

HIRING GOALS FOR SUCCESSOR AGENCY TO OCII CONSTRUCTION PROJECTS

Hiring Goals

- 50% hiring goal for San Francisco residents of total hours, by trade
- 25.6% minority/diversity goal
- 6.9% female goal
- Work in good-faith efforts with CityBuild to facilitate the process for contractors unable to meet hiring goals.

Pre-Construction Meetings

All subcontractors, including 2nd and 3rd tier subs, must attend a pre-construction meeting prior to start.

Good-Faith Efforts

Necessary “good faith effort steps” to achieve the workforce goals are as follows:

- If proposed crews meet the workforce goals, then contractor will be deemed to be in compliance. If a contractor’s workforce increases and is unable to maintain compliance with the 50% San Francisco goal, the contractor should work with CityBuild in good faith.
- Contractors that do not meet the 50% San Francisco goal by trade should demonstrate good faith by requesting worker(s) through CityBuild no less than 48 hours in advance in hopes of referring the most qualified individual. All workers referred by CityBuild are in the union, dues paid and in good standing. CityBuild will work closely with the union to meet their referral process.
- As contractors’ workforces increase, a request for a worker should be made through CityBuild to make available another opportunity for a local resident. Requests made through CityBuild will deem contractors in compliance with good-faith efforts.
- As contractors’ workforces decrease, contractors must still maintain 50% San Francisco workers by trade.

CityBuild Contacts

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Elation Systems

Elation Systems is a web-based weekly certified payroll reporting system used to verify the participation rates of local residents, female and minority workers.

Establishing an On-line Elation Systems Account

1. Contractors and subcontractors must establish an account with Elations Systems by registering online. If you already have an Elation Systems account, you do not need to establish a new account. The web address for registration is:

www.elationsys.com

Customer Service Phone Number: **925-924-0340 x100**

2. Click on the ***New Registration*** link and enter the code **SFGOV-2013** to waive the one-time setup fee.
3. Once your registration is complete and your \$200 payment has been received, you will receive an account activation email as confirmation.
4. After receiving the activation email, you may start to use the on-line reporting services by logging in with the username and password specified at the time of registration.