



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

Sewer System Improvement Program Project Labor Agreement Quarterly Report

**July 1, 2024, through Sept 30, 2024
(First 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
Sewer System Improvement Program Project Labor Agreement Quarterly Report
First Quarter FY 2024-2025

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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:

- Fifty-three (53) construction contracts with a combined value of \$1.8 billion have been awarded.
- 3,852,919 total craft hours have been worked by 8,234 workers who earned \$332 million in wages and benefits.
- 2,092 San Francisco residents worked 1,315,929 hours (34.2%) and earned \$103.9 million in wages and benefits, exceeding the City’s Local Hiring requirement (20% to 30% on SSIP projects).
- 2,364 residents of the SFPUC’s Regional Service Territory worked 811,254 hours (21.0%) and earned \$69.7 million in wages and benefits.

Table 1. Worker Highlights – Total Program

Region of Worker Residence	Inception Through Sept 30, 2024		
	Hours	Wages & Benefits	Worker Count
Outside	1,725,736	\$ 158,407,266	3,953
San Francisco	1,315,929	\$ 103,874,437	2,092
Service Territory	811,254	\$ 69,675,609	2,364
Grand Total	3,852,919	\$ 331,957,312	8,234

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Contracting and Employment Highlights – During the Quarter:

- Two SSIP contracts were awarded during the quarter.
- 1,108 construction workers worked 207,881 hours and earned \$23.1 million in wages and benefits.
- 290 San Francisco residents worked 61,170 hours and earned \$6.5 million in wages and benefits.
- 267 SFPUC Service Territory residents worked 42,867 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 Sept 30, 2024		
	Hours	Wages & Benefits	Worker Count
Outside	103,844	\$ 11,858,137	553
San Francisco	61,170	\$ 6,483,504	290
Service Territory	42,867	\$ 4,778,149	267
Grand Total	207,881	\$ 23,119,789	1,108

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Table 3. List of SSIP Construction Contracts

SSIP Construction Contracts				
Inception through September 30, 2024				
Contract Number	Project	Award Date	Prime Contractor	Original Contract Award
WW-755	Sunnydale Pump Station Safety Improvements	9/24/2024	Anvil Builders, Inc	\$ 8,069,600
WW-747	Seacliff Avenue Pump Station & Force Main Upgrade and Seacliff 1 Pump Station Demolition	8/27/2024	Minerva Construction, Inc.	\$ 5,777,000
WW-743	Geary Boulevard Sewer and Water Improvements Phase 2	6/25/2024	Cratus, Inc	\$ 45,957,035
WW-742	Southeast Water Pollution Control Plant 040/041/043 Health & Safety Improvements	6/11/2024	Anvil Builders, Inc.	\$ 18,700,490
WW-738	East SOMA Sewer Improvements	4/9/2024	NTK Construction, Inc	\$ 10,802,800
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
53 Projects				\$ 1,830,369,348

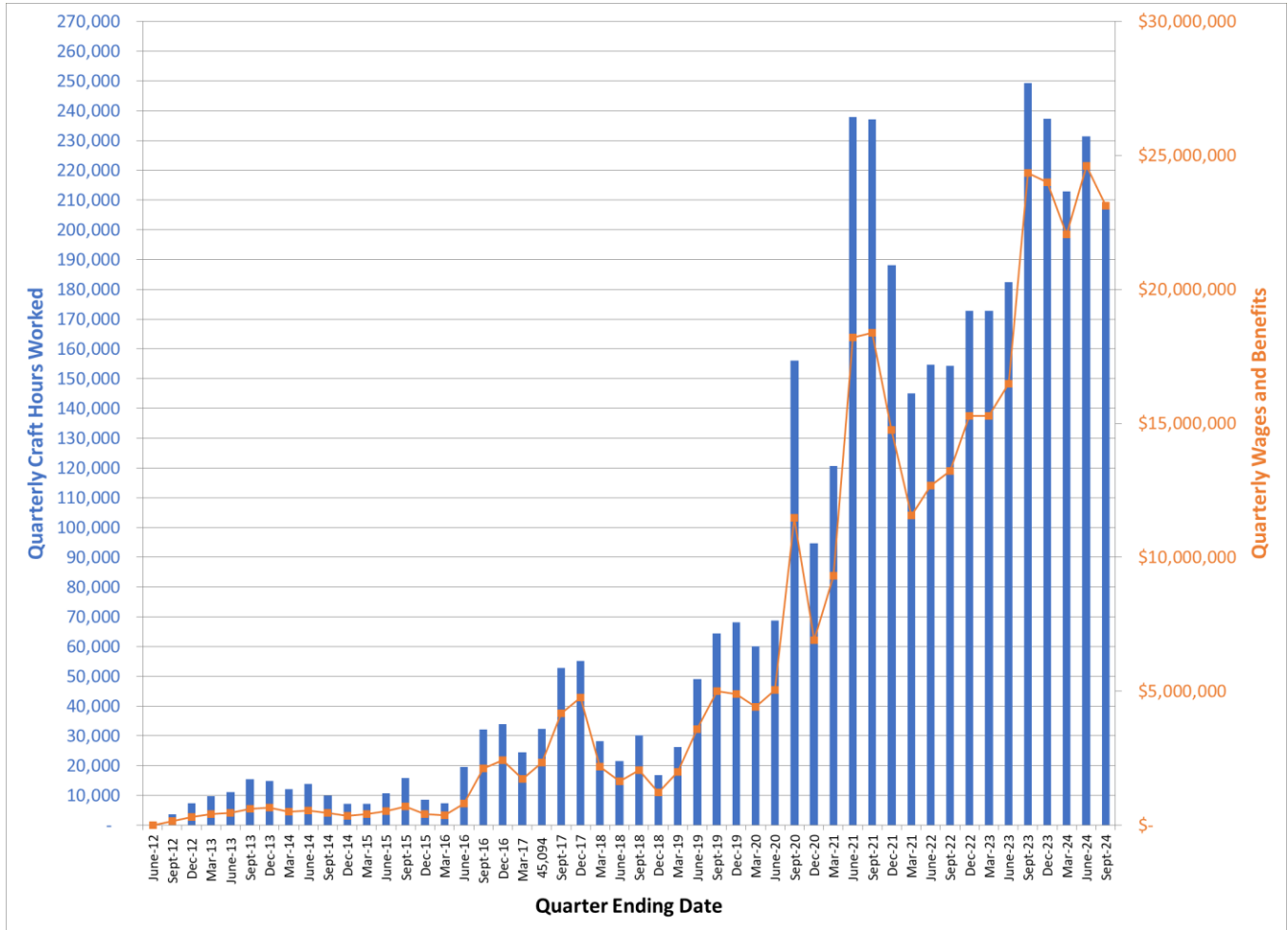
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Summary Tables and Charts

Craft Data

- During the quarter, construction workers worked 207,881 hours and earned \$23.1 million in wages and benefits.

Chart 1. Craft Hours and Wages



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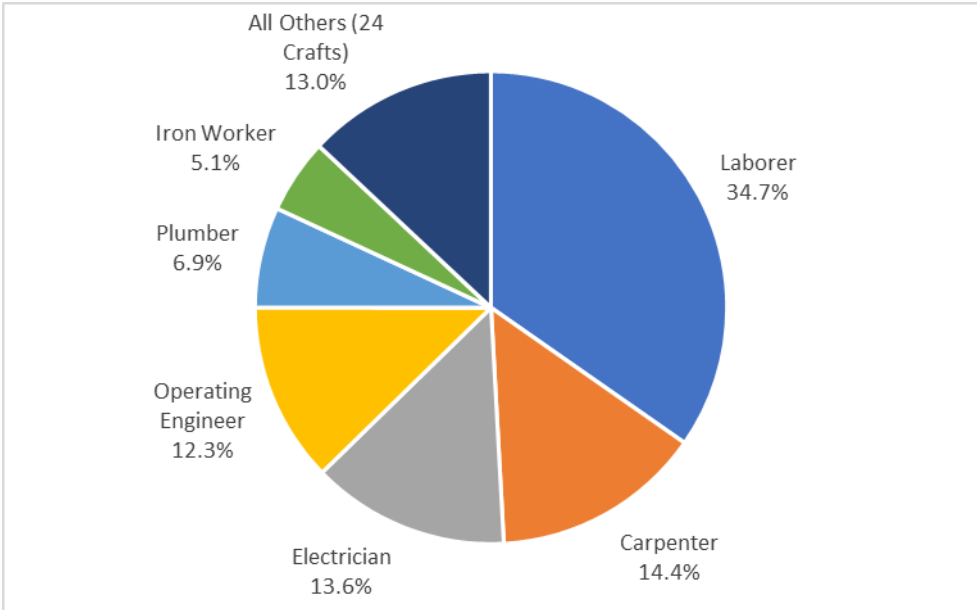
- 3,852,919 total craft hours have been worked by 8,234 workers who earned \$332 million in wages and benefits.
- Laborers, Carpenters, Electricians, Operating Engineers, Plumbers, and Iron Workers worked 86.9% of all hours, with nearly 3.4 million combined hours worked.

Table 4. Craft Utilization Table

Cumulative Employment by Craft				
Inception Through Sept 30, 2024				
Craft	Total Hours	Total Wages	% Craft Hours of Total Hours	% Wages of Total Wages
Laborer	1,335,991	\$ 82,854,139	34.7%	25.0%
Carpenter	555,988	\$ 49,895,485	14.4%	15.0%
Electrician	522,727	\$ 63,668,196	13.6%	19.2%
Operating Engineer	473,700	\$ 43,078,096	12.3%	13.0%
Plumber	265,282	\$ 34,339,667	6.9%	10.3%
Iron Worker	196,079	\$ 15,123,829	5.1%	4.6%
Top 6 Crafts Sub-Total	3,349,767	288,959,413	86.9%	87.0%
Painter	115,040	\$ 8,689,157	3.0%	2.6%
Cement Mason	109,710	\$ 8,477,321	2.8%	2.6%
Sheet Metal Worker	89,325	\$ 10,216,382	2.3%	3.1%
Field Surveyor	24,129	\$ 1,752,048	0.6%	0.5%
Pile Driver	21,264	\$ 2,233,933	0.6%	0.7%
Roofer	19,085	\$ 1,338,334	0.5%	0.4%
Plasterer	15,418	\$ 1,207,918	0.4%	0.4%
Boilermaker	9,465	\$ 848,391	0.2%	0.3%
Tunnel Worker	8,352	\$ 598,427	0.2%	0.2%
Asbestos Worker	6,010	\$ 478,034	0.2%	0.1%
Building/Construction Inspector	3,649	\$ 281,879	0.1%	0.1%
Drywall Installer/Lather	3,538	\$ 264,645	0.1%	0.1%
Elevator Constructor	3,062	\$ 358,449	0.1%	0.1%
Glazier	3,054	\$ 250,625	0.1%	0.1%
Bricklayer	1,496	\$ 122,013	0.0%	0.0%
Electrical Utility Lineman	1,418	\$ 156,192	0.0%	0.0%
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	56	\$ 3,028	0.0%	0.0%
Tile Setter	52	\$ 4,103	0.0%	0.0%
Remaining Apprenticable Sub-Total	434,890	37,337,869	11.3%	11.2%
Teamster	34,709	\$ 2,796,416	0.9%	0.8%
Driver	33,292	\$ 2,735,960	0.9%	0.8%
Diver	261	\$ 127,655	0.0%	0.0%
Total Non-Apprenticable	68,262	5,660,030	1.8%	1.7%
Grand Total	3,852,919	\$ 331,957,312	100.0%	100.0%

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Chart 2. Craft Utilization Pie Chart

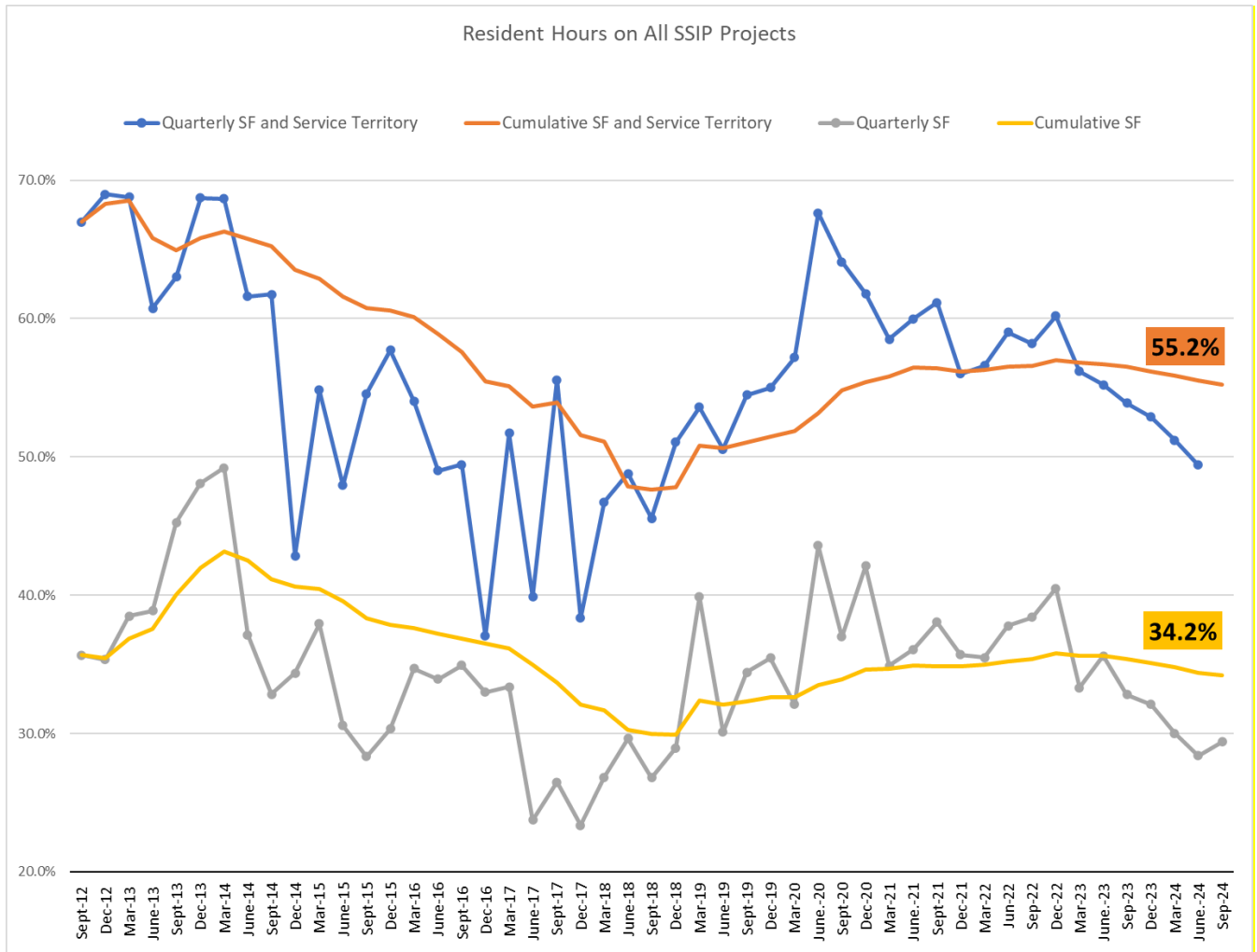


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Worker Residence Data

- Combined, San Francisco and SFPUC Regional Service Territory residents worked 55.2% of all construction craft hours on SSIP to date.
- San Francisco residents alone have worked 34.2% 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 2,092 workers worked 34.2% of all the construction hours and have earned \$103.9 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 Sept 30, 2024				
County	Total Craft Hours	Wages & Benefits	% Craft Hours	Worker Count (Not Unique*)
San Francisco County	1,315,929	\$ 103,874,437	34.2%	2,092
Contra Costa County	586,987	\$ 52,631,283	15.2%	1,298
Alameda County	393,395	\$ 31,961,371	10.2%	1,313
San Mateo County	319,245	\$ 30,096,044	8.3%	680
Solano County	229,069	\$ 20,738,016	5.9%	589
San Joaquin County	151,997	\$ 12,813,582	3.9%	469
Santa Clara County	129,588	\$ 10,581,605	3.4%	447
Sonoma County	103,677	\$ 11,307,413	2.7%	181
Sacramento County	90,008	\$ 8,052,870	2.3%	271
Stanislaus County	50,335	\$ 4,291,641	1.3%	192
Marin County	43,168	\$ 4,995,156	1.1%	61
Merced County	37,534	\$ 3,538,830	1.0%	56
Madera County	26,539	\$ 2,615,784	0.7%	22
Placer County	26,327	\$ 2,355,622	0.7%	49
Riverside County	22,796	\$ 1,983,280	0.6%	50
Butte County	21,883	\$ 2,096,929	0.6%	29
Yolo County	21,103	\$ 2,121,687	0.5%	47
Lake County	20,446	\$ 2,593,347	0.5%	17
Napa County	19,975	\$ 1,698,175	0.5%	64
Los Angeles County	19,120	\$ 1,669,555	0.5%	49
Top 20 CA Counties by Hrs.	\$ 3,629,121	\$ 312,016,626	94.2%	7,976
All Other CA Counties	\$ 143,292	\$ 12,579,209	3.7%	342
Out of State	\$ 80,507	\$ 7,361,477	2.1%	156
Grand Total	3,852,919	\$ 331,957,312	100.0%	8,234

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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 1,315,929 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 446,484 hours.
- Apprentices living in 94124 have worked more than a quarter (27.0%) of all San Francisco’s 322,665 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	96,943	257,772	354,714	551
94112	Outer Mission, Crocker-Amazon, Oceanview, Westwood Park	37,695	161,040	198,735	285
94110	Mission, Bernal Heights	27,199	99,972	127,171	253
94134	Visitacion Valley, Portola	28,989	62,781	91,770	173
94132	Lake Merced, Merced Heights, San Francisco State	17,619	59,408	77,027	74
94115	Pac Heights, Lower Pac Heights, Western Addition, Fillmore, Japantown	21,211	33,038	54,249	58
94116	Sunset District, West Portal, Forest Hill	16,146	36,612	52,757	87
94122	Inner Sunset, Outer Sunset	17,361	34,048	51,409	94
94121	Outer Richmond	9,434	26,732	36,166	58
94103	SOMA	4,243	30,294	34,537	73
94102	Hayes Valley, Civic Center, Tenderloin	6,677	26,020	32,696	50
94114	Castro, Noe Valley	2,485	21,526	24,010	32
94117	Haight-Ashbury, Lower Haight, Cole Valley, NOPA	6,265	17,417	23,682	36
94131	Forest Knolls, Twin Peaks, Diamond Heights, Glen Park	2,247	20,937	23,183	54
94109	Cathedral Hill, Tenderloin, Nob Hill, Russian Hill, Fort Mason	4,558	18,625	23,183	39
94107	SOMA, Dog Patch, Protrero Hill	6,329	16,654	22,983	59
94133	Chinatown, Telegraph Hill, North Beach, Fisherman's Wharf	2,517	15,280	17,796	25
94118	Inner Richmond	1,937	14,300	16,237	42
94130	Treasure Island	4,948	10,058	15,006	19
94127	Balboa Terrace, St. Francis Wood, West Portal	4,098	7,243	11,340	22
94123	Marina, Cow Hollow		8,544	8,544	9
94158	Mission Bay	48	4,220	4,268	3
94104	Financial District	607	3,042	3,649	3
94105	SOMA, Embarcadero	924	1,318	2,241	7
94108	Chinatown, Union Square	1,161	870	2,031	12
94188	P.O Box	332	1,669	2,001	13
94142	Tenderloin		1,937	1,937	2
94129	P.O Box	521	1,308	1,829	2
94120	SOMA	176	291	467	3
94119	P.O Box		167	167	1
94140	P.O Box		147	147	1
Grand Total		322,665	993,265	1,315,929	2,092

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- Laborers living in San Francisco have worked almost half (42.9%) of San Francisco’s 1,315,929 total construction hours.
- San Francisco apprentice Laborers have worked about one of every three hours (31.4%) of the 332,665 hours worked by San Francisco apprentices.

Table 7. Worker Residence by Craft

Journey + Apprentice Combined	Laborer	Carpenter	Electrician	Operating Engineer	Plumber	Iron Worker	All Others (24 Crafts)	SSIP All Hours Grand Total
Journey and Appr. Total Hrs.	1,335,991	555,988	522,727	473,700	265,282	196,079	503,152	3,852,919
Craft Total % of SSIP Total	34.7%	14.4%	13.6%	12.3%	6.9%	5.1%	13.1%	
SF Hours	564,490	185,672	167,493	141,027	98,172	50,293	108,784	1,315,929
SF Craft % of Total SF Hours	42.9%	14.1%	12.7%	10.7%	7.5%	3.8%	8.3%	
Regional Service Territory Hours	261,248	103,633	99,068	109,340	45,544	53,790	138,632	811,254
% Rgnl Serv Trt Hrs of Total Rgnl Srv Trt Hrs	32.2%	12.8%	12.2%	13.5%	5.6%	6.6%	17.1%	
Apprentice Hours	Laborer	Carpenter	Electrician	Plumber	Iron Worker	Operating Engineer	All Others (19 Crafts)	SSIP Apprentices Grand Total
Total Hours	124,658	108,336	86,797	71,511	40,642	27,030	98,367	557,341
Craft Total % of SSIP Total	22.4%	19.4%	15.6%	12.8%	7.3%	4.8%	17.6%	
SF Hours	101,270	55,805	51,905	39,486	21,845	22,206	30,148	322,665
SF Craft % of Total SF Hours	31.4%	17.3%	16.1%	12.2%	6.8%	6.9%	9.3%	
Regional Service Territory Hours	5,707	20,082	10,742	14,946	7,562	3,440	35,891	98,370
% Rgnl Serv Trt Hrs of Total Rgnl Srv Trt Hrs	5.8%	20.4%	10.9%	15.2%	7.7%	3.5%	36.5%	

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- The overall participation rate of San Francisco workers on SSIP projects is currently 34.2%.
- 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-736 - Castro and Mission Districts Sewer Improvements	1,841	5,874	1,924	9,638	19.1%	60.9%	20.0%
WW-683R - Sansome, 5th, 6th (North), and Division Streets Combined Sewer Overflow	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-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-719A - Folsom Area Stormwater Improvements - SOMA and Mission District	3,264	5,206	3,020	11,490	28.4%	45.3%	26.3%
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-669 - Oceanside Water Pollution Control Plant Building 011 Grit Classifier	1,406	1,327	374	3,106	45.3%	42.7%	12.0%
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-648 - Oceanside Water Pollution Control Plant Building 042 Primary Clarifier	1,171	883	251	2,304	50.8%	38.3%	10.9%
WW-627R - Baker Beach Green Streets	11,630	9,993	4,579	26,202	44.4%	38.1%	17.5%
WW-639 - Oceanside Water Pollution Control Plant Digester Gas Utilization	40,576	35,841	17,995	94,412	43.0%	38.0%	19.1%
WW-674R - Geary Boulevard Sewer and Water Improvements	9,699	15,264	15,281	40,243	24.1%	37.9%	38.0%
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	3,842	2,563	653	7,057	54.4%	36.3%	9.2%
WW-737 - Baker St. Combined Sewer Discharge Baffle Improvements & Bypass	192	128	40	360	53.3%	35.6%	11.1%
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-665 - Southeast Water Pollution Control Plant 042 Rehabilitation and	14,167	9,691	5,012	28,871	49.1%	33.6%	17.4%
WW-723R - Channel Force Main Intertie	2,638	2,213	1,781	6,631	39.8%	33.4%	26.9%
WW-628 - Southeast Water Pollution Control Plant New Headworks Facility	540,950	395,650	256,874	1,193,474	45.3%	33.2%	21.5%
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-685R - North Shore Pump Station Wet Weather Improvements	32,933	21,087	10,674	64,694	50.9%	32.6%	16.5%
WW-647R - Southeast Water Pollution Control Plant Biosolids Digester Facility	684,785	496,710	348,951	1,530,446	44.7%	32.5%	22.8%
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	13,363	10,117	8,526	32,006	41.8%	31.6%	26.6%
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-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	39,493	18,277	16,943	74,712	52.9%	24.5%	22.7%
WW-613 Southeast Water Pollution Control Plant (SEP) Building 521/522 at	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	1,725,736	1,315,929	811,254	3,852,919	44.8%	34.2%	21.0%

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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, 14.7% of all craft hours in apprenticeable trades have been worked by apprentices.
- Drywall Installer/Lathers have utilized the most apprentices, with 48.0% of all hours being worked by apprentices.
- Apprentice Laborers have worked 9.3% of the Laborers’ 1,335,991 total hours.

Table 9. Apprentice Utilization by Craft

Craft	Apprentice Hours	Journey Hours	Total Hours	Apprentice Percentage of Craft Total (Apprentice/Total)
Drywall Installer/Lather	1,700	1,838	3,538	48.0%
Field Surveyor	11,361	12,768	24,129	47.1%
Elevator Constructor	1,416	1,646	3,062	46.3%
Metal Roofing Systems Installer	72	93	165	43.6%
Glazier	1,055	1,999	3,054	34.5%
Sheet Metal Worker	26,467	62,858	89,325	29.6%
Asbestos Worker	1,664	4,346	6,010	27.7%
Plumber	71,511	193,771	265,282	27.0%
Plasterer	4,085	11,333	15,418	26.5%
Roofer	4,679	14,406	19,085	24.5%
Painter	26,437	88,603	115,040	23.0%
Iron Worker	40,642	155,437	196,079	20.7%
Carpenter	108,336	447,652	555,988	19.5%
Electrician	86,797	435,931	522,727	16.6%
Pile Driver	3,054	18,210	21,264	14.4%
Tile Finisher	8	48	56	14.3%
Cement Mason	14,707	95,003	109,710	13.4%
Tile Setter	6	46	52	11.7%
Electrical Utility Lineman	156	1,262	1,418	11.0%
Building/Construction Inspector	357	3,293	3,649	9.8%
Laborer	124,658	1,211,333	1,335,991	9.3%
Tunnel Worker	581	7,771	8,352	7.0%
Boilermaker	557	8,909	9,465	5.9%
Operating Engineer	27,030	446,671	473,700	5.7%
Bricklayer	8	1,488	1,496	0.5%
Brick Tender		479	479	0.0%
Sprinklerfitters		126	126	0.0%
Apprenticeable Subtotal	557,341	3,227,317	3,784,658	14.7%
Teamster		34,709	34,709	0.0%
Driver		33,292	33,292	0.0%
Diver		261	261	0.0%
Grand Total	557,341	3,295,579	3,852,919	14.5%

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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 16.3%, or 194,819 out of 1,193,474 total project hours.
- WW-647R Southeast Water Pollution Control Plant Biosolids Digester Facilities Project, with 1,530,446 total hours worked, has an apprentice utilization rate of 13.9%.

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 Upgrades	16,810	59,615	76,424	22.0%
WW-556 Southeast Water Pollution Control Plant Chemical System Relocation and Facility Upgrade	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 Pump Station	570	2,536	3,106	18.4%
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 Valve Repair	1,597	7,978	9,576	16.7%
WW-628 - Southeast Water Pollution Control Plant New Headworks Facility	194,819	998,655	1,193,474	16.3%
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-626 Southeast Water Pollution Control Plant Primary and Secondary Clarifier Upgrades	11,358	63,667	75,025	15.1%
WW-645R - Westside Pump Station Reliability Improvements	11,258	63,454	74,712	15.1%
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-685R - North Shore Pump Station Wet Weather Improvements	9,082	55,612	64,694	14.0%
WW-647R - Southeast Water Pollution Control Plant Biosolids Digester Facilities Project	212,295	1,318,152	1,530,446	13.9%
WW-683R - Sansome, 5th, 6th (North), and Division Streets Combined Sewer Discharge Rehabilitation	2,053	12,932	14,985	13.7%
WW-723R - Channel Force Main Intertie	907	5,724	6,631	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-662R - Southeast Water Pollution Control Plant Power Feed and Primary Switchgear Upgrades	3,839	28,167	32,006	12.0%
WW-711 - Wawona Area Stormwater Improvement and Vicente Street Water Main Replacement	8,212	61,366	69,579	11.8%
WW-639 - Oceanside Water Pollution Control Plant Digester Gas Utilization Upgrades	10,954	83,458	94,412	11.6%
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-610R - Visitacion Valley Green Nodes, Rutland Street Sewer, and Sunnydale Pavement Improvements	1,251	17,677	18,928	6.6%
WW-648 - Oceanside Water Pollution Control Plant Building 042 Primary Clarifier Improvements	150	2,154	2,304	6.5%
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-736 - Castro and Mission Districts Sewer Improvements	519	9,120	9,638	5.4%
WW-659 - Greenhouse Demolition at 1150 Phelps Street	147	3,299	3,446	4.3%
WW-724 - Panhandle and Inner Sunset Large Sewer Rehabilitation	273	6,784	7,057	3.9%
WW-653 - Marin Street Sewer Replacement	395	12,380	12,774	3.1%
WW-719A - Folsom Area Stormwater Improvements - SOMA and Mission Districts Sewer Replacement	233	11,257	11,490	2.0%
WW-599R - Southeast Water Pollution Control Plant Cryogenic Oxygen Plant Demolition and Liquid Oxygen Storage	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	557,341	3,295,579	3,852,919	14.5%

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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.

- 4,768 pre-employment tests have been administered on SSIP, with a total non-negative screening rate of **1.10%**.
- During the quarter, 233 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 09/30/2024	
Project	Number Cleared
WW-647R - SEP Biosolids Digester Facilities Project	2,948
WW-682R - Southeast Community Center at 1550 Evans	876
WW-628 - SEP New Headworks Facility	554
WW-614R2 - North Point Outfall Rehabilitation	116
WW-645R - Westside Pump Station Reliability Improvements	60
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-738 - East SOMA Sewer Improvements	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	4,768

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.