



Report to City Council

TO: Mayor and City Council

FROM: Brian Mohan, City Manager

AGENDA DATE: August 19, 2025

TITLE: APPROVE A REVISED COMMUNITY WORKFORCE AGREEMENT (AGREEMENT NO. 2020-189) FOR THE MOVALWORKFORCE PROGRAM (REPORT OF: CITY MANAGER) (ALL DISTRICTS)

TITLE SUMMARY: Approve a revised community workforce agreement (Agreement No. 2020-189) for the MoValWorkforce Program.

DISTRICT: All Districts

Recommendation(s)

That the City Council:

1. Approve a revised community workforce agreement (Agreement No. 2020-189) for the MoValWorkforce Program; and
2. Authorize the City Manager to make any minor modifications to finalize the draft language with the concurrence of the San Bernardino/Riverside Counties Building and Construction Trades Council, AFL-CIO and the Signatory Craft Councils and Unions.

SUMMARY

As part of the City's MoValWorkforce Program initiated in 2019 and the approval of agreement number 2020-189, this report proposes a recertification of the agreement to provide goals for local hiring and training programs by contractors on City of Moreno Valley Public Works projects valued at \$1 million or more over the next five years,

including minor revisions as requested from the concurrence of the San Bernardino/Riverside Counties Building and Construction Trades Council, AFL-CIO and the Signatory Craft Councils and Unions.

DISCUSSION

Original Program Details

The City's MoValWorkforce Program ("Program") is designed to forge a partnership between the City of Moreno Valley and the San Bernardino/Riverside Building and Construction Trades Council ("Building Trades Council") as well as other independent labor groups (i.e. Southwest Regional Council of Carpenters) with a goal to create construction jobs for local residents on Public Works projects valued at \$1 million or more. Consistent with *Momentum MoVal* Initiative 1.3 ("Promote local hiring through the expansion of local, quality, high paying jobs, and workforce development efforts"), this Program is envisioned to expand the City's ongoing job creation efforts for the City's Public Works projects. The Program is intended to develop skilled workers in the construction industry by capitalizing on opportunities available in larger City-funded Public Works projects.

In June 2019, at the City Council study session, staff was given direction to move forward with the Program. As outlined in the June 2019 staff report, a key component of the Program would be a Community Workforce Agreement (CWA). The CWA is intended to be applied to eligible City of Moreno Valley Public Works projects to set goals of hiring local residents working in skilled crafts and trades, who otherwise travel to worksites outside the City for employment.

For the Council's consideration, attached is the CWA to help effectuate the City's Program, which was Council approved July 7, 2020. Council approved this agreement for a five (5) year period. The attached CWA is a result of discussions with the Building Trades Council representative and well as representatives from the Southwest Regional Council of Carpenters. The CWA identifies which types of City Public Works construction projects would be subject to the agreement and is for a period of five years from the effective date. If recertified, the CWA will become effective no later than ninety days from the Council action to allow for signatures from the various Building Trade Council members.

Some of the key points of the CWA include the following:

- A goal of 30%, as recommended by the Building Trades Council initial draft CWA, of the total work hours performed on City Public Works projects subject to the CWA shall be local residents, as well as Veterans, regardless of where they reside
- A goal for the career placement of disadvantaged and at-risk youth, low income and under/unemployed residents, women, minorities, and veterans
- Promotion of programs describing opportunities available for involvement of local residents, entrance into formal labor/management apprenticeships, and available training for students and graduates of the City wishing to pursue careers in

construction with such cost to be the responsibility of the members of the Trade Council/Union and contractors

- The Trade Council will identify, establish and maintain, effective programs and procedures for persons interested in entering the construction industry
- The use of Apprentices, through a Joint Labor Management Apprenticeship Program, up to 30% of each craft's workforce, resulting in a highly skilled and safety conscious project workforce
- The City, Trade Council members, and contractors will mutually promote training opportunities to encourage application from Moreno Valley residents
- A no work-stoppage and lock-out clause to avoid project disruptions and delays
- A clause to explore opportunities to open a training facility within the City of Moreno Valley by the Trade Council

Requested Revisions

On June 17, 2025, the San Bernardino/Riverside Counties Building and Construction Trades Council, AFL-CIO and the Signatory Craft Councils and Unions submitted some revisions. Based on a review and several meetings to discuss them, staff is recommending the following substantive revisions as highlighted below:

- Section 2.2.1 All construction and major rehabilitation work pursuant to “prime multi-trade construction contracts” that exceed one million dollars (\$1,000,000.00) as well as all prime “Specialty Contracts” that exceed one hundred fifty thousand dollars (\$150,000.00) and all subcontracts flowing from these contracts; and
- Section 22.1.1 This Agreement shall be effective from the date signed by all the parties, which shall be not more than 90 days from the date City Council authorizes the Agreement. Unions without signatures on the Union Signature Page within the aforementioned 90 day period shall not be party to the Agreement. The agreement shall remain in effect for an initial period of five (5) years. This Agreement will be automatically extended for ten (10) year periods with a mandatory review meeting of the City and the Council at each five (5) year period to ensure compliance with all applicable laws. Any covered Project Work awarded during the term of this Agreement shall continue to be covered hereunder, until completion of the Project Work, notwithstanding the expiration date of this Agreement.

The rest of the recommended revisions are non-substantive and are either cleanup or to better define the details of the agreement.

ALTERNATIVES

1. Approve and authorize the recommended actions as presented in this staff report. *This alternative will provide the recertification of the CWA and be consistent with Council direction provided in June 2019 regarding the MoValWorkforce.*

2. Do not approve and authorize the recommended actions as presented in this staff report. *This alternative does not approve the CWA and is not consistent with moving the*

MoValWorkforce Program forward.

FISCAL IMPACT

As with other Hire MoVal programs, the City would invest resources to enhance hiring of local residents for the MoValWorkforce Program. The CWA includes tasks for an Administrator, which would be the responsibility of the City. Depending on the total number of City of Moreno Valley Public Works projects eligible for the CWA and the complexities of the projects, the cost to the City for the CWA Administrator is estimated to range from \$50,000 to \$150,000 per year. These additional costs will be reflected in future City Public Works project cost estimates and budgets.

It is difficult to quantify and validate the full impact the CWA may have on construction bids since there are several factors that drive bid amounts, to include the economy, complexity of the project, availability of qualified contractors, over or under saturation of work available, etc. By recertifying the CWA there will be indirect economic benefits to the community with the provision for local hire. In addition, the education and workforce training for our residents and veterans will allow increase economic prosperity and opportunities for our residents and veterans.

NOTIFICATION

Publication of the Agenda.

PREPARATION OF STAFF REPORT

Prepared By:
Brian Mohan
City Manager

Department Head Approval:
Brian Mohan
City Manager

CITY COUNCIL GOALS

Public Facilities and Capital Projects: Ensure that needed public facilities, roadway improvements, and other infrastructure improvements are constructed and maintained.

CITY COUNCIL STRATEGIC PRIORITIES

- 1. Economic Development**
- 2. Public Safety**
- 3. Library**
- 4. Infrastructure**
- 5. Beautification, Community Engagement, and Quality of Life**
- 6. Youth Programs**

Objective 1.3: Promote local hiring through the expansion of local, quality, high paying jobs, and workforce development efforts.

Report Approval Details

Document Title:	STAFFREPORT_CM_CWA_AGREEMENT (REVISED).docx
Attachments:	- STAFFREPORT_CM_CWA_AGREEMENT (REVISED) Moreno Valley Successor CWA 2025.07.21.docx
Final Approval Date:	Aug 14, 2025

This report and all of its attachments were approved and signed as outlined below:

Patty Rodriguez

Natalia Lopez

Dena Heald

No Signature found

Angel Galache

No Signature - Task assigned to Launa Jimenez was completed by workflow administrator Patty Rodriguez

Launa Jimenez

Patty Rodriguez