









GREETINGS FROM THE MAYOR

On behalf of the City and County of San Francisco, I am pleased to present the fifth Annual Report for the San Francisco Local Hiring Policy for Construction. Creating meaningful jobs for San Franciscans has always been one of my top priorities. As San Francisco continues to lead the nation in job growth, I am proud of the outcome as a result of the first five years of this policy. I continue to be optimistic about its future success and what we have done to help our working families succeed.

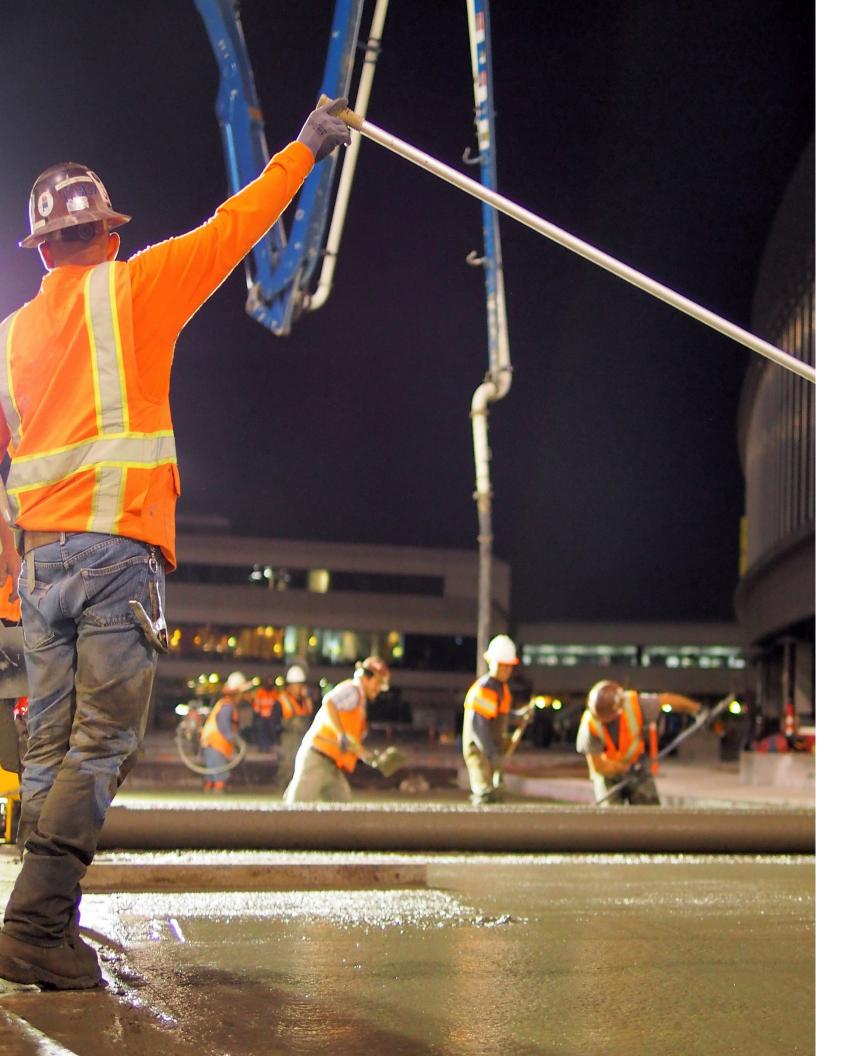
When the Local Hiring Policy for Construction was first introduced in 2011, our City was confronting a global financial crisis with uncharacteristically high unemployment rates. The Local Hire Policy put San Franciscans back to work and reignited investments into our local economy. Today, our unemployment rate is one of the lowest in the country, and our economy is one of the strongest and diverse in the nation. With a living wage, San Franciscans have benefitted from a growing economy and opportunities to ladder up.

This report shows that local jobs are going to local people, and I am pleased City departments are meeting and exceeding the goals of the Policy and ensuring residents benefit from the successes of the City. Additionally, the legislation has been further expanded to private developments on City-owned property and Federally-funded transportation projects.

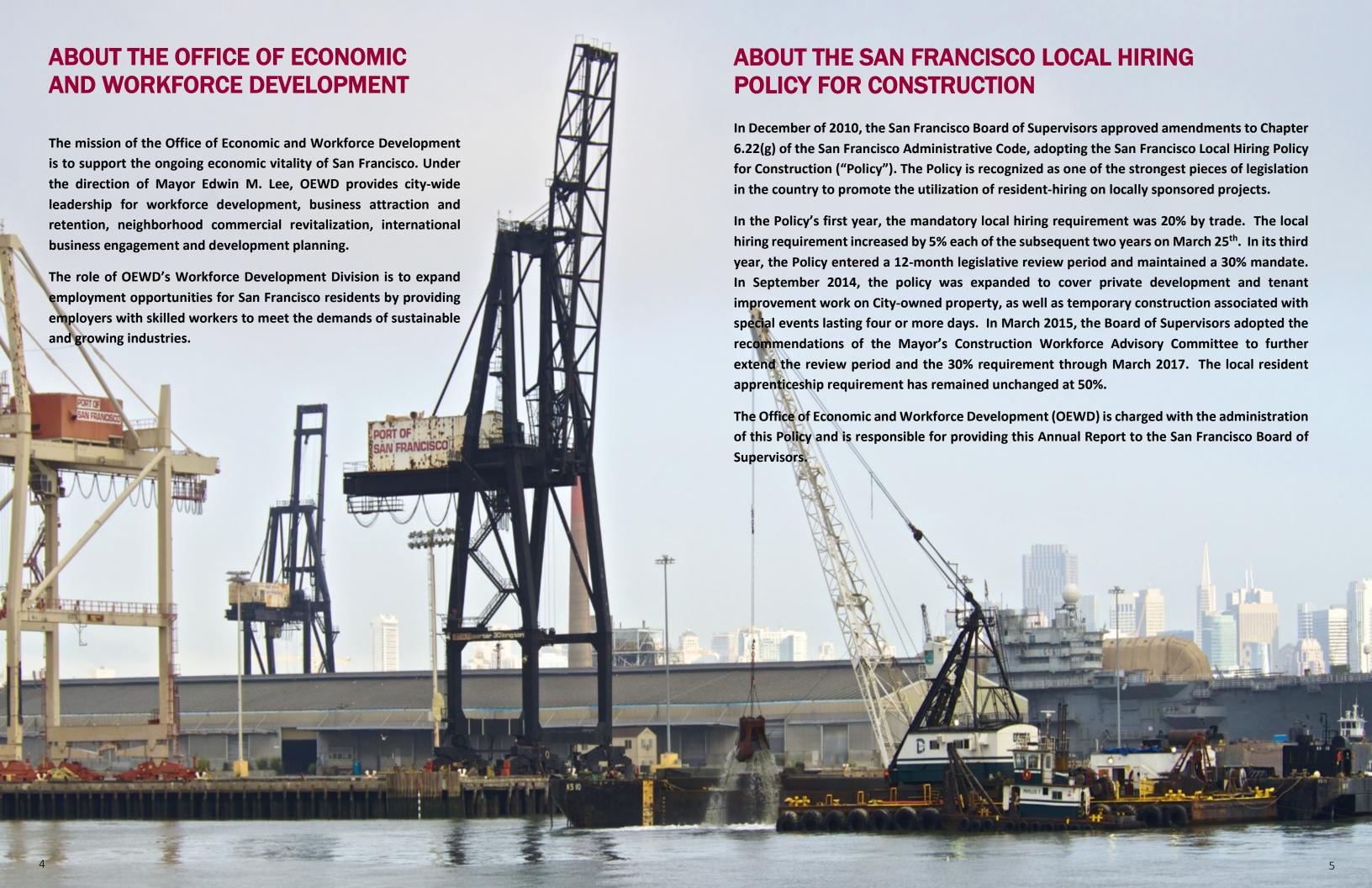
With the impressive growth in construction and the Policy's wider reach, the City is faced with the challenge of expanding our training to provide even greater access to individuals and our workforce with rewarding career pathways. I invite all of our partners including the San Francisco Unified School District, the San Francisco Municipal Transportation Agency (MTA), the San Francisco Public Utilities Commission, San Francisco Public Works, the Port of San Francisco, the San Francisco Recreation and Parks Department, and the San Francisco International Airport with our local apprenticeship programs, the trade unions and our construction employers to continue to take advantage of the exciting opportunities our City has to offer.

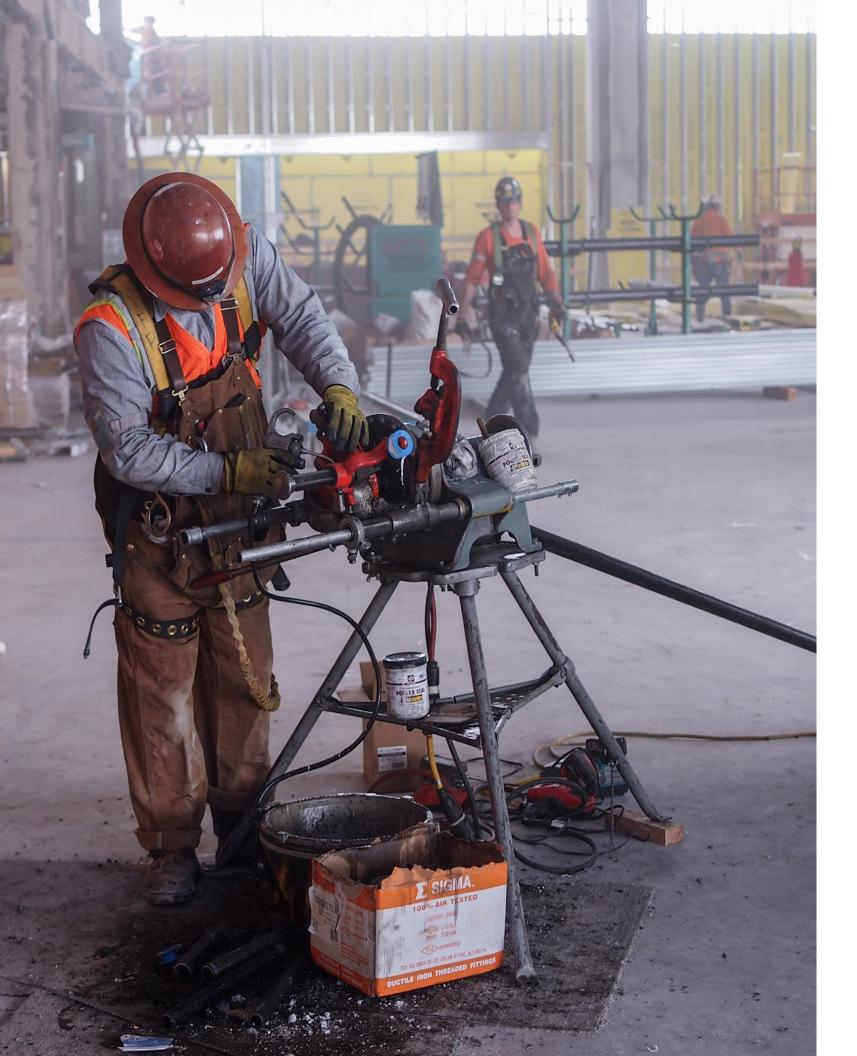
All the best.

Edwin M. Lee









EXECUTIVE SUMMARY

PURPOSE

The fifth Annual Report for the San Francisco Local Hiring Policy for Construction was produced to inform the Board of Supervisors of the progress achieved during the Policy's first five years. The report highlights trade performance data, identifies workforce demographics and addresses priorities for the coming year.

METHODS OF ANALYSIS

OEWD utilizes certified payroll records from Elation Systems, the City's Project Reporting System (PRS), to verify hours worked by San Francisco residents. Payroll data entered into the City's PRS between March 25, 2011 and March 1, 2016 was used to produce this report. The data presented evaluates local hours by hiring requirements and not annual performance. The requirement for projects advertised between March 25, 2013 and March 1, 2016 has remained at 30%. The data in this report does not include hours that were credited toward local hiring deficiencies through policy off-ramps.

REPORT HIGHLIGHTS

The 364 projects included in this report were awarded and managed by six departments within the City and County of San Francisco: Municipal Transportation Agency (MTA), Port of San Francisco (Port), Public Utilities Commission (PUC), Recreation and Parks Department (RPD), San Francisco International Airport (SFO), and San Francisco Public Works (SFPW)

- A total of 6,229,126 hours have been worked on projects subject to the Local Hiring Policy
- 79 projects have been subject to the 20% hiring requirement and have reported an overall local hiring performance of 33%
- 84 projects have been subject to the 25% hiring requirements and have reported an overall local hiring performance of 34%
- 201 projects have been subject to the 30% requirement and have reported an overall local hiring performance of 45%
- Overall, apprentice participation continues to exceed the 50% requirement with an average performance of 58%

LOOKING AHEAD

OEWD's goal is to ensure that the Local Hiring Policy for Construction remains beneficial to local workers and the San Francisco economy. Further analysis of the Policy's impact, and assessment of the availability of qualified workers, will be conducted as additional data becomes available. OEWD will continue to build on existing industry partnerships to respond to the changing workforce needs of the construction industry.

20% OVERVIEW

OVERVIEW OF PROJECTS

Projects advertised between March 25, 2011 and March 24, 2012 are subject to the 20% local hiring requirement. A total of 79 active projects subject to the 20% requirement were tracked across six departments. The total value of these projects is \$422 million. Table 1 shows the number of projects and total award amount by department.

TABLE 1: NUMBER AND VALUE OF PROJECTS SUBJECT TO 20% REQUIREMENT BY DEPARTMENT

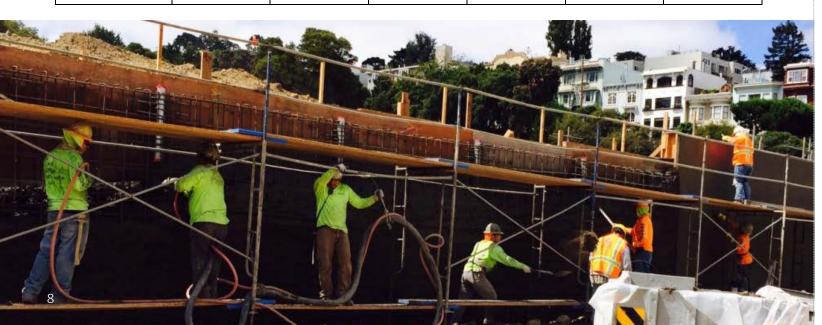
Department	MTA	PORT	PUC	RPD	SFO	SFPW	Total
Number of Active Projects	1	9	26	8	10	25	79
Total Award Amount	\$1M	\$117M	\$78	\$30M	\$157M	\$39M	\$422M

LOCAL HIRING PERFORMANCE

As shown in Table 2, a total of 1,655,198 work hours were reported for projects subject to the 20% local hiring requirement. Of this total, 545,856 hours (33%) were performed by San Francisco residents. Inclusive of these hours are 203,369 apprentice hours, of which 119,355 (59%) were performed by San Francisco residents.

TABLE 2: WORK HOURS BY DEPARTMENT FOR PROJECTS SUBJECT TO 20% REQUIREMENT

Donartment		Total Hours		Apprentice Hours				
Department	Total	Local	Local %	Total	Local	Local %		
MTA	6,813	2,940	43%	1,112	818	74%		
PORT	378,084	94,535	25%	53,362	20,482	38%		
PUC	407,672	143,172	35%	39,469	30,324	77%		
RPD	192,384	63,223	33%	20,773	13,417	65%		
SFO	440,891	153,536	35%	69,904	42,682	61%		
SFPW	229,354	88,451	39%	18,750	11,633	62%		
Total	1,655,198	545,856	33%	203,369	119,355	59%		



20% OVERVIEW BY TRADE

Table 3 presents work hours reported by trade on the 79 projects subject to the 20% local hiring requirement. Most trades met or exceeded the local hiring requirement for overall work hours and apprentice hours. On a project-by-project basis, trades that represent less than 5% of gross work hours are exempt from the requirement.

TABLE 3: WORK HOURS BY TRADE FOR PROJECTS SUBJECT TO 20% REQUIREMENT

Trade		Total Hours		Apprentice Hours			
Traue	Total	Local	Local %	Total	Local	Local %	
Asbestos Removal Worker	23,383	4,824	21%	0	0	0%	
Carpenter And Related Trades	114,946	46,674	41%	16,159	8,308	51%	
Cement Mason	61,377	14,974	24%	6,060	5,032	83%	
Drywall Installer/Lather	63,615	9,271	15%	7,956	3,738	47%	
Electrician	209,217	96,046	46%	36,410	22,396	62%	
Glazier	13,691	2,190	16%	1,945	641	33%	
Iron Worker	86,097	25,937	30%	16,037	8,109	51%	
Laborer And Related Classifications	637,789	223,891	35%	62,005	45,493	73%	
Operating Engineer	135,428	47,425	35%	5,682	4,533	80%	
Painter	29,170	7,127	24%	2,744	854	31%	
Pile Driver	43,111	5,145	12%	10,751	1,875	17%	
Plasterer	11,622	2,496	21%	2,940	1,454	49%	
Plaster Tender	12,125	1,571	13%	0	0	0%	
Plumber	60,788	22,635	37%	16,685	8,680	52%	
Roofer	14,007	1,706	12%	2,603	1,262	48%	
Sheet Metal Worker	39,812	10,387	26%	6,965	3,226	46%	
Other Trades*	99,023	23,561	24%	8,430	3,757	45%	
Grand Total	1,655,198	545,856	33%	203,369	119,355	59%	

*Other Trades: Asbestos Worker, Heat And Frost Insulator, Boilermaker, Brick Tender, Bricklayer, Blocklayer, Building/Construction Inspector And Field Soils And Material Tester, Carpet, Linoleum, Soft Floor Layer, Dredger Operating Engineer, Driver, Electrical Utility Lineman, Elevator Constructor, Field Surveyor, Landscape Maintenance Laborer, Marble Finisher, Metal Roofing Systems Installer, Modular Furniture Installer, Parking And Highway Improvement, Parking And Highway Improvement Painter, Slurry Seal Worker, Steel Erector And Fabricator, Teamster, Terrazzo Finisher, Terrazzo Worker, Tile Finisher, Tile Setter, Traffic Control/Lane Closure, Tunnel Worker

25% OVERVIEW

OVERVIEW OF PROJECTS

Projects advertised between March 25, 2012 and March 24, 2013 are subject to the 25% local hiring requirement. A total of 84 active projects subject to the 25% requirement were tracked across six departments. The total value of these projects is \$984 million. Table 4 shows the number of projects and total award amount by department.

TABLE 4: NUMBER AND VALUE OF PROJECTS SUBJECT TO 25% REQUIREMENT BY DEPARTMENT

Department	MTA	PORT	PUC	RPD	SFO	SFPW	Total
Number of Active Projects	1	1	28	8	9	37	84
Total Award Amount	\$4M	\$0.4M	\$140M	\$18M	\$247M	\$575M	\$984M

LOCAL HIRING PERFORMANCE

As shown in Table 5, a total of 2,762,887 work hours were reported for projects subject to the 25% local hiring requirement. Of this total, 940,551 hours (34%) were performed by San Francisco residents. Inclusive of these hours are 452,401 apprentice hours, of which 234,691 (52%) were performed by San Francisco residents.

TABLE 5: WORK HOURS BY DEPARTMENT FOR PROJECTS SUBJECT TO 25% REQUIREMENT

Donartmont		Total Hours		Apprentice Hours				
Department	Total	Local	Local %	Total	Local	Local %		
MTA	24,096	9,161	38%	8,537	3,771	44%		
PORT	1,370	903	66%	215	0	0%		
PUC	482,637	168,087	35%	56,142	32,739	58%		
RPD	74,099	32,809	44%	6,659	3,608	54%		
SFO	910,577	340,466	37%	164,778	92,257	56%		
SFPW	1,270,110	389,125	31%	216,070	102,317	47%		
Total	2,762,887	940,551	34%	452,401	234,691	52%		



25% OVERVIEW BY TRADE

Table 6 presents work hours reported by trade on the 84 projects subject to the 25% local hiring requirement. Most trades met or exceeded the hiring requirement for local overall work hours and local apprentice hours. On a project-by-project basis, trades that represent less than 5% of overall work hours are exempt from the requirement.

TABLE 6: WORK HOURS BY TRADE FOR PROJECTS SUBJECT TO 25% REQUIREMENT

Trade		Total Hours		Apprentice Hours			
Trade	Total	Local	Local %	Total	Local	Local %	
Asbestos Removal Worker	63,515	12,305	19%	0	0	0%	
Carpenter And Related Trades	218,657	82,146	38%	32,040	16,671	52%	
Cement Mason	61,109	17,343	28%	8,206	5,098	62%	
Drywall Installer/Lather	149,738	32,191	21%	20,300	9,671	48%	
Electrician	462,578	223,551	48%	114,914	66,291	58%	
Glazier	33,982	11,259	33%	8,590	6,192	72%	
Iron Worker	140,641	54,514	39%	40,240	23,806	59%	
Laborer And Related Classifications	825,252	281,363	34%	73,142	47,375	65%	
Operating Engineer	160,514	53,780	34%	5,223	2,925	56%	
Painter	100,354	16,725	17%	14,546	2,900	20%	
Pile Driver	23,740	6,876	29%	2,445	1,209	49%	
Plaster Tender	7,830	1,524	19%	0	0	0%	
Plasterer	29,441	4,725	16%	2,912	1,658	57%	
Plumber	132,393	60,097	45%	47,427	25,320	53%	
Roofer	67,309	14,501	22%	23,036	7,502	33%	
Sheet Metal Worker	93,835	31,116	33%	24,384	11,623	48%	
Other Trades*	192,000	36,536	19%	34,997	6,453	18%	
Grand Total	2,762,887	940,551	34%	452,401	234,691	52%	

^{*}Other Trades: Asbestos Worker, Heat And Frost Insulator, Boilermaker, Brick Tender, Bricklayer, Blocklayer, Building/Construction Inspector And Field Soils And Material Tester, Carpet, Linoleum, Soft Floor Layer, Driver, Electrical Utility Lineman, Elevator Constructor, Field Surveyor, Landscape Maintenance Laborer, Marble Finisher, Marble Mason, Marble Setter, Metal Roofing Systems Installer, Modular Furniture Installer, Mover, Parking And Highway Improvement, Parking And Highway Improvement Painter, Slurry Seal Worker, Steel Erector And Fabricator, Teamster, Telecommunications Technician, Terrazzo Finisher, Terrazzo Worker, Tile Finisher, Tile Setter, Traffic Control/Lane Closure. Tree Trimmer and Water Well Driller.

30% OVERVIEW

OVERVIEW OF PROJECTS

Projects advertised since March 25, 2013 are subject to the 30% local hiring requirement. A total of 201 active projects subject to the 30% requirement were tracked across six departments. As of March 1, 2016, the total value of these projects is \$1.4 billion. Table 7 shows the number of projects and award amount by department.

TABLE 7: NUMBER AND VALUE OF PROJECTS SUBJECT TO 30% REQUIREMENT BY DEPARTMENT

Department	MTA	PORT	PUC	RPD	SFO	SFPW	Total
Number of Active Projects	5	4	58	23	25	86	201
Total Award Amount	\$31M	\$7.5M	\$273M	\$54M	\$740M	\$267M	\$1.4B

LOCAL HIRING PERFORMANCE

As shown in Table 8, a total of 1,811,041 work hours were reported for projects subject to the 30% local hiring requirement. Of this total, 807,923 hours (45%) were performed by San Francisco residents. Inclusive of these hours are 184,252 apprentice hours, of which 130,490 (71%) were performed by San Francisco residents.

TABLE 8: WORK HOURS BY DEPARTMENT FOR PROJECTS SUBJECT TO 30% REQUIREMENT

Department		Total Hours			Apprentice Hou	rs
рерантнент	Total	Local	Local %	Total	Local	Local %
MTA	21,027	11,134	53%	2,634	2,375	90%
PORT	30,512	13,741	45%	5,676	3,858	68%
PUC	643,504	299,621	47%	55,431	42,867	77%
RPD	226,686	87,687	39%	23,628	12,542	53%
SFO	160,938	77/639	48%	30,190	20,604	68%
SFPW	728,374	318,101	44%	66,693	48,245	72%
Total	1,811,041	807,923	45%	184,252	130,490	71%



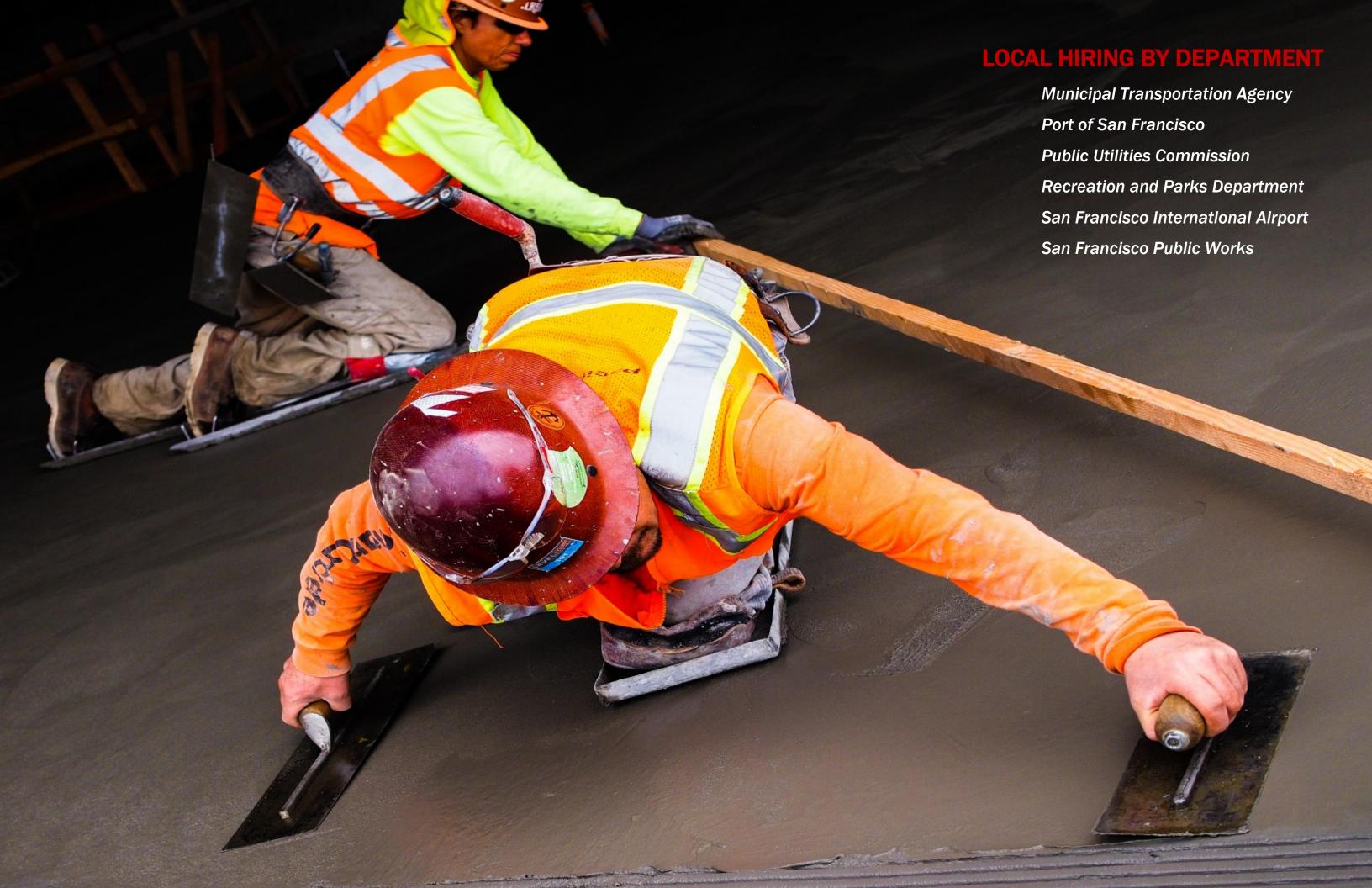
30% OVERVIEW BY TRADE

Table 9 presents work hours reported by trade on the 201 projects subject to the 30% local hiring requirement. Most trades met or exceeded the hiring requirement for local overall work hours and local apprentice hours. On a project-by-project basis, trades that represent less than 5% of overall work hours are exempt from the requirement.

TABLE 9: WORK HOURS BY TRADE FOR PROJECTS SUBJECT TO 30% REQUIREMENT

Trade		Total Hours		Apprentice Hours			
Traue	Total	Local	Local %	Total	Local	Local %	
Asbestos Removal Worker	22,386	3,240	14%	0	0	0%	
Carpenter And Related Trades	102,316	58,719	57%	15,934	11,786	74%	
Cement Mason	94,422	47,924	51%	11,925	9,203	77%	
Drywall Installer/Lather	14,055	4,271	30%	1,900	707	37%	
Electrician	116,891	76,463	65%	33,874	26,576	78%	
Glazier	2,569	1,195	47%	372	231	62%	
Iron Worker	26,512	6,997	26%	2,933	1,675	57%	
Laborer And Related Classifications	964,706	429,682	45%	85,652	64,136	75%	
Operating Engineer	237,718	117,179	49%	8,397	6,391	76%	
Painter	23,314	9,080	39%	1,783	1,154	65%	
Pile Driver	6,111	849	14%	1,158	323	28%	
Plaster Tender	82	16	20%	0	0	0%	
Plasterer	542	300	55%	28	0	0%	
Plumber	23,837	15,619	66%	2,844	2,069	73%	
Roofer	21,077	8,169	39%	7,551	2,707	36%	
Sheet Metal Worker	11,004	4,045	37%	2,372	887	37%	
Other Trades*	143,499	24,178	17%	7,531	2,648	35%	
Grand Total	1,811,041	807,923	45%	184,252	130,490	71%	

*Other Trades: Asbestos Worker, Heat And Frost Insulator, Boilermaker, Brick Tender, Bricklayer, Blocklayer, Building/Construction Inspector And Field Soils And Material Tester, Carpet, Linoleum, Resilient Tile Layer, Carpet, Linoleum, Soft Floor Layer, Dredger Operating Engineer, Driver, Electrical Utility Lineman, Elevator Constructor, Field Surveyor, Landscape Maintenance Laborer, Metal Roofing Systems Installer, Modular Furniture Installer, Parking And Highway Improvement, Parking And Highway Improvement Painter, Slurry Seal Worker, Steel Erector And Fabricator, Teamster, Telecommunications Technician, Terrazzo Finisher, Terrazzo Worker, Tile Finisher, Tile Setter, Traffic Control/Lane Closure, Tunnel Worker and Water Well Driller.



LOCAL HIRING BY DEPARTMENT Municipal Transportation Agency

ABOUT MTA PROJECTS

San Francisco Municipal Transportation Agency (MTA) projects focus on the improvement of San Francisco's street landscapes and traffic conditions. Since the 2015 approval to allow local hiring provisions on federally-funded projects, by the U.S. Department of Transportation, there has been a significant increase in MTA projects subject to the 30% local hiring requirement. Table 10 displays the total work hours for MTA projects by local hiring requirement. Table 11 displays work hours by trade and local hiring requirement.

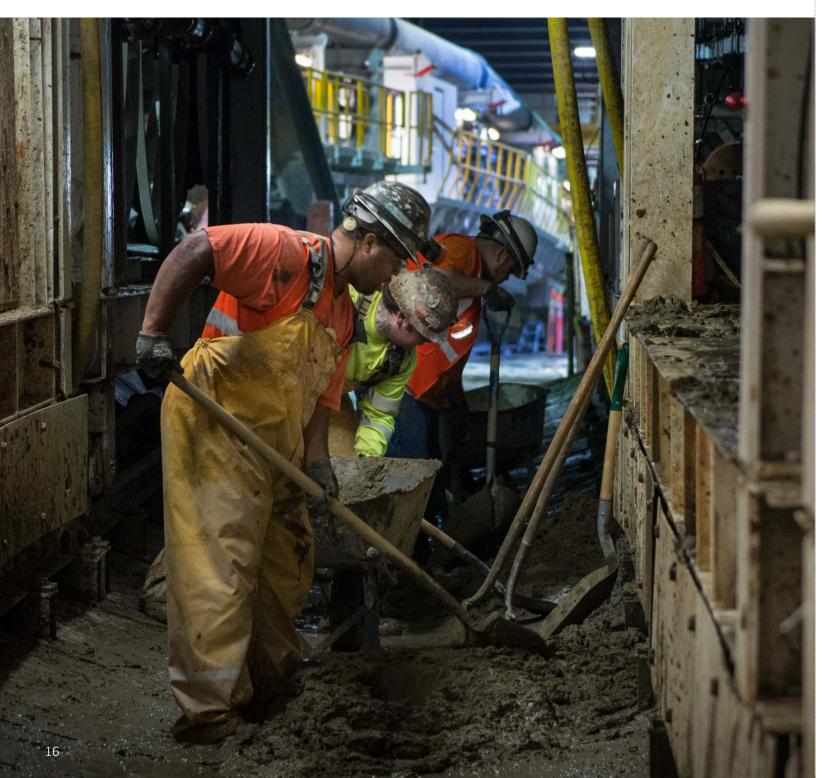


TABLE 10: WORK HOURS REPORTED ON MTA PROJECTS SUBJECT TO 20%, 25%, AND 30% REQUIREMENTS

Requirement	Number of		Total Hours		Apprentice Hours			
Requirement	Projects	Total	Local	Local %	Total	Local	Local %	
20%	1	6,813	2,940	43%	1,112	818	74%	
25%	1	24,096	9,161	38%	8,537	3,771	44%	
30%	5	21,027	11,134	53%	2,634	2,375	90%	
Total	7	51,935	23,234	45%	12,283	6,963	57%	

TABLE 11: WORK HOURS BY TRADE ON MTA PROJECTS SUBJECT TO 20%, 25% and 30% REQUIREMENTS

Carpenter And Related Trades	Trada	Doguiroment		Total Hours	5	Ap	prentice Ho	ours
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Electrician 20% 1,132 860 76% 476 215 45% 25% 1,974 1,024 52% 157 157 100% 30% 50 16 32% 9 9 100% 6lazier 25% 201 70 35% 70 70 100% 30% 0 0 0% 0 0 0% 0 0 0% 1ron Worker 25% 231 112 48% 0 0 0% 25% 231 112 48% 0 0 0% 30% 77 10 13% 0 0 0% Laborer And Related Classifications 20% 4,471 1,705 38% 627 594 95% 25% 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Cement Mason	25%	0	0	0%	0	0	0%
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Glazier 25% 201 70 35% 70 70 100% 30% 0 0 0% 0		30%	50	16	32%	9	9	100%
Sheet Metal Worker 30%		20%	0	0	0%	0	0	0%
Sheet Metal Worker 20%	Glazier	25%	201	70	35%	70	70	100%
Iron Worker		30%	0	0	0%	0	0	0%
Laborer And Related Classifications 20% 4,471 1,705 38% 627 594 95% Classifications 25% 0 0 0% 0 0 0% Operating Engineer 25% 30% 13,258 6,378 48% 1,276 1,027 80% Operating Engineer 25% 352 0 0% 0 0 0% 30% 4,206 3,081 73% 798 789 99% Plumber 25% 42 42 100% 0 0 0% 30% 223 0 0% 0 0 0 0% Roofer 25% 16,451 5,831 35% 7,801 3,544 45% 30% 0 0 0 0 0 0 0 8heet Metal Worker 25% 4,846 2,083 43% 510 0 0%		20%	0	0	0%	0	0	0%
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30% 13,258 6,378 48% 1,276 1,027 80% 20% 401 171 43% 0 0 0 0 25% 352 0 0% 0 0 0% 30% 4,206 3,081 73% 798 789 99% 20% 0 0 0% 0 0 0% Plumber 25% 42 42 100% 0 0 0% 30% 223 0 0% 0 0 0% Roofer 25% 16,451 5,831 35% 7,801 3,544 45% 30% 0 0 0% 0 0 0% Sheet Metal Worker 25% 4,846 2,083 43% 510 0 0% 30% 0 0 0% 0 0 0% 0 0 0% <		25%	0	0	0%	0	0	0%
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30% 4,206 3,081 73% 798 789 99%		20%	401	171	43%	0	0	0%
Plumber 25% 42 42 100% 0 0 0% 0 0% 0 0% 0 0% 0 0 0% 0 0 0% 0 0 0 0% 0	Operating Engineer	25%	352	0	0%	0	0	0%
Plumber 25% 42 42 100% 0 0 0% 30% 223 0 0% 0 0 0% Roofer 20% 0 0 0% 0 0 0% 30% 0 0 0% 0 0 0% 30% 0 0 0% 0 0 0% Sheet Metal Worker 25% 4,846 2,083 43% 510 0 0% 30% 0 0 0% 0 0 0% 0 0%		30%	4,206	3,081	73%	798	789	99%
30% 223 0 0% 0 0 0% Roofer 20% 0 0 0% 0 0 0% 30% 16,451 5,831 35% 7,801 3,544 45% 30% 0 0 0% 0 0 0% Sheet Metal Worker 25% 4,846 2,083 43% 510 0 0% 30% 0 0 0% 0 0 0% 0 0%		20%	0	0	0%	0	0	0%
Roofer 20% 0 0 0% 0 0 0% 30% 16,451 5,831 35% 7,801 3,544 45% 30% 0 0 0% 0 0 0% 20% 0 0 0% 0 0 0% Sheet Metal Worker 25% 4,846 2,083 43% 510 0 0% 30% 0 0 0% 0 0 0%	Plumber	25%	42	42	100%	0	0	0%
Roofer 25% 16,451 5,831 35% 7,801 3,544 45% 30% 0 0 0% 0 0 0% Sheet Metal Worker 25% 4,846 2,083 43% 510 0 0% 30% 0 0 0% 0 0 0%		30%	223	0	0%	0	0	0%
30% 0 0 0% 0 0 0% 20% 0 0 0% 0 0 0% Sheet Metal Worker 25% 4,846 2,083 43% 510 0 0% 30% 0 0 0% 0 0 0%		20%	0	0	0%	0	0	0%
Sheet Metal Worker 20% 0 0 0% 0 0 0% 30% 4,846 2,083 43% 510 0 0% 30% 0 0 0% 0 0 0%	Roofer	25%	16,451	5,831	35%	7,801	3,544	45%
Sheet Metal Worker 25% 4,846 2,083 43% 510 0 0% 30% 0 0 0% 0 0 0%		30%	0	0	0%	0	0	0%
30% 0 0 0% 0 0 0%		20%	0	0	0%	0	0	0%
	Sheet Metal Worker	25%	4,846	2,083	43%	510	0	0%
200/ 25 22 200/ 2 2 22/		30%	0	0	0%	0	0	0%
20% 25 22 88% 0 0 0%		20%	25	22	88%	0	0	0%
Other Trades* 25% 0 0 0% 0 0 0%	Other Trades*	25%	0	0	0%	0	0	0%
30% 740 420 60% 0 0 0%		30%	740	420	60%	0	0	0%

^{*}Other Trades: Driver, Teamster and Traffic Control/Lane Closure.

LOCAL HIRING BY DEPARTMENT Port of San Francisco



ABOUT PORT PROJECTS

Port of San Francisco projects support maritime operations, environmental and historic preservation, and public recreation. Table 12 displays the total work hours for Port projects by requirement. Table 13 displays work hours by trade and local hiring requirement.

TABLE 12: WORK HOURS REPORTED ON PORT PROJECTS SUBJECT TO 20%, 25%, AND 30% REQUIREMENTS

Poguiroment	Number of		Total Hours		Apprentice Hours			
Requirement	Projects	Total	Local	Local %	Total	Local	Local %	
20%	9	378,084	94,535	25%	53,362	20,482	38%	
25%	1	1,370	903	66%	215	0	0%	
30%	4	30,512	13,741	45%	5,676	3,858	68%	
Total	14	409,966	109,179	27%	59,253	24,340	41%	

TABLE 13: WORK HOURS BY TRADE ON PORT PROJECTS SUBJECT TO 20%, 25%, AND 30% REQUIREMENTS

Trade	Requirement	Total Hours			Apprentice Hours		
Haue	Requirement	Total	Local	Local %	Total	Local	Local %
Asbestos Removal	20%	1,142	80	7%	0	0	0%
Worker	25%	0	0	0%	0	0	0%
WOIKEI	30%	1,144	532	47%	0	0	0%
Carpenter And	20%	30,012	11,563	39%	3,416	1,210	35%
Related Trades	25%	0	0	0%	0	0	0%
Neiateu ITaues	30%	5,532	3,124	56%	1,498	1,498	100%
Carnet Linelaum	20%	1,506	128	8%	324	90	28%
Carpet, Linoleum,	25%	0	0	0%	0	0	0%
Soft Floor Layer	30%	0	0	0%	0	0	0%
	20%	15,839	2,786	18%	966	124	13%
Cement Mason	25%	0	0	0%	0	0	0%
	30%	1,514	736	49%	0	0	0%
Drywall	20%	18,152	3,202	18%	923	913	99%
Installer/Lather	25%	0	0	0%	0	0	0%
IIIStallel/Latriel	30%	0	0	0%	0	0	0%
	20%	61,824	10,565	17%	9,604	3,126	33%
Electrician	25%	927	648	70%	215	0	0%
	30%	519	101	19%	45	16	34%
	20%	1,944	474	24%	780	32	4%
Elevator Constructor	25%	0	0	0%	0	0	0%
2.0.000.000.000.000.000.000.000.000.000	30%	813	133	16%	358	0	0%
	20%	4,821	1,245	26%	474	148	31%
Glazier	25%	0	0	0%	0	0	0%
	30%	468	250	53%	0	0	0%

(Table 13 continues)

(Table 13 continued)

Tuesda	Danishanana		Total Hours	;	Ap	prentice Ho	urs
Trade	Requirement	Total	Local	Local %	Total	Local	Local %
	20%	42,125	12,640	30%	8,057	4,644	58%
Iron Worker	25%	0	0	0%	0	0	0%
	30%	612	88	14%	105	40	38%
Labarra Arad Dalakad	20%	68,446	25,784	38%	2,492	1,949	78%
Laborer And Related	25%	339	256	75%	0	0	0%
Classifications	30%	8,370	3,181	38%	858	666	78%
	20%	24,349	4,674	19%	1,141	1,089	95%
Operating Engineer	25%	104	0	0%	0	0	0%
	30%	2,320	922	40%	249	249	100%
	20%	12,620	2,908	23%	1,675	397	24%
Painter	25%	0	0	0%	0	0	0%
	30%	1,093	565	52%	0	0	0%
	20%	26,298	7,982	30%	9,694	4,371	45%
Plumber	25%	0	0	0%	0	0	0%
	30%	2,559	2,255	88%	254	254	100%
	20%	1,771	42	2%	271	40	15%
Roofer	25%	0	0	0%	0	0	0%
	30%	3,923	1,810	46%	2,077	1,096	53%
	20%	13,672	3,017	22%	2,581	290	11%
Sheet Metal Worker	25%	0	0	0%	0	0	0%
	30%	0	0	0%	0	0	0%
	20%	53,565	7,449	14%	10,966	2,060	19%
Other Trades*	25%	0	0	0%	0	0	0%
	30%	1,649	47	3%	235	41	17%

*Other Trades: Asbestos Worker, Heat And Frost Insulator, Boilermaker, Brick Tender, Bricklayer, Blocklayer, Building/Construction Inspector And Field Soils And Material Tester, Dredger Operating Engineer, Driver, Electrical Utility Lineman, Field Surveyor, Landscape Maintenance Laborer, Metal Roofing Systems Installer, Modular Furniture Installer, Parking And Highway Improvement, Parking And Highway Improvement Painter, Pile Driver, Plasterer, Teamster, Tile Finisher and Tile Setter.



LOCAL HIRING BY DEPARTMENT Public Utilities Commission



ABOUT PUC PROJECTS

San Francisco Public Utilities Commission (PUC) projects include infrastructure upgrades and repairs that maintain operations of the City's wastewater and clean water delivery systems. Table 14 displays the total work hours for PUC projects by local hiring requirement. Table 15 displays work hours by trade and local hiring requirement.

TABLE 14: WORK HOURS REPORTED ON PUC PROJECTS SUBJECT TO 20%, 25%, AND 30% REQUIREMENTS

Requirement Number of			Total Hours		Apprentice Hours			
Requirement	Projects	Total	Local	Local %	Total	Local	Local %	
20%	26	407,672	143,172	35%	39,469	30,324	77%	
25%	28	482,637	168,087	35%	56,142	32,739	58%	
30%	58	643,504	299,621	47%	55,431	42,867	77%	
Total	112	1,533,813	610,880	40%	151,042	105,930	70%	



TABLE 15: WORK HOURS BY TRADE ON PUC PROJECTS SUBJECT TO 20%, 25%, AND 30% REQUIREMENTS

Trade	Poguirom ent		Total Hours	;	Apprentice Hours			
rrade	Requirement	Total	Local	Local %	Total	Local	Local %	
^ D	20%	232	0	0%	0	0	0%	
Asbestos Removal Worker	25%	3,548	1,166	33%	0	0	0%	
worker	30%	1,675	216	13%	0	0	0%	
Carporter And	20%	4,128	2,494	60%	509	424	83%	
Carpenter And Related Trades	25%	27,656	9,013	33%	4,726	2,608	55%	
helateu Haues	30%	23,377	13,853	59%	3,977	3,378	85%	
Cement Mason	20%	9,219	2,208	24%	1,495	1,495	100%	
	25%	10,759	4,532	42%	1,317	818	62%	
	30%	10,244	4,435	43%	1,129	962	85%	

(Table 15 continues)

(Table 15 continued)

Tuesda	Doguino mont		Total Hours	;	Ар	prentice Ho	urs
Trade	Requirement	Total	Local	Local %	Total	Local	Local %
D	20%	0	0	0%	0	0	0%
Drywall Installer/	25%	1,348	228	17%	0	0	0%
Latherer	30%	218	178	82%	0	0	0%
	20%	17,471	3,217	18%	2,431	312	13%
Electrician	25%	49,282	20,442	41%	8,406	3,940	47%
	30%	28,985	18,952	65%	6,574	6,206	94%
	20%	4,693	906	19%	998	906	91%
Field Surveyor	25%	54	0	0%	0	0	0%
	30%	314	22	7%	76	0	0%
	20%	1,028	20	2%	191	0	0%
Iron Worker	25%	18,958	4,849	26%	5,385	3,019	56%
	30%	14,006	3,692	26%	1,381	669	48%
	20%	262,847	95,209	36%	30,015	24,774	83%
Laborer And Related	25%	218,246	83,792	38%	23,019	17,042	74%
Classifications	30%	379,531	181,678	48%	35,061	28,017	80%
	20%	69,111	30,399	44%	2,166	2,122	98%
Operating Engineer	25%	62,339	23,805	38%	1,417	1,154	81%
	30%	100,451	57,735	57%	1,594	1,123	70%
	20%	349	14	4%	41	0	0%
Painter	25%	28,879	3,110	11%	7,111	2,035	29%
	30%	6,292	1,919	30%	1,491	1,050	70%
	20%	135	64	47%	63	0	0%
Pile Driver	25%	17,535	5,885	34%	1,294	807	62%
	30%	714	202	28%	297	202	68%
	20%	4,935	946	19%	576	287	50%
Plumber	25%	6,062	2,291	38%	1,262	1,173	93%
	30%	9,609	5,729	60%	825	656	80%
	20%	76	6	8%	31	6	19%
Roofer	25%	3,935	975	25%	1,414	12	1%
	30%	7,344	2,794	38%	2,050	418	20%
	20%	7,331	379	5%	938	0	0%
Sheet Metal Worker	25%	1,647	377	23%	188	134	71%
	30%	2,537	173	7%	822	116	14%
	20%	5,057	234	5%	0	0	0%
Tunnel Worker	25%	0	0	0%	0	0	0%
	30%	717	0	0%	0	0	0%
	20%	21,062	7,078	34%	16	0	0%
Other Trades*	25%	32,391	7,624	24%	605	0	0%
	30%	57,492	8,044	14%	156	72	46%

^{*}Other Trades: Asbestos Worker, Heat And Frost Insulator, Boilermaker, Brick Tender, Bricklayer, Blocklayer, Building/Construction Inspector And Field Soils And Material Tester, Carpet, Linoleum, Resilient Tile Layer, Carpet, Linoleum, Soft Floor Layer, Driver, Electrical Utility Lineman, Field Surveyor, Glazier, Landscape Maintenance Laborer, Metal Roofing Systems Installer, Modular Furniture Installer, Mover, Plasterer, Slurry Seal Worker, Steel Erector And Fabricator, Teamster, Telecommunications Technician, Tile Finisher, Tile Setter and Water Well Driller.

LOCAL HIRING BY DEPARTMENT Recreation and Parks Department



ABOUT RPD PROJECTS

Recreation and Parks Department (RPD) projects include improvements to and new construction of recreation and park facilities. Table 16 displays the total work hours for RPD projects by local hiring requirement. Table 17 displays work hours by trade and local hiring requirement.

TABLE 16: WORK HOURS REPORTED ON RPD PROJECTS SUBJECT TO 20%, 25%, AND 30% REQUIREMENTS

Requirement	Number of		Total Hours		Apprentice Hours			
Requirement	Projects	Total	Local	Local %	Total	Local	Local %	
20%	8	192,384	63,223	33%	20,773	13,417	65%	
25%	8	74,099	32,809	44%	6,659	3,608	54%	
30%	23	226,686	87,687	39%	23,628	12,542	53%	
TOTAL	39	493,169	183,719	37%	51,059	29,567	58%	



TABLE 17: WORK HOURS BY TRADE ON RPD PROJECTS SUBJECT TO 20%, 25%, AND 30% REQUIREMENTS

						-		
Trada	Boguiroment		Total Hours		Apprentice Hours			
Trade	Requirement	Total	Local	Local %	Total	Local	Local %	
Ashastas Damayal	20%	4,418	275	6%	0	0	0%	
Asbestos Removal Worker	25%	431	11	3%	0	0	0%	
vvorker	30%	6,565	514	8%	0	0	0%	
Campantan And	20%	31,712	16,821	53%	6,760	3,210	47%	
Carpenter And Related Trades	25%	18,690	12,959	69%	1,620	724	45%	
Related Trades	30%	30,696	18,759	61%	5,998	4,600	77%	
Carpet, Linoleum,	20%	1,557	158	10%	72	40	56%	
	25%	327	0	0%	0	0	0%	
Soft Floor Layer	30%	9,723	821	8%	3,136	821	26%	

(Table 17 continues)

(Table 17 continued)

Total C	B		Total Hours	;	Apı	prentice Ho	urs
Trade	Requirement	Total	Local	Local %	Total	Local	Local %
	20%	10,034	1,624	16%	12	0	0%
Cement Mason	25%	6,395	2,644	41%	424	424	100%
	30%	10,606	6,031	57%	492	369	75%
5 =	20%	2,050	291	14%	509	147	29%
Drywall	25%	359	192	53%	0	0	0%
Installer/Lather	30%	846	404	48%	50	50	100%
	20%	8,956	4,746	53%	1,045	501	48%
Electrician	25%	2,206	1,068	48%	283	225	79%
	30%	10,145	6,302	62%	2,727	2,084	76%
	20%	2,736	257	9%	308	0	0%
Glazier	25%	396	22	5%	55	0	0%
	30%	99	0	0%	24	0	0%
	20%	8,703	3,224	37%	429	125	29%
Iron Worker	25%	3,326	900	27%	72	40	56%
	30%	5,514	2,043	37%	582	460	79%
Labarar And Dalatad	20%	84,789	24,998	29%	7,848	7,156	91%
Laborer And Related Classifications	25%	26,661	10,063	38%	2,335	1,496	64%
Classifications	30%	102,540	36,120	35%	7,785	3,267	42%
	20%	13,713	4,247	31%	1,623	673	41%
Operating Engineer	25%	5,255	1,656	32%	232	77	33%
	30%	26,766	8,307	31%	869	160	18%
	20%	4,948	1,889	38%	480	325	68%
Painter	25%	712	422	59%	0	0	0%
	30%	5,305	2,975	56%	44	44	100%
Darking And Highway	20%	1,890	226	12%	0	0	0%
Parking And Highway Improvement Painter	25%	1,487	302	20%	0	0	0%
improvement Painter	30%	657	124	19%	0	0	0%
	20%	4,965	2,185	44%	880	880	100%
Plumber	25%	724	432	60%	45	45	100%
	30%	3,499	2,244	64%	422	319	76%
	20%	2,485	427	17%	667	276	41%
Roofer	25%	2,444	301	12%	695	189	27%
	30%	1,443	193	13%	524	71	14%
	20%	2,028	436	21%	58	19	32%
Sheet Metal Worker	25%	165	104	63%	59	0	0%
	30%	626	116	18%	215	78	36%
	20%	7,402	1,422	19%	85	68	80%
*Other Trades	25%	4,523	1,735	38%	842	390	46%
	30%	11,659	2,737	23%	762	220	29%

^{*}Other Trades: Brick Tender, Bricklayer, Blocklayer, Driver, Electrical Utility Lineman, Elevator Constructor, Field Surveyor, Landscape Maintenance Laborer, Metal Roofing Systems Installer, Modular Furniture Installer, Pile Driver, Plasterer Tender, Plasterer, Slurry Seal Worker, Teamster, Terrazzo Finisher, Terrazzo Worker, Tile Finisher, Tile Setter, Tree Trimmer and Water Well Driller.

LOCAL HIRING BY DEPARTMENT San Francisco Airport



ABOUT SFO PROJECTS

San Francisco International Airport (SFO) projects covered by the Policy include ongoing improvements to Terminal 3. In accordance with a reciprocity agreement between the City and County of San Francisco and San Mateo County, both San Francisco and San Mateo County residents working on public works projects at SFO are considered local workers. The overall local hiring requirement for SFO projects was 7% by trade for projects advertised in the first year of the Policy, 8% for projects advertised in the second year, and 11% for projects advertised since March 25, 2013. As with other departments, the local hiring requirement for apprentice hours is 50%. Table 18 displays the total work hours for SFO projects by local hiring requirement. Table 19 displays work hours by trade and local hiring requirement.

TABLE 18: WORK HOURS REPORTED ON SFO PROJECTS SUBJECT TO 7%, 8%, AND 11% REQUIREMENTS

Doguiroment	Number of		Total Hours		Apprentice Hours		
Requirement	Projects	Total	Local	Local %	Total	Local	Local %
7%	10	440,891	153,536	35%	69,904	42,682	61%
8%	9	910,577	340,466	37%	164,778	92,257	56%
11%	25	160,938	77,639	48%	30,190	20,604	68%
Total	44	1,512,406	571,641	38%	264,871	155,542	59%

TABLE 19: WORK HOURS BY TRADE ON SFO PROJECTS SUBJECT TO 7%, 8%, AND 11% REQUIREMENTS

Trade	Poquiroment		Total Hours			Apprentice Hours			
Traue	Requirement	Total	Local	Local %	Total	Local	Local %		
A ala a ata a Dama a val	7%	7,813	1,671	21%	0	0	0%		
Asbestos Removal Worker	8%	18,637	3,103	17%	0	0	0%		
VVOIKEI	11%	7,934	1,724	22%	0	0	0%		
Carpenter And Related Trades	7%	40,612	11,604	29%	5,231	3,233	62%		
	8%	59,654	20,449	34%	4,560	2,552	56%		
	11%	18,422	8,938	49%	2,366	860	36%		
Compat Lindous	7%	7,757	1,307	17%	1,417	580	41%		
Carpet, Linoleum,	8%	2,506	460	18%	437	110	25%		
Soft Floor Layer	11%	7,083	2,058	29%	2,885	1,596	55%		
	7%	9,504	442	5%	311	167	54%		
Cement Mason	8%	9,692	944	10%	1,377	236	17%		
	11%	1,165	317	27%	74	24	32%		
Drawell	7%	42,878	5,778	13%	6,524	2,678	41%		
Drywall Installar/Lather	8%	93,704	19,123	20%	11,308	5,874	52%		
Installer/Lather	11%	7,830	1,857	24%	1,065	567	53%		
	7%	110,892	73,754	67%	21,899	18,186	83%		
Electrician	8%	266,937	154,867	58%	68,720	45,261	66%		
	11%	55,348	38,348	69%	19,551	14,597	75%		

(Table 19 continues)

(Table 19 continued)

Tuels	Dturning		Total Hours	;	Ap	prentice Ho	urs
Trade	Requirement	Total	Local	Local %	Total	Local	Local %
	7%	6,027	689	11%	1,148	493	43%
Glazier	8%	17,323	5,010	29%	4,072	2,315	57%
	11%	1,069	650	61%	235	231	98%
	7%	33,864	9,975	29%	7,262	3,329	46%
Iron Worker	8%	60,469	11,987	20%	13,624	4,217	31%
	11%	3,667	501	14%	661	307	46%
Laborer And Related	7%	74,830	17,234	23%	8,273	3,413	41%
Classifications	8%	150,860	35,522	24%	14,246	7,803	55%
Classifications	11%	33,187	13,339	40%	1,409	1,015	72%
	7%	13,649	3,170	23%	493	493	100%
Operating Engineer	8%	18,160	3,624	20%	744	55	7%
	11%	7,215	2,147	30%	110	0	0%
	7%	10,488	1,973	19%	540	124	23%
Painter	8%	30,179	7,080	23%	2,473	291	12%
	11%	2,235	405	18%	58	0	0%
	7%	12,021	1,571	13%	0	0	0%
Plaster Tender	8%	4,007	53	1%	0	0	0%
	11%	0	0	0%	0	0	0%
	7%	9,541	1,831	19%	2,916	1,438	49%
Plasterer	8%	11,081	1,529	14%	225	0	0%
	11%	0	0	0%	0	0	0%
	7%	21,699	10,791	50%	5,137	3,127	61%
Plumber	8%	68,924	39,538	57%	18,860	11,581	61%
	11%	2,689	1,946	72%	818	802	98%
	7%	14,588	5,922	41%	3,304	2,917	88%
Sheet Metal Worker	8%	44,188	20,300	46%	11,845	6,004	51%
	11%	3,798	2,467	65%	613	608	99%
	7%	24,729	5,827	24%	5,451	2,507	46%
Other Trades*	8%	54,259	16,879	31%	12,289	5,958	48%
	11%	9,226	2,943	32%	348	0	0%

^{*}Other Trades: Asbestos Worker, Heat And Frost Insulator, Brick Tender, Bricklayer, Blocklayer, Building/Construction Inspector And Field Soils And Material Tester, Driver, Electrical Utility Lineman, Elevator Constructor, Field Surveyor, Marble Finisher, Marble Mason, Modular Furniture Installer, Parking And Highway Improvement, Parking And Highway Improvement Painter, Roofer, Steel Erector And Fabricator, Teamster, Telecommunications Technician, Terrazzo Finisher, Terrazzo Worker, Tile Finisher, Tile Setter, Traffic Control/Lane Closure and Water Well Driller.



LOCAL HIRING BY DEPARTMENT San Francisco Public Works



ABOUT PUBLIC WORKS PROJECTS

San Francisco Public Works (SFPW) projects include street improvements as well as the renovation and new construction of public facilities. Table 20 displays the total work hours for Public Works projects by local hiring requirement, while Table 21 displays work hours by trade and local hiring requirement.

TABLE 20: WORK HOURS REPORTED ON SFPW PROJECTS SUBJECT TO 20%, 25%, AND 30% REQUIREMENTS

Poguiromont	Number of		Total Hours		Apprentice Hours			
Requirement Projects	Total	Local	Local %	Total	Local	Local %		
20%	25	229,354	88,451	39%	18,750	11,633	62%	
25%	37	1,270,110	389,125	31%	216,070	102,317	47%	
30%	86	728,374	318,101	44%	66,693	48,245	72%	
Total	148	2,227,837	795,677	36%	301,513	162,194	54%	



TABLE 21: WORK HOURS BY TRADE ON SFPW PROJECTS SUBJECT TO 20%, 25%, AND 30% REQUIREMENTS

Trade	Requirement	Total Hours			Apprentice Hours		
		Total	Local	Local %	Total	Local	Local %
Asbestos Removal Worker	20%	9,779	2,798	29%	0	0	0%
	25%	40,899	8,025	20%	0	0	0%
	30%	5,069	254	5%	0	0	0%
Carpenter And Related Trades	20%	8,482	4,192	49%	244	232	95%
	25%	112,346	39,604	35%	21,099	10,775	51%
	30%	23,516	13,554	58%	1,973	1,328	67%
Cement Mason	20%	15,997	7,733	48%	3,267	3,238	99%
	25%	34,264	9,223	27%	5,089	3,620	71%
	30%	67,877	35,289	52%	9,770	7,420	76%

(Table 21 continues)

(Table 21 continued)

Trade	Poguiropeant	Total Hours			Apprentice Hours		
rrade	Requirement	Total	Local	Local %	Total	Local	Local %
Drywall Installer/Lather	20%	535	0	0%	0	0	0%
	25%	54,327	12,649	23%	8,992	3,797	42%
	30%	5,161	1,832	35%	785	90	11%
Electrician	20%	8,943	2,906	32%	955	57	6%
	25%	141,253	45,503	32%	37,134	16,710	45%
	30%	21,844	12,744	58%	4,968	3,665	74%
Elevator Constructor	20%	0	0	0%	0	0	0%
	25%	25,361	2,105	8%	9,567	166	2%
	30%	295	0	0%	150	0	0%
Iron Worker	20%	378	78	21%	99	12	12%
	25%	57,658	36,666	64%	21,160	16,531	78%
	30%	2,637	663	25%	206	200	97%
Laborer And Related Classifications	20%	142,406	58,962	41%	12,751	7,608	60%
	25%	429,146	151,730	35%	33,543	21,034	63%
	30%	427,821	188,986	44%	39,264	30,145	77%
	20%	14,206	4,765	34%	260	157	60%
Operating Engineer	25%	74,304	24,695	33%	2,830	1,640	58%
1 0 0	30%	96,761	44,988	46%	4,777	4,071	85%
Painter	20%	766	344	45%	8	8	100%
	25%	40,585	6,114	15%	4,962	574	12%
	30%	8,391	3,217	38%	190	60	32%
Plasterer	20%	71	71	100%	0	0	0%
	25%	17,929	2,918	16%	2,687	1,658	62%
	30%	200	40	20%	16	0	0%
Plumber	20%	2,892	732	25%	399	16	4%
	25%	56,641	17,794	31%	27,260	12,521	46%
	30%	5,260	3,445	65%	526	39	7%
Roofer	20%	3,576	275	8%	477	275	58%
	25%	35,857	6,620	18%	10,790	2,983	28%
	30%	7,869	3,052	39%	2,900	1,122	39%
Sheet Metal Worker	20%	2,193	634	29%	84	0	0%
	25%	42,990	8,252	19%	11,783	5,485	47%
	30%	4,045	1,290	32%	724	86	12%
Slurry Seal Worker	20%	2,196	217	10%	0	0	0%
	25%	5,802	621	11%	0	0	0%
	30%	22,581	655	3%	0	0	0%
Other Trades*	20%	16,937	4,746	28%	207	31	15%
	25%	100,436	16,485	16%	19,140	4,812	25%
	30%	27,732	7,713	28%	414	19	5%

^{*}Other Trades: Asbestos Worker, Heat And Frost Insulator, Boilermaker, Brick Tender, Bricklayer/ Blocklayer, Building/Construction Inspector And Field Soils And Material Tester, Driver, Carpet, Linoleum, Soft Floor Layer, Driver, Electrical Utility Lineman, Field Surveyor, Glazier, Landscape Maintenance Laborer, Marble Finisher, Marble Mason, Marble Setter, Metal Roofing Systems Installer, Modular Furniture Installer, Parking And Highway Improvement, Parking And Highway Improvement Painter, Pile Driver, Plaster Tender, Steel Erector And Fabricator, Teamster, Telecommunications Technician, Terrazzo Finisher, Terrazzo Worker, Tile Finisher, Tile Setter and Traffic Control/Lane Closure.

27

WORKER DEMOGRAPHICS

The following charts illustrate residency, race and ethnicity data for all workers on all active covered projects between March 25, 2011 and March 1, 2016. Demographic data is quantified in total workers, rather than in hours, and is self-reported by workers through the City's PRS.

FIGURE 1: WORKERS BY COUNTY OF RESIDENCE

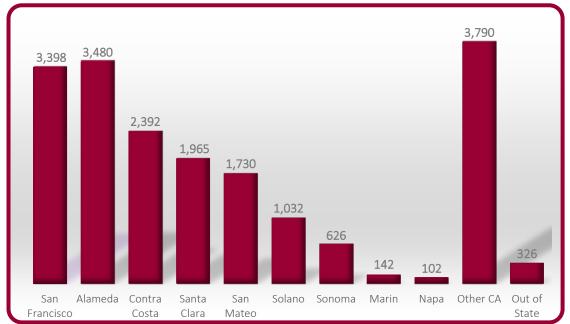


Figure 1 shows the county of residence for workers on all covered projects.

Approximately 19% of workers on covered projects are San Francisco residents.

FIGURE 2: SAN FRANCISCO WORKERS BY ZIP CODE

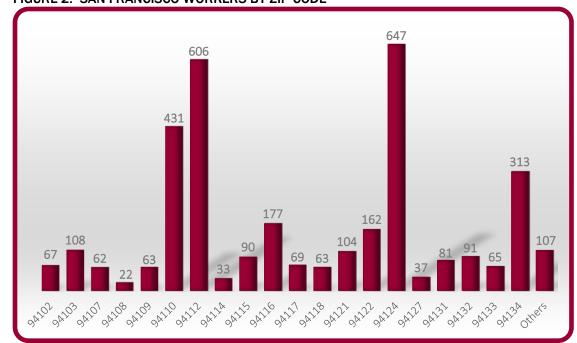


Figure 2 displays San Francisco resident worker residency by zip code, and demonstrates that workers from most San Francisco zip codes are represented on covered projects.

FIGURE 3: ALL WORKERS BY RACE AND ETHNICITY

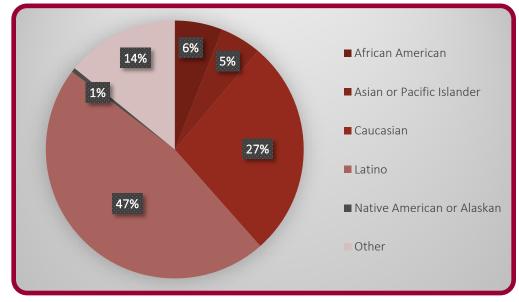
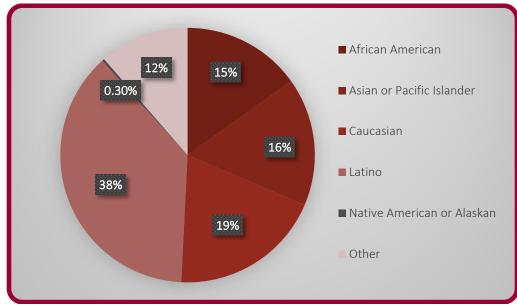


Figure 3 illustrates the race and ethnicity of all workers on all covered projects. Latino workers represent the largest percentage of the total workforce, followed by Caucasian and Asian or Pacific Islander workers.

FIGURE 4: SAN FRANCISCO WORKERS BY RACE AND ETHNICITY



As Figure 4 demonstrates, when race and ethnicity data for San Francisco resident workers alone is examined, worker diversity increases. In this analysis, while Latino workers continue to represent the largest share of workers, the percentage of Asian or Pacific Islander and African American workers represent a larger share.

TABLE 22: WORKERS BY GENDER, OVERALL AND SAN FRANCISCO

	All Workers	San Francisco Workers
Female	344	153
Male	18468	3214
Data Not Available	171	31
Total	18,983	3,398
Female Percentage	1.8%	4.5%

Table 22 provides gender information for workers on covered projects. Female workers comprise 4.5% of San Francisco residents on covered projects, as compared to 1.8% of all workers.

CHALLENGES AND RECOMMENDATIONS

Developing a strong pipeline of skilled workers to meet the growing demands of the construction industry remains the primary challenge to the ongoing success of the Local Hiring Policy for Construction. Overall, local workforce participation across most trades has continued to meet the Policy's requirements. However, there is the potential for a shortage of skilled local workers in the coming years. Pressure from private development, the initiation of additional projects subject to the 30% local hiring requirement and the expansion of Local Hire have all reinforced the need to expand workforce training citywide.

To meet industry demand, OEWD works to strengthen construction career pathways by building on its relationships with industry and training partners. Working with the San Francisco Unified School District, the San Francisco Community College District and community-based organizations, OEWD enhances and expands training in specialized trades for local residents.

LEGISLATIVE UPDATES

In March 2015, the Board of Supervisors approved an extension in the legislative review period, as well as an additional 24-month extension to maintain the requirement at 30%. The legislation remains under review until March 25, 2017.

In February 2015, the U.S. Department of Transportation (USDOT) announced a one-year pilot program for grant recipients to include local hiring preferences on federally funded infrastructure projects. While the pilot period has expired, the USDOT has allowed for continued application of local workforce provisions on such projects in a national effort to further the social and economic goals of local communities.

In November 2015, the San Francisco Board of Supervisors approved an amendment to the Policy to include local hiring requirements in all sales contracts for housing development and lease agreements on City-owned property. Any construction that occurs within these properties will be subject to the Local Hiring Policy, and purchasers and tenants must ensure that contractors performing the work comply with the mandatory requirements.

MAYOR'S CONSTRUCTION WORKFORCE ADVISORY COMMITTEE

ABOUT THE ADVISORY COMMITTEE

In July 2012, Mayor Lee established the Mayor's Construction Workforce Advisory Committee to evaluate the impact of the San Francisco Local Hiring Policy for Construction. Stakeholders in the local construction industry are represented by twelve committee members from local construction companies, trade unions, community organizations, and City departments.

Naomi Kelly, Committee Chair, City Administrator, City and County of San Francisco

Bob Alvarado, Executive Officer, Northern California Carpenters Regional Council

Josh Arce, Executive Director, Brightline Defense Project

James Bryant, Western Regional Director, A. Philip Randolph Institute

Oscar De La Torre, Business Manager, Northern California District Council of Laborers

John Doherty, Business Manager, IBEW Local 6

Harlan Kelly, Jr., General Manager, San Francisco Public Utilities Commission

Florence Kong, President, Build Bayview

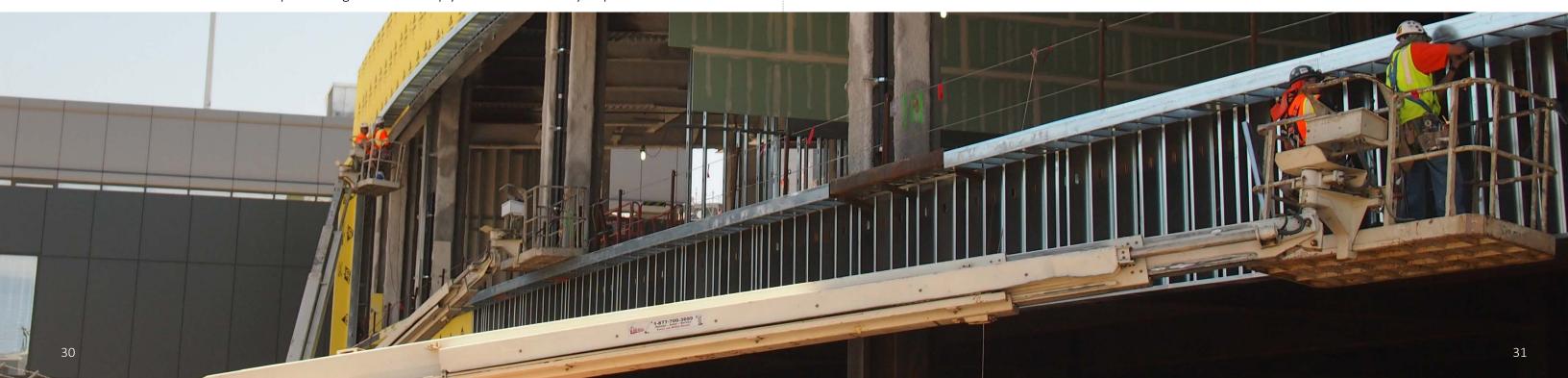
Kent M. Lim, President, Kent M. Lim & Company, Inc.

Bob Nibbi, President, Nibbi Brothers General Contractors

Mohammed Nuru, Director, San Francisco Public Works

Jes Pedersen, Chief Executive Officer, Webcor Builders

Ed Reiskin, Director, San Francisco Municipal Transportation Agency



CITYBUILD ACADEMY

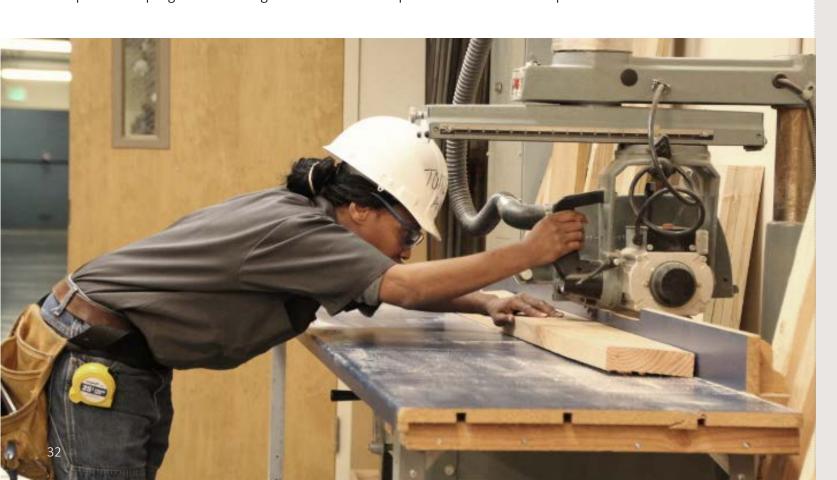
CityBuild Academy aims to meet the demands of the construction industry by providing comprehensive preapprenticeship and construction administration training to San Francisco residents. CityBuild began in 2006 as an effort to coordinate City-wide construction training and employment programs. CityBuild Academy is administered by OEWD in partnership with City College of San Francisco, various community non-profit organizations, labor unions, and industry employers.

CITYBUILD ACADEMY

CityBuild Academy offers an 18-week pre-apprenticeship and construction skills training program at the City College of San Francisco, Evans Campus. Trainees can earn up to 15 college credits while learning foundational skills and knowledge to enter the construction trades and succeed as new apprentices. Trainees are given the opportunity to obtain construction-related certifications such as OSHA 10, Forklift, Skid Steer, CPR and First Aid. Several program instructors are construction industry specialists with years of field experience. In addition, CBA partners with Habitat for Humanity, and the San Francisco Fire Department's Neighborhood Emergency Response Training to provide experience outside the classroom setting. Since 2006, 874 San Francisco residents have graduated from CityBuild Academy and 753 graduates have secured employment in various construction trades.

CONSTRUCTION ADMINISTRATION AND PROFESSIONAL SERVICES ACADEMY (CAPSA)

The Construction Administration and Professional Service Academy (CAPSA) is a semester-long program offered at the City College of San Francisco, Mission Campus. The program prepares San Francisco residents for entry-level careers as professional construction office administrators. The bi-annual training is intensive and participants graduate with knowledge of the construction sequence of work, construction office accounting, construction project coordination and other professional skills. Since 2010, 217 San Francisco residents have completed the program and 137 graduates have been placed in administrative positions.



ACADEMY PARTNERSHIPS

In an ongoing effort to strengthen and expand the Academy curriculum, CityBuild partners with various union apprenticeship programs:

Carpenters' Training Committee of Northern California

- Integrated Carpenters' training curriculum
- Opportunity for direct entry into the Carpenters' apprenticeship program

Northern California Laborers' Training Center (NCLTC)

- Additional training in Confined Space, Scaffold Safety and Trench and Excavation Safety
- Opportunity for direct entry into the Laborers' apprenticeship program with accelerated advancement into first-period apprentice

Cement Mason Pre-Apprenticeship Training Program

- Hands-on masonry training
- Opportunity for direct entry into Cement Masons' apprenticeship program

Painters and Allied Trades District Council 16

 Instruction provided on drywall finishing, floorlaying, glazing and painting

Bay Area Plastering Industry Joint Apprenticeship Training Committee

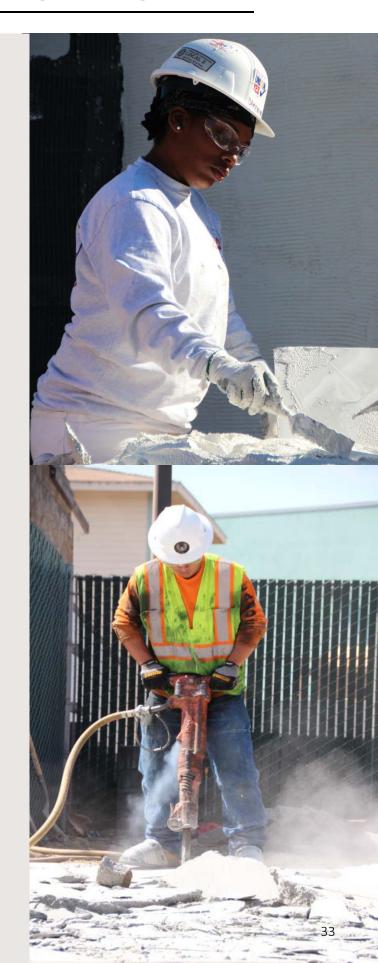
- Hands-on plastering training
- Opportunity for direct entry into Plasterers' apprenticeship program with accelerated classroom credit towards apprenticeship requirements

Ironworkers Apprenticeship Training

- 10-week Welding Plug Certification class
- Gladiators Training program prepares participants to work with reinforced concrete and rebar with direct entry to work upon successful completion
- Women in Welding program provides women with specialized skills to be competitive
- Opportunity to enter the Ironworkers' apprenticeship program

San Francisco Fire Department's Neighborhood Emergency Response Team Training (NERT)

 Hands-on disaster response skills training to prepare residents to assist first responders in emergency situations



CONCLUSION

The fifth year of the Local Hiring Policy was marked by continued growth in the local construction industry. In spite of this rapid expansion, payroll data through March 2016 indicates that requirements are being met across all departments and major trades.

Workforce information from projects subject to the Policy will continue to be reviewed during the extended legislative review period, and the local hiring requirement will remain at 30% until March 25, 2017. In partnership with the Mayor's Construction Workforce Advisory Committee, the City Administrator, and Supervisor John Avalos, OEWD will further analyze the Policy's impact to develop Policy recommendations for legislative consideration.

OEWD will continue to partner with industry stakeholders to ensure that the Policy is an effective workforce tool for local businesses, communities and residents.



"Thanks to the successful collaboration between City departments, community and labor organizations and other stakeholders, the Local Hiring Policy for Construction continues to provide quality jobs for San Francisco residents. Six years ago, I championed the legislation to encourage hiring within our communities and to work together as a city to put San Franciscans back to work. Today, I am proud to be a part of a legacy that has proven to be the most successful and strongest local hiring program of its kind."

Supervisor John Avalos, District 11

THE OFFICE OF ECONOMIC AND WORKFORCE DEVELOPMENT WOULD LIKE TO THANK OUR PARTNERS IN THIS EFFORT

San Francisco Board of Supervisors Office of Mayor Edwin M. Lee

Office of the City Administrator

Office of the City Attorney

Office of the Controller

Port of San Francisco

San Francisco International Airport

San Francisco Municipal Transportation Agency

San Francisco Public Utilities Commission

San Francisco Public Works

San Francisco Recreation & Parks Department

Community Organizations

A. Philip Randolph Institute
Anders and Anders Foundation
Asian Neighborhood Design
Brightline Defense Project
Charity Cultural Services Center
Chinese for Affirmative Action
Mission Hiring Hall
San Francisco Conservation Corps
Young Community Developers, Inc.

Contractor Associations

Associated General Contractors Construction Employers' Association United Contractors Wall and Ceiling Alliance

Labor Organizations

Carpenters Local 22

Cement Masons Local 300

District Council 16

International Brotherhood of Electrical Workers Local 6

Ironworkers Local 377

Laborers' Local 261

Northern California Carpenters Regional Council (NCCRC)

Northern California District Council of Laborers (NCDCL)

Operating Engineers Local 3

Pile Drivers Local 34

Plasterers and Shophands Union Local 66

Roofers and Waterproofers Local 40

Sheet Metal Workers' Local 104

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Recreation and Parks Department

San Francisco International Airport

San Francisco Public Works















2015-2016 SAN FRANCISCO LOCAL HIRING POLICY FOR CONSTRUCTION ANNUAL REPORT TO THE SAN FRANCISCO BOARD OF SUPERVISORS

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