



ALAMEDA COUNTY COMMUNITY DEVELOPMENT AGENCY

HOUSING & COMMUNITY DEVELOPMENT DEPARTMENT

MEMORANDUM

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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: April 21, 2025

SUBJECT: Report # 7 - Update on the Measure A1 Labor Compliance Program for Affordable Housing Projects

This seventh Measure A1 Workforce report (report #7) presents data from the pilot program's inception through December 31, 2024, focusing on Local Businesses and Small Local Businesses for completed and ongoing projects. A future report will cover local hire, job creation, employment opportunities for equity priority communities, and workforce demographics.

Staff are migrating data from the external database into a newly created overlay system tailored to report out on the program's outcomes and create dashboards for easier review of the County's reporting needs. This overlay system enhances payment data granularity, improving efficiency, accuracy, and responsiveness while reducing staff time investment.

Specific Highlights:

- **53 MA1 Rental Projects:** Goal for unit creation exceeded, with over 4,100 rental units under contract; Homeless Units (20% AMI) exceeded; Accessible Unit construction at 223% of requirement.
- **Prevailing Wage:** All projects have met this requirement.
- **Small Local Contracting Goal Exceeded:** 50% of MA1 funding investment on completed projects awarded to Alameda County Small Local Businesses.
- **Local Contracting Goal Exceeded:** 153% of MA1 investment on completed projects awarded to Alameda County businesses.
- **Funding Impact:** MA1 Rental Development funds have been leveraged into over \$3.27 billion in housing construction in Alameda County
- **Efficiency Gains:** Administrative improvements at CDA/HCD enhance data collection and processing, enabling faster, more detailed responses to Board and public inquiries.



Background: MA1 Rental Housing Development Fund

The Measure A1 Rental Housing Development Fund supports creating and preserving affordable rental housing for extremely low-income and vulnerable households in Alameda County. As the largest Measure A1 program, it includes two allocations: a **Regional Pool**, awarded competitively across four county regions based on poverty and homelessness data, and a **Base City Allocation**, distributed to cities and unincorporated areas based on 2017 population and 6th Round RHNA future housing needs.

Rental Housing Development Program

REGIONAL FUNDING ALLOCATION throughout Alameda County

HALF OF FUNDS TO REGIONAL POOLS		
Regional Pools Allocations by:	% of Total	Need-Blend of Poverty and RHNA LI & VLI
North County	44.7%	\$89,325,065
Mid County	24.9%	\$49,803,134
East County	13.7%	\$27,332,372
South County	16.8%	\$33,539,429
ALAMEDA COUNTY TOTAL	100.0%	\$200,000,000

North County Region: Albany, Berkeley, Emeryville, Oakland and Piedmont.

Mid County Region: Alameda, Hayward, San Leandro, and Unincorporated County.

South County Region: Fremont, Newark and Union City.

East County Region: Dublin, Livermore, and Pleasanton.

Homeowner Program funds (\$120 Million) and Rental Housing Innovation and Opportunity Program funds (\$35 Million) to be allocated countywide.

HALF OF FUNDS TO BASE CITY ALLOCATIONS	
City Base Allocations by:	Total Population
City of Alameda	\$10,370,727
City of Albany	\$2,588,918
City of Berkeley	\$15,796,369
City of Dublin	\$8,831,465
City of Emeryville	\$2,799,109
City of Fremont	\$33,264,459
City of Hayward	\$20,298,294
City of Livermore	\$12,722,700
City of Newark	\$6,029,275
City of Oakland	\$54,803,565
City of Piedmont	\$2,431,300
City of Pleasanton	\$13,720,684
City of San Leandro	\$11,907,775
Unincorporated County	\$19,671,892
City of Union City	\$9,763,468
ALAMEDA COUNTY TOTAL	\$225,000,000

Allocations based on average of % AV and % Total Population, with minimum no less than original projections.

The fund serves households earning 20% or less of the Area Median Income (AMI) or low-income households (below 60% AMI) *and* serving one or more priority population: seniors, people experiencing homelessness, low-income essential workers, veterans, people with disabilities, transition-aged youth, and those returning from incarceration. The rental properties are privately owned. The County’s investments keep the units affordable to a range of income levels that are below the cost of market rate rentals for 55 years.

Your Board also adopted local contracting requirements for those new construction projects that borrowed Measure A1 funding:

- 25% of funds must be awarded to Local Businesses located in Alameda County
- 20% going to “Small Local Businesses.”

This effort is in alignment with the County’s Vision 2036 vision of Prosperous & Vibrant Economy: Emergence, robust growth and profitability of all businesses across a diversity of sectors, that also create employment opportunities for all residents.

Prevailing Wage Requirement

Prior to adopting the full Wage, Labor and Business requirements for MA1, your Board adopted the requirement that all MA1 Rental Housing Development Program-funded projects would pay and be monitored for applicable local, state, and federal prevailing wage requirements.

- **All projects, both completed and in construction, have met this requirement.**
- All projects in Predevelopment will also meet this requirement and be monitored during construction.

Contract Compliance Program

Attached exhibits provide visualizations of various aspects of MA1 rental housing projects.

- Exhibit A is a list of all MA1 projects and their status as of December 31, 2024.
- Exhibit C provides the distribution of completed projects by city.

The summary data from the MA1 Contract Compliance portion of the Program is below.

As of December 31, 2024, the County committed funds to 53 projects under the MA1 Rental Housing Development Program.

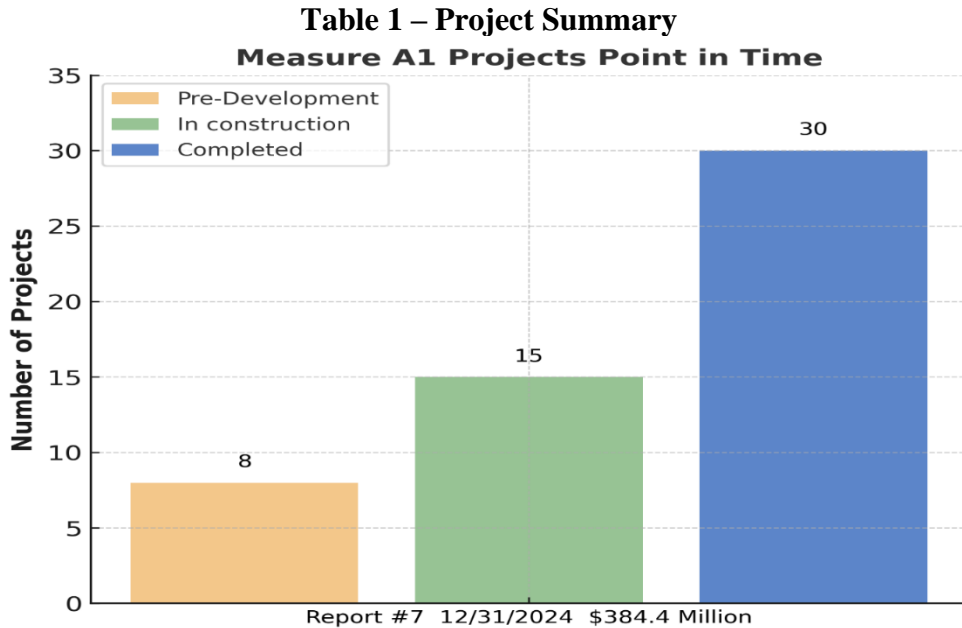


Table 1 shows the number of MA1 affordable housing projects, the value of the MA1 investment, and project as of December 31, 2024 – categorized as Completed (full data available), In-Construction (data in progress), and Pre-Development (no data or pending data as of this report).

For a summary of the 53 completed, in-construction, and pre-development projects, see Exhibit A.

Table 2 - Unit Creation

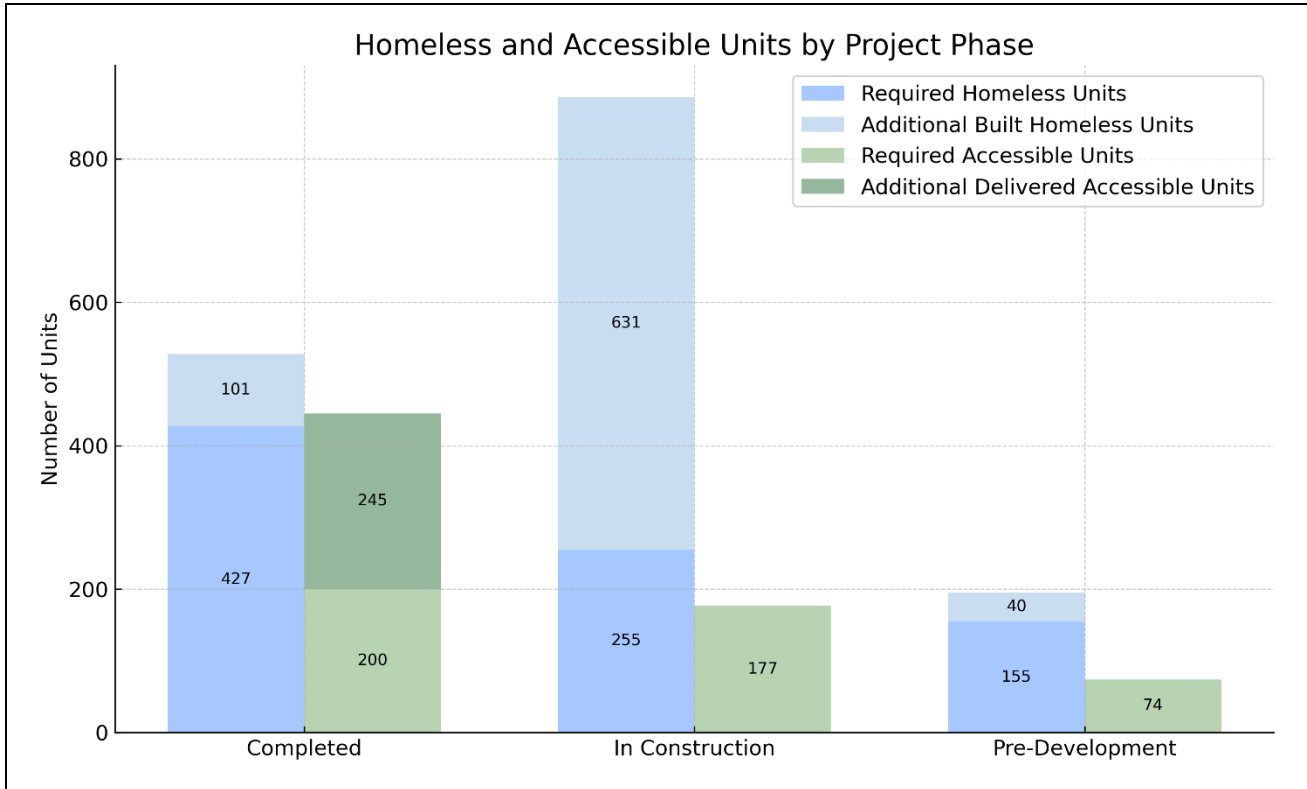


Table 2 presents units produced under the MA1 rental housing construction program, including those that are accessible and those that targeted to individuals and families experiencing homelessness. While other MA1 programs, such as homeownership programs, have created additional units, they are outside this report’s scope.

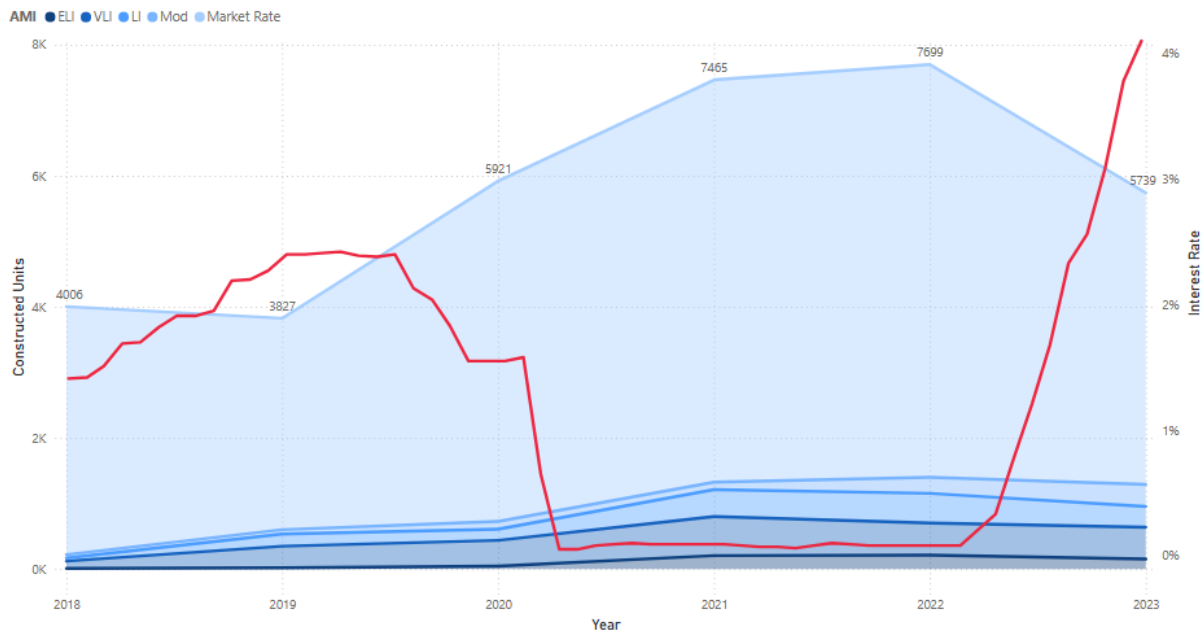
Constructed ADA units are 223% of the minimum ADA compliance number. Additional points were awarded to projects in the Regional Pool RFP for creating more than the minimum number of ADA units and homeless units. As of December 31, 2024, MA1 has added over 2,100 affordable housing units in Alameda County, with nearly 1,300 more in active construction. Total Completed and In-Construction units exceed 3,400. In total, 4,181 units have dedicated MA1 funding, reaching 111% of the original goal.

MA1 requires 20% of constructed units be reserved for individuals living on 20% of Area Median Income (AMI). 38.5% of MA1-funded units are reserved for individuals at 20% AMI or less.

The Impact of Local Investment in Affordable Housing Construction on the Alameda County Construction Industry

Due to its reliance on private investment and debt, development of new market rate rental housing is extremely difficult during periods of high interest rates or economic instability. As shown in the chart below, this makes market rate development susceptible to inflationary cycles; meaning that much less market rate housing was produced in the County as inflation has risen sharply since 2022. Deed restricted housing, however, is reliably built even during market downturns.

Housing Units Constructed in Alameda County Relative to Interest Rates

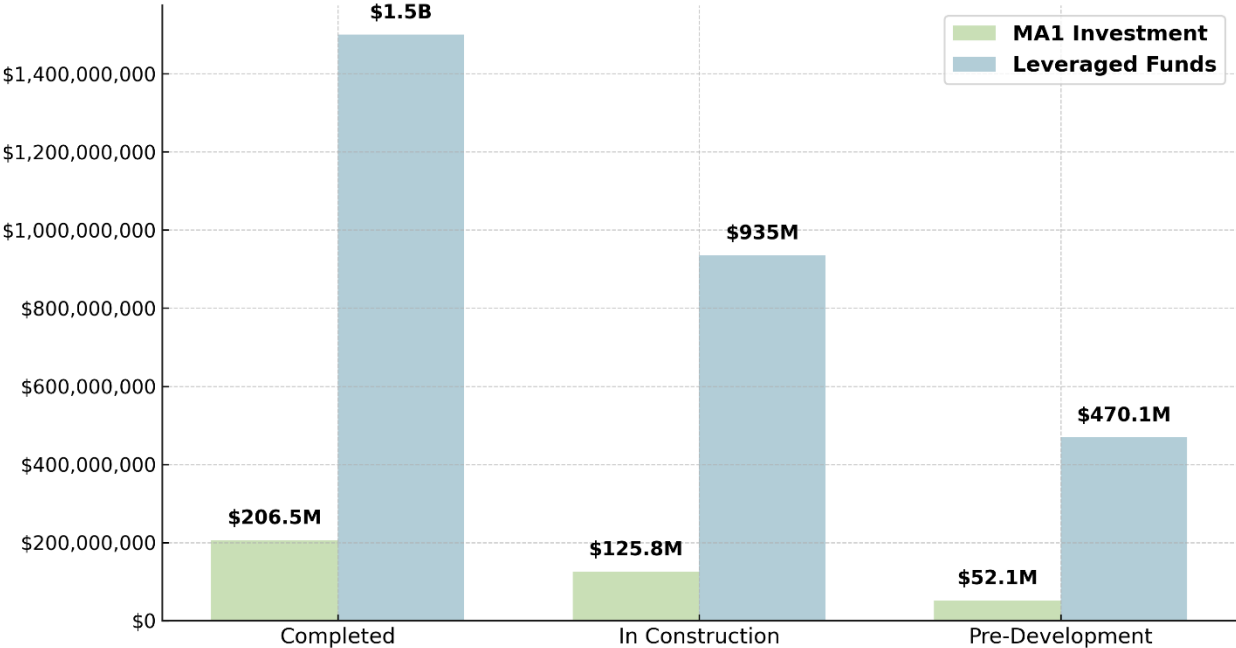


Historically, affordable housing has been a slow but steady part of the construction industry, maintaining jobs and supporting local construction businesses even when market rate housing is in decline. As the economy likely enters a recession over the next few years, ongoing resources for affordable housing will buoy the construction industry and ensure jobs and positive economic impact.

Table 3 highlights leveraged funds from MA1 dollars used as gap funding for affordable housing in Alameda County. The \$384 million MA1 investment, strengthened by developer and community partnerships, generated approximately \$2.9 billion in leveraged funds for affordable housing construction projects, a 1:7.5 leverage ratio.

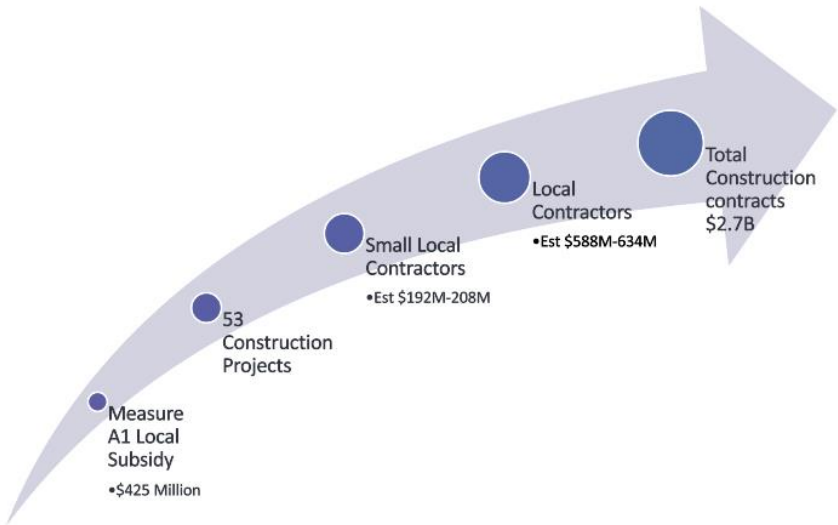
Table 3 - Additional Investment in Alameda County

MA1 Investment vs. Leveraged Funds by Project Phase



Once all projects are completed, total investment is projected to reach \$3.3 billion. This does not include the leverage from other MA1 programs.

The Amplifying Effect of Local Investment



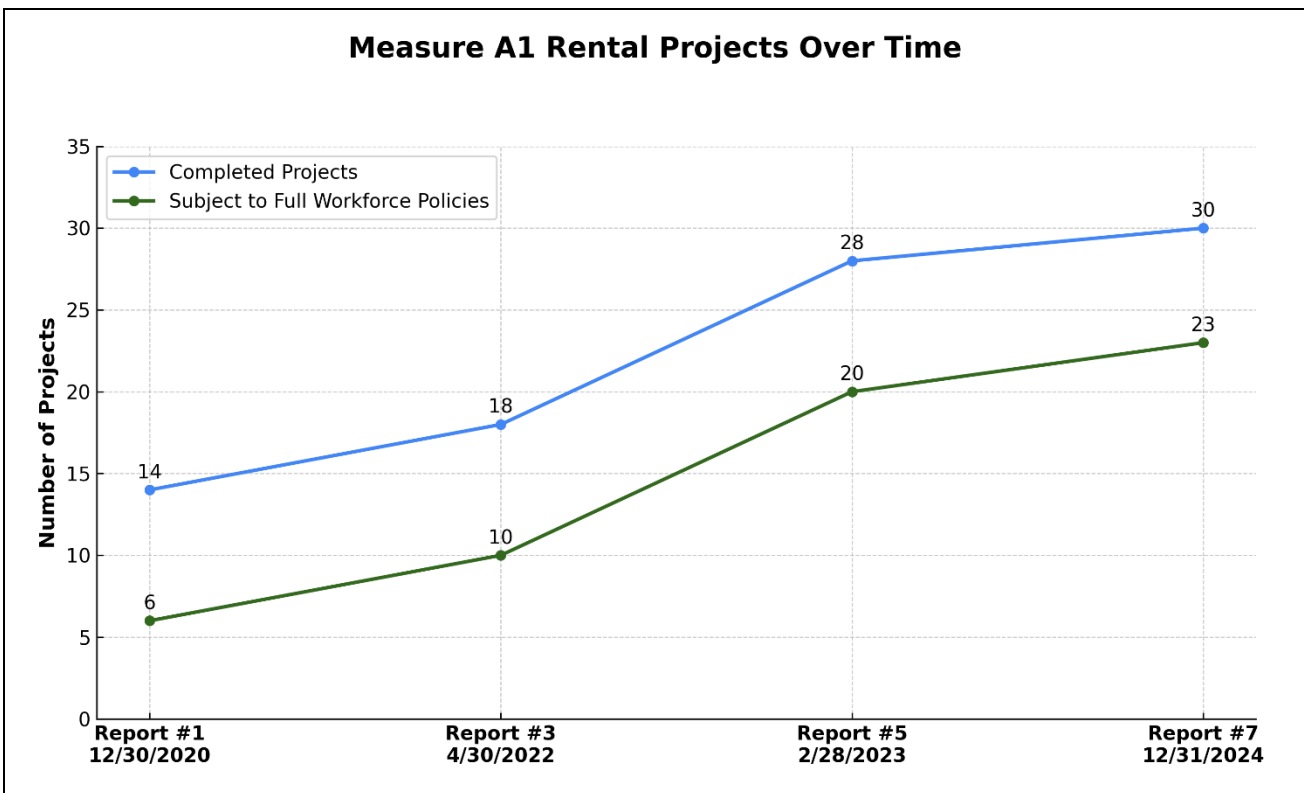
In Affordable Rental Housing Development, the County’s Rental Development Fund investment is anticipated to generate \$2.7 billion in construction contracts. For the first 30 completed projects:

- \$588M-\$644M going to “Local Businesses”
- \$192M-\$208M to “Small Local Businesses”.

Every dollar invested delivers \$1.81 in impact to Alameda County’s construction industry.

ADOPTED GOALS AND ATTAINMENT

Table 4 - Completed Project Summary



* #'s referenced in Exhibit A: 3,1,10,11,12,14,15,16,17,18,19,20,21,22,23,24,25,26,27,28,29,31
 **22 projects and 1 capital improvements on an Emergency Funded Project
 † Emergency Funded Project #'s referenced in Exhibit A: 1,2,3,4,5,6,7,8

Data for completed projects is final, while data for in-construction projects remains fluid as work progresses. Payroll and payments for projects which have completed construction can take up to a year to finalize, keeping them categorized as In-Construction until all payments are completed and documentation is filed.

MA1 - Contract Compliance Goals & Attainment - COMPLETED PROJECTS

Since inception of the program, thirty (30) affordable housing projects have completed construction including the eight (8) emergency-funded projects (subject only to prevailing wage requirements). Twenty-three projects were subject to the full MA1 Labor and Contract Compliance policies, including capital improvements on one of the original emergency-funded projects.

Local and Small Local Contracting

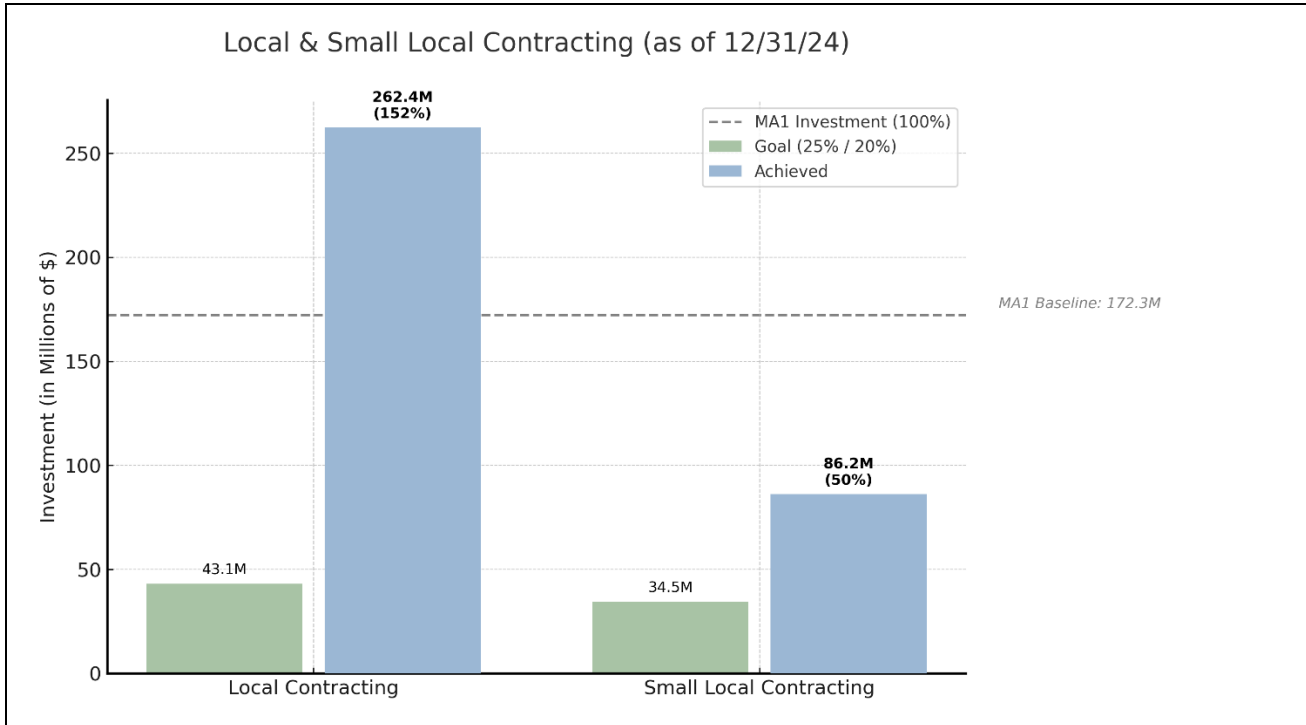
The Board adopted MA1 Implementation Policies require at least 25% of MA1 funds be awarded to “Local Businesses” and at least 20% of MA1 funds be awarded to “Small Local Businesses”. All MA1 Implementation Policies minimum requirements were exceeded.

Local Contracting Goal Exceeded

- As of 12/31/24, MA1 investment in completed and in-construction projects totals approximately \$282 million.
- The Local Contracting Goal for these projects is around \$70 million.
- Over \$450 million in contracts have been awarded to Alameda County businesses—160% of MA1 investment and 641% of the goal.

For details on Local and Small Local Business Outcomes see Tables B-5 A and B in the appendix.

Table 5 – Contract Compliance – Goals vs. Actual



As of 12/31/2024, Data from BU305 report in Elation
 Data includes 21* of 23 projects, #'s referenced in Exhibit A: 3.1,10,11,12,14,15,16,17,18,19,20,21,22,23,24,25,26,27,28,29,31
 *22 Projects and 1 Capital Improvements project on an Emergency Funded project

Measure A1 defines Business Contracting Goals to ensure local business development resulting from bond investment. These goals state that for every dollar of MA1 investment, \$.25 must go to a local business and \$.20 must go to a small local business.

On completed Projects:

- Alameda County Businesses were awarded 339 contracts worth approximately \$262.4M
- Small Alameda County Businesses awarded 161 contracts worth approximately \$86.2M

These numbers will continue to increase as projects currently in construction and those in predevelopment complete construction and add to the achieved outcomes.

Contracting with Women- (WBE) and Minority- (MBE) Owned Businesses

State law does not allow the County to adopt specific goals for Minority- and Women- Owned Businesses. However, MA1 implementation guidelines did require tracking the contracts with MBE/WBE so that the investment could be highlighted. In the initial two years of the program, the Elation database did not accurately categorize MBE/WBE businesses, and therefore the dollar value for Completed Projects is under-reported below.

As of December 31, 2024, for MA1 projects with available MBE/WBE data:

- Completed Projects:
 - Minority Owned Businesses received over \$13 million
 - Women Owned Businesses received over \$5.5 million
- In-Construction Projects:
 - Minority Owned Businesses over \$17.5 million
 - Women Owned Businesses received nearly \$10.7 million

Barriers and strategies to increase MBE/WBE participation will be addressed in a future supplemental report.

Table 6 - Completed & In-Construction Projects: Women Owned Businesses

Table B-6	Women Owned Business (WBE) Reporting		
Contracts Awarded to Women Owned Businesses	% of Contracts	Total Payments to Women Owned Businesses	% of MA1 Funds
63	%8	\$16 Million	6%

Table 7 - Completed & In-Construction Projects: Minority Owned Businesses

Table B-7	Minority Owned Business (MBE) Reporting		
Contracts Awarded to Minority Owned Businesses	% of Contracts	Total Payments to MBE Businesses	% of MA1 Funds
103	13%	\$31 Million	11%

As of 12/31/2024, Data from BU305 report in Elation includes 21* of 23 projects, #'s referenced in Exhibit A: 3.1,10,11,12,14,15,16,17,18,19,20,21,22,23,24,25,26,27,28,29,30,31,32,33,34,35,36,37,38,39,40,41,42,45

The Elation database initially lacked the correct reporting format for MBE/WBE data, but this has since been updated. New reporting and tracking policies implemented by staff have improved data collection for this metric. However, the figures above are underreported due to formatting issues at the program's inception.

MA1 Labor Compliance Goals - PROJECTS IN-CONSTRUCTION

For in-construction projects, payment data reflects progress to date, not final attainment. Two projects began construction just before the reporting period ended and had not yet submitted payment information. See Exhibit A for project details.

Table 8 - In-Construction Project Summary

Table 8	Measure A1 Rental Projects				
	Report #1 thru 3/12/2021	Report #3 thru 4/30/2022	Report #4 thru 9/30/2022	Report #5 thru 2/28/2023	Report #7 thru 12/31/2024
Projects In-Construction (partial reporting)	<i>13</i>	<i>13</i>	<i>9</i>	<i>11</i>	<i>15</i>
Measure A1 Investment	<i>\$110.9 Million</i>	<i>\$134.3 Million</i>	<i>\$94.4 Million</i>	<i>\$110.1Million</i>	<i>\$109.7 Million</i>

#’s referenced in Exhibit A: 30,32,33,34,35,36,37,38,39,40,41,42,45

Local and Small Local Business Goals

Not reported on for projects in-construction

PROJECTS IN PRE-DEVELOPMENT

As of December 31, 2024, eight projects were in the pre-development phase. Data will become available once construction begins, at which point they will move to the “In Construction” section of this report. See Exhibit A for project details.

Table 9 - Pre-Development Project Summary

Table 9	Measure A1 Rental Projects			
	Report #1 thru 3/12/2021	Report #3 thru 4/30/2022	Report #5 thru 2/28/2023	Report #7 thru 9/30/2022
Projects in Pre-Development	19	18	13	8
Estimated # of Projects subject to the PLA	6	6	4	4
\$ Value of Measure A1 Investment to these projects	<i>\$181.5 Million</i>	<i>\$138.5 Million</i>	<i>\$82.6 Million</i>	<i>\$52.1 Million</i>

#’s referenced in Exhibit A: 43,44,46,47,48,49,50,53

Since Report #6, five projects transitioned from pre-development to construction. During this period, staff conduct pre-construction meetings with Developers and all contractors to advise on labor and compliance requirements and provide reporting process training to Developers.

Acquisition & Opportunity

The first Measure A1 Acquisition & Opportunity funding for affordable rental housing was awarded, converting two hotels into permanent supportive housing. These projects began construction in October 2024. They will create 244 new housing units, including 240 Alameda County-restricted affordable units protected for 55 years, plus four manager units (two per site).

Project Labor Agreements

The MA1 Rental Housing Implementation Policies requires new construction projects with 80+ units to enter into a private Project Labor Agreement (PLA). Adherence to PLAs is not monitored by County staff. Four projects with PLA’s are complete, and one project in construction is subject to the PLA requirement.

Table 10 - Completed and in-construction projects with a private PLA

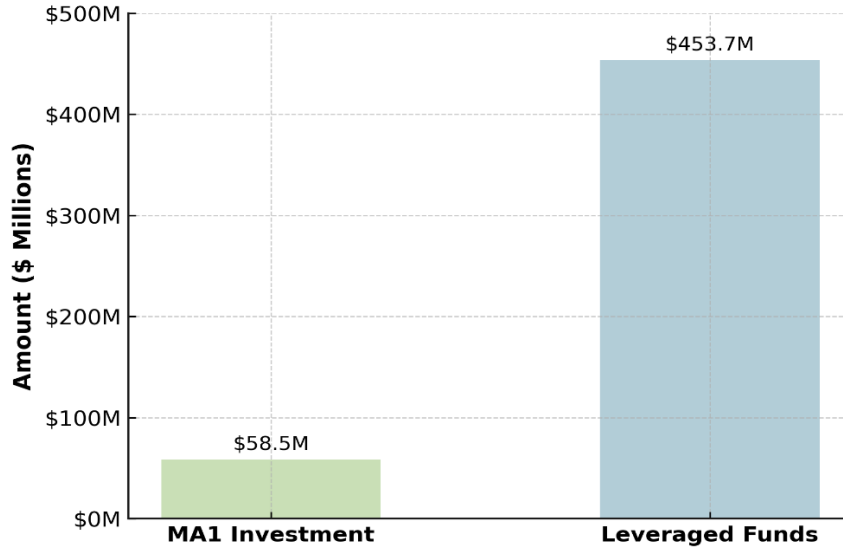
Table 10	Completed Projects with a Private Project Labor Agreement (PLA)
19	Berkeley Way* (Bridge in Berkeley)
22	Foon Lok West (MidPen Housing in Oakland)
29	Depot Community Apartments (Allied in Hayward)
31	Douglas Ford - Irvington Senior (Allied in Fremont)
	In-Construction Projects with a Private Project Labor Agreement (PLA)
30	Casa Sueños - Fruitvale Transit Village Phase IIB (Bridge/Unity Council in Oakland)

The total construction contract value of the five projects subject to a private PLA is \$327 million. MA1 investment in these projects is \$74.7 million.

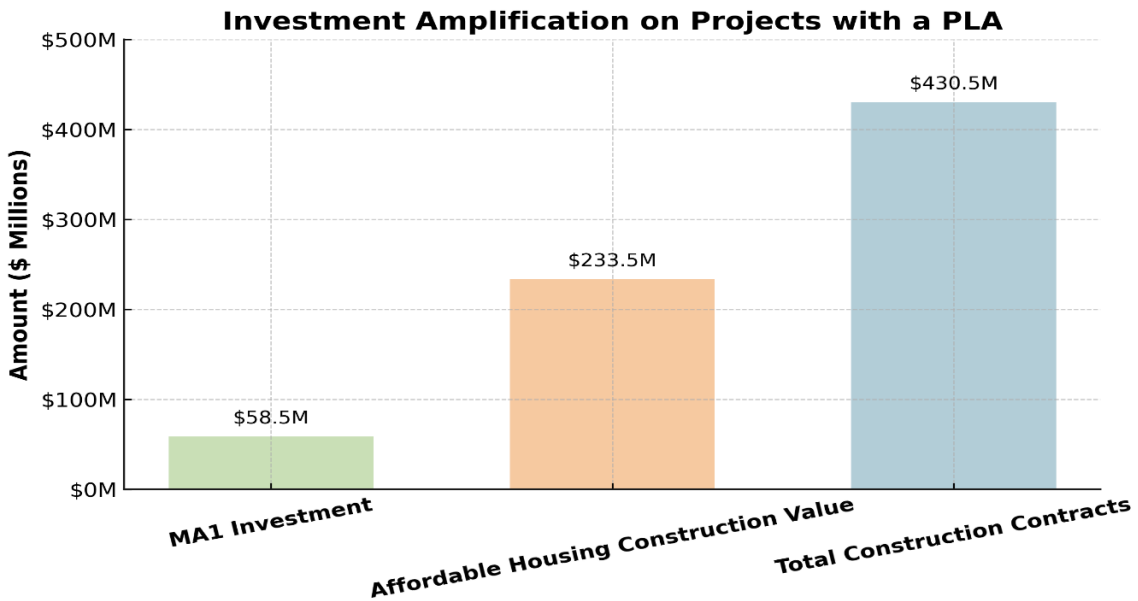
Completed Projects with a PLA: Additional Investment in Alameda County

\$58.5 million in MA1 funds brought in over \$453.7 million in leveraged funds on affordable housing projects subject to a private PLA.

MA1 Investment vs. Leveraged Funds on Projects with a PLA



This investment yielded over \$233 million in affordable housing construction projects. This local investment had a multiplier effect, resulting in \$430.5 million in construction contracts and over \$512 million in total project investment for completed PLA projects.



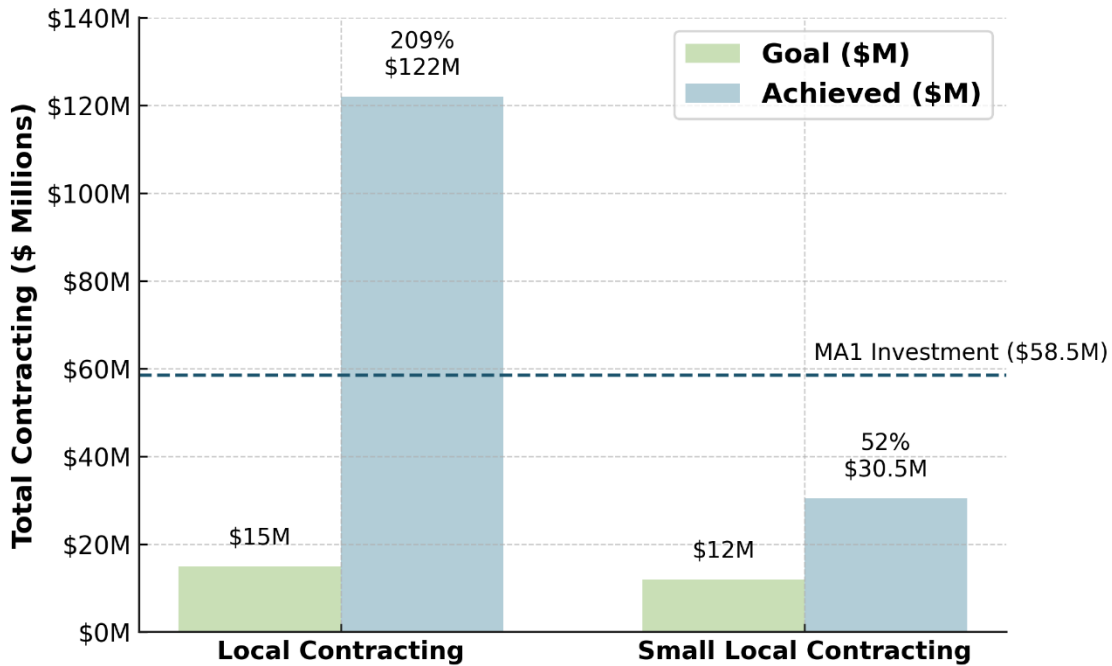
Goal Attainment on Completed Projects with a Private Project Labor Agreement

With a sufficient sample of completed projects, staff can now report on goal attainment for projects with private Project Labor Agreements. However, due to the small sample size and the high degree of variability between projects, no definitive conclusions can yet be drawn.

All Goals were exceeded, with 209% of MA1 funds awarded to Alameda County businesses, and 52% to certified Small Local Businesses.

Table 12 - Completed Projects: Business Contracting Goals

Contracting Goals on Projects Subject to Private PLA (as of 12/31/24)



As of 12/31/2024, Data from BU305 report in Elation
 Data includes 4 of 23 projects, #'s referenced in Exhibit A: 19,22,29,31

On projects subject to a PLA

- 31% of contracts were awarded to Alameda County Local businesses.
- 19% of contracts were awarded to Alameda County Small Local businesses.

Exhibit A

Measure A1 Rental Housing Development Program - Project List

Reporting Period: Program Inception (Early 2019) through December 31, 2024

Project, Developer and Location		Labor Requirements	Labor Compliance Status
COMPLETED PROJECTS - 28			
1	Camino 23 (SAHA in Oakland)	Emergency-Funded projects preceded MA1 labor policies. All projects paid prevailing wages.	Completed
2	Casa Arabella - Fruitvale Transit II-A (EBALDC in Oakland)		Completed
3	Coliseum Connections (UrbanCore in Oakland)		Completed
4	Estrella Vista - 3706 San Pablo (EAH in Emeryville/Oakland)		Completed
5	Everett Commons - Everett and Eagle (Alameda Housing Authority in Alameda)		Completed
6	Grayson Street Apartments (SAHA in Berkeley)		Completed
7	Kottinger Gardens Phase II (MidPen in Pleasanton)		Completed
8	La Vereda - San Leandro Senior (Bridge in San Leandro)		Completed
9	Embarc Apartments (RCD in Oakland) Additional A1 funds approved 2/5/19	MA1	Completed
10	Corsair Flats - Alameda Point Senior (Eden Housing in Alameda)	MA1	Completed
11	Chestnut Square Family Apartments (Eden Housing in Livermore)	MA1	Completed
12	Sunflower Hill @ Irby Ranch (SAHA in Pleasanton)	MA1	Completed
13	Empyrean & Harrison (RCD in Oakland)	MA1	Completed
14	Monarch Homes - 3268 San Pablo (SAHA in Oakland)	MA1	Completed
15	Aurora Apartments (Affirmed Housing in Oakland)	MA1	Completed
16	NOVA Apartments (Affirmed Housing in Oakland)	MA1	Completed
17	The Manzanita - Bermuda Gardens (Mercy Housing in Ashland)	MA1	Completed
18	City Center Apartments (Allied in Fremont)	MA1	Completed
19	Berkeley Way** (Bridge in Berkeley)	MA1	Completed
20	Avance - Sunflower Hill (MidPen Housing in Livermore)	MA1	Completed
21	Coliseum Place (RCD in Oakland)	MA1	Completed
22	Foon Lok West (MidPen Housing in Oakland)	MA1	Completed
23	The Starling - Alameda Site A Family Apartments (Eden Housing in Alameda)	MA1	Completed
24	Fruitvale Studios (Allied in Oakland)	MA1	Completed
25	Jordan Court - 1601 Oxford Street (SAHA in Berkeley)	MA1	Completed
26	Loro Landing - Parrott St. Apartments (Eden in San Leandro)	MA1	Completed
27	Rosefield Village (Alameda Housing Authority in Alameda)	MA1	Completed
28	Granite Ridge Apartments (Eden Housing in Fremont)	MA1	Completed
29	Depot Community Apartments (Allied in Hayward)*	MA1	Completed
31	Douglas Ford - Irvington Senior (Allied in Fremont)	MA1	Completed
3.1	Coliseum Connections (UrbanCore in Oakland)***	MA1	Completed

IN-CONSTRUCTION PROJECTS - 15			
30	Casa Sueños - Fruitvale Transit Village Phase IIB (Bridge/Unity Council in Oakland)*	MA1	Construction
32	The Vineyard (HCEB in Livermore)*	MA1	Construction
33	Fremont Family Apartments - 34320 Fremont Blvd Family Housing (Allied in Fremont)*	MA1	Construction
34	Ancora Place (SAHA in Oakland)	MA1	Construction
36	The Black Panther Apartments - 7th & Campbell (OAW & MBS in Oakland)*	MA1	Construction
39	Mission Paradise (EAH in Hayward)	MA1	Construction
41	Pimentel Place - Matsya Village (EAH in Hayward)	MA1	Construction
42	Crescent Grove - Ruby Street Crescent (Eden in Uninc. County)	MA1	Construction
35	West Grand & Brush (EBALCD in Oakland)	MA1	Active/monitoring
37	Verana Hill - Albany Family (SAHA in Albany)	MA1	Active/monitoring
38	Bell Street Gardens (RCD in Fremont)	MA1	Active/monitoring
40	Madrone Terrace (RCD in Ashland - Unincorporated County)	MA1	Active/monitoring
45	Timber Senior Housing (Eden in Newark)	MA1	Active/monitoring
51	OakDays - 8350 Edes Ave (Homekey in Oakland)	MA1	Active/monitoring
52	Edes Avenue Community Apartments - 8452 Edes Ave (Homekey in Oakland)	MA1	Active/monitoring
PRE-DEVELOPMENT PROJECTS - 11			
53	Tanager ADUs (Tri-Valley REACH in Pleasanton)	MA1	Pre-Construction
43	1245 McKay (APC/Mercy Housing in Alameda)	MA1	Pre-Development
44	Downtown Livermore Apartments (Eden in Livermore)	MA1	Pre-Development
46	Amador Station Phase I (BRIDGE Housing in Dublin)	MA1	Pre-Development
47	Lazuli Landing (MidPen in Union City)	MA1	Pre-Development
48	Pacific Avenue Senior Homes (SAHA in Livermore)	MA1	Pre-Development
49	Regional Street (Eden in Dublin)	MA1	Pre-Development
50	15101 Washington Avenue (San Leandro)	MA1	Pre-Development

* It may take up to 1 year for construction payment data to become final for completed projects.

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

*** Capital improvements on Emergency Funded project #3

Table B-5 A – Contracting with Local and Small Business: Completed Projects

As of December 31, 2024, 21 of 23 completed projects in Elation

Local Businesses - Goal is 25%

Table B-5A	Contracting with Local Business- Goal 25%	
	Total Payments to LOCAL Business	\$262 Million
	Total Measure A1 Investment	\$172 Million
	MA1 Goal	\$43 Million
	Attainment	152%

Definition: These businesses may include but are not limited to professional service sub-contracts, the prime general contractor and/or any of the construction related subcontractors. Most professional services and local suppliers are not captured here.

Data from BU305 report in Elation 21 projects, #'s referenced in Exhibit A:

3.1,10,11,12,14,15,16,17,18,19,20,21,22,23,24,25,26,27,28,29,31

Exceeded local contracting goal: contracts were awarded to Alameda County local businesses, worth over \$262.4 million. This represents 152% of MA1 investment for completed projects, as compared to the goal of 25%.

Table B-5 B

Small Local Business - Goal is 20%

Table B-5B	Contracting with Small Local Business- Goal 20%	
	Total Measure A1 Investment	\$172 Million
	Small Local Contracting Goal - 20%	\$34.5 Million
	Total Payments to Local SMALL Business	\$86 Million
	Attainment	50%

Definition: These businesses may include but are not limited to professional service sub-contracts, the prime general contractor and/or any of the construction related subcontractors. Most professional services and local suppliers are not captured here.

Data from BU305 report in Elation 21 projects, #'s referenced in Exhibit A: 3.1*,10,11,12,14,15,16,17,18,19,20,21,22,23,24,25,26,27,28,29,31

*3.1 capital improvements on existing Emergency Funded project

Exceeded Small Local Contracting Goal

Alameda County small local businesses were awarded nearly one-third of businesses contracts. These businesses received over \$86 million—50% of contract value for completed projects, far exceeding the 20% goal.

Many businesses likely qualify as small local but lack certification. Since uncertified businesses do not count toward goal attainment, their inclusion could impact whether MA1 small local business contracting goals are met. Staff are exploring administrative strategies to encourage SLEB certification and increase the use of certified firms.

This topic will be examined further in a future supplemental report.

Local and Small Local Business - In-Construction Projects

Staff continue to monitor payments to local and small businesses during construction. However, due to the phased nature of subcontractor work and the timing of payment confirmations within Elation, data for in-construction projects remains subject to change until construction is complete.

**Exhibit C – Projects by City
MA1 Wage and Workforce Report**

Reporting Period: Program inception to December 31, 2024

Completed & In-Construction Projects Reporting: 52

CITY	PROJECT
Alameda	1245 McKay The Starling - Alameda Site A Family Apartments Corsair Flats – Alameda Point Site A Senior Everett Commons - Everett & Eagle Rosefield Village
Albany	Verana Hill - Albany Family
Berkeley	Berkeley Way Grayson Apartments Jordan Court – 1601 Oxford Street
Dublin	Amador Station Phase 1 Regional Street
Fremont	Fremont Family Apartments - 34320 Fremont Blvd Family Bell Street Gardens – Fremont Islander Motel Revitalization City Center Apartments Granite Ridge Apartments Irvington Senior
Hayward	Depot Community Apartments Matsya Village - Pimentel Place Mission Paradise
Livermore	Avance – Sunflower Hill Livermore Chestnut Square Family Apartments Downtown Livermore Apartments Pacific Avenue Senior Homes The Vineyard
Newark	Timber Senior

	<p>The Black Panther - 7th & Campbell Ancora Place Aurora Apartments Camino 23 Casa Arabella – Fruitvale Transit Village II-A Coliseum Connections Coliseum Place Edes Avenue Community Apartments Embark Apartments Empyrean & Harrison Estrella Vista Foon Lok West Fruitvale Studios Casa Sueños - Fruitvale Transit Village Phase IIB Monarch Homes – 3268 San Pablo NOVA Apartments OakDays West Grand & Brush</p>
Oakland	
	<p>Kottinger Gardens Phase II Sunflower Hill at Irby Ranch</p>
Pleasanton	
	<p>1501 Washington Avenue La Vereda – San Leandro Senior Apartments Loro Landing - Parrot Street Apartments Bermuda Gardens</p>
San Leandro	
	<p>The Manzanita - Bermuda Gardens Madrone Terrace Crescent Grove – Ruby Street Crescent</p>
Unincorporated Alameda County	
Union City	<p>Lazuli Landing</p>

Exhibit E
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.

- A. State 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.
- C. 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.
- D. Requirements for Outreach to Local and Equity Priority Workers and to Local and Small Local Businesses.
- E. Reporting on HUD Section 3 requirements for new hire of low-income residents.
- F. Reporting on Minority Owned Business Enterprise/Woman Owned Business Enterprise (MBE/WBE) utilization.
- G. Project Labor Agreement required for new construction of Rental Housing projects that are 80 units or larger.

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; and
 - vi. Transition-age foster youth.

Local Business:

A business with a verifiable physical fixed office and street address in Alameda County for at least six (6) months prior to the publication date of the bid to which the business responded. The business must also hold a valid business license issued by the County or a City within the County.

MBE/WBE:

Minority Business Enterprise (MBE) means a business enterprise that is at least 51% owned and controlled by one or more minority or socially and economically disadvantaged persons. Such disadvantage may arise from cultural, racial, chronic economic circumstances or other similar causes.

Women’s Business Enterprise (WBE) is an independent business concern that is at least 51% owned and controlled by one or more women who are U.S. citizens or Legal Resident Aliens; whose business formation and principal place of business are in the U.S. or its territories; and whose management and daily operation is controlled by a woman with industry expertise.

To learn more about the Minority Business Enterprise and Women Business Enterprise programs, please contact HUD’s Office of Small and Disadvantaged Business Utilization at 202-708-1428, or visit their website, located at: https://www.hud.gov/program_offices/sdb

Small Local Business:

A Local Business (as defined above) that also possesses Small Business Enterprise (SBE) certification from any of the following agencies at the time of bid submission to the General Contractor.

1. Alameda County SLEB (Small, Local & Emerging Businesses)

https://www.acgov.org/sleb_query_app/gsa/sleb/query/slebmnu.jsp

2. Many Alameda County businesses qualify for this SLEB certification, but do not apply. We highly encourage business owners with a physical location(s) within Alameda County to apply by filling out a simple form. It may take up to 60 days to obtain the certificate, so apply immediately. Having the certification, and keeping it valid, is an excellent way to get access to many Alameda County bid opportunities and the potential to generate new business. There is a weekly **SLEB Outreach Event**

anyone can join to learn more, get help, and ask questions about the program. It's an online webinar where participants join via Microsoft Teams or by phone.

To see dates and times, and to register [click here](#).

3. **City of Oakland SLBE**

<https://apps.oaklandca.gov/contractcompliance/Contractors.aspx>

4. **Port of Oakland**

<https://srd.portofoakland.com/index.aspx>

5. **California Department of General Services**

<https://caleprocure.ca.gov/pages/PublicSearch/supplier-search.aspx>

6. **California Public Utilities Commission (CPUC) Supplier Clearinghouse**

<https://sch.thesupplierclearinghouse.com/FrontEnd/SearchCertifiedDirectory.asp>

7. **Alameda County Transportation Commission**

https://www.alamedactc.org/app_pages/view/4543; click on link under "Certified Firms"