



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

Sewer System Improvement Program Project Labor Agreement Quarterly Report

**October 1, 2023, through December 31, 2023
(Second Quarter FY 2023-2024)**

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

Executive Summary

Contracting and Employment Highlights – Program to Date:

- Forty-Eight (48) construction contracts with a combined value of \$1.7 billion have been awarded.
- 3,200,875 total craft hours have been worked by 7,449 workers who earned \$262.2 million in wages and benefits.
- 1,911 San Francisco residents worked 1,125,071 hours (35.1%) and earned \$84.6 million in wages and benefits, exceeding the City’s Local Hiring requirement (20% to 30% on SSIP projects).
- 2,144 residents of the SFPUC’s Regional Service Territory worked 674,590 hours (21.1%) and earned \$55.1 million in wages and benefits.

Table 1. Worker Highlights – Total Program

Region of Worker Residence	Inception Through December 31, 2023		
	Hours	Wages & Benefits	Worker Count
Outside	1,401,215	\$ 122,518,645	3,541
San Francisco	1,125,071	\$ 84,568,122	1,911
Service Territory	674,590	\$ 55,102,479	2,144
Grand Total	3,200,875	\$ 262,189,246	7,449

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Contracting and Employment Highlights – During the Quarter:

- No SSIP contracts were awarded during the quarter.
- 1,340 construction workers worked 237,346 hours and earned \$24 million in wages and benefits.
- 337 San Francisco residents worked 76,238 hours and earned \$7.5 million in wages and benefits.
- 369 SFPUC Service Territory residents worked 49,316 hours and earned \$4.8 million in wages and benefits.

Table 2. Summary of Craft Worker Employment During the Quarter

Region of Worker Residence	Three Months Ending December 31, 2023		
	Hours	Wages & Benefits	Worker Count
Outside	111,792	\$ 11,736,643	635
San Francisco	76,238	\$ 7,498,458	337
Service Territory	49,316	\$ 4,757,308	369
Grand Total	237,346	\$ 23,992,409	1,340

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Table 3. List of SSIP Construction Contracts

SSIP Construction Contracts				
Inception through December 31, 2023				
Contract Number	Project	Award Date	Prime Contractor	Original Contract Award
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	Visitacion 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.	\$ 4,409,000
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
48 Projects				\$ 1,741,062,423

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- 3,200,875 total craft hours have been worked by 7,449 workers who earned \$262.2 million in wages and benefits.
- Laborers, Carpenters, Operating Engineers, Electricians, Iron Workers, and Plumbers worked 87.1% of all hours, with nearly 2.8 million combined hours worked.

Table 4. Craft Utilization Table

Cumulative Employment by Craft				
Inception Through December 31, 2023				
Craft	Total Hours	Total Wages	% Craft Hours of Total Hours	% Wages of Total Wages
Laborer	1,225,271	\$ 75,195,916	38.3%	28.7%
Carpenter	446,789	\$ 39,441,013	14.0%	15.0%
Operating Engineer	446,150	\$ 40,192,253	13.9%	15.3%
Electrician	362,171	\$ 41,995,894	11.3%	16.0%
Iron Worker	154,081	\$ 11,550,491	4.8%	4.4%
Plumber	153,936	\$ 19,305,007	4.8%	7.4%
Top 6 Crafts Sub-Total	2,788,399	\$ 227,680,574	87.1%	86.8%
Cement Mason	93,595	\$ 7,137,384	2.9%	2.7%
Painter	85,760	\$ 6,289,668	2.7%	2.4%
Sheet Metal Worker	67,248	\$ 7,458,550	2.1%	2.8%
Field Surveyor	23,559	\$ 1,700,259	0.7%	0.6%
Pile Driver	21,208	\$ 2,228,605	0.7%	0.8%
Roofer	16,137	\$ 1,116,632	0.5%	0.4%
Plasterer	11,349	\$ 868,115	0.4%	0.3%
Boilermaker	8,563	\$ 761,815	0.3%	0.3%
Tunnel Worker	8,274	\$ 592,422	0.3%	0.2%
Asbestos Worker	2,832	\$ 169,338	0.1%	0.1%
Building/Construction Inspector	2,658	\$ 212,264	0.1%	0.1%
Drywall Installer/Lather	1,934	\$ 146,518	0.1%	0.1%
Electrical Utility Lineman	1,338	\$ 147,022	0.0%	0.1%
Bricklayer	1,217	\$ 97,549	0.0%	0.0%
Glazier	1,083	\$ 70,297	0.0%	0.0%
Elevator Constructor	345	\$ 56,510	0.0%	0.0%
Brick Tender	328	\$ 21,917	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	32	\$ 1,596	0.0%	0.0%
Tile Setter	28	\$ 2,003	0.0%	0.0%
Remaining Apprenticeable Sub-Total	347,777	\$ 29,103,895	10.9%	11.1%
Teamster	34,681	\$ 2,794,255	1.1%	1.1%
Driver	29,758	\$ 2,482,867	0.9%	0.9%
Diver	261	\$ 127,655	0.0%	0.0%
Total Non-Apprenticeable	64,700	\$ 5,404,777	2.0%	2.1%
Grand Total	3,200,875	\$ 262,189,246	100.0%	100.0%

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- When comparing the counties where workers are from, San Francisco’s 1,911 workers worked 35.1% of all the construction hours and have earned \$84.6 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 December 31, 2023				
County	Total Craft Hours	Wages & Benefits	% Craft Hours	Worker Count (Not Unique*)
San Francisco County	1,125,071	\$ 84,568,122	35.1%	1,911
Contra Costa County	474,518	\$ 40,614,601	14.8%	1168
Alameda County	336,349	\$ 26,026,144	10.5%	1201
San Mateo County	248,658	\$ 21,693,559	7.8%	599
Solano County	185,668	\$ 16,337,081	5.8%	505
San Joaquin County	130,985	\$ 10,690,035	4.1%	436
Santa Clara County	108,163	\$ 8,512,462	3.4%	406
Sonoma County	70,565	\$ 6,702,118	2.2%	147
Sacramento County	66,708	\$ 5,752,361	2.1%	240
Stanislaus County	41,900	\$ 3,472,814	1.3%	174
Merced County	32,115	\$ 3,002,495	1.0%	49
Marin County	31,615	\$ 3,419,147	1.0%	57
Madera County	23,381	\$ 2,165,000	0.7%	20
Riverside County	21,455	\$ 1,850,573	0.7%	49
Los Angeles County	18,584	\$ 1,618,325	0.6%	44
Placer County	18,458	\$ 1,614,466	0.6%	43
Butte County	17,604	\$ 1,657,886	0.5%	26
Lake County	16,891	\$ 2,054,104	0.5%	12
Yolo County	16,709	\$ 1,687,116	0.5%	43
San Bernardino County	16,701	\$ 1,566,630	0.5%	33
Top 20 CA Counties by Hrs.	3,002,097	\$ 245,005,038	93.8%	7,147
All Other CA Counties	124,173	\$ 10,364,771	3.9%	344
Out of State	74,605	\$ 6,819,437	2.3%	105
Grand Total	3,200,875	\$ 262,189,246	100.0%	7,449

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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 1,125,071 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 373,783 hours.
- Apprentices living in 94124 have worked more than a quarter (28.5%) of all San Francisco’s 272,844 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	77,676	220,746	298,421	500
94112	Outer Mission, Crocker-Amazon, Oceanview, Westwood Park	32,831	136,992	169,823	253
94110	Mission, Bernal Heights	24,681	85,556	110,237	226
94134	Visitacion Valley, Portola	22,957	52,405	75,362	159
94132	Lake Merced, Merced Heights, San Francisco State	13,279	51,539	64,818	71
94115	Pac Heights, Lower Pac Heights, Western Addition, Fillmore, Japantown	20,764	27,818	48,582	54
94116	Sunset District, West Portal, Forest Hill	13,514	31,887	45,401	79
94122	Inner Sunset, Outer Sunset	16,070	28,797	44,867	89
94103	SOMA	3,124	28,102	31,226	64
94102	Hayes Valley, Civic Center, Tenderloin	5,977	24,919	30,896	46
94121	Outer Richmond	7,653	21,127	28,780	54
94117	Haight-Ashbury, Lower Haight, Cole Valley, NOPA	5,669	16,576	22,245	32
94114	Castro, Noe Valley	2,327	19,181	21,508	29
94109	Cathedral Hill, Tenderloin, Nob Hill, Russian Hill, Fort Mason	4,050	16,939	20,988	38
94131	Forest Knolls, Twin Peaks, Diamond Heights, Glen Park	1,305	19,160	20,465	48
94107	SOMA, Dog Patch, Protrero Hill	5,558	13,556	19,114	57
94133	Chinatown, Telegraph Hill, North Beach, Fisherman's Wharf	2,397	12,937	15,334	22
94130	Treasure Island	4,924	9,844	14,768	18
94118	Inner Richmond	1,481	12,910	14,391	40
94127	Balboa Terrace, St. Francis Wood, West Portal	3,773	4,319	8,091	21
94123	Marina, Cow Hollow		4,743	4,743	8
94158	Mission Bay	48	3,682	3,730	3
94104	Financial District	607	2,623	3,230	3
94188	P.O Box	332	1,649	1,981	13
94142	Tenderloin		1,937	1,937	2
94105	SOMA, Embarcadero	924	711	1,635	7
94108	Chinatown, Union Square	606	861	1,467	9
94120	SOMA	176	291	467	3
94129	Presidio	145	109	254	2
94119	P.O Box		167	167	1
94140	P.O Box		147	147	1
Grand Total		272,844	852,227	1,125,071	1,911

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- Laborers living in San Francisco have worked half (46.2%) of San Francisco’s 1,225,271 total construction hours.
- San Francisco apprentice Laborers have worked about one of every three hours (34.3%) of the 272,844 hours worked by San Francisco apprentices.

Table 7. Worker Residence by Craft

All Craft Hours	Laborer	Carpenter	Operating Engineer	Electrician	Iron Worker	Plumber	All Others (24 Crafts)	SSIP All Hours Grand Total
Total Hours	1,225,271	446,789	446,150	362,171	154,081	153,936	412,477	3,200,875
Craft Total % of SSIP Total	38.3%	14.0%	13.9%	11.3%	4.8%	4.8%	12.9%	
SF Hours	519,587	163,125	133,603	118,393	37,329	60,429	92,606	1,125,071
SF Craft % of Total SF Hours	46.2%	14.5%	11.9%	10.5%	3.3%	5.4%	8.2%	
Regional Service Territory Hours	241,468	72,799	105,390	70,146	46,786	23,261	114,739	674,590
% Rgnl Serv Trt Hrs of Total Rgnl Srv Trt Hrs	35.8%	10.8%	15.6%	10.4%	6.9%	3.4%	17.0%	
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Apprentice Craft Hours	Laborer	Carpenter	Electrician	Plumber	Iron Worker	Operating Engineer	All Others (19 Crafts)	SSIP Apprentices Grand Total
Total Hours	116,231	87,615	65,571	42,453	34,473	26,525	74,699	447,567
Craft Total % of SSIP Total	26.0%	19.6%	14.7%	9.5%	7.7%	5.9%	16.6%	
SF Hours	93,655	47,267	41,967	28,177	17,521	21,814	22,444	272,844
SF Craft % of Total SF Hours	34.3%	17.3%	15.4%	10.3%	6.4%	8.0%	8.2%	
Regional Service Territory Hours	5,614	16,204	9,092	6,785	7,013	3,378	30,294	78,379
% Rgnl Serv Trt Hrs of Total Rgnl Srv Trt Hrs	7.2%	20.7%	11.6%	8.7%	8.9%	4.3%	38.7%	

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- The overall participation rate of San Francisco workers on SSIP projects is currently 35.1%.
- WW-719A - Folsom Area Stormwater Improvements - SOMA and Mission Districts Sewer Replacement has the highest local worker participation to date on SSIP, with workers living in San Francisco having worked 100% 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-719A - Folsom Area Stormwater Improvements - SOMA and Mission Districts Sewer Replacement		74		74	0%	100.0%	0.0%
WW-711 - Wawona Area Stormwater Improvement and Vicente Street Water Main Replacement	2,089	61,663	5,827	69,579	3%	88.6%	8.4%
WW-541 Southeast Water Pollution Control Plant Oxygen Generation Plant Replacement	2,152	8,580	705	11,436	19%	75.0%	6.2%
WW-683R - Sansome, 5th, 6th (North), and Division Streets Combined Sewer Discharge Rehabilitation and Backflow Prevention	5,046	8,906	432	14,384	35%	61.9%	3.0%
WW-736 - Castro and Mission Districts Sewer Improvements	633	1,860	537	3,029	21%	61.4%	17.7%
WW-572R Westside Pump Station Discharge Pipe Manifold	3,378	5,410	495	9,282	36%	58.3%	5.3%
WW-691 Sunset Boulevard Greenway -- Phase II Irving Street to Ulloa Street	1,398	3,357	1,740	6,494	22%	51.7%	26.8%
WW-702R - Jackson, Griffith, and Pierce Streets Combined Sewer Discharge Rehabilitation and Backflow Prevention	5,004	4,504	68	9,576	52%	47.0%	0.7%
WW-653 - Marin Street Sewer Replacement	3,967	5,949	2,858	12,774	31%	46.6%	22.4%
WW-609R Holloway Green Street Stormwater Improvements	8,395	10,210	3,781	22,385	38%	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	33%	43.4%	23.7%
WW-703 - Mission Street, 16th to Cesar Chavez, Brick Sewer Rehabilitation	5,216	5,681	2,278	13,175	40%	43.1%	17.3%
WW-712 - New Montgomery, Jessie, Minna, and Mission Streets Brick Sewer Rehabilitation	6,131	4,716	684	11,531	53%	40.9%	5.9%
WW-696 - Cargo Way Flush Line	4,100	4,632	2,721	11,453	36%	40.4%	23.8%
WW-639 - Oceanside Water Pollution Control Plant Digester Gas Utilization Upgrades	29,982	29,807	14,761	74,549	40%	40.0%	19.8%
WW-687 - Force Main Rehabilitation at Embarcadero and Jackson	5,852	6,033	3,321	15,206	38%	39.7%	21.8%
WW-556 Southeast Water Pollution Control Plant Chemical System Relocation and Facility Upgrades	21,053	15,536	2,724	39,313	54%	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%	39.4%	24.5%
WW-627R - Baker Beach Green Streets	11,630	9,993	4,579	26,202	44%	38.1%	17.5%
WW-674R - Geary Boulevard Sewer and Water Improvements	9,678	15,264	15,281	40,222	24%	37.9%	38.0%
WW-731 - Various Locations Brick Sewer Improvements	11,250	8,779	3,844	23,873	47%	36.8%	16.1%
WW-685R - North Shore Pump Station Wet Weather Improvements	27,361	20,127	7,814	55,302	49%	36.4%	14.1%
WW-724 - Panhandle and Inner Sunset Large Sewer Rehabilitation	3,525	2,317	580	6,422	55%	36.1%	9.0%
WW-669 - Oceanside Water Pollution Control Plant Building 011 Grit Classifier and Primary Influent Slide Gate System Improvements	185	144	72	401	46%	35.8%	18.0%
WW-737 - Baker St. Combined Sewer Discharge Baffle Improvements & Backflow Valve Repair	192	128	40	360	53%	35.6%	11.1%
WW-628 - Southeast Water Pollution Control Plant New Headworks Facility	466,185	355,555	228,305	1,050,045	42%	35.2%	22.6%
WW-647R - Southeast Water Pollution Control Plant Biosolids Digester Facilities Project	457,168	370,323	255,157	1,082,648	41%	34.7%	23.9%
WW-648 - Oceanside Water Pollution Control Plant Building 042 Primary Clarifier Improvements	986	636	222	1,843	53%	34.5%	12.0%
WW-610R - Visitacion Valley Green Nodes, Rutland Street Sewer, and Sunnysdale Pavement Improvements	7,051	6,518	5,350	18,919	37%	34.5%	28.3%
WW-665 - Southeast Water Pollution Control Plant 042 Rehabilitation and Seismic Retrofit	13,990	9,691	5,012	28,694	49%	33.8%	17.5%
WW-667 Mariposa Dry-Weather Pump Station	19,841	12,063	4,324	36,228	55%	33.3%	11.9%
WW-570 - Oceanside Water Pollution Control Plant and Westside Pump Station HVAC Upgrades	5,239	3,929	2,726	11,893	44%	33.0%	22.9%
WW-662R - Southeast Water Pollution Control Plant Power Feed and Primary Switchgear Upgrades	12,283	9,335	8,126	29,743	41%	31.4%	27.3%
WW-657R - Drumm & Jackson Streets Sewer Improvements	8,332	4,382	1,664	14,378	58%	30.5%	11.6%
WW-605R Mission and Valencia Streets Green Gateway	8,869	5,943	5,187	19,998	44%	29.7%	25.9%
WW-723R - Channel Force Main Intertie	553	708	1,305	2,566	22%	27.6%	50.9%
WW-626 - Southeast Water Pollution Control Plant Primary and Secondary Clarifier Upgrades	39,690	20,167	14,900	74,757	53%	27.0%	19.9%
WW-632 - Southeast Water Pollution Control Plant Existing Digester Gas Handling Improvements	9,505	5,777	6,803	22,086	43%	26.2%	30.8%
WW-599R - Southeast Water Pollution Control Plant Cryogenic Oxygen Plant Demolition and Liquid Oxygen System Upgrades	3,100	2,016	2,593	7,709	40%	26.2%	33.6%
WW-659 - Greenhouse Demolition at 1150 Phelps Street	1,840	868	739	3,446	53%	25.2%	21.4%
WW-613 Southeast Water Pollution Control Plant (SEP) Building 521/522 and Disinfection Upgrades	47,941	17,590	5,370	70,900	68%	24.8%	7.6%
WW-651 - Griffith Pump Station Improvements	11,209	3,448	400	15,057	74%	22.9%	2.7%
WW-645R - Westside Pump Station Reliability Improvements	35,660	14,005	14,425	64,089	56%	21.9%	22.5%
WW-658 - As-Needed Sewer Cleaning and Inspection of Large Sewers	2,287	835	901	4,023	57%	20.8%	22.4%
WW-614R2 - North Point Outfall Rehabilitation	19,645	2,971	8,398	31,014	63%	9.6%	27.1%
Grand Total	1,401,215	1,125,071	674,590	3,200,875	42.4%	36.0%	21.6%

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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, 14.3% of all craft hours in apprenticeable trades have been worked by apprentices.
- Glaziers have utilized the most apprentices, with 63.8% of all hours being worked by apprentices.
- Apprentice Laborers have worked 9.5% of the Laborers’ 1,225,271 total hours.

Table 9. Apprentice Utilization by Craft

Row Labels	Apprentice Hours	Journey Hours	Total Hours	Apprentice Percentage of Craft Total (Apprentice/Total)
Glazier	691	393	1,083	63.8%
Field Surveyor	11,021	12,538	23,559	46.8%
Metal Roofing Systems Installer	72	93	165	43.6%
Elevator Constructor	121	225	345	34.9%
Sheet Metal Worker	20,961	46,287	67,248	31.2%
Plumber	42,453	111,483	153,936	27.6%
Tile Finisher	8	24	32	25.0%
Roofer	3,984	12,153	16,137	24.7%
Iron Worker	34,473	119,609	154,081	22.4%
Tile Setter	6	22	28	21.8%
Painter	18,465	67,296	85,760	21.5%
Carpenter	87,615	359,174	446,789	19.6%
Electrician	65,571	296,600	362,171	18.1%
Asbestos Worker	475	2,357	2,832	16.8%
Cement Mason	14,308	79,287	93,595	15.3%
Pile Driver	3,022	18,186	21,208	14.2%
Electrical Utility Lineman	146	1,192	1,338	10.9%
Building/Construction Inspector	286	2,373	2,658	10.7%
Laborer	116,231	1,109,040	1,225,271	9.5%
Drywall Installer/Lather	155	1,779	1,934	8.0%
Tunnel Worker	581	7,693	8,274	7.0%
Operating Engineer	26,525	419,625	446,150	5.9%
Boilermaker	376	8,187	8,563	4.4%
Bricklayer	8	1,209	1,217	0.7%
Plasterer	16	11,333	11,349	0.1%
Brick Tender		328	328	0.0%
Sprinklerfitters		126	126	0.0%
Apprenticeable Subtotal	447,567	2,688,608	3,136,175	14.3%
Teamster		34,681	34,681	0.0%
Driver		29,758	29,758	0.0%
Diver		261	261	0.0%
Grand Total	447,567	2,753,308	3,200,875	14.0%

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- WW-719A - Folsom Area Stormwater Improvements - SOMA and Mission Districts Sewer Replacement has the highest apprentice utilization ratio, with 50% of all hours worked by apprentices.
- WW-628 Southeast Water Pollution Control Plant New Headworks Facility’s apprentice utilization ratio is currently 16.4%, or 171,952 out of 1,050,045 total project hours.
- WW-647R Southeast Water Pollution Control Plant Biosolids Digester Facilities Project, with more than 1,000,000 total hours worked, has an apprentice utilization rate of 12%.

Table 10. Apprentice Utilization by Project

Project Name	Apprentice Hours	Journey Hours	Grand Total	Appr. Utilization %
WW-719A - Folsom Area Stormwater Improvements - SOMA and Mission Districts Sewer Replacement	37	37	74	50.0%
WW-669 - Oceanside Water Pollution Control Plant Building 011 Grit Classifier and Primary Influent Slide Gate System Improvements	92	309	401	22.8%
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-628 - Southeast Water Pollution Control Plant New Headworks Facility	171,952	878,093	1,050,045	16.4%
WW-632 - Southeast Water Pollution Control Plant Existing Digester Gas Handling Improvements	3,580	18,506	22,086	16.2%
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-645R - Westside Pump Station Reliability Improvements	9,969	54,120	64,089	15.6%
WW-626 Southeast Water Pollution Control Plant Primary and Secondary Clarifier Upgrades	11,358	63,667	75,025	15.1%
WW-723R - Channel Force Main Intertie	380	2,186	2,566	14.8%
WW-657R - Drumm & Jackson Streets Sewer Improvements	2,190	12,753	14,943	14.7%
WW-685R - North Shore Pump Station Wet Weather Improvements	8,052	47,250	55,302	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-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-639 - Oceanside Water Pollution Control Plant Digester Gas Utilization Upgrades	10,922	70,422	81,344	13.4%
WW-737 - Baker St. Combined Sewer Discharge Baffle Improvements & Backflow Valve Repair	48	312	360	13.3%
WW-662R - Southeast Water Pollution Control Plant Power Feed and Primary Switchgear Upgrades	3,724	26,390	30,114	12.4%
WW-647R - Southeast Water Pollution Control Plant Biosolids Digester Facilities Project	129,516	953,132	1,082,648	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-712 - New Montgomery, Jessie, Minna, and Mission Streets Brick Sewer Rehabilitation	1,259	10,649	11,908	10.6%
WW-648 - Oceanside Water Pollution Control Plant Building 042 Primary Clarifier Improvements	150	1,693	1,843	8.1%
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 - Visitation Valley Green Nodes, Rutland Street Sewer, and Sunnysdale Pavement Improvements	1,251	17,677	18,928	6.6%
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	122	2,931	3,052	4.0%
WW-724 - Panhandle and Inner Sunset Large Sewer Rehabilitation	209	6,228	6,437	3.2%
WW-653 - Marin Street Sewer Replacement	395	12,380	12,774	3.1%
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%
WW-682R.23 - Southeast Community Center at 1550 Evans - Architectural Woodwork		12	12	0.0%
Grand Total	447,567	2,753,308	3,200,875	14.0%

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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.

- 4,134 pre-employment tests have been administered on SSIP, with a total non-negative screening rate of **1.23%**.
- During the quarter, 195 pre-employment substance abuse screenings were administered, and one individual was 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 12/31/2023	
Project	Number Cleared
WW-647R - SEP Biosolids Digester Facilities Project	2,276
WW-682R - Southeast Community Center at 1550 Evans	876
WW-628 - SEP New Headworks Facility	546
WW-614R2 - North Point Outfall Rehabilitation	116
WW-645R - Westside Pump Station Reliability Improvements	59
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 GasUtilization 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-651 - Griffith Pump Station Improvements	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
Total Cleared	4,083

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.