



OFFICE OF ECONOMIC AND WORKFORCE DEVELOPMENT  
WORKFORCE DEVELOPMENT DIVISION  
MEMORANDUM

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**TO:** MAYOR EDWIN M. LEE  
**FROM:** MAYOR'S CONSTRUCTION WORKFORCE ADVISORY COMMITTEE

COMMITTEE MEMBERS:

BOB ALVARADO, NORTHERN CALIFORNIA CARPENTERS REGIONAL COUNCIL  
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JAMES BRYANT, A. PHILIP RANDOLPH INSTITUTE  
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KENT LIM, KENT M. LIM & CO.  
BOB NIBBI, NIBBI BROTHERS GENERAL CONTRACTORS  
MOHAMMED NURU, SAN FRANCISCO DEPARTMENT OF PUBLIC WORKS  
JES PEDERSEN, WEBCOR BUILDERS  
ED REISKIN, SAN FRANCISCO MUNICIPAL TRANSPORTATION AGENCY

COMMITTEE CHAIR:

NAOMI KELLY, CITY ADMINISTRATOR

CITY STAFF:

RHONDA SIMMONS, DIRECTOR OF WORKFORCE DEVELOPMENT  
PAT MULLIGAN, DIRECTOR OF CITYBUILD

**SUBJECT:** RECOMMENDATIONS FOR SAN FRANCISCO CONSTRUCTION WORKFORCE POLICIES

**DATE:** 11/22/2013

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**Construction Worker Pipeline**

- i. Advocate for the development and implementation of construction trade curriculum within the San Francisco Unified School District.
- ii. Support the inclusion of additional construction trade courses, as well as Vocational English as a Second Language (VESL) training, at City College of San Francisco.

**Mandatory Local Hire Ordinance**

- i. Extend the Policy review period for an additional 12 months to conduct further retrieval and analysis of payroll data collected through the City's Project Reporting System.
- ii. Maintain the current mandatory local hire percentage at 30% during the extended Policy review period.

- iii. For projects constructed outside the City but within 70 miles of the jurisdictional boundary, and wherein no reciprocity agreement is in effect, residents of the San Francisco Public Utilities Commission service territory may be included in the local percentage requirement.

**First Source Hiring Program**

- i. Recommend that contractors participate in state certified apprenticeship programs.
- ii. Conduct research to determine the feasibility of applying an overall percentage hiring goal to First Source construction projects in lieu of the existing new hire goal.
- iii. Conduct research to determine the feasibility of applying an area standard wage package to First Source construction projects.
- iv. Utilize lessons learned in the construction industry to engage with the Mayor to examine the extent to which the First Source Hiring Policy may be applied to non-construction opportunities.