

Project Labor Agreement Policy Update Review Ad-Hoc Committee Quarterly Update

January to March 2022

Purpose and Scope

The purpose of the Project Labor Agreement (PLA) Ad Hoc Committee is to explore updates to the County's PLA policy, which was originally approved in 2014. Based on stakeholder input, the Ad Hoc will identify policy areas within the existing PLA for potential updates to meet the following goals: increasing local job creation, supporting training and internship opportunities in the building trades, avoiding costly labor disruptions or work stoppages, ensuring adequate health, welfare and retirement benefits for workers, ensuring that the use of a PLA does not increase County project costs, and supporting the County's commitment to achieving racial equity. In addition to PLA policy recommendations, the Ad Hoc will work with staff to provide feedback on potential County's Living Wage Ordinance. In December 2021, the Board requested staff to research and analyze specific topics related to the Living Wage Ordinance.

Ad Hoc Members

Supervisor David Rabbitt
Supervisor Lynda Hopkins

Attendees

County Staff

- County Administrator's Office
 - Christel Querijero, Deputy County Administrator
 - Maggie Fleming, Administrative Analyst III
- General Services/Transportation & Public Works
 - Johannes Hoevertsz, Director
 - Keith Lew, GSD Deputy Director
- County Counsel
 - Robert Pittman, County Counsel
 - Adam Brand, Chief Deputy County Counsel
- Office of Equity
 - Alegria De La Cruz

Meetings Held

2/18/22 – Agenda topics: Review draft Ad-Hoc charter, confirm Ad Hoc timeline and key deliverables, review research on PLAs in other jurisdictions, and identify key stakeholders.

Direction to staff: Add living wage and equity language to Ad Hoc charter. Prepare list of County projects (including Water Agency) from the last few years that would have been above a \$1M threshold, including analysis of whether these projects were union vs. non-union. Add Santa Rosa Junior College and Santa Rosa Schools to matrix of other jurisdiction's PLAs.

3/3/2022 – Agenda topics: Approve the Ad-Hoc charter, revisit PLA matrix with data from other jurisdictions, confirm stakeholder engagement workplan, review County construction projects and cost threshold data, and identify initial policy areas to include in staff analysis.

Direction to staff: Invite identified stakeholders to submit written comments on PLA policy and offer stakeholder listening session.

3/16/22 – Agenda topics: Review stakeholder feedback on existing policy, review demographic and equity data, review draft policy options, receive update on status of City of Santa Rosa’s PLA policy development, prepare for upcoming 5/3/22 Board of Supervisors meeting.

Direction to staff: Refine equity analysis data, including the Union Hall data. Research details on certified payroll functionality and audit functions.

Status

The Ad Hoc Committee met three times during this quarter, providing direction to staff on PLA stakeholder engagement and policy considerations. Ad Hoc supervisors will confirm their recommendations for Board of Supervisor consideration at the BOS 5/3/22 meeting.

Upcoming Meetings

To be determined based on BOS direction during 5/3/22 BOS meeting.