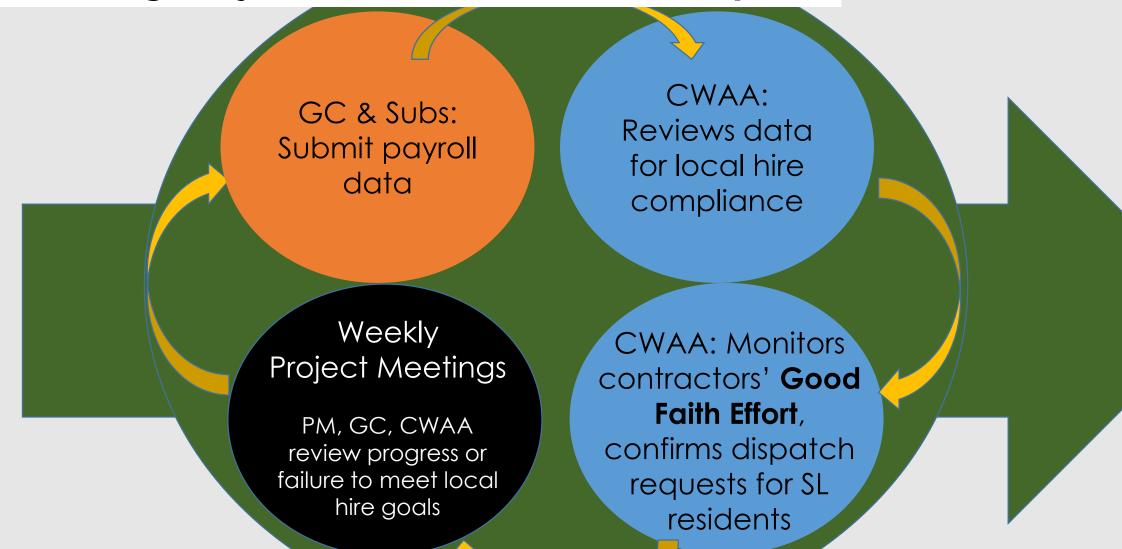
Mandatory
Pre-Bid Meetings
CWA Administrator
(CWAA) & Bay Area
Business Roundtable
(BABRT)

CWA & LIP
Technical
Assistance
BABRT & CWAA

City Council approval, awards project

Mandatory Pre-Job Conference Building & Trades Council (BTC), CWAA, Proj. Mgr. (PM), General Contractor (GC) & all subs

During Project Construction – Weekly



What is CWA Good Faith Effort?

If SL APP or JL is available, then assigned to project

SL APP (only)
can work on
other projects &
GC/sub will
receive credit
for hours

GC & Subs:
Request SL or
Alameda Cty. (AC)
Apprentice (APP),
Journey-level (JL)
worker

BTC Halls: Verify if SL APP or JL are or are not available (GFE doc) If **NO** SL APP or JL is available, then GC/sub can use AC APP or JL

If GC/sub provides no documentation, then cannot use AC & out of compliance

If no progress made on GFE, then financial penalties, project delays, addl staff time

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

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