



**SEWER
SYSTEM**
IMPROVEMENT PROGRAM
Grey. Green. Clean.

Sewer System Improvement Program Project Labor Agreement Quarterly Report

**January 1, 2025, through March 31, 2025
(Third Quarter FY 2024-2025)**

SFPUC
Infrastructure Division
Workforce and Economic Program Services Bureau
525 Golden Gate Avenue, 9th Floor
San Francisco, CA 94102

San Francisco Public Utilities Commission
Sewer System Improvement Program Project Labor Agreement Quarterly Report
Third Quarter FY 2024-2025

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Definitions

City	City and County of San Francisco
OEWD	The Office of Economic and Workforce Development for the City and County of San Francisco
OSP	Oceanside Water Pollution Control Plant
Outside	All ZIP Codes where workers reside not within San Francisco or the San Francisco Public Utilities Commission's Service Territory
SEP	Southeast Water Pollution Control Plant
SFPUC	San Francisco Public Utilities Commission
SFPUC Regional Service Territory	265 ZIP Codes (established in San Francisco Public Utilities Commission Local Business Enterprise Program Appendix 1) where the San Francisco Public Utilities Commission provides water delivery; excluding San Francisco ZIP Codes
SSIP	Sewer System Improvement Program
WEPS	Workforce and Economic Programs Services Bureau
WWE	Wastewater Enterprise

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Executive Summary

Contracting and Employment Highlights – Program to Date:

- Fifty-four (54) construction contracts with a combined value of \$1.8 billion have been awarded.
- 4,301,452 total craft hours have been worked by 8,856 workers who earned \$382 million in wages and benefits.
- 2,233 San Francisco residents worked 1,452,179 hours (33.8%) and earned \$118.2 million in wages and benefits, exceeding the City’s Local Hiring requirement (20% to 30% on SSIP projects).
- 2,550 residents of the SFPUC’s Regional Service Territory worked 910,209 hours (21.2%) and earned \$80.7 million in wages and benefits.

Table 1. Worker Highlights – Total Program

Region of Worker Residence	Inception Through March 31, 2025		
	Hours	Wages & Benefits	Worker Count
Outside	1,939,064	\$ 182,678,165	4,278
San Francisco	1,452,179	\$ 118,228,336	2,233
Service Territory	910,209	\$ 80,663,849	2,550
Grand Total	4,301,452	\$ 381,570,351	8,856

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Contracting and Employment Highlights – During the Quarter:

- One SSIP contract was awarded during the quarter.
- 1,413 construction workers worked 241,639 hours and earned \$26.5 million in wages and benefits.
- 362 San Francisco residents worked 76,227 hours and earned \$7.9 million in wages and benefits.
- 374 SFPUC Service Territory residents worked 50,627 hours and earned \$5.7 million in wages and benefits.

Table 2. Summary of Craft Worker Employment During the Quarter

Region of Worker Residence	Quarter Ending March 31, 2025		
	Hours	Wages & Benefits	Worker Count
Outside	114,785	\$ 12,960,261	683
San Francisco	76,227	\$ 7,932,043	362
Service Territory	50,627	\$ 5,655,368	374
Grand Total	241,639	\$ 26,547,673	1,413

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Table 3. List of SSIP Construction Contracts

SSIP Construction Contracts				
Inception through March 31, 2025				
Contract Number	Project	Award Date	Prime Contractor	Original Contract Award
WW-744	Seacliff 2 Pump Station and Force Main Upgrade	2/11/2025	Western Water Constructors, Inc.	\$ 14,944,000
WW-755	Sunnydale Pump Station Safety Improvements	9/24/2024	Anvil Builders, Inc.	\$ 8,069,600
WW-747	Seacliff Avenue Pump Station & Force Main Upgrade and Seacliff 1 Pump Station Demolition	8/27/2024	Minerva Construction, Inc.	\$ 5,777,000
WW-743	Geary Boulevard Sewer and Water Improvements Phase 2	6/25/2024	Cratus, Inc.	\$ 45,957,035
WW-742	Southeast Water Pollution Control Plant 040/041/043 Health & Safety Improvements	6/11/2024	Anvil Builders, Inc.	\$ 18,700,490
WW-738	East SOMA Sewer Improvements	4/9/2024	NTK Construction, Inc.	\$ 10,802,800
WW-736	Castro and Mission Districts Sewer Improvements	5/9/2023	Precision Engineering, Inc.	\$ 7,272,320
WW-719A	Folsom Area Stormwater Improvements – SOMA and Mission Districts Sewer Replacement	5/9/2023	Mitchell Engineering	\$ 7,522,041
WW-737	Baker St. Combined Sewer Discharge Baffle Improvements & Backflow Valve Repair	1/10/2023	Trinet Construction, Inc.	\$ 566,000
WW-723R	Channel Force Main Intertie	12/13/2022	Anvil Builders, Inc.	\$ 15,796,272
WW-724	Panhandle and Inner Sunset Large Sewer Rehabilitation	12/13/2022	D'Arcy & Harty Construction, Inc.	\$ 9,937,355
WW-669	Oceanside Water Pollution Control Plant Building 011 Grit Classifier and Primary Influent Slide Gate System Improvements	9/13/2022	Trinet Construction, Inc.	\$ 9,160,000
WW-731	Various Locations Brick Sewer Improvements	8/23/2022	Cratus, Inc.	\$ 10,542,103
WW-648	Oceanside Water Pollution Control Plant Building 042 Primary Clarifier Improvements	2/8/2022	Cal State Constructors	\$ 6,490,014
WW-712	New Montgomery, Jessie, Minna, and Mission Street Brick Sewer Rehabilitation	5/11/2021	D'Arcy & Harty Construction, Inc.	\$ 4,888,750
WW-711	Wawona Area Stormwater Improvement and Vicente Street Water Main Replacement	4/13/2021	KJ Woods Construction Inc	\$ 29,132,100
WW-645R	Westside Pump Station Reliability Improvements	2/23/2021	Anvil Builders, Inc.	\$ 48,328,300
WW-685R	North Shore Pump Station, Wet Weather Improvements	1/26/2021	Western Water Constructors	\$ 26,010,000
WW-703	Mission Street, 16th to Cesar Chavez, Brick Sewer Rehabilitation	8/25/2020	Cratus, Inc.	\$ 6,337,350
WW-662R	Southeast Water Pollution Control Plant Power Feed and Primary Switchgear Upgrades	7/28/2020	Blocka Construction, Inc	\$ 30,744,200
WW-702R	Jackson, Griffith, and Pierce Streets Combined Sewer Discharge Rehabilitation and Backflow Prevention	7/14/2020	Trinet Construction, Inc	\$ 3,886,300
WW-694	Lincoln Way/48th Ave Diversion Structure Modification	4/14/2020	Marinship Development Interest, LLC	\$ 967,980
WW-696	Cargo Way Flush Line	2/25/2020	JMB Construction, Inc.	\$ 4,486,280
WW-687	Force Main Improvements at Embarcadero and Jackson	1/14/2020	Anvil Builders Inc.	\$ 5,986,222
WW-691	Sunset Boulevard Greenway -- Phase II Irving Street	7/23/2019	Minerca Construction, Inc	\$ 2,572,351
WW-665	SEP 042 Rehabilitation And Seismic Retrofit	6/25/2019	Western Water Constructors, Inc.	\$ 9,079,210
WW-683R	Sansome and Division Streets Combined Sewer Discharge Rehab	5/14/2019	Trinet Construction Inc	\$ 4,907,090
WW-682R	Southeast Community Center at 1550 Evans	1/22/2019	Charles Pankow Builders, Inc.	\$ 71,181,251
WW-627R	Baker Beach Green Streets	9/25/2018	Minerva Construction	\$ 7,122,000
WW-667	Mariposa Dry-Weather Pump Station	9/11/2018	Western Water Constructors, Inc.	\$ 17,031,000
WW-639	OSP Digester Gas Utilization Upgrades	8/28/2018	Monterey Mechanical	\$ 38,449,000
WW-674R	Geary Boulevard Sewer and Water Improvements	8/28/2018	JMB Construction, Inc.	\$ 16,246,547
WW-659	Greenhouse Demolition at 1150 Phelps Street/1800 Oakdale Avenue	2/27/2018	Azul Works, Inc.	\$ 1,638,000
WW-657R	Drumm & Jackson Streets Sewer Improvements	1/9/2018	Anvil Builders Inc.	\$ 5,240,900
WW-658	As-Needed Sewer Cleaning and Inspection of Large Sewers	8/8/2017	Pipe and Plant Solutions	\$ 2,694,000
WW-651	Griffith Pump Station Improvements	7/11/2017	Western Water Constructors, Inc.	\$ 10,941,000
WW-599R	SEP Cryogenic Oxygen Plant	6/13/2017	Cal State Constructors	\$ 6,547,000
WW-647R	SEP Biosolids Digester Facilities	5/9/2017	MWH Constructors/Webcor Builders JV	\$ 932,715,777
WW-610R	Visitation Valley Green Nodes	2/28/2017	Minerva Construction	\$ 3,483,944
WW-653	Marin Street Sewer Replacement	2/28/2017	Ranger Pipelines, Inc.	\$ 4,860,250
WW-614R2	North Point Outfall Rehabilitation	1/10/2017	The Dutra Group	\$ 12,485,980
WW-632	SEP Existing Digester Gas Handling Improvements	1/10/2017	Monterey Mechanical Company	\$ 9,536,000
DB-126	WWE Distributed Control System Upgrades	12/13/2016	Emerson Process Management	\$ 20,425,000
WW-606R2	OSP Door and Building 930 Exterior Awning Improvements	12/13/2016	Trinet Construction, Inc.	\$ 4,049,000
WW-628	SEP New Headworks Facility	5/24/2016	Sundt/Walsh JV	\$ 224,652,224
WW-570	OSP and Westside Pump Station HVAC Upgrades	5/10/2016	Blocka Construction, Inc.	\$ 6,138,000
WW-613	SEP Building 521/522 and Disinfection Upgrades	5/24/2016	Western Water Constructors, Inc.	\$ 25,750,000
WW-626	SEP Primary and Secondary Clarifier Upgrades	1/12/2016	Monterey Mechanical Company	\$ 23,588,000
WW-605R	Mission and Valencia Streets Green Gateway	11/10/2015	Anvil Builders	\$ 2,949,013
WW-609R	Holloway Green Street Stormwater Improvements	9/22/2015	M Squared Construction, Inc.	\$ 5,591,892
WW-572R	Westside Pump Station Discharge Pipe Manifold Upgrade	6/24/2014	Cal State Constructors	\$ 4,145,047
WW-556	SEP Chemical System Relocation and Facility Upgrades	1/28/2014	NTK Construction, Inc.	\$ 14,025,000
WW-541	SEP Oxygen Generation Plant Replacement	12/11/2012	NTK Construction, Inc.	\$ 9,476,360
WW-483RR	N. Shore to Channel Force Main Improvements	4/24/2012	K.J. Woods Construction, Inc.	\$ 15,488,000
54 Projects				\$ 1,845,313,348

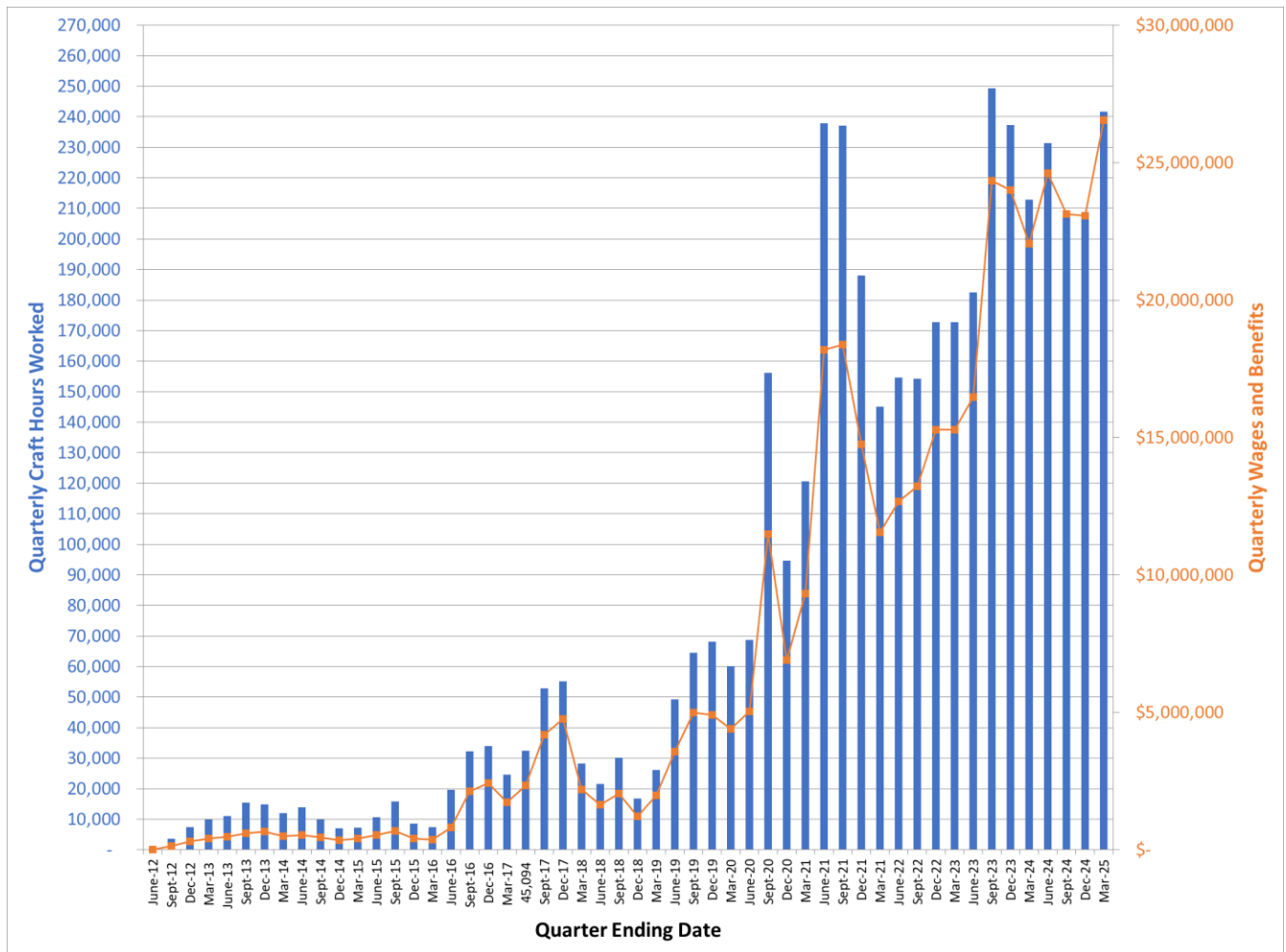
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Summary Tables and Charts

Craft Data

- During the quarter, construction workers worked 241,639 hours and earned \$26.5 million in wages and benefits.

Chart 1. Craft Hours and Wages



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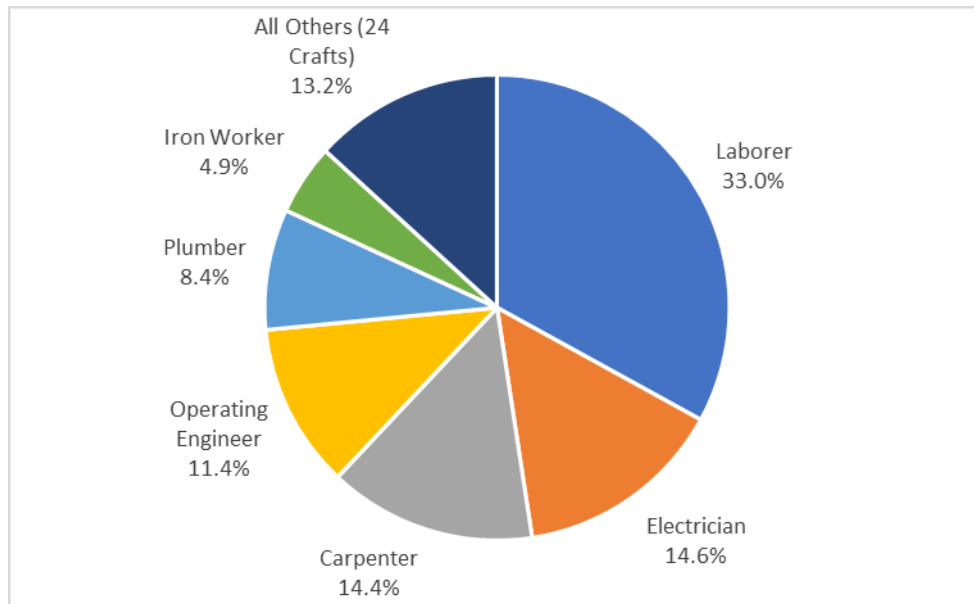
- 4,301,452 total craft hours have been worked by 8,856 workers who earned \$382 million in wages and benefits.
- Laborers, Electricians, Carpenters, Operating Engineers, Plumbers, and Iron Workers worked 86.8% of all hours, with over 3.7 million combined hours worked.

Table 4. Craft Utilization Table

Cumulative Employment by Craft				
Inception Through March 31, 2025				
Craft	Total Hours	Total Wages	% Craft Hours of Total Hours	% Wages of Total Wages
Laborer	1,419,307	\$ 88,696,821	33.0%	23.2%
Electrician	627,618	\$ 77,861,811	14.6%	20.4%
Carpenter	621,221	\$ 56,279,250	14.4%	14.7%
Operating Engineer	492,316	\$ 44,971,791	11.4%	11.8%
Plumber	361,045	\$ 47,960,695	8.4%	12.6%
Iron Worker	210,848	\$ 16,367,349	4.9%	4.3%
Top 6 Crafts Sub-Total	3,732,354	\$ 332,137,716	86.8%	87.0%
Painter	138,999	\$ 10,665,547	3.2%	2.8%
Cement Mason	119,664	\$ 9,326,760	2.8%	2.4%
Sheet Metal Worker	103,005	\$ 12,037,829	2.4%	3.2%
Field Surveyor	24,345	\$ 1,770,424	0.6%	0.5%
Roofer	21,860	\$ 1,512,555	0.5%	0.4%
Pile Driver	21,537	\$ 2,262,879	0.5%	0.6%
Plasterer	15,914	\$ 1,252,196	0.4%	0.3%
Boilermaker	9,465	\$ 848,391	0.2%	0.2%
Asbestos Worker	9,304	\$ 844,104	0.2%	0.2%
Tunnel Worker	8,461	\$ 606,780	0.2%	0.2%
Elevator Constructor	6,761	\$ 829,024	0.2%	0.2%
Drywall Installer/Lather	5,904	\$ 505,687	0.1%	0.1%
Glazier	4,732	\$ 400,858	0.1%	0.1%
Building/Construction Inspector	4,159	\$ 321,552	0.1%	0.1%
Electrical Utility Lineman	1,593	\$ 176,587	0.0%	0.0%
Bricklayer	1,496	\$ 122,013	0.0%	0.0%
Brick Tender	479	\$ 31,558	0.0%	0.0%
Metal Roofing Systems Installer	165	\$ 10,469	0.0%	0.0%
Sprinklerfitters	126	\$ 14,961	0.0%	0.0%
Tile Finisher	56	\$ 3,028	0.0%	0.0%
Tile Setter	52	\$ 4,103	0.0%	0.0%
Remaining Apprenticeable Sub-Total	498,073	\$ 43,547,303	11.6%	11.4%
Teamster	34,807	\$ 2,803,830	0.8%	0.7%
Driver	35,957	\$ 2,953,846	0.8%	0.8%
Diver	261	\$ 127,655	0.0%	0.0%
Total Non-Apprenticeable	71,025	\$ 5,885,331	1.7%	1.5%
Grand Total	4,301,452	\$ 381,570,351	100.0%	100.0%

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Chart 2. Craft Utilization Pie Chart

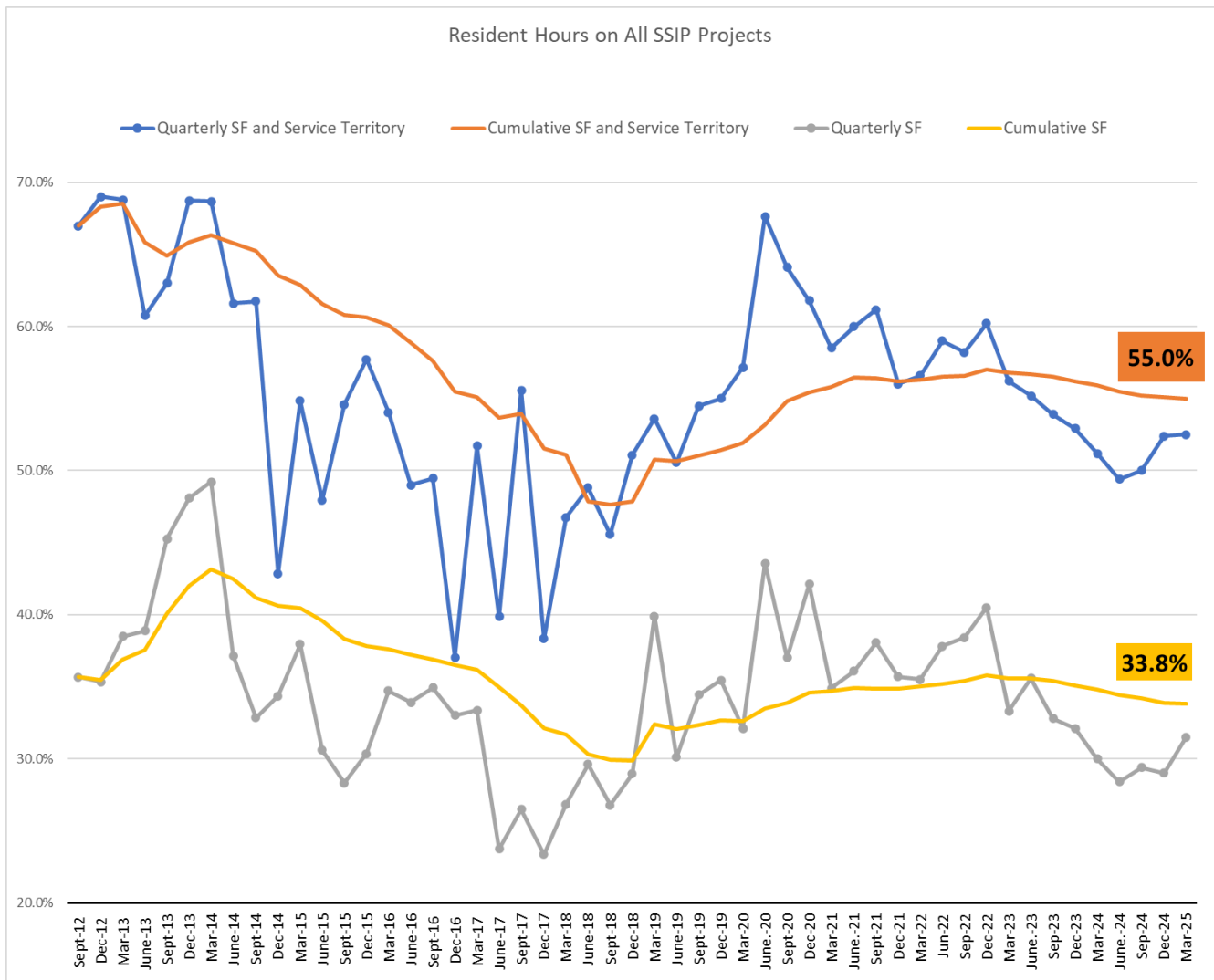


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Worker Residence Data

- Combined, San Francisco and SFPUC Regional Service Territory residents worked 55.0% of all construction craft hours on SSIP to date.
- San Francisco residents alone have worked 33.8% of all construction craft hours on SSIP to date.

Chart 3. Worker Residence Quarterly and Cumulative



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- When comparing the counties where workers are from, San Francisco's 2,233 workers worked 33.8% of all the construction hours and have earned \$118.2 million in wages and benefits, as reported in the City's online certified payroll reporting system, LCPtracker, Inc.

Table 5. Worker Residence by County

SSIP-PLA Employment by Top 20 Counties of Residence Inception Through March 31, 2025				
County	Total Craft Hours	Wages & Benefits	% Craft Hours	Worker Count (Not Unique*)
San Francisco County	1,452,179	\$ 118,228,336	33.8%	2,233
Contra Costa County	660,106	\$ 60,684,489	15.3%	1,401
Alameda County	429,270	\$ 35,957,104	10.0%	1,396
San Mateo County	370,562	\$ 36,369,476	8.6%	734
Solano County	259,307	\$ 23,794,900	6.0%	609
San Joaquin County	166,248	\$ 14,286,131	3.9%	501
Santa Clara County	144,136	\$ 12,026,757	3.4%	499
Sonoma County	129,812	\$ 15,073,402	3.0%	199
Sacramento County	107,383	\$ 9,738,349	2.5%	290
Stanislaus County	57,156	\$ 4,942,865	1.3%	211
Marin County	50,479	\$ 6,076,262	1.2%	70
Merced County	39,586	\$ 3,755,277	0.9%	61
Placer County	29,986	\$ 2,652,431	0.7%	55
Madera County	27,869	\$ 2,815,761	0.6%	22
Butte County	24,294	\$ 2,356,348	0.6%	31
Yolo County	23,726	\$ 2,405,436	0.6%	53
Riverside County	22,938	\$ 1,994,055	0.5%	52
Lake County	22,912	\$ 2,972,561	0.5%	18
Napa County	21,818	\$ 1,889,545	0.5%	69
Los Angeles County	19,634	\$ 1,713,180	0.5%	54
Top 20 CA Counties by Hrs.	4,059,401	\$ 359,732,666	94.4%	8,558
All Other CA Counties	157,674	\$ 14,163,522	3.7%	386
Out of State	84,377	\$ 7,674,163	2.0%	173
Grand Total	4,301,452	\$ 381,570,351	100.0%	8,856

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The table below represents 31 San Francisco ZIP Codes as identified in LCPtracker, Inc., through the reporting period.

- San Francisco residents worked 1,452,179 total hours on SSIP.
- Workers living in the Southeast sector of the city in ZIP Codes 94124 (Bayview Hunters Point) and 94134 (Visitacion Valley, Portola) have worked a combined 487,017 hours.
- Apprentices living in 94124 have worked more than a quarter (29.9%) of all San Francisco's 353,736 apprentice hours.

Table 6. SF Journey & Apprentice Hours by ZIP Code

ZIP Code	Neighborhoods	A	J	Grand Total	Worker Count (Not Unique)
94124	Bayview Hunters Point	105,900	281,741	387,640	572
94112	Outer Mission, Crocker-Amazon, Oceanview, Westwood Park	40,846	179,172	220,018	305
94110	Mission, Bernal Heights	28,742	113,015	141,757	280
94134	Visitacion Valley, Portola	31,372	68,005	99,377	193
94132	Lake Merced, Merced Heights, San Francisco State	19,144	63,737	82,881	78
94116	Sunset District, West Portal, Forest Hill	18,138	44,852	62,990	94
94115	Pac Heights, Lower Pac Heights, Western Addition, Fillmore, Japantown	22,188	36,393	58,580	59
94122	Inner Sunset, Outer Sunset	18,130	38,782	56,912	98
94121	Outer Richmond	10,765	31,517	42,282	66
94103	SOMA	5,121	30,641	35,762	79
94102	Hayes Valley, Civic Center, Tenderloin	7,340	27,548	34,888	54
94131	Forest Knolls, Twin Peaks, Diamond Heights, Glen Park	3,333	23,586	26,919	55
94114	Castro, Noe Valley	2,936	23,001	25,937	34
94117	Haight-Ashbury, Lower Haight, Cole Valley, NOPA	6,791	18,714	25,504	38
94109	Cathedral Hill, Tenderloin, Nob Hill, Russian Hill, Fort Mason	5,342	19,449	24,791	43
94107	SOMA, Dog Patch, Protrero Hill	6,682	17,147	23,829	63
94133	Chinatown, Telegraph Hill, North Beach, Fisherman's Wharf	2,908	17,550	20,458	28
94118	Inner Richmond	2,814	15,311	18,125	44
94130	Treasure Island	4,948	10,154	15,102	20
94127	Balboa Terrace, St. Francis Wood, West Portal	4,856	8,981	13,836	25
94123	Marina, Cow Hollow		10,975	10,975	11
94158	Mission Bay	634	4,768	5,402	6
94104	Financial District	607	3,970	4,577	3
94105	SOMA, Embarcadero	1,228	1,685	2,913	7
94108	Chinatown, Union Square	1,948	932	2,880	13
94129	P.O Box	521	2,061	2,582	2
94188	P.O Box	332	2,218	2,550	14
94142	Tenderloin		1,937	1,937	2
94120	SOMA	176	291	467	3
94119	P.O Box		167	167	1
94140	P.O Box		147	147	1
Grand Total		353,736	1,098,443	1,452,179	2,233

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- Laborers living in San Francisco have worked close to half (41.2%) of San Francisco's 1,452,179 total construction hours.
- San Francisco apprentice Laborers have worked about one of every three hours (29.8%) of the 353,736 hours worked by San Francisco apprentices.

Table 7. Worker Residence by Craft

	Laborer	Electrician	Carpenter	Operating Engineer	Plumber	Iron Worker	All Others (24 Crafts)	SSIP All Hours Grand Total
Total Hours	1,419,307	627,618	621,221	492,316	361,045	210,848	569,098	4,301,452
Craft Total % of SSIP Total	33.0%	14.6%	14.4%	11.4%	8.4%	4.9%	13.2%	
SF Hours	598,239	202,428	197,352	150,359	129,515	53,258	121,029	1,452,179
SF Craft % of Total SF Hours	41.2%	13.9%	13.6%	10.4%	8.9%	3.7%	8.3%	
Regional Service Territory Hours	276,949	120,272	122,542	111,064	65,555	57,134	156,693	910,209
% Rgnl Serv Trt Hrs of Total Rgnl Srv Trt Hrs	30.4%	13.2%	13.5%	12.2%	7.2%	6.3%	17.2%	
	Laborer	Carpenter	Electrician	Plumber	Iron Worker	Painter	All Others (19 Crafts)	SSIP Apprentices Grand Total
Total Hours	129,962	120,386	101,265	92,184	42,852	32,516	105,751	624,916
Craft Total % of SSIP Total	20.8%	19.3%	16.2%	14.8%	6.9%	5.2%	16.9%	
SF Hours	105,447	58,345	60,223	48,706	23,010	10,812	47,194	353,736
SF Craft % of Total SF Hours	29.8%	16.5%	17.0%	13.8%	6.5%	3.1%	13.3%	
Regional Service Territory Hours	5,735	22,591	12,349	21,125	7,946	6,653	36,485	112,882
% Rgnl Serv Trt Hrs of Total Rgnl Srv Trt Hrs	5.1%	20.0%	10.9%	18.7%	7.0%	5.9%	32.3%	

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- The overall participation rate of San Francisco workers on SSIP projects is 33.8%.
- WW-711 Wawona Area Stormwater Improvement and Vicente Street Water Main Replacement project has the highest local worker participation to date on SSIP, with workers living in San Francisco having worked 88.6% of the project's total hours.

Table 8. Worker Residence by Project

Sorted by percentage of San Francisco hours as a percentage of the project's total hours.

Project	Hours				% of Total Project Hours		
	Outside	San Francisco	Service Territory	Grand Total	Outside	San Francisco	Service Territory
WW-711 - Wawona Area Stormwater Improvement and Vicente Street Water Main Replacement	2,089	61,663	5,827	69,579	3.0%	88.6%	8.4%
WW-541 Southeast Water Pollution Control Plant Oxygen Generation Plant Replacement	2,225	8,580	705	11,509	19.3%	74.5%	6.1%
WW-683R - Sansome, 5th, 6th (North), and Division Streets Combined Sewer Discharge Rehabilitation	5,647	8,906	432	14,985	37.7%	59.4%	2.9%
WW-572R Westside Pump Station Discharge Pipe Manifold	3,378	5,410	495	9,282	36.4%	58.3%	5.3%
WW-736 - Castro and Mission Districts Sewer Improvements	3,266	6,843	2,095	12,204	26.8%	56.1%	17.2%
WW-743 - Geary Boulevard Sewer and Water Improvements Phase 2	4,707	7,851	1,448	14,006	33.6%	56.1%	10.3%
WW-691 Sunset Boulevard Greenway -- Phase II Irving Street to Ulloa Street	1,398	3,357	1,740	6,494	21.5%	51.7%	26.8%
WW-719A - Folsom Area Stormwater Improvements - SOMA and Mission Districts Sewer Replacement	5,010	8,960	3,750	17,720	28.3%	50.6%	21.2%
WW-738 - East SOMA Sewer Improvement	3,965	4,652	1,114	9,730	40.8%	47.8%	11.4%
WW-702R - Jackson, Griffith, and Pierce Streets Combined Sewer Discharge Rehabilitation and Backflow Prevention	5,004	4,504	68	9,576	52.3%	47.0%	0.7%
WW-742 - Southeast Water Pollution Control Plant 040/041/043 Health & Safety Improvements	1,548	2,193	931	4,671	33.1%	46.9%	19.9%
WW-653 - Marin Street Sewer Replacement	3,967	5,949	2,858	12,774	31.1%	46.6%	22.4%
WW-609R Holloway Green Street Stormwater Improvements	8,395	10,210	3,781	22,385	37.5%	45.6%	16.9%
WW-606R2 - Oceanside Water Pollution Control Plant Door and Building 930 Exterior and Awning Improvements	2,307	3,044	1,667	7,017	32.9%	43.4%	23.7%
WW-703 - Mission Street, 16th to Cesar Chavez, Brick Sewer Rehabilitation	5,216	5,681	2,278	13,175	39.6%	43.1%	17.3%
WW-696 - Cargo Way Flush Line	4,207	4,632	2,721	11,560	36.4%	40.1%	23.5%
WW-669 - Oceanside Water Pollution Control Plant Building 011 Grit Classifier and Primary Influent Sewer Improvements	1,774	1,505	490	3,768	47.1%	39.9%	13.0%
WW-687 - Force Main Rehabilitation at Embarcadero and Jackson	5,852	6,033	3,321	15,206	38.5%	39.7%	21.8%
WW-712 - New Montgomery, Jessie, Minna, and Mission Streets Brick Sewer Rehabilitation	6,508	4,716	684	11,908	54.7%	39.6%	5.7%
WW-556 Southeast Water Pollution Control Plant Chemical System Relocation and Facility Upgrades	21,053	15,536	2,724	39,313	53.6%	39.5%	6.9%
WW-483RR North Shore to Channel Force Main Improvement and Pavement Renovation	38,197	41,603	25,882	105,681	36.1%	39.4%	24.5%
WW-648 - Oceanside Water Pollution Control Plant Building 042 Primary Clarifier Improvements	1,171	893	251	2,314	50.6%	38.6%	10.8%
WW-639 - Oceanside Water Pollution Control Plant Digester Gas Utilization Upgrades	44,374	40,410	20,236	105,020	42.3%	38.5%	19.3%
WW-627R - Baker Beach Green Streets	11,630	9,993	4,579	26,202	44.4%	38.1%	17.5%
WW-674R - Geary Boulevard Sewer and Water Improvements	9,699	15,264	15,281	40,243	24.1%	37.9%	38.0%
WW-731 - Various Locations Brick Sewer Improvements	11,358	8,779	3,844	23,980	47.4%	36.6%	16.0%
WW-724 - Panhandle and Inner Sunset Large Sewer Rehabilitation	3,842	2,563	653	7,057	54.4%	36.3%	9.2%
WW-723R - Channel Force Main Intertie	3,967	3,654	2,497	10,118	39.2%	36.1%	24.7%
WW-737 - Baker St. Combined Sewer Discharge Baffle Improvements & Backflow Valve Repair	192	128	40	360	53.3%	35.6%	11.1%
WW-610R - Visitation Valley Green Nodes, Rutland Street Sewer, and Sunnydale Pavement Improvements	7,060	6,518	5,350	18,928	37.3%	34.4%	28.3%
WW-665 - Southeast Water Pollution Control Plant 042 Rehabilitation and Seismic Retrofit	14,167	9,691	5,012	28,871	49.1%	33.6%	17.4%
WW-628 - Southeast Water Pollution Control Plant New Headworks Facility	788,535	562,870	348,069	1,699,474	46.4%	33.1%	20.5%
WW-570 - Oceanside Water Pollution Control Plant and Westside Pump Station HVAC Upgrades	5,239	3,929	2,726	11,893	44.0%	33.0%	22.9%
WW-662R - Southeast Water Pollution Control Plant Power Feed and Primary Switchgear Upgrades	14,301	11,611	9,284	35,196	40.6%	33.0%	26.4%
WW-667 Mariposa Dry-Weather Pump Station	21,004	12,063	4,324	37,391	56.2%	32.3%	11.6%
WW-647R - Southeast Water Pollution Control Plant Biosolids Digester Facilities Project	856,178	590,486	430,109	1,876,773	45.6%	31.5%	22.9%
WW-685R - North Shore Pump Station Wet Weather Improvements	35,343	21,643	12,174	69,160	51.1%	31.3%	17.6%
WW-605R Mission and Valencia Streets Green Gateway	8,869	5,943	5,187	19,998	44.4%	29.7%	25.9%
WW-657R - Drumm & Jackson Streets Sewer Improvements	8,897	4,382	1,664	14,943	59.5%	29.3%	11.1%
WW-626 Southeast Water Pollution Control Plant Primary and Secondary Clarifier Upgrades	39,958	20,167	14,900	75,025	53.3%	26.9%	19.9%
WW-632 - Southeast Water Pollution Control Plant Existing Digester Gas Handling Improvements	9,505	5,777	6,803	22,086	43.0%	26.2%	30.8%
WW-599R - Southeast Water Pollution Control Plant Cryogenic Oxygen Plant Demolition and Liquid Oxygen Storage	3,109	2,016	2,593	7,718	40.3%	26.1%	33.6%
WW-659 - Greenhouse Demolition at 1150 Phelps Street	1,840	868	739	3,446	53.4%	25.2%	21.4%
WW-645R - Westside Pump Station Reliability Improvements	41,041	19,372	18,175	78,587	52.2%	24.6%	23.1%
WW-613 Southeast Water Pollution Control Plant (SEP) Building 521/522 and Disinfection Upgrades	53,465	17,590	5,370	76,424	70.0%	23.0%	7.0%
WW-651 - Griffith Pump Station Improvements	11,209	3,448	400	15,057	74.4%	22.9%	2.7%
WW-658 - As-Needed Sewer Cleaning and Inspection of Large Sewers	2,287	835	901	4,023	56.9%	20.8%	22.4%
WW-614R2 - North Point Outfall Rehabilitation	24,551	2,971	8,398	35,920	68.3%	8.3%	23.4%
Grand Total	1,939,064	1,452,179	910,209	4,301,452	45.1%	33.8%	21.2%

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Apprentice Data

The State of California's Division of Apprenticeship Standards requires apprentices be utilized in the ratios applicable to each craft, generally one apprentice hour to every five journey hours.

- On SSIP, 14.8% of all craft hours in apprenticeable trades have been worked by apprentices.
- Field Surveyors have utilized the most apprentices, with 47.1% of all hours worked by apprentices.
- Apprentice Laborers have worked 9.2% of the Laborers' 1,419,307 total hours.

Table 9. Apprentice Utilization by Craft

Craft	Apprentice Hours	Journey Hours	Total Hours	Apprentice Percentage of Craft Total (Apprentice/Total)
Field Surveyor	11,477	12,868	24,345	47.1%
Metal Roofing Systems Installer	72	93	165	43.6%
Drywall Installer/Lather	2,050	3,854	5,904	34.7%
Elevator Constructor	2,317	4,444	6,761	34.3%
Asbestos Worker	2,676	6,629	9,304	28.8%
Sheet Metal Worker	28,077	74,928	103,005	27.3%
Plasterer	4,145	11,769	15,914	26.0%
Plumber	92,184	268,861	361,045	25.5%
Glazier	1,206	3,525	4,732	25.5%
Roofer	5,235	16,625	21,860	23.9%
Painter	32,516	106,483	138,999	23.4%
Iron Worker	42,852	167,996	210,848	20.3%
Carpenter	120,386	500,834	621,221	19.4%
Electrician	101,265	526,353	627,618	16.1%
Pile Driver	3,154	18,383	21,537	14.6%
Tile Finisher	8	48	56	14.3%
Cement Mason	15,669	103,994	119,664	13.1%
Tile Setter	6	46	52	11.7%
Electrical Utility Lineman	166	1,427	1,593	10.4%
Building/Construction Inspector	410	3,749	4,159	9.8%
Laborer	129,962	1,289,346	1,419,307	9.2%
Tunnel Worker	581	7,880	8,461	6.9%
Boilermaker	557	8,909	9,465	5.9%
Operating Engineer	27,939	464,376	492,316	5.7%
Bricklayer	8	1,488	1,496	0.5%
Brick Tender		479	479	0.0%
Sprinklerfitters		126	126	0.0%
Apprenticeable Subtotal	624,916	3,605,511	4,230,427	14.8%
Driver		35,957	35,957	0.0%
Teamster		34,807	34,807	0.0%
Diver		261	261	0.0%
Grand Total	624,916	3,676,536	4,301,452	14.5%

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- WW-613 Southeast Water Pollution Control Plant (SEP) Building 521/522 and Disinfection Upgrades has the second highest apprentice utilization ratio, with 22.0% of all hours worked by apprentices.
- WW-628 Southeast Water Pollution Control Plant New Headworks Facility project's apprentice utilization ratio is currently 16.1%, or 198,265 out of 1,232,179 total project hours.
- WW-647R Southeast Water Pollution Control Plant Biosolids Digester Facilities Project, with 1,876,773 total hours worked, has an apprentice utilization rate of 14.5%.

Table 10. Apprentice Utilization by Project

Project Name	Appr. Hours	Journey Hours	Grand Total	Appr. Utilization %
WW-613 Southeast Water Pollution Control Plant (SEP) Building 521/522 and Disinfection Upgrades	16,810	59,615	76,424	22.0%
WW-556 Southeast Water Pollution Control Plant Chemical System Relocation and Facility Upgrades	8,255	31,058	39,313	21.0%
WW-572R Westside Pump Station Discharge Pipe Manifold	1,949	7,333	9,282	21.0%
WW-606R2 - Oceanside Water Pollution Control Plant Door and Building 930 Exterior and Awning Improvements	1,466	5,551	7,017	20.9%
WW-651 - Griffith Pump Station Improvements	2,757	12,300	15,057	18.3%
WW-627R - Baker Beach Green Streets	4,685	21,517	26,202	17.9%
WW-669 - Oceanside Water Pollution Control Plant Building 011 Grit Classifier and Primary Influent Slide Gate System Improvements	648	3,120	3,768	17.2%
WW-702R - Jackson, Griffith, and Pierce Streets Combined Sewer Discharge Rehabilitation and Backflow Prevention	1,597	7,978	9,576	16.7%
WW-632 - Southeast Water Pollution Control Plant Existing Digester Gas Handling Improvements	3,580	18,506	22,086	16.2%
WW-628 - Southeast Water Pollution Control Plant New Headworks Facility	198,265	1,033,913	1,232,179	16.1%
WW-570 - Oceanside Water Pollution Control Plant and Westside Pump Station HVAC Upgrades	1,904	9,990	11,893	16.0%
WW-674R - Geary Boulevard Sewer and Water Improvements	6,372	33,872	40,243	15.8%
WW-626 Southeast Water Pollution Control Plant Primary and Secondary Clarifier Upgrades	11,358	63,667	75,025	15.1%
WW-645R - Westside Pump Station Reliability Improvements	11,792	66,795	78,587	15.0%
WW-723R - Channel Force Main Intertie	1,512	8,607	10,118	14.9%
WW-657R - Drumm & Jackson Streets Sewer Improvements	2,190	12,753	14,943	14.7%
WW-647R - Southeast Water Pollution Control Plant Biosolids Digester Facilities Project	271,569	1,605,204	1,876,773	14.5%
WW-665 - Southeast Water Pollution Control Plant 042 Rehabilitation and Seismic Retrofit	4,091	24,780	28,871	14.2%
WW-696 - Cargo Way Flush Line	1,631	9,929	11,560	14.1%
WW-683R - Sansome, 5th, 6th (North), and Division Streets Combined Sewer Discharge Rehabilitation and Backflow Prevention	2,053	12,932	14,985	13.7%
WW-541 Southeast Water Pollution Control Plant Oxygen Generation Plant Replacement	1,566	9,943	11,509	13.6%
WW-605R Mission and Valencia Streets Green Gateway	2,720	17,278	19,998	13.6%
WW-483R North Shore to Channel Force Main Improvement and Pavement Renovation	14,364	91,318	105,681	13.6%
WW-691 Sunset Boulevard Greenway -- Phase II Irving Street to Ulloa Street	873	5,621	6,494	13.4%
WW-737 - Baker St. Combined Sewer Discharge Baffle Improvements & Backflow Valve Repair	48	312	360	13.3%
WW-685R - North Shore Pump Station Wet Weather Improvements	9,159	60,002	69,160	13.2%
WW-662R - Southeast Water Pollution Control Plant Power Feed and Primary Switchgear Upgrades	4,313	30,883	35,196	12.3%
WW-743 - Geary Boulevard Sewer and Water Improvements Phase 2	1,679	12,327	14,006	12.0%
WW-711 - Wawona Area Stormwater Improvement and Vicente Street Water Main Replacement	8,212	61,366	69,579	11.8%
WW-667 Mariposa Dry-Weather Pump Station	4,064	33,327	37,391	10.9%
WW-742 - Southeast Water Pollution Control Plant 040/041/043 Health & Safety Improvements	498	4,173	4,671	10.7%
WW-712 - New Montgomery, Jessie, Minna, and Mission Streets Brick Sewer Rehabilitation	1,259	10,649	11,908	10.6%
WW-639 - Oceanside Water Pollution Control Plant Digester Gas Utilization Upgrades	11,053	93,967	105,020	10.5%
WW-614R2 - North Point Outfall Rehabilitation	2,750	33,170	35,920	7.7%
WW-738 - East SOMA Sewer Improvement	689	9,042	9,730	7.1%
WW-731 - Various Locations Brick Sewer Improvements	1,687	22,293	23,980	7.0%
WW-610R - Visitation Valley Green Nodes, Rutland Street Sewer, and Sunnysdale Pavement Improvements	1,251	17,677	18,928	6.6%
WW-648 - Oceanside Water Pollution Control Plant Building 042 Primary Clarifier Improvements	150	2,164	2,314	6.5%
WW-609R Holloway Green Street Stormwater Improvements	1,328	21,057	22,385	5.9%
WW-703 - Mission Street, 16th to Cesar Chavez, Brick Sewer Rehabilitation	748	12,428	13,175	5.7%
WW-659 - Greenhouse Demolition at 1150 Phelps Street	147	3,299	3,446	4.3%
WW-736 - Castro and Mission Districts Sewer Improvements	519	11,685	12,204	4.2%
WW-724 - Panhandle and Inner Sunset Large Sewer Rehabilitation	273	6,784	7,057	3.9%
WW-653 - Marin Street Sewer Replacement	395	12,380	12,774	3.1%
WW-719A - Folsom Area Stormwater Improvements - SOMA and Mission Districts Sewer Replacement	357	17,363	17,720	2.0%
WW-599R - Southeast Water Pollution Control Plant Cryogenic Oxygen Plant Demolition and Liquid Oxygen System Upgrades	133	7,585	7,718	1.7%
WW-687 - Force Main Rehabilitation at Embarcadero and Jackson	192	15,014	15,206	1.3%
WW-658 - As-Needed Sewer Cleaning and Inspection of Large Sewers	14	4,009	4,023	0.3%
Grand Total	624,916	3,676,536	4,301,452	14.5%

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Substance Abuse Prevention Program and Safety

The PLA requires pre-employment alcohol and drug testing for all covered employees. The policy also allows testing where the contractor has reasonable cause to believe that the employee has used drugs or alcohol, and mandates testing where a contractor concludes that an employee was under the influence of drugs or alcohol at the time of an accident.

- 5,362 pre-employment tests have been administered on SSIP, with a total non-negative screening rate of 1.0%.
- During the quarter, 174 pre-employment substance abuse screenings were administered, and no individuals were prevented from working as the result of a non-negative test.

Table 11. Workers' Pre-Employment Clearance Data

SSIP - Covered by PLA Substance Abuse Testing Summary Tests Administered to Individuals Cleared to Work Through 03/31/2025	
Project	Number Cleared
WW-647R - SEP Biosolids Digester Facilities Project	3,480
WW-682R - Southeast Community Center at 1550 Evans	876
WW-628 - SEP New Headworks Facility	554
WW-614R2 - North Point Outfall Rehabilitation	116
WW-645R - Westside Pump Station Reliability Improvements	60
WW-711 - Wawona Area Stormwater Improvement and Vicente Street Water Main Replacement	52
WW-627R - Baker Beach Green Streets	27
WW-570 - OSP and Westside Pump Station HVAC Upgrades	23
WW-657R - Drumm & Jackson Streets Sewer Improvements	15
WW-658 - As-Needed Sewer Cleaning and Inspection of Large Sewers	11
WW-731 - Various Locations Brick Sewer Improvements	11
WW-667 - Mariposa Dry Weather Pump Station	10
WW-648 - OSP Building 042 Primary Clarifier Improvements	9
WW-639 - OSP Digester Gas Utilization Upgrades	8
WW-665 - SEP 042 Rehabilitation and Seismic Retrofit	8
WW-606R2 - OSP Door and Building 930 Exterior and Awning Improvements	7
WW-662R - SEP Power Feed and Primary Switchgear Upgrades	6
WW-737 - Baker St. Combined Sewer Discharge Baffle Improvements & Backflow Valve Repair	6
WW-738 - East SOMA Sewer Improvement	6
WW-651 - Griffith Pump Station Improvements	5
WW-747 - Seacliff Avenue Pump Station & Force Main Upgrade and Seacliff 1 Pump Station Demolition	5
WW-687 - Force Main Improvements at Embarcadero and Jackson	4
WW-610R - Visitacion Valley Green Nodes	3
WW-632 - Southeast Water Pollution Control Plant Existing Digester Gas Handling Improvement	3
WW-599R - SEP Cryogenic Oxygen Plant Demolition and Liquid Oxygen System Upgrades	2
WW-743 - Geary Boulevard Sewer and Water Improvements Phase 2	2
Total Cleared	5,309

History of the WSIP PLA and SSIP Extension Agreement

On April 8, 2003, the San Francisco Board of Supervisors adopted Resolution 223-03 urging the San Francisco Public Utilities Commission (SFPUC) to develop plans for a Project Labor Agreement (PLA) covering the capital improvement program to rehabilitate, repair, and upgrade the Hetch Hetchy Water System.

On May 20, 2003, the San Francisco Board of Supervisors adopted Resolution 350-03 urging the SFPUC to include social justice components in the PLA covering the Hetch Hetchy Water System upgrade.

On May 11, 2006, the San Francisco Board of Supervisors amended the San Francisco Administrative Code to establish a Small Firm Advisory Committee to provide for the certification of small construction contractors located outside of San Francisco and within the SFPUC Regional Service Territory for work on SFPUC construction projects, including those covered by the PLA.

On March 28, 2006, the SFPUC adopted Resolution No. 06-0049 authorizing SFPUC staff to commence negotiations with the various craft labor unions for a project labor agreement covering the Water System Improvement Program (WSIP). Resolution No. 06-0049 concluded that the governmental interests of the SFPUC were furthered by a project labor agreement as follows:

“There are numerous advantages in moving forward on the negotiation of a PLA, which include but are not limited to the following: creates framework for labor harmony; mitigates against construction delays; assures steady supply of qualified labor; provides employment, career, and local business opportunities; and other benefits...”

On March 26, 2007, the SFPUC approved the negotiated agreement. The PLA requires construction contractors to utilize workers dispatched by signatory unions, and prohibits the unions and contractors from participating in strikes, lockouts, or other disruptions to the work. The PLA provides a procedure for adjudicating conflicting jurisdictional claims between the unions, provides for uniform hours of work, overtime, shifts and holidays, encourages the recruitment and training of low-income residents of the SFPUC service territory, and requires substance abuse testing for all covered workers. The first implementation of the PLA was on the WD-2504 Stanford Heights Reservoir Seismic Retrofit and Improvement project, which the SFPUC awarded to S.J. Amoroso Construction Company, LLC., on June 26, 2007, in the amount of \$17,899,960.

In 2008, the Commission approved Addendum No. 1 of the Agreement, which extended the Agreement to the Advanced Meter Infrastructure (AMI) project.

In May 2016, the Commission approved an Extension Agreement, which applied the terms of the PLA, as modified in the Extension Agreement, to Sewer System Improvement Program (SSIP) projects and the AWSS Pumping Station 2 project.

Governance and Certified Payroll Reporting System

The parties to the PLA have established a four-person Joint Administrative Committee that reviews the implementation and progress of the PLA, and provides guidance to questions or concerns that arise in connection with the PLA. The Workforce and Economic Program Services team, within the SFPUC's Infrastructure Division, administers the PLA under the advisement of the Joint Administrative Committee.

Prior to the commencement of construction, representatives of participating contractors and subcontractors, the unions, and SFPUC staff, are required to attend a PLA Pre-Job Conference. At the conference, the general contractor and subcontractors must present their scope of work and make union assignments of the work based on traditional craft jurisdictional lines. When conflicting claims for work are submitted to a contractor, the corresponding Jurisdictional Dispute Resolution procedures, as specified for the trades involved, is invoked so as to prevent delay or disruption of the work.

All SFPUC construction projects utilize the City's authorized labor compliance reporting program, currently the web-based system, LCPtracker, Inc. The data from the certified payrolls records collected by LCPtracker, Inc. have been compiled to produce the information in this report.