

An aerial photograph of a large, green, open space, likely a park or undeveloped land, surrounded by dense residential neighborhoods with many trees. The sky is clear and blue.

We support a carbon free community to the extent that it....

- Reduces social and economic disparities in Saint Paul
- Improves the marketability of a development for private investment
- Can be accomplished without pricing the site out of the market
- Brings joy to our community

Equitable x Regenerative Considerations



Positive and Negative Synergies

- PACE Financing as an Equity Tool
- Walkability and Jobs
- 'Electric Only Community' and Demonstrated Needs for Natural Gas
- Sharing economy (ex. HourCar, tool share, urban ag strategies, etc)
- Who pays for renewable energy?
- Who pays for energy efficiency?
- Innovative EV ownership model?

EAST SIDE WORKFORCE REVIEW												
Current Open Workforce Agreements (WFA) with "Target Area" Zip Codes: 55130 55106 55119												
		Number of Companies	Total Employees	Current St. Paul Residents	Current East Side Residents	% Saint Paul Employees	% East Side Employees	Total Local Hiring Results per WFAs (inc 2-4-1)	Average Hourly Wage			
		8	1208	347	161	28.7%	13.3%	42%	\$22.82			
Employer	Workforce Agmt Term	Bldg Square Footage	Year 10 Job Goal Number	# Jobs Brought to Site Year 1	Total Employees as of 12/31/2020	Overall job growth Since WF Inception	Current Job Density/10-YR Goal	Current Saint Paul Employees	Current East Side Employees	% Saint Paul Employees	% East Side Employees	Current Average Non-Exempt Hourly Wage
Baldinger Bakery	2012-2021	142,500	112	72	151	79	135%	66	36	43.7%	23.8%	\$22.58
Vomela	2020-2029	305,700	230	185	231	46	100%	74	42	32.0%	18.2%	\$17.99
MacQueen Equipment	2017-2026	40,000	45	35	49	14	109%	5	3	10.2%	6.1%	\$29.65
IAF Beacon II (Loomis)	2014 -2023	17,000	70	45	98	53	140%	29	7	29.6%	7.1%	\$18.78
Hiway Federal CU	2006-2015-2020	43,400	258	141	239	98	93%	44	22	18.4%	9.2%	\$24.24
IAF Beacon I (Archdiocese)	2017-2026	50,000	150	112	122	10	81%	33	7	27.0%	5.7%	\$22.42
East Side Family Clinic	2014-2023	32,000	64	50	106	56	166%	51	27	48.1%	25.5%	\$24.20
HealthEast Medical Transportation	2011-2020	46,000	122	122	212	90	174%	45	17	21.2%	8.0%	\$22.69
		676,600	1051	762	1208	446		347	161	28.7%	13.3%	\$22.82
Market Rate Transaction / No Workforce Agreement (WFA) Requirement												
Employer	Bldg Size	# of Jobs 12/31/2020										
Parcel 5 West	58,000											
Viking Electric		11										
Jones Sign		28										
subtotal		39										
Parcel 5 East - The Link	86,000											
Dynamic Sheetmetal		7										
Terracon Consultants		20										
Actus Manufacturing		35										
subtotal		62										
total no WFA		101										
plus WFA companies above		1208										
current total East Side Jobs		1309										

Current Workforce Agreement Terms

- All Workforce Agreements are unique and the terms are negotiated as part of the land sale Purchase Agreement.
- Workforce Agreements are legally-binding (with potential financial penalties for noncompliance) to the owner of the real estate; run with the land, and have a typical term of 10-years, unless amended or extended.
- SPPA Development Criteria generally require 1 job/1,000 SF minimum with job creation targets over the 10 year period, unless SPPA board approves a policy exception.
- All Workforce Agreements have a "Best Faith Effort" requirement for 70% of new hires to be St. Paul Residents, with a 2-for-1 credit for hires in targeted zip codes.
- All Workforce Agreements have living-wage and employee benefit requirements. (currently \$14.75 / hr. for positions w/ health care benefits or \$17/hr for positions without health care benefits.
- All Workforce Agreements have local hiring, job growth and job density Goals.

Best Faith Efforts include:

- Cooperation with SPPA and coordinate hiring efforts.
- Company will avail itself of SPPA community workforce resources and partner organizations, and coordinate with the Port Authority and Partners (East Side Employment Xchange).
- Company will advertise employment positions in St. Paul Publications (i.e. Pioneer press and/or other currently used employment sites or social media platforms as well as micro targeting pilots.)
- Company will utilize local Jobs Boards (ex. Ramsey County) and participate in local Job Fairs when requested/appropriate.
- Company will accept applications from all applicants who are residents of the City of Saint Paul.

The Company after taking such good faith efforts, will have the right to hire the best qualified applicants based on skills and performance for each job regardless of the location of their residency.'

**Baldinger Bakery
Beacon Bluff Business Center
Workforce Agreement Data**

10 Year Goal		New Hires	Job Density Goal		Geographic Hiring Goal					Avg Non-Exempt Wage	
			Current FTE	Goal + or -	St Paul Hires (not in Target Area)	Target Area Hires (2 for 1)	70% of New Hires Saint Paul Residents	Percentage of Requirement	Running Average		
2012	72	2	87	15	1	1	1.4	214.3%	214.3%	\$	19.17
2013	72	2	73	1	1	1	1.4	214.3%	214.3%	\$	20.52
2014	83	3	76	-7	1	1	2.1	142.9%	190.5%	\$	20.40
2015	86	9	73	-13	2	2	6.3	95.2%	166.7%	\$	20.95
2016	86	8	71	-15	3	3	5.6	160.7%	165.5%	\$	21.82
2017	100	19	86	-14	6	1	13.3	60.2%	147.9%	\$	21.70
2018	100	46	99	-1	23	18	32.2	183.2%	153.0%	\$	21.98
2019	112	85	142	30	46	30	59.5	178.2%	156.1%	\$	21.00
2020	112	21	151	39	12	9	14.7	204.1%	161.4%	\$	22.58
2021	112										
								Over Life of WFA		155%	



EQUITY & WEALTH CREATION STRATEGIES

- New Workforce Agreements
- Vendor/Supplier Diversity
- JUST 2.0
- Infrastructure / Renewable Energy Development & Training
- Affordable Home Ownership Options

NEW WORKFORCE AGREEMENT MODEL

TENT POLES

- Required, demonstrated, and rewarded, performance for Diversity and Inclusion efforts
- Wealth Creation
- Geographic Focus
- Granular Definition of “Quality Jobs”

Vendor/Supplier Diversity

A voluntary disclosure
tool for organizations to
report on social justice
indicators

Just 2.0

Just.

Organization Name: ABC Corporation

Organization Type: Service Provider

Headquarters: Seattle, Washington

Office Locations: 30

Number of Employees: 10,750

Social Justice Indicators:

Diversity & Inclusion

- ☒ ☒ ☐ ☐ Gender Diversity
- ☒ ☐ ☐ ☐ Ethnic Diversity
- ☒ ☐ ☐ ☐ Inclusion
- ☒ ☐ ☐ ☐ Engagement

Employee Benefits

- ☒ ☒ ☐ ☐ Health Care
- ☒ ☐ ☐ ☐ Retirement Provision
- ☒ ☐ ☐ ☐ Family/Medical Leave
- ☒ ☐ ☐ ☐ Training/Education

Equity

- ☒ ☒ ☐ ☐ Full-Time Employment
- ☒ ☐ ☐ ☐ Pay-Scale Equity
- ☒ ☐ ☐ ☐ Freedom of Association
- ☒ ☐ ☐ ☐ Living Wage
- ☒ ☐ ☐ ☐ Gender Pay Equity

Stewardship

- ☐ ☐ ☐ ☐ Local Communities
- ☒ ☒ ☐ ☐ Volunteering
- ☒ ☐ ☐ ☐ Animal Welfare
- ☒ ☐ ☐ ☐ Charitable Giving
- ☒ ☐ ☐ ☐ Positive Products

Employee Health

- ☒ ☒ ☐ ☐ Physical Health
- ☒ ☐ ☐ ☐ Well-Being

Purchasing & Supply Chain

- ☒ ☐ ☐ ☐ Equitable Purchasing
- ☐ ☐ ☐ ☐ Supply Chain

THE SOCIAL JUSTICE LABEL 2.0

ABC-001

EXP. 12/30/2020

INTERNATIONAL LIVING FUTURE INSTITUTE™

Project Ecosystem

Each development project is an ecosystem of entities and individuals providing materials or services to complete the project. A project will typically produce approximately 5.5 direct jobs per \$1 million of construction cost.

While construction jobs are most visible, the full measure of the economic impact of a project also includes the behind the scenes work of the consultants, engineers, and subcontractors associated with bringing the project to life.

Additionally during construction, the project supports employment of material manufacturers, logistics and supply chain professionals, as well as public officials in the permitting and inspections.

Finally, as a project moves from construction to operations, the work of vendors and employees responsible for managing, leasing, and activating the project, the services required to maintain the project, and the ongoing property tax revenue generated all contribute to the local economy through various direct and indirect ways.

The highlighted boxes indicate the only project constituents currently under contract to fulfill the work required to bring ONE PROJECT from planning to operations. ***The development team is committed to prioritizing and procuring this work with local BIPOC and North Minneapolis entities and employees in order to maximize the local economic impact, help sustain and build capacity for local businesses, while providing jobs and other employment opportunities for nearby residents.***

Development Team
Developer/Investors
Development Manager
Preconstruction Manager
Development Advisor
Landlord Broker
Tenant Representative Broker
Master Plan Architect
Building Architect
Interior Architect
Structural Engineer
Mechanical Engineer
Electrical Engineer
Fire/Plumbing
Elevator Consultant
Acoustical Engineer
Civil Engineer
Landscape Design
Public Realm Design & Program
Sustainability Consultant
Environmental Engineer
Geotech Engineer
Traffic Engineer
Parking Consultant
Market Research/Analyst
Signage Consultant
Security Consultant
Historic Consultant
Survey
Title Commitment
Legal/Lawyers
Financing/Lenders
Appraiser
Brand, Marketing & Graphics
Communications Manager
Insurance Agent
Tax Consultant
Labor/Workforce Consultants

General Conditions
General Contractor
Testing & Inspections
Survey
Insurance

Site Work
Fencing
Excavation & Grading
Asphalt Paving
Concrete Work
Site Signage
Site Specialties
Site Utilities
Storm Drainage Systems
Fire Protection
Landscaping & Irrigation
Electrical
Progress Photography

Building Construction
Final Cleaning
Concrete Reinforcing
Cast-in-Place Concrete
Concrete Pumping
Masonry
Struct/Misc. Steel Suppliers
Rough & Finish Carpentry
Woodwork Supplier
Waterproofing
Roofing & Sheet Metal
Caulking
Doors & Hardware
Glass & Glazing
Interior Partitions
Stone & Tile
Ceilings & Acoustic
Flooring
Painting
Window Treatments
Special Construction
Elevators
Fire Protection
Plumbing
HVAC Systems
Electrical
Integrated Systems
Systems Commissioning

Property Management
Asset Manager
Leasing/Marketing Manager
Property Manager
Janitorial
Window Cleaning
Trash Removal
Utility Service
Building Systems Maintenance
Building Labor
Landscaping Maintenance
Snow Removal
Security/Property Protection
Fire & Safety
Pest Control
Building Repairs & Maintenance
Property Insurance
Public Realm Programming
Arts/Activation