



Water Enterprise Capital Improvement Program Project Labor Agreement Quarterly Report

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

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

San Francisco Public Utilities Commission
Water Enterprise Capital Improvement Program Project Labor Agreement
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Executive Summary

Contracting and Employment Highlights – Program to Date

- Twenty-five (25) construction contracts, with a combined value of \$987.3 million, have been awarded.
- 347,067 total craft hours have been worked by 2,232 workers who earned \$27.7 million in wages and benefits.
- 362 San Francisco residents worked 80,256 hours and earned \$6.3 million in wages and benefits on WECIP projects representing 23.1% of covered hours.
- 843 residents of the SFPUC's Regional Service Territory worked 117,853 hours (34%) and earned \$9.4 million in wages and benefits.
- 334 pre-employment substance abuse tests have been administered to employees cleared to work on WECIP projects as of March 31, 2025.

Table 1. Worker Highlights – Total Program

Region of Worker Residence	Inception Through March 31, 2025		
	Hours	Wages & Benefits	Worker Count
Outside	148,959	\$ 12,047,253	1,052
San Francisco	80,256	\$ 6,258,812	362
Service Territory	117,853	\$ 9,434,703	843
Grand Total	347,067	\$ 27,740,769	2,232
Comb. SF and Serv.	198,108	\$ 15,693,515	1,205

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Contracting and Employment Highlights – During the Quarter

- Two WECIP contracts were awarded during the quarter.
 - WD-2900 - Millbrae Campus Improvements was awarded to Clark Construction Group, for \$268,932,944.
 - WD-2909 - Sunol Valley Water Treatment Plant Short Term Improvements was awarded to Western Water Constructors, Inc., for \$44,938,784.
- 391 construction workers worked 41,512 hours and earned \$3,621,878 in wages and benefits.
- 69 San Francisco residents worked 6,989 hours and earned \$620,102 in wages and benefits.
- 149 SFPUC Service Territory residents worked 12,926 hours and earned \$1,132,511 in wages and benefits.

Table 2. Summary of Craft Worker Employment During the Quarter

Region of Worker Residence	Three Months Ending March 31, 2025		
	Hours	Wages & Benefits	Worker Count
Outside	21,597	\$ 1,869,265	173
San Francisco	6,989	\$ 620,102	69
Service Territory	12,926	\$ 1,132,511	149
Grand Total	41,512	\$ 3,621,878	391
Comb. SF and Serv.	19,915	\$ 1,752,613	218

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Table 3. List of WECIP Construction Contracts

Sorted by Award Date (newest to oldest)

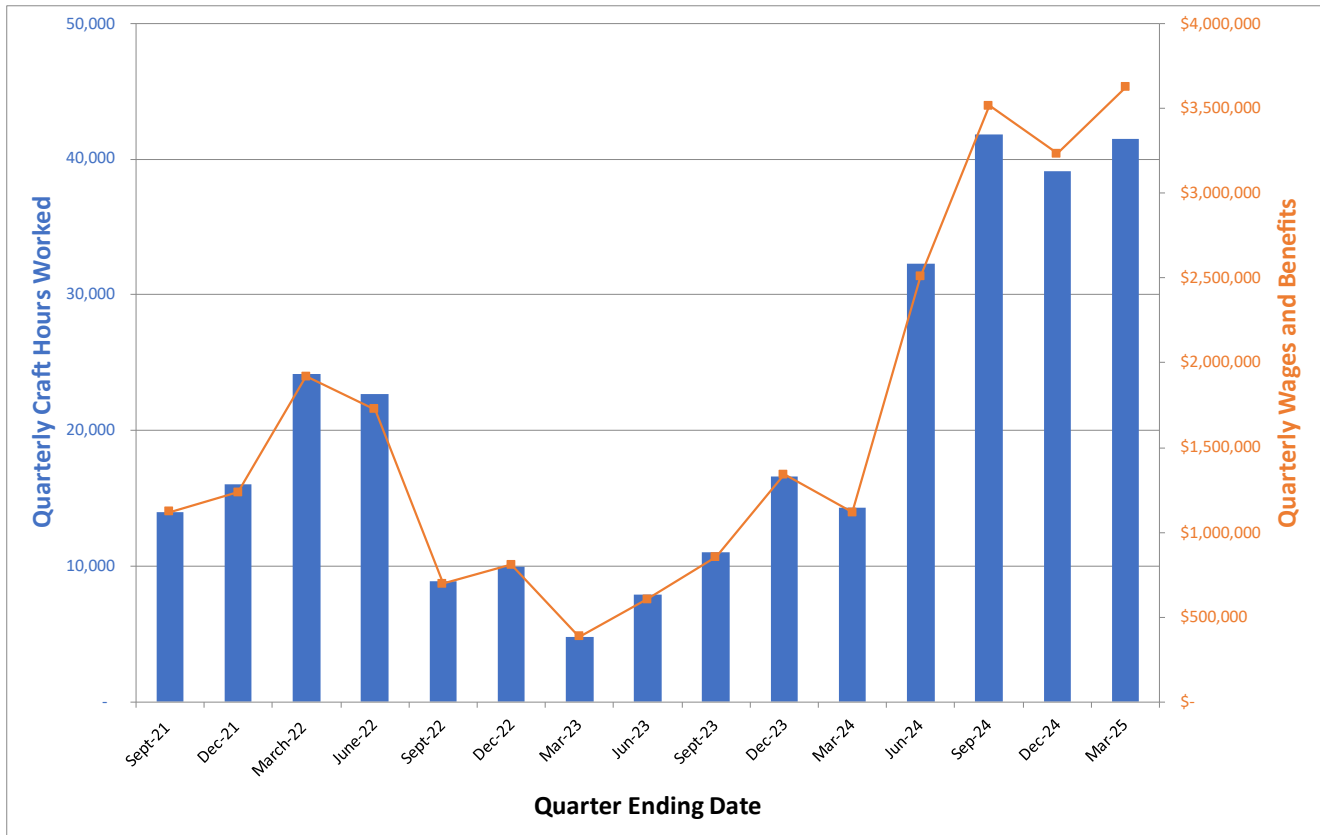
WECIP Construction Contracts				
Inception through March 31, 2025				
Contract	Project	Award Date	Prime Contractor	Original
WD-2909	Sunol Valley Water Treatment Plant Short Term Improvements	2/25/2025	Western Water Constructors, Inc.	\$ 44,938,784
WD-2900	Millbrae Campus Improvements	1/28/2025	Clark Construction Group	\$ 268,932,944
WD-2910	Procurement and Installation of Medium and Large Diameter Valves for Regional Pipelines	11/12/2024	Anvil Builders, Inc.	\$ 4,807,600
WD-2883R	Millbrae Yard Security Upgrades	10/22/2024	Rodan Builders, Inc.	\$ 8,204,000
WD-2906	Town of Sunol Pipeline Replacement at Arroyo de la Laguna Creek	10/22/2024	Mitchell Engineering	\$ 4,789,385
WD-2903	Site Remediation at 520 John Muir Drive Phase 2	5/28/2024	Anvil Builders, Inc.	\$ 2,186,888
WD-2897	Sunol Valley Water Treatment Plant Ozonation	5/14/2024	J.F. Shea Construction, Inc.	\$ 234,782,000
WD-2895	San Francisco Zoo Recycled Water	2/13/2024	Basset Engineering	\$ 2,175,723
WD-2893	Sunol Valley Chemical Facility Improvements	2/13/2024	Anvil Builders Inc.	\$ 9,348,500
WD-2862	San Antonio Pump Station Motor Control Center Replacement and Seismic Retrofit	12/12/2023	Big Valley Electric	\$ 8,869,322
WD-2902	San Andreas Reservoir Road Improvements	11/14/2023	Anvil Builders Inc.	\$ 10,491,406
WD-2840	Southern Skyline Boulevard Ridge Trail Extension	9/26/2023	Gordon N. Ball, Inc.	\$ 20,523,445
WD-2889	As Needed Water Service Line Replacements	1/24/2023	JMB Construction, Inc.	\$ 26,663,850
WD-2845	Cathodic Protection for Transmission Pipelines at Various Locations, Phase 2	10/24/2022	EXARO Technologies Corporation	\$ 3,274,441
WD-2887	Harry Tracy Water Treatment Plant – Filters No. 1 to 6 Underdrain Replacement	7/12/2022	Anvil Builders Inc.	\$ 9,264,300
WD-2879R	City Distribution Division Campus at 2000 Marin	6/28/2022	Clark Construction Group	\$ 260,450,682
WD-2871	Sunol Valley Water Treatment Plant and Chloramination Facility Aqua Ammonia Structural Repairs and Tank Replacement	11/9/2021	Cal State Constructors	\$ 1,769,014
WD-2880R	Warehouse Office Suite Renovation, 1990 Newcomb Avenue, San Francisco	8/10/2021	Galleria Inc., DBA Trico Construction	\$ 1,328,039
WD-2717	College Hill Reservoir Outlet Structure and Pipeline	6/8/2021	Ranger Pipelines	\$ 12,180,497
WD-2865	Sunol Regional Wilderness Park Water System	2/9/2021	Cratus, Inc	\$ 2,395,280
WD-2870(I)	Millbrae Warehouse Loading Dock Repair	1/27/2021	Ronan Construction	\$ 570,745
WD-2858R	Sunol Valley Water Treatment Plant Water Quality Modular Office	10/13/2020	Alta Group, Inc.	\$ 1,096,200
WD-2861	Auxiliary Water Supply System Clarendon Supply 2019	9/8/2020	Mitchell Engineering	\$ 2,685,720
WD-2794B	Sunol Long Term Improvements - Alameda Creek Watershed Center	12/10/2019	S.J. Amoroso Construction Company, Inc.	\$ 27,577,000
WD-2687R	AWSS Pumping Station No. 2 Improvements	9/12/2017	Rubecon Builders, Inc.	\$ 17,949,125
25 Projects				\$ 987,254,890

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Summary Tables and Charts

Chart 1. Craft Hours and Wages

- During the quarter, construction workers worked 41,512 hours and earned \$3,621,878 in wages and benefits.



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Table 4. Craft Utilization Table

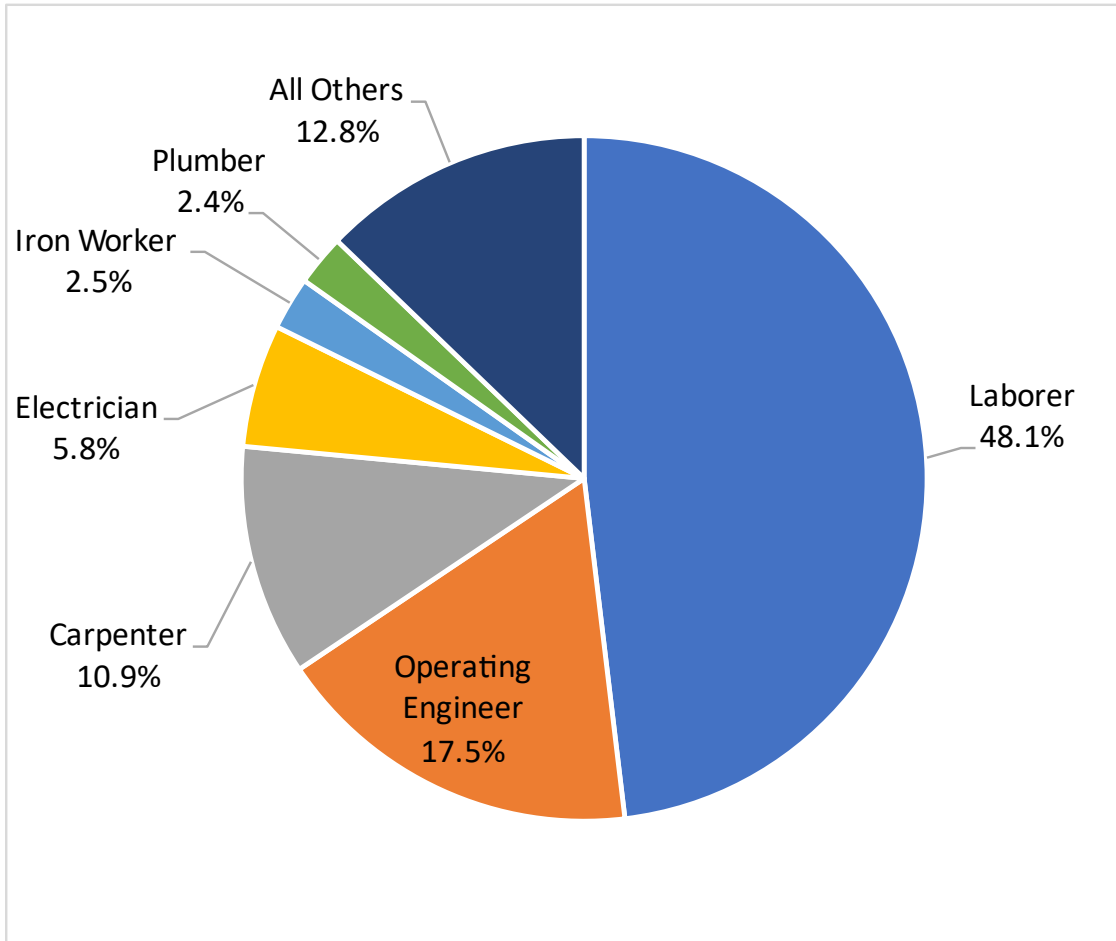
The table below reflects the values of hours and wages for each trade and the relative percentages of each as compared to the WECIP program's overall totals.

- Contractors reported construction craft hours in 27 craft worker classifications.
- Laborers, Operating Engineers, Carpenters, Electricians, Iron Workers, and Plumbers worked 86.2% of all hours, with 302,707 combined hours worked.

Cumulative Employment by Craft				
Inception Through March 31, 2025				
Craft	Total Hours	Total Wages	% Craft Hours of Total Hours	% Wages of Total Wages
Laborer	167,052	\$ 11,114,014	48.1%	40.1%
Operating Engineer	60,641	\$ 5,738,751	17.5%	20.7%
Carpenter	37,909	\$ 3,432,839	10.9%	12.4%
Electrician	20,044	\$ 2,296,470	5.8%	8.3%
Iron Worker	8,766	\$ 672,378	2.5%	2.4%
Plumber	8,294	\$ 836,148	2.4%	3.0%
Top 6 Crafts Sub-Total	302,707	\$ 24,090,600	86.2%	86.8%
Painter	7,764	\$ 668,143	2.2%	2.4%
Roofer	7,201	\$ 446,156	2.1%	1.6%
Cement Mason	5,699	\$ 442,771	1.6%	1.6%
Sheet Metal Worker	4,902	\$ 480,477	1.4%	1.7%
Glazier	3,573	\$ 317,281	1.0%	1.1%
Drywall Installer/Lather	2,740	\$ 235,814	0.8%	0.9%
Building/Construction Inspector	2,454	\$ 203,473	0.7%	0.7%
Pile Driver	1,519	\$ 130,271	0.4%	0.5%
Tile Setter	1,449	\$ 116,172	0.4%	0.4%
Tile Finisher	1,026	\$ 53,725	0.3%	0.2%
Terrazzo Finisher	541	\$ 24,853	0.2%	0.1%
Field Surveyor	254	\$ 19,578	0.1%	0.1%
Asbestos Worker	242	\$ 23,723	0.1%	0.1%
Carpet Layer	100	\$ 7,990	0.0%	0.0%
Tunnel Worker	85	\$ 7,102	0.0%	0.0%
Bricklayer	32	\$ 2,890	0.0%	0.0%
Marble Mason	15	\$ 1,338	0.0%	0.0%
Marble Finisher	13	\$ 776	0.0%	0.0%
Terrazzo Worker	7	\$ 371	0.0%	0.0%
Remaining Apprenticeable Sub-Total	39,614	\$ 3,182,901	11.4%	11.5%
Driver	4,683	\$ 461,251	1.3%	1.7%
Teamster	64	\$ 6,017	0.0%	0.0%
Total Non-Apprenticeable	4,747	\$ 467,268	1.3%	1.7%
Grand Total	347,067	\$ 27,740,769	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's residents worked 23% of all the construction hours and earned \$6.3 million in wages and benefits, as reported in the City's online certified payroll reporting system, LCPtracker, Inc.

WECIP-PLA Employment by Top 20 Counties of Residence Through March 31, 2025			
County	Total Craft Hours	Wages & Benefits	% Craft Hours
San Francisco County	80,256	\$ 6,258,812	23.1%
Alameda County	54,640	\$ 4,277,357	15.7%
Contra Costa County	51,139	\$ 3,995,038	14.7%
San Mateo County	31,744	\$ 2,588,799	9.1%
Santa Clara County	31,032	\$ 2,466,358	8.9%
San Joaquin County	21,936	\$ 1,708,081	6.3%
Solano County	19,501	\$ 1,595,735	5.6%
Sonoma County	12,350	\$ 1,181,847	3.6%
Santa Cruz County	7,676	\$ 631,136	2.2%
Marin County	6,356	\$ 427,860	1.8%
Sacramento County	4,879	\$ 412,068	1.4%
Monterey County	3,546	\$ 329,360	1.0%
Stanislaus County	3,071	\$ 274,491	0.9%
Merced County	2,463	\$ 202,390	0.7%
Lake County	2,040	\$ 135,109	0.6%
Napa County	1,621	\$ 157,552	0.5%
San Benito County	1,435	\$ 113,908	0.4%
Fresno County	1,003	\$ 82,527	0.3%
Placer County	978	\$ 74,061	0.3%
San Diego County	932	\$ 96,322	0.3%
Top 20 CA Counties	338,595	\$ 27,008,813	97.6%
All Other CA Counties	5,847	\$ 504,784	1.7%
Out of State	2,625	\$ 227,171	0.8%
Grand Total	347,067	\$ 27,740,769	100.0%

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Table 6. Worker Residence by Project

- WD-2880R - Warehouse Office Suite Renovation, 1990 Newcomb Avenue, San Francisco has the highest local worker participation to date on WECIP, with San Francisco and SFPUC Regional Service Territory workers having worked 80.3% of the project's total hours.

Sorted by San Francisco and Service Territory Total Percent

Project	Hours				% of Total Project Hours		
	Outside	San Francisco	Service Territory	Grand Total	San Francisco	Service Territory	SF and Serv
WD-2880R - Warehouse Office Suite Renovation, 1990 Newcomb Avenue, San Francisco	961	1,668	2,251	4,880	34.2%	46.1%	80.3%
WD-2865 - Sunol Regional Wilderness Park Water System	1,353	2,461	2,456	6,269	39.3%	39.2%	78.4%
WD-2861 - Auxiliary Water Supply System Clarendon Supply 2019	1,598	2,682	1,707	5,987	44.8%	28.5%	73.3%
WD-2902 - San Andreas Reservoir Road Improvements	9,573	5,279	13,014	27,866	18.9%	46.7%	65.6%
WD-2717 - College Hill Reservoir Outlet Structure and Pipeline	21,736	23,838	11,521	57,095	41.8%	20.2%	61.9%
WD-2687R - Auxiliary Water Supply System Pumping Station No. 2 Improvements	16,578	13,963	12,598	43,139	32.4%	29.2%	61.6%
WD-2870(I) - Millbrae Warehouse Loading Dock Repair	501	558	180	1,239	45.0%	14.5%	59.6%
WD-2879R - City Distribution Division Campus at 2000 Marin	4,490	2,862	3,520	10,871	26.3%	32.4%	58.7%
WD-2794B - Sunol Long Term Improvements - Alameda Creek Watershed Center	26,286	3,760	33,460	63,506	5.9%	52.7%	58.6%
WD-2858R - Sunol Valley Water Treatment Plant Water Quality Modular Office	758	614	448	1,820	33.7%	24.6%	58.3%
WD-2895 - San Francisco Zoo Recycled Water	754	982	-	1,736	56.6%	0.0%	56.6%
WD-2887 - Harry Tracy Water Treatment Plant - Filter Nos. 1 to 6 Underdrain Replacement	5,389	3,266	3,526	12,180	26.8%	28.9%	55.8%
WD-2889 - As Needed Water Service Line Replacements	16,597	14,063	5,356	36,016	39.0%	14.9%	53.9%
WW-671(I) Fillmore and Haight Street Intersection, AWSS, Pavement, and Sewer Replacement	1,377	870	251	2,497	34.8%	10.1%	44.9%
WD-2840 - Southern Skyline Blvd. Ridge Trail Extension	26,790	2,526	18,157	47,473	5.3%	38.2%	43.6%
WD-2897 - Sunol Valley Water Treatment Plant Ozonation	11,563	247	8,461	20,271	1.2%	41.7%	43.0%
WD-2871 - Sunol Valley Water Treatment Plant and Chloramination Facility Aqua Ammonia Structural Repairs and Tank Replacement	687	260	223	1,169	22.2%	19.0%	41.2%
WD-2845 - Cathodic Protection for Transmission Pipelines at Various Locations, Phase 2	1,114	362	292	1,767	20.5%	16.5%	37.0%
WD-2893 - Sunol Valley Chemical Facility Improvements	657	-	343	1,000	0.0%	34.3%	34.3%
WD-2862 - San Antonio Pump Station Motor Control Center Replacement and Seismic Retrofit	199	-	90	289	0.0%	31.2%	31.2%
Grand Total	148,959	80,256	117,853	347,067	23.1%	34.0%	57.1%

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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 WECIP, 13.3% of all craft hours in apprenticeable trades have been worked by apprentices.
- Pike Drivers have utilized the most apprentices, with 51.6% of all hours being worked by apprentices.
- Apprentice Laborers have worked 10.5% of the Laborers' 145,789 total craft hours.

Craft	Apprentice Hours	Journey Hours	Total Hours	Apprentice Percentage of Craft Total (Apprentice/Total)
Field Surveyor	57	69	126	45.0%
Roofer	2,995	4,198	7,193	41.6%
Pile Driver	251	586	836	30.0%
Drywall Installer/Lather	786	1,954	2,740	28.7%
Carpet Layer	24	76	100	24.0%
Tile Finisher	234	792	1,026	22.8%
Iron Worker	1,805	6,666	8,470	21.3%
Electrician	3,577	14,556	18,133	19.7%
Plumber	1,577	6,664	8,240	19.1%
Sheet Metal Worker	877	4,015	4,892	17.9%
Carpenter	5,836	28,779	34,615	16.9%
Painter	1,140	6,624	7,764	14.7%
Operating Engineer	5,663	42,740	48,403	11.7%
Laborer	15,719	130,070	145,789	10.8%
Tile Setter	139	1,310	1,449	9.6%
Building/Construction Inspector	130	1,856	1,985	6.5%
Cement Mason	162	5,369	5,531	2.9%
Glazier	56	3,517	3,573	1.6%
Asbestos Worker	-	242	242	0.0%
Bricklayer	-	32	32	0.0%
Marble Finisher	-	13	13	0.0%
Marble Mason	-	15	15	0.0%
Terrazzo Finisher	-	541	541	0.0%
Terrazzo Worker	-	7	7	0.0%
Apprenticeable Subtotal	41,025	260,688	301,713	13.6%
Driver	-	3,778	3,778	0.0%
Teamster	-	64	64	0.0%
Grand Total	41,025	264,531	305,555	13.4%

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Table 8. Apprentice Utilization by Project

The table below lists WECIP Projects sorted by Percentage of Apprentice Utilization from highest to lowest. The total Apprentice Utilization for the entire WECIP is 13.4%.

- WD-2687R Auxiliary Water Supply System Pumping Station No.2 Improvements has the highest apprentice utilization ratio, with 24.2% of all hours worked by apprentices.

Project Name	Apprentice Hours	Journey Hours	Grand Total	Appr. Utilization %
WD-2687R - Auxiliary Water Supply System Pumping Station No. 2 Improvements	10,428	32,711	43,139	24.2%
WD-2794B - Sunol Long Term Improvements - Alameda Creek Watershed Center	8,795	54,191	62,986	14.0%
WD-2861 - Auxiliary Water Supply System Clarendon Supply 2019	818	5,157	5,975	13.7%
WD-2902 - San Andreas Reservoir Road Improvements	3,736	23,734	27,471	13.6%
WD-2879R - City Distribution Division Campus at 2000 Marin	369	2,410	2,779	13.3%
WD-2858R - Sunol Valley Water Treatment Plant Water Quality Modular Office	236	1,584	1,820	13.0%
WD-2717 - College Hill Reservoir Outlet Structure and Pipeline	6,935	48,117	55,052	12.6%
WD-2865 - Sunol Regional Wilderness Park Water System	770	5,499	6,269	12.3%
WD-2840 - Southern Skyline Blvd. Ridge Trail Extension	4,296	34,776	39,072	11.0%
WD-2871 - Sunol Valley Water Treatment Plant and Chloramination Facility Aqua Amr	125	1,044	1,169	10.7%
WD-2887 - Harry Tracy Water Treatment Plant - Filter Nos. 1 to 6 Underdrain Replacem	1,202	10,978	12,180	9.9%
WD-2889 - As Needed Water Service Line Replacements	2,538	28,318	30,856	8.2%
WD-2880R - Warehouse Office Suite Renovation, 1990 Newcomb Avenue, San Francisco	349	4,531	4,880	7.2%
WD-2897 - Sunol Valley Water Treatment Plant Ozonation	419	6,005	6,423	6.5%
WD-2845 - Cathodic Protection for Transmission Pipelines at Various Locations, Phas	10	1,741	1,751	0.6%
WD-2870(I) - Millbrae Warehouse Loading Dock Repair	-	1,239	1,239	0.0%
WW-671(I) Fillmore and Haight Street Intersection, AWSS, Pavement, and Sewer Repl	-	2,497	2,497	0.0%
Grand Total	41,025	264,531	305,555	13.4%

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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.

Table 9. Workers' Pre-Employment Clearance Data

- 334 pre-employment tests have been administered on WECIP with a total non-negative screening rate of **2%**.

WECIP - Covered by PLA Substance Abuse Testing Summary Tests Administered to Individuals Cleared to Work Through 03/31/2025	
Project	Number Cleared
WD-2794B - Sunol Long Term Improvements Alameda Creek Watershed Center	111
WD-2879R - City Distribution Division Campus at 2000 Marin	97
WD-2717 - College Hill Reservoir Outlet Structure And Pipeline	53
WD-2880R - Warehouse Office Suite Renovation, 1990 Newcomb Avenue, San Francisco	46
WD-2687R - AWSS Pumping Station No.2 Improvement	20
Total Cleared	327

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.