

Community Workforce Agreement Annual Review



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Annual Workshop – Community Workforce Agreement

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:

- Fresno Area Express Facility Improvement Project (AMG & Associates, Inc.)
- Fresno Street Corridor (A-C Electric)
- Tulare Complete Streets (Agee Construction)
- Blackstone Ave and McKinley Avenue Transit Oriented Development - Blackstone TOD (Emmett's Excavation)
- Barstow Ave Class IV Bikeway Project (American Paving)
- Clean CA Downtown Neighborhood Beautification and Cleanup Project (Granite Construction)



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Active PLA Construction Contracts, continued:

- **Substation Expansion at the Regional Wastewater Reclamation Facility (A-C Electric Company)**
- **Replacement and Repairs of Structural Components at the RWRP Headworks Building – Phase 1 (Ashron Construction)**
- **Water Main Replacement Bounded by W. Clinton, W. University, N. Fruit, and N. Teilman Avenues (Dawson-Mauldin, LLC.)**
- **Rebid Requirements Contract to Furnish and Install Polyethylene Water Service Replacements (West Valley Construction)**

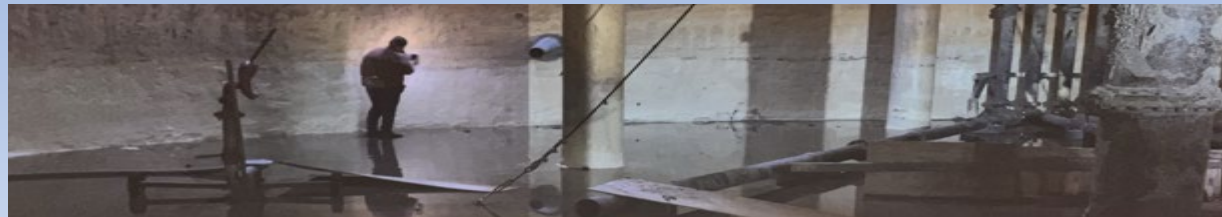


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Completed PLA Construction Contracts as of August 23, 2024:

- **Van Ness and Weldon Pocket Park (Bush Construction)**
- **Sewer Rehab Improvements – Area bound by Blackstone, Maroa, McKinley, and Clinton Ave (Emmett's Excavation)**
- **Cleaning of Digester #1 and Cleaning/Rehabilitation of Digester #12 at the RWRP (F.D. Thomas)**
- **Water Main Replacement in Calwa Townsite, Phase 1 (West Valley Construction)**
- **Water Main Replacement along E Jensen Ave between S Clovis and S Fowler Avenues (Emmett's Excavation)**



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Local Hire Program Statistics – Since Inception of PLA

January 27, 2022 to January 31, 2024

Total PLA Contracts Awarded	26	
Completed PLA Contracts	5	Full Time Equivalent
Total PLA Current Contract Amount	\$86,885,686.00	Job Results
Total PLA Project Hours	129,513.89	62.3
Total PLA Journeyman Hours	108,111.53	52.0
Total PLA Apprentice Hours	20,714.73	10.0
Overall COF Resident Journeyman Hours	44,705.15	21.5
Target Value: Minimum 50% of Hours	42% - Goal not met	
Overall COF Resident Apprentice Hours	6,047.35	2.9
Target Value: Minimum 55% of Hours	30% - Goal not met	
Overall COF Resident New Apprentice Hours	4,959.00	2.4
Target Value: Minimum 30% of Hours	23% - Goal not Met	

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Local Hire Program Statistics – 2023 to 2024 Reporting Year

February 1, 2023 to January 31, 2024

Total PLA Contracts Awarded	15	
Completed PLA Contracts	5	Full Time Equivalent
Total PLA Current Contract Amount	\$46,250,224.75	Job Results
Total PLA Project Hours	80,848.07	38.9
Total PLA Journeyman Hours	62,463.79	30.0
Total PLA Apprentice Hours	13,990.48	6.7
Overall COF Resident Journeyman Hours	15,989.43	7.7
Target Value: Minimum 50% of Hours	26% - Goal not met	
Overall COF Resident Apprentice Hours	3,442.60	1.7
Target Value: Minimum 55% of Hours	25% - Goal not met	
Overall COF Resident New Apprentice Hours	2,990.60	1.4
Target Value: Minimum 30% of Hours	21% - Goal not Met	

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Two-year Anniversary Written Notice

- Fresno, Madera, Kings and Tulare Counties Building and Construction Trades Council were provided written notice of percentage requirements not being met in July 2024.
- Subsequently, Trades Council and the City held a Meet and Confer conference on September 9, 2024 to discuss status and established desire to assess options to improve outcomes.

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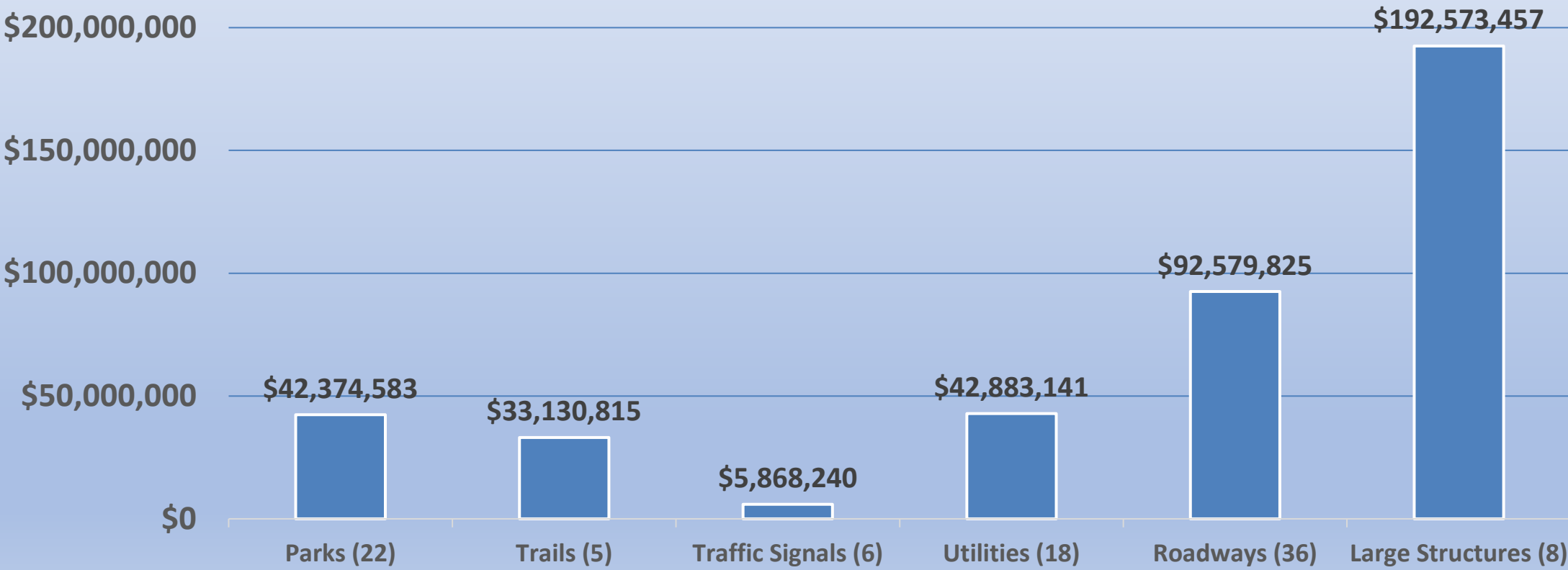
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Total Project Count		Projects to be Awarded in FY 25 or Later	
Projects with Award Date of FY 25 or Later	95	95	
		Sum of all Construction	
		\$	409,410,060
Potentially Applicable for PLA		Construction Value for PLA Projects	
Projects above \$1 Million	95		
	51	\$	390,646,410
Project Breakout by Threshold Amount		Construction Value by Threshold	
Number of Projects above \$1 Million	95		
	51	\$	390,646,410
Number of Projects above \$3 Million	95		
	21	\$	317,594,026
Number of Projects above \$5 Million	95		
	12	\$	286,963,847

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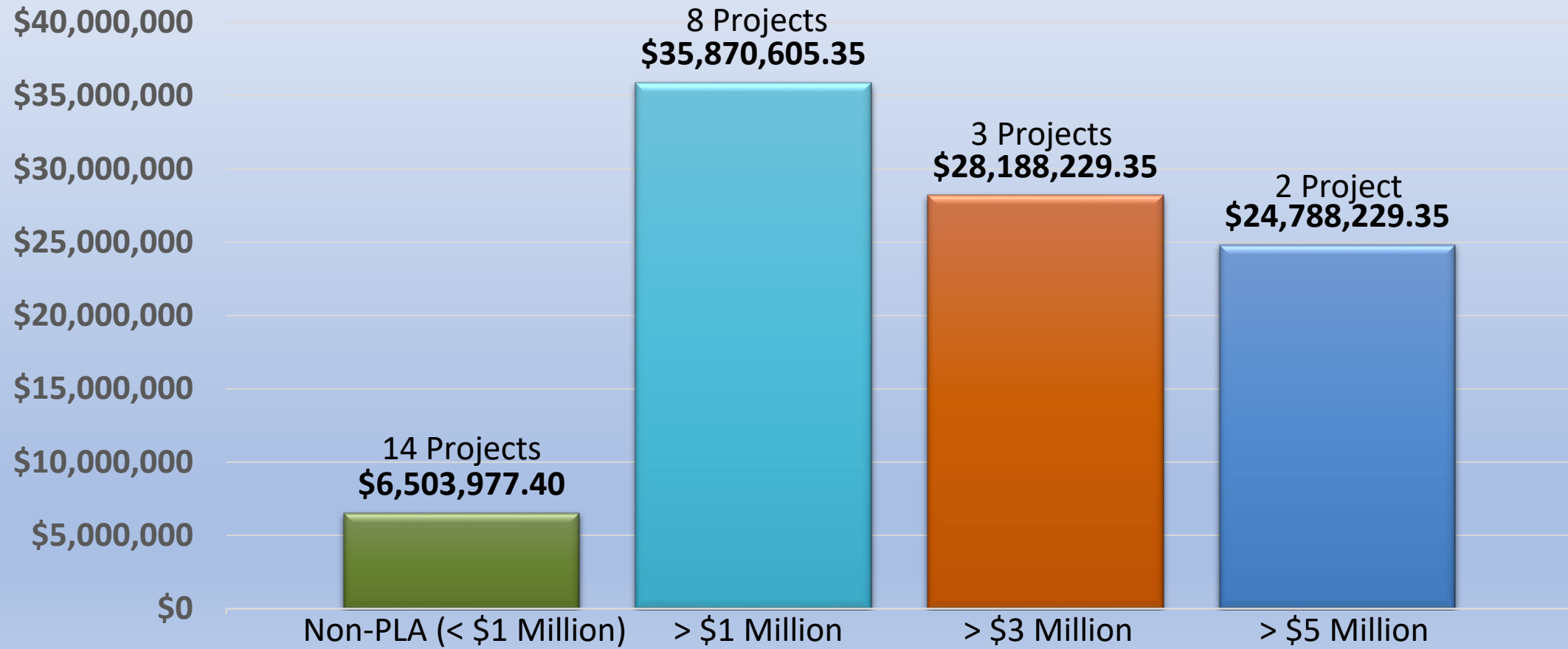
Bidding Outlook - Project Category Distribution



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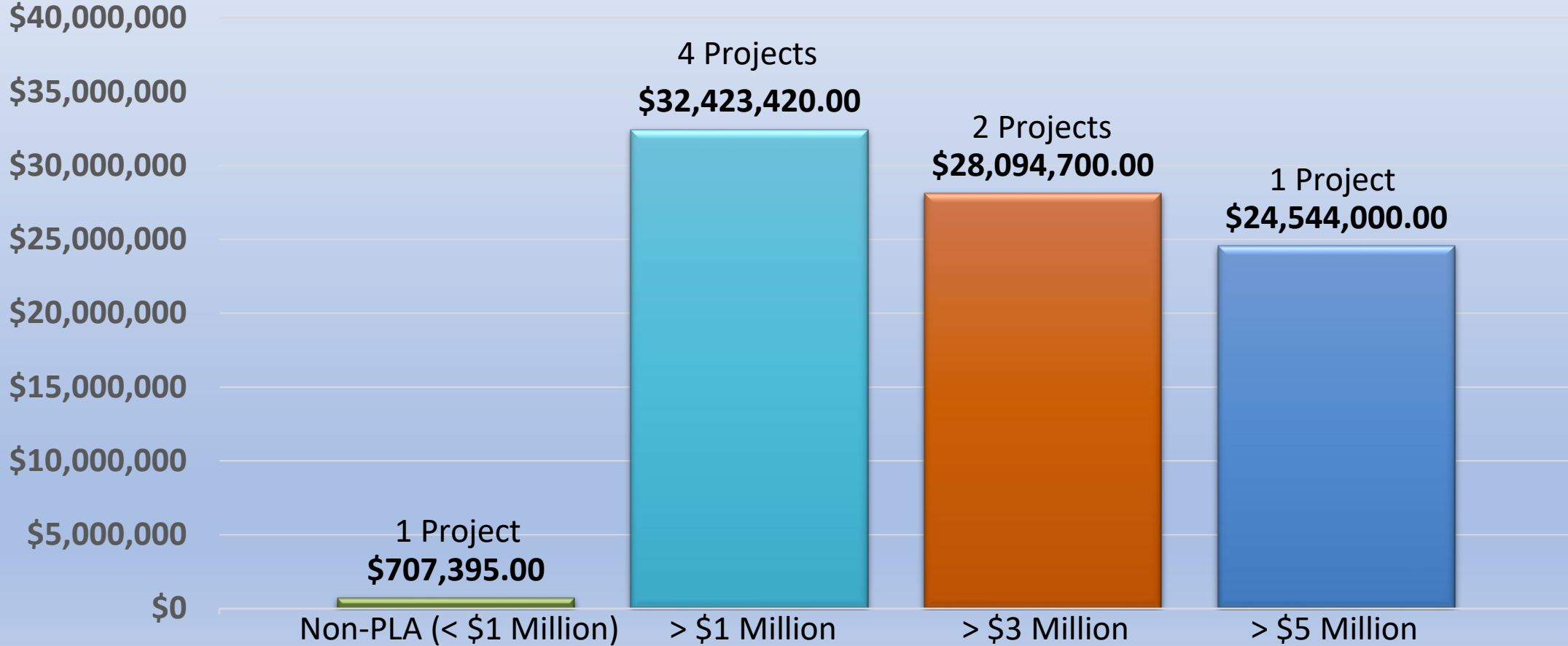
Parks Category Projects (22 Total)



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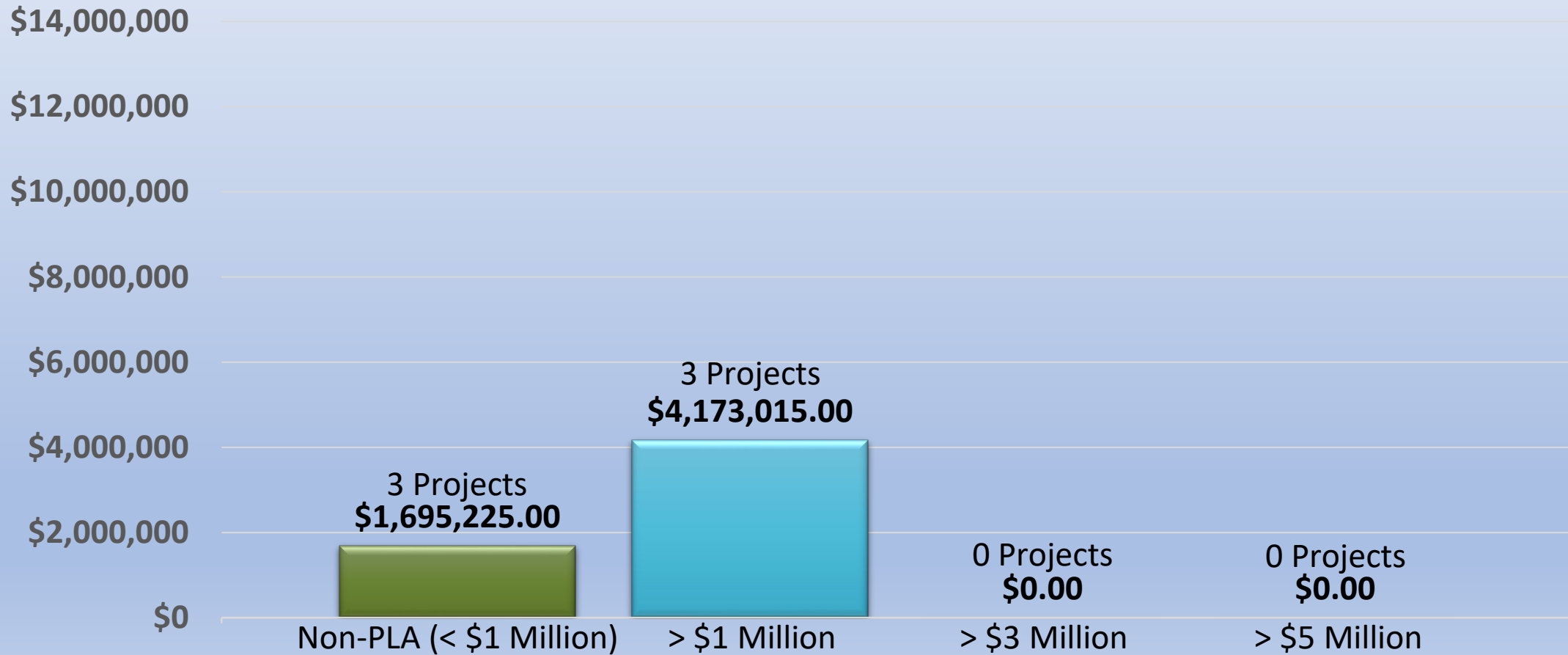
Trails Category Projects (5 Total)



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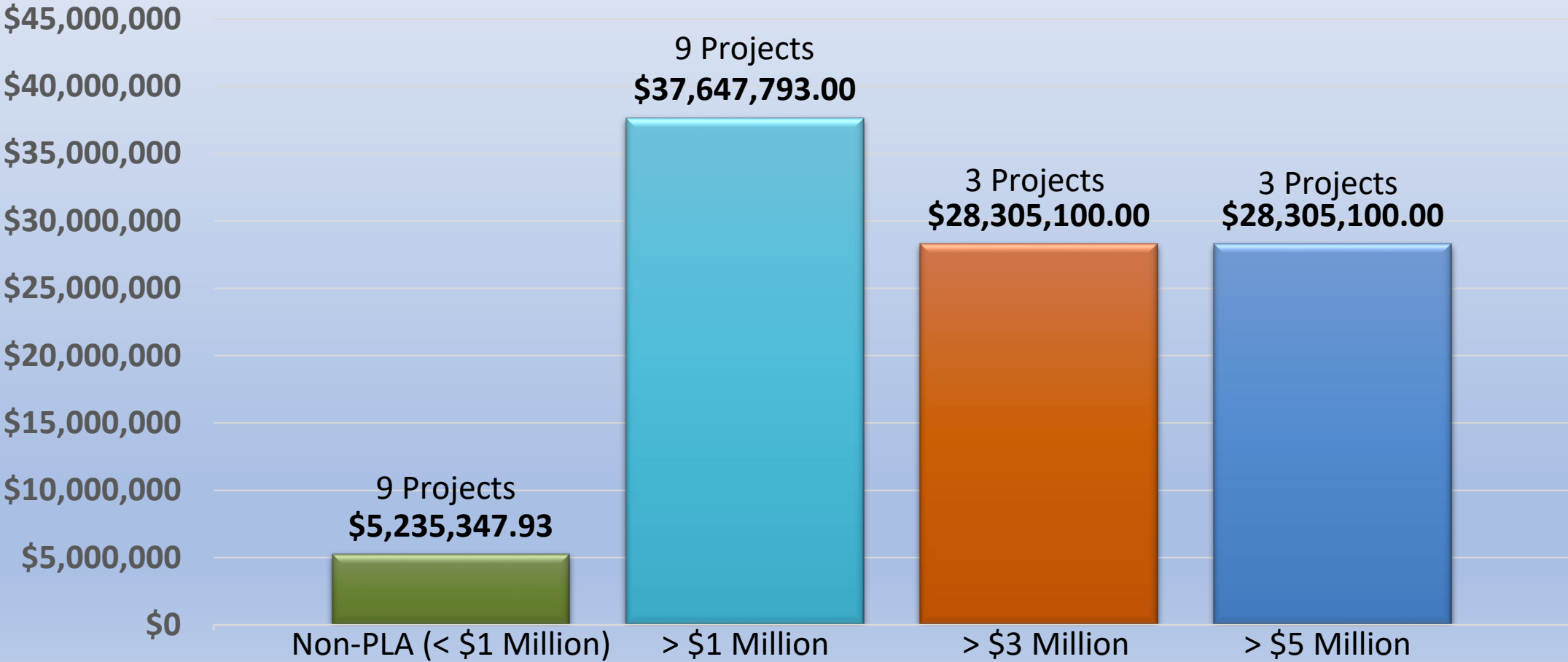
Traffic Signal Category Projects (6 Total)



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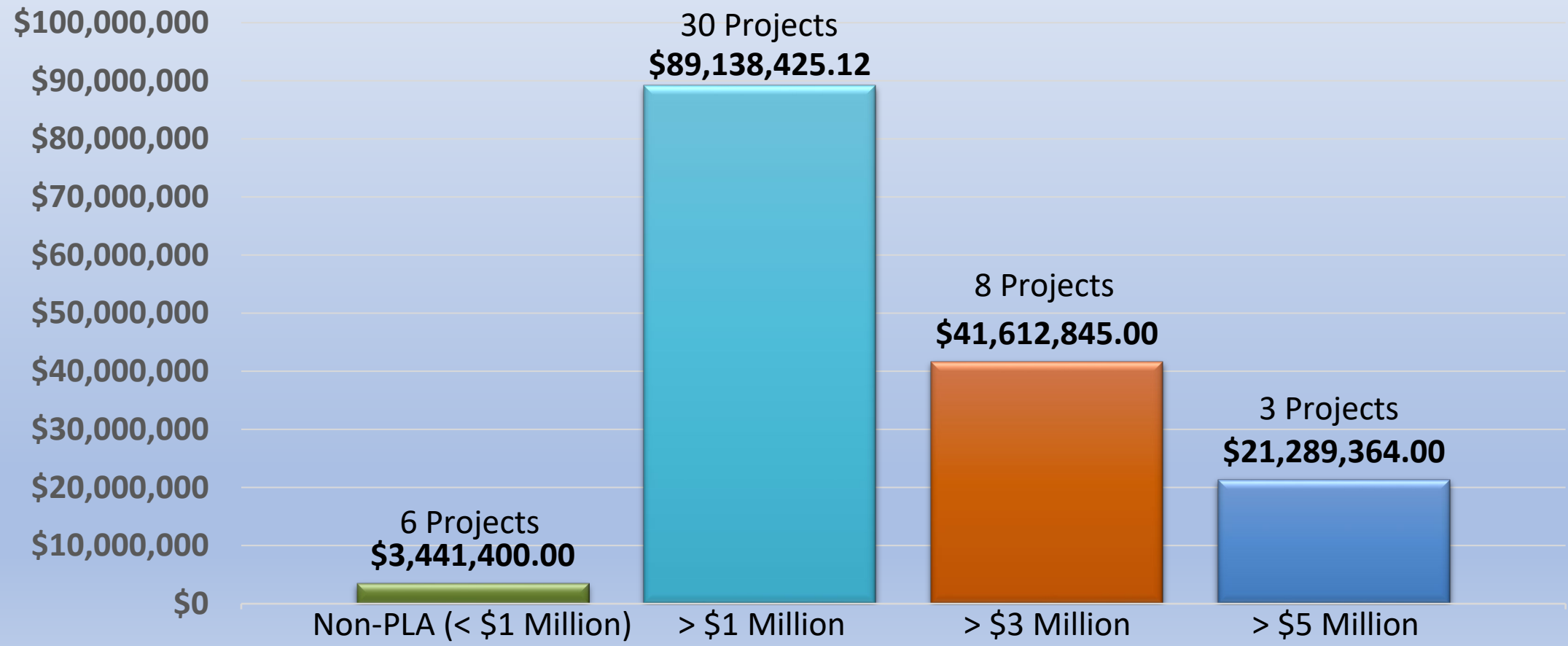
Utility Infrastructure Category Projects (18 Total)



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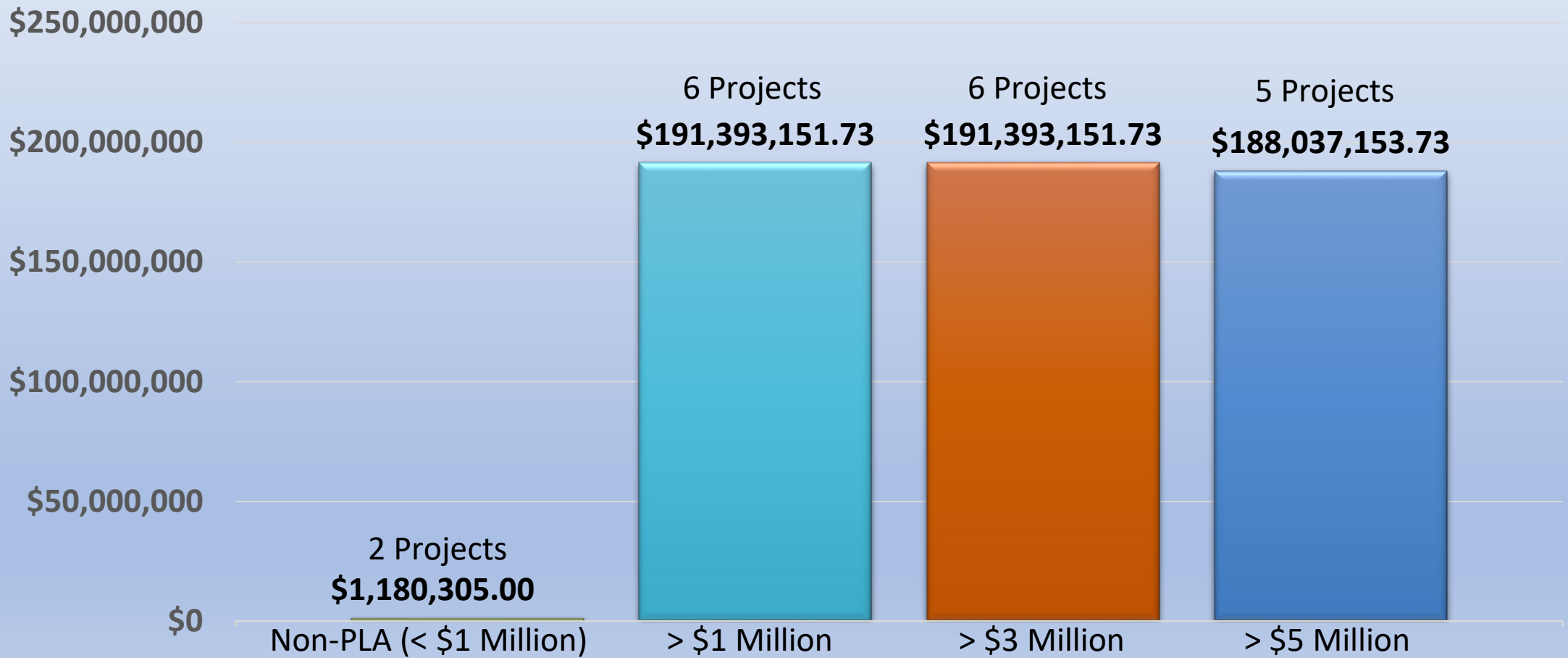
Roadway Category Projects (36 Total)



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Large Structures Category Projects (8 Total)



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Local Hiring Program – Next Steps for remainder of Agreement Year

- Explore potential modifications to the Local Hiring Program with Trades Council to improve outcomes and meet percentage requirements
- Continue to track PLA project labor implementation for three-year anniversary summary report

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Local Hiring Program – PLA Agreement Timeline

- February 2025 – Three-year Annual PLA Report Issuance

If PLA targets are not met, City will issue Trades Council written notice.

At meet and confer, City and Trades Council will explore potential modifications to the Local Hiring Program to improve outcomes and meet percentage requirements.

- February 2026 – Four-year Annual PLA Report Issuance

Same process as above.

- February 27, 2027 – PLA Expiration

90 days prior to PLA expiration, at request of Trades Council or City, extension discussion can commence.

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Questions & Discussion



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