
The Mayor's Hunters Point Shipyard Citizens Advisory Committee (CAC)
Business and Employment Meeting Minutes
Thursday, July 16, 2026
(2 Hours and 21 minutes)

I. Call to Order

Dr. Hunnicutt, called the Business and Employment meeting to order at 6:09 pm. There was a quorum at roll call.

II. Routine Business:

A. Roll Call

Present: Falaofuta Satele, Malik Senefer, and Dr. Veronica Hunnicutt

Excused: Dedria Smith, Joyce Armstrong, Neola Gans, Servio Gomez and Pastor Bell

B. Approval of Agenda: July 16, 2026

Falaofuta Satele motioned to approve the July 16, 2026, meeting agenda. Malik Senefer seconded, and the motion was passed.

C. The Approval of the Meeting Minutes: May 21, 2026

Falaofuta Satele motioned to approve the May 21, 2026, meeting minutes. Malik Senefer seconded, and the motion was passed.

E. Announcements

Dr. Hunnicutt opened the meeting with an overview of the agenda and meeting process.

III. Continued Business/ Presentations/ Updates

A. RAD MACC Contract Overview Presenter: Michael Pound, Environmental Coordinator for the Navy's Base Realignment and Closure (BRAC).

The Hunters Point Shipyard Citizens Advisory Committee (HPSCAC) Business & Employment Subcommittee meeting held on July 16, 2026, focused on local employment and subcontracting opportunities associated with environmental, radiological, and demolition work at the Hunters Point Naval Shipyard (HPNS). Michael Pound, NAVFAC BRAC Environmental Coordinator, presented information regarding the Radiological Multiple Award Contract (RAD MAC) III, local hiring and subcontracting requirements, contracting opportunities, and resources available to local businesses and residents.

A significant portion of the meeting focused on RAD MAC III, which was awarded by NAVFAC Southwest in May 2025 for use throughout the western United States. The contract provides environmental radiological services, including surveys, investigations, remediation, implementation of radiological controls, storage and handling of waste materials, and reporting. RAD MAC III has an ordering capacity of \$240 million, an ordering period of up to eight years, is structured as a fixed-price contract, and has six contractors holding positions on the contract.

The six contractors identified for RAD MAC III are APTIM Federal Services, LLC; ECC Expeditionary Constructors LLC; Energy Solutions Federal Support LLC; Insight Tidewater

1 LLC; ITP America LLC; and Perma-Fix ERRG Services, also identified as Perma-Fix
2 Environmental Services, Inc. The listed companies are headquartered or located in
3 California and other states, with ECC Expeditionary Constructors having an address in
4 Burlingame, California, and Insight Tidewater and ITP America having addresses in Brea,
5 California.

6 The Navy is using a different approach to local hiring and subcontracting for radiological
7 projects than it has used for conventional building demolition. For the Parcel G demolition
8 project, which uses standard construction techniques, the task order established a 23 percent
9 minimum requirement for local hiring and subcontracting, and the contractor was reported
10 to be exceeding that minimum after the award. For RAD MAC III projects, the Navy is
11 instead using a narrative-based approach because radiological projects can require
12 specialized knowledge and training. This approach is intended to maximize contractor
13 creativity while maintaining contractor participation and competition. The first task order
14 awarded under this narrative requirement resulted in a contractor commitment of 40 percent
15 local hiring and 21 percent local subcontracting. The Navy indicated that it will evaluate
16 both approaches over time as it gains additional experience.

17 The local hiring and subcontracting requirements specifically emphasize participation from
18 San Francisco ZIP Codes 94107, 94124, and 94134. Contractors are expected to
19 demonstrate a commitment to hiring local residents and using qualified locally owned and
20 minority businesses, including Small Disadvantaged Businesses, from the Bayview-Hunters
21 Point area. These requirements are tied to Article 15 of the Conveyance Agreement between
22 the United States, acting through the Secretary of the Navy and Department of the Navy,
23 and the San Francisco Redevelopment Agency concerning the conveyance of Hunters Point
24 Naval Shipyard.

25 The standardized solicitation requirements require each contractor to establish a target
26 percentage for local hiring and local subcontracting as a portion of the total work associated
27 with the task order. Contractors must also explain the outreach methods they will use to
28 identify and maximize participation by local businesses and residents in the designated San
29 Francisco ZIP Codes. In addition, contractors must identify at least two planned Hyper
30 Local Business contractors by name from ZIP Codes 94107, 94124, and 94134. If those
31 businesses are intended to serve as subcontractors, the contractor must identify the type of
32 product or service each business will provide and the estimated value of the subcontract.
33 Contractors must also provide a signed letter of commitment from each identified Hyper
34 Local Business subcontractor. If a contractor cannot identify two planned Hyper Local
35 Business subcontractors, it must provide a detailed explanation of why.

36 Contractors are also required to describe their efforts to recruit local businesses and
37 residents located near the Hunters Point Naval Shipyard. The Navy defines the relevant
38 vicinity as ZIP Codes 94107, 94124, and 94134. Contractors must further explain how they
39 will track and report their progress toward their local hiring and subcontracting goals to both
40 the Navy and the local community. These requirements make local outreach,
41 documentation, recruitment, and reporting important components of the contracting process
42 rather than simply optional community engagement activities.

1 The Navy's evaluation process is based on a comparison of competing proposals rather than
2 a traditional numerical scoring or adjectival grading system. The Government will evaluate
3 the quality and completeness of each contractor's response and determine which offerors are
4 technically best suited compared with the other contractors in the competitive pool.
5 Particular attention will be given to whether an offeror demonstrates a clear commitment to
6 maximizing local hiring and the participation of Hyper Local Businesses within ZIP Codes
7 94107, 94124, and 94134, as well as whether the proposal identifies the specific tasks that
8 those local businesses will perform.

9 The presentation further emphasized that contractors with thorough and well-developed
10 outreach strategies may receive more favorable consideration. Proposals that identify more
11 than the required two Hyper Local Business contractors and provide letters of commitment
12 for those businesses may be evaluated significantly more favorably. Similarly, proposals
13 demonstrating strong hiring and recruitment strategies designed to maximize the
14 participation of local businesses and residents may receive more favorable consideration.
15 Conversely, proposals that fail to identify and provide commitment letters for at least two
16 planned Hyper Local Business contractors, without providing an acceptable explanation,
17 may be evaluated significantly less favorably.

18 Another important topic was the HPNS Building Demolition Contracting Opportunities
19 Information Hub. The Hub is intended to provide information about contracting and
20 employment opportunities associated with the Hunters Point Naval Shipyard. The
21 presentation stated that the Hub's homepage was being revamped to include all contracting
22 and employment opportunities and was anticipated to be completed by mid-September
23 2026. The long-term plan is for Requests for Proposals to be posted on the Hub once they
24 are issued to contractors participating in contracts such as RAD MAC and the Building
25 Demolition MACC. The Hub is also expected to provide email notifications when new
26 RFPs are posted.

27 The meeting emphasized the importance of preparing in advance because contractors
28 typically have approximately 30 days to submit proposals after an RFP is issued.
29 Contractors are therefore encouraged to develop their local hiring and subcontracting
30 strategies before receiving an RFP. The presentation noted that contractors are already
31 conducting independent outreach so they can be prepared when future contracting
32 opportunities become available. This creates an opportunity for local businesses to establish
33 relationships with prime contractors before specific subcontracting opportunities are
34 formally announced.

35 The Parcel G Request for Offers was awarded to ECC on April 23, 2025, while a new HPNS
36 Demolition Multiple Award Construction Contract Request for Proposals is anticipated in
37 early 2027. The Contracting Opportunities Information Hub is also intended to include
38 HPSCAC Business & Employment Subcommittee presentations and updates related to
39 contracting opportunities.

1 **B. RAD MACC Contractors Presentations: An overview of strategy to maximize**
2 **opportunities for local businesses, subcontractors, and workforce participation.**
3 **Presenters: Tahirih Linz and Lisa Bercik- (APTIM Federal Services LLC); Kaiulani**
4 **Watson and Mark Mizrahi – (ECC Expeditionary Constructors LLC); Aqeel**
5 **Mohammad- (Insight Tidewater LLC); Asrar Faheem- (ITP America LLC); Mark**
6 **Duff- Perma-Fix ERRG Services**

7
8 **APTIM:** APTIM explained that it specializes in environmental, sustainability, resilience,
9 and infrastructure solutions and performs site assessment, investigation, and remediation
10 work nationwide for federal clients, including the Navy, Army Corps of Engineers, EPA,
11 and FEMA. The company reported that it has more than 25 years of experience supporting
12 Navy projects at Hunters Point Naval Shipyard and throughout the surrounding Bay Area.
13 APTIM identified several recently completed or ongoing projects, including work on
14 Parcels D-1, E, and E-2, successful completion of similar work at Parcel G, and the recent
15 Parcel C Dry Dock repair. The company also highlighted its established relationships with
16 local small-business subcontractors and suppliers in San Francisco and Bayview, along with
17 its history of hiring local residents for career opportunities. APTIM further noted that it
18 holds two multiple-award contracts, RADMAC III and Demo MACC, providing an eight-
19 year contracting opportunity framework.

20
21 The Parcel B project involves radiological remediation of former sanitary sewers and storm
22 drains with the goal of achieving the remedial action objectives established in the Record of
23 Decision. The planned work includes excavating, radiologically processing, and backfilling
24 54 Trench Units. Because of the location and surrounding community, fieldwork will be
25 sequenced to minimize impacts on the artist community. Air monitoring will be conducted
26 during all field activities. The project is expected to span approximately two years beginning
27 in May 2026, with field mobilization scheduled for fall 2026.

28
29 APTIM also described its efforts to engage the local community and identify local
30 businesses and workers who may participate in the project. The company reported
31 conducting several outreach events, including a City and County of San Francisco
32 Construction Management Mixer on October 30, 2024, a Connecting Community Event at
33 Hunters Point Shipyard on October 31, 2024, an Industry Day and Career Fair on March 25,
34 2026, and another CCSF Construction Management Mixer on March 24, 2026. Fourteen
35 Local Business Enterprises attended the October 2024 Connecting Community Event, more
36 than 22 people attended the March 2026 Industry Day, more than 15 local community
37 members attended the March 2026 Career Fair, and more than 100 students and industry
38 professionals attended the March 2026 CCSF Construction Management Mixer.

39 For the Parcel B Rework project, APTIM reported that it had reached out to 13 hyper-local
40 subcontractors covering 11 different services.

41 The presentation identified several businesses that are already serving as current partners for
42 Parcel B. Aurora Environmental Services, Inc., located in San Francisco ZIP Code 94134, is
43 identified for air monitoring support. JRM Equipment, LLC, located in ZIP Code 94124, is
44 providing equipment and temporary facility rentals. Mansfield & Mansfield Construction
45 Clean-Up Co., located in ZIP Code 94124, is associated with site support, janitorial services,
46 and site cleanup. McGill's Security & K-9 Patrol Services, also located in ZIP Code 94124,

1 is providing security services. Mission Constructors Inc., located in ZIP Code 94124, is
2 identified for asphalt repair services. Smith-Emery of San Francisco, Inc., located in ZIP
3 Code 94124, is providing geotechnical testing, while Yerba Buena Engineering &
4 Construction, Inc., also located in ZIP Code 94124, is providing site restoration and local
5 craft labor.

6 In addition to the businesses already participating, APTIM identified several categories of
7 hyper-local subcontracting opportunities that may be available through the project. These
8 opportunities include supplying stormwater management materials such as straw wattles and
9 sandbags; construction materials such as poly sheeting or liners, plywood, signage,
10 adhesives, hardware, snow fencing, and hand tools; and fuel for heavy equipment,
11 generators, and site vehicles. Other potential subcontracting opportunities include temporary
12 fencing, Conex box rentals, portable toilet rentals and servicing, and fieldwork supplies such
13 as drinking-water delivery, paper products, and personal protective equipment.

14 The presentation also identified several categories of local employment opportunities.
15 Positions potentially available to local residents include supervisors, superintendents,
16 quality-control personnel, junior engineers, health and safety personnel, equipment
17 operators, CDL drivers, and general laborers. These positions represent opportunities at
18 different levels of responsibility and experience, ranging from general labor and equipment
19 operation to technical, supervisory, engineering, quality-control, and health-and-safety roles.
20 APTIM again emphasized that its upcoming August 12 and 13, 2026 Industry Day and
21 Career Fair would provide an opportunity for interested individuals and businesses to pursue
22 these opportunities. For individuals interested in employment with APTIM on the Hunters
23 Point project, the presentation directs applicants to contact Careers.HPNS@aptim.com with
24 questions about joining the APTIM team at HPNS. Businesses interested in working with
25

26 APTIM as subcontractors are directed to Small.Business@aptim.com for questions and
27 information about potential subcontracting opportunities. The presentation therefore
28 provides separate points of contact for individuals seeking employment and businesses
29 seeking to establish subcontracting relationships with APTIM..

30 Residents with experience or interest in construction, equipment operation, driving,
31 supervision, engineering, quality control, health and safety, or general labor may have
32 employment opportunities connected to the project. The August 12–13, 2026 Industry Day
33 and Career Fair appears to be the next major opportunity identified in the presentation for
34 local businesses and job seekers to connect directly with APTIM
35

36 **ECC:** ECC provided an overview of its company and areas of expertise. The company has
37 been in business since 1985 and has its corporate headquarters in Burlingame, California.
38 ECC works in several areas, including construction, radiological services, environmental
39 remediation, fuels infrastructure, munitions and unexploded ordnance response, contingency
40 and disaster response, energy solutions, and sustainable development. The company
41 reported that it is currently performing work at Hunters Point, including the Parcel G
42 Building Demolition project and investigation and corrective actions associated with
43 petroleum-contaminated sites in Parcels B and C.

44 ECC emphasized the importance of maintaining continuity in its relationship with the
45 Hunters Point and Bayview communities. The company stated that its successful Parcel G

1 outreach plan will continue under the RADMAC III contract. ECC indicated that it intends
2 to maintain the same team working on these efforts, which it believes provides continuity
3 and an existing understanding of the Hunters Point and Bayview communities as well as its
4 relationship with the HPSCAC. The company's community relations approach includes
5 Industry Days, community events, training opportunities, networking, and a commitment to
6 local hiring.

7 ECC also explained its process for local businesses that are interested in becoming
8 subcontractors. Once ECC receives a Request for Proposal from the Navy, its proposal team
9 will first break the project into its different scopes of work. The team will then review
10 ECC's existing subcontractor database of D10 Businesses to identify potential businesses
11 that may be appropriate for the available work. ECC will contact those businesses to discuss
12 the work and opportunity and will then issue Requests for Proposals to interested
13 subcontractors. ECC stated that it will seek a minimum of three subcontractor proposals
14 when possible. After receiving subcontractor proposals, ECC will evaluate the responses and
15 determine which businesses are appropriate for the work. As part of the process, ECC may
16 request Letters of Commitment from selected subcontractors. Once ECC receives an award
17 of the Navy contract, the company will then award the applicable subcontracts. This process
18 means that local businesses interested in participating should be prepared to provide
19 information about their capabilities and respond to subcontracting opportunities when ECC
20 begins its outreach following receipt of a Navy RFP.

21 ECC provided information about how businesses can establish contact with the company
22 regarding HPNS opportunities. The listed contacts include Program Manager Marc Mizrahi,
23 CHMM; Deputy Program Manager Kaiulani Watson, PG; and Contracts Manager Elizabeth
24 Webb. ECC's listed address is 700 Airport Boulevard, Suite 250, Burlingame, California
25 94010. The presentation also provided the email address HPNSContracts@ecc.net and
26 telephone number (415) 769-0122 as contact information for the HPNS program.

27 For local businesses, the most important information presented was ECC's subcontracting
28 process. Businesses should be prepared to demonstrate their capabilities, monitor ECC's
29 contracting opportunities, register as subcontractors, and respond when ECC issues RFPs for
30 specific scopes of work. ECC indicated that it will review its existing D10 Business
31 database, contact potential subcontractors, seek multiple proposals when possible, evaluate
32 responses, request Letters of Commitment, and award subcontracts after receiving the Navy
33 contract

34 **Insight/ Tidewater:** The team described itself as a partnership involving **Insight**
35 **Environmental, Engineering, and Construction Inc., Tidewater, Inc., and Nac**
36 **Philotechnics.** Insight Environmental, Engineering, and Construction Inc. and Tidewater,
37 Inc. were identified as small businesses, while Nac Philotechnics was identified as a large
38 business. The team's stated philosophy is rooted in small-business values and maintaining a
39 strong local presence. The presentation emphasized empowering local communities, driving
40 innovation, creating a sense of belonging through relationships between small businesses
41 and the community, and understanding and meeting the community's needs. The philosophy
42 presented suggests that local hiring and subcontracting are intended to be integrated into the
43 project rather than treated as separate or secondary activities. The presentation highlighted

several examples of the team’s existing community and local-hiring efforts. One example involved the Building 123 demolition and excavation work, where outreach was conducted through YCD and the Shipyard Artists to establish community connections. Another example was the permanent hiring of an individual from YCD by Insight. The team also reported that it currently has three staff members working at Hunters Point Naval Shipyard, including one local hire. These examples were presented as evidence of the team's existing commitment to connecting community outreach with actual employment opportunities.

The team identified several types of work for which local residents could potentially be hired and trained. These areas include air monitoring, sampling, inspections, and radiological technician positions associated with RADMAC. The presentation emphasized the importance of training local residents so that they can develop the skills needed for permanent employment. The statement that “we need local hires to succeed” reflects the team's position that developing and retaining local workers is an important component of its ability to successfully perform its work at Hunters Point. Under the enhanced RADMAC III Local Hiring Plan, the team proposed a four-part approach. First, it intends to conduct outreach to establish connections with the CAC, YCD, and the broader business community. Second, it plans to provide training for permanent hires in specialized areas, particularly radiological technician positions and environmental technician positions involving air sampling, inspections, and groundwater and soil sampling. Third, the team plans to incorporate local hiring into the evaluation of subcontractor qualifications. Fourth, it intends to obtain feedback from the CAC and the broader community concerning vendors, subcontractors, and the local hiring pool.

The training component is particularly important because the plan is not limited to hiring individuals who already possess specialized environmental or radiological experience. Instead, the presentation specifically states that the team will train permanent hires for radiological technician and environmental technician positions. Environmental technician training may include air sampling, inspections, groundwater sampling, and soil sampling. This approach could create a pathway for local residents to enter specialized environmental work by developing the necessary skills through project-related training. The team also intends to incorporate local hiring considerations into the subcontractor selection process. The presentation states that the evaluation of subcontractor qualifications will include local hiring. Another major component of the presentation was the team's plan to expand its list of hyper-local businesses and vendors. The identified businesses include Aurora Environmental Services, classified as a Small Business and Woman-Owned Small Business and located in ZIP Code 94134; Kevin Lawson Trucking, identified as a Small Disadvantaged Business in ZIP Code 94124; JRM Equipment, identified as a Small Business and Woman-Owned Small Business in ZIP Code 94124; KM106 Construction, identified as a Disadvantaged Business Enterprise, Minority Business Enterprise, and Small Business Enterprise in ZIP Code 94124; Martin M Ron Associate, identified as a HubZone business in ZIP Code 94107; and McGill’s Security, identified as a HubZone business in ZIP Code 94124. The presentation also identified local labor hiring and local vendors opportunities within ZIP Codes 94107, 94124, and 94134, the team identified, including Center Hardwater & Supply, G Mazzei & Sons, and San Francisco Ice Company. The presentation associated these businesses with the local vendor network covering the

1 specified Hunters Point and surrounding San Francisco ZIP Codes. The team emphasized
2 that its vendor list is intended to remain active and expand over time. The presentation
3 stated that the team welcomes suggestions and input from the community and identified four
4 ongoing activities for expanding local participation. These activities include identifying new
5 vendors every month, meeting with business leaders to establish connections, expanding
6 existing business relationships, and presenting and advertising employment positions at
7 outreach events such as CAC meetings and community outreach events. The team also
8 identified tracking and reporting of local-hire percentages as part of its approach to
9 measuring local participation and advertise positions at CAC meetings and other community
10 outreach events. The plan also includes tracking and reporting local-hire percentages, which
11 provides a mechanism for measuring whether the team's local hiring objectives are being
12 achieved.

13 The presentation concluded with contact information for businesses and community
14 members seeking additional information. Asrar Faheem is identified as the Principal
15 responsible for contracts, while Mitra Fattahipour is identified as the Local Hiring
16 Coordinator and Program Coordinator. The team provided the email address [Insight-
17 HPNS@ieeci.com](mailto:Insight-HPNS@ieeci.com) and telephone number (714) 678-6700 for inquiries.
18
19
20

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

22
23 *Please refer to the July 16, 2026, Business and Employment meeting recording to hear*
24 *the meeting in detail.*
25

26 **VI. Adjournment:**

27 There was no other business that came before the committee, and the meeting adjourned at
28 8:30pm.