

Community Workforce Agreement Annual Review



Public Works Department
BUILDING A BETTER FRESNO

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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

- 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 Wastewater 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, 6th to Cedar
- Winchell Neighborhood Traffic Signals at Butler/8th, 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	2,471.62
Total Journey-Level Hours	2,189.96
City of Fresno Journey-Level Hours	317.47
Percentage City of Fresno Journey-Level Hours	14.5%
Total Apprentice Hours	124.75
City of Fresno Apprentice Hours	65.50
Percentage City of Fresno Apprentice Hours	52.5%
City of Fresno New Apprentice Hours	65.50
Percentage City of Fresno New Apprentice Hours	100%

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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
Percentage City of Fresno Journey-Level Hours	24%
Total Apprentice Hours	157.50
City of Fresno Apprentice Hours	0
Percentage City of Fresno Apprentice Hours	0%
City of Fresno New Apprentice Hours	0
Percentage City of Fresno New Apprentice Hours	0%

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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	6,687.50
Total Journey-Level Hours	5,671.25
City of Fresno Journey-Level Hours	920.00
Percentage City of Fresno Journey-Level Hours	14%
Total Apprentices Hours	1,141.50
City of Fresno Apprentices Hours	841.00
Percentage City of Fresno Apprentices Hours	74%
City of Fresno New Apprentices Hours	825.00
Percentage City of Fresno New Apprentices Hours	98%

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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
Percentage City of Fresno Journey-Level Hours	76%
Total Apprentice Hours	21.00
City of Fresno Apprentice Hours	21.00
Percentage City of Fresno Apprentice Hours	100%
City of Fresno New Apprentice Hours	5.00
Percentage City of Fresno New Apprentice Hours	24%

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)

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

Annual Workshop – Community Workforce Agreement Questions & Discussion

