



**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 pointing towards the right, positioned behind a 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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A large construction crane is visible in the background, extending horizontally across the upper half of the page. The crane's lattice structure is clearly visible against a plain, light-colored sky. The crane's jib is supported by a thick cable that runs diagonally from the top right towards the center. The overall image has a muted, greyish tone.

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.

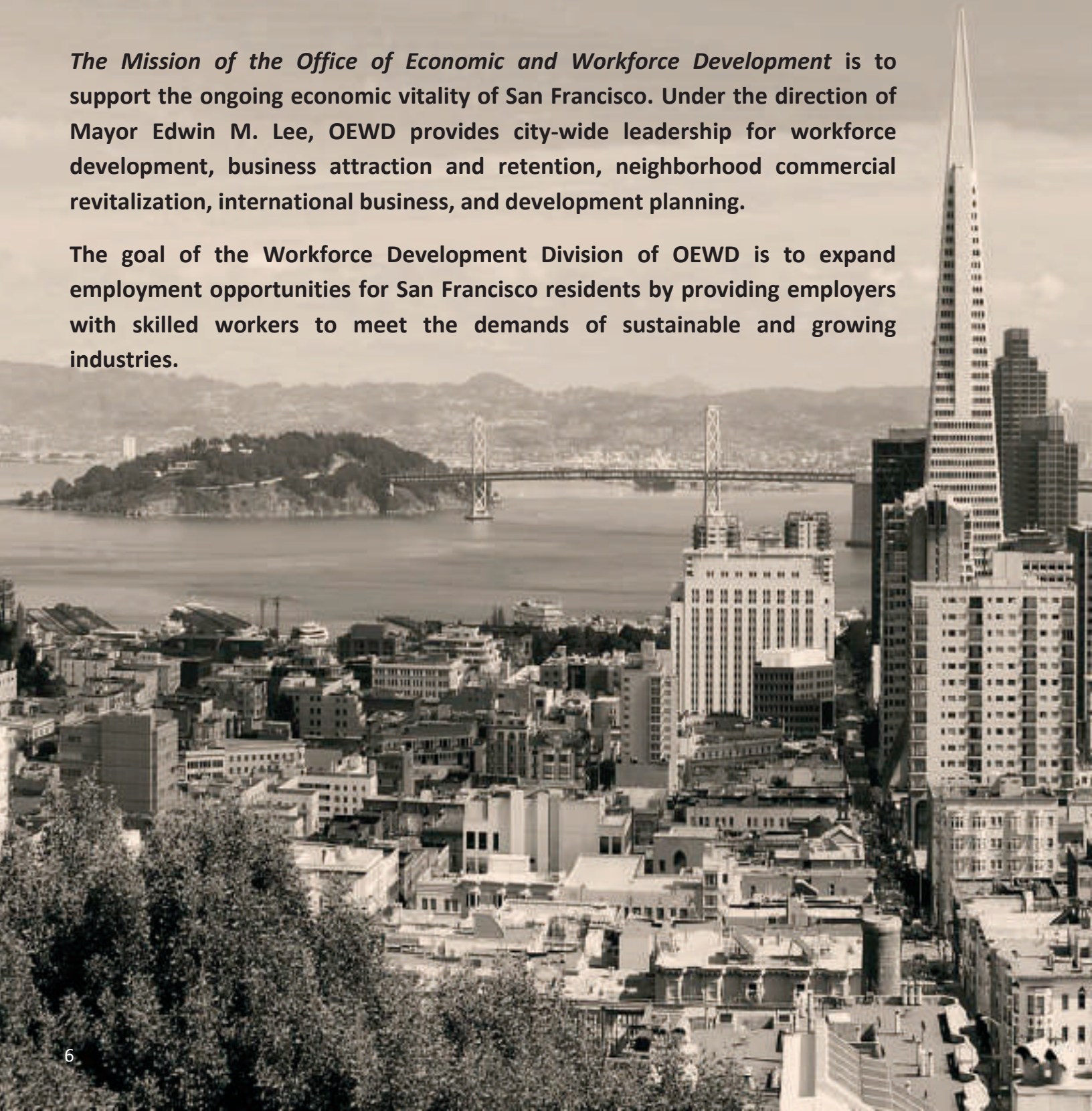
The Office of Economic and Workforce Development (OEWD) is charged with the administration of this Policy and is responsible for producing this Annual Report to the Board of Supervisors.



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)¹ 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.

¹ 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% |
| Total | 1,473,119 | 506,565 | 34% | 181,606 | 111,401 | 61% |

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% |
| Total | 1,473,119 | 506,565 | 34% | 181,606 | 111,401 | 61% |

*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% |
| Total | 995,286 | 388,616 | 39% | 111,466 | 65,892 | 59% |

*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% |
| Total | 80,779 | 33,907 | 42% | 6,392 | 5,007 | 78% |

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



A black and white photograph of construction workers on a steel beam. One worker is holding an American flag, and another is near a crane hook. The background is a clear sky.

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% |
| Total | 65 | 608,671 | 240,451 | 40% | 56,857 | 35,267 | 62% |



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% |
| Total 20% | | 211,593 | 88,274 | 42% | 16,833 | 12,252 | 73% |
| Total 25% | | 357,416 | 132,091 | 37% | 36,562 | 19,965 | 55% |
| Total 30% | | 39,662 | 20,086 | 51% | 3,462 | 3,050 | 88% |
| Grand Total | | 608,671 | 240,451 | 40% | 56,857 | 35,267 | 62% |

*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% |
| Total | 2 | 25,136 | 9,117 | 36% | 8,012 | 3,679 | 46% |

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% |
| Total 20% | | 6,813 | 2,940 | 43% | 1,112 | 818 | 74% |
| Total 25% | | 18,323 | 6,177 | 34% | 6,900 | 2,861 | 41% |
| Grand Total | | 25,136 | 9,117 | 36% | 8,012 | 3,679 | 46% |

*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% |
| Total | 10 | 286,171 | 74,488 | 26% | 41,716 | 16,491 | 40% |



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% |
| Total 20% | | 284,801 | 73,585 | 26% | 41,501 | 16,491 | 40% |
| Total 25% | | 1,370 | 903 | 66% | 215 | 0 | 0% |
| Grand Total | | 286,171 | 74,488 | 26% | 41,716 | 16,491 | 40% |

*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% |
| Total | 64 | 742,974 | 277,884 | 37% | 71,200 | 52,395 | 74% |

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)

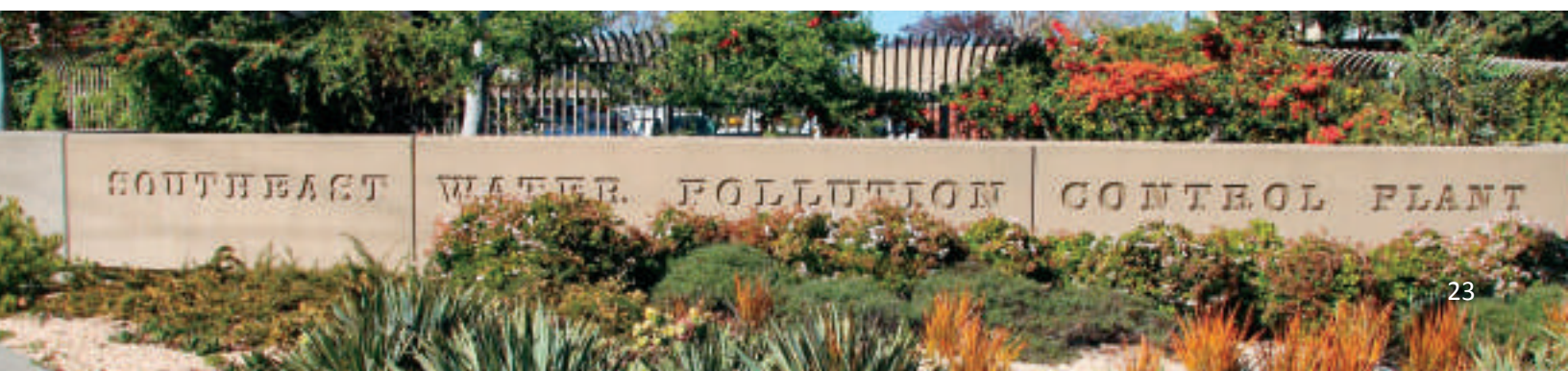
(Table 17 continued)

| 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% |
| Total 20% | | 345,860 | 126,260 | 37% | 32,516 | 26,062 | 80% |
| Total 25% | | 374,075 | 145,072 | 39% | 38,173 | 25,992 | 68% |
| Total 30% | | 23,039 | 6,552 | 28% | 511 | 341 | 67% |
| Grand Total | | 742,974 | 277,884 | 37% | 71,200 | 52,395 | 74% |

*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% |
| Total | 21 | 260,097 | 91,589 | 35% | 26,307 | 16,474 | 63% |



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% |
| Total 20% | | 192,143 | 63,195 | 33% | 20,745 | 13,417 | 65% |
| Total 25% | | 54,543 | 24,096 | 44% | 4,370 | 2,512 | 57% |
| Total 30% | | 13,411 | 4,298 | 32% | 1,192 | 545 | 46% |
| Grand Total | | 260,097 | 91,589 | 35% | 26,307 | 16,474 | 63% |

*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% |
| Total | 20 | 626,135 | 235,561 | 38% | 95,372 | 57,994 | 61% |

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% |
| Total 7% | | 431,909 | 152,312 | 35% | 68,899 | 42,361 | 61% |
| Total 8% | | 189,559 | 80,278 | 42% | 25,246 | 14,562 | 58% |
| Total 11% | | 4,667 | 2,971 | 64% | 1,227 | 1,071 | 87% |
| Grand Total | | 626,135 | 235,561 | 38% | 95,372 | 57,994 | 61% |

*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

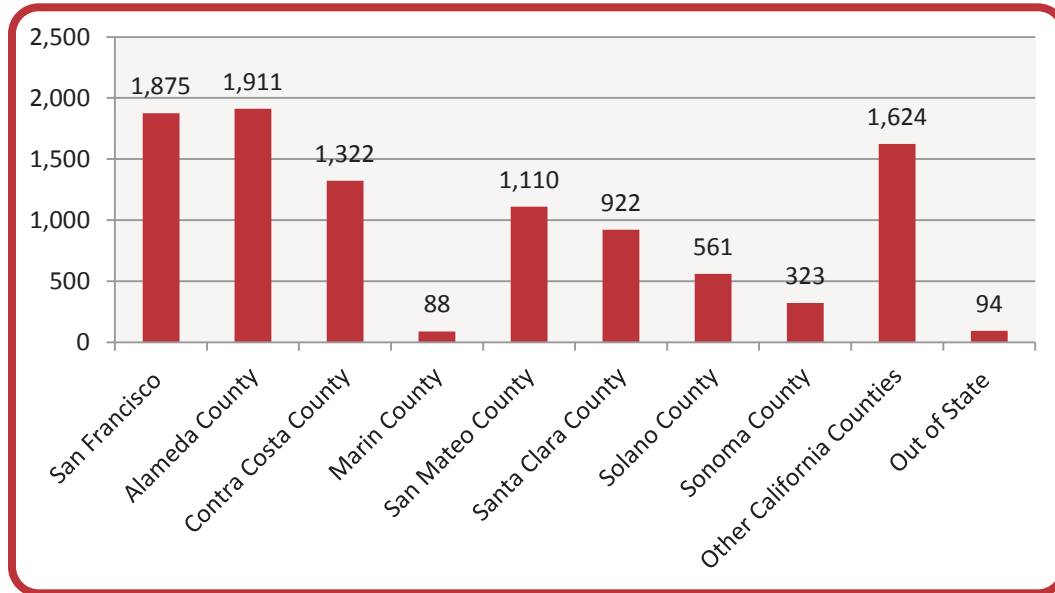


Figure 1 shows the county of residence for all workers on all covered projects. Approximately 19% of workers on covered projects are San Francisco residents.

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

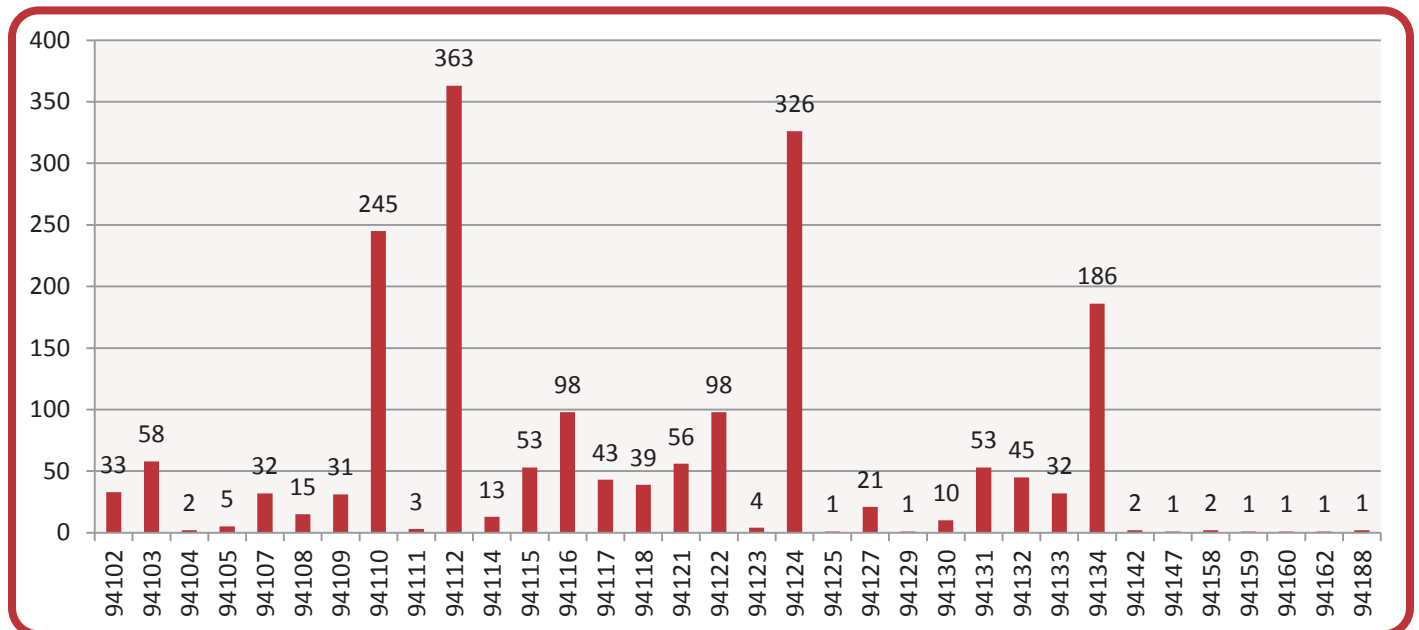


FIGURE 3: ALL WORKERS BY RACE AND ETHNICITY

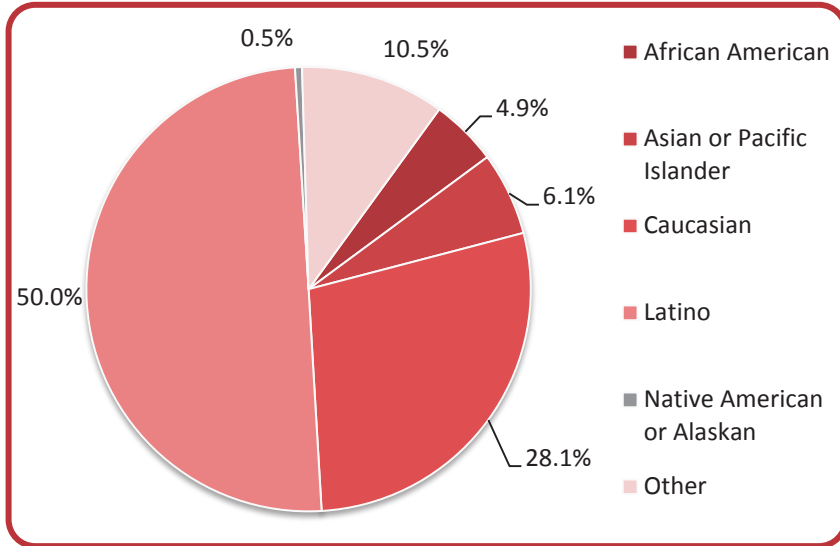


Figure 3 illustrates the race and ethnicity of all workers on all covered projects. Latino workers represent the largest percentage of the total workforce, followed by Caucasian and Asian or Pacific Islander workers.

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.

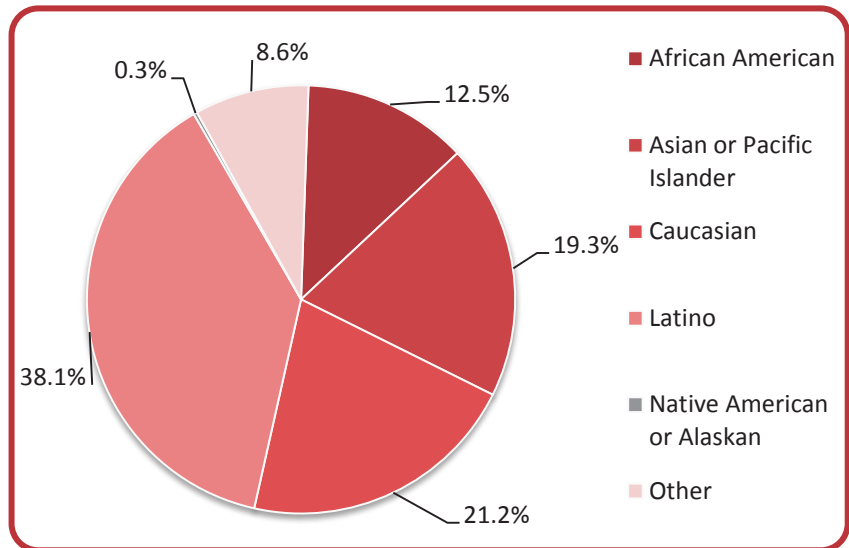


TABLE 22: WORKERS BY GENDER, OVERALL AND SAN FRANCISCO WORKERS

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

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



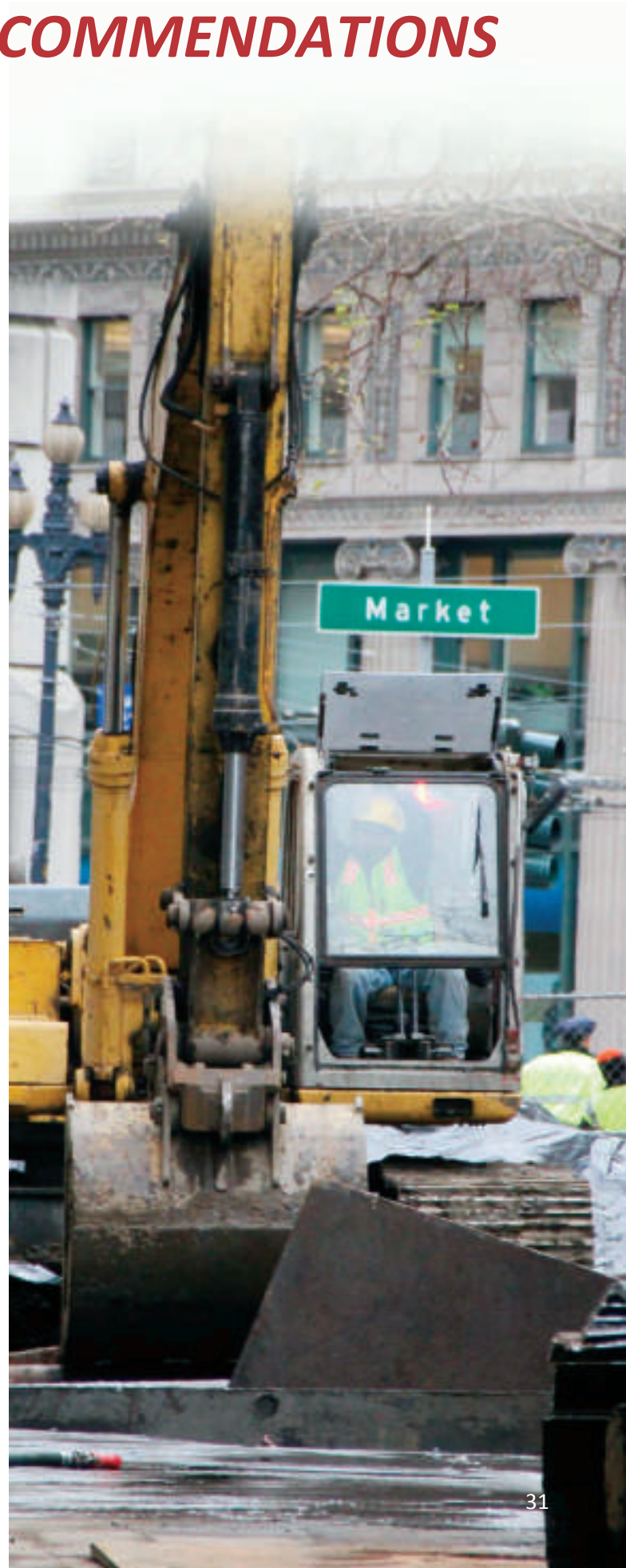
CHALLENGES AND RECOMMENDATIONS

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

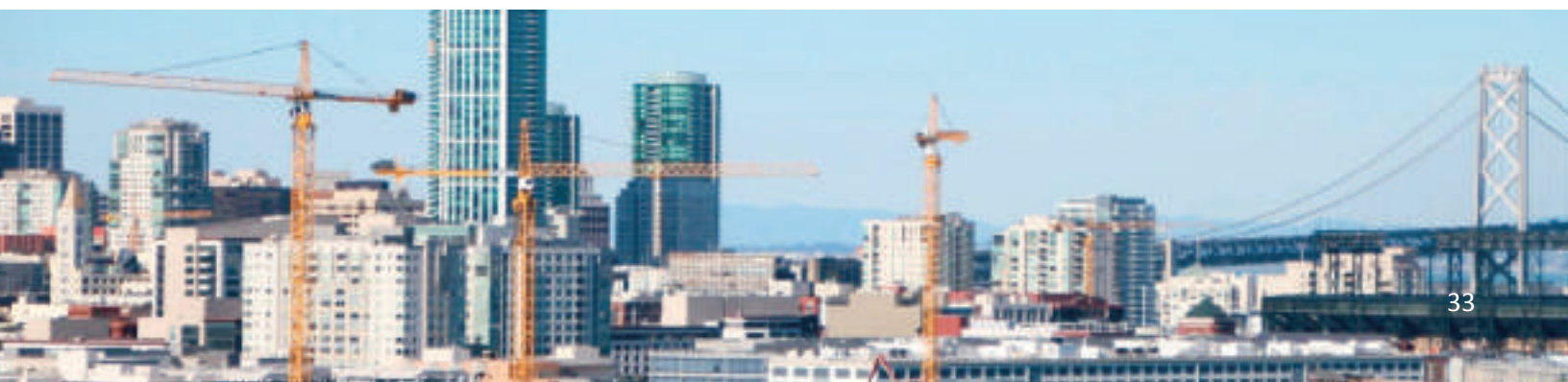
Kent M. Lim, President, Kent M. Lim & Company, Inc.

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 2nd 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 2nd 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

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

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