



**Amendment Proposal #1 for:
Alameda County Electrical Joint Apprenticeship
and Training Committee
Agreement Number: ET14-0912**

Amendment Effective Date: October 22, 2014

Panel Meeting of: May 21, 2015

ETP Regional Office: San Francisco Bay Area

Analyst: D. Woodside

CURRENT PROJECT PROFILE

| | |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Contract Type: Priority/Retrainee Apprentice</p> <p>Counties Served: San Francisco</p> <p>Union(s): <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> | <p>Industry Sector(s): Construction</p> <p>Repeat Contractor: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

Current Contract Term: March 3, 2014 to March 2, 2016

| | |
|------------------------|-----------------------------|
| Current Funding | In-Kind Contribution |
| \$166,164 | Inherent |

AMENDMENT FUNDING

| | | | |
|--------------------------|----------------------|--------------------------|-----------------------------|
| Requested Funding | Support Costs | Amendment Funding | In-Kind Contribution |
| + \$179,504 | + \$12,439 | + \$191,943 | Inherent |

| |
|----------------------|
| Total Funding |
| \$358,107 |

AMENDMENT TRAINING PLAN TABLE

| Job No. | Job Description | Type of Training | Estimated No. of Trainees | Range of Hours | | Average Cost per Trainee | Post-Retention Wage |
|---------|----------------------------------------------|------------------------------------------------------|---------------------------|----------------------|-----|--------------------------|---------------------|
| | | | | Class / Lab | CBT | | |
| 1 | Retrainee Priority Rate Journeyman | Commercial Skills, Business Skills, OSHA 10/30 | 61 | 8-200 | 0 | \$941 | \$47.15 |
| | | | | Weighted Avg: 40 | | | |
| 2 | Retrainee Priority Rate Pre-Apprentice | Commercial Skills, Business Skills, OSHA 10 | 6 | 8-200 | 0 | \$541 | \$20.32 |
| | | | | Weighted Avg: 23 | | | |
| 3 | Retrainee Apprentice | Commercial Skills OSHA 10 | 107 | 24-210 | 0 | \$2,780 | \$20.32 |
| | | | | Weighted Avg: 200 | | | |

Minimum Wage by County: \$20.32 per hour Statewide (Priority Industry).

Health Benefits: Yes No This is employer share of cost for healthcare premiums – medical, dental, vision.

Used to meet the Post-Retention Wage?: Yes No Maybe

Up to \$3.52 per hour may be used to meet the Post-Retention Wage for Job Number 2 only.

Wage Range by Occupation

| Occupation Titles | Wage Range | Estimated # of Trainees |
|----------------------------|------------|-------------------------|
| Journeyman Electrician | | 61 |
| Pre-Apprentice Electrician | | 6 |
| Apprentice Electrician | | 107 |

INTRODUCTION

Alameda County Electrical Joint Apprentice Training Committee (Alameda Electrical JATC) (www.595jatc.org) is a joint labor management organization, founded in 1946 to provide high-quality and up-to-date training in electrical inside wiring for Apprentices, Pre-Apprentices, and Journeymen. The JATC currently serves 188 Apprentices, 1,652 Journeymen and 30 Pre-Apprentices. Approximately, 210 employers are participating; 60% are small businesses.

AMENDMENT DETAILS

Alameda Electrical JATC requests additional funding of \$194,948 to restore a reduction that occurred when the current contract was approved by the Panel a year ago. At that time, funding was “right-sized” to \$166,164 from a request for \$501,200. Right-sizing was based on performance under an active contract as measured by training hours entered into ETP Online Tracking.

The active contract (ET13-0916) had five months remaining in term, with performance at 44% based on hours entered, which became the metric for right-sizing. The Panel invited Alameda Electrical JATC to return for additional funding by way of Amendment after the active contract was completed and prior performance could be accurately measured.

The standard for prior performance when there is an active or prior contract is 70% of earnings as measured by hours entered into ETP Online Tracking. That standard applied to the prior and current Fiscal Years, and will remain in place for Fiscal Year 2015/16. That standard does not require close-out of the active contract, which was only imposed in this instance due to the five-month overlap in term. The active contract (ET13-0916) demonstrated 100% performance at its end-of-term on October 28, 2014.

To date 34,835 hours have been entered for the current contract, as delivered to a total of 441 enrolled apprentices and journeymen. [Note: Alameda Electrical JATC reports that employment for electricians has continued to improve, such that all trainees are working and expected to complete retention.] These hours are sufficient to earn the original funding and the entire amount of additional funding requested. In other words, the contractor is requesting funds for hours of training already delivered, which necessitates a retroactive effective date of Amendment.

Apparently, Alameda Electrical JATC delayed its request for Amendment until late April 2015 in order to ensure there were sufficient hours entered into ETP Online Tracking to project the amount of additional funding needed. While there was no need to delay the request past end-of-term for the active contract, staff believes the accurate measurement of performance was sufficiently complex, in this instance, so as to cause confusion. On that basis, staff recommends an effective date of October 22, 2014 which is one day past end-of-term for the active contract (ET13-0916). [Note: The same issue appears in a request for amendment by SF Electrical JATC, in this packet.]

Support Costs

Support costs will cover the cost recruiting additional participating employers, assessing specific training needs, and conducting necessary follow-up during the retention period. Staff recommends the standard 8% support costs.

Summary

In Summary, this amendment will:

- Increase the total Agreement amount by \$191,943 (from \$166,164 to \$358,107)
- Increase support costs by \$12,439 (as included in total Agreement amount)
- Increase the total number of Journeymen by 47
- Increase the total number of Apprentices by 51
- Increase the average training hours for Journeymen from 22 to 40
- Allow for an Amendment Effective Date of October 22, 2014

RECOMMENDATION

Staff recommends approval of this Amendment.

CURRENT CONTRACT PERFORMANCE

The following table summarizes performance by Alameda County Electrical JATC under its current ETP Agreement:

| Agreement No. | Approved Amount | Term | No. Trainees (Average) | No. Completed Training | No. Retained |
|---------------|-----------------|---------------------|----------------------------------------------------------|----------------------------------|--------------|
| ET14-0912 | \$166,164 | 03/03/14 – 03/02/16 | Apprentice – 56 Journeymen – 14 Pre-Apprentices- 6 | Apprentice – 0 Journeymen - 0 | 0 0 |

According to ETP's online tracking, 14 Journeymen and 89 Apprentices are enrolled. 7,293 training hours have been entered on-line (70% of the current Agreement amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through December 2015. Alameda County Electrical JATC has demonstrated performance sufficient to support this Amendment.

PRIOR PROJECTS

The following table summarizes performance by this JATC under ETP Agreements completed within the last five years:

| Agreement No. | Location (City) | Term | Approved Amount | Payment Earned \$ % |
|---------------|-----------------|---------------------|-----------------|------------------------|
| ET13-0914 | San Leandro | 10/22/12 – 10/21/14 | \$354,796 | \$320,451 (90%) |