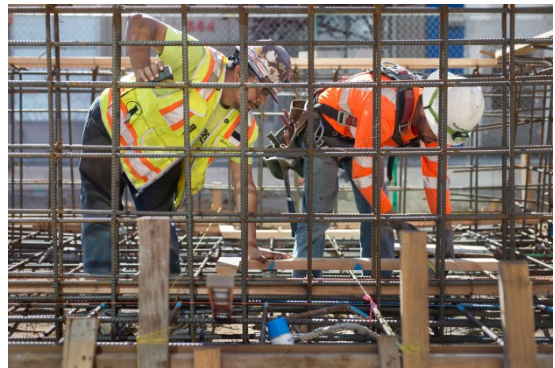
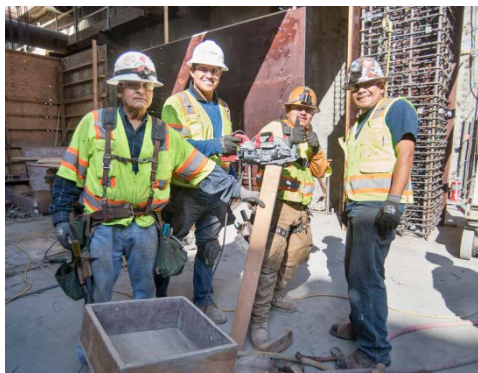
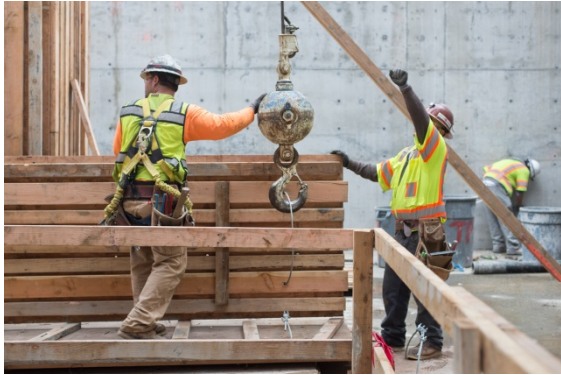




San Francisco **LOCAL HIRING POLICY** for **CONSTRUCTION**

2019 Annual Report



2019 SAN FRANCISCO LOCAL HIRING POLICY FOR CONSTRUCTION
ANNUAL REPORT TO THE SAN FRANCISCO BOARD OF SUPERVISORS

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*The construction of
new City offices and
one-stop permit
center at 49 South
Van Ness*



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“Together, we are able to secure more jobs for San Franciscans, and create opportunities for generations to come.”

- **MAYOR LONDON N. BREED**



GREETINGS FROM THE MAYOR OF SAN FRANCISCO

On behalf of the City and County of San Francisco, it is with great pleasure that I present the eighth Annual report for the San Francisco Local Hiring Policy for Construction.

San Francisco is a city of hope and opportunity, and I am optimistic about the future of our workforce. Construction in this city remains at an all-time high, and we must ensure that every San Francisco resident has the chance to be a part of our expanding construction industry. The Local Hiring Policy was designed to do just that.



With a multitude of opportunities in the local job market, and one of the lowest unemployment rates in the nation, our economy should work for everyone in this City. Each of our residents has the ability to shape this City's future. My own experience living and working in San Francisco were essential to my success and connected me with my community, and I want every person in this City to have the same opportunity. The Local Hiring Policy continues to preserve jobs for our residents. It provides a path for our local residents both to meaningful and well-paying jobs and to hope for the future.

I want to thank our contractor partners, trade unions, community-based organizations, and City department for their continued support of this Policy. We are expanding our existing programs like CityBuild, and launching new ones, to meet the demands of the local economy. Together, we are able to secure more jobs for San Franciscans, and create opportunities for generations to come.

I am proud, since the implementation of the Local Hiring Policy, local participation continues to meet the expectations of the legislation.

Sincerely,

A handwritten signature of London Breed in black ink.

London Breed
Mayor
City and County of San Francisco



About OEWD and The Local Hiring Policy

The mission of the Office of Economic and Workforce Development (OEWD) is to advance equitable and shared prosperity for San Franciscans by growing sustainable jobs, supporting business of all sizes, creating great places to live and work, and helping everyone achieve economic self-sufficiency. OEWD's programs are responsible for strengthening San Francisco's many diverse neighborhoods and commercial corridors, creating a business climate where companies can grow and prosper, and ensuring a continually high quality of life for all San Franciscans.

OEWD's Workforce Development Division coordinates the San Francisco Workforce Development System, which is a network of public, private, and nonprofit service providers that serve San Francisco job seekers and employers. Workforce Development connects job seekers in San Francisco with employment opportunities in growing industries such as Technology, Health Care, Hospitality, and Construction. The Workforce Development Division provides industry aligned job training and access to job search assistance at community-based neighborhood job centers throughout the City, to help provide employers with skilled workers.

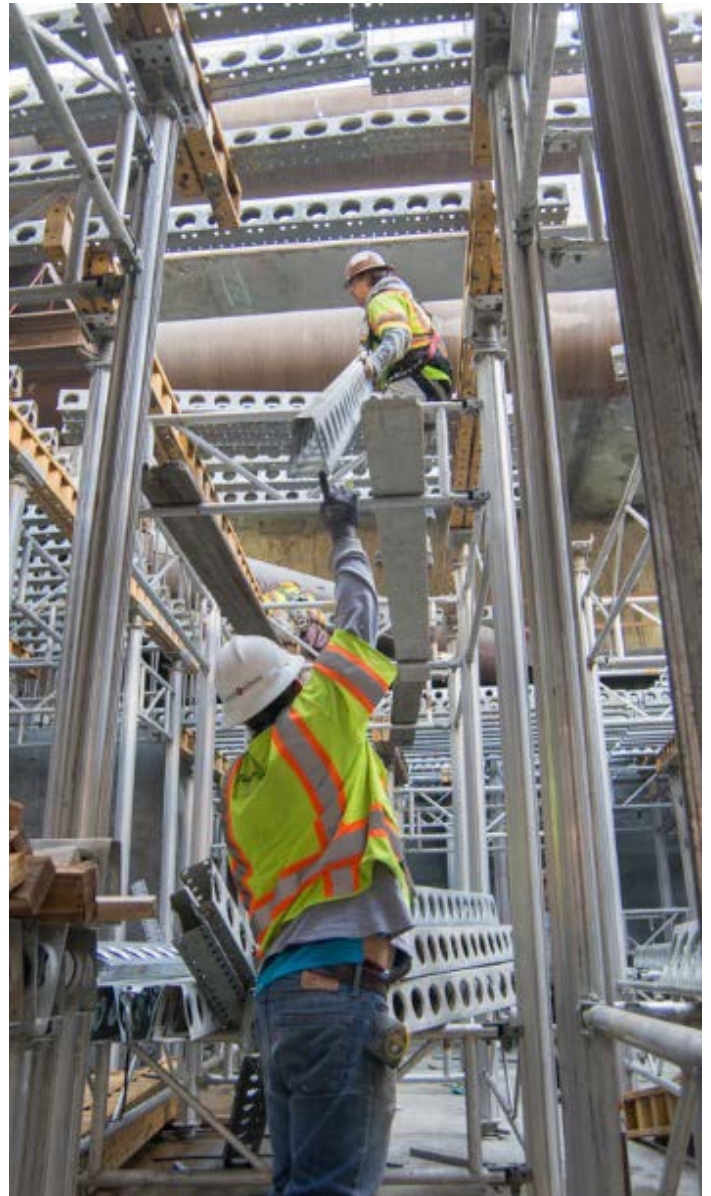
The Office of Economic and Workforce Development is charged with the administration of the Local Hiring Policy and is responsible for producing this Annual Report. OEWD's Construction program is administered by CityBuild and its team of Employment Liaisons and Compliance Officers.

About The Policy

In December of 2010, the San Francisco Board of Supervisors approved amendments to Chapter 6.22(g) of the San Francisco Administrative Code, adopting the San Francisco Local Hiring Policy for Construction (“Policy”). The Policy was implemented on March 25, 2011 and is recognized as one of the strongest pieces of legislation in the country to promote the utilization of resident-hiring on locally sponsored projects.

In the Policy’s first year, the mandatory local hiring requirement was 20% by trade. The local hiring requirement increased by 5% each of the subsequent two years on March 25th. In its third year, after the local hiring requirement increased to 30% by trade as scheduled, the Policy entered an extended legislative review period. Subsequently, local workforce data provided in the 2013-2014 annual report was evaluated and Policy recommendations for legislative consideration were adopted by the San Francisco Board of Supervisors.

The Board of Supervisors amended the Policy to extend local hiring onto privately-funded projects on City-owned property. The Policy was expanded to cover new developments, tenant improvement work, temporary construction associated with special events, and work performed on real property leased or sold by the City for housing development.



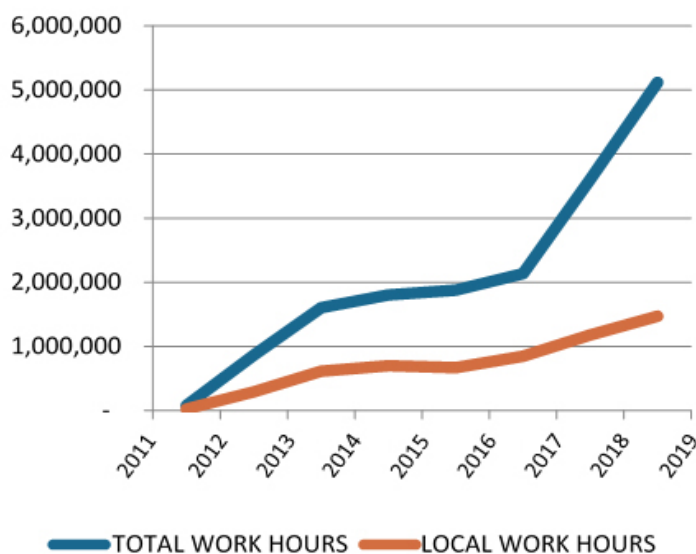
On March 14, 2017, the San Francisco Board of Supervisors voted in favor of amending the Local Hiring Policy to permanently set the mandatory participation level at 30% by trade. The local resident apprenticeship requirement has remained unchanged at 50%.

With multiple amendments to the Policy since its implementation, the Board of Supervisors approved the movement of the Local Hiring Policy from Chapter 6 of the San Francisco Administrative Code into Chapter 82 in March 2017. The movement of the Policy into its own independent chapter provides clarity on the modifications to the Policy, as well as highlights the Policy as a critical piece of workforce legislation in San Francisco.

LOCAL HIRING BY THE NUMBERS

The eighth Annual Report for the San Francisco Local Hiring Policy for Construction was produced to inform the Board of Supervisors of the progress achieved since the implementation of the Policy in March 2011. This report highlights trade performance data, identifies workforce demographics and addresses priorities for the coming year.

ANNUAL WORK HOURS



17.1

MILLION TOTAL WORK HOURS
WERE PERFORMED ON
COVERED PROJECTS

34%

OF ALL WORK HOURS
WERE PERFORMED
BY SAN FRANCISCO
RESIDENTS

41%

INCREASE IN TOTAL
WORK HOURS SINCE
LAST YEAR

803

PROJECTS WERE
COVERED BY THE POLICY

5.8

MILLION LOCAL HOURS

1.2

MILLION LOCAL
APPRENTICE HOURS

49%

OF ALL APPRENTICE
WORK HOURS WERE
PERFORMED BY SAN
FRANCISCO RESIDENTS

With a local construction industry that has experienced exponential growth since the implementation of the Policy, the data in this report identifies only a portion of the employment opportunities available to local residents. Beyond the capital improvement projects monitored in this report, there are numerous private developments – many of which will span decades – housing developments sponsored by other City agencies and a number of public works projects that are not covered by the Policy. While this is an exciting time for construction in San Francisco, it is also a challenging one, as local workers, contractors and training programs grapple with the demands of a booming economy during an era of record low unemployment. As this report shows, the Local Hiring Policy still effectively creates opportunities for local construction workers. Overall, projects subject to the Policy continued to meet the requirements of the legislation, even as the past year saw a 41% increase in work hours covered by the Policy.

REPORT HIGHLIGHTS

The 803 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 17,091,221 hours have been worked on projects subject to the Local Hiring Policy since 2011
- 4.6 million total work hours within the last year alone were subject to the Policy, a 41% increase from 2017-2018
- 34%, or more than 5.8 million hours, of construction on capital improvements projects were contributed by local residents since 2011
- 639 projects have been subject to the 30% requirement and have reported an overall local hiring performance of 36%
- Overall, local apprentice participation remains high with an average performance of 49% to date
- Expanded training initiatives are proposed to address the demands of a booming construction economy.

CHALLENGES AND RECOMMENDATIONS

The unemployment rate in San Francisco has been one of the lowest in the nation, while construction continues to escalate. Developing a strong pipeline of local, skilled workers remains the primary challenge to the success of the Policy. The pace at which new apprentices are entering the workforce must be accelerated in order to meet the demands of the industry, particularly as many seasoned construction workers approach retirement and more local developments are adopting similar workforce policies.

The Office of Economic and Workforce Development (OEWD) strengthens construction career pathways by building on its relationships with industry and training partners. Through ongoing efforts with City College of San Francisco, the San Francisco Unified School District, the Human Services Agency, Adult Probation Service and re-entry service providers, the Housing Authority and Mayor's Office of Housing and Community Development, and community-based organizations, OEWD enhances and expands training in specialized trades for local residents.

Further innovative options to increase training capacity, expand CityBuild's connection to additional neighborhoods and jobseekers, and enhance GED programming and other barrier removal strategies must be advanced.

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. OEWD is committed to creating training and employment opportunities for local workers. Through additional construction training programs and expanded partnerships with industry stakeholders, OEWD will continue to address the workforce needs of the construction industry.

Local Hiring by Awarding Department



PROJECTS COVERED BY THE POLICY
TOTAL HOURS PERFORMED
LOCAL WORKER HOURS
LOCAL APPRENTICE HOURS

30

117

23

558K

6M

511K

26%

30%

39%

40%

46%

49%





PROJECTS COVERED BY THE POLICY

TOTAL HOURS PERFORMED

LOCAL WORKER HOURS

LOCAL APPRENTICE HOURS

256

315

63

3.4M

5.8M

772K

44%

31%

40%

67%

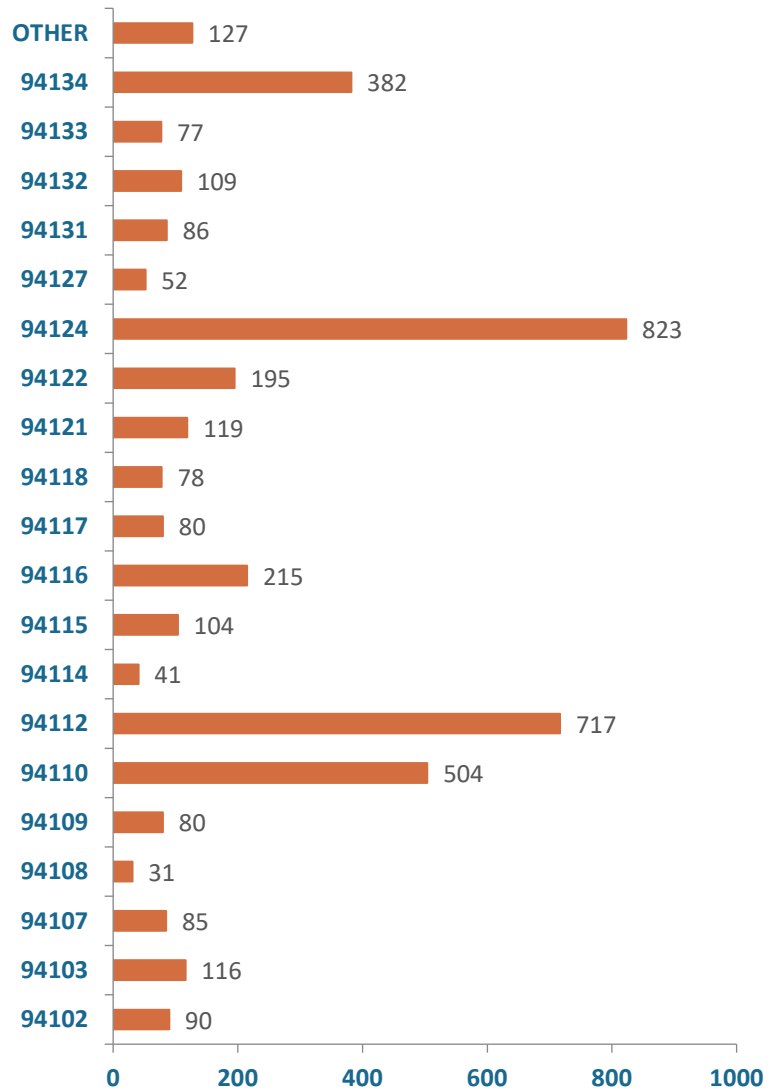
45%

59%



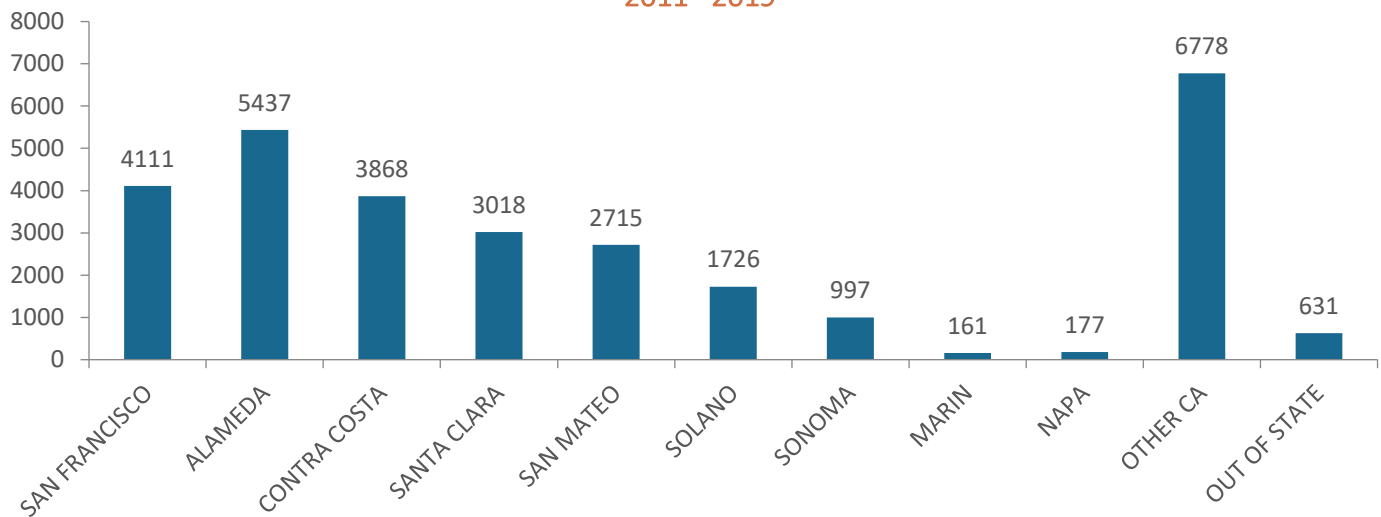
SAN FRANCISCO WORKERS BY ZIP CODE

2011 – 2019



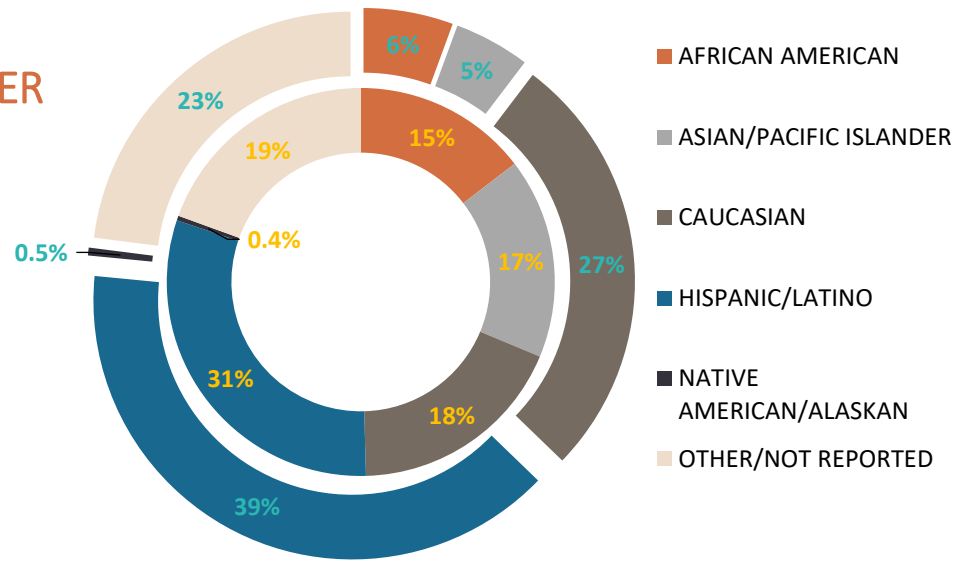
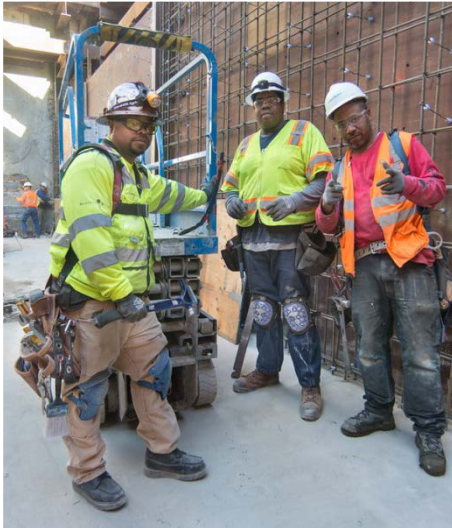
WORKERS BY COUNTY OF RESIDENCE

2011 - 2019



ETHNICITY, RACE & GENDER

2011 – 2019



* outer circle represents all workers, inner circle represents SF workers

	AFRICAN AMERICAN	ASIAN OR PACIFIC ISLANDER	CAUCASIAN	HISPANIC/LATINO	NATIVE AMERICAN/ALASKAN	OTHER
ALL WORKERS	1,660	1,403	7,964	11,641	145	6,807
SF WORKERS	599	687	752	1,257	16	800



	SAN FRANCISCO WORKERS		ALL WORKERS	
FEMALE	218	5.3%	586	1.9%
MALE	3702	90.1%	27,619	93.2%
DATA UNAVAILABLE	191	4.6%	1,488	5.0%
TOTAL	4,111		29,620	



CityBuild Academy

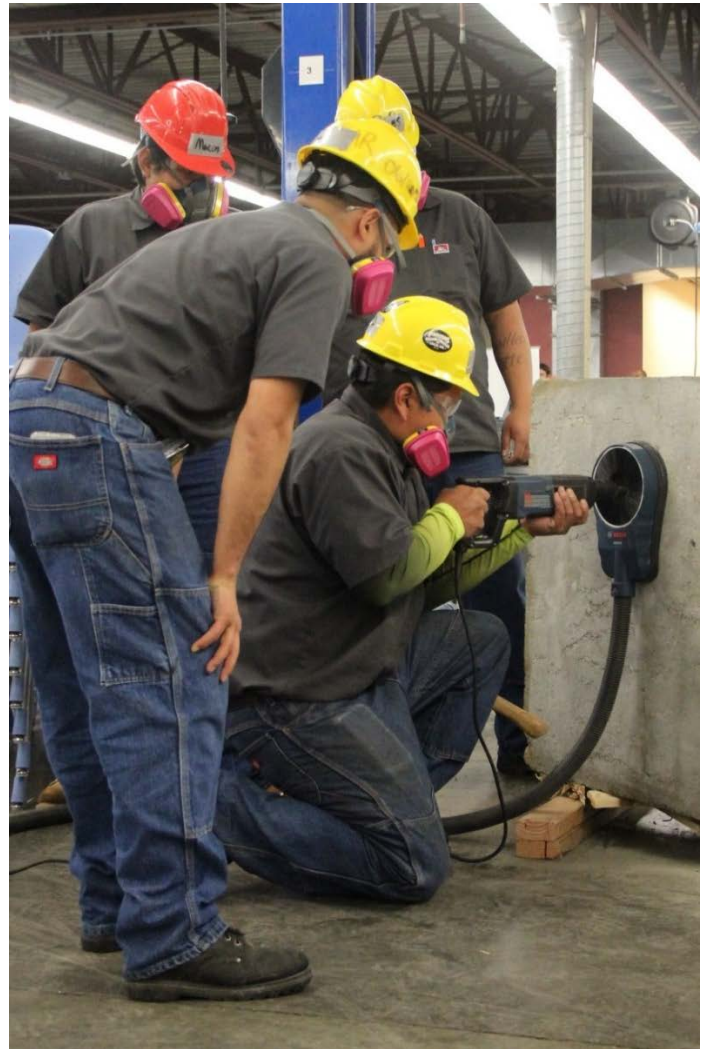
CityBuild Academy aims to meet the demands of the construction industry by providing comprehensive pre-apprenticeship and construction administration training to San Francisco residents.

The Academy offers an 18-week pre-apprenticeship and construction skills training program at the City College of San Francisco, Evans Campus. Trainees can earn college credits while learning foundational skills, obtaining industry-recognized certifications, and gaining knowledge to enter the construction trades as successful new apprentices. Since 2006, 1,157 San Francisco residents have graduated from CityBuild Academy and 1,017 graduates have secured employment in various construction trades.

CityBuild Partnerships

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

- Bay Area Plastering Industry Joint Apprenticeship Training Committee
- Carpenters' Training Committee of Northern California
- Cement Mason Pre-Apprenticeship Training Program
- IBEW Local 6 San Francisco Joint Apprenticeship and training Committee
- Ironworkers Apprenticeship Training
- Northern California Laborers' Training Center
- Operating Engineers Local 3 Journeyman and Apprentice Training Center
- Painters and Allied Trades District Council 16
- Sheet Metal Workers' Local 104 Training Center
- UA Local 38 Joint Apprenticeship and Training Committee



Construction Administration and Professional Services Academy (CAPSA)

The Construction Administration and Professional Services Academy (CAPSA) is a semester-long program offered at the City College of San Francisco, Mission Campus. Led by Mission Hiring Hall, the program prepares San Francisco residents for entry-level careers as professional construction office administrators. Participants graduate with extensive knowledge of the construction sequence of work, construction office accounting, construction project coordination and other professional skills. Since 2010, 343 San Francisco residents have completed the program and 184 graduates have been placed in administrative positions.

Work Hours

The following tables present hours worked by local residents on projects subject to the Policy. Local participation levels are summarized by mandated percentages and departmental performance.

OEWD utilizes certified payroll records from the City's Project Reporting System (PRS), to verify hours worked by San Francisco residents. Certified payroll data entered into the City's PRS between March 25, 2011 and April 1, 2019 was used to produce this report. The data presented summarizes local hours performed on covered projects by hiring requirement rather than by annual performance.



20% OVERVIEW

Projects advertised between March 25, 2012 and March 24, 2013 are subject to a 25% local hiring requirement, 7% at SFO.

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

Department	PORT	SFO	MTA	PUC	SFPW	RPD	Total
Number of Covered Projects	9	9	1	26	25	8	79
Total Award Amount	\$117M	\$116M	\$1M	\$79M	\$39M	\$31M	\$383M

WORK HOURS BY DEPARTMENT FOR PROJECTS SUBJECT TO 25% REQUIREMENT

Department	Total Hours			Apprentice Hours		
	Total	Local	Local %	Total	Local	Local %
PORT	377,857	94,470	25%	53,301	20,406	38%
SFO (7%)	438,780	153,602	35%	69,887	42,672	61%
MTA	6,812	2,939	43%	1,112	817	74%
PUC	410,787	147,903	36%	39,845	31,225	78%
SFPW	229,358	91,870	40%	18,645	12,601	68%
RPD	192,480	63,241	33%	20,781	13,425	65%
TOTAL	1,656,075	554,025	33%	203,570	121,146	60%

WORK HOURS BY TRADE FOR PROJECTS SUBJECT TO 20% REQUIREMENT

Trade	Total Hours			Apprentice Hours		
	Total	Local	Local %	Total	Local	Local %
Asbestos Removal Worker	23,431	4,848	21%	0	0	0%
Carpenter And Related Trades	115,002	47,244	41%	16,159	8,308	51%
Cement Mason	59,203	14,962	25%	6,060	5,032	83%
Drywall Installer/Lather	63,615	9,271	15%	7,956	3,738	47%
Electrician	211,138	101,819	48%	36,702	23,880	65%
Glazier	13,691	2,190	16%	1,945	641	33%
Iron Worker	86,086	25,995	30%	16,013	8,113	51%
Laborer And Related Classifications	637,833	224,507	35%	61,915	45,699	74%
Operating Engineer	135,529	48,327	36%	5,682	4,604	81%
Painter	28,891	7,023	24%	2,640	750	28%
Pile Driver	43,127	5,206	12%	10,751	1,936	18%
Plaster Tender	12,125	1,571	13%	0	0	0%
Plasterer	11,622	2,496	21%	2,940	1,454	49%
Plumber	61,043	22,701	37%	16,762	8,749	52%
Roofer	14,008	1,706	12%	2,604	1,262	48%
Sheet Metal Worker	40,476	10,379	26%	7,007	3,226	46%
Other Trades*	99,258	23,784	24%	8,437	3,757	45%
Total	1,656,075	554,025	33%	203,570	121,146	60%

*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

Projects advertised between March 25, 2012 and March 24, 2013 are subject to a 25% local hiring requirement, 8% at SFO.

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

Department	PORT	SFO	MTA	PUC	SFPW	RPD	Total
Number of Covered Projects	1	9	1	30	38	7	85
Total Award Amount	\$0.4M	\$255M	\$4M	\$234M	\$537M	\$18M	\$1B

WORK HOURS BY DEPARTMENT FOR PROJECTS SUBJECT TO 25% REQUIREMENT

Department	Total Hours			Apprentice Hours		
	Total	Local	Local %	Total	Local	Local %
PORT	1,370	903	66%	215	0	0%
SFO (8%)	945,645	347,759	37%	167,381	93,976	56%
MTA	24,096	9,161	38%	8,537	3,771	44%
PUC	491,575	187,516	38%	57,150	36,929	65%
SFPW	2,644,977	641,001	24%	467,781	175,032	37%
RPD	73,984	32,725	44%	6,659	3,608	54%
TOTAL	4,181,645	1,219,066	29%	707,722	313,314	44%

WORK HOURS BY TRADE FOR PROJECTS SUBJECT TO 25% REQUIREMENT

Trade				Apprentice Hours		
	Total	Local	Local %	Total	Local	Local %
Asbestos Removal Worker	76,580	15,057	20%	0	0	0%
Carpenter And Related Trades	351,435	104,424	30%	52,588	20,951	40%
Cement Mason	99,220	19,474	20%	12,748	6,034	47%
Drywall Installer/Lather	299,227	47,162	16%	51,125	14,568	28%
Electrician	665,050	267,829	40%	147,208	84,403	57%
Glazier	75,945	18,261	24%	16,005	6,803	43%
Iron Worker	372,354	105,740	28%	101,369	42,244	42%
Laborer And Related Classifications	1,036,962	355,551	34%	81,589	52,560	64%
Operating Engineer	196,520	58,651	30%	8,541	5,925	69%
Painter	260,183	46,789	18%	54,443	8,577	16%
Pile Driver	150,696	19,361	13%	20,422	4,217	21%
Plaster Tender	24,143	7,100	29%	2,445	1,433	59%
Plasterer	14,972	1,930	13%	0	0	0%
Plumber	54,519	6,382	12%	9,532	3,404	36%
Roofer	239,963	85,654	36%	71,357	33,945	48%
Sheet Metal Worker	101,686	15,648	15%	31,964	7,618	24%
Other Trades*	162,192	44,055	27%	46,387	20,634	44%
Total	4,181,645	1,219,066	29%	707,722	313,314	44%

*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

Projects advertised since March 25, 2013 are subject to a 30% local hiring requirement, 11% at SFO.

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

Department	PORT	SFO	MTA	PUC	SFPW	RPD	Total
Number of Covered Projects	20	98	21	200	252	48	639
Total Award Amount	\$128M	\$3.6B	\$528M	\$1.7B	\$1.8B	\$98M	\$7.8B

WORK HOURS BY DEPARTMENT FOR PROJECTS SUBJECT TO 30% REQUIREMENT

Department	Total Hours			Apprentice Hours		
	Total	Local	Local %	Total	Local	Local %
PORT	179,429	52,009	29%	29,441	12,697	43%
SFO (11%)	4,645,016	1,324,846	29%	861,313	370,473	43%
MTA	479,873	185,666	39%	55,547	27,577	50%
PUC	2,494,622	1,151,372	46%	274,715	181,606	66%
SFPW	2,948,547	1,093,161	37%	394,768	207,046	52%
RPD	506,064	210,532	42%	51,420	29,298	57%
TOTAL	11,253,551	4,017,586	36%	1,667,205	828,695	50%

WORK HOURS BY TRADE FOR PROJECTS SUBJECT TO 30% REQUIREMENT

Trade	Total Hours			Apprentice Hours		
	Total	Local	Local %	Total	Local	Local %
Asbestos Removal Worker	146,900	16,986	12%	0	0	0%
Carpenter And Related Trades	1,047,362	346,121	33%	230,759	104,453	45%
Cement Mason	405,537	144,184	36%	71,240	35,650	50%
Drywall Installer/Lather	465,372	79,063	17%	97,446	26,163	27%
Electrician	1,507,165	642,819	43%	308,507	212,026	69%
Glazier	67,300	13,857	21%	20,854	6,288	30%
Iron Worker	552,667	130,376	24%	170,701	46,891	27%
Laborer And Related Classifications	4,137,480	1,669,119	40%	374,472	241,124	64%
Operating Engineer	1,022,169	451,771	44%	53,084	31,671	60%
Painter	688,232	159,007	23%	78,534	24,558	31%
Pile Driver	180,862	46,618	26%	27,110	9,788	36%
Plaster Tender	138,177	14,732	11%	24,242	3,742	15%
Plasterer	21,379	2,021	9%	984	0	0%
Plumber	36,165	,424	12%	11,164	2,677	24%
Roofer	465,829	193,936	42%	96,669	49,848	52%
Sheet Metal Worker	178,948	36,499	20%	58,636	13,847	24%
Other Trades*	192,008	66,055	34%	42,805	19,971	47%
Total	11,253,551	4,017,586	36%	1,667,205	828,695	50%

*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, Marble Finisher, Marble Mason, Metal Roofing Systems Installer, Modular Furniture Installer, 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 Maintenance, Tunnel Worker and Water Well Driller.

WORK HOURS REPORTED

REQUIREMENT	NUMBER OF PROJECTS	TOTAL HOURS			APPRENTICE HOURS		
		Total	Local	Local %	Total	Total	Local %
20%	9	377,857	94,470	25%	53,301	20,406	38%
25%	1	1,370	903	66%	215	0	0%
30%	20	179,429	52,009	29%	29,441	12,697	43%
TOTAL	30	558,656	147,382	26%	82,957	33,103	40%

WORK HOURS BY TRADE

TRADE	REQUIREMENT	TOTAL HOURS			APPRENTICE HOURS		
		Total	Local	Local %	Total	Local	Local %
ASBESTOS REMOVAL WORKER	20%	1,142	80	7%	0	0	0%
	25%	0	0	0%	0	0	0%
	30%	8,807	1,991	23%	0	0	0%
CARPENTER AND RELATED TRADES	20%	30,014	11,561	39%	3,416	1,210	35%
	25%	0	0	0%	0	0	0%
	30%	23,820	11,846	50%	6,967	5,778	83%
CEMENT MASON	20%	15,852	2,786	18%	966	124	13%
	25%	0	0	0%	0	0	0%
	30%	2,443	1,375	56%	8	8	100%
DRYWALL INSTALLER/LATHER	20%	18,152	3,202	18%	923	913	99%
	25%	0	0	0%	0	0	0%
	30%	26	0	0%	0	0	0%
ELECTRICIAN	20%	61,826	10,572	17%	9,611	3,133	33%
	25%	927	648	70%	215	0	0%
	30%	3,769	1,730	46%	1,367	1,226	90%
GLAZIER	20%	4,821	1,245	26%	474	148	31%
	25%	0	0	0%	0	0	0%
	30%	1,250	754	60%	0	0	0%
IRON WORKER	20%	42,142	12,640	30%	8,057	4,644	58%
	25%	0	0	0%	16	0	0%
	30%	2,859	515	18%	385	96	25%
LABORER AND RELATED CLASSIFICATIONS	20%	68,401	25,778	38%	2,492	1,949	78%
	25%	339	256	75%	0	0	0%
	30%	45,691	15,286	33%	2,895	2,237	77%
OPERATING ENGINEER	20%	24,343	4,674	19%	1,141	1,089	95%
	25%	104	0	0%	0	0	0%
	30%	27,561	6,328	23%	1,269	447	35%
PAINTER	20%	12,341	2,804	23%	1,571	293	19%
	25%	0	0	0%	0	0	0%
	30%	1,929	1,085	56%	0	0	0%
PLUMBER	20%	26,337	8,021	30%	9,715	4,392	45%
	25%	0	0	0%	0	0	0%
	30%	4,405	3,133	71%	808	472	58%
ROOFER	20%	1,772	42	2%	272	40	15%
	25%	0	0	0%	0	0	0%
	30%	23,448	4,944	21%	9,113	2,241	25%
SHEET METAL WORKER	20%	13,676	3,017	22%	2,588	290	11%
	25%	0	0	0%	0	0	0%
	30%	404	0	0%	16	0	0%
OTHER TRADES *	20%	57,039	8,051	14%	12,078	2,182	18%
	25%	0	0	0%	0	0	0%
	30%	14,503	2,007	14%	565	16	3%

*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, Metal Roofing Systems Installer, Modular Furniture Installer, Parking And Highway Improvement Painter, Pile Driver, Plasterer, Teamster, Tile Finisher, and Tile Setter

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. Requirements for SFO were established at 7%, 8% and 11%.

WORK HOURS REPORTED

REQUIREMENT	NUMBER OF PROJECTS	TOTAL HOURS			APPRENTICE HOURS		
		Total	Local	Local %	Total	Total	Local %
7%	9	438,780	153,602	35%	69,887	42,672	61%
8%	9	945,645	347,759	37%	167,381	93,976	56%
11%	65	4,645,016	1,324,846	29%	861,313	370,473	43%
TOTAL	83	6,029,441	1,826,207	30%	1,039,581	507,121	46%

WORK HOURS BY TRADE

TRADE	REQUIREMENT	TOTAL HOURS			APPRENTICE HOURS		
		Total	Local	Local %	Total	Local	Local %
ASBESTOS REMOVAL WORKER	7%	7,813	1,671	21%	0	0	0%
	8%	18,637	3,103	17%	0	0	0%
	11%	87,636	10,316	12%	0	0	0%
CARPENTER AND RELATED TRADES	7%	40,610	11,603	29%	5,231	3,233	62%
	8%	60,361	20,443	34%	4,569	2,552	56%
	11%	592,863	142,961	24%	145,985	54,359	37%
CEMENT MASON	7%	7,315	429	6%	311	167	54%
	8%	10,077	1,114	11%	1,502	236	16%
	11%	78,759	10,086	13%	11,874	4,003	34%
DRYWALL INSTALLER/LATHER	7%	42,878	5,778	13%	6,524	2,678	41%
	8%	94,481	19,374	21%	11,342	5,908	52%
	11%	371,228	48,386	13%	80,713	17,608	22%
ELECTRICIAN	7%	110,908	73,762	67%	21,899	18,186	83%
	8%	295,430	161,751	55%	70,460	46,860	67%
	11%	1,098,301	446,865	41%	204,995	135,758	66%
GLAZIER	7%	6,027	689	11%	1,148	493	43%
	8%	17,368	5,041	29%	4,084	2,327	57%
	11%	49,905	7,681	15%	15,539	4,001	26%
IRON WORKER	7%	33,824	9,959	29%	7,238	3,313	46%
	8%	60,667	11,503	19%	13,656	4,217	31%
	11%	387,073	80,366	21%	127,933	33,749	26%
LABORER AND RELATED CLASSIFICATIONS	7%	74,851	17,240	23%	8,280	3,419	41%
	8%	153,288	35,584	23%	14,306	7,803	55%
	11%	794,306	236,373	30%	60,621	36,889	61%
OPERATING ENGINEER	7%	13,739	3,260	24%	493	493	100%
	8%	18,106	3,624	20%	744	55	7%
	11%	234,262	71,049	30%	15,926	8,350	52%
PAINTER	7%	10,488	1,973	19%	540	124	23%
	8%	31,072	7,080	23%	2,567	291	11%
	11%	89,124	17,581	20%	13,375	4,022	30%
PLUMBER	7%	21,699	10,791	50%	5,137	3,127	61%
	8%	69,799	39,996	57%	19,291	11,655	60%
	11%	314,139	130,198	41%	62,348	34,027	55%
ROOFER	7%	6,100	956	16%	1,158	665	57%
	8%	8,706	775	9%	2,348	775	33%
	11%	80,789	11,198	14%	25,484	4,838	19%
SHEET METAL WORKER	7%	14,580	5,914	41%	3,304	2,917	88%
	8%	44,331	20,300	46%	11,900	6,004	50%
	11%	121,702	47,499	39%	27,004	16,566	61%
OTHER TRADES *	7%	47,948	9,579	20%	8,625	3,860	45%
	8%	63,322	18,074	29%	10,614	5,294	50%
	11%	207,251	48,187	23%	43,867	11,603	26%

*Other Trades: Asbestos Worker, Heat And Frost Insulator, 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, Modular Furniture Installer, Parking And Highway Improvement Painter, Pile Driver, Plasterer, Slurry Seal Worker, Steel Erector and Fabricator, Teamster, Telecommunications Technician, Terrazzo Finisher, Terrazzo Worker, Tile Finisher, Tile Setter, Traffic Control/Lane Closure and Water Well Driller

WORK HOURS REPORTED

REQUIREMENT	NUMBER OF PROJECTS	TOTAL HOURS			APPRENTICE HOURS		
		Total	Local	Local %	Total	Total	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%	21	479,873	185,666	39%	55,547	27,577	50%
TOTAL	23	510,782	197,767	39%	65,196	32,166	49%

WORK HOURS BY TRADE

TRADE	REQUIREMENT	TOTAL HOURS			APPRENTICE HOURS		
		Total	Local	Local %	Total	Local	Local %
ASBESTOS REMOVAL WORKER	20%	0	0	0%	0	0	0%
	25%	0	0	0%	0	0	0%
	30%	30	30	100%	0	0	0%
CARPENTER AND RELATED TRADES	20%	0	0	0%	0	0	0%
	25%	0	0	0%	0	0	0%
	30%	11,692	3,466	30%	1,508	926	61%
CEMENT MASON	20%	785	182	23%	9	9	100%
	25%	0	0	0%	0	0	0%
	30%	21,157	5,511	26%	2,987	1,587	53%
DRYWALL INSTALLER/LATHER	20%	0	0	0%	0	0	0%
	25%	0	0	0%	0	0	0%
	30%	0	0	0%	0	0	0%
ELECTRICIAN	20%	1,132	860	76%	476	215	45%
	25%	1,974	1,024	52%	157	157	100%
	30%	17,390	10,006	58%	6,264	4,368	70%
GLAZIER	20%	0	0	0%	0	0	0%
	25%	201	70	35%	70	70	100%
	30%	0	0	0%	0	0	0%
IRON WORKER	20%	0	0	0%	0	0	0%
	25%	231	112	48%	0	0	0%
	30%	3,622	1,177	32%	57	38	67%
LABORER AND RELATED CLASSIFICATIONS	20%	4,471	1,705	38%	627	594	95%
	25%	0	0	0%	0	0	0%
	30%	293,961	117,624	40%	27,178	11,610	43%
OPERATING ENGINEER	20%	401	171	43%	0	0	0%
	25%	352	0	0%	0	0	0%
	30%	63,895	35,646	56%	4,970	2,861	58%
PAINTER	20%	0	0	0%	0	0	0%
	25%	0	0	0%	0	0	0%
	30%	385	267	69%	34	0	0%
PLUMBER	20%	0	0	0%	0	0	0%
	25%	42	42	100%	0	0	0%
	30%	2,091	282	13%	180	54	30%
ROOFER	20%	0	0	0%	0	0	0%
	25%	16,451	5,831	35%	7,801	3,544	45%
	30%	2,168	602	28%	891	242	27%
SHEET METAL WORKER	20%	0	0	0%	0	0	0%
	25%	4,846	2,083	43%	510	0	0%
	30%	552	100	18%	245	100	41%
OTHER TRADES *	20%	25	22	88%	0	0	0%
	25%	0	0	0%	0	0	0%
	30%	62,865	10,956	17%	11,236	5,792	52%

*Other Trades: Brick Tender, Bricklayer/ Blocklayer, Driver, Electrical Utility Lineman, Field Surveyor, Parking and Highway Improvement Painter, Pile Driver, Teamster, and Traffic Control/Lane Closure

WORK HOURS REPORTED

REQUIREMENT	NUMBER OF PROJECTS	TOTAL HOURS			APPRENTICE HOURS		
		Total	Local	Local %	Total	Total	Local %
20%	26	410,787	147,903	36%	39,845	31,225	78%
25%	30	491,575	187,516	38%	57,150	36,929	65%
30%	200	2,494,622	1,151,372	46%	274,715	181,606	66%
TOTAL	256	3,396,984	1,486,791	44%	371,710	249,760	67%

WORK HOURS BY TRADE

TRADE	REQUIREMENT	TOTAL HOURS			APPRENTICE HOURS		
		Total	Local	Local %	Total	Local	Local %
ASBESTOS REMOVAL WORKER	20%	232	0	0%	0	0	0%
	25%	3,548	1,166	33%	0	0	0%
	30%	7,751	1,492	19%	0	0	0%
CARPENTER AND RELATED TRADES	20%	4,128	2,494	60%	509	424	83%
	25%	27,810	9,753	35%	4,726	2,608	55%
	30%	110,977	53,535	48%	18,532	11,715	63%
CEMENT MASON	20%	9,219	2,208	24%	1,495	1,495	100%
	25%	12,532	5,549	44%	1,845	1,181	64%
	30%	65,154	32,457	50%	10,633	8,228	77%
DRYWALL INSTALLER/LATHER	20%	0	0	0%	0	0	0%
	25%	1,348	228	17%	0	0	0%
	30%	16,426	11,262	69%	3,680	2,930	80%
ELECTRICIAN	20%	19,363	7,603	39%	2,716	1,165	43%
	25%	49,323	24,768	50%	8,414	5,959	71%
	30%	191,530	104,128	54%	48,525	40,890	84%
GLAZIER	20%	0	0	0%	0	0	0%
	25%	319	177	56%	0	0	0%
	30%	3,182	2,100	66%	539	138	26%
IRON WORKER	20%	1,040	26	3%	191	0	0%
	25%	18,958	5,068	27%	5,385	3,039	56%
	30%	44,718	13,024	29%	7,106	3,052	43%
LABORER AND RELATED CLASSIFICATIONS	20%	262,858	95,216	36%	30,015	24,774	83%
	25%	224,507	93,054	41%	23,491	18,077	77%
	30%	1,368,739	645,769	47%	132,128	92,046	70%
OPERATING ENGINEER	20%	69,117	30,399	44%	2,166	2,122	98%
	25%	62,865	24,883	40%	1,417	1,380	97%
	30%	329,912	179,404	54%	13,055	7,058	54%
PAINTER	20%	349	14	4%	41	0	0%
	25%	28,651	3,460	12%	7,111	2,139	30%
	30%	50,570	8,705	17%	10,729	3,644	34%
PLUMBER	20%	5,235	1,065	20%	632	335	53%
	25%	6,146	2,475	40%	1,262	1,197	95%
	30%	56,847	28,084	49%	10,081	4,794	48%
ROOFER	20%	76	6	8%	31	6	19%
	25%	3,935	1,173	30%	1,414	114	8%
	30%	17,984	7,702	43%	4,754	1,670	35%
SHEET METAL WORKER	20%	7,999	379	5%	973	0	0%
	25%	1,647	828	50%	188	134	71%
	30%	26,078	7,502	29%	5,330	1,681	32%
OTHER TRADES *	20%	31,174	8,494	27%	1,077	906	84%
	25%	49,988	14,938	30%	1,899	1,103	58%
	30%	185,303	53,863	29%	8,249	2,767	34%

*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, Landscape Maintenance Laborer, Metal Roofing Systems Installer, Modular Furniture Installer, Mover, Pile Driver, Plasterer, Slurry Seal Worker, Steel Erector and Fabricator, Teamster, Telecommunications Technician, Terrazzo Finisher, Terrazzo Worker, Tile Finisher, Tile Setter, Tunnel Worker and Water Well Driller

WORK HOURS REPORTED

REQUIREMENT	NUMBER OF PROJECTS	TOTAL HOURS			APPRENTICE HOURS		
		Total	Local	Local %	Total	Total	Local %
20%	25	229,358	91,870	40%	18,645	12,601	68%
25%	38	2,644,977	641,001	24%	467,781	175,032	37%
30%	252	2,948,547	1,093,161	37%	394,768	207,046	52%
TOTAL	315	5,822,882	1,826,032	31%	881,194	394,679	45%

WORK HOURS BY TRADE

TRADE	REQUIREMENT	TOTAL HOURS			APPRENTICE HOURS		
		Total	Local	Local %	Total	Local	Local %
ASBESTOS REMOVAL WORKER	20%	9,827	2,822	29%	0	0	0%
	25%	53,940	10,777	20%	0	0	0%
	30%	23,536	2,415	10%	0	0	0%
CARPENTER AND RELATED TRADES	20%	8,482	4,758	56%	244	232	95%
	25%	187,854	53,631	29%	30,279	12,661	42%
	30%	214,376	74,892	35%	44,062	20,584	47%
CEMENT MASON	20%	15,997	7,733	48%	3,267	3,238	99%
	25%	54,495	9,637	18%	7,178	4,026	56%
	30%	218,322	85,145	39%	45,184	21,450	47%
DRYWALL INSTALLER/LATHER	20%	535	0	0%	0	0	0%
	25%	124,675	18,883	15%	21,762	4,977	23%
	30%	74,161	18,179	25%	12,955	5,568	43%
ELECTRICIAN	20%	8,943	4,277	48%	955	681	71%
	25%	245,447	66,310	27%	56,376	27,730	49%
	30%	170,497	64,727	38%	38,930	24,857	64%
GLAZIER	20%	108	0	0%	15	0	0%
	25%	32,390	8,271	26%	7,686	3,847	50%
	30%	8,872	2,929	33%	3,281	1,820	55%
IRON WORKER	20%	378	146	39%	99	32	32%
	25%	205,902	66,833	32%	58,637	29,485	50%
	30%	95,355	28,473	30%	33,209	8,912	27%
LABORER AND RELATED CLASSIFICATIONS	20%	142,443	59,561	42%	12,646	7,800	62%
	25%	571,157	197,338	35%	39,590	24,453	62%
	30%	1,427,963	577,964	40%	136,755	90,197	66%
OPERATING ENGINEER	20%	14,216	5,577	39%	260	228	88%
	25%	104,415	28,202	27%	6,076	4,383	72%
	30%	318,233	141,320	44%	16,197	12,700	78%
PAINTER	20%	766	344	45%	8	8	100%
	25%	63,656	6,952	11%	7,644	574	8%
	30%	28,198	13,234	47%	2,849	2,079	73%
PLUMBER	20%	2,800	640	23%	399	16	4%
	25%	135,756	35,291	26%	46,896	19,559	42%
	30%	77,119	25,913	34%	21,971	9,718	44%
ROOFER	20%	3,576	275	8%	477	275	58%
	25%	49,677	7,410	15%	14,648	2,997	20%
	30%	48,413	9,672	20%	16,393	3,990	24%
SHEET METAL WORKER	20%	2,193	634	29%	84	0	0%
	25%	81,543	16,741	21%	24,553	10,835	44%
	30%	39,769	10,085	25%	9,429	1,372	15%
OTHER TRADES *	20%	19,095	5,104	27%	192	92	48%
	25%	187,326	23,627	13%	41,065	5,204	13%
	30%	184,686	36,411	20%	10,217	3,200	31%

*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.



WORK HOURS REPORTED

REQUIREMENT	NUMBER OF PROJECTS	TOTAL HOURS			APPRENTICE HOURS		
		Total	Local	Local %	Total	Total	Local %
20%	8	192,480	63,241	33%	20,781	13,425	65%
25%	7	73,984	32,725	44%	6,659	3,608	54%
30%	48	506,064	210,532	42%	51,420	29,298	57%
TOTAL	63	772,528	306,498	40%	78,860	46,331	59%

WORK HOURS BY TRADE

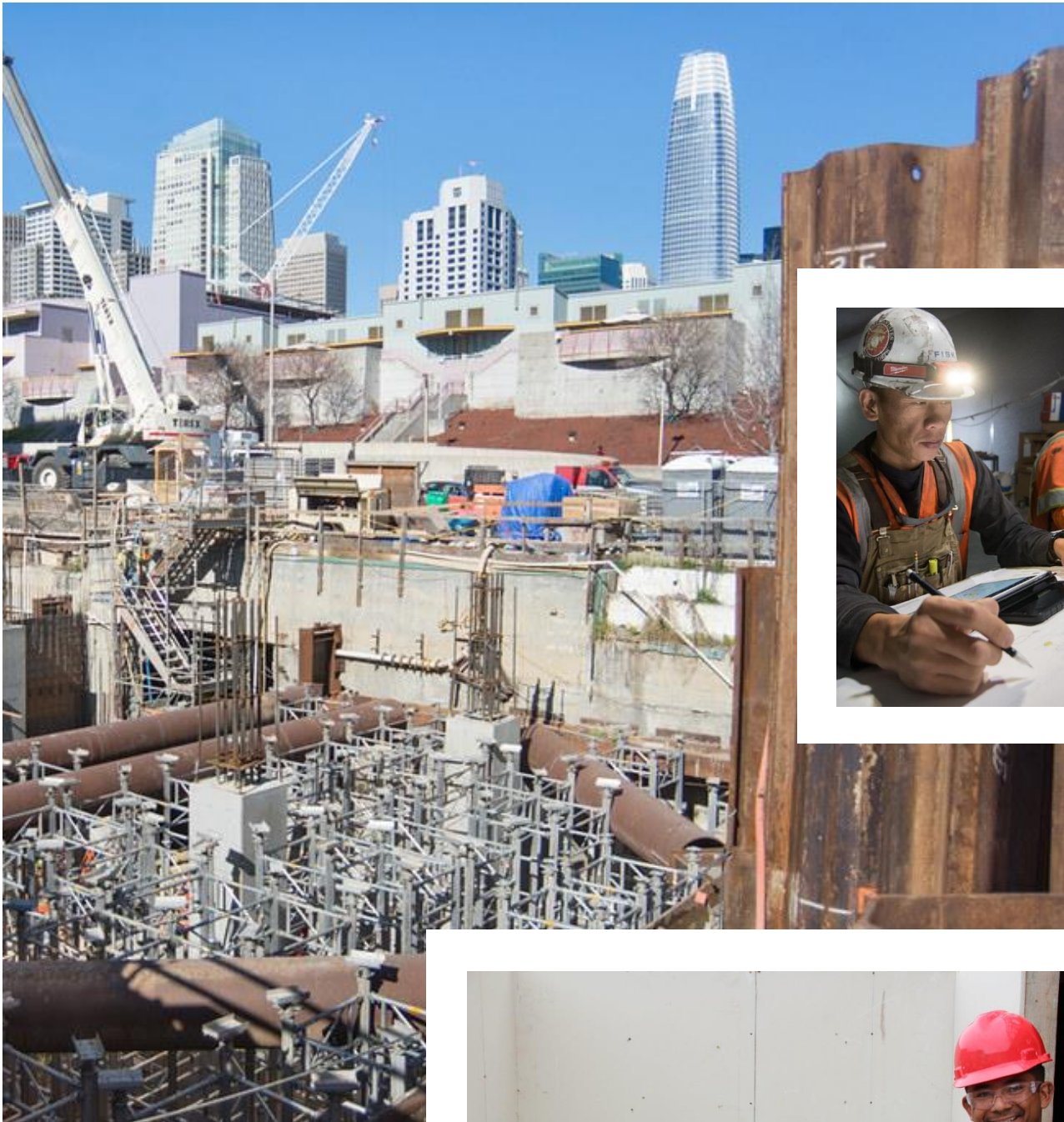
TRADE	REQUIREMENT	TOTAL HOURS			APPRENTICE HOURS		
		Total	Local	Local %	Total	Local	Local %
ASBESTOS REMOVAL WORKER	20%	4,418	275	6%	0	0	0%
	25%	431	11	3%	0	0	0%
	30%	19,141	744	4%	0	0	0%
CARPENTER AND RELATED TRADES	20%	31,768	16,829	53%	6,760	3,210	47%
	25%	18,690	12,959	69%	1,620	724	45%
	30%	93,634	59,422	63%	13,705	11,092	81%
CEMENT MASON	20%	10,036	1,624	16%	12	0	0%
	25%	6,395	2,644	41%	424	424	100%
	30%	19,701	9,610	49%	555	374	67%
DRYWALL INSTALLER/LATHER	20%	2,050	291	14%	509	147	29%
	25%	359	192	53%	0	0	0%
	30%	3,532	1,237	35%	98	58	59%
ELECTRICIAN	20%	8,967	4,746	53%	1,045	501	48%
	25%	2,206	1,068	48%	283	225	79%
	30%	25,678	15,364	60%	8,426	4,928	58%
GLAZIER	20%	2,736	257	9%	308	0	0%
	25%	396	22	5%	55	0	0%
	30%	4,091	394	10%	1,481	330	22%
IRON WORKER	20%	8,703	3,224	37%	429	125	29%
	25%	3,326	900	27%	72	40	56%
	30%	17,701	6,425	36%	1,570	905	58%
LABORER AND RELATED CLASSIFICATIONS	20%	84,809	25,008	29%	7,856	7,164	91%
	25%	26,670	10,055	38%	2,335	1,496	64%
	30%	206,821	76,103	37%	14,895	8,149	55%
OPERATING ENGINEER	20%	13,713	4,247	31%	1,623	673	41%
	25%	5,247	1,616	31%	232	77	33%
	30%	48,306	18,025	37%	1,668	256	15%
PAINTER	20%	4,948	1,889	38%	480	325	68%
	25%	712	422	59%	0	0	0%
	30%	10,656	5,747	54%	124	44	35%
PLUMBER	20%	4,973	2,185	44%	880	880	100%
	25%	688	396	58%	45	45	100%
	30%	11,229	6,328	56%	1,282	783	61%
ROOFER	20%	2,485	427	17%	667	276	41%
	25%	2,364	301	13%	695	189	27%
	30%	6,146	2,382	39%	2,001	867	43%
SHEET METAL WORKER	20%	2,028	436	21%	58	19	32%
	25%	165	104	63%	59	0	0%
	30%	3,504	870	25%	782	253	32%
OTHER TRADES *	20%	10,849	1,806	17%	157	108	69%
	25%	6,337	2,037	32%	842	390	46%
	30%	33,624	7,583	23%	4,402	1,180	27%

*Other Trades: Asbestos Worker, Heat And Frost Insulator, Brick Tender, Bricklayer/Blocklayer, Carpet, Linoleum, Soft Floor Layer, Driver, Electrical Utility Lineman, Elevator Constructor, Field Surveyor, Landscape Maintenance Laborer, Metal Roofing Systems Installer, Modular Furniture Installer, Parking And Highway Improvement Painter, Pile Driver, Plasterer, Slurry Seal Worker, Teamster, Terrazzo Finisher, Terrazzo Worker, Tile Finisher, Tile Setter, Tree Trimmer, and Water Well Driller.

“The Local Hiring Policy is an example of what our city can do when we invest in our residents.”

- Mayor London Breed





THE OFFICE OF ECONOMIC AND WORKFORCE DEVELOPMENT WOULD LIKE TO THANK OUR PARTNERS FOR THEIR CONTINUED SUPPORT

THE OFFICE OF MAYOR LONDON N. BREED

SAN FRANCISCO BOARD OF SUPERVISORS

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CITY & COUNTY OF SAN FRANCISCO CITY AGENCIES

Office of the City Administrator
Office of the City Attorney
Office of the Controller
Port of San Francisco
San Francisco Adult Probation Department

San Francisco International Airport
San Francisco Municipal Transportation Agency
San Francisco Public Utilities Commission
San Francisco Public Works
San Francisco Recreation and Parks

LABOR ORGANIZATIONS

Bricklayers, Tilesetters and Allied Craftworkers Local 3
Carpenters Local 22
Cement Masons Local 300
Drywall Lathers Local 68L
International Brotherhood of Electrical Workers Local 6
International Union of Painters and Allied Trades District Council 16
Ironworkers Local 377
Laborers' Local 261

Northern California Carpenters Regional Council
Northern California District Council of Laborers
Operating Engineers Local 3
Pile Drivers Local 34
Plasterers and Shophands Union Local 66
Roofers and Waterproofers Local 40
Sheet Metal Workers' Local 104
United Association Local 38, Plumbers & Pipefitters

CONTRACTOR ASSOCIATIONS

Associated General Contractors
Construction Employers' Association

United Contractors
Wall and Ceiling Alliance

COMMUNITY ORGANIZATIONS

A. Philip Randolph Institute
Anders and Anders Foundation
Arriba Juntos
Asian Neighborhood Design
Black To The Future
Brightline Defense Project
Brothers Against Guns
Charity Cultural Services Center
Chinese for Affirmative Action

Inner City Youth
Mission Hiring Hall
One Treasure Island
Roadmap To Peace
San Francisco Conservation Corps
Success Center of San Francisco
Together United Recommitted Forever (T.U.R.F.)
United Playaz
Young Community Developers, Inc.

THE MAYOR'S CONSTRUCTION WORKFORCE ADVISORY COMMITTEE

In July 2012, Mayor Lee established the 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.

PHOTOGRAPHY

Robert J. Pierce, SFMTA, Central Subway, www.flickr.com/photos/municentralsubway (all photos unless otherwise noted)
Robin Scheswohl, San Francisco Public Utilities Commission (pg 16, bottom right)
San Francisco Public Works (pgs 13-14)
CityBuild (cover, pg 7, 15, 17, 18)

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