

POLICY	INCLUSIVE AND SUSTAINABLE WORKFORCE	ORIGINAL ADOPTION DATE	NOVEMBER 19, 2020
APPROVAL DATE	FEBRUARY 26, 2026	RESOLUTION NO.	2026-05

PURPOSE AND SCOPE

The purpose of this Policy is to further the purposes of San Diego Community Power (“Community Power”) Joint Powers Agreement, including: (1) demonstrating quantifiable economic benefits to the region, including prevailing wage jobs and local workforce development; (2) supporting a stable, skilled, and trained workforce; and (3) promoting supplier and workforce diversity including returning veterans and those from communities of concern. Community Power intends that this Policy will be updated as Community Power grows and becomes more established.

POLICY STATEMENT

1. Inclusive Workforce
 - a. Community Power Staff – To help enable a diverse and inclusive staff, SDCP will:
 - i. Engage in broad outreach in communities of concern, while adhering to Community Power’s Non-Discrimination Pledge, to ensure a diverse pool of candidates for open positions;
 - ii. Provide fair compensation and benefits that align with regional market indicators for compensation levels for each position;
 - iii. Be transparent about these practices and lessons learned; and
 - iv. Provide contact information for staff who can answer questions about this Policy.
 - b. Supply Chain (Goods and Services) – Community Power’s commitment to inclusion also extends to its supply chain. Where and from whom Community Power purchase goods and services have important consequences for businesses, customers, and their communities. Where appropriate, an inclusive supply chain is an important driver for successful delivery of Community Power’s services to its customers, and of fair and equitable economic development generally. Where appropriate, and consistent with applicable law and other Community Power policies, including but not limited to its Procurement Policy, to support a diverse and inclusive supply chain, Community Power will strive to:
 - i. Use local businesses and provide fair compensation in the purchases of services and supplies;

- ii. Proactively seek services from local businesses and from businesses that are taking steps to protect the environment;
 - iii. Engage in efforts to reach communities of concern, to ensure an inclusive pool of potential suppliers;
 - iv. Collect information from vendors and project developers on their status as a women, minority, disabled veteran, and/or LGBT business enterprise (*see* Section 3 below; Cal. Pub. Util. Code § 366.2(m));
 - v. Encourage reporting from project developers and vendors on inclusivity in business staff (*see* Section 3 below);
 - vi. Be transparent about these practices and lessons learned; and
 - vii. Provide contact information for staff who can answer questions about this Policy.
 - c. Inclusive Business Practices – In representing the communities that make up San Diego Community Power, Community Power will endeavor to ensure that its services and information are accessible to everyone. Therefore, Community Power will strive to:
 - i. Provide information on Community Power’s services in multiple languages commonly spoken in Community Power’s service area (including mailers, tabling materials, customer service, call center, workshops and outreach events, advertisements, and other means of customer engagement);
 - ii. Conduct marketing and outreach in diverse communities to increase awareness of Community Power’s services and programs;
 - iii. Attend multi-cultural community events with multi-lingual materials and speakers; and
 - iv. Share information about activities and initiatives that promote
 - v. inclusion, access, and diverse engagement in the community.
 - vi. Non-Discrimination Pledge – Community Power will not discriminate, and will require its contractors to not discriminate on the basis of race, gender, gender expression, gender identity, religion, national origin, ethnicity, sexual orientation, age, or disability in the solicitation, selection, hiring, or treatment of subcontractors, vendors, or suppliers. Contractor shall provide equal opportunity for subcontractors to participate in subcontracting opportunities.
2. Sustainable Workforce
- a. Power Purchase Agreements and other offtake contracts–
 - i. Community Power will utilize an Energy Proposal Evaluation Criteria (EPEC) evaluation tool to assess and prioritize Workforce Standards among other criteria in all solicitations for all new-build long-term energy procurement contracts.

- ii. Community Power will require the submission of information from solicitation respondents to assess the proposal's level of commitment to the Workforce Standards identified in that procurement.
 - iii. Community Power will grant higher scores to proposals that meet or exceed the targeted EPEC Workforce Standards criteria. In particular, Community Power seeks proposals for projects that:
 - 1. Employ workers and use businesses from San Diego and Imperial County;
 - 2. Utilize a skilled and trained workforce under California law, or joint labor-management partnerships or joint apprenticeship and training committees in states without skilled and trained workforce legislation.
 - 3. Utilize local apprentices, particularly graduates of San Diego and Imperial County pre-apprenticeship programs;
 - 4. Pay workers the prevailing wage rates for each craft, classification and type of work performed, or the federal Davis-Bacon wage in states without a prevailing wage law, displaying a poster at jobsites informing workers of prevailing wage requirements;
 - 5. Utilize union maintenance agreements in operations; and
 - 6. Provide workers compensation coverage to on-site workers.
 - iv. Community Power will require a Project Labor Agreement (PLA) for the construction of all Utility-Scale solar photovoltaic, wind and battery storage projects. For the purposes of this provision, "Utility-Scale" means a proposal for a renewable generating and/or storage project that has a capacity of at least 10 MW at the point of interconnection.
 - v. If a High (A) Level Workforce Standard is not feasible for emerging technologies (e.g. geothermal, pumped storage), Community Power will strive to secure the highest workforce commitments for the project, as outlined in the EPEC.
 - vi. Notwithstanding the foregoing, Community Power Board retains the discretion to approve a contract that does not meet any or all of the Workforce Standards, where the Community Power Board determines that approval is warranted based on the particular facts and circumstances.
- b. Owned Photovoltaic and Storage Assets – Community Power will include Workforce Standards for facilities owned by Community Power and constructed in San Diego or Imperial County. Community Power will include Workforce Standards in any solicitation. Prior to contracting for the construction of any Community Power owned generation projects, Community Power commits to engaging with the San Diego Building and Construction Trades Council, California Unions for Reliable Energy, and other

- stakeholders, to seek input on Workforce Standards, including PLA commitments that may apply to the project.
- c. Feed-in-Tariffs – SDCP will encourage construction contractors or subcontractors to its Feed-In Tariff program to utilize local businesses, local apprenticeship programs and fair compensation practices including proper assignment of work to crafts that traditionally perform the work. Moreover, SDCP will further encourage contractors and subcontractors performing work on any SDCP Feed-In Tariff project to pay at least the prevailing rate of wages and use a skilled and trained workforce. To the extent these items are required by applicable law, SDCP shall include such requirements in its applications, agreements, and other applicable documents.
 - d. Energy Efficiency/Programs – *[Reserved – section will be updated to support the purposes described in this Policy once programs are further developed. This will include similar components as 2.a above including prevailing wage and inclusion of a licensed and trained workforce.]*
 - e. Union Neutrality - SDCP will remain neutral regarding whether its employees choose to join or support labor unions and will not interfere with decisions by its contractors' and suppliers' employees about whether to join or support labor unions.
3. Reporting on Diverse Business Enterprises and Inclusive and Sustainable Workforces – Pursuant to California Public Utilities Code section 366.2(m), vendors and project developers under contract with SDCP shall be required to report on their status as women, minority, disabled veteran, and/or LGBT business enterprises, as defined in Public Utilities Code section 8282. Reporting shall occur within one (1) month of contract execution and every January during the term of the contract, or as otherwise required by the California Public Utilities Commission. In addition, vendors and project developers shall report on the number of women, minority, disabled veteran employees performing work for SDCP and the workforce level of these groups which may include administrative assistants, technicians, and executive staff.
 4. Legal Compliance – In the event that the application of this Policy to a specific SDCP project or program is limited or proscribed pursuant to applicable state or federal law, or as a condition of the receipt of state or federal funds, such law or funding condition shall control. In addition, any information collected or received under this Policy shall be used only in a manner consistent with applicable law and SDCP policies.

PRIOR VERSIONS

DATE	ACTION	RESOLUTION NO.	POLICY NO.
NOVEMBER 19, 2020	ADOPTION	N/A	2020-06
JANUARY 28, 2021	AMENDMENT	N/A	2021-02