

BOARD of SUPERVISORS



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## MEMORANDUM

### RULES COMMITTEE

#### SAN FRANCISCO BOARD OF SUPERVISORS

TO: Supervisor John Avalos, Chairperson  
Rules Committee

FROM: Alisa Somera, Rules Committee Clerk

DATE: March 16, 2015

SUBJECT: **COMMITTEE REPORT, BOARD MEETING**  
Tuesday, March 17, 2015

The following file should be presented as a **COMMITTEE REPORT** at the Board meeting on Tuesday, March 17, 2015. This item was acted upon at the Rules Committee Meeting on Thursday, March 12, 2015, at 11:00 a.m., by the votes indicated.

**Item No. 25**                      **File No. 150160**

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

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

RECOMMENDED AS A COMMITTEE REPORT

Vote: Supervisor John Avalos - Aye  
Supervisor Katy Tang - Aye  
Supervisor Malia Cohen - Aye

c: Board of Supervisors  
Angela Calvillo, Clerk of the Board  
Rick Caldeira, Legislative Deputy Director  
Jon Givner, Deputy City Attorney

File No. 150160

Committee Item No. 7

Board Item No. 25

### COMMITTEE/BOARD OF SUPERVISORS

#### AGENDA PACKET CONTENTS LIST

Committee: Rules Committee

Date March 12, 2015

Board of Supervisors Meeting

Date March 17, 2015

#### Cmte Board

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| <input type="checkbox"/>            | <input type="checkbox"/>            | Budget and Legislative Analyst Report        |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Youth Commission Report                      |
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OTHER (Use back side if additional space is needed)

- |                                     |                                     |                                |
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Completed by: Alisa Somera Date March 6, 2015

Completed by: Alisa Somera Date March 14, 2015

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

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

6  
7 WHEREAS, The San Francisco Local Hiring Policy for Construction ("Policy"), Section  
8 6.22(G) of the Administrative Code, requires that contracts issued by the City for construction  
9 contain mandatory participation levels of San Francisco residents; and

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

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

23 WHEREAS, To facilitate that review the Mayor convened the Mayor's Construction  
24 Workforce Advisory Committee consisting of the City Administrator, Department Heads,  
25 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 \* \* \* \*

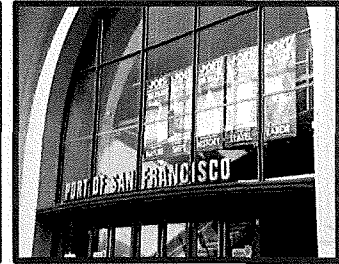
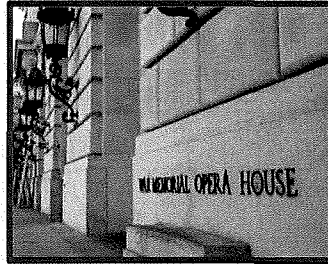
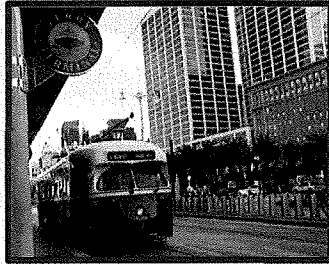
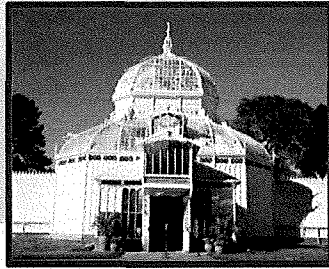
Year After Effective Date* That Contract Is Advertised for Bids	Mandatory Participation Level For Project Work Hours
0	20%
1	25%
2	30%
Periodic Review	Periodic Review
3	30%
<i>Periodic Review</i>	<i>Periodic Review</i>
4	<del>35%</del> -30%
5	40%- <del>30%</del>
<i>Periodic Review</i>	<i>Periodic Review</i>
6	45%- <del>35%</del>
<i>Periodic Review</i> <u>7</u>	<i>Periodic Review</i> <u>40%</u>
<u>7.8</u>	50%- <del>45%</del>

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

\* The Effective Date is March 25, 2010.

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**SAN FRANCISCO LOCAL HIRING POLICY  
FOR CONSTRUCTION  
2013 – 2014 ANNUAL REPORT  
TO THE SAN FRANCISCO BOARD OF SUPERVISORS**







## GREETINGS FROM THE MAYOR


On behalf of the City and County of San Francisco, I am pleased to present the third Annual Report on the San Francisco Local Hiring Policy for Construction.

Supporting the local economy and putting San Franciscans to work has been at the forefront of my major initiatives. I am encouraged by the results from the Policy's first three years and optimistic about its positive impact on San Francisco construction workers. I will always prioritize the creation and maintenance of good paying jobs in our City.

Last year, San Francisco led the nation in job growth, providing opportunities in every sector including construction. By the end of 2013, our City had the third lowest unemployment rate among California's 58 counties. With a projected increase in both public and private construction work, we anticipate a growing demand for skilled construction workers as we enter the fourth year of the Policy.

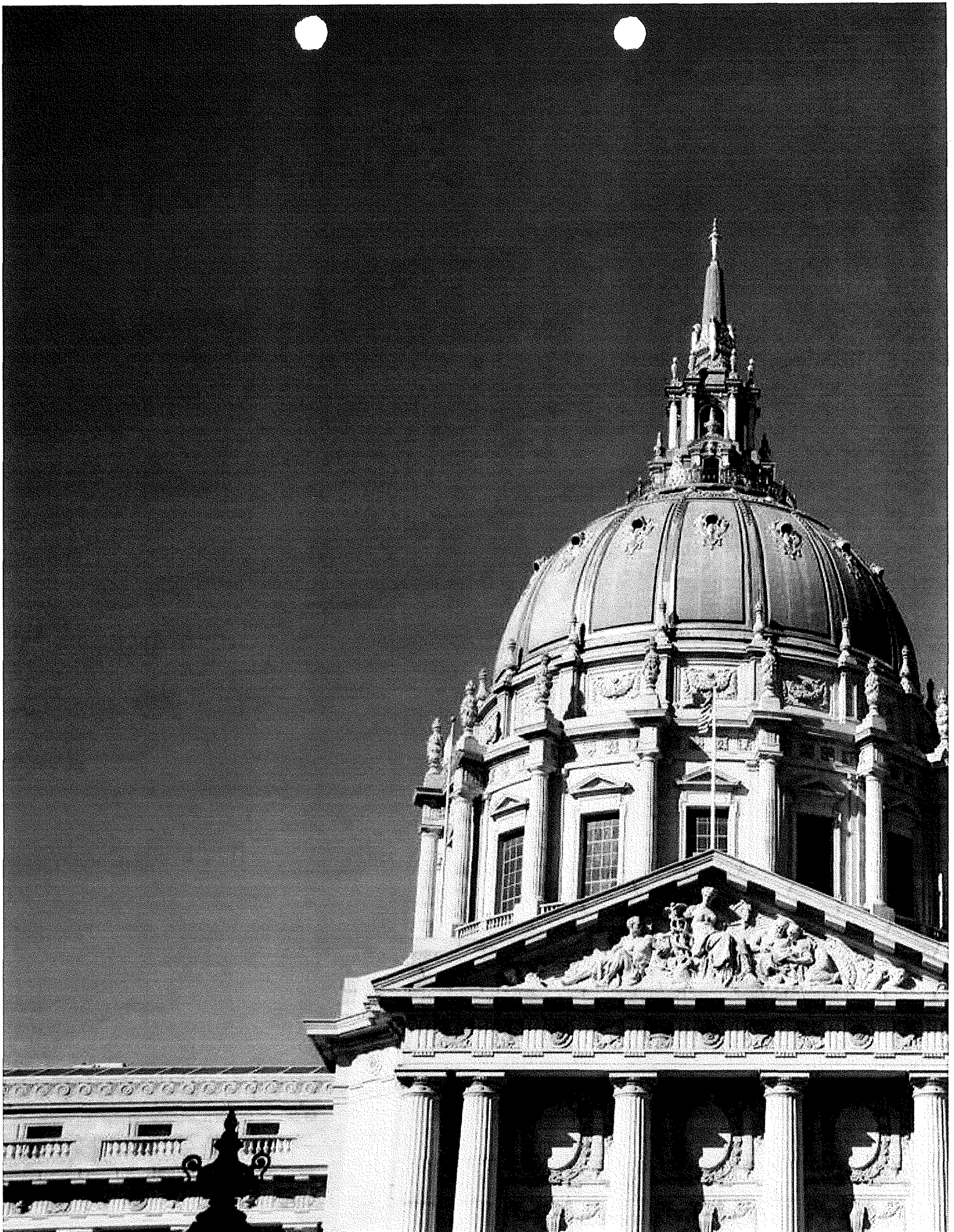
The cranes that populate the City's skyline are a sign of continued economic recovery and an indication that construction jobs in San Francisco will continue to provide opportunities for residents and local businesses.

All the best,

A black and white photograph showing a person's hand in a dark suit jacket pointing towards the right. The hand is positioned in front of a dark wooden podium. A microphone is visible on the left side of the podium. The background is a plain, light-colored wall.

*Edwin M. Lee*  
Edwin M. Lee





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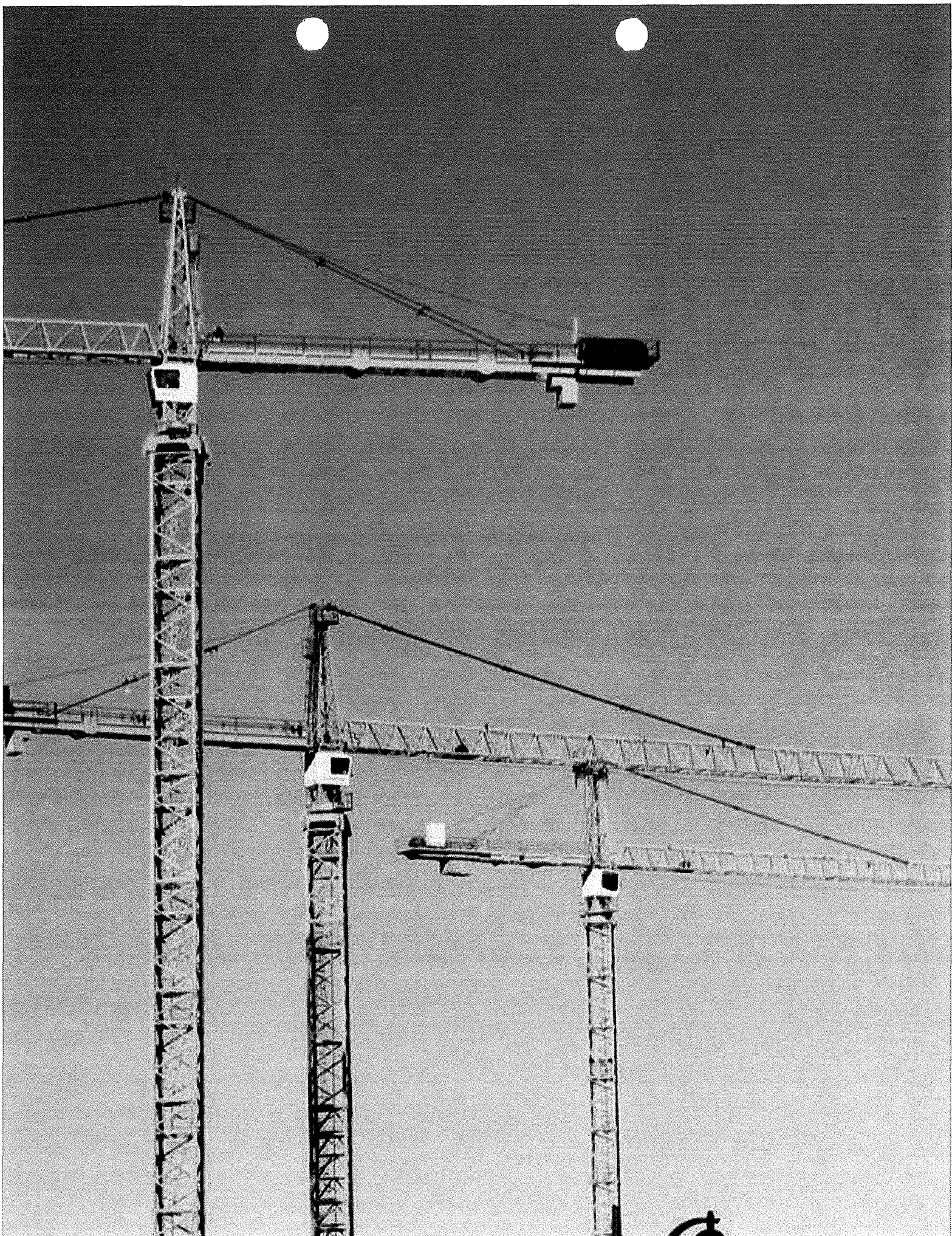
## **ABOUT THE SAN FRANCISCO LOCAL HIRING POLICY FOR CONSTRUCTION**

In December of 2010, the San Francisco Board of Supervisors approved amendments to Chapter 6.22(g) of the San Francisco Administrative Code and adopted the San Francisco Local Hiring Policy for Construction (“Policy”). The Policy became one of the strongest pieces of legislation in the country to promote the utilization of local residents on locally sponsored projects.

In the Policy’s first year, the mandatory local hiring requirement was 20% by trade. The local hiring requirement by trade increased annually by 5% each subsequent year on March 25th. In its third year, the local hiring requirement was 30% by trade and the Policy entered a 12-month legislative review period. Subsequently, local workforce data from the first three years was evaluated and Policy recommendations for legislative consideration were adopted by the San Francisco Board of Supervisors.

The Office of Economic and Workforce Development (OEWD) is charged with the administration of this Policy and is responsible for producing this Annual Report to the Board of Supervisors.

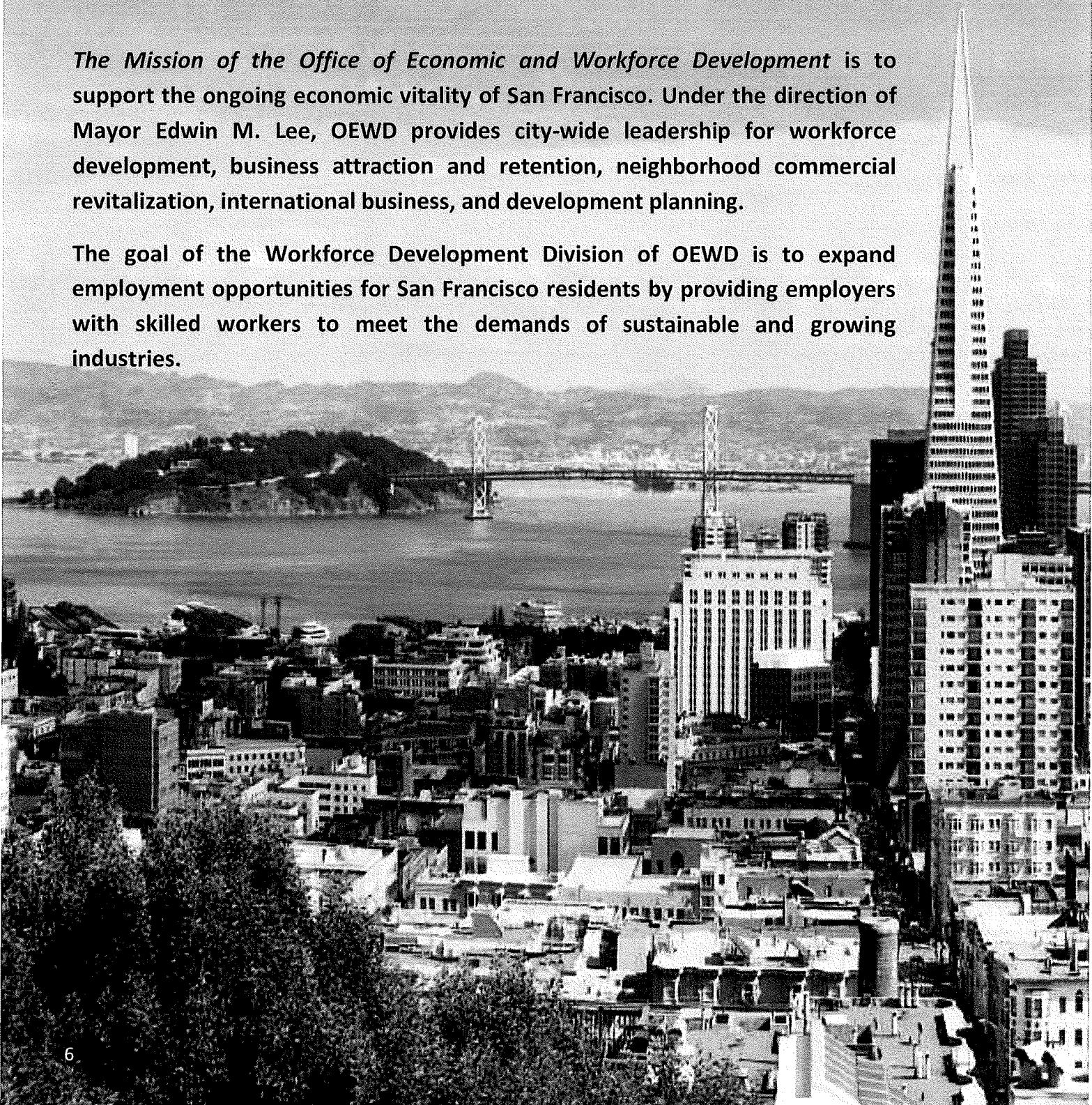




OEWD's programs are responsible for strengthening San Francisco's many diverse neighborhoods and commercial corridors. These programs create a business climate where companies can grow and prosper and ensure a high quality of life for all San Franciscans.

*The Mission of the Office of Economic and Workforce Development is to support the ongoing economic vitality of San Francisco. Under the direction of Mayor Edwin M. Lee, OEWD provides city-wide leadership for workforce development, business attraction and retention, neighborhood commercial revitalization, international business, and development planning.*

The goal of the Workforce Development Division of OEWD is to expand employment opportunities for San Francisco residents by providing employers with skilled workers to meet the demands of sustainable and growing industries.



# ***EXECUTIVE SUMMARY***

## **PURPOSE**

The third Annual Report on the San Francisco Local Hiring Policy for Construction was produced to inform the Board of Supervisors of the progress achieved during the Policy's first three years. The report highlights department and trade performance data, discusses workforce demographics, and identifies priorities for the coming year.

## **METHODS OF ANALYSIS**

OEWD utilizes certified payroll records from the City's Project Reporting System (PRS)<sup>1</sup> to verify hours worked by San Francisco residents on projects covered by the Policy. Payroll data entered into the City's PRS between March 25, 2011 and March 1, 2014 was used to produce this report. The data in this report does not include hours that were credited toward local hiring deficiencies through Policy off-ramps.

## **REPORT OVERVIEW**

Between March 25, 2011 and March 1, 2014, a total of 182 projects were subject to the Local Hiring Policy for Construction. Of these projects, 80 were subject to the 20% requirement, 80 to the 25% requirement, and 22 projects were subject to the 30% requirement. Projects included in this report have been awarded and are managed by six departments within the City and County of San Francisco: Department of Public Works, Municipal Transportation Agency, Port of San Francisco, Public Utilities Commission, Recreation and Parks Department, and San Francisco International Airport. Projects subject to the 20% local hiring requirement reported an overall local hiring performance of 34%. Projects subject to the 25% local hiring requirement reported an overall local hiring performance of 39%. For projects subject to the 30% local hiring requirement an overall local hiring performance of 42% was reported. As limited hours had been reported into the PRS for projects subject to the 30% requirement at time of reporting, data on these projects should be considered preliminary.

## **THE MAYOR'S CONSTRUCTION WORKFORCE ADVISORY COMMITTEE**

The Mayor's Construction Workforce Advisory Committee was first convened in July 2012 to evaluate the performance of the Policy and to develop recommendations during the Policy's legislative review period. The Committee's recommendations were adopted by the Board of Supervisors in March of 2014 and are outlined in this report.

## **PRIORITIES FOR YEAR FOUR**

OEWD's goal is to ensure that the Local Hiring Policy for Construction remains beneficial to local workers and the San Francisco economy. Further analysis of the Policy's impact, and assessment of the availability of qualified workers, will be conducted as additional data becomes available. OEWD will continue to strengthen partnerships with local educational institutions and new partnerships will be formed to address the changing needs of the construction industry.

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<sup>1</sup> Elation Systems

# 20% OVERVIEW

## OVERVIEW OF PROJECTS

A total of 80 active projects subject to the 20% hiring requirement were advertised, awarded, and tracked across six departments. The total value of these projects was \$382 million. Table 1 distinguishes the number of projects and award amount by department.

**TABLE 1: PROJECTS SUBJECT TO 20% LOCAL HIRING REQUIREMENT**

Department	DPW	MTA	PORT	PUC	RPD	SFO	Total
Number of Active Projects	26	1	9	26	8	10	80
Total Award Amount	\$37M	\$1M	\$76M	\$81M	\$30M	\$157M	\$382M

## LOCAL HIRING PERFORMANCE

As shown in Table 2, a total of 1,473,119 work hours were reported for projects subject to the 20% local hiring requirement. Of this total, 506,565 hours (34%) were performed by San Francisco residents. Inclusive of these hours are 181,606 apprentice hours, of which 111,401 (61%) were performed by San Francisco residents.

**TABLE 2: WORK HOURS BY DEPARTMENT REPORTED ON PROJECTS SUBJECT TO 20% LOCAL HIRING REQUIREMENT**

Department	Total Hours			Apprentice Hours		
	Total	Local	Local %	Total	Local	Local %
DPW	211,593	88,274	42%	16,833	12,252	73%
MTA	6,813	2,940	43%	1,112	818	74%
PORT	284,801	73,585	26%	41,501	16,491	40%
PUC	345,860	126,259	37%	32,516	26,062	80%
RPD	192,143	63,195	33%	20,745	13,417	65%
SFO	431,909	152,312	35%	68,899	42,361	61%
<b>Total</b>	<b>1,473,119</b>	<b>506,565</b>	<b>34%</b>	<b>181,606</b>	<b>111,401</b>	<b>61%</b>



# 20% OVERVIEW BY TRADE

Work hours reported by trade on the 80 projects subject to the 20% local hiring requirement are listed in Table 3. Most trades met or exceeded the hiring requirement for local overall work hours and local apprentice hours. On a project-by-project basis, trades that represent less than 5% of overall work hours are exempted from the requirement.

**TABLE 3: WORK HOURS BY TRADE REPORTED ON PROJECTS SUBJECT TO 20% HIRING REQUIREMENT**

Trade	Total Hours			Apprentice Hours		
	Total	Local	Local %	Total	Local	Local %
Carpenter And Related Trades	108,057	45,096	42%	15,578	8,025	52%
Carpet, Linoleum, Soft Floor Layer	9,815	1,577	16%	1,615	670	41%
Cement Mason	50,935	13,044	26%	5,600	4,912	88%
Drywall Installer/Lather	61,033	8,944	15%	7,670	3,454	45%
Electrician	192,137	97,678	51%	33,144	23,279	70%
Glazier	12,241	2,014	16%	1,921	641	33%
Iron Worker	72,233	20,015	28%	13,007	6,212	48%
Laborer And Related Classifications	567,937	204,890	36%	55,230	41,012	74%
Operating Engineer	115,829	40,497	35%	5,077	4,006	79%
Painter	23,474	6,799	29%	1,735	810	47%
Pile Driver	38,204	5,036	13%	9,076	1,766	19%
Plaster Tender	12,125	1,571	13%	0	0	0%
Plasterer	11,622	2,496	21%	2,940	1,454	49%
Plumber	55,932	22,117	40%	15,478	8,464	55%
Roofer	12,462	1,589	13%	2,305	1,145	50%
Sheet Metal Worker	34,330	9,697	28%	5,752	2,936	51%
Tile Finisher	4,037	1,606	40%	1,817	1,206	66%
Other Trades*	90,716	21,899	24%	3,661	1,409	38%
<b>Total</b>	<b>1,473,119</b>	<b>506,565</b>	<b>34%</b>	<b>181,606</b>	<b>111,401</b>	<b>61%</b>

\*Other Trades: Asbestos Removal Worker, Asbestos Worker - Heat and Frost Insulator, Boilermaker, Brick Tender, Bricklayer/Blocklayer, Building/Construction Inspector And Field Soils And Material Tester, Dredger Operating Engineer, Driver, Electrical Utility Lineman, Elevator Constructor, Field Surveyor, Landscape Laborer, Landscape Maintenance Laborer, Metal Roofing Systems Installer, Modular Furniture Installer, Parking And Highway Improvement, Parking And Highway Improvement Painter, Slurry Seal Worker, Teamster, Terrazzo Finisher, Terrazzo Worker, Tile Setter, and Traffic Control/Lane Closure.

# 25% OVERVIEW

## OVERVIEW OF PROJECTS

A total of 80 active projects subject to the 25% hiring requirement were advertised, awarded and tracked across six departments. The total value of these projects was \$587 million. Table 4 shows the number of projects and award amount by department.

**TABLE 4: PROJECTS SUBJECT TO 25% LOCAL HIRING REQUIREMENT**

Department	DPW	MTA	PORT	PUC	RPD	SFO	Total
Number of Active Projects	30	1	1	33	7	8	80
Total Award Amount	\$176M	\$4M	\$2M	\$144M	\$18M	\$243M	\$587M

## LOCAL HIRING PERFORMANCE

As shown in Table 5, a total of 995,286 work hours were reported for projects subject to the 25% local hiring requirement. Of this total, 388,616 hours (39%) were performed by San Francisco residents. Inclusive of these hours are 111,466 apprentice hours, of which 65,892 (59%) were performed by San Francisco residents.

**TABLE 5: WORK HOURS BY DEPARTMENT REPORTED ON PROJECTS SUBJECT TO 25% LOCAL HIRING REQUIREMENT**

Department	Total Hours			Apprentice Hours		
	Total	Local	Local %	Total	Local	Local %
DPW	357,416	132,091	37%	36,562	19,965	55%
MTA	18,323	6,177	34%	6,900	2,861	41%
PORT	1,370	903	66%	215	0	0%
PUC	374,075	145,071	39%	38,173	25,992	68%
RPD	54,543	24,096	44%	4,370	2,512	57%
SFO	189,559	80,278	42%	25,246	14,562	58%
Total	995,286	388,616	39%	111,466	65,892	59%

# 25% OVERVIEW BY TRADE

Work hours reported by trade on the 80 projects subject to the 25% local hiring requirement are listed in Table 6. Most trades met or exceeded the hiring requirement for local overall work hours and local apprentice hours. On a project-by-project basis, trades that represent less than 5% of overall work hours are exempted from the requirement.

**TABLE 6: WORK HOURS BY TRADE REPORTED ON PROJECTS SUBJECT TO 25% HIRING REQUIREMENT**

Trade	Total Hours			Apprentice Hours		
	Total	Local	Local %	Total	Local	Local %
Carpenter And Related Trades	76,911	38,641	50%	10,258	5,113	50%
Carpet, Linoleum, Soft Floor Layer	1,049	305	29%	24	0	0%
Cement Mason	30,442	6,818	22%	3,131	2,851	91%
Drywall Installer/Lather	22,543	8,478	38%	958	627	65%
Electrician	82,991	53,794	65%	18,241	12,170	67%
Glazier	8,267	1,472	18%	1,990	821	41%
Iron Worker	30,039	10,897	36%	6,442	3,728	58%
Laborer And Related Classifications	430,085	166,075	39%	38,050	26,085	69%
Operating Engineer	110,534	40,713	37%	3,018	1,703	56%
Painter	19,926	6,595	33%	2,212	1,010	46%
Pile Driver	9,121	2,912	32%	1,361	907	67%
Plasterer	1,780	557	31%	6	0	0%
Plumber	22,228	11,017	50%	6,613	4,441	67%
Roofer	32,255	8,108	25%	13,289	4,809	36%
Sheet Metal Worker	14,703	7,221	49%	2,882	1,030	36%
Tile Finisher	4,843	2,055	42%	1,270	548	43%
Tile Setter	3,001	1,818	61%	8	0	0%
Other Trades*	94,568	21,140	22%	1,713	49	3%
<b>Total</b>	<b>995,286</b>	<b>388,616</b>	<b>39%</b>	<b>111,466</b>	<b>65,892</b>	<b>59%</b>

\*Other Trades: Asbestos Removal Worker, Asbestos Worker - Heat and Frost Insulator, Boilermaker, Brick Tender, Bricklayer/Blocklayer, Building/Construction Inspector And Field Soils And Material Tester, Driver, Electrical Utility Lineman, Elevator Constructor, Field Surveyor, Landscape Maintenance Laborer, Marble Mason, Modular Furniture Installer, Mover, Parking And Highway Improvement Painter, Plaster Tender, Slurry Seal Worker, Teamster, Telecommunications Technician, Terrazzo Finisher, Terrazzo Worker, Traffic Control/Lane Closure, Tree Trimmer, and Water Well Driller.

# 30% OVERVIEW

## OVERVIEW OF PROJECTS

A total of 22 active projects subject to the 30% hiring requirement were advertised, awarded and tracked across four departments. The total value of these projects was \$67 million. Table 7 shows the number of projects and award amount by department.

**TABLE 7: PROJECTS SUBJECT TO 30% LOCAL HIRING REQUIREMENT**

Department	DPW	MTA	PORT	PUC	RPD	SFO	Total
Number of Active Projects	9	0	0	5	6	2	22
Total Award Amount	\$18M	-	-	\$22M	\$5M	\$22M	\$67M

## LOCAL HIRING PERFORMANCE

As shown in Table 8, a total of 80,779 work hours were reported for projects subject to the 30% local hiring requirement. Of this total, 33,907 hours (42%) were performed by San Francisco residents. Inclusive of these hours are 6,392 apprentice hours, of which 5,007 (78%) were performed by San Francisco residents.

**TABLE 8: WORK HOURS BY DEPARTMENT REPORTED ON PROJECTS SUBJECT TO 30% LOCAL HIRING REQUIREMENT**

Department	Total Hours			Apprentice Hours		
	Total	Local	Local %	Total	Local	Local %
DPW	39,662	20,086	51%	3,462	3,050	88%
MTA	0	0	0%	0	0	0%
PORT	0	0	0%	0	0	0%
PUC	23,039	6,552	28%	511	341	67%
RPD	13,411	4,298	32%	1,192	545	46%
SFO	4,667	2,971	64%	1,227	1,071	87%
Total	80,779	33,907	42%	6,392	5,007	78%

# 30% OVERVIEW BY TRADE

Work hours reported by trade on the 22 projects subject to the 30% local hiring requirement are listed in Table 9. Trades that have reported hours exceeding 5% of the total work hours have met the 30% requirement. However, as few projects subject to the 30% requirement have reported work hours, the information provided in Table 9 should be considered preliminary.

**TABLE 9: WORK HOURS BY TRADE REPORTED ON PROJECTS SUBJECT TO 30% HIRING REQUIREMENT**

Trade	Total Hours			Apprentice Hours		
	Total	Local	Local %	Total	Local	Local %
Carpenter And Related Trades	5,261	3,743	71%	952	453	48%
Carpet, Linoleum, Soft Floor Layer	73	0	0%	0	0	0%
Cement Mason	6,033	4,286	71%	1,109	1,109	100%
Drywall Installer/Lather	1,095	170	16%	252	138	55%
Electrician	4,611	2,846	62%	1,334	1,286	96%
Glazier	111	95	86%	11	11	100%
Iron Worker	481	116	24%	0	0	0%
Laborer And Related Classifications	31,145	15,836	51%	2,102	1,695	81%
Operating Engineer	10,364	3,707	36%	56	56	100%
Painter	2,050	740	36%	26	0	0%
Plasterer	72	48	67%	0	0	0%
Plumber	489	413	84%	17	0	0%
Roofer	1,316	511	39%	398	136	34%
Sheet Metal Worker	424	384	91%	135	123	91%
Other Trades*	17,254	1,012	6%	0	0	0%
<b>Total</b>	<b>80,779</b>	<b>33,907</b>	<b>42%</b>	<b>6,392</b>	<b>5,007</b>	<b>78%</b>

\*Other Trades: Asbestos Removal Worker, Brick Tender, Bricklayer/Blocklayer, Driver, Electrical Utility Lineman, Landscape Maintenance Laborer, Modular Furniture Installer, and Teamster.





# ***LOCAL HIRING BY DEPARTMENT***

***Department of Public Works***

***Municipal Transportation Agency***

***Port of San Francisco***

***Public Utilities Commission***

***Recreation and Parks Department***

***San Francisco International Airport***

# LOCAL HIRING BY DEPARTMENT: Department of Public Works



## ABOUT DPW PROJECTS

Department of Public Works (DPW) projects include street improvements as well as the renovation and new construction of public facilities. Table 10 displays the total work hours for DPW projects by local hiring requirement, while Table 11 displays work hours by trade and local hiring requirement.

**TABLE 10: TOTAL WORK HOURS REPORTED ON DPW PROJECTS SUBJECT TO 20%, 25% and 30% REQUIREMENTS**

Requirement	Number of Projects	Total Hours			Apprentice Hours		
		Total	Local	Local %	Total	Local	Local %
20%	26	211,593	88,274	42%	16,833	12,252	73%
25%	30	357,416	132,091	37%	36,562	19,965	55%
30%	9	39,662	20,086	51%	3,462	3,050	88%
<b>Total</b>	<b>65</b>	<b>608,671</b>	<b>240,451</b>	<b>40%</b>	<b>56,857</b>	<b>35,267</b>	<b>62%</b>



**TABLE 11: WORK HOURS BY TRADE REPORTED ON DPW PROJECTS SUBJECT TO 20%, 25% and 30% REQUIREMENTS**

Trade	Requirement	Total Hours			Apprentice Hours		
		Total	Local	Local %	Total	Local	Local %
Carpenter And Related Trades	20%	5,915	3,753	63%	120	120	100%
	25%	24,286	15,494	64%	4,552	2,609	57%
	30%	1,660	1,249	75%	202	202	100%
Carpet, Linoleum, Soft Floor Layer	20%	64	32	50%	0	0	0%
	25%	0	0	0%	0	0	0%
	30%	0	0	0%	0	0	0%
Cement Mason	20%	15,035	7,733	51%	3,242	3,238	99%
	25%	18,175	4,003	22%	2,107	1,945	92%
	30%	5,951	4,204	71%	1,109	1,109	100%
Drywall Installer/Lather	20%	535	0	0%	0	0	0%
	25%	896	208	23%	207	0	0%
	30%	728	138	19%	138	138	100%

(Table 11 continues)



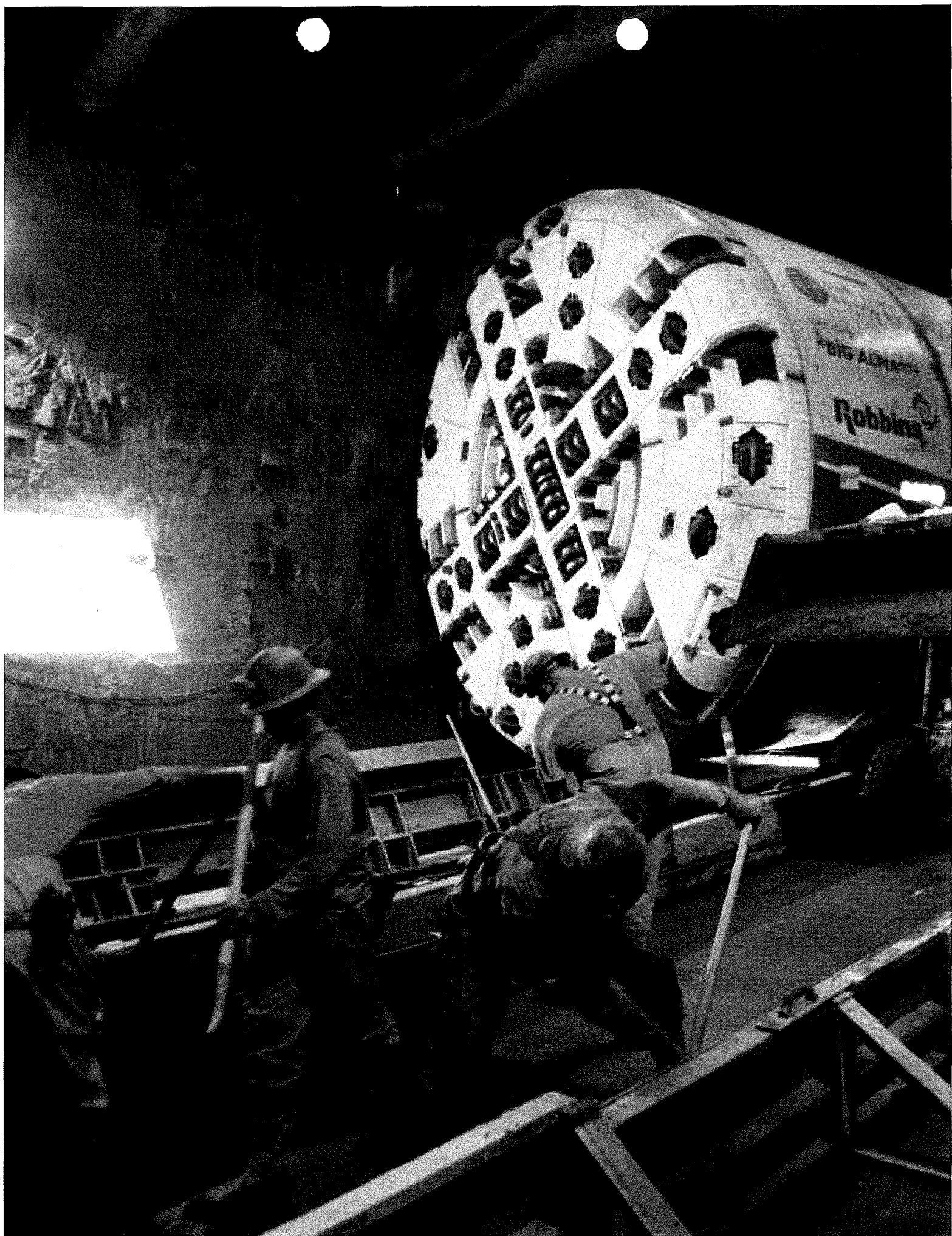
(Table 11 continued)

Trade	Requirement	Total Hours			Apprentice Hours		
		Total	Local	Local %	Total	Local	Local %
Electrician	20%	7,198	3,773	52%	887	842	95%
	25%	8,019	2,822	35%	1,448	243	17%
	30%	629	475	75%	263	215	82%
Glazier	20%	108	0	0%	15	0	0%
	25%	2,277	293	13%	476	274	58%
	30%	0	0	0%	0	0	0%
Iron Worker	20%	378	104	28%	99	28	28%
	25%	5,086	3,074	60%	1,510	1,280	85%
	30%	348	19	5%	0	0	0%
Laborer And Related Classifications	20%	133,477	57,944	43%	11,423	7,579	66%
	25%	184,199	71,944	0%	14,690	9,163	62%
	30%	21,664	11,264	52%	1,341	1,250	93%
Operating Engineer	20%	13,017	5,448	42%	212	180	85%
	25%	40,505	15,366	0%	1,746	1,017	58%
	30%	5,022	1,590	32%	0	0	0%
Painter	20%	693	336	48%	8	8	100%
	25%	521	163	31%	0	0	0%
	30%	0	0	0%	0	0	0%
Pile Driver	20%	567	74	13%	74	74	100%
	25%	32	0	0%	0	0	0%
	30%	0	0	0%	0	0	0%
Plumber	20%	2,774	662	24%	399	16	4%
	25%	4,496	2,358	52%	2,840	1,504	53%
	30%	265	265	100%	0	0	0%
Roofer	20%	2,515	158	6%	243	158	65%
	25%	12,891	3,389	26%	4,764	1,868	39%
	30%	1,248	481	39%	398	136	34%
Sheet Metal Worker	20%	1,975	634	32%	84	0	0%
	25%	2,925	1,218	42%	399	24	6%
	30%	44	18	40%	12	0	0%
Other Trades*	20%	27,345	7,624	28%	28	10	36%
	25%	53,111	11,761	22%	1,826	39	2%
	30%	2,106	386	18%	0	0	0%
<b>Total 20%</b>		<b>211,593</b>	<b>88,274</b>	<b>42%</b>	<b>16,833</b>	<b>12,252</b>	<b>73%</b>
<b>Total 25%</b>		<b>357,416</b>	<b>132,091</b>	<b>37%</b>	<b>36,562</b>	<b>19,965</b>	<b>55%</b>
<b>Total 30%</b>		<b>39,662</b>	<b>20,086</b>	<b>51%</b>	<b>3,462</b>	<b>3,050</b>	<b>88%</b>
<b>Grand Total</b>		<b>608,671</b>	<b>240,451</b>	<b>40%</b>	<b>56,857</b>	<b>35,267</b>	<b>62%</b>

\*20% Other Trades: Asbestos Removal Worker, Driver, Landscape Laborer, Landscape Maintenance Laborer, Modular Furniture Installer, Parking and Highway Improvement, Parking and Highway Improvement Painter, Plasterer, Slurry Seal Worker, Teamster, Terrazzo Worker, Tile Finisher, Tile Setter, and Traffic Control/Lane Closure.

25% Other Trades: Asbestos Removal Worker, Bricklayer/Blocklayer, Building/Construction Inspector and Field Soils and Material Tester, Driver, Electrical Utility Lineman, Elevator Constructor, Field Surveyor, Landscape Maintenance Laborer, Plasterer, Slurry Seal Worker, Teamster, Tile Finisher, Tile Setter, and Traffic Control/Lane Closure.

30% Other Trades: Asbestos Removal Worker, Brick Tender, Bricklayer/Blocklayer, Driver, and Teamster.



# LOCAL HIRING BY DEPARTMENT: Municipal Transportation Agency



## ABOUT MTA PROJECTS

San Francisco Municipal Transportation Agency (MTA) projects focus on the improvement of San Francisco's street landscapes and traffic conditions. Table 12 displays the total work hours for MTA projects by local hiring requirement, while Table 13 displays work hours by trade and local hiring requirement. At the time of reporting, no 30% requirement MTA projects had been advertised.

**TABLE 12: TOTAL WORK HOURS REPORTED ON MTA PROJECTS SUBJECT TO 20%, 25% and 30% REQUIREMENTS**

Requirement	Number of Projects	Total Hours			Apprentice Hours		
		Total	Local	Local %	Total	Local	Local %
20%	1	6,813	2,940	43%	1,112	818	74%
25%	1	18,323	6,177	34%	6,900	2,861	41%
30%	0	0	0	0%	0	0	0%
<b>Total</b>	<b>2</b>	<b>25,136</b>	<b>9,117</b>	<b>36%</b>	<b>8,012</b>	<b>3,679</b>	<b>46%</b>

**TABLE 13: WORK HOURS BY TRADE REPORTED ON MTA PROJECTS SUBJECT TO 20% and 25% REQUIREMENTS**

Trade	Requirement	Total Hours			Apprentice Hours		
		Total	Local	Local %	Total	Local	Local %
Cement Mason	20%	785	182	23%	9	9	100%
	25%	0	0	0%	0	0	0%
Electrician	20%	1,132	860	76%	476	215	45%
	25%	1,472	773	53%	157	157	100%
Iron Worker	20%	0	0	0%	0	0	0%
	25%	231	112	48%	0	0	0%
Laborer and Related Classifications	20%	4,471	1,705	38%	627	594	95%
	25%	0	0	0%	0	0	0%
Operating Engineer	20%	401	171	43%	0	0	0%
	25%	241	0	0%	0	0	0%
Roofer	20%	0	0	0%	0	0	0%
	25%	12,966	3,884	30%	6,292	2,704	43%
Sheet Metal Worker	20%	0	0	0%	0	0	0%
	25%	3,415	1,409	41%	452	0	0%
Other Trades*	20%	25	22	88%	0	0	0%
	25%	0	0	0%	0	0	0%
<b>Total 20%</b>		<b>6,813</b>	<b>2,940</b>	<b>43%</b>	<b>1,112</b>	<b>818</b>	<b>74%</b>
<b>Total 25%</b>		<b>18,323</b>	<b>6,177</b>	<b>34%</b>	<b>6,900</b>	<b>2,861</b>	<b>41%</b>
<b>Grand Total</b>		<b>25,136</b>	<b>9,117</b>	<b>36%</b>	<b>8,012</b>	<b>3,679</b>	<b>46%</b>

\*20% Other Trades: Driver.

# LOCAL HIRING BY DEPARTMENT:

## Port of San Francisco



### ABOUT PORT PROJECTS

Port of San Francisco projects support maritime operations, environmental and historic preservation, and public recreation. At the time of reporting, no 30% requirement Port of San Francisco projects had reported work hours. Table 14 displays the total work hours for Port projects by local hiring requirement, while Table 15 displays work hours by trade and local hiring requirement.

**TABLE 14: TOTAL WORK HOURS REPORTED ON PORT PROJECTS SUBJECT TO 20%, 25% and 30% REQUIREMENTS**

Requirement	Number of Projects	Total Hours			Apprentice Hours		
		Total	Local	Local %	Total	Local	Local %
20%	9	284,801	73,585	26%	41,501	16,491	40%
25%	1	1,370	903	66%	215	0	0%
30%	0	0	0	0%	0	0	0%
<b>Total</b>	<b>10</b>	<b>286,171</b>	<b>74,488</b>	<b>26%</b>	<b>41,716</b>	<b>16,491</b>	<b>40%</b>



**TABLE 15: WORK HOURS BY TRADE REPORTED ON PORT PROJECTS SUBJECT TO 20% AND 25% REQUIREMENTS**

Trade	Requirement	Total Hours			Apprentice Hours		
		Total	Local	Local %	Total	Local	Local %
Carpenter And Related Trades	20%	26,408	10,551	40%	3,060	1,039	34%
	25%	0	0	0%	0	0	0%
Carpet, Linoleum, Soft Floor Layer	20%	437	80	18%	126	50	40%
	25%	0	0	0%	0	0	0%
Cement Mason	20%	7,932	855	11%	532	4	1%
	25%	0	0	0%	0	0	0%
Drywall Installer/Lather	20%	15,651	2,882	18%	637	629	99%
	25%	0	0	0%	0	0	0%
Electrician	20%	45,293	10,432	23%	7,475	3,153	42%
	25%	927	648	70%	215	0	0%
Glazier	20%	3,476	1,111	32%	450	148	33%
	25%	0	0	0%	0	0	0%
Iron Worker	20%	28,323	6,517	23%	5,070	2,731	54%
	25%	0	0	0%	0	0	0%
Laborer And Related Classifications	20%	47,776	17,767	37%	1,676	1,170	70%
	25%	339	256	75%	0	0	0%
Operating Engineer	20%	19,156	3,608	19%	1,134	1,089	96%
	25%	104	0	0%	0	0	0%
Painter	20%	7,739	2,602	34%	776	353	46%
	25%	0	0	0%	0	0	0%
Pile Driver	20%	36,782	4,718	13%	8,548	1,692	20%
	25%	0	0	0%	0	0	0%
Plumber	20%	22,889	7,726	34%	8,766	4,255	49%
	25%	0	0	0%	0	0	0%
Roofer	20%	1,292	42	3%	207	40	19%
	25%	0	0	0%	0	0	0%
Sheet Metal Worker	20%	11,131	2,509	23%	2,028	0	0%
	25%	0	0	0%	0	0	0%
Other Trades*	20%	10,518	2,188	21%	1,019	141	14%
	25%	0	0	0%	0	0	0%
<b>Total 20%</b>		<b>284,801</b>	<b>73,585</b>	<b>26%</b>	<b>41,501</b>	<b>16,491</b>	<b>40%</b>
<b>Total 25%</b>		<b>1,370</b>	<b>903</b>	<b>66%</b>	<b>215</b>	<b>0</b>	<b>0%</b>
<b>Grand Total</b>		<b>286,171</b>	<b>74,488</b>	<b>26%</b>	<b>41,716</b>	<b>16,491</b>	<b>40%</b>

\*20% Other Trades: Asbestos Removal Worker, Asbestos Worker - Heat And Frost Insulator, Boilermaker, Brick Tender, Bricklayer/Blocklayer, Building/Construction Inspector and Field Soils And Material Tester, Dredger Operating Engineer, Driver, Electrical Utility Lineman, Elevator Constructor, Field Surveyor, Landscape Maintenance Laborer, Metal Roofing Systems Installer, Modular Furniture Installer, Parking And Highway Improvement , Parking And Highway Improvement Painter, Plasterer, Teamster, Tile Finisher, and Tile Setter.

# LOCAL HIRING BY DEPARTMENT:

## Public Utilities Commission



### ABOUT PUC PROJECTS

San Francisco Public Utilities Commission (PUC) projects include infrastructure upgrades and repairs that maintain sustainable operations of the City's wastewater and clean water delivery systems. Table 16 displays the total work hours for PUC projects by local hiring requirement, while Table 17 displays work hours by trade and local hiring requirement.

**TABLE 16: TOTAL WORK HOURS REPORTED ON PUC PROJECTS SUBJECT TO 20%, 25% and 30% REQUIREMENTS**

Requirement	Number of Projects	Total Hours			Apprentice Hours		
		Total	Local	Local %	Total	Local	Local %
20%	26	345,860	126,260	37%	32,516	26,062	80%
25%	33	374,075	145,072	39%	38,173	25,992	68%
30%	5	23,039	6,552	28%	511	341	67%
<b>Total</b>	<b>64</b>	<b>742,974</b>	<b>277,884</b>	<b>37%</b>	<b>71,200</b>	<b>52,395</b>	<b>74%</b>

**TABLE 17: WORK HOURS BY TRADE REPORTED ON PUC PROJECTS SUBJECT TO 20%, 25% and 30% REQUIREMENTS**

Trade	Requirement	Total Hours			Apprentice Hours		
		Total	Local	Local %	Total	Local	Local %
Carpenter And Related Trades	20%	3,824	2,378	62%	424	424	100%
	25%	22,071	6,416	29%	3,248	1,201	37%
	30%	1,003	1,003	100%	0	0	0%
Carpet, Linoleum, Soft Floor Layer	20%	0	0	0%	0	0	0%
	25%	341	77	23%	7	0	0%
	30%	0	0	0%	0	0	0%
Cement Mason	20%	7,732	2,208	29%	1,495	1,495	100%
	25%	5,806	1,234	21%	825	728	88%
	30%	0	0	0%	0	0	0%
Drywall Installer/Lather	20%	0	0	0%	0	0	0%
	25%	1,348	228	17%	0	0	0%
	30%	0	0	0%	0	0	0%
Electrician	20%	20,244	4,994	25%	1,551	573	37%
	25%	25,231	16,331	65%	5,021	4,217	84%
	30%	1,321	0	0%	0	0	0%
Glazier	20%	0	0	0%	0	0	0%
	25%	295	177	60%	0	0	0%
	30%	0	0	0%	0	0	0%
Iron Worker	20%	1,037	230	22%	163	0	0%
	25%	5,929	2,165	37%	1,791	753	42%
	30%	0	0	0%	0	0	0%

(Table 17 continues)

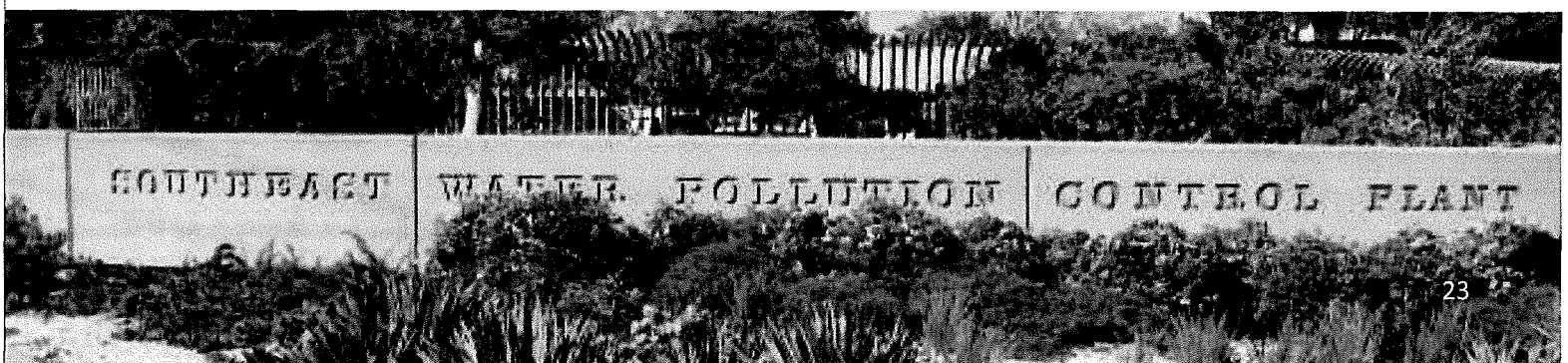
(Table 17 continued)

Trade	Requirement	Total Hours			Apprentice Hours		
		Total	Local	Local %	Total	Local	Local %
Laborer And Related Classifications	20%	227,082	85,325	38%	25,859	21,151	82%
	25%	197,825	79,788	40%	20,602	15,475	75%
	30%	5,212	3,585	69%	511	341	67%
Operating Engineer	20%	55,894	23,855	43%	1,616	1,572	97%
	25%	60,236	23,409	39%	935	609	65%
	30%	3,121	1,895	61%	0	0	0%
Painter	20%	335	0	0%	41	0	0%
	25%	11,965	1,981	17%	1,914	847	44%
	30%	0	0	0%	0	0	0%
Pile Driver	20%	135	64	47%	63	0	0%
	25%	7,548	2,741	36%	1,098	835	76%
	30%	0	0	0%	0	0	0%
Plumber	20%	3,804	838	22%	381	271	71%
	25%	5,994	2,088	35%	1,248	1,183	95%
	30%	0	0	0%	0	0	0%
Roofer	20%	76	6	8%	31	6	19%
	25%	2,839	523	18%	1,232	12	1%
	30%	68	30	44%	0	0	0%
Sheet Metal Worker	20%	4,621	203	4%	279	0	0%
	25%	1,609	828	51%	184	134	73%
	30%	0	0	0%	0	0	0%
Other Trades*	20%	21,075	6,160	29%	615	571	93%
	25%	25,040	7,088	25%	70	0	0%
	30%	12,315	40	0%	0	0	0%
<b>Total 20%</b>		<b>345,860</b>	<b>126,260</b>	<b>37%</b>	<b>32,516</b>	<b>26,062</b>	<b>80%</b>
<b>Total 25%</b>		<b>374,075</b>	<b>145,072</b>	<b>39%</b>	<b>38,173</b>	<b>25,992</b>	<b>68%</b>
<b>Total 30%</b>		<b>23,039</b>	<b>6,552</b>	<b>28%</b>	<b>511</b>	<b>341</b>	<b>67%</b>
<b>Grand Total</b>		<b>742,974</b>	<b>277,884</b>	<b>37%</b>	<b>71,200</b>	<b>52,395</b>	<b>74%</b>

\*20% Other Trades: Asbestos Removal Worker, Asbestos Worker - Heat and Frost Insulator, Boilermaker, Brick Tender, Bricklayer/Blocklayer, Building/Construction Inspection and Field Soils and Material Tester, Field Surveyor, Landscape Maintenance Laborer, Modular Furniture Installer, Slurry Seal Worker, Teamster and Tile Setter.

25% Other Trades: Asbestos Removal Worker, Boilermaker, Brick Tender, Bricklayer/Blocklayer, Building/Construction Inspection and Field Soils and Materials Tester, Electrical Utility Lineman, Field Surveyor, Mover, Teamster, Tile Finisher, Tile Setter and Water Well Driller.

30% Other Trades: Electrical Utility Lineman.



# LOCAL HIRING BY DEPARTMENT: Recreation and Parks Department



## ABOUT RPD PROJECTS

Recreation and Parks Department (RPD) projects include improvements to and new construction of recreation and park facilities. Table 18 displays the total work hours for RPD projects by local hiring requirement, while Table 19 displays work hours by trade and local hiring requirement.

**TABLE 18: TOTAL WORK HOURS REPORTED ON RPD PROJECTS SUBJECT TO 20%, 25% and 30% REQUIREMENTS**

Requirement	Number of Projects	Total Hours			Apprentice Hours		
		Total	Local	Local %	Total	Local	Local %
20%	8	192,143	63,195	33%	20,745	13,417	65%
25%	7	54,543	24,096	44%	4,370	2,512	57%
30%	6	13,411	4,298	32%	1,192	545	46%
<b>Total</b>	<b>21</b>	<b>260,097</b>	<b>91,589</b>	<b>35%</b>	<b>26,307</b>	<b>16,474</b>	<b>63%</b>



**TABLE 19: WORK HOURS BY TRADE REPORTED ON RPD PROJECTS SUBJECT TO 20%, 25% and 30% REQUIREMENTS**

Trade	Requirement	Total Hours			Total Hours		
		Total	Local	Local %	Total	Local	Local %
Carpenter And Related Trades	20%	31,700	16,821	53%	6,748	3,210	48%
	25%	16,032	11,009	69%	1,602	724	45%
	30%	2,064	1,217	59%	750	251	33%
Carpet, Linoleum, Soft Floor Layer	20%	1,557	158	10%	72	40	56%
	25%	138	0	0%	0	0	0%
	30%	0	0	0%	0	0	0%
Cement Mason	20%	10,034	1,624	16%	12	0	0%
	25%	4,791	1,491	31%	96	96	100%
	30%	82	82	100%	0	0	0%
Drywall Installer/Lather	20%	2,050	291	14%	509	147	29%
	25%	359	192	53%	0	0	0%
	30%	127	32	25%	0	0	0%

(Table 19 continues)



(Table 19 continued)

Trade	Requirement	Total Hours			Apprentice Hours		
		Total	Local	Local %	Total	Local	Local %
Electrician	20%	8,956	4,746	53%	1,045	501	48%
	25%	1,651	871	53%	282	225	80%
	30%	366	329	90%	134	134	100%
Glazier	20%	2,736	257	9%	308	0	0%
	25%	0	0	0%	0	0	0%
	30%	0	0	0%	0	0	0%
Iron Worker	20%	8,703	3,224	37%	429	125	29%
	25%	1,435	591	41%	72	40	56%
	30%	133	97	73%	0	0	0%
Laborer And Related Classifications	20%	84,684	24,970	29%	7,832	7,156	91%
	25%	19,244	6,980	36%	1,503	1,185	79%
	30%	3,771	883	23%	251	104	41%
Operating Engineer	20%	13,713	4,247	31%	1,623	673	41%
	25%	4,682	1,526	33%	224	77	34%
	30%	2,222	222	10%	56	56	100%
Painter	20%	4,868	1,889	39%	480	325	68%
	25%	398	270	68%	0	0	0%
	30%	1,612	678	42%	0	0	0%
Plumber	20%	4,965	2,185	44%	880	880	100%
	25%	354	195	55%	45	45	100%
	30%	136	129	95%	1	0	0%
Roofer	20%	2,479	427	17%	667	276	41%
	25%	1,899	112	6%	435	24	6%
	30%	0	0	0%	0	0	0%
Sheet Metal Worker	20%	2,028	436	21%	58	19	32%
	25%	67	53	79%	14	0	0%
	30%	13	0	0%	0	0	0%
Other Trades*	20%	13,671	1,923	14%	85	68	80%
	25%	3,495	809	23%	97	97	100%
	30%	2,886	630	22%	0	0	0%
<b>Total 20%</b>		<b>192,143</b>	<b>63,195</b>	<b>33%</b>	<b>20,745</b>	<b>13,417</b>	<b>65%</b>
<b>Total 25%</b>		<b>54,543</b>	<b>24,096</b>	<b>44%</b>	<b>4,370</b>	<b>2,512</b>	<b>57%</b>
<b>Total 30%</b>		<b>13,411</b>	<b>4,298</b>	<b>32%</b>	<b>1,192</b>	<b>545</b>	<b>46%</b>
<b>Grand Total</b>		<b>260,097</b>	<b>91,589</b>	<b>35%</b>	<b>26,307</b>	<b>16,474</b>	<b>63%</b>

\*20% Other Trades: Asbestos Removal Worker, Brick Tender, Bricklayer/Blocklayer, Driver, Field Surveyor, Modular Furniture Installer, Parking And Highway Improvement Painter, Plaster Tender, Plasterer, Slurry Seal Worker, Teamster, Terrazzo Finisher, Terrazzo Worker, Tile Finisher, and Tile Setter.  
25% Other Trades: Asbestos Removal Worker, Brick Tender, Driver, Elevator Constructor, Field Surveyor, Parking and Highway Improvement Painter, Plasterer, Teamster, Tile Finisher, Tile Setter, Tree Trimmer, and Water Well Driller.  
30% Other Trades: Asbestos Removal Worker, Bricklayer/Blocklayer, Landscape Maintenance Laborer, Modular Furniture Installer, Plasterer, and Teamster.

# LOCAL HIRING BY DEPARTMENT:

## San Francisco Airport



### ABOUT SFO PROJECTS

San Francisco International Airport (SFO) projects covered by the Policy include the ongoing improvements to Terminal 3. In accordance with a reciprocity agreement between the City and County of San Francisco and San Mateo County, both San Francisco and San Mateo County residents working on public works projects at SFO are considered local workers. The local hiring requirement for SFO projects was 7% overall in the first year of the Policy, 8% overall in the second year, and 11% overall in the third. The local hiring requirement for SFO is calculated annually based upon the amount of revenue generated by San Francisco and San Mateo County resident passengers.

Table 20 displays the total work hours for SFO projects by local hiring requirement, while Table 21 displays work hours by trade and local hiring requirement.

**TABLE 20: TOTAL WORK HOURS REPORTED ON SFO PROJECTS SUBJECT TO 7%, 8% and 11% REQUIREMENTS**

Requirement	Number of Projects	Total Hours			Apprentice Hours		
		Total	Local	Local %	Total	Local	Local %
7%	10	431,909	152,312	35%	68,899	42,361	61%
8%	8	189,559	80,278	42%	25,246	14,562	58%
11%	2	4,667	2,971	64%	1,227	1,071	87%
<b>Total</b>	<b>20</b>	<b>626,135</b>	<b>235,561</b>	<b>38%</b>	<b>95,372</b>	<b>57,994</b>	<b>61%</b>

**TABLE 21: WORK HOURS BY TRADE REPORTED ON SFO PROJECTS SUBJECT TO 7%, 8% and 11% REQUIREMENTS**

Trade	Requirement	Total Hours			Apprentice Hours		
		Total	Local	Local %	Total	Local	Local %
Carpenter And Related Trades	7%	40,210	11,593	29%	5,227	3,233	62%
	8%	14,522	5,723	39%	857	581	68%
	11%	534	274	51%	0	0	0%
Carpet, Linoleum, Soft Floor Layer	7%	7,757	1,307	17%	1,417	580	41%
	8%	570	228	40%	17	0	0%
	11%	73	0	0%	0	0	0%
Cement Mason	7%	9,418	442	5%	311	167	54%
	8%	1,670	90	5%	103	82	80%
	11%	0	0	0%	0	0	0%
Drywall Installer/Lather	7%	42,797	5,771	13%	6,524	2,678	41%
	8%	19,940	7,851	39%	751	627	83%
	11%	240	0	0%	114	0	0%
Electrician	7%	109,315	72,877	67%	21,710	17,997	83%
	8%	45,694	32,351	71%	11,120	7,329	66%
	11%	2,295	2,042	89%	937	937	100%

(Table 21 continues)

(Table 21 continued)

Trade	Requirement	Total Hours			Apprentice Hours		
		Total	Local	Local %	Total	Local	Local %
Glazier	7%	5,923	646	11%	1,148	493	43%
	8%	5,696	1,002	18%	1,514	547	36%
	11%	111	95	86%	11	11	100%
Iron Worker	7%	33,792	9,940	29%	7,247	3,329	46%
	8%	17,359	4,956	29%	3,069	1,656	54%
	11%	0	0	0%	0	0	0%
Laborer And Related Classifications	7%	70,447	17,181	24%	7,815	3,365	43%
	8%	28,480	7,110	25%	1,258	265	21%
	11%	502	108	21%	0	0	0%
Operating Engineer	7%	13,649	3,170	23%	493	493	100%
	8%	4,769	413	9%	114	0	0%
	11%	0	0	0%	0	0	0%
Painter	7%	9,839	1,973	20%	430	124	29%
	8%	7,043	4,182	59%	298	163	55%
	11%	439	62	14%	26	0	0%
Pile Driver	7%	721	181	25%	392	0	0%
	8%	1,541	171	11%	264	72	27%
	11%	0	0	0%	0	0	0%
Plumber	7%	21,501	10,707	50%	5,053	3,043	60%
	8%	11,385	6,376	56%	2,480	1,709	69%
	11%	89	20	22%	16	0	0%
Roofer	7%	6,100	956	16%	1,158	665	57%
	8%	1,661	201	12%	567	201	35%
	11%	0	0	0%	0	0	0%
Sheet Metal Worker	7%	14,575	5,916	41%	3,304	2,917	88%
	8%	6,688	3,714	56%	1,835	873	48%
	11%	367	367	100%	123	123	100%
Other Trades*	7%	45,865	9,654	21%	6,672	3,280	49%
	8%	22,544	5,912	26%	1,004	461	46%
	11%	20	5	25%	0	0	0%
<b>Total 7%</b>		<b>431,909</b>	<b>152,312</b>	<b>35%</b>	<b>68,899</b>	<b>42,361</b>	<b>61%</b>
<b>Total 8%</b>		<b>189,559</b>	<b>80,278</b>	<b>42%</b>	<b>25,246</b>	<b>14,562</b>	<b>58%</b>
<b>Total 11%</b>		<b>4,667</b>	<b>2,971</b>	<b>64%</b>	<b>1,227</b>	<b>1,071</b>	<b>87%</b>
<b>Grand Total</b>		<b>626,135</b>	<b>235,561</b>	<b>38%</b>	<b>95,372</b>	<b>57,994</b>	<b>61%</b>

\*7% Other Trades: Asbestos Removal Worker, Asbestos Worker - Heat and Frost Insulator, Brick Tender, Bricklayer/Blocklayer, Driver, Elevator Constructor, Field Surveyor, Parking and Highway Improvement, Parking and Highway Improvement Painter, Plaster Tender, Plasterer, Teamster, Terrazzo Finisher, Terrazzo Worker, Tile Finisher, and Tile Setter.

8% Other Trades: Asbestos Removal Worker, Asbestos Worker - Heat and Frost Insulator, Driver, Elevator Constructor, Field Surveyor, Marble Mason, Modular Furniture Installer, Parking and Highway Improvement Painter, Plaster Tender, Plasterer, Teamster, Telecommunications Technician, Terrazzo Finisher, Terrazzo Worker, Tile Finisher, Tile Setter, and Water Well Driller.

11% Other Trades: Modular Furniture Installer.

# WORKER DEMOGRAPHICS

The following charts illustrate residency, race and ethnicity, and gender data for all workers on all active covered projects between March 25, 2011 and March 1, 2014. Demographic data is quantified in total workers, rather than in hours, and is self-reported by workers through the City's PRS.

**FIGURE 1: WORKERS BY COUNTY OF RESIDENCE**

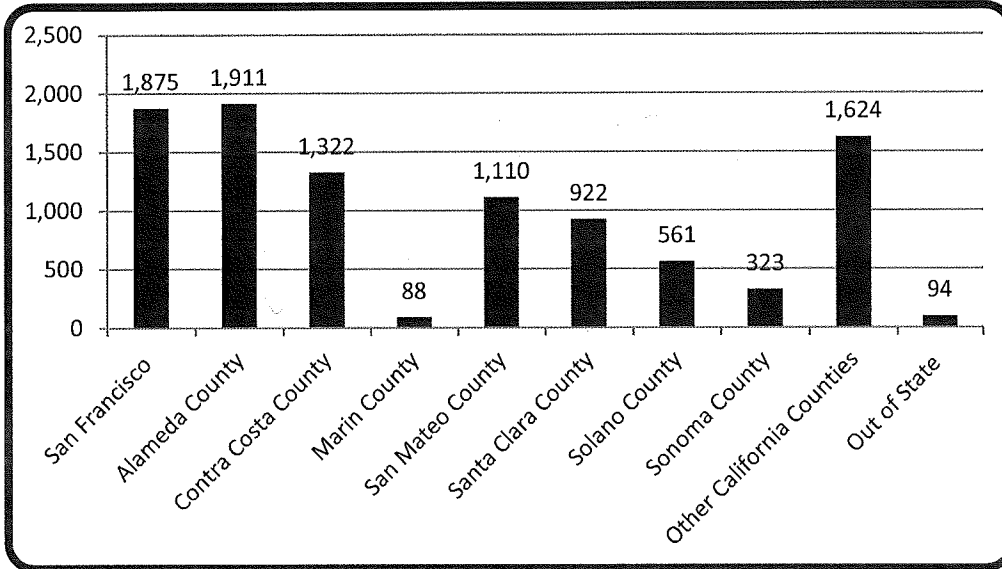
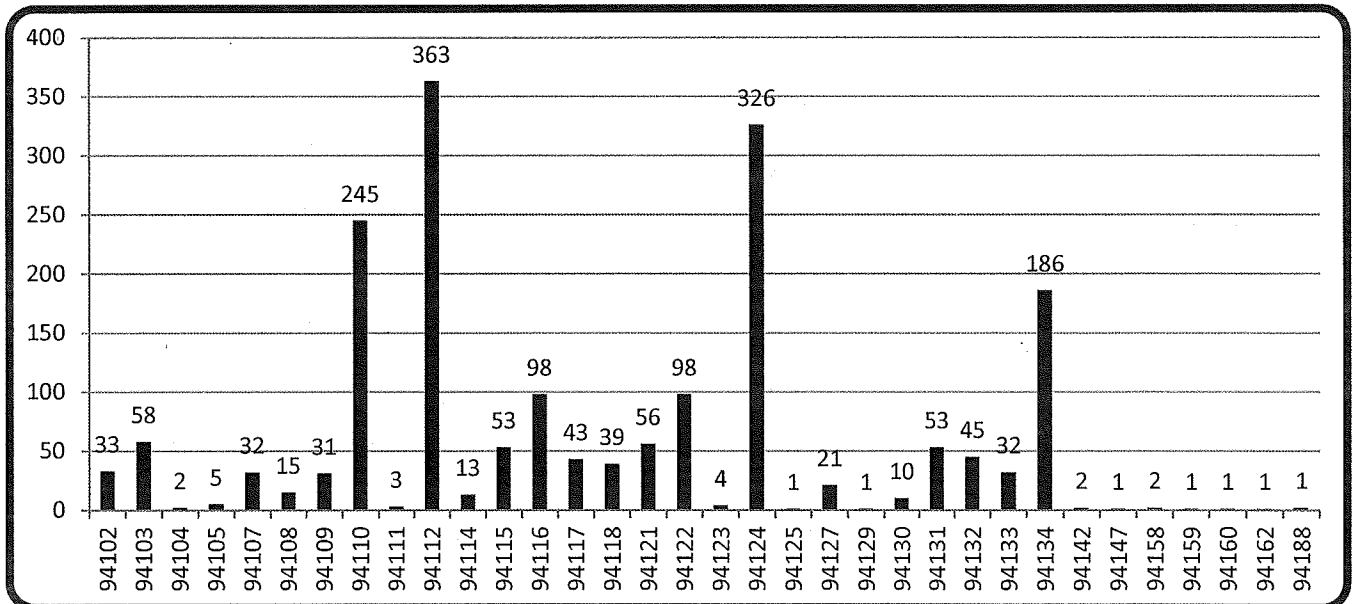


Figure 1 shows the county of residence for all workers on all covered projects. Approximately 19% of workers on covered projects are San Francisco residents.

Figure 2 displays San Francisco resident worker residency by zip code, and demonstrates that workers from most San Francisco zip codes are represented on covered projects.

**FIGURE 2: SAN FRANCISCO WORKERS BY ZIP CODE**



**FIGURE 3: ALL WORKERS BY RACE AND ETHNICITY**

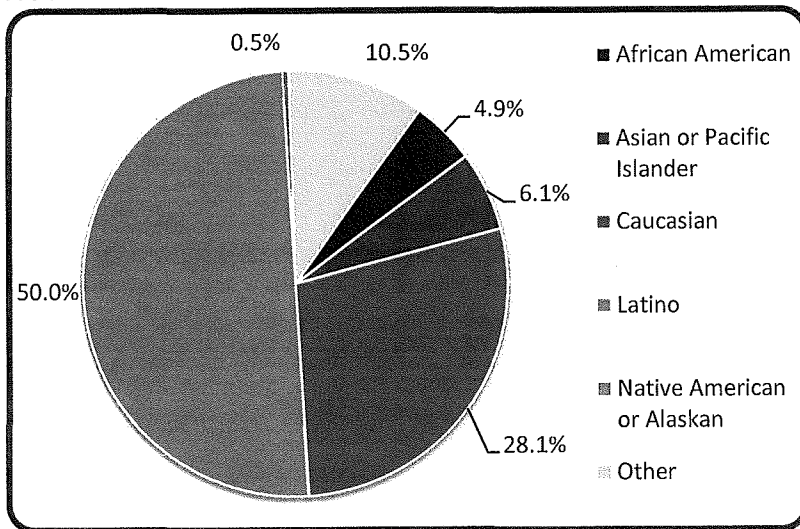
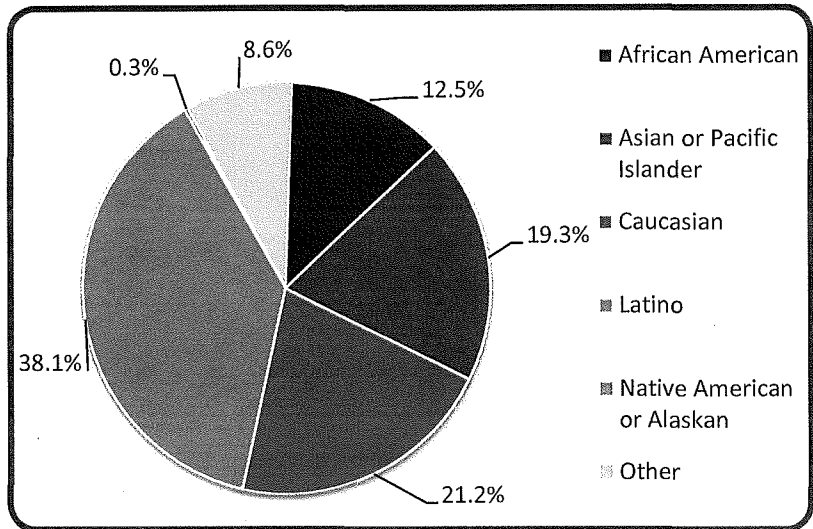


Figure 3 illustrates the race and ethnicity of all workers on all covered projects. Latino workers represent the largest percentage of the total workforce, followed by Caucasian and Asian or Pacific Islander workers.

**FIGURE 4: SAN FRANCISCO WORKERS BY RACE AND ETHNICITY**

As Figure 4 demonstrates, when race and ethnicity data for San Francisco resident workers alone is examined, worker diversity increases significantly. While Latino workers continue to represent the largest share of workers, the percentage of Asian or Pacific Islander and African American workers is greater.



**TABLE 22: WORKERS BY GENDER, OVERALL AND SAN FRANCISCO WORKERS**

	All Workers	San Francisco Workers
<b>Male</b>	9,643	1,795
<b>Female</b>	157	73
<b>Data Not Available</b>	30	7
<b>Total</b>	<b>9,830</b>	<b>1,875</b>
<b>Female Percentage</b>	<b>1.6%</b>	<b>4.1%</b>

Table 22 provides gender information for workers on covered projects. Female workers comprise 4.1% of San Francisco residents on covered projects as compared to 1.6% of all workers.

# A LOOK AHEAD



# CHALLENGES AND RECOMMENDATIONS

In its third year, the Policy entered a 12-month legislative review period. In anticipation of this review, Mayor Lee appointed a Construction Workforce Advisory Committee (“Committee”) whose principle role was to evaluate workforce data from the Policy’s first three years and to make policy recommendations for legislative consideration.

Over a period of several months, the Committee participated in an extensive construction market analysis and made a thorough review of public project payroll records. Through this process, concerns arose regarding the possible impact of the rapidly expanding construction market and the growing demand for skilled construction workers on San Francisco’s private developments. Coupled with the increasing number of projects covered by the Local Hiring Policy, the Committee acknowledged the possible shortage of skilled workers in the coming years.

The Committee was unable to study the full impact of the Policy due to the inherent delay between public project advertisement, contract award, and availability of payroll data. Projects that were subject to the 30% requirement have only reported a fraction of anticipated total work hours. This limited the ability to provide a comprehensive analysis of the Policy at the 30% requirement. In an effort to ensure the continued success of this Policy, the Committee recommended that the legislative review period be extended by 12 months while maintaining the local hire requirement at 30%. The Board of Supervisors adopted this recommendation.

Moving forward, the Committee will remain diligent in reviewing the full impact of the 30% requirement as payroll data continues to become available.



# ***PRIORITIES FOR YEAR FOUR***

## **IMPACT ANALYSIS**

Over the next 12 months OEWD will provide further analysis of labor demands within the construction industry and will continue to gauge the impact of the Local Hiring Policy. OEWD will continue to build strong partnerships with contractors, unions and communities to preserve the integrity of the Policy and ensure that it remains beneficial to San Francisco workers and the local economy.

## **PIPELINE OF LOCAL WORKERS**

While contractors continue to meet the requirements of the Policy, the increase in public and private construction activity may leave the industry with a shortage of qualified resident workers. Appropriate investments in training by the San Francisco Unified School District and City College of San Francisco are necessary to ensure the future availability of experienced construction workers and to maximize employment opportunities for San Francisco residents.





# ***THE MAYOR'S CONSTRUCTION WORKFORCE ADVISORY COMMITTEE***

## **ABOUT THE ADVISORY COMMITTEE**

In July 2012, Mayor Lee established the Mayor's Construction Workforce Advisory Committee to evaluate the impact of and guide the San Francisco Local Hiring Policy for Construction. Stakeholders in the local construction industry are represented by twelve committee members from local construction companies, trade unions, community organizations, and City departments.

### **Chair**

**Naomi Kelly**, City Administrator, City and County of San Francisco

### **Committee Members**

**Bob Alvarado**, Executive Officer, Northern California Carpenters Regional Council

**Josh Arce**, Executive Director, Brightline Defense Project

**James Bryant**, Western Regional Director, A. Philip Randolph Institute

**Oscar De La Torre**, Business Manager, Northern California District Council of Laborers

**Tim Donovan**, Business Manager, IBEW Local 6

**Harlan Kelly**, General Manager, San Francisco Public Utilities Commission

**Florence Kong**, President, Build Bayview

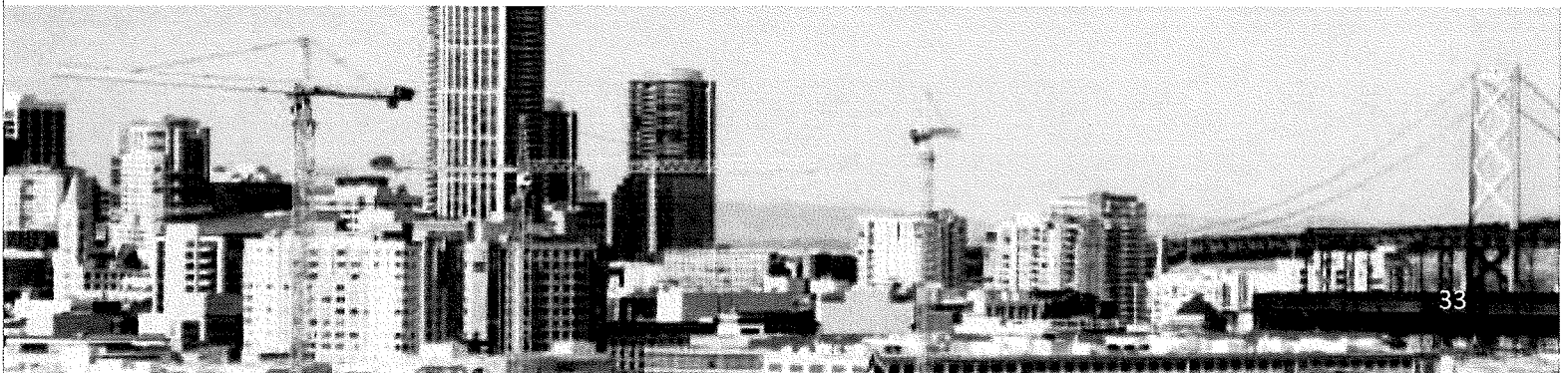
**Kent M. Lim**, President, Kent M. Lim & Company, Inc.

**Bob Nibbi**, President, Nibbi Brothers General Contractors

**Mohammed Nuru**, Director, Department of Public Works

**Jes Pedersen**, Chief Executive Officer, Webcor Builders

**Ed Reiskin**, Director, San Francisco Municipal Transportation Agency



# ***CITYBUILD ACADEMY***

CityBuild Academy aims to meet the demands of the construction industry by providing comprehensive pre-apprenticeship and construction administration training to San Francisco residents. CityBuild began in 2006 as an effort to coordinate City-wide construction training and employment programs. CityBuild Academy is administered by OEWD in partnership with City College of San Francisco, various community non-profit organizations, labor unions, and industry employers.

## **CityBuild Academy**

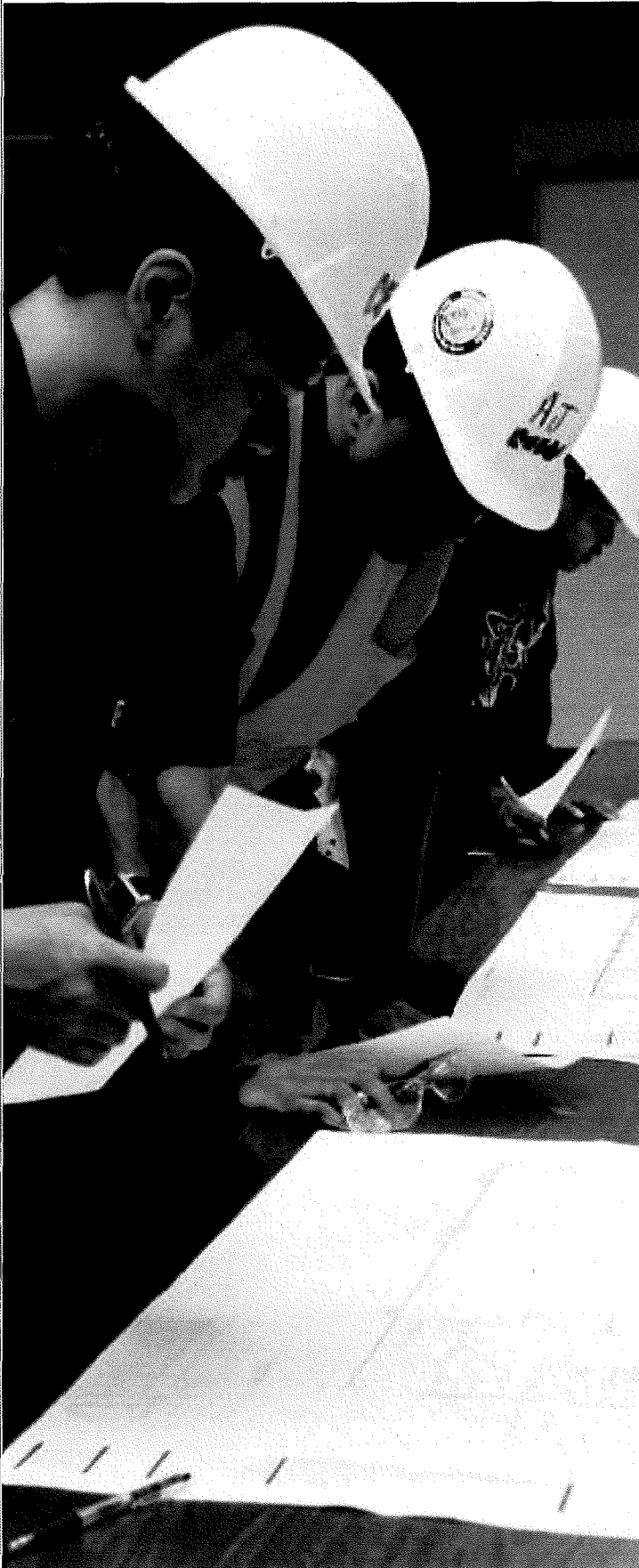
CityBuild Academy offers an 18-week pre-apprenticeship and construction skills training program at the City College of San Francisco, Evans Campus. Trainees can earn up to 15 college credits while learning foundational skills and knowledge to enter the construction trades and succeed as new apprentices. Trainees are given the opportunity to obtain construction-related certifications such as OSHA 10, Forklift, Skid Steer, CPR and First Aid. Several program instructors are construction industry specialists with years of field experience. Over 670 San Francisco residents have graduated from CityBuild Academy and 570 graduates have entered union apprenticeship programs in various construction trades.

## **Construction Administration Training Program (CATP)**

The CATP is a semester-long program offered at the City College of San Francisco, Mission Campus. The program prepares San Francisco residents for entry-level careers as professional construction office administrators. The bi-annual training is intensive and participants graduate with knowledge of the construction sequence of work, construction office accounting cycle, role of the Construction Project Coordinator and other professional skills. Since 2010, 136 San Francisco residents have completed the program and 91 graduates have been placed in administrative positions.



# ACADEMY PARTNERSHIPS



In an ongoing effort to strengthen and expand the Academy curriculum, CityBuild partners with various union apprenticeship programs:

#### Carpenters' Training Committee of Northern California

- Curriculum incorporated into Academy training
- Opportunity to enter Carpenters' apprenticeship program through a direct entry agreement

#### Northern California Laborers' Training Center (NCLTC)

- NCLTC apprenticeship instructor on CityBuild Academy staff
- Additional 2-week certification training in Confined Space, Scaffold Safety and Trench and Excavation Safety for graduates entering the Laborers' apprenticeship program
- Opportunity for direct entry into the Laborers' apprenticeship program as a 2<sup>nd</sup> period apprentice upon completion of training

#### Cement Mason Pre-Apprenticeship Training Program

- Concurrent 10-week intensive hands-on masonry training offered on Saturdays throughout Academy program
- Opportunity for direct entry into the Cement Mason apprenticeship program upon completion of training

#### Bay Area Plastering Industry Joint Apprenticeship Training Committee

- Concurrent 9-week intensive hands-on training specific to the plastering industry offered weeknights throughout Academy program
- Opportunity for direct entry into the Plasterers' apprenticeship program as a 2<sup>nd</sup> period apprentice upon completion of training

#### Ironworkers Apprenticeship Training

- Concurrent 10-week Welding Plug Certification class offered on Saturdays throughout Academy program
- "Gladiators Training" program prepares participants to work with reinforced concrete and rebar
- "Women in Welding" program provides women in the trades with specialized skills to be competitive in the field
- Opportunity to enter the Ironworkers' apprenticeship program upon completion of training

#### San Francisco Fire Department's Neighborhood Emergency Response Team Training (NERT)

- Concurrent 6-week hands-on disaster response skills training that prepares San Francisco residents to assist first responders in an emergency situation

# CONCLUSION

The third year of the Local Hiring Policy was marked by a very robust construction economy. There were twice the amount of reported work hours than the two previous years combined. In spite of this rapid expansion, information indicates that requirements are being met across all departments and trades. Payroll data from projects subject to the Policy continues to become available for analysis and will be reviewed during the extended legislative review period.

During the past year OEWD worked closely with the Controller's Office, the Mayor's Construction Workforce Advisory Committee, the City Administrator, and Supervisor John Avalos to develop Policy recommendations for legislative consideration. The San Francisco Board of Supervisors adopted the recommendation for a 12-month extended legislative review period for further analysis of the Policy's impact. The local hiring requirement will remain at 30% during this extended legislative review period.

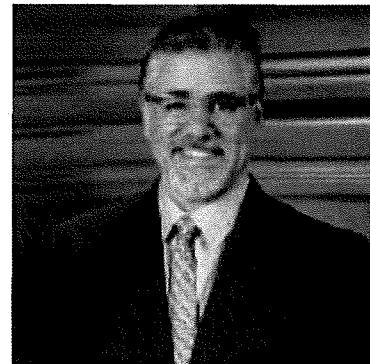
OEWD will continue to partner with industry stakeholders to ensure that the Policy is an effective workforce tool for local businesses, communities and residents.



Supervisor John Avalos with CityBuild Academy Cycle 17

"In its third year, the Local Hiring Policy for Construction continued to provide quality jobs for San Francisco residents in the construction industry. Thanks to the leadership of our Mayor and the successful partnership between City departments, community and labor organizations, area builders and other stakeholders, the Policy remains a critical job creation tool and keeps local dollars moving through our economy."

*Supervisor John Avalos, District 11*



**THE OFFICE OF ECONOMIC AND WORKFORCE DEVELOPMENT  
WOULD LIKE TO THANK OUR PARTNERS IN THIS EFFORT**

**San Francisco Board of Supervisors**

**Office of Mayor Edwin M. Lee**

**Office of the City Administrator**

**Office of the City Attorney**

**Office of the Controller**

**Port of San Francisco**

**San Francisco Department of Public Works**

**San Francisco International Airport**

**San Francisco Municipal Transportation Agency**

**San Francisco Public Utilities Commission**

**San Francisco Recreation & Parks Department**

**Community Organizations**

A. Philip Randolph Institute  
Anders and Anders Foundation  
Asian Neighborhood Design  
Brightline Defense Project  
Charity Cultural Services Center  
Chinese for Affirmative Action  
Mission Hiring Hall  
Young Community Developers, Inc.

**Contractor Associations**

Associated General Contractors  
Construction Employers' Association  
United Contractors  
Wall and Ceiling Alliance

**Labor Organizations**

Carpenters Local 22  
Cement Masons Local 300  
International Brotherhood of Electrical Workers Local 6  
Ironworkers Local 377  
Laborers' Local 261  
Northern California Carpenters Regional Council (NCCRC)  
Northern California District Council of Laborers (NCDCL)  
Operating Engineers Local 3  
Pile Drivers Local 34  
Plasterers and Shophands Union Local 66  
Roofers and Waterproofers Local 40  
Sheet Metal Workers' Local 104

**Photo Credits**

SFMTA | Central Subway  
San Francisco International Airport



**2013 – 2014 SAN FRANCISCO LOCAL HIRING POLICY FOR CONSTRUCTION ANNUAL REPORT  
TO THE SAN FRANCISCO BOARD OF SUPERVISORS**

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Workforce Development Division  
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BOARD of SUPERVISORS



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San Francisco 94102-4689  
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Fax No. 554-5163  
TDD/TTY No. 554-5227

## MEMORANDUM

TO: Naomi Kelly, City Administrator  
Ben Rosenfield, City Controller  
Todd Rufo, Director, Office of Economic and Workforce Development  
Richard Carranza, Superintendent, SF Unified School District  
Mohammed Nuru, Director, Public Works  
Ed Reiskin, Executive Director, Municipal Transportation Agency  
Monique Moyer, Executive Director, San Francisco Port  
Harlan Kelly, Jr., General Manager, Public Utilities Commission  
Phil Ginsburg, General Manager, Recreation and Park Department  
John Martin, Director, San Francisco Airport

FROM: Alisa Somera, Clerk, Rules Committee  
Board of Supervisors

DATE: February 17, 2015

SUBJECT: LEGISLATION INTRODUCED

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The Board of Supervisors' Rules Committee has received the following proposed legislation, introduced by Supervisor Avalos on February 10, 2015. This matter is being referred to you for informational purposes since it affects your department.

**File No. 150160**

Resolution amending the Administrative Code to extend the periodic review of the City's Local Hiring Policy and to determine a mandatory participation level for the Policy.

If you wish to submit any reports or documentation to be considered with the legislation, please send those to me at the Board of Supervisors, City Hall, 1 Dr. Carlton B. Goodlett Place, Room 244, San Francisco, CA 94102.

c: Todd Rydstrom, Deputy City Controller  
Chris Armentrout, SF Unified School District  
Jamila Brooks, SF Unified School District  
Frank Lee, Public Works  
Kate Breen, Municipal Transportation Agency  
Janet Martinsen, Municipal Transportation Agency  
Dillon Auyoung, Municipal Transportation Agency  
Elaine Forbes, San Francisco Port  
Juliet Ellis, Public Utilities Commission  
Sarah Ballard, Recreation and Park Department  
Cathy Widener, San Francisco Airport

# Introduction Form

By a Member of the Board of Supervisors or the Mayor

Time stamp  
or meeting date

I hereby submit the following item for introduction (select only one):

- 1. For reference to Committee.  
An ordinance, resolution, motion, or charter amendment.
- 2. Request for next printed agenda without reference to Committee.
- 3. Request for hearing on a subject matter at Committee.
- 4. Request for letter beginning "Supervisor [ ] inquires"
- 5. City Attorney request.
- 6. Call File No. [ ] from Committee.
- 7. Budget Analyst request (attach written motion).
- 8. Substitute Legislation File No. [ ]
- 9. Request for Closed Session (attach written motion).
- 10. Board to Sit as A Committee of the Whole.
- 11. Question(s) submitted for Mayoral Appearance before the BOS on [ ]

Please check the appropriate boxes. The proposed legislation should be forwarded to the following:

- Small Business Commission       Youth Commission       Ethics Commission
- Planning Commission       Building Inspection Commission

**Note: For the Imperative Agenda (a resolution not on the printed agenda), use a Imperative**

**Sponsor(s):**

Supervisor Avalos

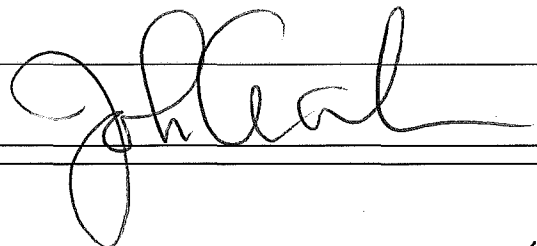
**Subject:**

Administrative Code - Local Hiring Policy - Extending the Periodic Review and Mandatory Participation Level

**The text is listed below or attached:**

Resolution amending the Administrative Code to extend the periodic review of the City's Local Hiring Policy and to determine Mandatory Participation Level for the Policy.

Signature of Sponsoring Supervisor: \_\_\_\_\_



For Clerk's Use Only:

150160