

COUNTY OF SANTA BARBARA

COMMUNITY WORKFORCE AGREEMENT IMPLEMENTATION UPDATE

BOARD OF SUPERVISORS HEARING MARCH 10, 2026

SH1



BACKGROUND

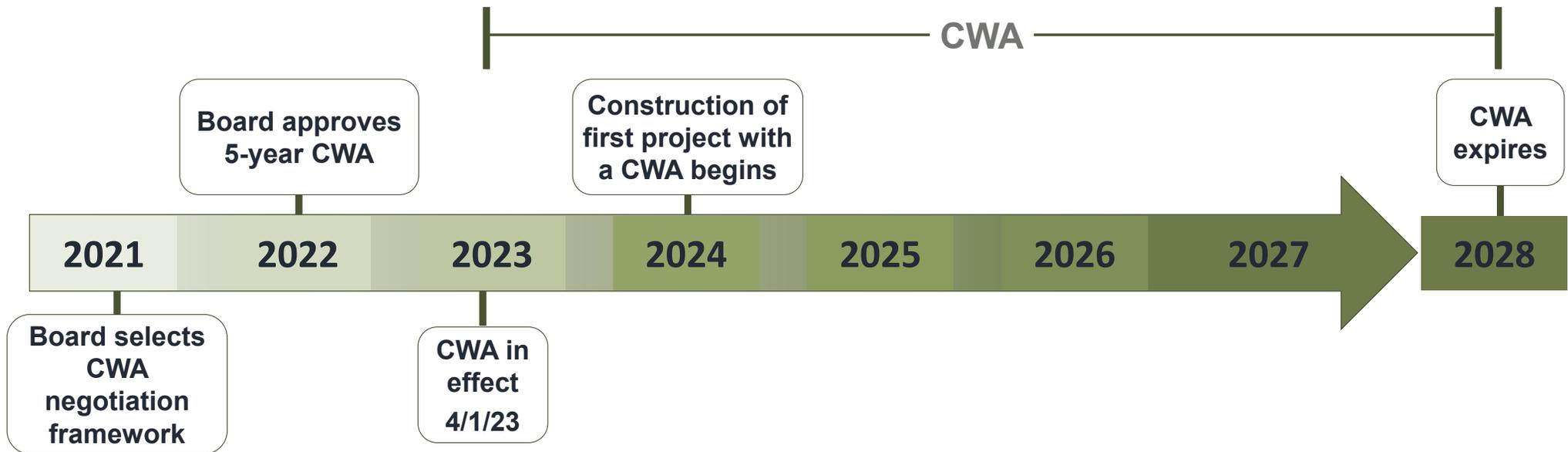
County Community Workforce Agreement:

Contractually binding, negotiated agreement between the County and the Tri- Counties Building and Construction Trades Council (TCBT) designed for County capital projects greater than \$10,000,000 with a defined Intent and Purpose in the following categories:

- Identification and Retention of Skilled Labor and Employment of Local Area Residents
- Project Cooperation
- Workers' Compensation Carve-out
- Peaceful Resolution of All Disputes
- Binding Agreement on Parties



BACKGROUND



IMPLEMENTATION

Initial implementation focus:

- Collection and Review of Letters of Assent
- Core Worker Documentation
- Pre-Job Conferences



**General Services –
Probation Building: \$37.7M**



**Public Works- Tajiguas Landfill
Phase IVA Groundwater
Protection System: \$19.8M**



**Public Works- Lower Mission
Creek Phase 4: \$13.3M**



Public Works- Santa Claus Lane

4 Phase 1 and Phase 2 Streetscape Improvements Project: \$19.6M



CURRENT PROJECTS- OBSERVATIONS

General Services – Probation Headquarters Building



- Shortage of available local union workers (masons, framers)
- Delays from contractors being unfamiliar with CWA process
- CWA limits the ability to supplement labor

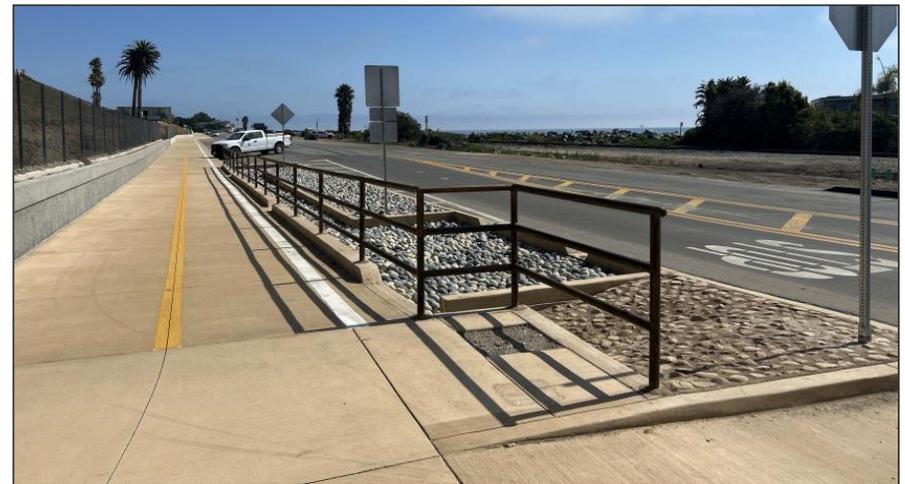
CURRENT PROJECTS- OBSERVATIONS

Tajiguas Landfill Phase IVA Groundwater Protection System



- Shortage of available local union workers
- Complications from work that is not typically under contracts
- Core worker requirement challenges for subcontractors (out of area)
- Subcontractors not signed to signatory

Santa Claus Lane Streetscape Improvements



- Learning curve for administrative and tracking process



PROGRAM IMPROVEMENTS

| Area | Challenge | Improvements under way |
|--------------------------|--|---|
| Communication | Consistent and clear communication, particularly with the Trades Council, has been a challenge | regular meetings to maintain alignment, share updates, and address issues proactively |
| Record Keeping | Maintaining continuous, up-to-date tracking of workforce data has been difficult | Implement a more structured, real-time tracking system |
| Data Management | Documentation and reporting materials are stored across multiple systems and platforms | Establishing a centralized, shared platform |
| Compliance/Program Goals | Initial implementation mostly focused on ensuring CWA compliance | Use data to inform Trades on areas to work towards local labor and other CWA |



SUMMARY AND TAKEAWAYS

Summary of initial implementation

- **Local Labor: Local (tri-county) labor rates: 10%-78%**
- **Communication and data management systems show major improvements**
 - Improved coordination
 - Improved data analysis
 - Identifies areas trades can increase local labor and training opportunities
- **CWA coordinator costs to date and planned: \$618,190**
 - Probation, Tajiguas, Santa Claus Ln (Ph 1): \$248,170
 - Santa Claus Lane (Ph 2): \$44,020
 - Lower Mission Creek Phase 4: \$46,000
 - NBJ Expansion: \$280,000



RECOMMENDED ACTIONS

- a) Receive and file a report on the implementation of the Countywide Community Workforce Agreement for the first three County projects that fall within the \$10,000,000 or greater threshold for its use;
- b) Approve Budget Revision Request #BJE-0010986 (Attachment B); and
- c) Find that the recommended action is not a project under the California Environmental Quality Act (CEQA) pursuant to sections 15378(b)(4) and 15378(b)(5) of the CEQA Guidelines, because they consist of administrative and fiscal activities of government that will not result in direct or indirect physical changes in the environment; and that the proposed actions do not constitute “Approval” within the meaning of CEQA Guidelines §15352 as they do not commit the County to a definite course of action in regard to any project.

