



San Francisco Office of Economic and Workforce Development

Construction Workforce Programs

Presentation to
Seattle City Council
May 22, 2013



Office of Economic and Workforce Development

CityBuild Goals

- Maximize employment opportunities for San Francisco residents in the construction industry
- Support construction training opportunities for the purpose of job placement
- Assist contractors in meeting workforce needs

CityBuild Responsibilities

- Oversee and enforce local hire legislations
- Provide employment networking services
- Manage and operate pre-apprentice and construction administration academy



Mandatory Local Hiring Ordinance

- San Francisco Administrative Code Chapter 6.22 (G)
- Mandatory requirement to employ San Francisco residents on contracts for San Francisco public works projects at or above \$400,000
- Enacted in 2010, effective March 25, 2011 Hiring requirement initiated at 20% of local residents by trade
- Requirement increase 5% annually over 7 years up to 50% . Current 2013-2014 threshold at 30%
- 50% of apprentice hours performed by San Francisco residents
- Goal of 50% of local residents targeted to economically disadvantaged
- Review period during the 3rd year of implementation
- Mayor's Construction Workforce Advisory Committee



Local Hire Off-Ramps and Exemptions

- **If Contractor is unable to meet Local Hiring requirements, penalties may be avoided by completing one or more of the following:**
 - **Sponsoring new apprentices** in trades in which non-compliance is likely and retaining those apprentices for duration of project
 - **Receiving off-site credit** for employing San Francisco workers on non-covered projects within the Bay Area
 - **Hire workers from Direct-Entry Agreement** between CityBuild and state approved apprenticeship programs
- **A trade is exempt from the Local Hiring requirements under the following conditions:**
 - It comprises less than 5% of a project's total hours
 - It is included in OEWD's list of exempt trades

Reciprocity Agreement and Penalties

- **Reciprocity Agreement with San Mateo County** – San Mateo and San Francisco residents are considered as local residents on City sponsored projects located in San Mateo County
- Financial penalties are equal to the number of hours deficient in a trade, multiplied by the prevailing wage of that trade as determined by the California Department of Industrial Relations.
- Contractor and subcontractors jointly liable for not meeting hiring requirements.
- If a project is deficient in any trades OEWD will work with the prime contractor to develop a Corrective Action Plan to avoid assessment of penalties.



Local Hiring Performance 2011-2013

March 25, 2011 – March 1, 2013

Department	% Req.	Total Hours			Apprentice Hours		
		Total	Local	Local %	Total	Local	Local %
PUC	20%	247,479	89,575	36%	19,644	15,711	80%
	25%	18,831	5,384	29%	1,461	1,050	72%
SFO	20%	104,248	40,214	39%	13,429	8,049	60%
	25%	2,741	1,602	58%	219	200	7%
DPW	20%	166,340	63,936	38%	11,833	8,743	74%
	25%	66,285	21,165	32%	8,164	4,253	52%
RPD	20%	100,824	33,876	34%	9,921	6,033	61%
	25%	5,737	1,649	29%	183	65	36%
Port	20%	226,939	56,324	25%	32,875	13,670	42%
	25%	0	0	0%	0	0	0%
MTA	20%	6,243	2,903	47%	1,112	818	74%
	25%	0	0	0%	0	0	0%
Total 20%		852,073	286,828	34%	88,814	53,024	60%
Total 25%		93,595	29,800	32%	10,027	5,568	56%



Local Hiring Performance by Trade

20% Requirement

March 25, 2011 - January 10, 2013

Trade	Craft Hours			Apprentice Hours		
	Total	Local	Local %	Total	Local	Local %
Carpenter and Related Trades	41,044	18,985	46%	5,426	2,394	44%
Carpet, Linoleum, Soft Floor Layer	7,213	1,271	18%	1,189	587	49%
Cement Mason	22,216	7,188	32%	3,424	3,291	96%
Drywall Installer/Lather	13,037	3,041	23%	506	490	97%
Electrician	55,688	24,096	43%	9,459	4,937	52%
Glazier	4,008	905	23%	743	144	19%
Iron Worker	29,378	8,059	27%	4,767	2,382	50%
Laborer and Related Classifications	351,955	128,689	37%	29,035	23,063	79%
Operating Engineer	76,935	27,051	35%	3,584	2,861	80%
Painter	2,568	1,094	43%	245	198	81%
Pile Driver	15,908	2,870	18%	2,562	664	26%
Plasterer	396	198	50%	0	0	0%
Plumber	24,447	8,855	36%	7,612	4,027	53%
Rofer	8,320	1,486	18%	2,216	1,224	55%
Sheet Metal Worker	18,577	5,394	29%	2,386	312	13%
Tile Setter	615	308	50%	16	0	0%
Other*	48,549	10,241	21%	307	91	30%
Total	720,853	249,727	35%	73,474	46,663	64%

*Other trades include: Asbestos Removal Worker, Asbestos Worker, Heat and Frost Insulator, Boilermaker, Brick Tender, Bricklayer Blocklayer, Driver, Electrical Utility Lineman, Field Surveyor, Landscape Maintenance Laborer, Metal Roofing Systems Installer, Modular Furniture Installer, Parking and Highway Improvement, Slurry Seal Worker, Teamster, Terrazzo Finisher, Tile Finisher, and Traffic Control Lane Closure.

Local Hiring Performance by Trade

25% Requirement

March 25, 2011 - January 10, 2013

Trade	Craft Hours			Apprentice Hours		
	Total	Local	Local %	Total	Local	Local %
Carpenter and Related Trades	556	77	14%	3	0	0%
Carpet, Linoleum, Soft Floor Layer	19	0	0%	0	0	0%
Cement Mason	2,671	876	33%	341	341	100%
Drywall Installer/Lather	632	351	56%	0	0	0%
Electrician	242	237	98%	5	0	0%
Glazier	0	0	0%	0	0	0%
Iron Worker	32	16	50%	0	0	0%
Laborer and Related Classifications	18,955	7,180	38%	1,781	1,120	63%
Operating Engineer	3,929	1,451	37%	80	80	100%
Painter	244	216	89%	0	0	0%
Pile Driver	0	0	0%	0	0	0%
Plasterer	0	0	0%	0	0	0%
Plumber	1,145	789	69%	293	293	100%
Rofer	2,846	831	29%	995	594	60%
Sheet Metal Worker	115	73	63%	21	5	24%
Tile Setter	160	0	0%	0	0	0%
Other*	4,872	852	17%	0	0	0%
Total	36,417	12,948	36%	3,518	2,432	69%

*Other trades include: Asbestos Removal Worker, Asbestos Worker, Heat and Frost Insulator, Boilermaker, Brick Tender, Bricklayer Blocklayer, Driver, Electrical Utility Lineman, Field Surveyor, Landscape Maintenance Laborer, Metal Roofing Systems Installer, Modular Furniture Installer, Parking and Highway Improvement, Slurry Seal Worker, Teamster, Terrazzo Finisher, Tile Finisher, and Traffic Control Lane Closure.

First Source Hiring Ordinance

- San Francisco Administrative Code Chapter 83
- Enacted in 1998, amended in 2003 and 2007
- Good faith effort to hire San Francisco residents for 50 % of new entry-level employment opportunities on developments that receive planning approval that are estimated at or above \$350,000
- Penalties associated with failure to meet “good faith”
- Developers must enter into a First Source MOU with OEWD prior to issuance of building permits
- Additional workforce terms negotiated for developments with perceived public investment
(Warriors Stadium, Giants Mission Rock Seawall Lots, CPMC)



Fiscal Year 2012-2013 Portfolio

Total Construction Projects: 409

Total Value: \$10.9 billion

- **Local Hiring: 220 projects, \$1.4 billion**
 - Cruise Ship Terminal, War Memorial Seismic Upgrade
- **Public First Source: 132 projects, \$5 billion**
 - General Hospital, Central Subway, SFO Terminal 3, Public Safety Building, WSIP PUC Projects
- **Private First Source: 55 projects, \$2.5 billion**
 - Crescent Heights, Foundry Square, Trinity Plaza, Transbay Tower
- **State and Federal Projects: 2 projects, \$2 billion**
 - Presidio Parkway, Transbay Transit Center



2011-2020 Capital Plan Projects

City Agency	F11-20 Capital Plan	First Source Projects	Mandatory Local Hiring Projects
DPW	\$3,845,058,111	\$2,423,785,300	\$1,421,272,811
PUC	\$6,706,341,236	\$3,097,783,008	\$3,608,558,228
MTA	\$15,098,428,678	\$13,615,498,516	\$1,482,930,162
RPD	\$291,362,062	\$188,902,062	\$102,460,000
Port	\$2,100,640,000	\$1,748,832,000	\$351,808,000
SFO	\$1,066,912,413	\$675,190,260	\$391,722,153
Redevelopment	\$3,186,788,985	\$1,201,540,943	\$1,985,248,042
Total	\$32,295,531,485	\$22,951,532,089	\$9,343,999,396



CityBuild Placement Services

- **CityBuild Pre-apprentice Training Academy**
 - Began in February 2006, 16 cycles
 - 18-week curriculum in partnership with City College and local CBOs, including up to 10 industry-specific certifications upon completion
 - MOUs and Direct Entry Agreements with trade unions, enhanced entry/partnership
- **Construction Administration Training Program**
 - Began in 2009, 6 cycles
 - 18-week curriculum in partnership with City College, local CBOs and employers, including construction-related office administration
- **Employment Networking Services**
 - Service offered to assist San Francisco residents seeking employment in construction
 - Assist contractors in meeting workforce needs