

2025

CONTRACTOR APPRENTICESHIP PROGRAM (CAP)



Whatcom County 2025 Annual CAP Report

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BACKGROUND AND OVERVIEW

On December 5, 2023, the Whatcom County Council adopted Ordinance No. 2023-077 *amending WHATCOM COUNTY CODE (WCC) CHAPTER 3.72 CONSTRUCTION PROJECTS – APPRENTICE REQUIREMENTS. This updated WCC 3.72.070 to align with Revised Code of Washington (RCW) 39.04.320 PUBLIC CONTRACTS AND INDEBTEDNESS.*

This legislative action which went into effect on July 1, 2024, established a Contractor Apprenticeship Program (CAP) component on any public work project advertised for bid with an engineer's estimate of \$1,000,000 or more including tax. It requires that a minimum of 15 percent (15%) of the total project labor hours would have to be performed by apprentices. This ordinance primarily affects Whatcom County Public Works, however other areas of Whatcom County's line of business such as Administrative Services-Facilities (AS-Facilities) and the Parks Department may have projects that meet the minimum threshold.

This CAP Annual Report helps meet the objectives of RCW 39.04.320 which requires apprenticeship utilization as well as WCC 3.72.070 which requires annual reporting of CAP activities and highlighting project statistics. Included in this report is the number of apprentices utilized and the percentage of apprentice hours compared to total project hours. Any exceptions and waivers are included in this report which provides future recommendations for program evaluation.

In March 2025, the Whatcom County Council was provided the first ever CAP Annual Report on two Public Works pilot projects that were completed in the 2024 calendar year and subject to CAP requirements. These included Hampton Road Pavement Rehabilitation Improvements and Lake Louise Road Pavement Rehabilitation Improvements.

For the 2025 calendar year, we report on six (6) projects that required CAP compliance. Each are summarized in the following pages. Five (5) were managed by various Public Works divisions, and the sixth is managed by AS-Facilities.

1. Everson Goshen Road Pavement Rehabilitation Improvements (Public Works Design & Construction)
2. Cougar Creek-Neevel Levee (Public Works River & Flood)
3. Beach Avenue Landslide Repair (Public Works Design & Construction)
4. North Fork-Kenney Creek Bridge (Public Works Bridge & Hydraulic)
5. Central Shop NPDES (Public Works Stormwater)
6. Whatcom County Superior Courtroom (AS-Facilities)

PROJECT #1: Everson Goshen Road Pavement Rehabilitation —Public Works Design & Construction

New pavement was necessary to increase the roadway lifespan of Everson Goshen Road from E. Smith Road to E. Pole Road (SR544). Construction also included pavement repair and removal of wheel ruts for improved road performance, as well as safety improvements from guardrail repairs, new rumble strips, and new lane striping.

The prime contractor for the Everson Goshen Road Pavement Rehabilitation project was Granite Construction Company. The project was completed in July 2025.



Everson Goshen Road Pavement Rehabilitation			
Project dates:	May-July 2025		
Company	Apprentice labor hours worked	Actual Total Labor Hours Worked	
AI PNW Inc	0	194.59	
Bayside Services	0	35	
Construction Ahead Inc	28.02	278.81	
Finkbonner Flagging LLC	449	2129.5	
Granite Construction Company	183.5	1101.25	
Kamps Painting Company Inc	0	5	
Petersen Brothers Inc	18	137.5	
Peterson Repair & Trucking	0	31.5	
PR Systems	0	138	
Roy Finkbonner Trucking LLC	0	44	
Sovereign Trucking LLC	0	11.45	
Totals	678.52	4106.6	
% of Apprentice Labor Hours vs. Total Project Labor Hours (Goal minimum 15%)			16.52%
Company	Apprentice Trade Category	# of Apprentices	Apprentice hours worked
Construction Ahead Inc	Laborer	1	28.02
Finkbonner Flagging LLC	Flagger/Laborer	4	445
	Flagger	1	4
Granite Construction Company	Laborer	3	183.5
Petersee Brothers Inc	Laborer	1	18
Totals		10	678.52

Apprenticeship utilization figures provided in the table to the right are based on affirmed certified payroll in the Washington State Department of Labor & Industries (L&I) portal as of February 6, 2026. This shows Granite Construction and its subcontractors apprentice utilization is calculated at 16.52% which exceeds the 15% minimum for CAP.

NOTE: At the time of compiling this report, not all Affidavit of Wages Paid had been filed.

PROJECT #2: Cougar Creek-Neevel Levee Improvement Project —Public Works River & Flood

The Cougar Creek-Neevel Levee Improvement Project was constructed to improve the following:

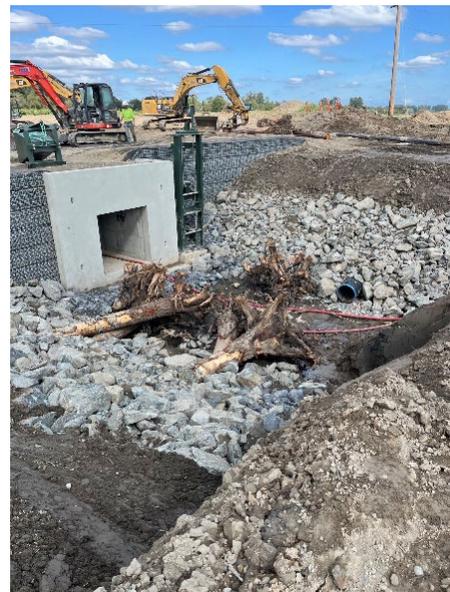
- Fish passage
- Flood protection by removing levee deficiencies
- Agricultural drainage
- Riparian and stream habitat.



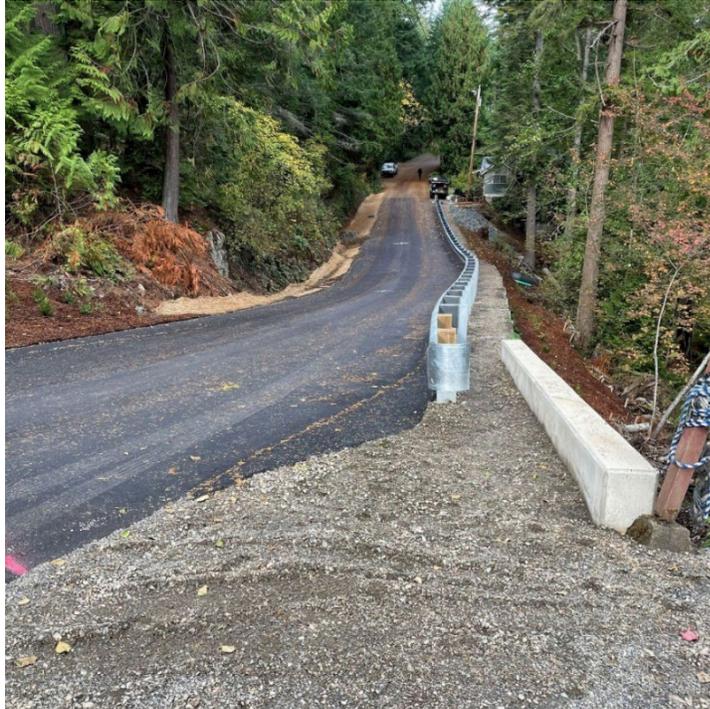
The prime contractor for this project was Faber Construction Corporation. The project was substantially completed in October 2025.

As seen in the table on below, Faber Construction’s apprentice utilization for this project is 21.98% based on certified payroll in the L&I portal as of February 6, 2026, exceeding the minimum 15% requirement on CAP projects.

Cougar Creek Neevel Levee Fish Passage, No 720010			
Project dates:	July-October 2025		
Company	Apprentice labor hours worked	Actual Total Labor Hours Worked	
Blue Star Welding LLC	0	12.25	
Cut-All Concrete Saw/Drill	0	2.5	
Faber Construction Corp	547	1919	
Ford Crane Inc	0	12	
Inland Northwest Precast LLC	0	72.5	
Integrated Service Co LLC	0	350	
KTW Trucking & Spreading	0	27	
Miles Sand & Gravel Co	0	16.94	
Roy Finkbonner Trucking LLC	0	36.5	
Seven Spades Excavating Inc	0	20.5	
Stremier Gravel Inc	0	15.75	
Western Concrete Pumping	0	3.5	
Totals	547	2488.44	
% of Apprentice Labor Hours vs. Total Project Labor Hours (Goal minimum 15%)		21.98%	
Company	Apprentice Trade Category	# of Apprentices	Apprentice hours worked
Faber Construction Corp	Carpenter	1	10
	Laborer	2	537
Totals		3	547



NOTE: At the time of compiling this report, not all Affidavit of Wages Paid had been filed.



PROJECT #3: Beach Avenue Landslide Repair on Lummi Island —Public Works Design & Construction

On Lummi Island, an extreme rainfall and flooding event that occurred in mid-November 2021 caused severe erosion of the roadway shoulders. It also caused undercutting of asphalt travel lanes with washout of the roadway’s structural base at Beach Avenue between Cedar Way and Aiston Creek Road (private road).

The prime contractor for roadway repairs for this project was Granite Construction Company. This project was substantially completed in October 2025.

The table to the left lists Granite Construction and their subcontractors’ apprenticeship utilization for this project based on certified payroll as of February 6, 2026, affirmed on the L&I web portal.

Total apprentice utilization was 21.65% which readily exceeded the minimum 15% requirement of apprenticeship hours vs. total project labor hours for CAP.

NOTE: Not all Affidavits of Wages Paid were filed with L&I at the time of this report.

Beach Avenue Landslide Repair			
Project dates:	July-October 2025		
Company	Apprentice labor hours worked	Actual Total Labor Hours Worked	
AI PNW Inc	0	380.59	
Bayside Services	0	1.5	
Custom Concrete Contracting	0	31.79	
Finkbonner Flagging	0	117.5	
Granite Construction Company	658	2428.75	
Kamps Painting Company Inc	0	3	
Matia ContractorsInc	0	25	
North Hill Resources Inc	0	13.25	
North Pacific Concrete Pumping	0	20.75	
Pacific Steel Group LLC	7	61	
Pacific Tree Management LLC	0	24.5	
Petersen Brothers Inc	25	76	
Peterson Repair & Trucking	0	6	
Rob Downs Trucking	0	6	
Roy Finkbonner Trucking LLC	0	0	
Sail Electric Inc	8.5	17	
Sovereign Trucking LLC	0	14	
Totals	698.5	3226.63	
% of Apprentice Labor Hours vs. Total Project Labor Hours (Goal minimum 15%)			21.65%
Company	Apprentice Trade Category	# of Apprentices	Apprentice hours worked
Granite Construction Company	Carpenter	1	64
	Laborer	6	594
Pacific Steel Group LLC	Ironworker	1	7
Petersen Brothers Inc	Laborer	1	25
Sail Electric Inc	Electrician	1	8.5
Totals		10	698.5

PROJECT #4: North Fork-Kenney Creek Bridge Replacement —Public Works Bridge & Hydraulic

To restore fish passage in a portion of Kenney Creek, the existing bridge on North Fork Road had to be replaced. The old bridge had an existing 5-foot diameter culvert under North Fork Road which was replaced with a 115-foot long concrete girder bridge. This restoration project improved fish passage to over four (4) miles of fish habitat historically used by several species of salmon.



Strider Construction was the prime contractor for this project it was substantially completed in November 2025.

North Fork Road-Kenney Creek Bridge Replacement			
Project dates:		June-November 2025	
Company	Apprentice labor hours worked	Actual Total Labor Hours Worked	
AI PNW Inc	0	47.01	
Barnhart Crane and Rigging Co	0	201.5	
Cell-Crete Corporation	0	16	
Concrete Technology Corp	0	1910	
Dirt & Aggregate Interchange	0	99	
Elkridge Transport LLC	0	0	
Greyrock Drilling & Piledriving	0	240	
Harkness Contracting	0	91.5	
Kamps Painting Company Inc	0	0	
Lakeside Industries Inc	19	146	
P & G Landscaping Inc	78.5	409	
Rebar International Inc	38.5	166	
Strider Construction Co Inc	1368	8359.5	
V Van Dyke, Inc	0	188	
Western Concrete Pumping Inc	0	28	
Totals		1504	11901.51
% of Apprentice Labor Hours vs. Total Project Labor Hours (Approved Modified Goal Minimum 12%)			12.64%
Company	Apprentice Trade Category	# of Apprentices	Apprentice hours worked
Lakeside Industries Inc	Laborer	2	9.5
	Power Equip Operator	1	4
	Truck Driver	1	5.5
P & G Landscaping Inc	Landscaper	1	78.5
Rebar International Inc	Ironworkers	3	38.5
Strider Construction Co Inc	Carpenter	1	506.5
	Laborer	3	861.5
Totals		4	1504

NOTE: Not all Affidavits of Wages Paid were filed with L&I at the time of this report.

Strider Construction submitted a Request for Modification of CAP Utilization Plan to decrease the apprentice hour requirement of 15% of total labor hours due to the following factors:

- Disproportionate ratio of material to labor
- Infeasible at required levels due to requirements
- Delay an urgent public work

Public Works approved the request for reduction, and the apprentice labor hour goal was reduced to 12%.

Data in the table to the left is based on Certified Payroll from the L&I portal as of February 6, 2026. At 12.64%, Strider Construction and its subcontracts met and exceeded their modified apprenticeship labor hour goal.

PROJECT #5: Central Shop NPDES (National Pollution Discharge Elimination Systems) Stormwater Improvement Project

—Public Works Stormwater

This project was necessary to evaluate the current stormwater system and determine future improvements at Whatcom County Public Works' Central Shop facility. The project incorporated appropriate stormwater Best Management Practices (BMPs) to improve the site's water quality to the standard required and to comply with the site's Industrial Stormwater General Permit.



The primary contractor for this project was Matia Contractors. The project was substantially completed in December 2025, however plantings and other wrap-up work occur in 2026.

Central Shop NPDES Stormwater Improvements Phase I			
Project dates:		September-December 2025	
Company	Apprentice labor hours worked	Actual Total Labor Hours Worked	
AI PNW Inc	0	0	
Bayside Services	0	8.25	
Belcore Sawing & Drilling LLC	0	0	
Day Creek Sand & Gravel	0	0	
DeKoster Excavating Inc	0	500.75	
Langco NW Inc	0	164.5	
Matia Contractors Inc	676.75	1488.75	
Mills Electric	0	0	
Sail Electric Inc	13.5	42	
Western Concrete Pumping Inc	0	5.75	
Western Refinery Services Inc	0	708.5	
Totals	690.25	2918.5	
% of Apprentice Labor Hours vs. Total Project Labor Hours (Goal minimum 15%)			23.65%
Company	Apprentice Trade Category	# of Apprentices	Apprentice hours worked
Matia Contractors Inc	Laborer	2	676.75
Sail Electric Inc	Electrician	1	13.5
Totals		3	690.25

The apprentice hours in the table to the left are based on affirmed certified payroll gathered from the L&I portal as of February 6, 2026.

Matia Contractors and their subcontractors had an apprentice utilization of 23.65% compared to the total actual labor hours worked on this project, thus well-exceeding the minimum CAP requirement of 15%.

NOTE: Not all Affidavits of Wages Paid were filed with L&I at the time of this report.

PROJECT #6: Whatcom County Superior Court—New 3rd Floor Courtroom 5C Tenant Improvement—AS-Facilities

Washington State approved a fifth Superior Court judge for Whatcom County to administer the water rights adjudication process. This created a need for space to accommodate a new permanent courtroom, judge and clerk offices, and jury accommodations. To comply with this mandate, the third floor of the Whatcom County Courthouse which housed Administrative Services-Information



Technology's office space had to be converted to the suite of new courtroom and offices.

Summit Construction, the prime contractor for this project, began work in Fall 2025 with work ongoing which is expected to wrap up in Spring 2026.

Below are the current numbers of apprenticeship utilization on this project based on affirmed certified payroll in the L&I portal as of February 6, 2026.

Whatcom County Courthouse 3rd Floor- Superior Court New Courtroom			
Project dates:		September-December 2025	
Company	Apprentice labor hours worked	Actual Total Labor Hours Worked	
American Sprinkler Corporation	0	0	
Entrance Controls Inc	0	0	
Floor Surface Group LLC	0	0	
Genetic Electric LLC	1202.25	2620.75	
Great Floors	0	0	
Guardian Security Systems Inc	0	8.18	
Hermanson Company LLP	40	264	
K & S Wood Works	0	28.51	
K Fox Insulation Inc	0	18	
MD's Floor Covering LLC	0	0	
Pacific Air Control Inc	0	353.5	
SeaCom Cabling Inc	0	116	
Summit Construction Group Inc	0	279	
Titan Drywall Inc	0	360	
Totals	1242.25	4047.94	
% of Apprentice Labor Hours vs. Total Project Labor Hours (Goal minimum 15%)			30.69%
Company	Apprentice Trade Category	# of Apprentices	Apprentice hours worked
Genetic Electric LLC	Carpenter	4	805.25
	Electrician	1	397
Hermanson Company LLP	Plumber	1	40
Totals		6	1242.25

Thus far, Summit Construction and their subcontractors have an apprentice utilization rate of 30.69%, well-exceeding the CAP minimum requirement of 15%, however we expect these numbers to change as the project is still in progress with expected completion this spring. The final numbers will be reported in the next Annual CAP Report for the 2026 calendar year.

NOTE: Not all Affidavits of Wages Paid were filed with L&I at the time of this report.

LESSONS LEARNED AND FUTURE GOALS

All six (6) projects were successful in surpassing their apprentice hour goals for the 2025 calendar year. This included the five (5) that exceeded the 15% minimum threshold. We can attribute part of this success to the involvement and presence of the CAP Coordinator on projects which helped contractors stay alert and diligent on their apprentice usage and compliance to CAP requirements.

Although the North Fork-Kenney Creek Bridge Replacement did not meet the minimum 15% threshold, there were extenuating circumstances, and Public Works vetted the contractor's rationale in requesting the modification and approved to decrease the threshold to 12%. Strider Construction and their subs achieved an apprentice utilization rate of 12.68% exceeding their modified threshold.

Labor and material costs continue to rise in light of the current economy, and we expect the number of projects requiring CAP compliance throughout the various County departments (including AS-Facilities and the Parks Department) to increase. This means more apprentices will be needed, however during the construction season and summer months, apprentice availability may be an issue as contractors compete for these workers on their projects.

Also, we've seen that the increase in the number of CAP projects has affected the CAP Coordinator's workload. For example, in 2024, there were only two (2) projects requiring CAP compliance. In 2025, however, that number jumped up to six (6) projects, increasing field time for the CAP Coordinator, vehicle usage, mileage as well as monitoring, tracking, and reporting information. This should continue to be monitored as staff time may need to be adjusted so projects and programs are given the appropriate attention.

Departments are responsible for their own CAP project monitoring and reporting, however support from the Public Works CAP Coordinator may be requested for these tasks. To facilitate this, a scope of work was created as well as cost sharing/reimbursable accounts for use between departments. In 2025, Administrative Services-Facilities requested Public Works' CAP Coordinator assist with their first CAP project of the new Superior Court suite for courtroom and offices on the third floor of the Whatcom County Courthouse. The CAP Coordinator was able to track time using Finance's work order system to charge back time for reimbursement.

For 2026, public works-type projects that may cross the minimum \$1,000,000 cost threshold for CAP have been identified in AS-Facilities, Parks Department, and Public Works are listed as follows.

ADMINISTRATIVE SERVICES – FACILITIES

- Sheriff's Office Tenant Improvements (Cordata)
- Whatcom County Courthouse – Block 2-3 Envelope Repairs

PARKS DEPARTMENT

- Silver Lake Park Restroom Improvements, Water and Electrical Service Upgrades
- East Whatcom Regional Resource Center – Covered Sport Court

PUBLIC WORKS

- Central Shop NPDES Phase 2
- Drayton Harbor Road Landslide Repair
- Swift Creek Action Plan Construction

Please note that this list is not all-inclusive. Projects may be removed or added to the list depending on changes to project schedules, and changes in costs may affect whether or not they must still adhere to CAP requirements. Also bear in mind that due to the political and economic climate, federal funding may be tentative, possibly causing some projects to be shelved to await secure, committed funding sources in the future.

For reference when selecting responsive bidders on future public work projects requiring CAP compliance, a database has been created of contractors' performance beginning with projects reported on since this program started in 2024. We will continue to add to this database in current and future years.

As we enter our third year in this program, we continue to build on development of a robust CAP program with refining existing tasks and processes, improving efficiency, and ensuring continued compliance.

The CAP coordinator monitors for training opportunities offered by the State of Washington, Municipal Research and Services Center (MRSC), and other resources. CAP trainings will be attended as they come available, and updates and reminders are shared with management and staff regularly.