

JOB AND CONTRACTS

EDITION 18 | SPRING 2025

The SFPUC has embarked upon the Wastewater Capital Improvement Program, a multibillion-dollar citywide investment to upgrade our aging sewer infrastructure to ensure a reliable and seismically safe system now and for generations to come.

This investment will provide training and support services for our community to access – and meaningfully participate on – projects being constructed in their neighborhoods, in addition to creating job opportunities and access to careers that provide living wages and benefits and providing opportunities for the growth and development of small businesses.



San Francisco
Water Power Sewer
Services of the San Francisco Public Utilities Commission

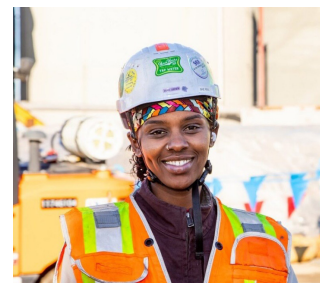
Making a Lasting Investment



With the Capital Improvement Program infrastructure investments, the SFPUC has an opportunity to support San Francisco's ongoing economic vitality by strengthening its neighborhoods, businesses, and workforce through:

JOBS: The Capital Improvement Program projects are covered by the San Francisco Local Hiring Policy for Construction, which requires that 30% of all hours worked must be worked by San Francisco residents. For apprenticeships (entry-level jobs) this requirement is 50%.

CONTRACTS: The City also has a mandate for local small business participation on City contracts. Although the requirements vary by contract, the SFPUC is committed to maximizing local participation on every project.



“The SFPUC is the most supportive project owner. They are very attentive to workers' needs while maintaining a strong presence on the job and holding everyone to a high standard”
— SHERELLE GARDNER

Percentage of hours worked*

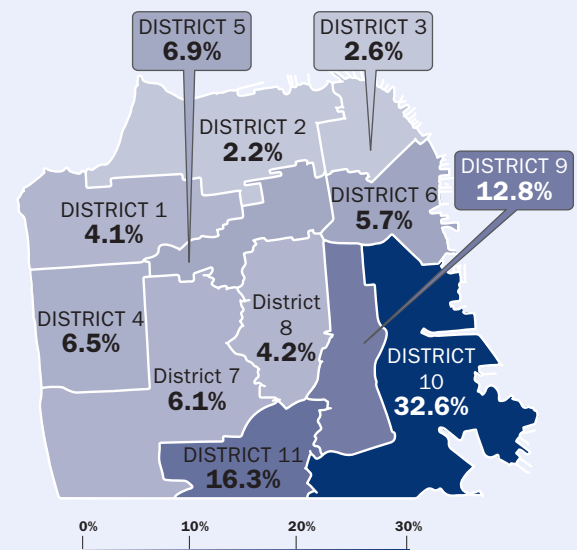
San Francisco % worked	Residents	Apprentices
Requirement	30%	50%
Actual	33.9%	57.2%

Journey and Apprentice Hours by Supervisorial District*

Residents of three San Francisco Supervisorial Districts, District 10 (Bayview Hunters Point), District 11 (Crocker-Amazon, Excelsior), and District 9 (Mission, Portola, Bernal Heights) collectively represent 61.6% of all hours worked by San Francisco residents. District 10 residents alone have performed almost a third of the hours worked by San Francisco residents.

Residents of District 10 have also worked the most apprentice hours (122,114 hours), followed by District 9 (37,186 hours), and District 11 (37,002 hours). Residents from these three districts represent almost two-thirds (60.8%) of the San Francisco apprentice hours worked.

The graphic to the right represents the hours worked by residents of each Supervisorial District. Each Supervisorial District represents approximately 9% of San Francisco's total population.



*These numbers/tables are specific to the SSIP program



Sherelle Gardner, *Field Foreman*

Sherelle Gardner is a Field Foreperson for Monterey Mechanical, a subcontractor on the SFPUC’s Southeast Treatment Plant’s Biosolids Digester Facilities Project and a proud member of UA Local 38 Plumbers, Steamfitters, and HVAC/R. Born and raised in San Francisco’s Bayview neighborhood, she still calls the community home – a fact that makes her work on the project especially meaningful. With nearly two years on the job, Gardner’s path to leadership has been built on dedication and hard work. More than anything, Gardner is passionate about opening doors for others. She takes pride in proving that young Black women can thrive in the building trades **“Hard work and determination got me here,”** she says, recognizing the effort it took to break barriers in the field. **“I want young women to know that if you believe in yourself and put in the work, you can achieve anything.”**



Ernie Avila, *Co-Founder of Avila & Associates*

Avila and Associates (A&A), a civil engineering and environmental services firm, was founded over 14 years ago by Ernie and Kathy Avila with a vision to create a company focused on water infrastructure. Headquartered in San Francisco, A&A has grown steadily, developing a strong reputation through its commitment to quality and its involvement in major city projects. **“The LBE program was instrumental in our growth,”** says Ernie, referring to the City’s Local Business Enterprise program, which provided key opportunities to establish their company among larger prime contractors. Building A&A was an intensive effort from the beginning. **“We were a 24/7 operation,”** said Ernie. But he also note that **“our strong relationships with prime contractors have opened doors to new opportunities outside of San Francisco.”**



The BuildHERs Team, *Biosolids Women in Construction Program*

On a worksite like the Biosolids Project filled with at least 400 construction workers and dozens of subcontractors daily, it can be tough to know everyone. But if you’re a woman on this job, it can be extra tough. That’s why Nicole Rangel, who works for MWH Webcor as a Biosolids Project Coordinator, started BuildHERs in early 2022. **“Given the challenges of even just recognizing each other behind the personal protective equipment, we wanted a group that could do a lot of things for women here,”** said Nicole. **“But first, we just wanted us all to begin feeling appreciated and seen!”** The Women in Construction program has garnered rave reviews, including from Biosolids Project Manager Carolyn Chiu, who said **“What’s really good about BuildHERs is that it’s begun building mentorships and allies. And it’s right here, talking about real issues here at the site. I’m seeing good things happen.”**

JOBS*

Location	Type of Worker	In Wages And Benefits	Workers	Hours
Bay Area (and Beyond)	Workers	\$355 M	8,487	4.1M
	Apprentices	\$41.2 M	1,600	589K
San Francisco	Workers	\$110 M	2,135	1.4 M
	Apprentices	\$22.2 M	671	337K

CONTRACTS*

Contractors	Professional Services	Construction	Total Contracts Awarded
All	Workers	\$1.97B	\$2.4B
	Apprentices	\$41.2 M	1,600
SF-Based Local	Workers	\$110 M	2,135
	Apprentices	\$22.2 M	671

Partnering in Jobs and Contracts

As the SFPUC invests in infrastructure, it is also investing in local and historically marginalized communities by connecting youth and adults with learning, apprenticeship, job training, employment, and business opportunities. To ensure local residents have the opportunity to participate on Wastewater Capital Improvement projects, we actively partner with multiple public and community-based organizations, including the Office of Economic and Workforce Development (OEWD) and to train and match SF workers with SFPUC Capital Improvement Program job opportunities.

The SFPUC has also established the Contractors Assistance Center to provide local, small businesses with the tools and resources necessary to **get access** to, **compete** for, and **participate** on upcoming contracting opportunities.



Looking for a job?

Office of Economic Workforce & Development

- FREE training programs for job seekers
- Skills development and support services
- Specialized job seeker services

(415) 554-6969 oewd.org/employment

SFPUC Job Information Hotline (415) 934-5777

Need job training?

CityBuild

Coordinates City-wide construction training and employment programs and offers construction industry training:

- Pre-Apprenticeship Training
- Construction Administration Training
- Employment Networking Services

(415) 701-4848 oewd.org/city-build

Want to bid on a project?

Contractors Assistance Center

The SFPUC's Contractors Assistance Center services include technical assistance and classroom training to networking events and one-on-one counseling.

The Center is FREE and open to the public at 150 Executive Park Blvd, Suite 1300, San Francisco, CA 94134.

Operating hours between 9am to 5pm, Monday to Friday, excluding legal holidays

(415) 467-1040 acp@sfwater.org

sfpuc.org/contractorcenter

Questions about projects in construction?

SEP Construction Information Hub

Your resource for information on construction activities at the Southeast Treatment Plant. (415) 551-4SEP (4737)

sfpuc.org/SEPconstruction



San Francisco
Water Power Sewer