
The Mayor's Hunters Point Shipyard Citizens Advisory Committee (CAC)
Business and Employment Meeting Minutes
Thursday, January 22, 2026
(2 Hours 42 minutes)

I. Call to Order

Dr. Hunnicutt, called the Business and Employment meeting to order at 6:11 pm. There was a quorum at roll call.

II. Routine Business:

A. Roll Call

Present: Dr. Veronica Hunnicutt, Joyce Armstrong, and Neola Gans

Absent: Servio Gomez

Excused: Dedria Smith

Other CAC members: Falaofuta Satele and Malik Senefer

B. Approval of Agenda: January 22, 2026

Joyce Armstrong motioned to approve the January 22, 2026, meeting agenda. Neola Gans seconded, and the motion was passed.

C. The Approval of the Meeting Minutes: November 20, 2025

Neola Gans motioned to approve the November 20, 2025, meeting minutes. Joyce Armstrong seconded, and the motion was passed.

E. Announcements

YEP! (Youth Employment Program) invites teens ages 14–17 to take an active role in strengthening communities while gaining hands-on experience in a fun, supportive, structured work environment. If you have any questions, please email yep@sfgov.org or call Yuri Ugarte at 415.452.3863. YEP! (Youth Employment Program)

HPSCAC Chair Dr. Veronica Hunnicutt gave an overview of the importance of the HPSCAC and recapped the successes of the last Job Fair hosted by the CAC.

III. Continued Business/ Presentations/ Updates

A. Navy's Parcel G demolition and local hire/subcontractor opportunities at Hunters Point Naval Shipyard (HPNS): Update on Navy's Prime Contractor, ECC, demolition project schedule, outcome of the career/subcontractor fair held on November 20th), remaining subcontractor opportunities, and explanation of how ECC is meeting the 23% requirement for local hiring and subcontracting.—Michael Pound, Environmental Coordinator for the Navy's HPNS Base Realignment and Closure (BRAC) Program and Kaiulani Watson, ECC (Parcel G building demolition contractor representative)

The January 22, 2026, Hunters Point Shipyard Citizens Advisory Committee (HPSCAC) Business and Employment Subcommittee meeting focused on an update from the U.S. Navy and ECC Infrastructure LLC regarding the Parcel G Building Demolition project at the Hunters Point Naval Shipyard. The presentation outlined that the Parcel G demolition is part of the Navy's Base Realignment and Closure (BRAC) environmental cleanup program and

1 includes the removal of six buildings using controlled mechanical demolition methods, with
2 no explosives permitted. All demolition activities must receive approval from state and
3 federal regulators prior to commencement. The process will begin with hazardous material
4 abatement, including asbestos and lead-based paint removal, followed by structural
5 demolition, recycling of concrete and metal, radiation scanning of outgoing materials, and
6 off-site disposal.

7 The task order for the project was awarded in April 2025, and fieldwork is scheduled to
8 occur from February 2026 through May 2027, with the majority of work concentrated in
9 demolition, abatement, and transportation and disposal phases. Work plans have completed
10 Navy and regulatory review and are in the finalization stages ahead of mobilization.

11 The Navy, through NAVFAC, established key contract requirements, including a minimum
12 23% participation goal for both local subcontracting and local workforce hiring, specifically
13 targeting District 10 businesses and residents within zip codes 94107, 94124, and 94134.

14 Oversight and compliance monitoring will be conducted by NAVFAC Southwest and the
15 Resident Officer in Charge of Construction (ROICC), while ECC is responsible for
16 implementation. Financially, the total contract value is approximately \$28.4 million, of
17 which about \$18.74 million is on-site work eligible for local participation requirements.
18 Based on this, the 23% subcontracting requirement equates to approximately \$4.31 million.
19 Current subcontracting commitments already exceed this threshold at approximately 25.9%,
20 indicating progress above the required target.

21 Similarly, workforce projections show that local hiring is expected to reach approximately
22 37% of total project labor, exceeding the 23% requirement. The project anticipates
23 employing between 68 and 71 workers, with 25 to 26 of them local residents. These roles
24 span general labor, abatement, environmental technician, security, surveying, and
25 engineering. The presentation detailed both on-site and off-site work categories, clarifying
26 that only on-site activities—such as demolition, environmental monitoring, site restoration,
27 and field services—count toward the local participation requirement, while off-site
28 activities—such as project management, laboratory testing, and debris disposal — do not.
29 Current subcontractors include several District 10-based firms providing services such as
30 site restoration, industrial hygiene, waste management, surveying, and security, with
31 additional subcontracting opportunities still available, particularly in geotechnical testing
32 and electrical services. Businesses are encouraged to register with ECC to be considered for
33 current and future work.

34 Employment opportunities are available across multiple trades, including abatement,
35 demolition, environmental services, and site restoration, with specific certification
36 requirements such as HAZWOPER, OSHA training, and union affiliation. The project also
37 includes a paid internship program targeting college juniors and seniors in construction
38 management or engineering, with opportunities running throughout 2026 and 2027.

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40 The project is being conducted under a Project Labor Agreement (PLA) with the Building
41 Trades Council, ensuring the use of union labor and structured pathways for local hiring and
42 training. Recruitment efforts are focused on District 10 residents, with coordination through
43 unions, CityBuild, and partner organizations.

44 Procurement activities included a subcontractor fair in November 2025, followed by bid
45 package distribution in December 2025, with selection and award notifications expected by
46 January 2026 and project mobilization beginning in February 2026. Additional contract

1 packages for services such as janitorial, electrical, geotechnical, and security are in various
2 stages of solicitation and response.

3 Looking ahead, ECC emphasized that Parcel G is part of a broader pipeline of work, with
4 additional Navy contracts and future task orders expected at Hunters Point and other Bay
5 Area facilities. The Navy also plans to award a new demolition multiple award contract by
6 February 2026 and initiate planning for Parcel B radiologically impacted buildings, with
7 further community engagement anticipated at upcoming CAC meetings.

8 Overall, the presentation highlighted strong progress toward meeting and exceeding local
9 hiring and subcontracting goals, outlined clear timelines for demolition activities, and
10 emphasized continued opportunities for local businesses, workers, and students to
11 participate in the Hunters Point Shipyard cleanup and redevelopment efforts.

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13 **V. Public Comment on Non-Agenda items:**

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15 *Please refer to the January 22, 2026, Business and Employment meeting virtual meeting*
16 *recording to hear the meeting in detail.*

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18 **VI. Adjournment:**

19 There was no other business that came before the committee, and the meeting adjourned at
20 8:53pm.