
The Mayor’s Hunters Point Shipyard Citizens Advisory Committee (CAC)
Business and Employment Meeting Minutes
Thursday, May 21, 2026
(2 Hours and 57 minutes)

I. Call to Order

Dr. Hunnicutt, called the Business and Employment meeting to order at 6:08 pm. There was a quorum at roll call.

II. Routine Business:

A. Roll Call

Present: Dedria Smith, Falaofuta Satele, Malik Senefer, Neola Gans and Servio Gomez
Excused: Joyce Armstrong, Pastor Bell and Dr. Veronica Hunnicutt

B. Approval of Agenda: May 21, 2026

Neola Gans motioned to approve the May 21, 2026, meeting agenda. Malik Senefer seconded, and the motion was passed.

C. The Approval of the Meeting Minutes: April 16, 2026

Neola Gans motioned to approve the April 16, 2026, meeting minutes. Malik Senefer seconded, and the motion was passed.

E. Announcements

Chair Smith opened the meeting with an overview of the agenda and meeting process.

III. Continued Business/ Presentations/ Updates

**A. Overview of the Office of Community Investment and Infrastructure (OCII)
Equal Opportunity Programs for Small Businesses and Workforce.**

.....Maria Pecot and Julia Henandez, Contract Compliance (OCII)
The Office of Community Investment and Infrastructure (OCII) presented an overview of its contracting and workforce policies to the Hunters Point Shipyard (HPSY) Citizens Advisory Committee Business and Employment Subcommittee. The presentation explained how OCII's policies are designed to ensure that redevelopment projects create meaningful employment, contracting, and business opportunities for Bayview Hunters Point residents and local businesses. OCII oversees redevelopment activities in three major San Francisco project areas: Transbay, Mission Bay, and Hunters Point Shipyard/Candlestick Point. The Hunters Point Shipyard and Candlestick Point redevelopment project is one of the largest redevelopment efforts in the city and consists of two major phases. Hunters Point Shipyard Phase 1 focuses on early housing and infrastructure development, while Candlestick Point and Shipyard Phase 2 includes larger mixed-use development featuring housing, parks, and commercial spaces. A central component of the presentation was the Bayview Hunters Point Employment and Contracting Policy (BVHP ECP), which applies to OCII-assisted projects and significant private developments within the project area. The policy is intended to ensure that local residents and businesses benefit from construction projects, professional services contracts, permanent jobs, and other economic opportunities created through redevelopment. The BVHP ECP operates within OCII's broader Equal Opportunity Program framework. The policy establishes a goal that 50 percent of construction workforce hours be

1 performed by local workers, with first consideration given to Bayview Hunters Point
2 residents. It also requires project sponsors and contractors to make good-faith efforts to
3 award 50 percent of contract dollars to Small Business Enterprises (SBEs), particularly
4 those located within the project area and San Francisco. In addition, all construction-related
5 work must be compensated at prevailing wage rates established by the California
6 Department of Industrial Relations. The presentation also outlined several additional
7 workforce and contracting policies. These include a 50 percent local hiring goal for
8 permanent and temporary jobs created through redevelopment projects, with priority given
9 to Bayview Hunters Point residents. Design professionals working on contracts exceeding
10 \$100,000 are required to make good-faith efforts to hire local trainees, helping create career
11 pathways into architecture, engineering, planning, and related professions. OCII also
12 enforces non-discrimination policies that prohibit discrimination in contracting and
13 employment and require equal benefits for domestic partners and spouses. Project sponsors
14 are further required to provide minimum compensation and health care benefits for covered
15 employees.

16 The Small Business Enterprise Policy is a key tool for promoting economic
17 inclusion. Under this policy, project sponsors must make documented good-faith efforts to
18 award at least 50 percent of contract dollars to certified small businesses. Priority
19 consideration is given first to project-area businesses located within ZIP codes 94124,
20 94134, and 94107, followed by other San Francisco-based businesses and then businesses
21 located outside the city.

22 To demonstrate compliance with the Small Business Enterprise Policy, contractors must
23 undertake a variety of outreach and engagement activities. These efforts include breaking
24 large contracts into smaller scopes of work to encourage participation by small businesses,
25 forming joint ventures between large and small firms, advertising contracting opportunities
26 publicly, conducting outreach to certified local businesses, hosting informational meetings
27 and pre-bid conferences, and working with community organizations and business
28 associations. OCII Contract Compliance staff actively monitor these efforts and review
29 procurement processes to ensure local businesses receive meaningful opportunities.

30 The presentation also described OCII's workforce development and compliance
31 programs. Contractors are expected to make good-faith efforts to ensure that San Francisco
32 residents perform at least 50 percent of construction workforce hours. Residents of the
33 project area receive first consideration for employment opportunities. Construction workers
34 must be paid prevailing wages, and compliance is monitored through workforce kickoff
35 meetings, preconstruction meetings, ongoing workforce compliance reviews, worker referral
36 programs through CityBuild, and weekly certified payroll reporting through the LCP
37 Tracker system.

38 Overall, the presentation emphasized OCII's commitment to ensuring that redevelopment
39 projects generate equitable economic benefits for local communities. Through local hiring
40 goals, small business participation requirements, prevailing wage protections, workforce
41 training opportunities, and active compliance monitoring, OCII seeks to ensure that
42 redevelopment investments support residents, workers, and businesses in Bayview Hunters
43 Point and surrounding neighborhoods.

44
45 **B. Presentation on subcontracting opportunities (anticipated bid release dates**
46 **summer through fall of 2026) for Mission Bay 4E (bordered by Mission Rock Street to**

1 **the North and China Basin Street to the South), a two-phase, 400-unit affordable**
2 **housing development.**

3 **Miquel Penn, Director of Community Development, Swinerton Builders.**

4 The Mission Bay Block 4 East (MB4E) presentation was provided to the Hunters Point
5 Shipyard Citizens Advisory Committee (CAC) by the Swinerton–Rubecon Joint Venture
6 team. The presentation introduced the project team, provided an overview of the proposed
7 residential development, and outlined the anticipated bidding and contractor buyout
8 schedule for the project. Mission Bay Block 4 East is a two-phase residential development
9 located in the Mission Bay neighborhood of San Francisco near Third Street, Mission Rock
10 Street, and China Basin Street. The project site will ultimately deliver approximately 400
11 family-oriented residential apartment units. Each phase will include residential buildings
12 with above-ground parking facilities and resident amenity spaces. In addition to housing,
13 Phase I will include a small commercial retail space intended to serve residents and the
14 surrounding neighborhood.

15 The development is planned in two construction phases. Phase I will consist of 165
16 residential units and is currently scheduled to begin construction during the second quarter
17 of 2027, with completion anticipated in the fourth quarter of 2029. Phase II will consist of
18 235 residential units and is expected to begin during the second quarter of 2028, with
19 completion targeted for the fourth quarter of 2030. Together, the two phases represent a
20 significant addition to San Francisco's housing inventory and will provide new family
21 housing opportunities within the Mission Bay district. The project team includes several
22 public and private partners involved in the planning, design, development, construction, and
23 community engagement process. Organizations represented include Swinerton–Rubecon
24 Joint Venture, Bayview Senior Services, Y.A. Studio, Waypoint Consulting, OCII (Office of
25 Community Investment and Infrastructure), and additional development and architectural
26 partners. The presentation emphasized collaboration among these organizations to
27 successfully deliver the project and maximize community participation opportunities.

28 A significant portion of the presentation focused on the contractor buyout schedule
29 and bidding process. The buyout calendar spans from 2025 through 2026 and is divided into
30 five major bid packages. These bid packages are intended to provide opportunities for
31 contractors and subcontractors to participate in different phases of project design and
32 construction procurement. The schedule was identified as preliminary and subject to change
33 based on project needs and design development progress. Bid Package 1 is scheduled for
34 May and June 2025 and represents a 75 percent schematic design bid package focused on
35 design-build and design-assist trades. This package includes fire suppression systems,
36 plumbing, mechanical systems, electrical systems including low-voltage, CCTV and
37 security infrastructure, and photovoltaic solar panel installation. These early procurement
38 packages allow critical building systems to be coordinated during design development.
39 Bid Package 2 is scheduled for the third quarter of 2025 and represents a 50 percent design
40 development bid package. Trades included in this package consist of exterior enclosure
41 systems, earthwork activities, and steel pile installation. These scopes are foundational
42 components necessary to prepare the site and building structure for subsequent construction
43 phases.

44
45 Bid Package 3 is planned for the fourth quarter of 2025 and represents a 100 percent design
46 development bid package. This package includes personnel hoists, tower cranes, façade
47 maintenance systems, elevators, shoring operations, site utilities, and dry utility

infrastructure including joint trench work. These elements support major construction operations and building functionality. Bid Package 4 is anticipated during the second quarter of 2026 and represents a 50 percent construction document bid package. This phase includes surveying, concrete work, structural steel, waterproofing systems, thermal insulation, roofing, sheet metal, flashing, doors and hardware, overhead coiling doors, interior glazing, gypsum board and framing, casework, countertops, and facility waste chute systems. These trades represent a substantial portion of the building envelope and interior structural components. Bid Package 5 is scheduled for the third quarter of 2026 and represents an 80 percent construction document bid package. This package includes temporary scaffolding and platforms, final cleaning, rough and finish carpentry, architectural woodwork, rooftop terrace pavers, fireproofing, sealants, expansion control systems, plaster, ceramic tile, acoustical ceilings, resilient flooring, specialty wall systems, painting, signage, toilet accessories, building specialties, mailboxes, pest control devices, residential appliances, window treatments, asphalt paving, concrete paving, and landscape and hardscape improvements. This final package encompasses many of the architectural finishes and site improvements that will complete the project. The presentation concluded with contact information for key project representatives from the Swinerton–Rubecon Joint Venture. Community Relations Manager Mick Penn, Project Executive Sean Flahive, and Estimator Mirna Dardon were identified as primary points of contact for project information, community engagement, and contractor participation opportunities. The project website and company website were also provided to assist interested businesses, contractors, and community members in staying informed about upcoming bid opportunities and project milestones. Overall, the Mission Bay Block 4 East presentation outlined a major multi-phase residential housing development that will deliver approximately 400 family apartments over the next several years while creating numerous contracting, subcontracting, and workforce opportunities through a structured procurement process beginning in 2025 and continuing through 2026.

C. Navy’s Parcel G demolition and local hire/subcontractor opportunities at Hunters Point Naval Shipyard (HPNS): 1. Local subcontracting and hiring requirements for Parcel B soil retesting – Michael Pound, Navy BRAC Environmental Coordinator 2. Parcel B building demolition request for proposals timeline and requirements - Jennifer Reece, Kellee Krause, and Chad Slade, NAVFAC Southwest Contracting 3. Small Business Procurement Readiness for NAVFAC Contracting Opportunities – Robert Salomon, NAVFAC Southwest Office of Small Business Programs 4. Building Demolition Information Hub resources
**Michael Pound, Navy BRAC Environmental Coordinator**
 The Hunters Point Shipyard Citizens Advisory Committee (CAC) Business and Employment Subcommittee meeting held on May 21, 2026, focused on upcoming contracting, hiring, and subcontracting opportunities associated with environmental remediation and building demolition projects at the Hunters Point Naval Shipyard. Representatives from NAVFAC Southwest, including environmental, contracting, and small business officials, provided updates on Parcel B radiological retesting activities, Parcel G building demolition progress, local hiring achievements, future contracting opportunities, and resources available to local businesses and workers. A major topic of discussion was the newly awarded Parcel B Radiological Investigation, Survey, and Reporting Task Order. The project’s primary objectives are to conduct radiological retesting of former sanitary sewer

1 and storm drain systems to verify that cleanup goals established in the Record of Decision
2 have been achieved. The work will also support reinstatement of Radiological Unrestricted
3 Reuse Recommendation (RURR) designations for utility lines within Parcel B. Additionally,
4 the project includes excavation, radiological processing, and backfilling of 54 trench units,
5 with construction sequencing designed to minimize disruptions to the artist community that
6 currently occupies portions of the site.

7 The Parcel B contract was competed under the Radiological Services Multiple Award
8 Contract (RAD MAC). Rather than establishing a fixed numerical requirement for local
9 hiring and subcontracting, the performance work statement required contractors to
10 demonstrate a meaningful commitment to utilizing qualified locally owned and minority-
11 owned businesses from Bayview-Hunters Point and surrounding District 10 zip codes,
12 specifically 94107, 94124, and 94134. These requirements stem from commitments
13 established in Article 15 of the Hunters Point Shipyard Conveyance Agreement between the
14 U.S. Navy and the San Francisco Redevelopment Agency.

15 APTIM Federal Services was awarded the Parcel B task order and committed to
16 achieving 21 percent hyper-local subcontracting and 40 percent local hiring. To support
17 these goals, APTIM conducted community outreach activities including an Industry Day,
18 Career Fair, and City College of San Francisco Construction Management Mixer during
19 March 2026. The company also identified a number of local businesses to support project
20 activities, including Aurora Environmental Services, JRM Equipment, Mansfield &
21 Mansfield Construction Clean-Up, McGill's Security & K-9 Patrol Services, Mission
22 Constructors, Smith-Emery of San Francisco, and Yerba Buena Engineering &
23 Construction. These businesses will provide services such as air monitoring, equipment
24 rental, janitorial support, security, asphalt repair, geotechnical testing, and site restoration.
25 APTIM emphasized that additional subcontracting and employment opportunities remain
26 available. Potential subcontracting needs include construction materials, fuel, site security,
27 equipment rentals, janitorial services, biological monitoring, asphalt and concrete work,
28 testing engineers, and environmental support services. Employment opportunities include
29 professional positions such as supervisors, superintendents, quality control personnel, junior
30 engineers, and health and safety staff, as well as field positions including equipment
31 operators, CDL drivers, and general laborers. Interested individuals and businesses were
32 encouraged to contact APTIM directly regarding employment and subcontracting
33 opportunities.

34 The meeting also reviewed the ongoing Parcel G Building Demolition Task Order and its
35 local hiring and subcontracting performance. NAVFAC representatives explained that the
36 demolition contract requires at least 23 percent of all on-site work to be subcontracted to
37 District 10 businesses and at least 23 percent of all on-site labor to be performed by local
38 residents. Eligible businesses must be located within zip codes 94107, 94124, or 94134.
39 Officials clarified that these requirements apply only to work physically performed on-site
40 at Parcel G and do not include off-site activities such as project management, report
41 preparation, trucking, laboratory testing, air monitoring, geotechnical services, or
42 administrative support. Compliance is being monitored throughout the life of the project and
43 final performance will be evaluated at project completion. Project performance data showed
44 that the Parcel G demolition project had exceeded local subcontracting goals. As of March
45 2026, approximately \$6.1 million in subcontract awards had been issued to District 10
46 businesses, representing 31.4 percent of the project's total on-site work value, well above
47 the required 23 percent threshold. Major subcontract awards included site restoration work

1 awarded to Yerba Buena Engineering, industrial hygiene services provided by Aurora
2 Environmental, stormwater pollution prevention and waste management services by Pacific
3 Engineering, security services by Armada Protective Services, site support services by TBS
4 Site Services, and electrical services by Dyna Electric.
5 The presentation also highlighted local spending progress. Although only about \$136,843
6 had been spent through March 2026, more than \$6 million remained committed to District
7 10 subcontractors for future project work. Additional purchases from local suppliers
8 included equipment rentals from JRM Equipment Rental, supplies from Center Hardware,
9 and materials from Level Construction Supply. ECC, the project contractor, reaffirmed its
10 commitment to purchasing goods and services from local businesses throughout the duration
11 of the demolition project. Workforce participation results also exceeded project
12 requirements. Through March 2026, 44 workers had been employed on-site, with 22 local
13 workers representing 50 percent of the workforce. Local participation rates varied among
14 contractors, ranging from 33 percent to 100 percent, but overall local hiring substantially
15 surpassed the 23 percent contractual requirement. Local workers were employed in
16 environmental monitoring, waste management, abatement, security, electrical services, and
17 site support functions. NAVFAC also discussed lessons learned from the Parcel G
18 demolition effort. Officials stressed the importance of early and ongoing communication
19 with community stakeholders and local businesses, conducting site walks for prospective
20 contractors, and partnering with workforce development organizations such as Superfund
21 Job Training Initiative (JTI), Young Community Developers, and CityBuild to create
22 pathways into construction and environmental careers for local residents.

23 The meeting concluded with information regarding future demolition contracting
24 opportunities. NAVFAC announced that a new Hunters Point Demolition Multiple Award
25 Construction Contract (MACC) was awarded in February 2026 with a total contract value of
26 up to \$999 million and a five-year term extending through February 2031. The MACC
27 includes five prime contractors: RSI Amentum Environmental Solutions, APTIM Federal
28 Services, Environmental Chemical Corporation (ECC), FERMA Corporation, and Integrated
29 Demolition and Remediation, Inc. Future task orders, including the anticipated Parcel B
30 demolition project, will be competed among these contractors. NAVFAC expects the Parcel
31 B demolition Request for Proposals to be released in early 2027, with contract award
32 anticipated in June 2027 and demolition activities projected to begin in June 2028.
33 Overall, the meeting demonstrated significant progress in exceeding local hiring and
34 subcontracting goals while also providing advance notice of future environmental
35 remediation and demolition projects that will create additional employment, training, and
36 contracting opportunities for Bayview-Hunters Point residents and District 10 businesses.

37 38 **V. Public Comment on Non-Agenda items:**

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40 *Please refer to the May 21, 2026, Business and Employment meeting recording to hear*
41 *the meeting in detail.*
42

43 **VI. Adjournment:**

44 There was no other business that came before the committee, and the meeting adjourned at
45 9:04pm.