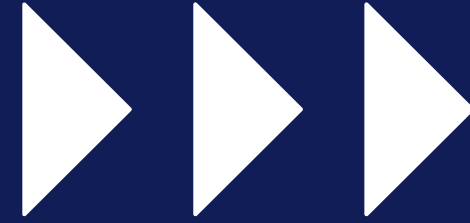




OFFICE OF COMMUNITY
INVESTMENT AND INFRASTRUCTURE



HPSY CAC BUSINESS AND EMPLOYMENT SUBCOMMITTEE:

Presentation on OCII Contracting and Workforce Policies

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PROJECT AREA

OCII OVERSEES THE REDEVELOPMENT OF THREE MAJOR SAN FRANCISCO DISTRICTS: TRANSBAY, MISSION BAY (NORTH & SOUTH), AND HUNTERS POINT SHIPYARD/CANDLESTICK POINT.

HUNTERS POINT SHIPYARD & CANDLESTICK POINT IS ONE OF THE LARGEST REDEVELOPMENT AREAS IN SAN FRANCISCO AND INCLUDES TWO MAJOR COMPONENTS:

Hunters Point Shipyard Phase 1
Early housing and infrastructure development.

Candlestick Point & Shipyard Phase 2
Larger, mixed-use redevelopment including housing, parks, and commercial space





BVHP EMPLOYMENT AND CONTRACTING POLICY

The Bayview Hunters Point Employment Contracting Policy (BVHP ECP) applies to OCII Agency Assisted Projects and Private Significant Projects in the Hunters Point Shipyard/Candlestick Point project area. The BVHP ECP ensures construction, professional services, permanent jobs and contracting opportunities benefit Bayview Hunters Point residents and businesses. The BVHP incorporates OCII's Equal Opportunity Program (EOP) and functions as the applicable EOP framework for the HPSY/CP Project Area.

SMALL BUSINESS ENTERPRISES (SBE) POLICY

Establishes a 50% SBE participation goal for professional services, construction, and supplier contracts with First Consideration to San Francisco based SBEs

CONSTRUCTION WORKFORCE HIRING GOAL

Sets a 50% of construction workforce hiring goal with first consideration to BVHP Residents.

PREVAILING WAGE POLICY

Requires workers to be paid no less than prevailing wage rates as determined by the CA Department of Industrial relations for all constructed related work.



BVHP EMPLOYMENT AND CONTRACTING POLICY CONT...

OCII 's Equal Opportunity Programs are the core policy frameworks that guide equitable outcomes in contracting and workforce development. Policies applicable to the HPSY CP Project Area are further articulated below.

PERMANENT / TEMPORARY WORKFORCE GOAL

Sets a 50% local hiring goal for permanent and temporary jobs with first consideration to BVHP Residents.

TRAINEE HIRING GOALS FOR DESIGN PROFESSIONALS

Requires design professionals with contracts over \$100K to make good faith efforts to hire BVHP residents, then San Francisco residents as trainees.

NON-DISCRIMINATION IN CONTRACTS AND BENEFITS POLICY

- Prohibits discrimination in contracting.
- Requires the Project Sponsor to agree not to discriminate against or segregate any person, or group of persons, based on membership in a protected category.
- Requires that employee benefits be equally available to domestic partners as they are to spouses.

MINIMUM COMPENSATION AND HEALTH CARE ACCOUNTABILITY POLICY

Requires project sponsor to provide a minimum level of compensation and health plan benefits to "Covered Employees"

SMALL BUSINESS ENTERPRISE POLICY



50% SBE PARTICIPATION GOAL

- OCII SBE Policy requires that Good faith efforts be made to award 50% of all contract dollars to small business enterprises (SBEs).



FIRST CONSIDERATION TO PROJECT AREA SBES

OCII's SBE Policy further requires that first consideration be given in the following order:

- Project Area SBEs (94124,94134,94107)
- San Francisco-based SBEs
- SBEs outside of San Francisco

SMALL BUSINESS ENTERPRISE POLICY: GOOD FAITH EFFORTS



COMPLIANCE WITH THE SBE POLICY IS MEASURED THROUGH DOCUMENTED GOOD FAITH EFFORTS. BELOW INCLUDES STEPS REQUIRED TO MEET GOOD FAITH EFFORT REQUIREMENTS:

- Dividing large scopes of work to encourage maximum SBE participation.
- Encouraging association and joint ventures between SBE and non-SBE firms.
- Publicly advertising contracting opportunities on OCII and SF City Partners websites.
- Outreach to all certified SF-Based SBEs (LBEs) in relevant fields.
- Engaging Local SBE contracting associations and interested communities including conducting info sessions and meetings.
- Convening pre-bid and pre-solicitation meetings to share project requirements, specifications, and answer questions.
- Monitoring by OCII Contract Compliance staff including review of bid tabs to ensure local SF-Based SBEs(LBEs) are given first consideration for opportunities.

OCII WORKFORCE PROGRAMS



CONSTRUCTION WORKFORCE POLICY

Good faith efforts to employ San Francisco residents to perform 50% of construction workforce hours on a contract-by-contract basis



PAYMENT OF PREVAILING WAGES RATES

Construction related work shall be paid no less than General Prevailing Wage Determination made by the CA Director of Industrial Relations



FIRST CONSIDERATION TO PROJECT AREA RESIDENTS

Providing first consideration to OCII project area residents located in (94124, 94134, 94107) followed by San Francisco residents.

OCII WORKFORCE PROGRAMS



WORKFORCE COMPLIANCE MEASURES INCLUDE:

- Workforce Kickoff meetings between OCII, Citybuild and the General Contractor to establish compliance requirements.
- Preconstruction Meetings between subcontractors and CityBuild prior to the start of on-site work.
- Ongoing Workforce Meetings between OCII, Citybuild and the General Contractor to monitor compliance with local hiring goals.
- Worker request and referrals through CityBuild.
- Required weekly certified payroll reporting to ensure compliance with prevailing wage rates via LCP Tracker.

THANK YOU FOR ATTENDING OUR PRESENTATION



OCII's EOP Programs aim to ensure that residents and businesses benefit from construction, professional services, permanent jobs, and contracting opportunities within their communities and exists within OCII's broader EOP framework.





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