

(1) PLA Local Hiring Policy with the Los Angeles/Orange Counties Building & Construction Trades Council

The City of Long Beach recognizes that Project Labor Agreements are important to advancing the City's proprietary and policy interests, including the ability to ensure on-time, on-budget completion of projects, target construction job opportunities to Long Beach residents and low-income communities, prompt generation of tax flow and other income to the City, and boost the local economy by generating local construction jobs and job training. As such, new developments within the Downtown Plan Area that are undertaken by the City, receive City Investment, or are located on public land and developed under lease from the City<sup>1</sup>, will operate under Project Labor Agreements that contain targeted hiring provisions ensuring that at least 30% of all construction work hours are performed by Long Beach residents residing in High Unemployment Areas and at least 10% of all construction work hours are performed by Disadvantaged Long Beach residents. Disadvantaged residents are defined as those whose household income falls below 50% of the area median area income. Such Project Labor Agreements should also set goals to provide at least 20% of total apprentice work hours on a project are performed by Disadvantaged Long Beach residents. Finally, such Project Labor Agreements should ensure that contractors request in writing and unions refer targeted workers prior to referral of any other individuals into journey person or apprentice positions on the project in question.

The City of Long Beach recognizes that construction projects can create opportunities for small, local businesses and therefore promote the economic development of our community. As such, all new developments within the Downtown Community Plan Area that are undertaken by the City, receive City Investment, or are located on public land, will ensure that at least 10% of all construction work, as measured by the dollar value of contracts related to the project in question, be contracted with a Section 3 or city certified local Small Business Enterprise (LSBE).

For purposes of the provisions set forth above, "City Investment" means financial assistance provided by the City to a developer that is expressly articulated or identified in writing by the City and establishes a proprietary interest in the development project in question, and shall include, but not be limited to: grants (requiring repayment where terms not met); rent subsidies or reductions; below-market loans; loan forgiveness; City-approved bond financing (excluding conduit bond financing); a sale or lease of City-assembled land for less than its fair market value; contingent obligations taken on by the City such as any guaranty or pledge of City funds.

---

<sup>1</sup> The threshold amounts for the contract values, amount of city investment and lease value shall be negotiated with the Los Angeles/Orange Counties Building & Construction Trades Council.

For the purposes of the provisions set forth above, “High Unemployment Areas” means Long Beach zip codes containing census tracts in which the unemployment rate exceeds 150% of the L.A. County average.

(2) Local Hiring for Permanent Jobs

The City of Long Beach recognizes that Local Hiring Requirements for permanent jobs (i.e., non-construction jobs such as retail, food service and clerical jobs) in the Downtown Community Plan Area are important to advancing the City’s propriety interests and the interests of its residents. As such, all Covered Employers within the Downtown Community Plan Area that receive City Assistance will operate under Local Hiring Agreements with the City that contain targeted hiring provisions ensuring that at least 30% of all Covered Work Hours are performed by Long Beach residents and at least 10% of all Covered Work Hours are performed by Disadvantaged Long Beach residents.<sup>2</sup> Disadvantaged residents are defined as those whose household income falls below 50% of the area median income.

For the purposes of the provisions set forth above, “Covered Employers” is defined as all employers within the Downtown Community Plan Area who are Beneficiaries or who have entered into a lease or contract with a Beneficiary for the performance of work within the Downtown Community Plan Area. “Beneficiary” is defined as an entity located or locating within the Downtown Community Plan Area and receiving financial assistance from the City or entering into a contract with the City for the performance of work within the Downtown Community Plan Area.

For the purposes of the provisions set forth above, “Financial Assistance” is defined as any loan, grant, subsidy or similar participation in the cost of development of a project within the Downtown Community Plan Area provided by the City, irrespective of source, valued at \$50,000 or more.

For the purposes of the provisions set forth above, “Covered Work Hours” are defined as hours worked by individuals in positions performed predominantly on-site within the Downtown Community Plan Area other than executive, managerial or licensed professional positions.

The City will utilize a Master Local Hiring Agreement that will be utilized for all Covered Employers, to allow for proper monitoring and enforcement of the local hiring provisions set forth above.

---

<sup>2</sup> Hours worked by out-of-state residents are not included in this calculation.