

1 [Administrative Code - Local Hiring Policy - Extending the Periodic Review and Mandatory  
2 Participation Level]

3

4 **Resolution amending the Administrative Code to extend the periodic review of the**  
5 **City’s Local Hiring Policy and to determine a mandatory participation level for the**  
6 **Policy.**

7

8 WHEREAS, The San Francisco Local Hiring Policy for Construction (“Policy”), Section  
9 6.22(G) of the Administrative Code, requires that contracts issued by the City for construction  
10 contain mandatory participation levels of San Francisco residents; and

11 WHEREAS, The Policy requires that the Office of Economic and Workforce  
12 Development (OEWD), in coordination with the Controller's Office, evaluate the impact of  
13 existing mandatory participation levels to (i) determine whether there is a sufficient supply of  
14 qualified unemployed resident workers to meet the escalation rate set forth in the Policy; (ii)  
15 assess the length of time required for each trade to develop a pool of qualified resident  
16 workers sufficient to support a 50% mandatory participation target; and (iii) make relevant  
17 findings in support of those determinations, and, if necessary, propose amendments to the  
18 mandatory participation level by trade; and

19 WHEREAS, OEWD issued San Francisco Local Hiring Policy for Construction Annual  
20 Reports for the years 2011-2012 and 2012-2013, which are on file with the Clerk of the Board  
21 of Supervisors in File No. 140091, and San Francisco Local Hiring Policy for Construction  
22 Annual Report for the year 2013-2014, which is on file with the Clerk of the Board of  
23 Supervisors in File No. 150160; and

24 WHEREAS, To facilitate that review the Mayor convened the Mayor’s Construction  
25 Workforce Advisory Committee consisting of the City Administrator, Department Heads,  
representatives of the construction industry, representative of the trades, and representatives

1 of community organizations. The Advisory Committee met on seven occasions in 2013, and  
2 reviewed and considered information and presentations of data, including the Labor Market  
3 Analysis of San Francisco Construction Industry Final Report, dated October 15, 2013, which  
4 is on file with the Clerk of the Board of Supervisors in File No. 140091; and

5 WHEREAS, The Advisory Committee issued recommendations for City Construction  
6 Policies in 2013, which included the recommendation that the City extend the Policy review  
7 period for an additional 12 months to conduct further retrieval and analysis of payroll data  
8 collected through the City's project reporting system, and that the City maintain the current  
9 mandatory local hire percentage at 30% during the extended Policy review period; and

10 WHEREAS, The Policy provides that the Board of Supervisors shall fix and determine  
11 amendments to the mandatory participation level by resolution; and

12 WHEREAS, The City enacted Resolution No. 080-14 on March 21, 2014, which reset  
13 the mandatory participation level to 30% and extended the Policy review period for 12 months,  
14 ending March 24, 2015; and

15 WHEREAS, The Advisory Committee met on two occasions in 2014, and reviewed and  
16 considered information and presentations of data, including the 2013-2014 San Francisco  
17 Local Hiring Policy for Construction Annual Report; and

18 WHEREAS, The Advisory Committee issued recommendations for City Construction  
19 Policies in 2014, which included the recommendation that the City extend the Policy review  
20 period for an additional 24 months, through March 24, 2017, to conduct further retrieval and  
21 analysis of payroll data collected through the City's project reporting system, and that the City  
22 maintain the current mandatory local hire percentage at 30% during the extended Policy  
23 review period; and

24 WHEREAS, OEWD and the Advisory Committee are committed to increasing the  
25 pipeline for apprenticeships in the City and continuing in their efforts of working with

1 disadvantaged communities as well as the San Francisco Unified School District to achieve  
 2 the goals of the Policy; now, therefore, be it

3 RESOLVED, That Administrative Code Section 6.22(G) is amended as follows:

4 **SEC. 6.22. PUBLIC WORK CONSTRUCTION CONTRACT TERMS AND WORKING**  
 5 **CONDITIONS.**

6 \* \* \* \*

7 (G) **Short Title.** This subsection 6.22(G) shall be known as and may be cited as the  
 8 San Francisco Local Hiring Policy for Construction ("Policy").

9 \* \* \* \*

10 (4) **Local Hiring Requirements.**

11 \* \* \* \*

Year After Effective Date* That Contract Is Advertised for Bids	Mandatory Participation Level For Project Work Hours
0	20%
1	25%
2	30%
Periodic Review	Periodic Review
3	30%
<i>Periodic Review</i>	<i>Periodic Review</i>
4	<del>35%</del> <u>30%</u>
5	<del>40%</del> <u>30%</u>
<u>Periodic Review</u>	<u>Periodic Review</u>
6	<del>45%</del> <u>35%</u>
<del>Periodic Review</del> <u>7</u>	<del>Periodic Review</del> <u>40%</u>
<del>7</del> <u>8</u>	<del>50%</del> <u>45%</u>

<i><u>Periodic Review</u></i>	<i><u>Periodic Review</u></i>
<u>9</u>	<u>50%</u>

\* The Effective Date is March 25, 2010.

n:\legana\as2015\1500464\00990820.doc

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25