



# ALAMEDA COUNTY COMMUNITY DEVELOPMENT AGENCY

## HOUSING & COMMUNITY DEVELOPMENT DEPARTMENT

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### MEMORANDUM

TO: Procurement and Contracting Committee  
Supervisor Miley, District 4  
Supervisor Marquez, District 2

CC: All members of the Board of Supervisors

FROM: Sandra Rivera, Director, Community Development Agency  
Michelle Starratt, Housing Director, Housing and Community Development

DATE: Sep 15, 2025

SUBJECT: Report # 8 - Update on the Measure A1 Labor Compliance Program

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On March 17, 2025, the Community Development Agency's Housing and Community Development Department (HCD) presented the seventh Measure A1 (MA1) Labor and Contract Compliance report focused on payments made to businesses through December 31, 2024. This report covers the same timeframe, but focuses on workforce and payroll data, including local hire, job creation, employment opportunities for equity priority communities, and workforce demographics. These two reports separated the two main reporting areas - allowing a deeper dive in each report.

### REQUIREMENTS & ADOPTED GOALS

MA1 stipulates the following hiring goals and payroll policies.

- A. Adherence to State and Federal Prevailing Wages Rates
- B. Employment of Local and Equity Priority Residents:
  - 1. 30% Local Worker Hire Goal. 30% of all construction hours worked on the project shall be performed by residents of Alameda County.
  - 2. 5% Equity Priority Hire Goal. 5% of all construction hours worked on the project shall be performed by residents of Alameda County who meet the definition of Equity Priority Worker (see Exhibit E).
- C. Requirements for Outreach to Local and Equity Priority Workers.

Payroll is monitored through both the Elation Systems database and Oakland's LCPtracker database for projects located in Oakland. Projects in predevelopment do not report payroll information as they have not started construction yet.

**The program has exceeded all goals.**



## **REPORT SUMMARY**

This report covers all projects from the beginning of the MA1 program to December 31, 2024. This includes 30 completed projects, 15 projects in construction, and 8 projects in predevelopment. There is no payroll data for projects in Predevelopment and projects in construction are dynamic until construction is complete and all reports have been submitted.

**Table 1 – Project Summary**

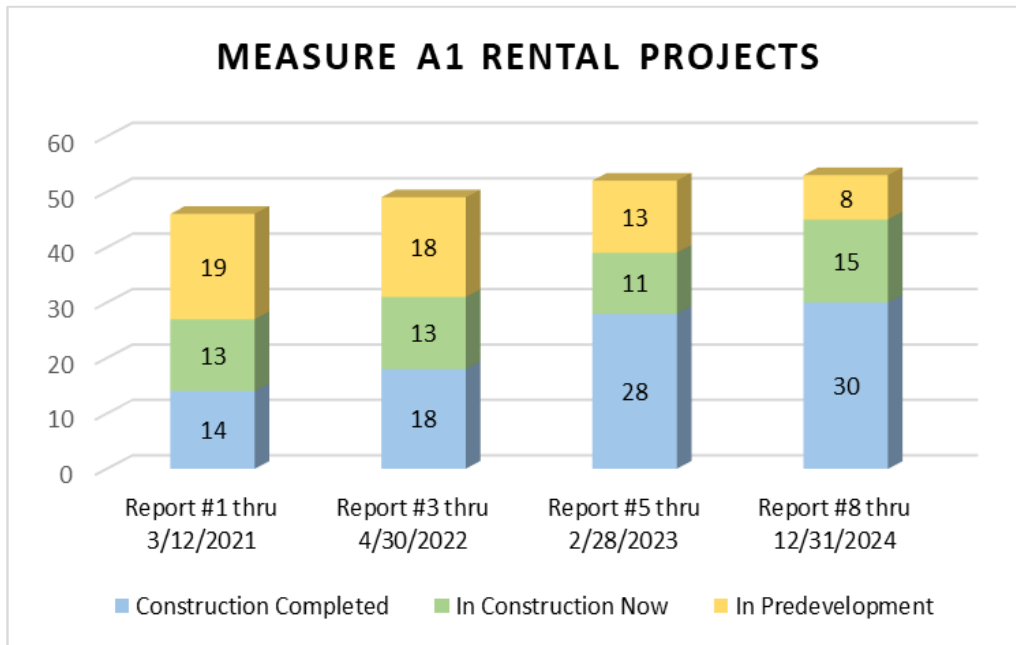
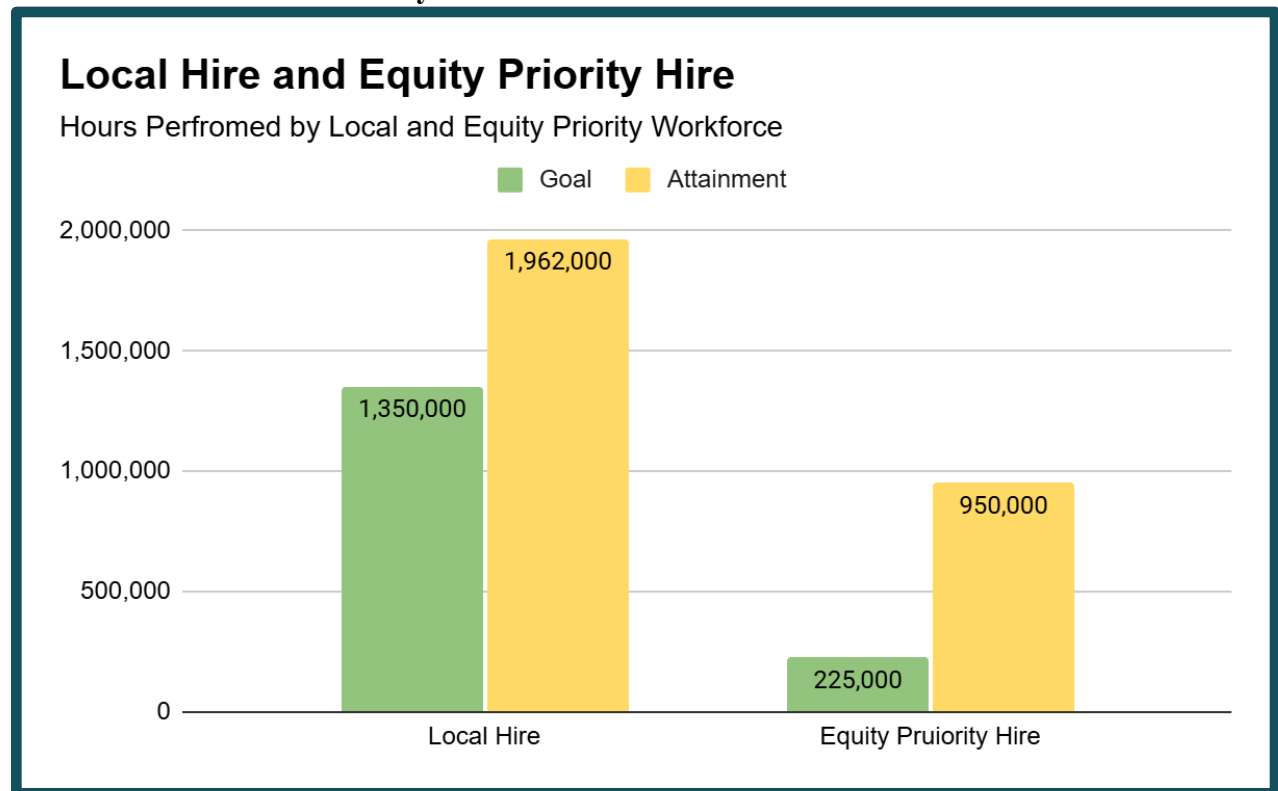


Exhibit A lists all projects by status. Exhibit B demonstrates projects by reporting platform (either Elations or LCP Tracker).

## GOAL ATTAINMENT

This program continues to exceed all payroll goals in the Board adopted Measure A1 Labor Compliance Requirements.

**Table 2 - Workforce Summary**



Equity data is collected from all workers, though self-reporting priority status is optional.

## **PREVAILING WAGE REQUIREMENT**

All MA1 Rental Housing Development Program-funded projects are monitored for applicable local, state, and federal prevailing wage requirements. All projects, both completed and in construction, have met this requirement.

## **LOCAL HIRE GOALS**

Local Hire Goal: 30% of all hours performed will be performed by Alameda County Residents.

- **Achieved 145% of local hire goal:**  
Alameda county residents were employed on over 43.5% of the approximately 4.5 million total worker hours, **exceeding the goal by over 610,000 hours.**

Equity Priority Worker Goal: 5% of hours performed will be performed by one of the target populations (full list available in Exhibit E).

- **Achieved 422% of Equity Priority Worker hire goal:**  
Alameda County residents were employed on nearly 21% of hours performed, **exceeding the goal by over 725,000 hours.**

## **EMPLOYMENT OPPORTUNITIES**

### **LOCAL WORKFORCE OUTCOMES:**

- Over 4.5 million construction worker hours created in Alameda County.
- Over **\$134 Million in wages to Alameda County construction workers** from early 2019 through Dec 31, 2024.

#### **Job Creation**

The MA1 Rental Housing Development Program created **over 10,000 new jobs since the 2023 report**, bringing the total up to **over 33,200 construction jobs in the county**.

While the goal is for hours and not jobs, almost **34%** of these jobs, approximately 11,200, **were held by Alameda County residents**. Advancements in data tracking and ongoing efforts to improve the local hire process both contribute to this success.

#### **Local Journeyperson\***

**Alameda County residents** are employed on **over 8,800 journeyperson positions** created on MA1 funded projects representing:

- 31% of Journeyperson positions created overall and
- Nearly 40% of Journeyperson hours

#### **Local Apprentices\***

Over **2400 apprentice positions** created on MA1 funded projects **held by Alameda County residents** representing:

- over 40% of apprentice positions created overall
- 60% of hours performed by apprentices

\*defined in Exhibit E

### **Workforce by Local Apprentice & New Hires**

Improvements to the Elation system have enhanced data accuracy and granularity over the last two reporting cycles, particularly for Equity Priority hires and first/second-year apprentices. Further work is needed to standardize apprenticeship level tracking due to differing calculations across trades. Staff are working to address this issue.

Earlier coordination with the City of Oakland improved access to some data, allowing staff to report on total jobs created on projects located in Oakland. However, tracking new hires, distinguishing between certain variables for apprentice classifications, or documenting outreach compliance in LCPtracker is not yet possible.

## **WORKFORCE DEMOGRAPHICS**

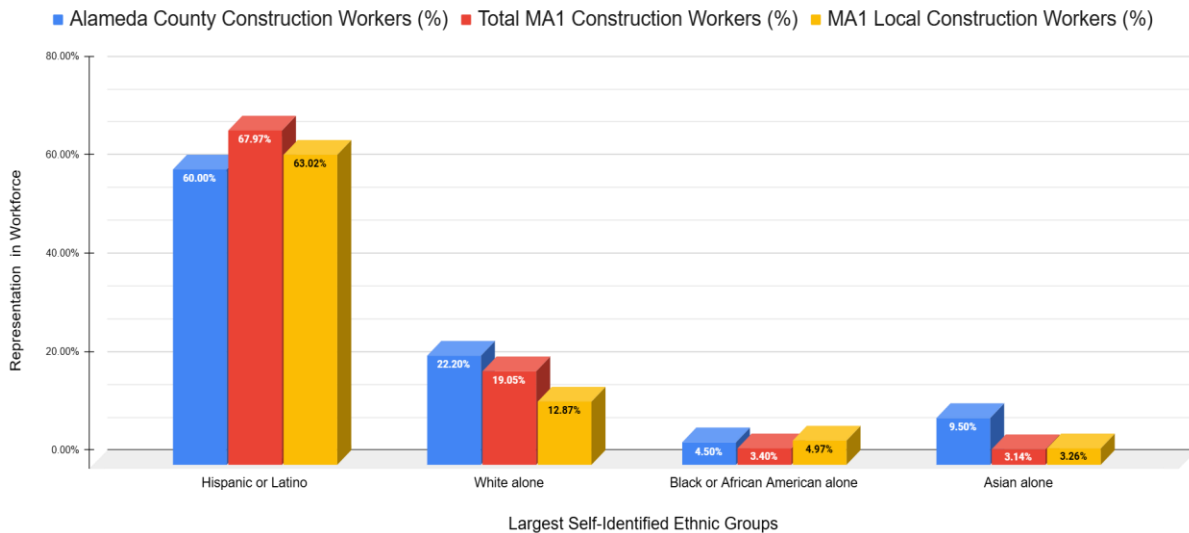
This committee requested more granular data on workforce demographics by ethnicity. Below we have three different views of the makeup of the Measure A1 workforce: demographics of construction workers, distribution of construction hours, and representation among Alameda County residents employed on MA1 projects.

### **Construction Workforce Demographics: Workers**

Table 4 looks at the percentage of self-identified ethnic groups in three different categories: the available Alameda County construction labor force, total workforce on MA1 funded projects, and representation of Alameda County residents on those same projects.

**Table 4 – Construction Workforce Demographics by Ethnicity**

**Percentage of Construction Workers by Ethnicity**



<https://labormarketinfo.edd.ca.gov/geography/demoaa.html>

### **Representation of Workers**

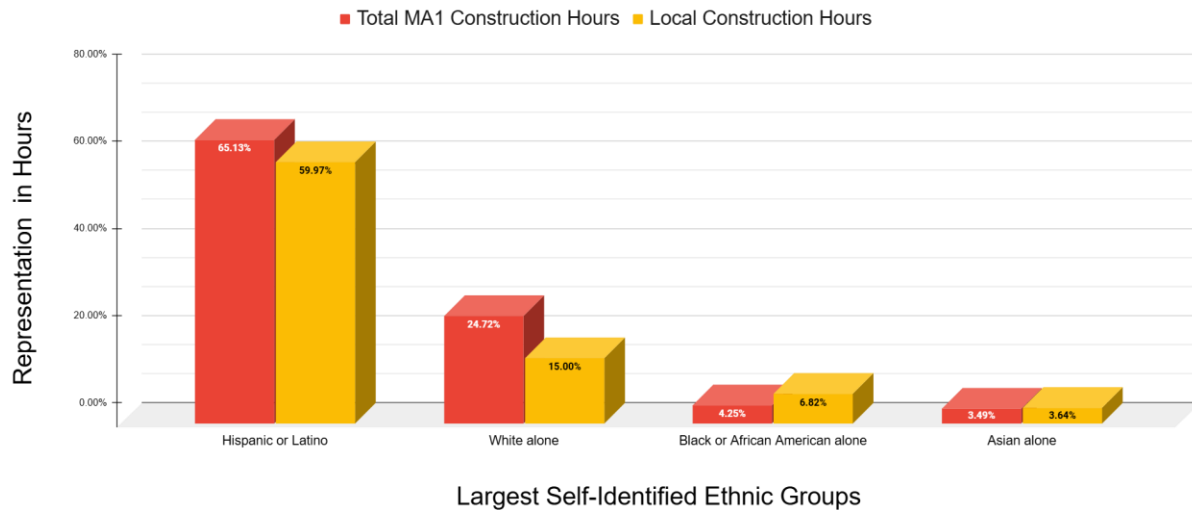
Local self-identified Hispanic or Latino and Black or African American workers have higher representation on MA1 funded new affordable rental housing developments than the construction labor pool average, while local workers who self-identify as White and Asian have lower employment rates.

### **Construction Workforce Demographics: Hours**

Table 5 looks at the distribution of hours on MA1 funded projects between the projects as a whole and representation of Alameda County residents on those same projects.

**Table 5 – Construction Hours by Ethnicity**

Percentage of Construction Hours by Ethnicity



### **Workforce Demographics by Construction Hours**

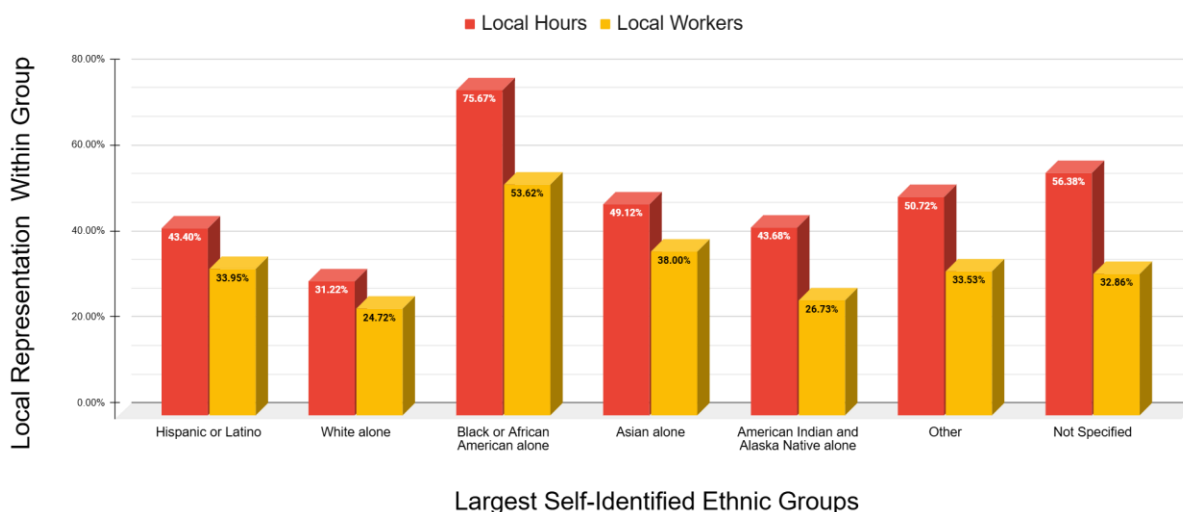
Within these projects, representation of local Black or African American workers is higher than on the projects as a whole. Local Hispanic or Latino and White workers have lower representation than on MA1 projects in general, while local hire of Asian workers has similar representation locally and on the projects as a whole.

## **Construction Workforce Demographics: Local Hire**

Table 6 examines workforce demographics among Alameda County residents employed on Measure A1 funded projects. This chart demonstrates the percentage share of hours and workers Alameda County residents hold within their demographic group on MA1 funded projects.

**Table 6 – Local Hire by Ethnicity**

Local Representation by Ethnicity: Hours and Workers



### **Local Construction Workforce Demographics by Hours and Workers**

Every category of local worker shows a higher percentage of hours worked than the proportionate share of workers within that category.

- Alameda County residents are working more hours on projects than their non-local counterparts.
- Within the “hours” category, every group is at or above the 30% Local Hire Goal.

### **Next Steps**

Staff have identified additional workforce development partners and have meetings set with organized labor to identify ways to broaden local outreach, increase coordination, and streamline the local referral process.

## **PROJECT LABOR AGREEMENTS**

The MA1 Rental Housing Implementation Policies require new construction projects with 80 or more new units to enter into private Project Labor Agreements (PLA). All PLA projects are monitored for applicable local, state, and federal prevailing wage requirements, as well as compliance with the Goals set forth in the Implementation Policies adopted by the Board. The County is not a negotiating partner on PLAs and does not monitor for compliance with the private PLA agreement.

PLA projects are, by definition, the largest of the MA1 new affordable housing construction projects. We expect to find some variation from project performance overall.

## **PLA PROJECT SUMMARY**

As of December 31, 2024, 5 projects under the MA1 Rental Housing Development Program were subject to private Project Labor Agreements. 4 Projects had completed construction, and one was in construction.

For further details see Exhibit C.

## **PLA GOAL ATTAINMENT**

All payroll goals in the Board adopted Measure A1 Implementation Policies were exceeded on projects subject to a private Project Labor Agreement.

## **LOCAL HIRE GOALS**

Local Hire Goal: 30% of hours performed. Equity Priority Worker Goal: 5% of hours performed.

- Projects with a private PLA performed similarly to MA1 projects overall, **achieving 43% of the local hire Goal** in aggregate. There was considerable variation between individual project performance.

Equity Priority Worker Goal: 5% of hours performed will be performed by one of the target populations (full list available in Exhibit E).

- **Achieved 400% of Equity Priority Worker hire goal:**  
Alameda County residents were employed on nearly 20% of hours performed,

## **PREVAILING WAGE REQUIREMENT**

All MA1 Rental Housing Development Program-funded projects are monitored for applicable local, state, and federal prevailing wage requirements.

All projects subject to a private PLA met this requirement.



## **EMPLOYMENT OPPORTUNITIES**

Projects with a private PLA performed similarly overall to MA1 projects in aggregate.

### **JOB CREATION**

PLA projects comprise approximately 7,200 jobs in the county. **31% - over 2,200 jobs - were held by Alameda County residents.** While projects with a private PLA had a slightly lower percentage of jobs held by Alameda County residents, County residents performed a slightly higher percentage of hours on PLA projects. There is no Goal for the number of local workers.

### **Local Journeyperson**

PLA projects have a slightly lower percentage of positions held by County Journeypersons, but a similar percentage of hours performed by those workers

**Alameda County residents** are employed on **about 1,750 journeyperson positions** created on MA1 funded projects representing:

- 29% of Journeyperson positions created overall and
- Nearly 39% of Journeyperson hours

### **Local Apprentices**

PLA projects have a slightly lower percentage of positions held by Alameda County residents, but a similar percentage of hours performed by those apprentices.

**500 apprentice positions** created on MA1 funded PLA projects **held by Alameda County residents**, representing:

- 38% of apprentice positions created overall, and
- 60 % of hours performed by apprentices

## **PLA Workforce Demographics**

Ethnicity reporting is voluntary and self-reported.

### **Workforce Demographics on PLAs by Construction Hours**

When examining construction hours performed on PLA projects, workforce demographics by ethnicity share a similar pattern to that of the overall MA1 workforce with all variables within a few percentage points across classifications.

On PLA projects, in aggregate, representation of local Black or African American workers is slightly higher, while local Hispanic or Latino and White workers have lower representation than on MA1 projects in general. Local hire of Asian workers has similar representation locally and on the projects as a whole.

### **Workforce Demographics on PLAs by Construction Workers**

Similar levels of employment exist between the demographic categories of workers on PLA projects and MA1 projects as a whole, staying within 2 percentage points in all categories.

Employment rates of local Black or African American workers is higher than the available labor pool, but slightly lower across the projects as a whole for both PLA projects in general and on MA1 projects in general. Employment rates of Asian workers are still significantly below the percentage representation in the overall construction workforce.

### **Next Steps**

While the local hire Goal, measured by hours, has been met, the program has identified opportunities to increase new hires among County residents, particularly in the area of the pre-apprenticeships and updates to the Board required referral process.

Staff have begun conversations with the Trades and the Construction Trades Workforce Initiative (CWTI) to address the issues of local referral on non-PLA projects. Unions halls often refuse to recognize a required local worker preference in the absence of a PLA. A lack of enforcement mechanisms, including fines, has made adherence to the referral process difficult to enforce.

County staff and labor partners are working towards a field appropriate solution to this chronic non-compliance issue and will include recommendations as conversations progress.

**Exhibit A**  
**MA1 Rental Housing Development Program - Project List**

Reporting Period: Program inception to December 31, 2024

<b>Exhibit A - Part 1</b>	
Reporting Period: Program Inception (Early 2019) through December 31, 2024	
<b>COMPLETED EMERGENCY FUNDED PROJECTS - 8</b>	
Project ID	Project (Developer and Location)
1	Camino 23 (SAHA in Oakland)
2	Casa Arabella - Fruitvale Transit II-A (EBALDC in Oakland)
3	Coliseum Connections (UrbanCore in Oakland)
4	Estrella Vista - 3706 San Pablo (EAH in Emeryville/Oakland)
5	Everett Commons - Everett and Eagle (Alameda Housing Authority in Alameda)
6	Grayson Street Apartments (SAHA in Berkeley)
7	Kottinger Gardens Phase II (MidPen in Pleasanton)
8	La Vereda - San Leandro Senior (Bridge in San Leandro)

<b>Exhibit A - Part 2</b>	
Reporting Period: Program Inception (Early 2019) through December 31, 2024	
<b>COMPLETED PROJECTS - 22</b>	
Project ID	Project (Developer and Location)
9	Embark Apartments (RCD in Oakland)*
10	Corsair Flats - Alameda Point Senior (Eden Housing in Alameda)
11	Chestnut Square Family Apartments (Eden Housing in Livermore)
12	Sunflower Hill @ Irby Ranch (SAHA in Pleasanton)
13	Empyrean & Harrison (RCD in Oakland)

## Exhibit A - Part 2 Continued

14	Monarch Homes - 3268 San Pablo (SAHA in Oakland)
15	Aurora Apartments (Affirmed Housing in Oakland)
16	NOVA Apartments (Affirmed Housing in Oakland)
17	The Manzanita - Bermuda Gardens (Mercy Housing in Ashland)
18	City Center Apartments (Allied in Fremont)
19	Berkeley Way** (Bridge in Berkeley)
20	Avance - Sunflower Hill (MidPen Housing in Livermore)
21	Coliseum Place (RCD in Oakland)
22	Foon Lok West (MidPen Housing in Oakland)
23	The Starling - Alameda Family Apartments (Eden Housing in Alameda)
24	Fruitvale Studios (Allied in Oakland)
25	Jordan Court - 1601 Oxford Street (SAHA in Berkeley)
26	Loro Landing - Parrott St. Apartments (Eden in San Leandro)
27	Rosefield Village (Alameda Housing Authority in Alameda)
28	Granite Ridge Apartments (Eden Housing in Fremont)
29	Depot Community Apartments (Allied in Hayward)*
31	Douglas Ford - Irvington Senior (Allied in Fremont)
3.1	Coliseum Connections (UrbanCore in Oakland)***

\* Originally an Emergency Funded Project, The Board of Supervisors approved additional funding - 02/05/19)

\*\* This project includes BFHP Hope Center Temporary and Permanent Housing and Berkeley Way.

\*\*\* Capital improvements

<b>Exhibit A - Part 3</b>	
Reporting Period: Program Inception (Early 2019) through December 31, 2024	
<b>IN-CONSTRUCTION PROJECTS - 15</b>	
<b>Construction Completed - 8</b>	
Project ID	Project (Developer and Location)
30	Casa Suenos - Fruitvale Transit Village Phase IIB (Bridge/Unity Council in Oakland)*
32	The Vineyard (HCEB in Livermore)*
33	Fremont Family Apartments - 34320 Fremont Blvd Family Housing (Allied in Fremont)*
34	Ancora Place (SAHA in Oakland)
36	The Black Panther Apartments - 7th & Campbell (OAW & MBS in Oakland)*
<b>Exhibit A - Part 3 (continued)</b>	
39	Mission Paradise (EAH in Hayward)
41	Pimentel Place - Matsya Village (EAH in Hayward)
42	Crescent Grove - Ruby Street Crescent (Eden in Uninc. County)
<b>Active Construction - 7</b>	
35	West Grand & Brush (EBALCD in Oakland)
37	Verana Hill - Albany Family (SAHA in Albany)
38	Bell Street Gardens (RCD in Fremont)
40	Madrone Terrace (RCD in Ashland (Uninc. County)
45	Timber Senior Housing (Eden in Newark)
51	OakDays/8350 Edes Ave (Homekey in Oakland)
52	Edes Avenue Community Apartments - 8452 Edes Ave (Homekey in Oakland)

Exhibit A - Part 4	
Reporting Period: Program Inception (Early 2019) through December 31, 2024	
PRE-DEVELOPMENT PROJECTS - 8	
Project ID	Project, Developer and Location
53	Tanager ADUs (Tri-Valley REACH in Pleasanton)
43	1245 McKay (APC/Mercy Housing in Alameda)
44	Downtown Livermore Apartments (Eden in Livermore)
46	Amador Station Phase I (BRIDGE Housing in Dublin)
47	Lazuli Landing (MidPen in Union City)
48	Pacific Avenue Senior Homes (SAHA in Livermore)
49	Regional Street (Eden in Dublin)
50	15101 Washington Avenue (San Leandro)

## Exhibit B

### Measure A1 Rental Housing Development Program - Payroll Reporting

Project ID	Project, Developer and Location	Elation	LCP Tracker
4	Estrella Vista - 3706 San Pablo (EAH in Emeryville/Oakland)	X	
5	Everett Commons - Everett and Eagle (Alameda Housing Authority in Alameda)	X	
6	Grayson Street Apartments (SAHA in Berkeley)	X	
7	Kottinger Gardens Phase II (MidPen in Pleasanton)	X	
8	La Vereda - San Leandro Senior (Bridge in San Leandro)	X	
10	Corsair Flats - Alameda Point Senior (Eden Housing in Alameda)	X	
11	Chestnut Square Family Apartments (Eden Housing in Livermore)	X	
12	Sunflower Hill @ Irby Ranch (SAHA in Pleasanton)	X	
17	The Manzanita - Bermuda Gardens (Mercy Housing in Ashland)	X	
18	City Center Apartments (Allied in Fremont)	X	
19	Berkeley Way* (Bridge in Berkeley)	X	
20	Avance - Sunflower Hill (MidPen Housing in Livermore)	X	
23	The Starling - Alameda Site A Family Apartments (Eden Housing in Alameda)	X	
25	Jordan Court - 1601 Oxford Street (SAHA in Berkeley)	X	
26	Loro Landing - Parrott St. Apartments (Eden in San Leandro)	X	
27	Rosefield Village (Alameda Housing Authority in Alameda)	X	
28	Granite Ridge Apartments (Eden Housing in Fremont)	X	
29	Depot Community Apartments (Allied in Hayward)*	X	
31	Douglas Ford - Irvington Senior (Allied in Fremont)	X	
32	The Vineyard (HCEB in Livermore)*	X	
33	Fremont Family Apartments - 34320 Fremont Blvd Family Housing (Allied in Fremont)*	X	
37	Verana Hill - Albany Family (SAHA in Albany)	X	
38	Bell Street Gardens (RCD in Fremont)	X	
40	Madrone Terrace (RCD in Ashland (Uninc. County)	X	
45	Timber Senior Housing (Eden in Newark)	X	
51	OakDays/8350 Edes Ave (Homekey in Oakland)	X	
1	Camino 23 (SAHA in Oakland)		X
2	Fruitvale Transit II-A/Casa Arabella (EBALDC in Oakland)		X
3	Coliseum Connections (UrbanCore in Oakland)		X
3.1	Coliseum Connections (UrbanCore in Oakland)**		X
13	Empyrean & Harrison (RCD in Oakland)***		X
14	Monarch Homes - 3268 San Pablo (SAHA in Oakland)		X
15	Aurora Apartments (Affirmed Housing in Oakland)		X
16	NOVA Apartments (Affirmed Housing in Oakland)		X
21	Coliseum Place (RCD in Oakland)		X
22	Foon Lok West (MidPen Housing in Oakland)		X
24	Fruitvale Studios (Allied in Oakland)		X
30	Fruitvale Transit Village Phase IIB (Bridge/Unity Council in Oakland)		X
34	Ancora Place (SAHA in Oakland)		X
35	West Grand & Brush (EBALCD in Oakland)		X

## Exhibit C

### Measure A1 Rental Housing Development Program - Project Labor Agreements

MA1 Policy Requirement: all new construction of affordable housing projects that are 80 units or larger and funded by MA1 shall have a private Project Labor Agreement.

As of December 31, 2024, 4 completed and 1 in construction projects are subject to private Project Labor Agreements.

Exhibit D	
Reporting Period: Program Inception (Early 2019) through December 31, 2024	
Construction Projects with a Private Project Labor Agreement (PLA) - 5	
Project ID	Project, Developer and Location
19	Berkeley Way** (Bridge in Berkeley)
22	Foon Lok West (MidPen Housing in Oakland)
29	Depot Community Apartments (Allied in Hayward)*
30	Casa Suenos - Fruitvale Transit Village Phase IIB (Bridge/Unity Council in Oakland)*
31	Douglas Ford - Irvington Senior (Allied in Fremont)



## **Exhibit D**

### **MA1 Labor and Contract Compliance -Terms and Conditions Overview**

MA1 requires paying State Prevailing Wages, the increased hire of local and local equity priority workers, and increased contracting with local and small local construction businesses. The MA1 policies for local and small local construction businesses incorporates some provisions of the County's SLEB program, but it is not the same as the SLEB program. The following is an overview of the major terms and conditions of the MA1 Labor and Contract Compliance policies and procedures with which each project is required to comply.

- D. State Prevailing Wages Rates
- E. Employment of Local and Equity Priority Residents:
  - 3. 30% Local Worker Hire Goal. 30% of all construction hours worked on the project shall be performed by residents of Alameda County.
  - 4. 5% Equity Priority Hire Goal. 5% of all construction hours worked on the project.
- F. Contracting with Local and Small Local Construction Businesses:
  - 1. 25% Local Contracting Goal: An amount equal to 25% of the amount of the Measure A1 contract shall be paid to Alameda County-based businesses.
  - 2. 20% Small Local Contracting Goal: An amount equal to 20% of the amount of the Measure A1 Contract, shall be paid to certified small Alameda County-based businesses.
- G. Requirements for Outreach to Local and Equity Priority Workers and to Local and Small Local Businesses.
- H. Reporting on HUD Section 3 requirements for new hire of low-income residents.
- I. Reporting on Minority Owned Business Enterprise/Woman Owned Business Enterprise (MBE/WBE) utilization.
- J. Project Labor Agreement required for new construction of Rental Housing projects that are 80 units or larger.

## **Exhibit E**

### **MA1 Labor and Contract Compliance**

#### **Definitions**

Payment of **State Prevailing Wage Rates** are required:

Contractors shall ensure they and their employees know the correct prevailing wage rates for every classification employed on the Project and update wages throughout the year when state and federal prevailing wage rates are updated. When **Federal Davis-Bacon** prevailing wage is also required on the project, both wage rates are monitored. The higher of the two per trade applies.

**Equity Priority Workers** are residents of Alameda County with incomes below 80% of Area Median Income, and who may also meet any of the following:

- a. Are apprentices in any construction trade with two years or less participation;
- b. Are current or past participants in Apprenticeship Readiness Programs serving Alameda County residents, including but not limited to Cypress Mandela Training Center and Rising Sun Energy Center;
- c. Are current or past participants in Pre-Apprenticeship Programs serving Alameda County residents, including but not limited to Youth Employment Partnership, or construction training programs at the community college level;
- d. Are recipients of public assistance;
- e. Belong to any of the target populations in Alameda County identified in the Measure A1 program, including:
  - i. Re-entry individuals;
  - ii. Homeless or formerly homeless individuals living in homeless housing;
  - iii. Veterans;
  - iv. People with disabilities;
  - v. Seniors;
  - vi. Transition-age foster youth; and
  - vii. Lower-income workforce.

An **apprentice** is someone who has signed an agreement with an employer, an approved apprenticeship program or program sponsor, and whose agreement is registered with the Division of Apprenticeship Standards (DAS). Only an approved apprenticeship program can provide a contractor with a registered apprentice on public works projects.

(<https://www.dir.ca.gov/DAS/PublicWorksFAQ.html> accessed 9/4/2025 at 5:18pm)

A **journeyperson** is generally defined as a professional level worker above the level of an apprentice. Not all trades are apprenticeship trades.



# Measure A1 Labor Compliance Pilot Program

Procurement and Contracting Committee

Report #8

Sep 15, 2025





# Labor Compliance Reporting Periods

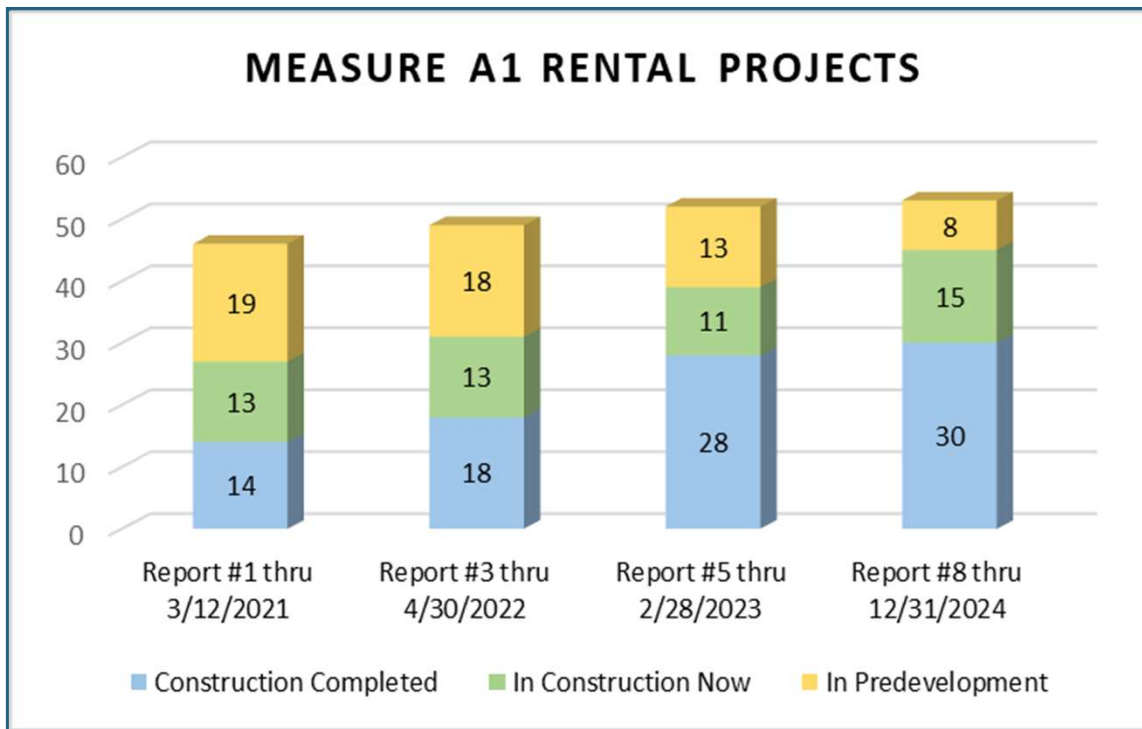
## Today's Agenda

**Report #8**      2017 - December 31, 2024

## Past Reports

<u>Report</u>	<u>Period</u>	<u>Presented</u>
Report #1	2017 – 12/31/20	5/17/21
Report #2	2017 – 6/30/21	9/20/21
Report #3	2017 – 4/30/22	7/18/22
Report #4	2017 – 9/30/22	1/12/23
Special Report	Workforce Policies	11/21/23
Report #5	2017 – 2/28/23	7/17/23
Report #6	2023 Annual Report	4/21/24
Report #7	2017 - 12/31/24	3/17/25

## Implementation of the Program Over Time



All MA1 projects are monitored for applicable local, state, and federal prevailing wage requirements. **All projects, both completed and in construction, have met this requirement.**

## Measure A1 Report Summary

**Completed: 30**  
**In Construction: 15**  
**Pre-development: 8**

**Total = 53**

The background image shows two construction workers silhouetted against a hazy, orange-tinted sky. They are working on a complex, multi-level metal scaffolding structure. The workers are positioned on different levels of the scaffolding, with one on the left and one on the right. The scaffolding consists of numerous vertical and horizontal metal poles connected by diagonal bracing. The overall scene conveys a sense of height and industrial activity.

# Adopted Contracting Goals and Attainment

# Adopted Goals Measure A1 Employment Policies

- **30% Local Hire Goal** (as % of hours worked)
- **5% Equity Priority Hire** (as % of hours worked)
- Required **Outreach** for **Local And Equity Priority Workers**
- Adherence to Federal and State **Prevailing Wage**

## Vision 2036: Employment for All

- Delivering County services with a **highly skilled workforce**.
- Supporting **full employment** for Alameda County residents, especially those facing employment challenges.
- Creating **meaningful job opportunities**.
- Collaborating with employers and educational institutions to prepare a **job-ready workforce**.

## Local Hire and Equity Priority Hire

Hours Performed by Local and Equity Priority Workforce



## Employment Opportunities

- **Local Hire:**
  - 145% of Goal
  - exceeded by 610,000+ hrs
- **Equity Priority hire:**
  - 422% of Goal
  - exceeded by 725,000+ hrs



# Job Creation

- \$134 Million in wages to local residents
- over 10,000 new jobs
- 33,200 jobs over all
- 34% held by local residents\*

\*no goal for job creation



# Local Apprentices and Journey People

- **8,800 local journey person positions**
  - 31% of positions
  - 40% of hours
- **2400 local apprentice positions**
  - 40% of positions
  - 60% of hours

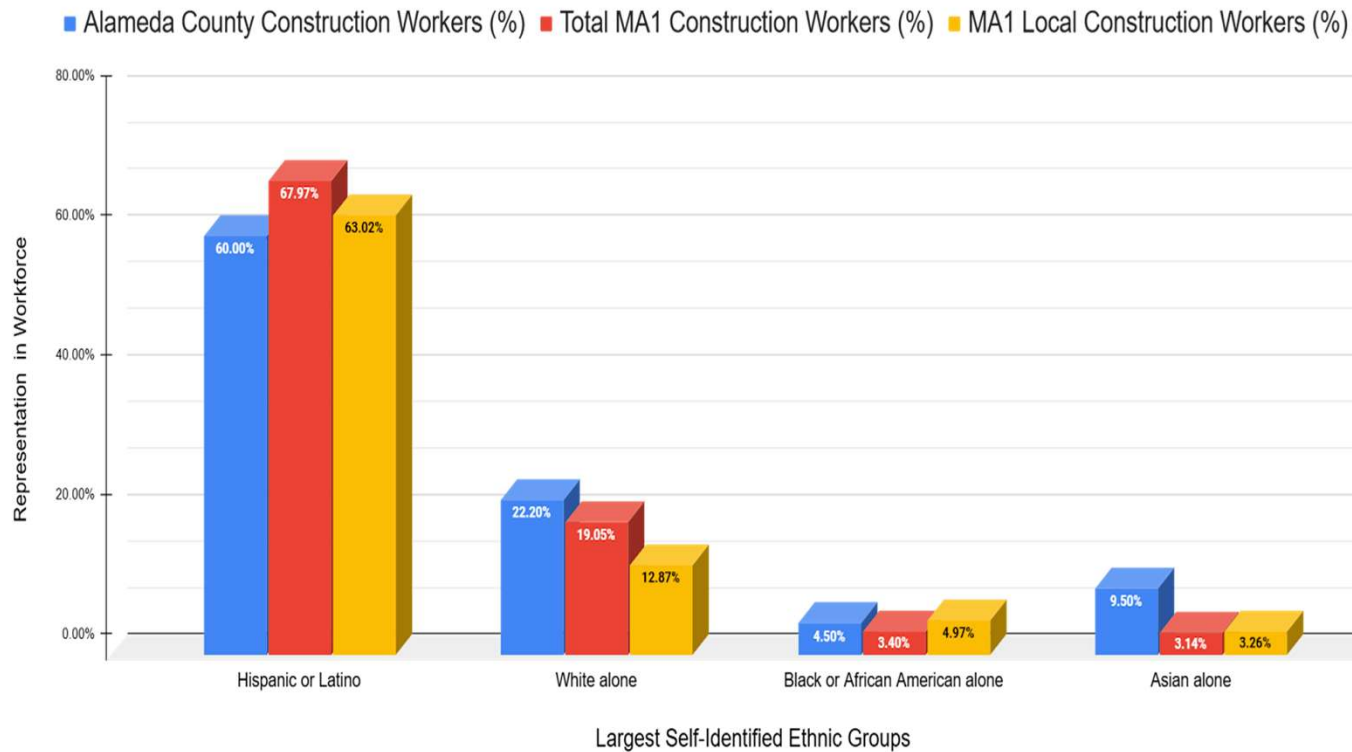


A woman with dark hair, wearing a dark blue long-sleeved shirt and a grey, worn apron, stands with her arms crossed in a large industrial workshop. The background is filled with various pieces of machinery and equipment, slightly out of focus. The lighting is soft, coming from large windows in the distance.

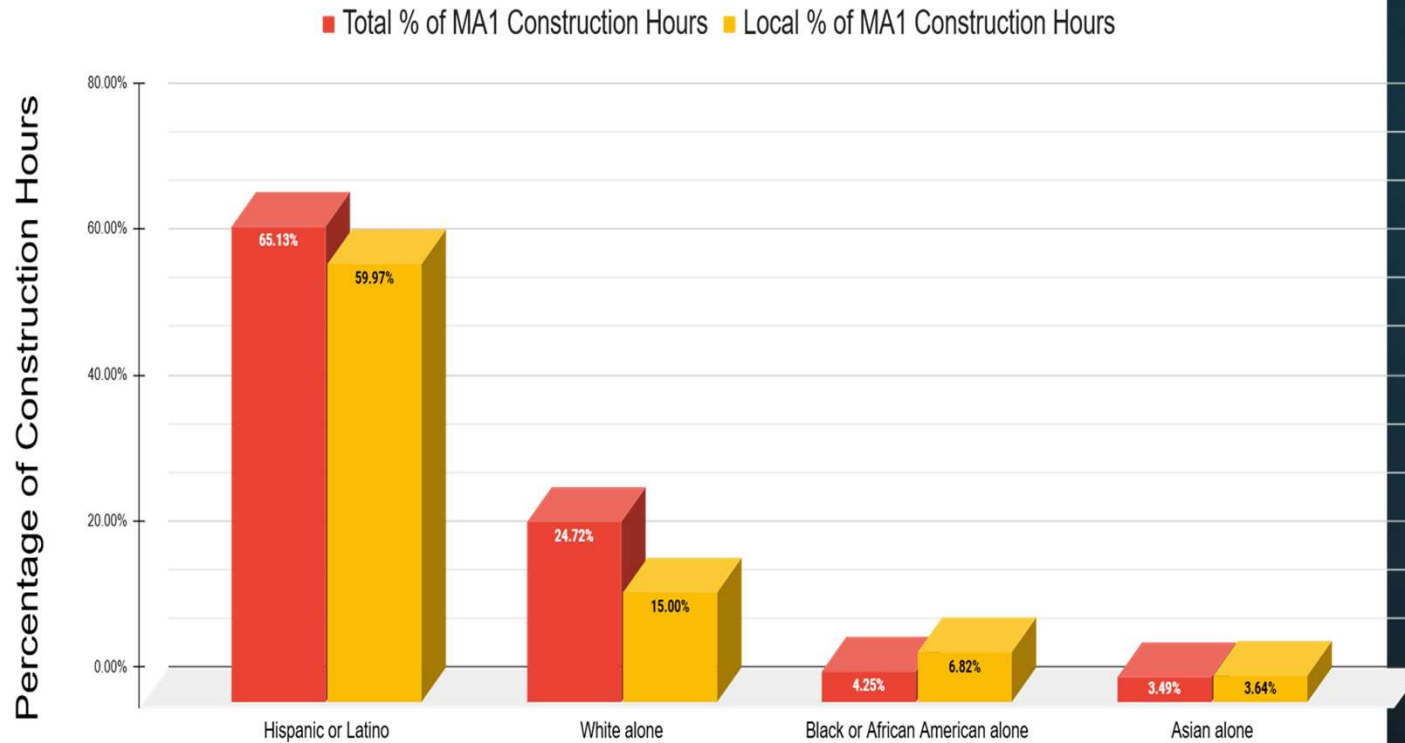
# Workforce Demographics

# Construction Workforce Demographics Workers

Percentage of Construction Workers by Ethnicity



Percentage of Construction Hours by Ethnicity

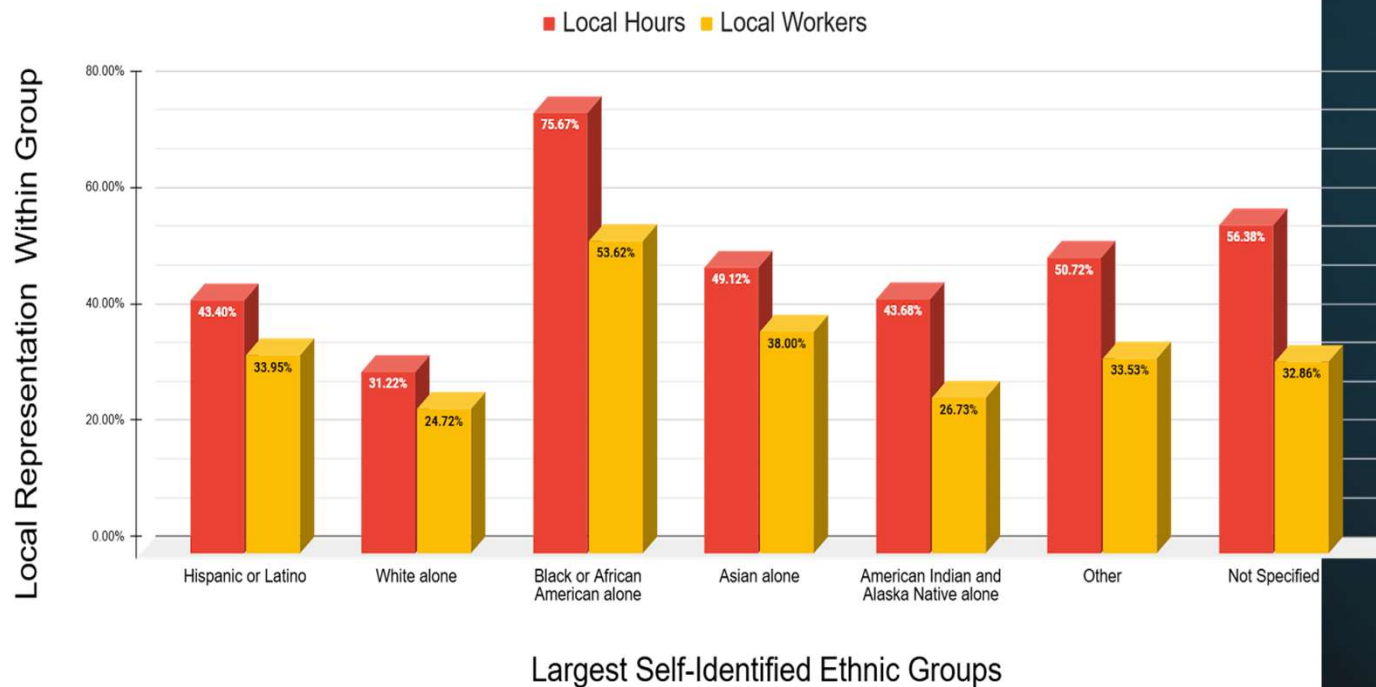


Largest Self-Identified Ethnic Groups on MA1 Funded Projects

# Construction Workforce Demographics

## Hours

Local Representation by Ethnicity: Hours and Workers



# Construction Workforce Demographics

## Local Hire



# Projects subject to Project Labor Agreement Requirement



# Private Project Labor Agreements

new construction projects  
with 80 or more new units  
to enter into private  
Project Labor  
Agreements (PLA)

**Projects:**  
**4 Completed**  
**1 in-construction**

## GOAL ATTAINMENT

All payroll goals exceeded

- **Local Hire:**
  - **43% of hours performed**
- **Equity Priority hire:**
  - **400% of Goal**
  - **20% of hours**
- **Job Creation**
  - **2,200 local jobs**
  - **31% held by local residents**

*\*the County is not a negotiating partner on PLAs and does not monitor for PLA compliance*

*\*\* There is no goal for job creation*



## Questions

