



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

Sewer System Improvement Program Project Labor Agreement Quarterly Report

**January 1, 2024, through March 31, 2024
(Third 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

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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.
- 3,413,711 total craft hours have been worked by 7,698 workers who earned \$284.2 million in wages and benefits.
- 1,963 San Francisco residents worked 1,188,964 hours (34.8%) and earned \$90.8 million in wages and benefits, exceeding the City’s Local Hiring requirement (20% to 30% on SSIP projects).
- 2,211 residents of the SFPUC’s Regional Service Territory worked 719,747 hours (21.1%) and earned \$59.8 million in wages and benefits.

Table 1. Worker Highlights – Total Program

Region of Worker Residence	Inception Through March 31, 2024		
	Hours	Wages & Benefits	Worker Count
Outside	1,505,000	\$ 133,669,545	3,676
San Francisco	1,188,964	\$ 90,793,697	1,963
Service Territory	719,747	\$ 59,765,992	2,211
Grand Total	3,413,711	\$ 284,229,234	7,698

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Contracting and Employment Highlights – During the Quarter:

- No SSIP contracts were awarded during the quarter.
- 1,123 construction workers worked 212,836 hours and earned \$22.0 million in wages and benefits.
- 288 San Francisco residents worked 63,893 hours and earned \$6.2 million in wages and benefits.
- 287 SFPUC Service Territory residents worked 45,158 hours and earned \$4.7 million in wages and benefits.

Table 2. Summary of Craft Worker Employment During the Quarter

Region of Worker Residence	Three Months Ending March 31, 2024		
	Hours	Wages & Benefits	Worker Count
Outside	103,785	\$ 11,150,900	550
San Francisco	63,893	\$ 6,225,575	288
Service Territory	45,158	\$ 4,663,513	287
Grand Total	212,836	\$ 22,039,988	1,123

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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.	\$ 4,049,000
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
48 Projects				\$ 1,741,062,423

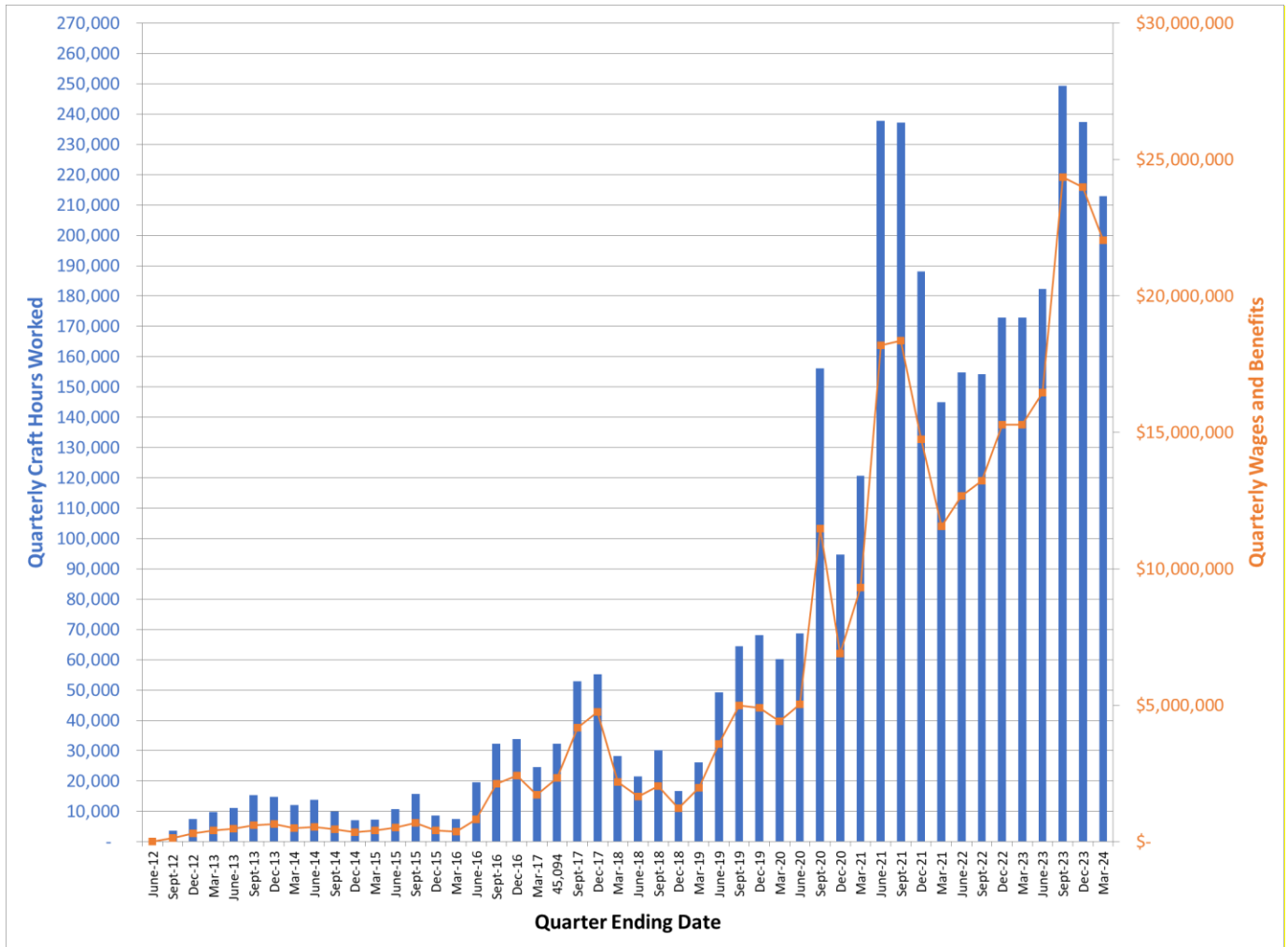
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Summary Tables and Charts

Craft Data

- During the quarter, construction workers worked 212,836 hours and earned \$22.0 million in wages and benefits.

Chart 1. Craft Hours and Wages



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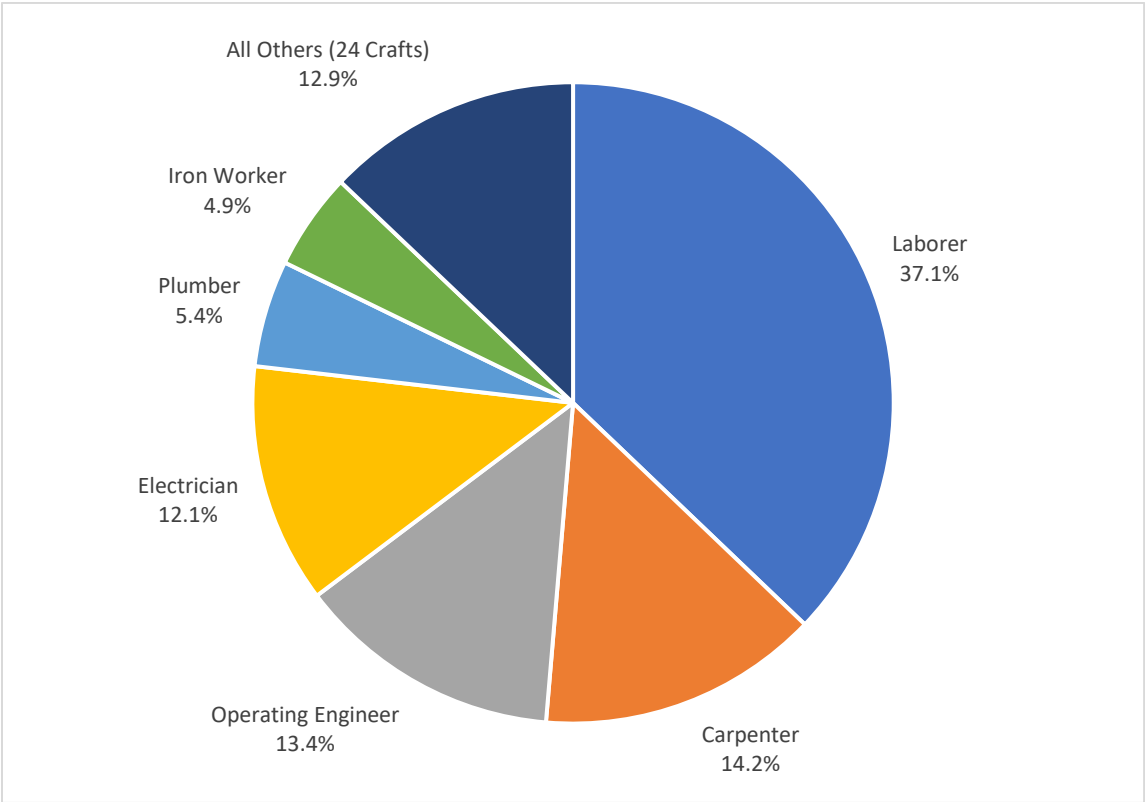
- 3,413,711 total craft hours have been worked by 7,698 workers who earned \$284.2 million in wages and benefits.
- Laborers, Carpenters, Operating Engineers, Electricians, Plumbers, and Iron Workers worked 87.1% of all hours, with nearly 3.0 million combined hours worked.

Table 4. Craft Utilization Table

Cumulative Employment by Craft				
Inception Through March, 31, 2024				
Craft	Total Hours	Total Wages	% Craft Hours of Total Hours	% Wages of Total Wages
Laborer	1,268,167	\$ 78,164,905	37.1%	27.5%
Carpenter	485,211	\$ 43,085,143	14.2%	15.2%
Operating Engineer	457,042	\$ 41,334,510	13.4%	14.5%
Electrician	413,253	\$ 48,729,641	12.1%	17.1%
Plumber	183,596	\$ 23,246,915	5.4%	8.2%
Iron Worker	167,011	\$ 12,639,964	4.9%	4.4%
Top 6 Crafts Sub-Total	2,974,280	\$ 247,201,078	87.1%	87.0%
Cement Mason	100,268	\$ 7,675,382	2.9%	2.7%
Painter	92,949	\$ 6,865,048	2.7%	2.4%
Sheet Metal Worker	74,043	\$ 8,315,079	2.2%	2.9%
Field Surveyor	23,712	\$ 1,714,375	0.7%	0.6%
Pile Driver	21,208	\$ 2,228,605	0.6%	0.8%
Roofer	17,333	\$ 1,208,740	0.5%	0.4%
Plasterer	11,349	\$ 868,115	0.3%	0.3%
Boilermaker	9,386	\$ 839,822	0.3%	0.3%
Tunnel Worker	8,274	\$ 592,422	0.2%	0.2%
Building/Construction Inspector	2,953	\$ 230,891	0.1%	0.1%
Asbestos Worker	2,888	\$ 175,351	0.1%	0.1%
Drywall Installer/Lather	1,957	\$ 148,569	0.1%	0.1%
Glazier	1,935	\$ 147,056	0.1%	0.1%
Bricklayer	1,496	\$ 122,013	0.0%	0.0%
Electrical Utility Lineman	1,358	\$ 149,330	0.0%	0.1%
Elevator Constructor	1,131	\$ 147,289	0.0%	0.1%
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	32	\$ 1,596	0.0%	0.0%
Tile Setter	28	\$ 2,003	0.0%	0.0%
Remaining Apprenticeable Sub-Total	373,068	\$ 31,488,674	10.9%	11.1%
Teamster	34,681	\$ 2,794,255	1.0%	1.0%
Driver	31,422	\$ 2,617,572	0.9%	0.9%
Diver	261	\$ 127,655	0.0%	0.0%
Total Non-Apprenticeable	66,364	\$ 5,539,482	1.9%	1.9%
Grand Total	3,413,711	\$ 284,229,234	100.0%	100.0%

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Chart 2. Craft Utilization Pie Chart

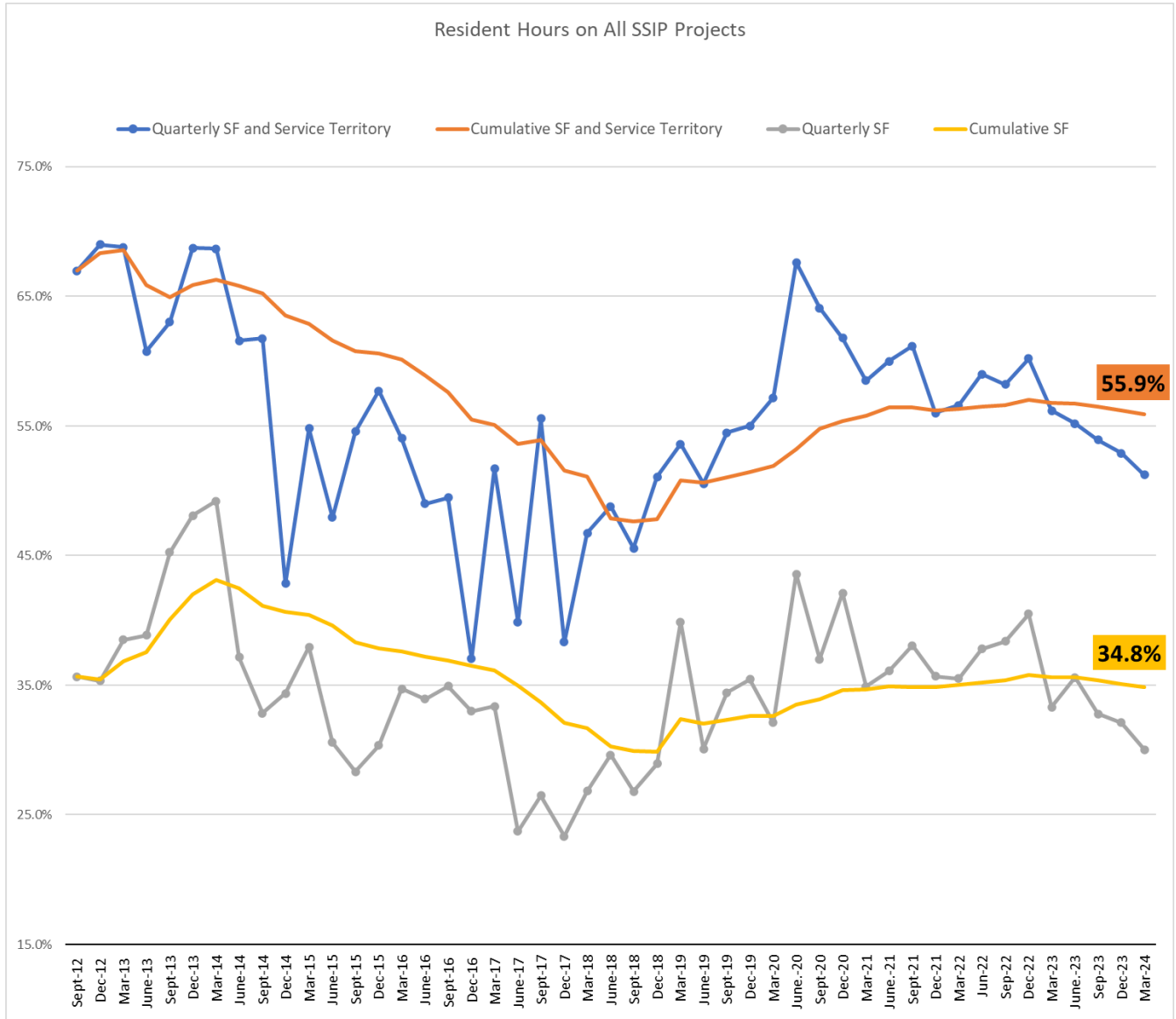


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Worker Residence Data

- Combined, San Francisco and SFPUC Regional Service Territory residents worked 55.9% of all construction craft hours on SSIP to date.
- San Francisco residents alone have worked 34.8% of all construction craft hours on SSIP to date.

Chart 3. Worker Residence Quarterly and Cumulative



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- When comparing the counties where workers are from, San Francisco’s 1,963 workers worked 34.8% of all the construction hours and have earned \$90.8 million in wages and benefits, as reported in the City’s online certified payroll reporting system, LCPtracker, Inc.

Table 5. Worker Residence by County

SSIP-PLA Employment by Top 20 Counties of Residence Inception Through March 31, 2024				
County	Total Craft Hours	Wages & Benefits	% Craft Hours	Worker Count (Not Unique*)
San Francisco County	1,188,964	\$ 90,793,697	34.8%	1,963
Contra Costa County	512,246	\$ 44,501,455	15.0%	1,237
Alameda County	355,582	\$ 27,940,728	10.4%	1,207
San Mateo County	270,828	\$ 24,262,403	7.9%	624
Solano County	198,016	\$ 17,592,007	5.8%	533
San Joaquin County	136,525	\$ 11,248,672	4.0%	443
Santa Clara County	116,608	\$ 9,287,033	3.4%	417
Sonoma County	79,653	\$ 7,907,705	2.3%	254
Sacramento County	73,802	\$ 6,451,805	2.2%	183
Stanislaus County	45,781	\$ 3,852,425	1.3%	159
Marin County	35,182	\$ 3,924,200	1.0%	57
Merced County	33,795	\$ 3,167,041	1.0%	51
Madera County	24,171	\$ 2,279,743	0.7%	48
Riverside County	22,711	\$ 1,976,680	0.7%	46
Placer County	20,999	\$ 1,858,145	0.6%	45
Butte County	19,049	\$ 1,801,213	0.6%	45
Los Angeles County	19,009	\$ 1,661,036	0.6%	34
Yolo County	18,072	\$ 1,821,360	0.5%	26
San Bernardino County	17,887	\$ 1,687,464	0.5%	20
Lake County	17,693	\$ 2,181,434	0.5%	14
Top 20 CA Counties by Hrs.	3,206,573	\$ 266,196,247	93.9%	7,229
All Other CA Counties	130,835	\$ 11,025,528	3.8%	344
Out of State	76,304	\$ 7,007,459	2.2%	144
Grand Total	3,413,711	\$ 284,229,234	100.0%	7,698

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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 1,188,964 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 398,799 hours.
- Apprentices living in 94124 have worked more than a quarter (28.8%) of all San Francisco’s 289,606 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	83,253	234,663	317,916	522
94112	Outer Mission, Crocker-Amazon, Oceanview, Westwood Park	34,427	145,779	180,205	257
94110	Mission, Bernal Heights	25,850	90,451	116,300	235
94134	Visitacion Valley, Portola	25,269	55,614	80,883	163
94132	Lake Merced, Merced Heights, San Francisco State	14,654	55,030	69,683	72
94115	Pac Heights, Lower Pac Heights, Western Addition, Fillmore, Japantown	20,795	29,184	49,979	55
94116	Sunset District, West Portal, Forest Hill	14,563	32,397	46,960	80
94122	Inner Sunset, Outer Sunset	16,626	30,078	46,704	91
94103	SOMA	3,456	29,023	32,479	67
94102	Hayes Valley, Civic Center, Tenderloin	6,412	25,278	31,690	47
94121	Outer Richmond	8,310	22,551	30,861	54
94117	Haight-Ashbury, Lower Haight, Cole Valley, NOPA	6,125	17,003	23,128	33
94114	Castro, Noe Valley	2,398	20,030	22,428	31
94109	Cathedral Hill, Tenderloin, Nob Hill, Russian Hill, Fort Mason	4,050	17,620	21,670	38
94131	Forest Knolls, Twin Peaks, Diamond Heights, Glen Park	1,305	19,720	21,025	48
94107	SOMA, Dog Patch, Protrero Hill	5,877	14,250	20,127	58
94133	Chinatown, Telegraph Hill, North Beach, Fisherman's Wharf	2,433	13,488	15,921	23
94118	Inner Richmond	1,865	13,545	15,410	41
94130	Treasure Island	4,924	10,058	14,982	18
94127	Balboa Terrace, St. Francis Wood, West Portal	3,808	4,673	8,480	21
94123	Marina, Cow Hollow		5,885	5,885	9
94158	Mission Bay	48	3,907	3,955	3
94104	Financial District	607	2,623	3,230	3
94188	P.O Box	332	1,669	2,001	13
94142	Tenderloin		1,937	1,937	2
94105	SOMA, Embarcadero	924	920	1,844	7
94108	Chinatown, Union Square	606	861	1,467	9
94129	Presidio	521	517	1,038	2
94120	SOMA	176	291	467	3
94119	P.O Box		167	167	1
94140	P.O Box		147	147	1
Grand Total		289,606	899,358	1,188,964	1,963

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- Laborers living in San Francisco have worked almost half (45.1%) of San Francisco’s 1,188,964 total construction hours.
- San Francisco apprentice Laborers have worked one of every three hours (33.1%) of the 289,606 hours worked by San Francisco apprentices.

Table 7. Worker Residence by Craft

	Laborer	Carpenter	Operating Engineer	Electrician	Plumber	Iron Worker	All Others (24 Crafts)	SSIP All Hours Grand Total
Total Hours	1,268,167	485,211	457,042	413,253	183,596	167,011	439,432	3,413,711
Craft Total % of SSIP Total	37.1%	14.2%	13.4%	12.1%	5.4%	4.9%	12.9%	
SF Hours	536,338	173,110	135,750	134,364	70,511	41,953	96,939	1,188,964
SF Craft % of Total SF Hours	45.1%	14.6%	11.4%	11.3%	5.9%	3.5%	8.2%	
Regional Service Territory Hours	249,180	83,300	107,092	80,070	29,548	48,539	122,019	719,747
% Rgnl Serv Trt Hrs of Total Rgnl Srv Trt Hrs	34.6%	11.6%	14.9%	11.1%	4.1%	6.7%	17.0%	
	Laborer	Carpenter	Electrician	Plumber	Iron Worker	Operating Engineer	All Others (19 Crafts)	SSIP Apprentices Grand Total
Total Hours	118,736	93,802	74,009	50,603	36,674	26,557	79,612	479,993
Craft Total % of SSIP Total	24.7%	19.5%	15.4%	10.5%	7.6%	5.5%	16.6%	
SF Hours	95,747	51,086	45,912	31,737	19,436	21,814	23,874	289,606
SF Craft % of Total SF Hours	33.1%	17.6%	15.9%	11.0%	6.7%	7.5%	8.2%	
Regional Service Territory Hours	5,614	17,531	9,449	9,197	7,100	3,410	31,743	84,045
% Rgnl Serv Trt Hrs of Total Rgnl Srv Trt Hrs	6.7%	20.9%	11.2%	10.9%	8.4%	4.1%	37.8%	

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- The overall participation rate of San Francisco workers on SSIP projects is currently 34.8%.
- WW-711 Wawona Area Stormwater Improvement and Vicente Street Water Main Replacement project has the highest local worker participation to date on SSIP, with workers living in San Francisco having worked 88.6% of the project's total hours.

Table 8. Worker Residence by Project

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

Project	Hours				% of Total Project Hours		
	Outside	San Francisco	Service Territory	Grand Total	Outside	San Francisco	Service Territory
WW-711 - Wawona Area Stormwater Improvement and Vicente Street Water Main Replacement	2,089	61,663	5,827	69,579	3.0%	88.6%	8.4%
WW-541 Southeast Water Pollution Control Plant Oxygen Generation Plant	2,225	8,580	705	11,509	19.3%	74.5%	6.1%
WW-683R - Sansome, 5th, 6th (North), and Division Streets Combined Sewer	5,647	8,906	432	14,985	37.7%	59.4%	2.9%
WW-572R Westside Pump Station Discharge Pipe Manifold	3,378	5,410	495	9,282	36.4%	58.3%	5.3%
WW-736 - Castro and Mission Districts Sewer Improvements	1,298	3,273	1,049	5,619	23.1%	58.2%	18.7%
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-702R - Jackson, Griffith, and Pierce Streets Combined Sewer Discharge	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 93	2,307	3,044	1,667	7,017	32.9%	43.4%	23.7%
WW-703 - Mission Street, 16th to Cesar Chavez, Brick Sewer Rehabilitation	5,216	5,681	2,278	13,175	39.6%	43.1%	17.3%
WW-696 - Cargo Way Flush Line	4,207	4,632	2,721	11,560	36.4%	40.1%	23.5%
WW-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	6,508	4,716	684	11,908	54.7%	39.6%	5.7%
WW-556 Southeast Water Pollution Control Plant Chemical System Relocation	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	38,197	41,603	25,882	105,681	36.1%	39.4%	24.5%
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-639 - Oceanside Water Pollution Control Plant Digester Gas Utilization	38,352	31,983	15,786	86,121	44.5%	37.1%	18.3%
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	3,540	2,317	580	6,437	55.0%	36.0%	9.0%
WW-737 - Baker St. Combined Sewer Discharge Baffle Improvements & Bypass	192	128	40	360	53.3%	35.6%	11.1%
WW-648 - Oceanside Water Pollution Control Plant Building 042 Primary Clarifier	1,171	755	241	2,166	54.0%	34.9%	11.1%
WW-685R - North Shore Pump Station Wet Weather Improvements	29,357	20,399	8,832	58,588	50.1%	34.8%	15.1%
WW-610R - Visitation Valley Green Nodes, Rutland Street Sewer, and Sunnyside	7,060	6,518	5,350	18,928	37.3%	34.4%	28.3%
WW-719A - Folsom Area Stormwater Improvements - SOMA and Mission District	1,582	1,597	1,460	4,638	34.1%	34.4%	31.5%
WW-647R - Southeast Water Pollution Control Plant Biosolids Digester Facility	522,138	410,349	282,632	1,215,119	43.0%	33.8%	23.3%
WW-669 - Oceanside Water Pollution Control Plant Building 011 Grit Classifier	414	260	100	773	53.5%	33.6%	12.9%
WW-665 - Southeast Water Pollution Control Plant 042 Rehabilitation and Sewer	14,167	9,691	5,012	28,871	49.1%	33.6%	17.4%
WW-628 - Southeast Water Pollution Control Plant New Headworks Facility	496,785	370,641	239,718	1,107,143	44.9%	33.5%	21.7%
WW-570 - Oceanside Water Pollution Control Plant and Westside Pump Station	5,239	3,929	2,726	11,893	44.0%	33.0%	22.9%
WW-667 Mariposa Dry-Weather Pump Station	21,004	12,063	4,324	37,391	56.2%	32.3%	11.6%
WW-662R - Southeast Water Pollution Control Plant Power Feed and Primary	12,803	9,890	8,275	30,968	41.3%	31.9%	26.7%
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-723R - Channel Force Main Intertie	763	948	1,543	3,253	23.4%	29.1%	47.4%
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	3,109	2,016	2,593	7,718	40.3%	26.1%	33.6%
WW-659 - Greenhouse Demolition at 1150 Phelps Street	1,840	868	739	3,446	53.4%	25.2%	21.4%
WW-645R - Westside Pump Station Reliability Improvements	37,309	16,370	16,245	69,923	53.4%	23.4%	23.2%
WW-613 Southeast Water Pollution Control Plant (SEP) Building 521/522 and	53,465	17,590	5,370	76,424	70.0%	23.0%	7.0%
WW-651 - Griffith Pump Station Improvements	11,209	3,448	400	15,057	74.4%	22.9%	2.7%
WW-658 - As-Needed Sewer Cleaning and Inspection of Large Sewers	2,287	835	901	4,023	56.9%	20.8%	22.4%
WW-614R2 - North Point Outfall Rehabilitation	24,551	2,971	8,398	35,920	68.3%	8.3%	23.4%
Grand Total	1,505,000	1,188,964	719,747	3,413,711	44.1%	34.8%	21.1%

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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 52.4% of all hours being worked by apprentices.
- Apprentice Laborers have worked 9.4% of the Laborers’ 1,268,167 total hours.

Table 9. Apprentice Utilization by Craft

Craft	Apprentice Hours	Journey Hours	Total Hours	Apprentice Percentage of Craft Total (Apprentice/Total)
Glazier	1,015	921	1,935	52.4%
Field Surveyor	11,129	12,583	23,712	46.9%
Elevator Constructor	508	623	1,131	44.9%
Metal Roofing Systems Installer	72	93	165	43.6%
Sheet Metal Worker	22,251	51,793	74,043	30.1%
Plumber	50,603	132,993	183,596	27.6%
Tile Finisher	8	24	32	25.0%
Roofer	4,138	13,195	17,333	23.9%
Painter	20,541	72,408	92,949	22.1%
Iron Worker	36,674	130,338	167,011	22.0%
Tile Setter	6	22	28	21.8%
Carpenter	93,802	391,409	485,211	19.3%
Electrician	74,009	339,243	413,253	17.9%
Asbestos Worker	491	2,397	2,888	17.0%
Cement Mason	14,637	85,631	100,268	14.6%
Pile Driver	3,022	18,186	21,208	14.2%
Building/Construction Inspector	334	2,620	2,953	11.3%
Electrical Utility Lineman	146	1,212	1,358	10.8%
Laborer	118,736	1,149,431	1,268,167	9.4%
Drywall Installer/Lather	155	1,802	1,957	7.9%
Tunnel Worker	581	7,693	8,274	7.0%
Boilermaker	557	8,830	9,386	5.9%
Operating Engineer	26,557	430,485	457,042	5.8%
Bricklayer	8	1,488	1,496	0.5%
Plasterer	16	11,333	11,349	0.1%
Brick Tender		479	479	0.0%
Sprinklerfitters		126	126	0.0%
Apprenticeable Subtotal	479,993	2,867,355	3,347,347	14.3%
Teamster		34,681	34,681	0.0%
Driver		31,422	31,422	0.0%
Diver		261	261	0.0%
Grand Total	479,993	2,933,719	3,413,711	14.1%

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- WW-613 Southeast Water Pollution Control Plant (SEP) Building 521/522 and Disinfection Upgrades has the 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 16.4%, or 181,346 out of 1,107,143 total project hours.
- WW-647R Southeast Water Pollution Control Plant Biosolids Digester Facilities Project, with 1,215,119 total hours worked, has an apprentice utilization rate of 12.4%.

Table 10. Apprentice Utilization by Project

Project Name	Apprentice Hours	Journey Hours	Grand Total	Appr. Utilization %
WW-613 Southeast Water Pollution Control Plant (SEP) Building 521/522 and Disinfection	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-669 - Oceanside Water Pollution Control Plant Building 011 Grit Classifier and Primary Influent Slide Gate System Improvements	148	626	773	19.1%
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	181,346	925,797	1,107,143	16.4%
WW-632 - Southeast Water Pollution Control Plant Existing Digester Gas Handling Improvements	3,580	18,506	22,086	16.2%
WW-645R - Westside Pump Station Reliability Improvements	11,199	58,724	69,923	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-685R - North Shore Pump Station Wet Weather Improvements	8,746	49,842	58,588	14.9%
WW-723R - Channel Force Main Intertie	484	2,769	3,253	14.9%
WW-657R - Drumm & Jackson Streets Sewer Improvements	2,190	12,753	14,943	14.7%
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-737 - Baker St. Combined Sewer Discharge Baffle Improvements & Backflow Valve Repair	48	312	360	13.3%
WW-639 - Oceanside Water Pollution Control Plant Digester Gas Utilization Upgrades	10,922	75,199	86,121	12.7%
WW-647R - Southeast Water Pollution Control Plant Biosolids Digester Facilities Project	150,190	1,064,930	1,215,119	12.4%
WW-662R - Southeast Water Pollution Control Plant Power Feed and Primary Switchgear Upgrades	3,774	27,195	30,968	12.2%
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-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-648 - Oceanside Water Pollution Control Plant Building 042 Primary Clarifier Improvements	150	2,016	2,166	6.9%
WW-610R - Visitacion Valley Green Nodes, Rutland Street Sewer, and Sunnydale 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-719A - Folsom Area Stormwater Improvements - SOMA and Mission Districts Sewer	187	4,451	4,638	4.0%
WW-736 - Castro and Mission Districts Sewer Improvements	196	5,424	5,619	3.5%
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%
Grand Total	479,993	2,933,719	3,413,711	14.1%

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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.

- 4,329 pre-employment tests have been administered on SSIP, with a total non-negative screening rate of **1.18%**.
- During the quarter, 195 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 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 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-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.