



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

Sewer System Improvement Program Project Labor Agreement Quarterly Report

**April 1, 2025, through June 30, 2025
(Fourth Quarter FY 2024-2025)**

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

SEWER SYSTEM IMPROVEMENT PROGRAM | Grey. Green. Clean.

San Francisco Public Utilities Commission
Sewer System Improvement Program Project Labor Agreement Quarterly Report
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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-six (56) construction contracts with a combined value of \$1.9 billion have been awarded.
- 4,522,224 total craft hours have been worked by 9,031 workers who earned \$406 million in wages and benefits.
- 2,267 San Francisco residents worked 1,525,203 hours (33.7%) and earned \$125.6 million in wages and benefits, exceeding the City’s Local Hiring requirement (20% to 30% on SSIP projects).
- 2,606 residents of the SFPUC’s Regional Service Territory worked 958,366 hours (21.2%) and earned \$86.1 million in wages and benefits.

Table 1. Worker Highlights – Total Program

Region of Worker Residence	Inception Through June 30, 2025		
	Hours	Wages & Benefits	Worker Count
Outside	2,038,655	\$ 194,103,401	4,373
San Francisco	1,525,203	\$ 125,616,657	2,267
Service Territory	958,366	\$ 86,093,659	2,606
Grand Total	4,522,224	\$ 405,813,717	9,031

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Contracting and Employment Highlights – During the Quarter:

- Two SSIP contracts were awarded during the quarter.
- 1,237 construction workers worked 220,772 hours and earned \$24.2 million in wages and benefits.
- 312 San Francisco residents worked 73,023 hours and earned \$7.4 million in wages and benefits.
- 329 SFPUC Service Territory residents worked 48,157 hours and earned \$5.4 million in wages and benefits.

Table 2. Summary of Craft Worker Employment During the Quarter

Region of Worker Residence	Quarter Ending June 30, 2025		
	Hours	Wages & Benefits	Worker Count
Outside	99,592	\$ 11,425,236	600
San Francisco	73,023	\$ 7,388,321	312
Service Territory	48,157	\$ 5,429,809	329
Grand Total	220,772	\$ 24,243,367	1,237

Table 3. List of SSIP Construction Contracts (part 1)

SSIP Construction Contracts				
Inception through June 30, 2025				
Contract Number	Project	Award Date	Prime Contractor	Original Contract Award
WW-757R	Laguna, Howard, and Mission Creek Combined Sewer Discharge Improvements	5/13/2025	Pullman SST, INC.	\$ 7,296,786
WW-754	West SOMA, Panhandle, and Inner Sunset Sewer Improvements	5/13/2025	Precision Engineering, Inc	\$ 17,912,054
WW-744	Seadiff 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	Seadiff 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

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Table 3. List of SSIP Construction Contracts (part 2)

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	1/26/2016	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
56 Projects				\$ 1,870,522,188

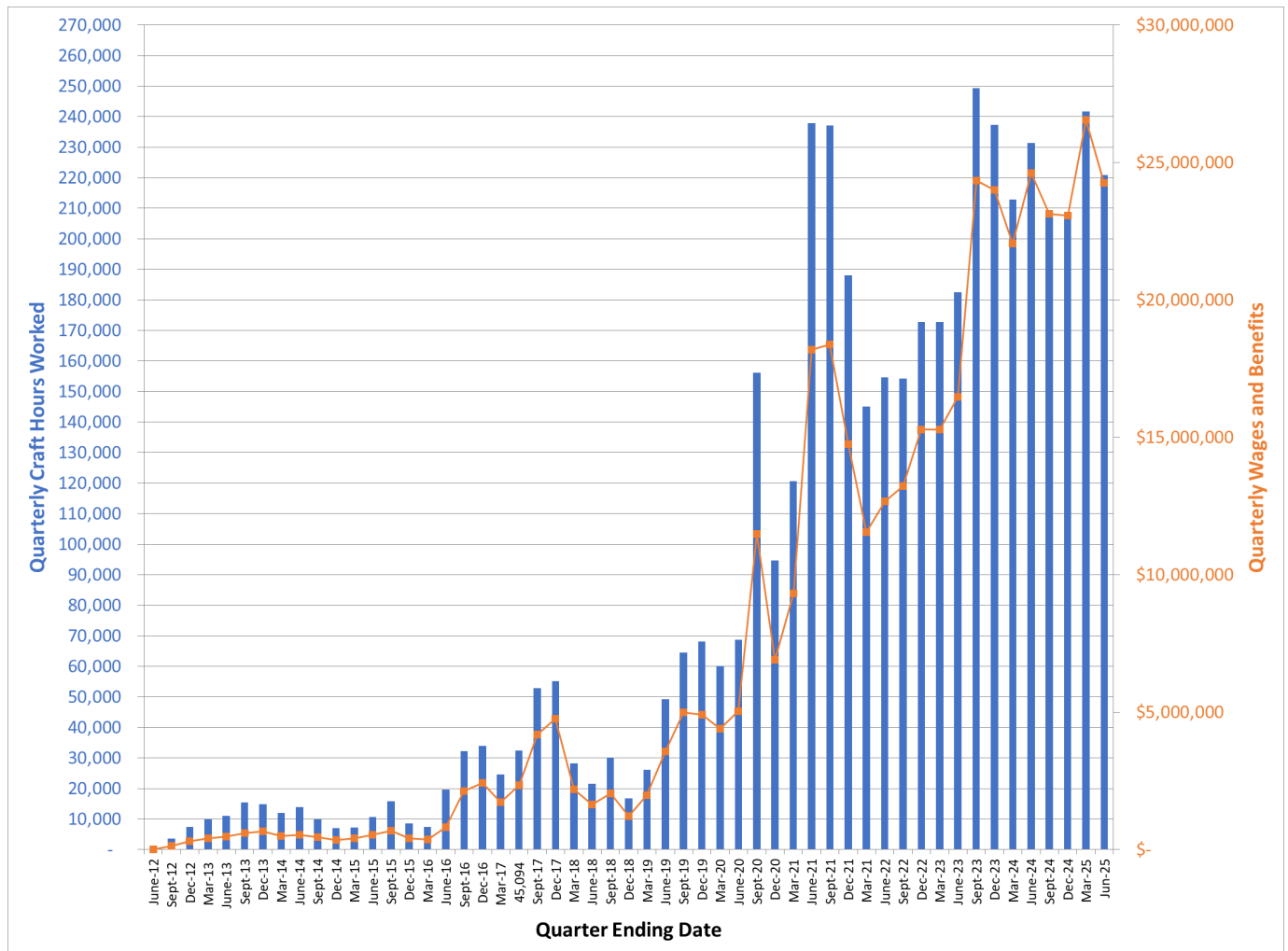
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Summary Tables and Charts

Craft Data

- During the quarter, construction workers worked 220,772 hours and earned \$24.2 million in wages and benefits.

Chart 1. Craft Hours and Wages



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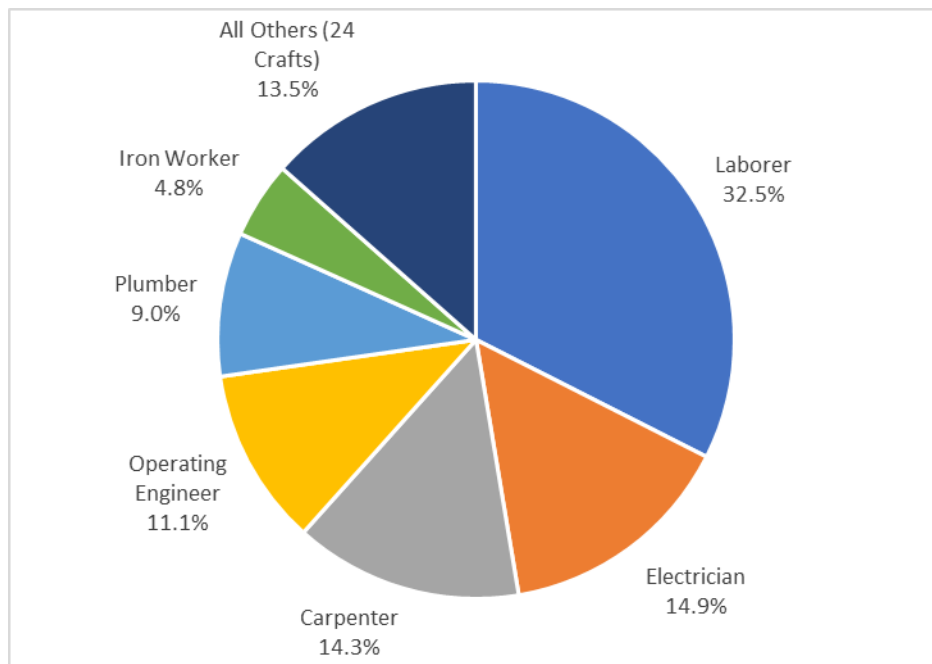
- 4,522,224 total craft hours have been worked by 9,031 workers who earned \$406 million in wages and benefits.
- Laborers, Electricians, Carpenters, Operating Engineers, Plumbers, and Iron Workers worked 86.8% of all hours, with over 3.9 million combined hours worked.

Table 4. Craft Utilization Table

Cumulative Employment by Craft				
Inception Through June 30, 2025				
Craft	Total Hours	Total Wages	% Craft Hours of Total Hours	% Wages of Total Wages
Laborer	1,469,985	\$ 92,283,710	32.5%	22.7%
Electrician	674,013	\$ 84,215,623	14.9%	20.8%
Carpenter	645,969	\$ 58,697,073	14.3%	14.5%
Operating Engineer	503,142	\$ 46,042,744	11.1%	11.3%
Plumber	405,498	\$ 54,473,608	9.0%	13.4%
Iron Worker	214,834	\$ 16,716,898	4.8%	4.1%
Top 6 Crafts Sub-Total	3,913,441	\$ 352,429,656	86.5%	86.8%
Painter	148,967	\$ 11,544,202	3.3%	2.8%
Cement Mason	125,289	\$ 9,803,122	2.8%	2.4%
Sheet Metal Worker	111,078	\$ 13,079,115	2.5%	3.2%
Field Surveyor	24,507	\$ 1,783,836	0.5%	0.4%
Roofer	23,413	\$ 1,625,637	0.5%	0.4%
Pile Driver	21,562	\$ 2,265,270	0.5%	0.6%
Plasterer	16,090	\$ 1,267,910	0.4%	0.3%
Asbestos Worker	11,749	\$ 1,106,747	0.3%	0.3%
Drywall Installer/Lather	9,555	\$ 866,129	0.2%	0.2%
Boilermaker	9,465	\$ 848,391	0.2%	0.2%
Glazier	8,954	\$ 784,118	0.2%	0.2%
Elevator Constructor	8,916	\$ 1,091,766	0.2%	0.3%
Tunnel Worker	8,461	\$ 606,780	0.2%	0.1%
Building/Construction Inspector	4,639	\$ 364,378	0.1%	0.1%
Electrical Utility Lineman	1,721	\$ 191,319	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	536,737	47,414,852	11.9%	11.7%
Teamster	34,807	\$ 2,803,830	0.8%	0.7%
Driver	36,978	\$ 3,037,724	0.8%	0.7%
Diver	261	\$ 127,655	0.0%	0.0%
Total Non-Apprenticeable	72,046	\$ 5,969,209	1.6%	1.5%
Grand Total	4,522,224	\$ 405,813,717	100.0%	100.0%

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Chart 2. Craft Utilization Pie Chart

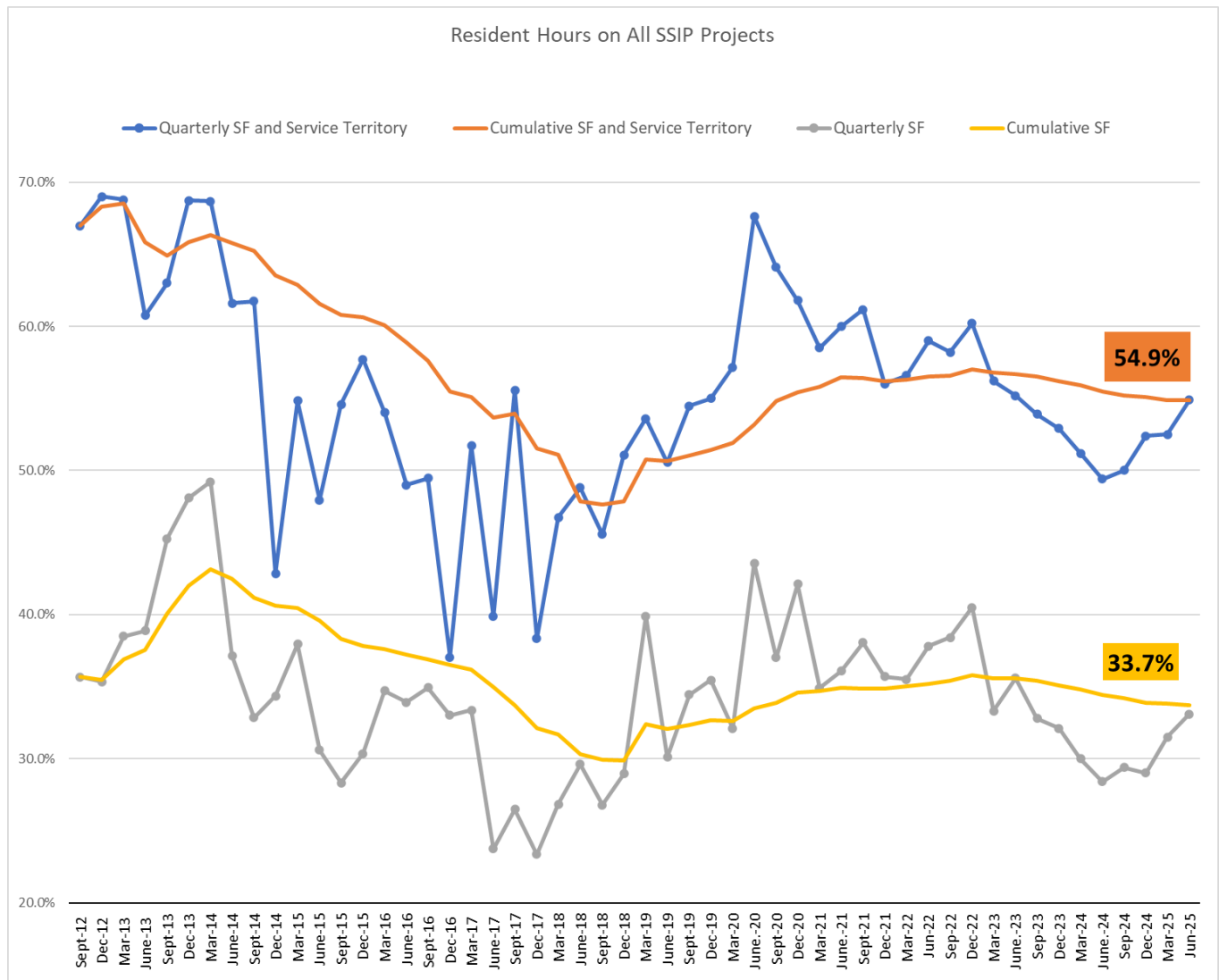


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Worker Residence Data

- Combined, San Francisco and SFPUC Regional Service Territory residents worked 54.9% of all construction craft hours on SSIP to date.
- San Francisco residents alone have worked 33.7% 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 2,267 workers worked 33.7% of all the construction hours and have earned \$125.6 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 June 30, 2025				
County	Total Craft Hours	Wages & Benefits	% Craft Hours	Worker Count (Not Unique*)
San Francisco County	1,525,203	\$ 125,616,657	33.7%	2,267
Contra Costa County	696,476	\$ 64,629,122	15.4%	1,429
Alameda County	448,857	\$ 38,140,876	9.9%	1,424
San Mateo County	396,596	\$ 39,544,494	8.8%	756
Solano County	271,062	\$ 25,041,270	6.0%	619
San Joaquin County	172,225	\$ 14,932,570	3.8%	510
Santa Clara County	150,819	\$ 12,665,473	3.3%	510
Sonoma County	142,745	\$ 17,039,003	3.2%	206
Sacramento County	115,936	\$ 10,569,796	2.6%	301
Stanislaus County	61,078	\$ 5,315,699	1.4%	217
Marin County	53,322	\$ 6,514,811	1.2%	72
Merced County	40,143	\$ 3,822,429	0.9%	62
Placer County	30,744	\$ 2,715,368	0.7%	56
Madera County	28,451	\$ 2,895,537	0.6%	22
Butte County	25,414	\$ 2,472,066	0.6%	31
Yolo County	25,310	\$ 2,577,738	0.6%	55
Lake County	23,536	\$ 3,063,549	0.5%	19
Riverside County	23,124	\$ 2,009,717	0.5%	52
Napa County	22,689	\$ 1,954,514	0.5%	72
Los Angeles County	19,764	\$ 1,725,277	0.4%	55
Top 20 CA Counties by Hrs.	4,273,493	\$ 383,245,964	94.5%	8,735
All Other CA Counties	162,720	\$ 14,749,433	3.6%	390
Out of State	86,012	\$ 7,818,321	1.9%	177
Grand Total	4,522,224	\$ 405,813,717	100.0%	9,031

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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 1,525,203 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 508,289 hours.
- Apprentices living in 94124 have worked more than a quarter (29.8%) of all San Francisco's 369,991 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	110,139	294,199	404,338	577
94112	Outer Mission, Crocker-Amazon, Oceanview, Westwood Park	42,596	189,033	231,628	313
94110	Mission, Bernal Heights	30,576	122,907	153,482	288
94134	Visitacion Valley, Portola	33,003	70,949	103,951	197
94132	Lake Merced, Merced Heights, San Francisco State	20,254	65,676	85,930	79
94116	Sunset District, West Portal, Forest Hill	18,702	49,081	67,783	96
94115	Pac Heights, Lower Pac Heights, Western Addition, Fillmore, Japantown	23,165	37,692	60,857	59
94122	Inner Sunset, Outer Sunset	18,487	42,100	60,587	98
94121	Outer Richmond	10,976	33,638	44,614	67
94103	SOMA	5,517	31,326	36,843	79
94102	Hayes Valley, Civic Center, Tenderloin	8,087	28,189	36,276	55
94131	Forest Knolls, Twin Peaks, Diamond Heights, Glen Park	3,333	24,504	27,837	56
94114	Castro, Noe Valley	3,129	23,466	26,594	35
94117	Haight-Ashbury, Lower Haight, Cole Valley, NOPA	6,806	19,190	25,995	39
94109	Cathedral Hill, Tenderloin, Nob Hill, Russian Hill, Fort Mason	5,507	19,804	25,310	43
94107	SOMA, Dog Patch, Potrero Hill	7,017	17,306	24,323	64
94133	Chinatown, Telegraph Hill, North Beach, Fisherman's Wharf	3,339	18,747	22,086	28
94118	Inner Richmond	3,385	15,549	18,934	45
94130	Treasure Island	4,971	10,166	15,137	21
94127	Balboa Terrace, St. Francis Wood, West Portal	5,078	9,909	14,987	26
94123	Marina, Cow Hollow		11,727	11,727	11
94158	Mission Bay	1,119	5,552	6,670	7
94104	Financial District	607	4,307	4,914	3
94105	SOMA, Embarcadero	1,228	1,874	3,102	7
94108	Chinatown, Union Square	521	2,445	2,966	2
94129	Presidio	1,948	941	2,889	13
94188	P.O Box	332	2,399	2,731	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		369,991	1,155,212	1,525,203	2,267

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- Laborers living in San Francisco have worked close to half (40.6%) of San Francisco's 1,525,203 total construction hours.
- San Francisco apprentice Laborers have worked about one of every three hours (29.4%) of the 369,991 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	1,469,985	674,013	645,969	503,142	405,498	214,834	608,784	4,522,224
Craft Total % of SSIP Total	32.5%	14.9%	14.3%	11.1%	9.0%	4.8%	13.5%	
SF Hours	619,987	216,645	201,846	155,948	143,973	54,319	132,485	1,525,203
SF Craft % of Total SF Hours	40.6%	14.2%	13.2%	10.2%	9.4%	3.6%	8.7%	
Regional Service Territory Hours	285,014	130,754	130,003	112,160	74,649	58,310	167,476	958,366
% Rgnl Serv Trt Hrs of Total Rgnl Srv Trt Hrs	29.7%	13.6%	13.6%	11.7%	7.8%	6.1%	17.5%	
	Laborer	Carpenter	Electrician	Plumber	Iron Worker	Painter	All Others (19 Crafts)	SSIP Apprentices Grand Total
Total Hours	134,060	125,091	108,005	99,811	43,370	35,507	111,792	657,635
Craft Total % of SSIP Total	20.4%	19.0%	16.4%	15.2%	6.6%	5.4%	17.0%	
SF Hours	108,622	59,831	63,758	52,300	23,324	12,750	49,406	369,991
SF Craft % of Total SF Hours	29.4%	16.2%	17.2%	14.1%	6.3%	3.4%	13.4%	
Regional Service Territory Hours	5,751	23,721	13,590	22,983	8,040	7,409	37,770	119,263
% Rgnl Serv Trt Hrs of Total Rgnl Srv Trt Hrs	4.8%	19.9%	11.4%	19.3%	6.7%	6.2%	31.7%	

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- The overall participation rate of San Francisco workers on SSIP projects is 33.7%.
- 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				Percent		
	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-743 - Geary Boulevard Sewer and Water Improvements Phase 2	11,229	20,101	3,434	34,763	32.3%	57.8%	9.9%
WW-736 - Castro and Mission Districts Sewer Improvements	3,352	7,017	2,099	12,468	26.9%	56.3%	16.8%
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	5,457	9,377	4,090	18,923	28.8%	49.6%	21.6%
WW-742 - Southeast Water Pollution Control Plant 040/041/043 Health & Safety Improvements	2,361	4,448	2,283	9,091	26.0%	48.9%	25.1%
WW-702R - Jackson, Griffith, and Pierce Streets Combined Sewer Discharge Rehabilitation	5,004	4,504	68	9,576	52.3%	47.0%	0.7%
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 Repairs	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-738 - East SOMA Sewer Improvement	8,559	7,328	2,109	17,996	47.6%	40.7%	11.7%
WW-696 - Cargo Way Flush Line	4,207	4,632	2,721	11,560	36.4%	40.1%	23.5%
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 Installation	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 Repairs	38,197	41,603	25,882	105,681	36.1%	39.4%	24.5%
WW-669 - Oceanside Water Pollution Control Plant Building 011 Grit Classifier and Pump Station	1,774	1,561	686	4,020	44.1%	38.8%	17.1%
WW-639 - Oceanside Water Pollution Control Plant Digester Gas Utilization Upgrade	45,887	42,269	21,164	109,320	42.0%	38.7%	19.4%
WW-648 - Oceanside Water Pollution Control Plant Building 042 Primary Clarifier	1,171	893	251	2,314	50.6%	38.6%	10.8%
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-737 - Baker St. Combined Sewer Discharge Baffle Improvements & Backflow Prevention	192	128	40	360	53.3%	35.6%	11.1%
WW-610R - Visitacion Valley Green Nodes, Rutland Street Sewer, and Sunnydale	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 Upgrades	14,167	9,691	5,012	28,871	49.1%	33.6%	17.4%
WW-628 - Southeast Water Pollution Control Plant New Headworks Facility	564,007	414,083	265,515	1,243,605	45.4%	33.3%	21.4%
WW-570 - Oceanside Water Pollution Control Plant and Westside Pump Station Headworks	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	14,654	11,981	9,863	36,498	40.1%	32.8%	27.0%
WW-667 Mariposa Dry-Weather Pump Station	21,004	12,063	4,324	37,391	56.2%	32.3%	11.6%
WW-723R - Channel Force Main Intertie	4,892	3,834	3,246	11,972	40.9%	32.0%	27.1%
WW-647R - Southeast Water Pollution Control Plant Biosolids Digester Facilities Phase 1	933,407	637,252	468,216	2,038,875	45.8%	31.3%	23.0%
WW-685R - North Shore Pump Station Wet Weather Improvements	36,018	21,664	12,562	70,244	51.3%	30.8%	17.9%
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 Clarifiers	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	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	3,109	2,016	2,593	7,718	40.3%	26.1%	33.6%
WW-645R - Westside Pump Station Reliability Improvements	42,159	20,610	18,834	81,603	51.7%	25.3%	23.1%
WW-659 - Greenhouse Demolition at 1150 Phelps Street	1,840	868	739	3,446	53.4%	25.2%	21.4%
WW-613 Southeast Water Pollution Control Plant (SEP) Building 521/522 and Disinfection	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%
WW-755 - Sunnydale Pump Station Safety Improvements	409	42	75	525	77.8%	7.9%	14.3%
Grand Total	2,038,655	1,525,203	958,366	4,522,224	45.1%	33.7%	100.0%

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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 47.0% of all hours worked by apprentices.
- Apprentice Laborers have worked 9.1% of the Laborers' 1,469,985 total hours.

Table 9. Apprentice Utilization by Craft

Craft	Apprentice Hours	Journey Hours	Total Hours	Apprentice Percentage of Craft Total (Apprentice/Total)
Field Surveyor	11,530	12,977	24,507	47.0%
Metal Roofing Systems Installer	72	93	165	43.6%
Elevator Constructor	2,919	5,997	8,916	32.7%
Drywall Installer/Lather	2,949	6,607	9,555	30.9%
Asbestos Worker	3,305	8,444	11,749	28.1%
Sheet Metal Worker	29,628	81,451	111,078	26.7%
Plasterer	4,177	11,913	16,090	26.0%
Plumber	99,811	305,688	405,498	24.6%
Glazier	2,187	6,767	8,954	24.4%
Painter	35,507	113,460	148,967	23.8%
Roofer	5,399	18,014	23,413	23.1%
Iron Worker	43,370	171,464	214,834	20.2%
Carpenter	125,091	520,878	645,969	19.4%
Electrician	108,005	566,008	674,013	16.0%
Pile Driver	3,166	18,396	21,562	14.7%
Tile Finisher	8	48	56	14.3%
Cement Mason	16,209	109,080	125,289	12.9%
Tile Setter	6	46	52	11.7%
Electrical Utility Lineman	196	1,525	1,721	11.4%
Laborer	134,060	1,335,925	1,469,985	9.1%
Building/Construction Inspector	410	4,229	4,639	8.8%
Tunnel Worker	581	7,880	8,461	6.9%
Boilermaker	557	8,909	9,465	5.9%
Operating Engineer	28,487	474,654	503,142	5.7%
Bricklayer	8	1,488	1,496	0.5%
Brick Tender		479	479	0.0%
Sprinklerfitters		126	126	0.0%
Apprenticeable Subtotal	657,635	3,792,543	4,450,178	14.8%
Driver		36,978	36,978	0.0%
Teamster		34,807	34,807	0.0%
Diver		261	261	0.0%
Grand Total	657,635	3,864,589	4,522,224	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 16.0%, or 199,313 out of 1,243,605 total project hours.
- WW-647R Southeast Water Pollution Control Plant Biosolids Digester Facilities Project, with 2,038,875 total hours worked, has an apprentice utilization rate of 14.6%.

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-702R - Jackson, Griffith, and Pierce Streets Combined Sewer Discharge Rehabilitation and Backflow Prevention	1,597	7,978	9,576	16.7%
WW-669 - Oceanside Water Pollution Control Plant Building 011 Grit Classifier and Primary Influent Slide Gate System Improvements	655	3,365	4,020	16.3%
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	199,313	1,044,292	1,243,605	16.0%
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	12,349	69,254	81,603	15.1%
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	298,348	1,740,528	2,038,875	14.6%
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-723R - Channel Force Main Intertie	1,633	10,340	11,972	13.6%
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-483RR 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-743 - Geary Boulevard Sewer and Water Improvements Phase 2	4,648	30,115	34,763	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	9,165	61,080	70,244	13.0%
WW-662R - Southeast Water Pollution Control Plant Power Feed and Primary Switchgear Upgrades	4,577	31,921	36,498	12.5%
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-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	11,133	98,187	109,320	10.2%
WW-742 - Southeast Water Pollution Control Plant 040/041/043 Health & Safety Improvements	879	8,212	9,091	9.7%
WW-755 - Sunnydale Pump Station Safety Improvements	42	484	525	7.9%
WW-614R2 - North Point Outfall Rehabilitation	2,750	33,170	35,920	7.7%
WW-731 - Various Locations Brick Sewer Improvements	1,687	22,293	23,980	7.0%
WW-610R - Visitacion Valley Green Nodes, Rutland Street Sewer, and Sunnydale 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-738 - East SOMA Sewer Improvement	1,155	16,841	17,996	6.4%
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	11,949	12,468	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	18,567	18,923	1.9%
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%
il	657,635	3,864,589	4,522,224	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.

- 5,459 pre-employment tests have been administered on SSIP, with a total non-negative screening rate of 0.97%.
- During the quarter, 224 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 06/30/2025	
Project	Number Cleared
WW-647R - SEP Biosolids Digester Facilities Project	3,576
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	61
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	5,406

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.