

# Community Workforce Agreement Annual Review

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FRESNO



**Public Works Department**  
BUILDING A BETTER FRESNO

# Public Works Department

## Annual Workshop – Community Workforce Agreement

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### Term of Agreement

- Fully executed on September 29, 2021
- Became effective 120 days later (January 27, 2022)
- Initial 5-year term
- Review of Local Hiring Program effectiveness at 2-year mark
- Requires annual reports to the Council

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### Goals of Agreement

- Employment and training opportunities
- Pathways into high-quality, sustainable construction careers
- Create a pool of skilled construction labor
- Combat unemployment and underemployment
- Promote efficiency through skilled labor
- Diversity, workforce equity, open opportunity
- Recruitment, training and employment of local area residents
- Local pre-apprenticeship and apprenticeship programs
- Timely and successful completion of City projects

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### Key Provisions

- Applies to awarded construction contracts with Engineer's Estimates of \$1,000,000 and greater (with some exclusions)
- Applies to work performed by craft workers, not products
- Requires approval by the funding agency
- Pre-job conferences and Joint Administrative Committee
- Recognizes the Unions as sole bargaining representative
- Union referrals of employees to Contractors, with some ability for non-signatory Contractors to utilize Core Workers
- Payments by employers to Union vacation, pension, health benefit funds
- Apprentices
- Local Hiring Program

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### Local Hiring Program

- Unions agreed to exert their utmost efforts to achieve the goals
- Contractors to demonstrate satisfaction of percentage goals, or demonstrate a good faith effort
- Minimum 50% of journey-level project work hours by City of Fresno residents
- Minimum 55% of apprentice-level project work hours by City of Fresno residents
- Minimum 30% of apprentice-level project work hours performed by New Local Apprentices

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### Active PLA Construction Contracts

- FAX Facility Improvement Project (AMG)
- Water Main Replacements in Calwa Townsite, Phase 1 (West Valley Construction)
- Sewer Rehabilitation (Blackstone, Maroa, McKinley, Clinton) (Emmett's Excavation)
- Regional Wastwater Reclamation Facility Substation Expansion (A-C Electric)



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### Upcoming PLA Construction Contracts

- Van Ness & Weldon Park (Bush Construction)
- Jensen Ave Water Main Replacement (Emmett's Excavation)
- Barstow Ave Class IV Bike Lanes (American Paving)
- Midtown Trail Segments 3 and 4
- Jensen Ave Repaving, SR-41 to MLK
- Tulare Complete Streets, 6<sup>th</sup> to Cedar
- Winchell Neighborhood Traffic Signals at Butler/8<sup>th</sup>, Orange & Lowe



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### Local Hire Program Statistics (as of February 28, 2023)

| FAX Facility Improvement Project                      | PLA              |
|---|------------------|
| Contractor  | AMG & Associates |
| Award Amount  | \$11,631,119     |
| Notice to Proceed Issued                              | March 31, 2022   |
| Current Contract Completion Date                      | October 18, 2023 |
| Total Project Hours                                   | 2,314.71         |
| Total Journey-Level Hours                             | 2,189.96         |
| City of Fresno Journey-Level Hours                    | 317.47           |
| <b>Percentage City of Fresno Journey-Level Hours</b>  | <b>14.5%</b>     |
| Total Apprentice Hours                                | 124.75           |
| City of Fresno Apprentice Hours                       | 65.50            |
| <b>Percentage City of Fresno Apprentice Hours</b>     | <b>52.5%</b>     |
| City of Fresno New Apprentice Hours                   | 65.50            |
| <b>Percentage City of Fresno New Apprentice Hours</b> | <b>52.5%</b>     |



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| Sewer Rehab – Blackstone/Maroa/McKinley/Clinton Area  | PLA                 |
|---|---------------------|
| Contractor  | Emmett’s Excavation |
| Award Amount  | \$1,578,078         |
| Notice to Proceed Issued                              | August 4, 2022      |
| Current Contract Completion Date                      | June 14, 2023       |
| Total Project Hours                                   | 2,839.00            |
| Total Journey-Level Hours                             | 2,681.50            |
| City of Fresno Journey-Level Hours                    | 668.50              |
| <b>Percentage City of Fresno Journey-Level Hours</b>  | <b>24%</b>          |
| Total Apprentice Hours                                | 157.50              |
| City of Fresno Apprentice Hours                       | 0                   |
| <b>Percentage City of Fresno Apprentice Hours</b>     | <b>0%</b>           |
| City of Fresno New Apprentice Hours                   | 0                   |
| <b>Percentage City of Fresno New Apprentice Hours</b> | <b>0%</b>           |

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| WC00005 Water Main Replacement: Calwa Townsite, Phase 1 | PLA                      |
|---|--------------------------|
| Contractor  | West Valley Construction |
| Award Amount  | \$6,231,747              |
| Notice to Proceed Issued                                | September 21, 2022       |
| Current Contract Completion Date                        | July 28, 2023            |
| Total Project Hours                                     | 6,812.75                 |
| Total Journey-Level Hours                               | 5,671.25                 |
| City of Fresno Journey-Level Hours                      | 920.00                   |
| <b>Percentage City of Fresno Journey-Level Hours</b>    | <b>14%</b>               |
| Total Apprentices Hours                                 | 1,141.50                 |
| City of Fresno Apprentices Hours                        | 841.00                   |
| <b>Percentage City of Fresno Apprentices Hours</b>      | <b>74%</b>               |
| City of Fresno New Apprentices Hours                    | 825.00                   |
| <b>Percentage City of Fresno New Apprentices Hours</b>  | <b>72%</b>               |

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| TC00169 Substation Expansion at RWRF                  | PLA                  |
|---|----------------------|
| Contractor  | A-C Electric Company |
| Award Amount  | \$2,179,000          |
| Notice to Proceed Issued                              | November 28, 2022    |
| Current Contract Completion Date                      | November 27, 2023    |
| Total Project Hours                                   | 97.50                |
| Total Journey-Level Hours                             | 76.50                |
| City of Fresno Journey-Level Hours                    | 58.50                |
| <b>Percentage City of Fresno Journey-Level Hours</b>  | <b>76%</b>           |
| Total Apprentice Hours                                | 21.00                |
| City of Fresno Apprentice Hours                       | 21.00                |
| <b>Percentage City of Fresno Apprentice Hours</b>     | <b>100%</b>          |
| City of Fresno New Apprentice Hours                   | 5.00                 |
| <b>Percentage City of Fresno New Apprentice Hours</b> | <b>24%</b>           |

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## Local Hire Program Statistics (as of February 28, 2023)

|  |                       |
|--|-----------------------|
| <b>Sum Total for PLA Projects as of February 28, 2023 (4 projects)</b> | <b>\$21.6 million</b> |
| Total Project Hours  | 12,063.96             |
| Total Journey-Level Hours  | 10,619.21             |
| City of Fresno Journey-Level Hours                                     | 1964.47               |
| <b>Percentage City of Fresno Journey-Level Hours</b>                   | <b>18%</b>            |
| Total Apprenticeship Hours   | 1,444.75              |
| City of Fresno Apprenticeship Hours                                    | 927.5                 |
| <b>Percentage City of Fresno Apprenticeship Hours</b>                  | <b>64%</b>            |

# Annual Workshop – Community Workforce Agreement Comparison with Non-PLA Construction Projects

Public Works compiled local hire data for a random sampling of 24 projects, totaling \$94.6 million in construction

|   |  |  |  |
|---|--|--|--|
| FAX EV Infrastructure Project           | City Hall/MSO Sustainability                                 | PARCS/Public Safety Energy Efficiency      | Olive Ave Resurfacing and Streetscape              |
| Veterans Blvd/UPRR/HSR Grade Separation | Shields Ave Midtown Trail Segment 2                          | Slurry Seal Citywide Requirements Contract | Requirements Contract CCTV Inspection              |
| Clovis Avenue Midtown Trail Segment 5   | Blackstone and Abby ITS Corridor Improvements                | Tupman Playground Equipment Installation   | Traffic Signals at L Street (Fresno & Tulare)      |
| Hinton Park Lighting                    | Gettysburg & Polk Sidewalk & Traffic Signal ATP Improvements | Woodward Park Ampitheatre Shade Canopy     | Water Tower Painting                               |
| Fresno Animal Shelter                   | Fire Station 18  | Charter Officials Fence                    | Butler & Cedar Traffic Signal Protected Left Turns |
| RWRF Waste Gas Flare Improvements       | HVAC Replacement at FAX Admin Building                       | Pump Station 117/284 Wellhead Treatment    | New Production Well Pump Station 36A               |

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## Local Hire Program Statistics (as of February 28, 2023)

|  |                       |
|--|-----------------------|
| <b>Random Sampling of 24 Non-PLA Construction Projects</b> | <b>\$94.6 million</b> |
| Total Project Hours  | 80,457                |
| Total Journey-Level Hours                                  | 70,767                |
| City of Fresno Journey-Level Hours                         | 25,517                |
| <b>Percentage City of Fresno Journey-Level Hours</b>       | <b>36%</b>            |
| Total Apprenticeship Hours                                 | 9,691                 |
| City of Fresno Apprenticeship Hours                        | 4,711                 |
| <b>Percentage City of Fresno Apprenticeship Hours</b>      | <b>49%</b>            |

# Annual Workshop – Community Workforce Agreement Questions & Discussion

