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Hetch Hetchy Capital Improvement Program Project Labor Agreement Quarterly Report

**October 1, 2024, through December 31, 2024
(Second Quarter FY 2024-2025)**

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SFPUC
Infrastructure Division
Workforce and Economic Program Services Bureau
525 Golden Gate Avenue, 9th Floor
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San Francisco Public Utilities Commission
Hetch Hetchy Capital Improvement Program Project Labor Agreement
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Executive Summary

Contracting and Employment Highlights – Program to Date

- Eighteen (18) construction contracts, with a combined value of \$389.4 million, have been awarded.
- 840,439 total craft hours have been worked by 2,076 workers who earned \$66 million in wages and benefits.
- The SFPUC Regional Service Territory consists of 251 ZIP Codes in seven counties outside of San Francisco. 831 Service Territory residents worked 354,913 hours (42.2%) and earned \$28.5 million in wages and benefits.
- 200 San Francisco residents worked 96,189 hours (11.4%) and earned \$6.2 million on PLA-covered projects. Combined, San Francisco and Service Territory residents worked 840,439 hours, or 53.7% of all hours, exceeding the City’s Local Hiring requirement of 30%.

Table 1. Worker Highlights – Total Program

Region of Worker Residence	Inception Through December 31, 2024		
	Hours	Wages & Benefits	Worker Count
Outside	389,338	\$ 31,300,963	1,066
San Francisco	96,189	\$ 6,218,017	200
Service Territory	354,913	\$ 28,535,837	831
Grand Total	840,439	\$ 66,054,817	2,076
Comb. SF and Serv.	451,101	\$ 34,753,854	1,031

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Contracting and Employment Highlights – During the Quarter

- No contracts were awarded during the quarter.
- 286 construction workers worked 45,598 hours and earned \$4 million in wages and benefits.
- ~~• 0 San Francisco residents worked 0 hours and earned \$0 thousand in wages and benefits.~~
- 151 SFPUC Service Territory residents worked 26,144 hours and earned \$2.3 million in wages and benefits.

Table 2. Summary of Craft Worker Employment During the Quarter

Region of Worker Residence	Three Months Ending December 31, 2024		
	Hours	Wages & Benefits	Worker Count
Outside	19,455	\$ 1,743,077	135
San Francisco	-	\$ -	-
Service Territory	26,144	\$ 2,290,875	151
Grand Total	45,598	\$ 4,033,952	286
Comb. SF and Serv.	26,144	\$ 2,290,875	151

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Table 3. List of HCIP Construction Contracts

- Eighteen (18) construction contracts, with a combined value of \$389.4 million, have been awarded.

Sorted by Award Date (newest to oldest)

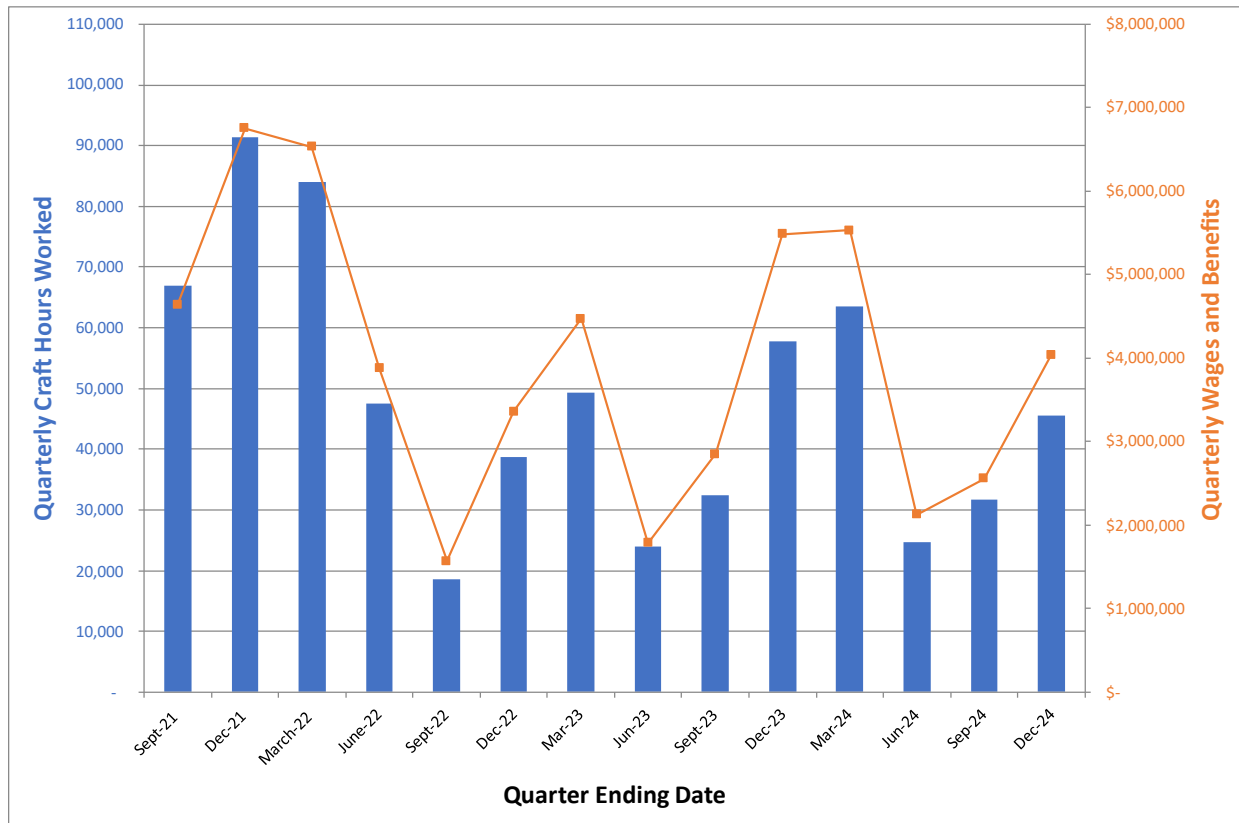
HSIP Construction Contracts				
Contract	Project	Award Date	Prime Contractor	Original
HH-1015	O'Shaughnessy Dam Drainage And Miscellaneous Improvements	8/13/2024	Sierra Mountain Construction, Inc	\$ 5,285,955
HH-1013	Moccasin Compound Water System Filtration Addition	5/14/2024	Sierra Mountain Construction, Inc	\$ 4,177,936
HH-1012	San Joaquin Pipeline Valve and Safe Entry Improvements: Phase 2A	2/27/2024	Sierra Mountain Construction, Inc	\$ 5,602,000
HH-1010	Moccasin Wastewater Treatment Plant Replacement	2/27/2024	Sierra Mountain Construction, Inc	\$ 7,507,640
HH-1009	San Joaquin Pipeline Valve and Safe Entry Improvements: Phase 3 – Tesla Surge Tower	1/9/2024	Mountain Cascade, Inc	\$ 11,051,305
DB-135	O'Shaughnessy Dam New Bulkhead System	6/13/2023	Alltech Engineering Corp	\$ 9,857,000
HH-1011	O'Shaughnessy Dam Instream Flow Release Valve Replacement	6/13/2023	Sierra Mountain Construction, Inc	\$ 5,960,000
HH-1006	San Joaquin Pipeline Valve and Safe Entry Improvements: Phase 1B	8/23/2022	Mountain Cascade, Inc.	\$ 11,801,808
HH-1007	Transmission Line 7/8 Upgrades	6/28/2022	Wilson Utility Construction Company	\$ 23,980,141
HH-1005	San Joaquin Pipeline Valve and Safe Entry Improvements: Phase 1A	3/8/2022	Sierra Mountain Construction, Inc	\$ 10,799,504
HH-1002R	O'Shaughnessy Dam Fall Protection Improvements and Spillway Access	6/8/2021	Mountain Cascade, Inc	\$ 1,498,687
DB-121R2	Moccasin Powerhouse Generator Rehabilitation	5/11/2021	GE Renewable US LLC	\$ 26,271,805
HH-1000R	Mountain Tunnel Improvements Project	10/13/2020	Michels Tunneling	\$ 138,973,189
HH-1001	Moccasin Reservoir Perimeter Security Fence	5/12/2020	Mountain Methods, Inc	\$ 1,364,290
DB-130	Bay Corridor Transmission and Distribution - Phase 3	4/28/2020	Beta Engineering California, LP	\$ 56,668,701
DB-129.2	Bay Corridor Transmission & Distribution - Phase 2 (2019) South	3/10/2020	Anvil Builders Inc.	\$ 29,280,870
DB-129.1	Bay Corridor Transmission & Distribution - Phase 2 (2019) North	2/11/2020	Mitchell Engineering	\$ 24,058,409
DB-128R2	Bay Corridor Transmission and Distribution - Phase 1	4/25/2017	A&B Construction	\$ 15,283,930
18 Projects				\$ 389,423,170

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Summary Tables and Charts

Chart 1. Craft Hours and Wages

- During the quarter, construction workers worked 45,598 hours and earned \$4,033,952 in wages and benefits.



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Table 4. Craft Utilization Table

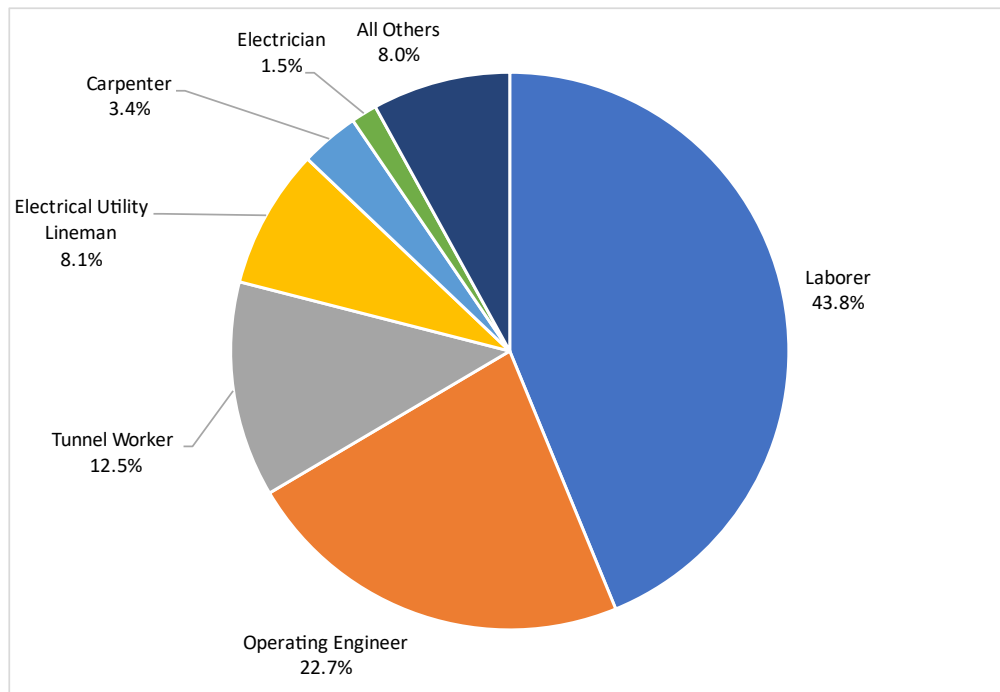
The table below reflects the values of hours and wages for each trade and the relative percentages of each as compared to the HCIP program's overall totals.

- Contractors reported construction craft hours in 20 craft worker classifications.
- Laborers, Operating Engineers, Tunnel Workers, Electrical Utility Linemen, Carpenters and Electricians worked 92% of all hours, with 733,934 combined hours worked.

Cumulative Employment by Craft				
Inception Through December 31, 2024				
Craft	Total Hours	Total Wages	% Craft Hours of Total Hours	% Wages of Total Wages
Laborer	368,434	\$ 23,059,640	43.8%	34.9%
Operating Engineer	191,107	\$ 17,508,231	22.7%	26.5%
Tunnel Worker	105,315	\$ 9,437,878	12.5%	14.3%
Electrical Utility Lineman	67,963	\$ 7,058,437	8.1%	10.7%
Carpenter	28,547	\$ 2,602,188	3.4%	3.9%
Electrician	12,568	\$ 1,253,658	1.5%	1.9%
Top 6 Crafts Sub-Total	773,934	\$ 60,920,032	92.0%	92.2%
Pile Driver	11,802	\$ 1,095,530	1.4%	1.7%
Stator Rewinder	9,743	\$ 408,057	1.2%	0.6%
Iron Worker	6,907	\$ 601,780	0.8%	0.9%
Cement Mason	5,494	\$ 397,354	0.7%	0.6%
Painter	4,843	\$ 371,027	0.6%	0.6%
Plumber	3,877	\$ 283,091	0.5%	0.4%
Roofer	3,470	\$ 255,345	0.4%	0.4%
Building/Construction Inspector	1,818	\$ 162,930	0.2%	0.2%
Field Surveyor	559	\$ 68,313	0.1%	0.1%
Bricklayer	384	\$ 25,664	0.0%	0.0%
Brick Tender	187	\$ 12,375	0.0%	0.0%
Boilermaker	156	\$ 15,072	0.0%	0.0%
Remaining Apprenticeable Sub-Total	49,238	\$ 3,696,537	5.9%	5.6%
Driver	14,631	\$ 1,258,319	1.7%	1.9%
Teamster	2,636	\$ 179,928	0.3%	0.3%
Total Non-Apprenticeable	17,267	\$ 1,438,248	2.1%	2.2%
Grand Total	840,439	\$ 66,054,817	100.0%	100.0%

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Chart 2. Craft Utilization Pie Chart



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Table 5. Worker Residence by County

- When comparing the counties where workers are from, San Francisco residents worked 11.4% of all construction hours and earned \$6.2 million in wages and benefits, as reported in the City's online certified payroll reporting system, LCPtracker, Inc.

HCIP-PLA Employment by Top 20 Counties of Residence Through December 31, 2024			
County	Total Craft Hours	Wages & Benefits	% Craft Hours
Tuolumne County	170,646	\$ 13,891,763	20.3%
San Francisco County	96,189	\$ 6,218,017	11.4%
Stanislaus County	85,341	\$ 7,151,344	10.2%
Alameda County	80,229	\$ 5,955,820	9.5%
Contra Costa County	69,607	\$ 4,698,298	8.3%
Calaveras County	39,747	\$ 3,578,431	4.7%
San Joaquin County	38,801	\$ 2,936,987	4.6%
Merced County	21,201	\$ 1,591,884	2.5%
San Mateo County	14,751	\$ 1,104,386	1.8%
Solano County	13,715	\$ 1,111,701	1.6%
Santa Clara County	11,622	\$ 1,063,886	1.4%
Sacramento County	9,401	\$ 759,356	1.1%
San Bernardino County	8,013	\$ 714,093	1.0%
Placer County	7,547	\$ 784,813	0.9%
Mariposa County	6,230	\$ 393,234	0.7%
Butte County	5,993	\$ 426,978	0.7%
Lake County	5,363	\$ 462,464	0.6%
Los Angeles County	4,885	\$ 346,724	0.6%
Yuba County	4,715	\$ 418,324	0.6%
Riverside County	4,616	\$ 311,877	0.5%
Top 20 CA Counties	698,609	\$ 53,920,381	83.1%
All Other CA Counties	35,360	\$ 2,962,617	4.2%
Out of State	106,470	\$ 9,171,819	12.7%
Grand Total	840,439	\$ 66,054,817	100.0%

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Table 6. Worker Residence by Project

- HH-1001 - Moccasin Reservoir Perimeter Security Fence and HH-1011 – O’Shaughnessy Dam Instream Flow Release Valve Replace have the highest local worker participation to date on HCIP, with Service Territory workers having worked 82.5% of the project’s total hours.

Sorted by San Francisco and Service Territory Total Percent

Project	Hours						
	Outside	San Francisco	Service Territory	Grand Total	San Francisco	Service Territory	SF and Serv
HH-1001 - Moccasin Reservoir Perimeter Security Fence	1,012	-	4,784	5,796	0.0%	82.5%	82.5%
HH-1011 - O’Shaughnessy Dam Instream Flow Release Valve Replacement	2,953	-	11,529	14,482	0.0%	79.6%	79.6%
HH-1005 - San Joaquin Pipeline Valve and Safe Entry Improvements: Phase 1A	5,506	-	14,131	19,637	0.0%	72.0%	72.0%
HH-1012 - San Joaquin Pipeline Valve and Safe Entry Improvements - Phase 2A	829	-	1,660	2,488	0.0%	66.7%	66.7%
HH-1010 - Moccasin Wastewater Treatment Plant Replacement	408	-	710	1,118	0.0%	63.5%	63.5%
HH-1000R - Mountain Tunnel Improvements Project	129,430	276	224,765	354,471	0.1%	63.4%	63.5%
DB-128R2 - Bay Corridor Transmission and Distribution - Phase 1	29,325	25,372	16,814	71,510	35.5%	23.5%	59.0%
HH-1006 - San Joaquin Pipelines Valve and Safe Entry Phase 1B	7,096	1,081	8,659	16,836	6.4%	51.4%	57.9%
HH-1013 - Moccasin Compound Water System Filtration Addition	264	-	341	605	0.0%	56.4%	56.4%
HH-1002R - O’Shaughnessy Dam Fall Protection Improvements and Spillway Access	803	-	986	1,789	0.0%	55.1%	55.1%
DB-129.2 - Bay Corridor Transmission & Distribution - Phase 2 (2019) South	54,188	32,145	23,334	109,668	29.3%	21.3%	50.6%
HH-1009 - San Joaquin Pipeline Valve and Safe Entry Improvements Phase 3 – Tesla Surge Tower	6,776	23	6,325	13,125	0.2%	48.2%	48.4%
DB-129.1 - Bay Corridor Transmission & Distribution - Phase 2 (2019) North	23,871	12,774	4,835	41,480	30.8%	11.7%	42.5%
HH-1007 - Transmission Line 7/8 Upgrades	26,712	36	15,974	42,722	0.1%	37.4%	37.5%
DB-130 - Bay Corridor Transmission and Distribution - Phase 3 (2019)	69,624	24,483	12,384	106,490	23.0%	11.6%	34.6%
DB-121R2 - Moccasin Powerhouse Generator Rehabilitation	27,917	-	7,154	35,071	0.0%	20.4%	20.4%
DB-135 - O’Shaughnessy Dam New Bulkhead System	2,624	-	529	3,153	0.0%	16.8%	16.8%
Grand Total	389,338	96,189	354,913	840,439	11.4%	27.1%	38.5%

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Apprentice Data

The California Division of Apprenticeship Standards (DAS) consults with employers to develop a skilled workforce with viable career pathways to increase productivity and strengthen California's economy. DAS minimum ratios requires apprentices be utilized in the ratios applicable to each craft, generally one apprentice hour to every five journeymen hours at the end of the project. However, an employer can and is encouraged to employ an apprentice as the second person on the job whenever possible and allowed by the apprenticeship program standards.

Table 7. Apprentice Utilization by Craft

- On HCIP, 11.1% of the hours in apprenticeable trades have been worked by apprentices.
- Painters have utilized the most apprentices, with 40.9% of all hours being worked by apprentices.
- Apprentice Laborers have worked 12.8% of their craft's 368,434 total hours.

Craft	Apprentice Hours	Journey Hours	Total Hours	Apprentice Percentage of Craft Total (Apprentice/Total)
Painter	1,981	2,862	4,843	40.9%
Bricklayer	121	263	384	31.5%
Pile Driver	3,236	8,566	11,802	27.4%
Cement Mason	1,322	4,172	5,494	24.1%
Carpenter	5,395	23,152	28,547	18.9%
Iron Worker	1,192	5,716	6,907	17.3%
Electrician	1,764	10,804	12,568	14.0%
Laborer	47,209	321,225	368,434	12.8%
Tunnel Worker	9,105	96,210	105,315	8.6%
Operating Engineer	15,488	175,620	191,107	8.1%
Electrical Utility Lineman	4,269	63,694	67,963	6.3%
Building/Construction Inspector	84	1,735	1,818	4.6%
Boilermaker	-	156	156	0.0%
Brick Tender	-	187	187	0.0%
Field Surveyor	-	559	559	0.0%
Plumber	-	3,877	3,877	0.0%
Roofer	-	3,470	3,470	0.0%
Stator Rewinder	-	9,743	9,743	0.0%
Apprenticeable Subtotal	91,163	732,009	823,172	11.1%
Driver	-	14,631	14,631	0.0%
Teamster	-	2,636	2,636	0.0%
Grand Total	91,163	749,276	840,439	10.8%

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Table 8. Apprentice Utilization by Project

The table below lists HCIP Projects sorted by Percentage of Apprentice Utilization from highest to lowest. The total Apprentice Utilization for the entire HCIP is 10.8%.

- HH-1002R O'Shaughnessy Dam Fall Protection Improvements and Spillway Access has the highest apprentice utilization ratio, with 32.3% of all hours worked by apprentices.

Project Name	Apprentice Hours	Journey Hours	Grand Total	Appr. Utilization %
HH-1002R - O'Shaughnessy Dam Fall Protection Improvements and Spillway Access	579	1,210	1,789	32.3%
HH-1005 - San Joaquin Pipeline Valve and Safe Entry Improvements: Phase 1A	4,954	14,683	19,637	25.2%
HH-1001 - Moccasin Reservoir Perimeter Security Fence	1,393	4,403	5,796	24.0%
HH-1011 - O'Shaughnessy Dam Instream Flow Release Valve Replacement	2,723	11,760	14,482	18.8%
HH-1013 - Moccasin Compound Water System Filtration Addition	112	494	605	18.4%
HH-1012 - San Joaquin Pipeline Valve and Safe Entry Improvements - Phase 2A	450	2,038	2,488	18.1%
HH-1010 - Moccasin Wastewater Treatment Plant Replacement	201	917	1,118	17.9%
HH-1007 - Transmission Line 7/8 Upgrades	5,781	36,941	42,722	13.5%
HH-1006 - San Joaquin Pipelines Valve and Safe Entry Phase 1B	2,172	14,664	16,836	12.9%
DB-129.2 - Bay Corridor Transmission & Distribution - Phase 2 (2019) South	13,383	96,285	109,668	12.2%
DB-121R2 - Moccasin Powerhouse Generator Rehabilitation	4,014	31,058	35,071	11.4%
HH-1000R - Mountain Tunnel Improvements Project	36,541	317,930	354,471	10.3%
DB-130 - Bay Corridor Transmission and Distribution - Phase 3 (2019)	9,286	97,205	106,490	8.7%
DB-129.1 - Bay Corridor Transmission & Distribution - Phase 2 (2019) North	3,167	38,313	41,480	7.6%
DB-128R2 - Bay Corridor Transmission and Distribution - Phase 1	5,405	66,105	71,510	7.6%
HH-1009 - San Joaquin Pipeline Valve and Safe Entry Improvements Phase 3 – Tesla S	987	12,138	13,125	7.5%
DB-135 - O'Shaughnessy Dam New Bulkhead System	20	3,133	3,153	0.6%
Grand Total	91,163	749,276	840,439	10.8%

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Substance Abuse Prevention

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.

Table 9. Workers' Pre-Employment Clearance Data

- 210 pre-employment tests have been on HCIP with a total non-negative screening rate of **1.4%**.

HCIP - Covered by PLA Substance Abuse Testing Summary Tests Administered to Individuals Cleared to Work Through 12/31/2024	
Project	Number Cleared
HH-1000R - Mountain Tunnel Improvement Project	154
HH-1007 - Transmission Line 7/8 Upgrades	31
DB-129.1 - Bay Corridor Transmission and Distribution – Phase 2 (2019) North	13
HH-1001 - Moccasin Reservoir Perimeter Security Fence	9
Total Cleared	207

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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 SFPUC to develop plans for a Project Labor Agreement 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 Project Labor Agreement 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 PUC Small firm Advisory Committee to provide for the certification of small construction contractors located outside San Francisco and within the SFPUC service territory for work on SFPUC construction projects, including those covered by the WSIP PLA.

On March 28, 2006, the SFPUC adopted Resolution No. 06-0049 to authorize SFPUC staff to commence negotiations with the various craft labor unions for a project labor agreement covering the Water System Improvement Program. 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; militates 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.

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Governance and Certified Payroll Reporting System

The parties to the PLA have established a four-person Joint Administrative Committee (JAC) 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 JAC.

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 work assignments to the respective unions based on traditional craft jurisdictional lines. When conflicting claims for work are submitted to a contractor, the corresponding Jurisdictional Dispute Resolution procedures identified in the PLA, 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., has been compiled to produce the information in this report.