



# City of Berkeley Just Transition Pilot Program *- Status Update -*

---

Environment and Climate Commission

September 17, 2025

# Just Transition Pilot Program

- **\$1,500,000** funded by City Council
- **2 years** (2023-2025)

• **Partner:**



WE BUILD TOGETHER

Victoria Valdez

# Just Transition Pilot Program

- **Low to Moderate Income (LMI)** households (at or below 120% AMI, with a preference for below 80%)
- Requires pre-qualified contractors who meet minimum **labor standards for high road jobs**
- **Aggregation** of residential electrification measures



Created by Funtasticon  
from Noun Project

# Program Goals: Aggregation

Expand high-road workforce opportunities in the low-rise residential building sector by **aggregating projects and/or buildings;**



Created by Eucalyp  
from Noun Project

# Program Goals: Advancement

**Advance economic opportunities** for residential building electrification contractors and workers, particularly **Black, Indigenous, and people of color (BIPOC) and women contractors and BIPOC and women workers**, by creating high-road job labor standards, trainings, and inclusive recruitment pathways;



Rising Sun

# Program Goals: Quality Improvements

**Improve occupant health, comfort and energy affordability** for LMI Berkeley residents with **high quality** installations of efficient electrification measures in homes; and



Created by Fina Arfiana  
from Noun Project

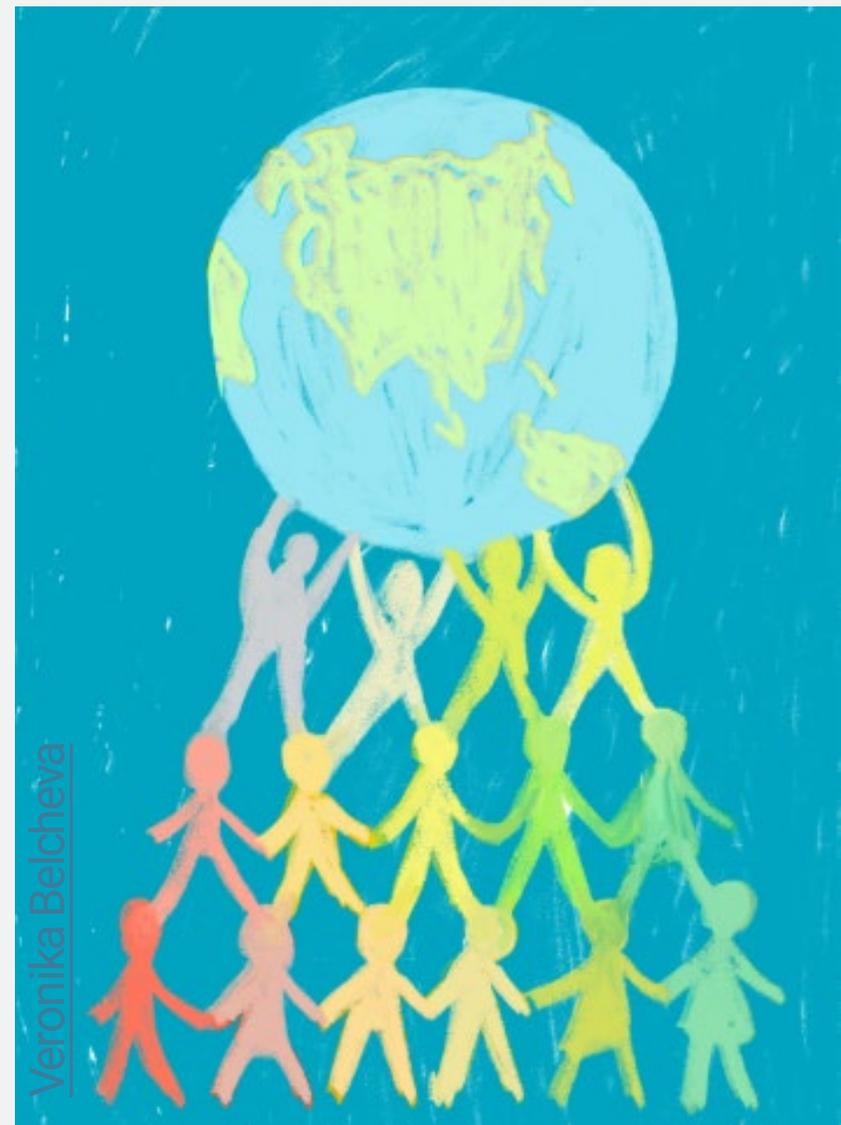
# Program Goals: GHG Reductions

**Reduce community-wide greenhouse gas (GHG) emissions** by converting residential gas systems to clean electricity.



# Program Scope

- **Just Transition Pilot Process Development**
  - Pre-RFQ Information
  - Contractor RFQ for pre-qualification
  - RTEBN Climate Coach Program
- **Home Assessments**
- Initial **“Pilot within a Pilot”** Retrofits to inform aggregation
- **Aggregated Pilot Retrofits**
- **Final report**



Veronika Belcheva

# Progress to date

- **Just Transition Pilot Process Development**
  - **Pre-RFQ Information (complete)**
    - Technical assistance provided to 6 contractors (4 submitted proposals)
    - Anonymized review process with 5 reviewing voters
  - **RFQ (complete)**
    - Closed last week, 8 proposals received
  - **RTEBN Climate Coach Program (ongoing)**
    - 18 climate coach sign-ups
    - 11 climate coach visits
    - 3 trainings



Veronika Belcheva

# Progress to date

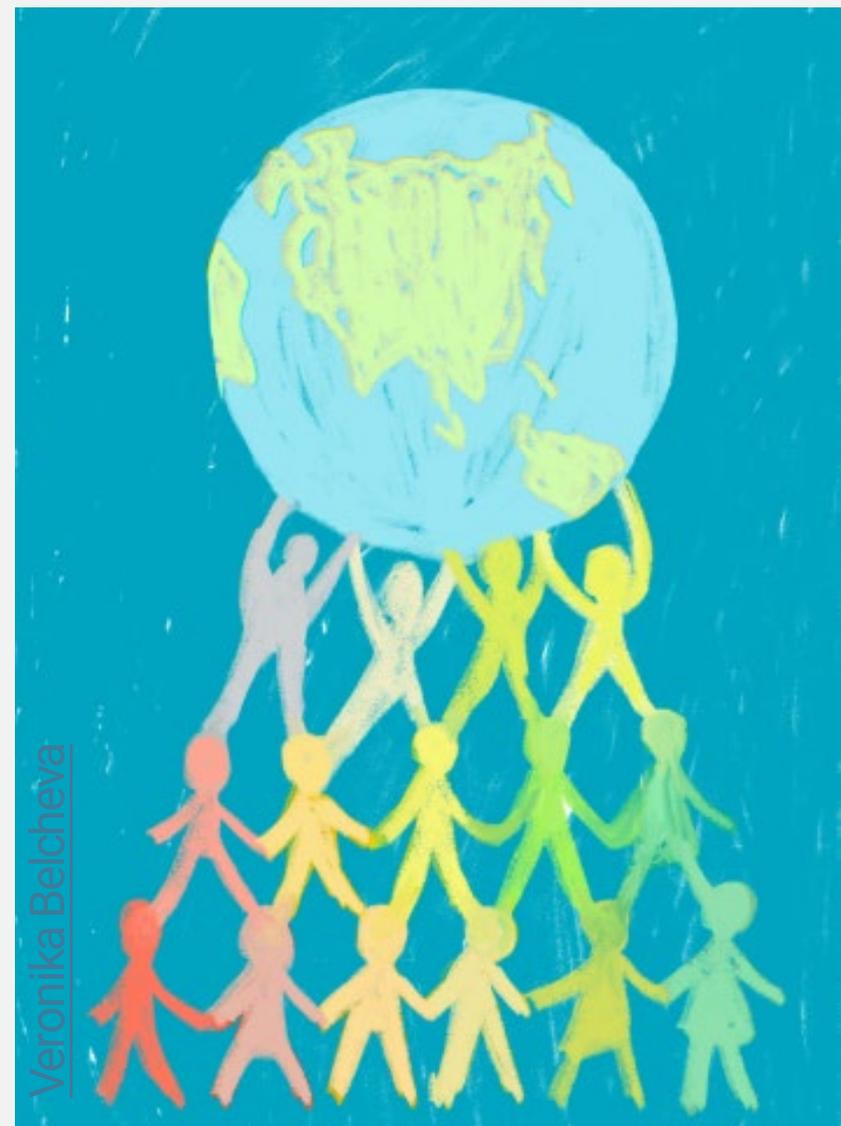
- **Home Assessments** (*in progress*)
  - 27 single family home assessments completed, 1 remaining
- Initial **“Pilot within a Pilot”** Retrofits to inform aggregation (*in progress*)
  - 3 home upgrades complete
  - 1 home in progress



Veronika Belcheva

# Next Steps

- **Aggregated Pilot Retrofits** (*In progress – anticipated completion December 2025*)
  - Develop list of Pre-Qualified Contractors based on RFQ responses
  - Site visits with the pre-qualified contractors
  - Competitive bids
  - Construction
- **Final report** (*anticipated Early 2026*)



Veronika Belcheva

# Next Steps

The JT Program's aggregated work may include, but is not limited to, one or more combinations of interventions across multiple homes, such as the following **examples**:

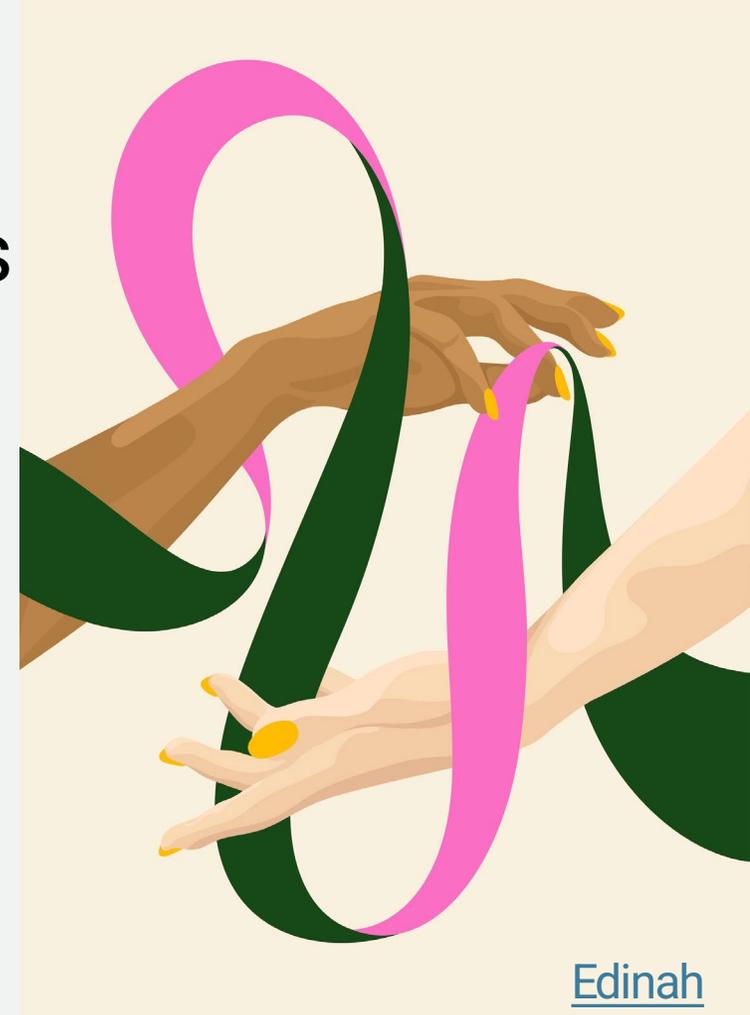
- **Tier 1 Measures** – electrical panel optimization with installation of heat pump heating/cooling and 40-Gal heat pump water heater.
- **Tier 2 Measures** - electrical panel optimization or upgrade with installation of heat pump heating/cooling, 40-Gal heat pump water heater, weatherization and crawl space insulation.
- **Tier 3 Measures** – electrical service upgrade, 50-Gal HP Water Heater, Heat Pump HVAC, crawl space insulation, weatherization (door, floorboards & windows) and windows.



Veronika Belcheva

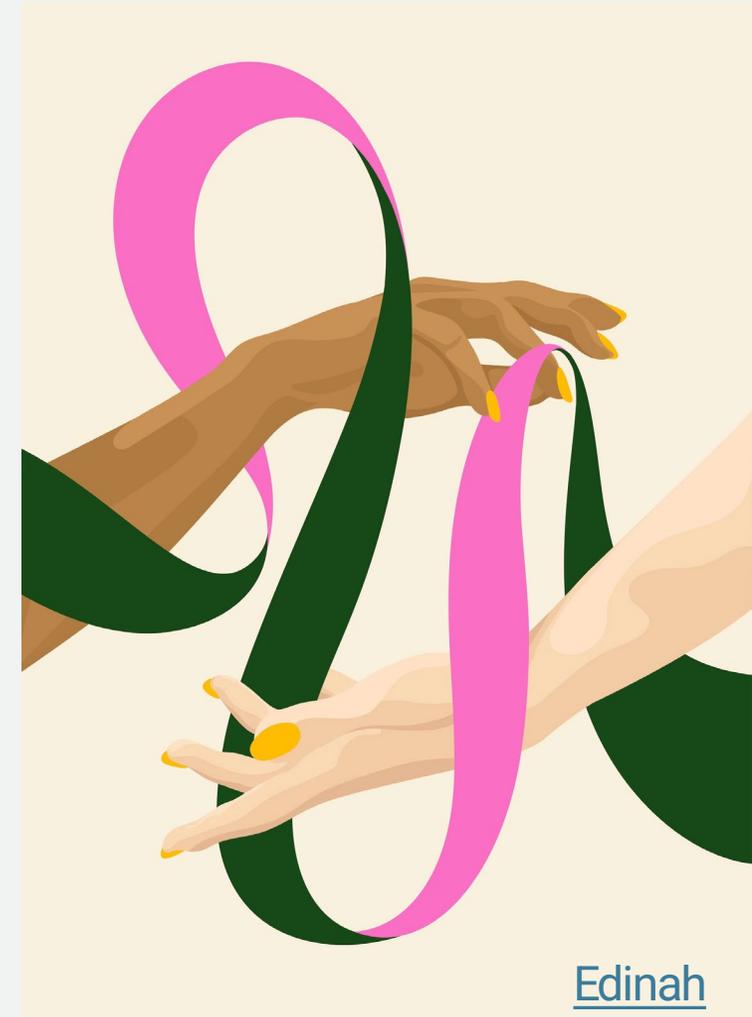
# Lessons Learned To Date

- Cultivate relationships
- Clarify development roles to help keep things moving
- Helpful to have existing pipeline of homes
- Complex and multi-layered funding required
- Support dual path options (union and non-union)



# Lessons Learned To Date

- Contractor readiness takes real time & support
- Small lots/denser neighborhoods can be challenging to meet space clearance requirements
- Timely payment processes are required to support small firms
- Order timing of program design and budget first, then start contact with homeowners to manage expectations
- Homeowners need clarity about what to expect during the process.



[Edinah](#)



**Katie Van Dyke (she/her)**

Chief Resilience Officer

City of Berkeley

phone: (510) 981-7403

email: [kvandyke@berkeleyca.gov](mailto:kvandyke@berkeleyca.gov)