



PROPOSED COMMUNITY BENEFITS

Land Use, Housing & Transportation
Council Standing Committee, June 24, 2021

Presented by: Sharon Ebert, DCAO Planning, Community & Economic Development



TYPES OF COMMUNITY BENEFITS

1. COMMUNITY OUTREACH AND ENGAGEMENT
2. JOB CREATION
3. CONSTRUCTION JOBS & WORKFORCE DEVELOPMENT
4. WELL PAYING JOBS
5. EMERGING SMALL & MINORITY BUSINESS DEVELOPMENT
6. INTEGRATED AFFORDABLE HOUSING UNITS
7. SUSTAINABLE BUILDING & SITE DEVELOPMENT PROVISIONS



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COMMUNITY OUTREACH & ENGAGEMENT

- Intentionally and meaningfully engaging the residents living closest to the Project and that will be the most impacted.
- Involving the local community within the first 6 months of the planning process to ensure the community's goals, objectives, priorities and criteria for growth and reinvestment are included the evaluation criteria.
- Ensuring that community members are empowered in the decision-making process for the Project, such as community representation on the project's advisory team/task force/committee.
- Ensuring that any significant changes to the Project's scope of work will involve additional community engagement and discussion.



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JOB CREATION

- Placing all job opportunity advertisements with multiple media outlets including all local print publications and all social media outlets.
- Conducting job fairs and information sessions in each City Council District.
- Creating ongoing hiring opportunities for RPS students through recruitment, training and internship programs.
- Recruiting local residents first by conducting outreach programs that target neighborhoods with high poverty rates.
- Giving preference to qualified honorably discharged veterans of the armed forces of the United States in any employment opportunity created by the Project.



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CONSTRUCTION JOBS & WORKFORCE DEVELOPMENT

- Participating and providing apprenticeship programs certified by the Department of Labor and Industry or the US Department of Labor, for persons wanting to learn a trade so they may be able to obtain a construction job prior to the start of construction work.
- Giving preference to qualified honorably discharged veterans of the armed forces of the United States in any employment opportunity created by the Project.
- Agreeing to require all construction management companies, general contractors and sub-contractors to set a goal of achieving the following targets with regards to hiring:
 - 100% of all newly hired construction laborers to be Richmond residents;
 - 60% of all existing construction laborers to be Richmond residents;
 - 50% of all newly hired construction skilled trades persons to be Richmond residents; and
 - 30% of all existing construction skilled tradespersons to be Richmond residents.



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WELL PAYING JOBS

- Agreeing to pay a minimum of \$15/hour, or the prevailing wage based on the latest Davis Bacon wage rate schedule for construction jobs
- Agreeing to hire full-time employees verse part-time employees
- Agreeing to include a health and retirement benefits plan as part of the compensation package



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SMALL & MINORITY BUSINESS DEVELOPMENT

- Submitting and following a Minority Business Enterprise (MBE) Plan that includes good faith efforts to achieve a goal of not less than 40% minority and emerging small businesses (ESB) participation in the Project both during construction and the ongoing management of the Project.
- Agreeing to establish a minimum investment of 0.2% towards a fund managed by a City-approved Richmond-based non-profit organization for one or more of the following purposes:
 - to provide financial assistance that supports the start up and growth of micro- or small businesses;
 - to offset the cost of micro or small Richmond-based businesses in need of financial assistance in leasing office or retail space; and/or
 - to fund scholarships for RPS graduates that reside in census tracts with a poverty rate of 15% or higher to assist students in attending trade, technical and 2- and/or 4 - ear colleges or universities.
- Agreeing to provide legal funding assistance to help cover legal expenses of MBE and ESB subcontractors.

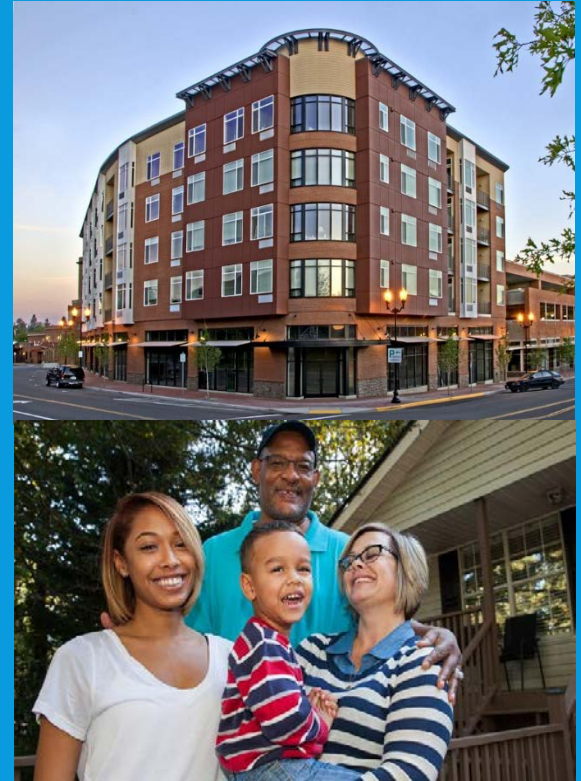


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AFFORDABLE HOUSING DEVELOPMENT

- Agreeing to include affordable housing units in a residential project for a 30 year period by:
 - Providing not less than 20% of the residential units be affordable to households with annual household incomes equal to or less than 50% of the AMI; or
 - Providing not less than 40% of the residential units be affordable to households with annual household incomes equal to or less than 60% of the AMI.
- Agreeing that all affordable housing units within the Project be similar in quality, size, and amenities
- Agreeing that all affordable housing units within the Project be dispersed throughout the Project
- Agreeing that all affordable housing units within the Project vary in size to afford a mix of studio one, two and three bedroom units.
- And if the Project provides homeownership options, then agreeing to provide not less than 40% of the units be affordable to households earning equal to or less than 80% of the AMI.



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SUSTAINABLE BUILDING & SITE DEVELOPMENT

- Agreeing to design and build the structure and site to LEED Silver standards.
- Agreeing to provide a plan for diverting from landfills the demolition, construction and land clearing debris from the project.
- Agreeing to at least 50% of all demolition and construction waste be recycled and/or reused.
- Agreeing to provide services for the collection, storage, compaction and removal of recycling and composting materials for the Project.
- Agreeing to develop a plan to salvage and recycle building elements and materials from any existing historic building.
- Agreeing to provide electric vehicle charging stations and infrastructure for a minimum of 10% of all required parking spaces and agreeing to provide bicycle parking and storage facilities on site.
- Agreeing to provide shade trees on all existing and new streets and within any surface parking lots



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WHEN COULD COMMUNITY BENEFITS BE INCLUDED IN PROJECTS:

- For City renovated and/or newly developed facilities;
- When the City issues a solicitation for the sale and redevelopment of city-owned land;

and/or

- When the City provides financial incentives to developers to induce development within the City.



QUESTIONS ?

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