



**Panel Amendment #2 Proposal for:
BP Lubricants USA Inc.
Agreement Number: ET15-0160**

Amendment Effective Date: June 3, 2015

Approval Date: June 3, 2015

ETP Regional Office: San Francisco Bay Area

Analyst: L. Lai

CURRENT PROJECT PROFILE

Contract Type:	Priority/Retrainee	Industry Sector(s):	Manufacturing
Counties Served:	Contra Costa	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Priority Industry:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Current Contract Term:	July 7, 2014 to July 6, 2016	Substantial Contribution:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

CURRENT FUNDING

Current Funding
\$50,616

AMENDMENT FUNDING

Requested Funding	Total Funding
\$39,672	\$90,288

AMENDMENT TRAINING PLAN TABLE

Job No.	Job Description (By Contract Type)	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage
				Class / Lab	CBT		
1	Priority/Retrainee	Continuous Impr, Mfg Skills	38	8-200	0	\$2,376	\$18.00
				Weighted Avg: 132			

Minimum Wage by County: \$16.25 per hour for Contra Costa County.

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

Although employer provides health benefits, they are not being used to meet Post-Retention Wage.

Wage Range by Occupation	
Occupation Title	Wage Range
Administrative Staff I	
Administrative Staff II	
Operator I	
Operator II	
Technician/Mechanic I	
Technician/Mechanic II	
Manager/Supervisor I	
Manager/Supervisor II	
Manager/Supervisor III	

INTRODUCTION

BP Lubricants USA Inc. (BP Lubricants) is an international corporation with operations in over 70 countries. The Company manufactures and distributes an extensive range of lubricants, from engine oils and brake fluids for automobiles, motorcycles, and lawn mowers to heavy duty lubricants for trucks, earthmovers and diggers, marine vessels, and industrial machines.

AMENDMENT DETAILS

The original requested amount was right-sized by staff due to poor prior performance on the previous contract. However, in eight months, BP Lubricants has already delivered and recorded 2,297 reimbursable hours, representing 82% of the contract amount. The Company is on target to reach 100% in earnings under the current funding amount by mid-July 2015. (See table below.) Therefore, the Company is requesting an increase in funding of \$39,672 to restore the original training plan. This will increase the cost-per-trainee by \$1,044, from \$1,332 to \$2,376.

RECOMMENDATION

Staff recommends approval of this Amendment.

SUMMARY OF PRIOR MODS/AMDS

- Amendment #1: Added Computer-Based Training (CBT) to broaden available training to meet the needs of the Company and its employees.

CURRENT CONTRACT PERFORMANCE

The following table summarizes performance by BP Lubricants under the current ETP Agreement:

Agreement No.	Approved Amount	Term	No. Trainees Enrolled	No. Completed Training	No. Retained
ET15-0160	\$50,616	07/07/2014- 07/06/2016	38	0	0

There are 2,297 reimbursable hours entered in ETP Online Tracking for potential earnings of \$41,346 (82% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to and in progress through July 2015, and this projection is supported by performance to date.