



**Local Employment and Apprenticeship
Training Program (LEAP) Changes**
City of Tacoma | Community & Economic Development

City Council Study Session
4.17.18
ITEM #3



● ● ● **OVERVIEW**



- **Local Employment & Apprenticeship Program**
- Seeking approval to amend related City Code

ISSUES AND REVISIONS



Problem 1 – Privileges and Immunities

- LEAP does not have out-of-state exemption for employees
- Other jurisdictions have been challenged on this ground

Solution

- Bring LEAP into compliance with Privileges and Immunities Clause

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ISSUES AND REVISIONS



Problem 2 – Adjustments

- Impairs economic and workforce oriented intent of LEAP by significantly reducing effective required hours
- Impairs equity and accessibility oriented intent of LEAP by allowing non-CEZ residents to be used

Solution

- Repeal
- Supports equity, sustainability, workforce development goals by ensuring that 1 labor hour is 1 labor hour
- Article not required if other proposed changes are adopted

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ISSUES AND REVISIONS



Problem 3 – Apprenticeship

- LEAP does not have an Apprentice Utilization Goal
- City is regional outlier given its size and influence (Appendix Item F)
- Other local entities have Apprentice Utilization Goals
- Counterintuitive to the fact that Apprenticeship is in LEAP's name

Solution

- Include regional standard of 15% Apprentice Utilization on contracts above \$1million.
- Apprentices may come from anywhere TPU serves or maintains infrastructure (includes all of City of Tacoma)

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ISSUES AND REVISIONS



Problem 4 – Code Deficiencies for TPU

- TPU Infrastructure Area challenges
- Program availability for TPU ratepayers (half of LEAP's constituency)
- Many previous attempts have added confusion to the code

Solution

- Local Employment Goal tied to all City of Tacoma residents and all residents of the Tacoma Public Utilities Service Area that live in Economically Distressed ZIP Codes

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ISSUES AND REVISIONS



Problem 5 – Outdated Community Empowerment Zones

- Community Renewal Initiative, (Community Empowerment Zones) sunset 2010 - State picked up CEZ responsibility
- Economic distressed areas used to ensure program utilization by those who need it most
- CEZ does not take into account actual geographic boundaries of program

Solution

- Repealed
- Increases equity by widening area (Economically Distressed Areas)

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OUTREACH



- LEAP staff began working on proposals Q1 2017
- Analyzed Code, recommended changes, took recommendations to stakeholders, revised based on feedback, took to stakeholders again
- Stakeholders consulted:
 - LEAP Advisory Committee (4 meetings)
 - Contractors in Pierce County (5 meetings)
 - Regional Public Owners Workgroup (6 meetings)
 - City of Tacoma Management Forum (1 meeting)
 - Tacoma Public Utility Executive Management Group (1 meeting)
 - Cross-departmental staff meetings (10+ meetings)

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OUTREACH (Opposition)



- TPU Service Area and Local Employment Goal
 - Opposition to this item:
 - Arguments against having “local goal” at all
 - Without a local goal, there is no LEAP
 - Arguments against using Economically Distressed ZIP Codes exclusively instead of City of Tacoma and ZIP Codes
 - Certain areas of City would lose access to the program
 - Staff adopted the “both and” approach to keep all CoT Residents eligible for program in addition to Economically Distressed ZIP Codes of TPU Service Area.

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TIMELINE



- EDC Reviewed – 3.27.18
- Tacoma Public Utility Board Approved– 3.28.18
- City Council Study Session – 4.17.18
- City Council Ordinance
- Ordinance Effective Date

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RECOMMENDATIONS



- Recommend all revisions as presented
- EDC has recommended approving revisions as a “pilot” for 1 year.
 - Staff recommends a pilot of 1.5 years if a pilot is the preferred method.

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Proposed Changes to LEAP

City of Tacoma | Community & Economic Development

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