



Hunters Point Naval Shipyard Environmental Cleanup Program Update

**Hunters Point Shipyard Citizens Advisory Committee
Business and Employment Subcommittee Meeting**

September 17, 2026

Michael Pound – BRAC Environmental Coordinator
&
ECC Infrastructure LLC

Agenda

Topic	Presenter
• Introductions	Michael Pound, Navy BRAC
• Contractors Information Hub	Michael Pound, Navy BRAC
• Contractor Presentations	
• RAD MAC III Contractor Background	Energy Solutions Federal Support LLC
• Parcel G Building Demolition	ECC Expeditionary Constructors LLC
• Parcel G Building Demolition – Contracting Compliance Monitoring	Navy, Resident in Charge of Construction
• HPSCAC Business and Employment Subcommittee Meeting Schedule	Michael Pound, Navy BRAC
• Navy and Regulatory Agency Contacts	Michael Pound, Navy BRAC
• Questions	

Hunters Point Contracting Information Hub

BRAC BASES PROPERTY DISPOSAL LIBRARY CONTACT US

BRAC Bases > California > Former Naval Shipyard Hunters Point >

HPNS Contracting Information Hub

Former Naval Shipyard
Hunters Point

HPNS Contracting Information
Hub

Bldg. Removal Article

Administrative Record

Click and Subscribe to
Updates

Other California Bases

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General Information

[Collapse All](#) [Expand All](#)

- [CAC Presentations and Follow-Up \(B&E Meetings\)](#)
- [Resources \(APEX/SAM\)](#)
- [Fact Sheets](#)

Non-Building Demolition

[Collapse All](#) [Expand All](#)

- [Basic Contract Information](#)
- [Request for Proposals \(RFPs\)](#)

Building Demolition

[Collapse All](#) [Expand All](#)

- [General Background](#)
- [Parcel B](#)
- [Parcel G](#)

HPNS Contracting Information Hub

<https://www.bracpmo.navy.mil/BRAC-Bases/California/Former-Naval-Shipyard-Hunters-Point/HPNS-Contracting-Information-Hub/>



Scan to go to the Hub!

- HPS Citizens Advisory Committee Business & Employment Subcommittee Presentations
- Resources
- Fact Sheets

NAVFAC Contracts Meetings	Parcel G Task Order Updates by ECC
September 11, 2024	July 17, 2025
October 17, 2024	September 18, 2025
May 21, 2026	November 20, 2025 (preceded by subcontracting/career fair)
	January 22, 2026
	April 16, 2026
	July 16, 2026

General Information

[Collapse All](#) [Expand All](#)

- ☐ CAC Presentations and Follow-Up (B&E Meetings)
- ☐ Resources (APEX/SAM)
- ☐ Fact Sheets

Non-Building Demolition

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- ☐ Request for Proposals (RFPs)

Building Demolition

[Collapse All](#) [Expand All](#)

- ☐ General Background
- ☐ Parcel B
- ☐ Parcel G

Task Orders with Local Hiring/Subcontracting Requirements

Awarded Task Orders

Task Order	Work Description	Prime Contractor
Parcel G Building Demolition	Demolition of buildings	ECC
Parcel B Soil Retesting	Retesting of trench unit soil	APTIM

In-process Task Order Awards

Task Order	Work Description	Contract
Parcel E-2 Landfill Phase IV	Installation of final soil cover	RAD MAC III

Anticipated FY27 HPNS Execution Plan

Proposed Task Order	Work Description	Proposed Contract
Soil Stockpile Disposal	Characterization and off-base disposal of approximately 10,000 cubic yards of soil	RAD MAC III
Parcel B Building Demolition	Demolition of 5 Parcel B and 1 Parcel C buildings	Building Demo MACC
Parcel C Wharf Stabilization	Reinforcement of 800 feet of wharf	RAD MAC III
Basewide Air Monitoring	Consolidation of all air monitoring into a single task order	RAD MAC III
Parcel E Remedial Action	Installation of shoreline revetment and oily waste pond treatment	RAD MAC III
Parcel E Remedial Action	Soil excavation and groundwater treatment	RAD MAC III

Execution Plan is subject to funding availability, changing priorities, and other resources.

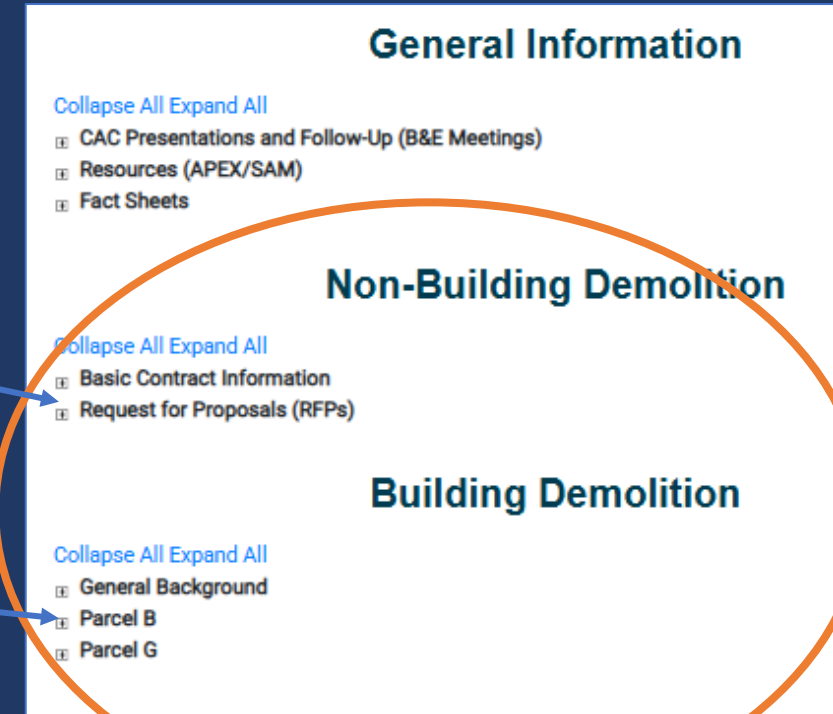
HPNS Contracting Information Hub

<https://www.bracpmo.navy.mil/BRAC-Bases/California/Former-Naval-Shipyard-Hunters-Point/HPNS-Contracting-Information-Hub/>



Scan to go to
the Hub!

- RAD MAC III
 - Basic Contract Information
 - Request for Proposals
- Building Demolition
 - General Background
 - Parcel B (future)
 - Parcel G
 - Industry Day Presentations
 - Fact Sheets
 - Solicitation



SAVE THE DATE

Thursday, February 18, 2027

HPNS Industry Day

South San Francisco Conference Center

Learn about upcoming opportunities

Network with prime contractors

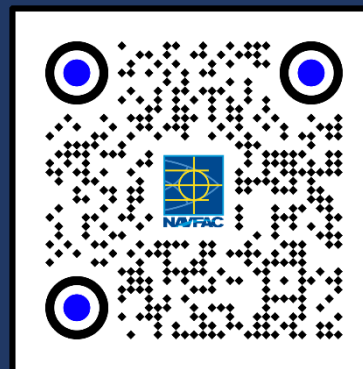
Get information on local resources

REGISTER TO LEARN MORE

Scan the QR code

or go to

<https://HPNS-IndustryDay-2027@eventbrite.com>



SCAN TO REGISTER

For more information

EMAIL
PHONE

Prime Contractor List

RAD MAC III

- APTIM Federal Services, LLC
- ECC Expeditionary Constructors LLC
- Energy Solutions Federal Support LLC
- Insight Tidewater LLC
- ITP America LLC
- PERMA-FIX ERRG Services

Building Demolition MACC

- RSI Amentum Environmental Solutions, LLC
- APTIM Radiological Services LLC
- ECC Expeditionary Constructors LLC
- Ferma Corporation
- Integrated Demolition and Remediation Inc.

Go to [\[link\]](#) for prime contractor contact information

RAD MAC III Contractor Background Presentation

Energy Solutions Federal Support LLC



**FORMER HUNTERS POINT NAVAL
SHIPYARD (HPNS)
LOCAL HIRING PLAN
NAVFAC SW
SAN FRANCISCO, CA
SEPT 9, 2026**



Former Hunters Point Naval Shipyard

Who is EnergySolutions (ES) ?



- International nuclear services company, HQ in SLC, Utah
- Experts in waste management and environmental remediation, including dismantlement and decommissioning (D&D) of nuclear facilities.
- Active D&D project include San Onofre Nuclear Generating Station – the largest US project of its kind
 - Kewaunee, Ft. Calhoun, Three Mile Island Unit 2
- Own and operate the largest radiological disposal site in the US, as well as the largest transportation fleet (rail/truck)
- Primary customers include nuclear utilities, medical and research facilities, U.S. Dept of Energy, U.S. Dept of Defense
- Regulators include U.S. Nuclear Regulatory Commission, Environmental Protection Agency, Occupational Safety and Health Administration, and various state agencies
- EnergySolutions Federal Support (FSFS) is the federal business unit of ES



Clive Disposal Facility, Clive UT

Hunters Point

EnergySolutions has a long history supporting the Navy at Hunters Point

- Packaging, Transportation and Disposal of Low Level Radioactive Waste (LLRW)
 - Initial LLRW from Hunters Point was disposed of at Clive, UT
- Waste Management and coordination for LLRW transportation
 - Contract with our Small Business Mentor Protégé for Waste Broker services
- Contract holder with NAVFAC SW for previous RADMAC contracts & RADMAC III



Local Hiring & Subcontracting



Local Outreach

- ESFS is actively reaching out to businesses in the local zip codes, learning capabilities, interests, and the business community
- ES has experience and a history of working with local communities to create lasting jobs/career opportunities and subcontracting opportunities.
- We are at the beginning of a similar engagement effort with the local Hunters Point community.
- We plan on the following local hiring efforts:
 - Continue to develop relationships with local businesses.
 - Commit to kickoff and quarterly open houses
 - Execute Job Postings using HPSCAC jobs board
 - Utilize Linked In/other social media postings for hiring opportunities
 - Utilize our ES website for posting hiring opportunities
 - Routine Participation in HPSCAC

Contact Us



RADMAC III Points of Contact:

Mike Shepherd – Sr Vice President Business Development

meshepherd@energysolutions.com

Tab Goins - Contracts Manager

tagoins@energysolutions.com

Website: www.Energysolutions.com

Phone: (801) 649-2000

Additional info:

Facebook: EnergySolutions

Linked In: EnergySolutions

Instagram: EnergySolutionsinc

Youtube: EnergySolutionsllc

X:@EnergySolutions



Parcel G Building Demolition ECC

Parcel G Building Demolition



Task Order – Organizational Responsibilities

- NAVFAC BRAC – Defined the Parcel G contract project requirements, including the 23% for local business subcontracting and D-10 resident hiring requirements
- NAVFAC Southwest – Awarded the task order on April 23, 2025,
- NAVFAC Southwest/Resident Officer in Charge of Construction (ROICC) Office - Responsible for TO management and compliance monitoring of meeting the 23% requirements
- ECC – Responsible for meeting the 23% requirements and implementation

Parcel G Demolition Approach (No Explosives)

- 1 Hazardous Materials Removed First**
 - Abatement completed prior to demolition
- 2 Mechanical Demolition Only**
 - Excavators, shears, heavy equipment
 - NO explosives used ★
 - Per RFP Part 6, Attachment D, Sheet OS001, Note 16
- 3 Controlled, Phased Removal**
 - Buildings removed systematically
 - Dust and air monitoring ongoing



Six buildings will be removed
at Parcel G

Parcel G TO: Field Work Schedule

	Feb 2026	Mar 2026	Apr 2026	May 2026	Jun 2026	Jul 2026	Aug 2026	Sep 2026	Oct 2026	Nov 2026	Dec 2026	Jan 2027	Feb 2027	Mar 2027	Apr 2027	May 2027	Jun 2027	Jul 2027
Building 351	✓	✓	✓	✓	✓													
Building 351A	✓	✓	✓	✓	✓													
Building 366		✓	✓	✓	✓													
Building 401			✓	✓		✓												
Building 411		✓	✓	✓	✓	✓	✓											
Building 439				✓	✓													
Pad 408																		

Hazardous Materials Abatement

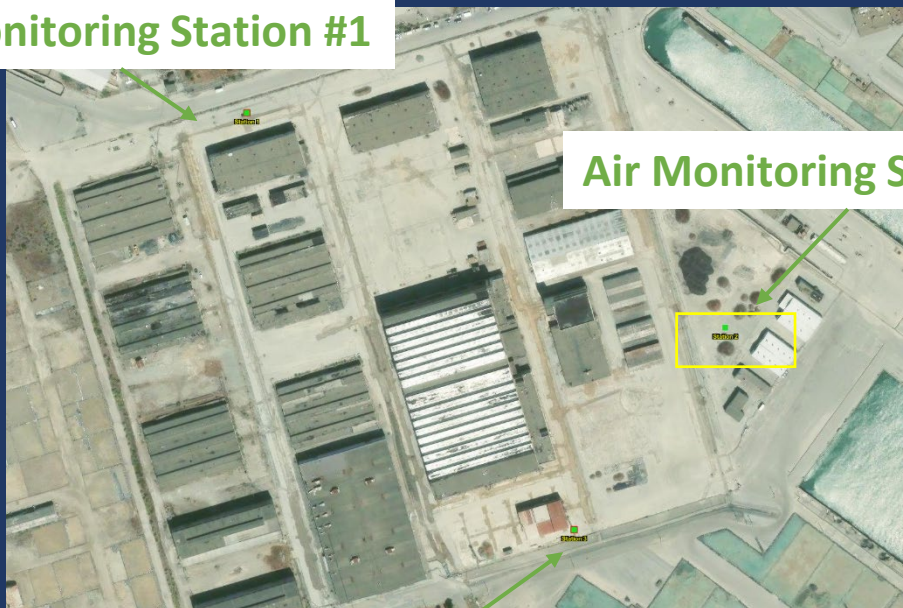
Demolition

Site Restoration

Parcel G Building Air Monitoring Program

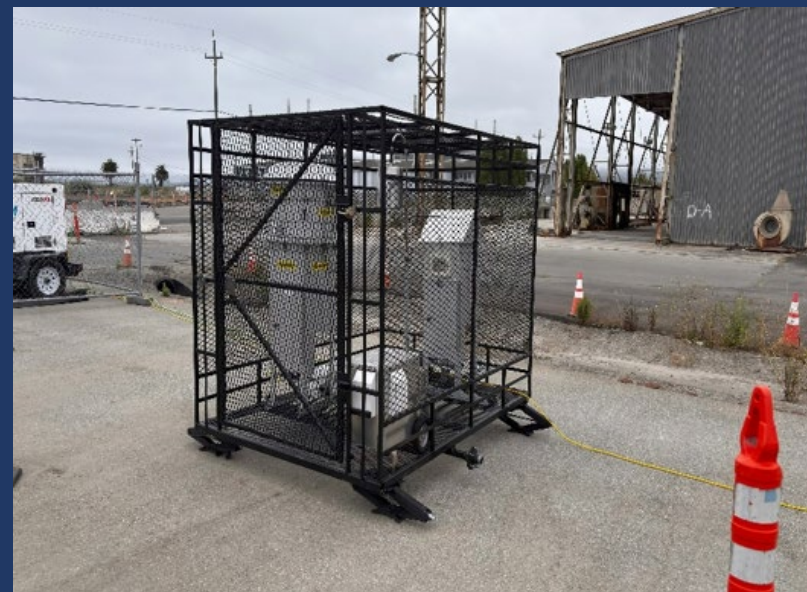
Air monitoring program has begun with real-time dust readings and analytical sampling during all abatement and demolition activities.

Air Monitoring Station #1



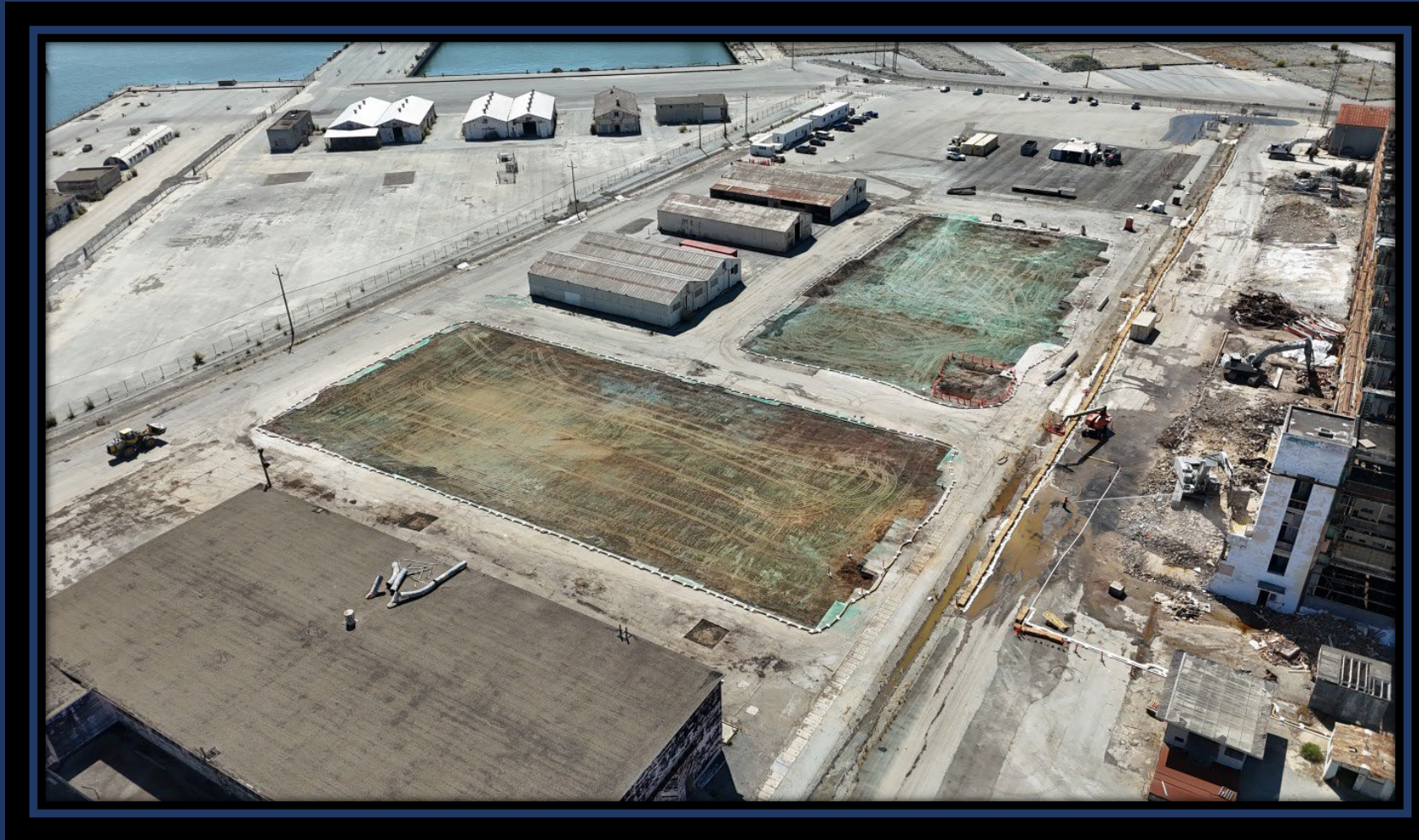
Air Monitoring Station #2

Air Monitoring Station #3



Air Monitoring Station #3

Parcel G Building Demolition Progress



Footprints of Buildings 366, 351, and 351A

Parcel G Building Demolition Progress: Bldg. 401



Before

After



Parcel G Building Demolition Progress: Bldg. 411



Before



Parcel G Building Demolition Progress: Bldg. 411



ECC's OSHA VPP Star Status



STAR-LEVEL

ECC received OSHA VPP Star Site Status recognition in June 2026

WHY IT MATTERS

OSHA recognized ECC for its vision and the policies and procedures that bring it to life. ECC's strong safety and health management programs serve as a model for other employers and workers.



NAVFAC Parcel G Contract Requirements for Local Hiring and Subcontracting



Contract Requirements *(Reference: Amendment 0010, RFO Part 1, Paragraph 3, Local Hiring Requirement, 10/03/24)*

- A minimum of 23% of all On-Site Work shall be subcontracted to local D-10 businesses
- A minimum of 23% of all On-Site Labor will be comprised of local residents
- Eligible businesses must be located within ZIP Codes 94107, 94124, or 94134



Important

- The 23% requirement applies only to work physically performed at Parcel G (“On-Site Work”).



Compliance

- These requirements will be monitored throughout the project and are intended to be completely met at the end of the project

Parcel G Building Demolition Task Order Requirements

✂ What is On-Site Work?

EXECUTION & RESTORATION

- Demolition of Buildings
- Abatement of Hazardous Materials
- Installation of BMPs and Inspections
- Backfill and Asphalt/Site Restoration

MONITORING & SAFETY

- Air & Radiological Monitoring
- Industrial Hygiene

FIELD & SITE SUPPORT

- Truck Scales and Rad Portal Operations
- Geotechnical Field Testing
- Civil Surveying
- Janitorial and Portable Facilities Servicing
- Site Security
- Site setup of trailers, fences, electrical/water hookups

☰ What is Off-Site Work?

PLANNING & ADMINISTRATION

- Work Plan Development
- Reports
- Office Support
- Project Management

LOGISTICS & DISPOSAL

- Trucking of all debris/waste to landfills and recyclers
- Disposal of all debris/waste at the landfills

LAB & TECHNICAL TESTING

- Analytical Lab Testing
- Air Sampling
- Geotechnical Testing

Parcel G Building Demolition Task Order Requirements

How Is the On-Site Work Value Calculated?

	Contract Value	Off-Site Value
ECC Initial Award	\$28,416,507.11	\$9,676,402.06
Modification 001 – Final Report	\$43,841.00	\$43,841.00
Modification 002 – Community Relations	\$125,252.00	\$125,252.00
Modification 003 – Air Monitoring	\$1,560,716.96	\$839,202.91
Modification 005 – Exercise Option 1 - RPP	\$17,346.35	\$17,346.35
Modification 006 – Additional Quantities	\$307,790.73	\$53,808.73
Totals	\$30,471,454.15	\$10,755,853.05

12
34

Calculation Method

On-Site Work Value = Total Contract Value – Total Off-Site Work Value

On-Site Work Value = \$30,471,454.15 – \$10,755,853.05

On-Site Work Value = **\$19,715,601.10**

Parcel G Building Demo 23% Calculation

ECC Contract Award	\$30,471,454.15
Total Off-Site Work	\$10,755,853.05*
Total On-Site Work	\$19,715,601.10

12 **34** Calculation Method

23% Contract Requirement = Total On-Site Work Value x 23%

23% Contract Requirement = \$19,715,601.10 x 0.23

23% Contract Requirement = \$4,534,588.25

*off-site work value projection

Local D-10 Current Subcontractor Awards

D-10 Business	Zip Code	Scope of Work	Subcontract \$\$ Value
Yerba Buena	94124	Site Restoration	\$4,701,782
Aurora Environmental	94134	Industrial Hygiene	\$543,231
Pacific Engineering	94107	SWPPP & Waste Management	\$488,500
Armada Protective Services	94107	Security Services	\$344,717
TBS Site Services	94124	Site Services	\$30,712
Dyna Electric	94134	Electrical Services	\$36,000
Smith & Emery	94124	Geotechnical Services	\$31,855
Total			\$6,176,797

Calculation = (Total Subcontracted \$\$ Value ÷ Total On-Site Work Value)

$$(\$6,176,797 \div \$19,715,601.10) = 0.313$$

$$0.313 \times 100 = 31.3\%$$

31.3% of the contract value has been awarded to D-10 Businesses

Local D-10

Current Subcontractor Dollars Status

D-10 Business	Contract Value	Current Status Through July 2026	Remaining \$\$ on Contract
Yerba Buena	\$4,701,782	\$0	\$4,701,782
Aurora Environmental	\$543,231	\$194,399	\$348,832
Pacific Engineering	\$488,500	\$179,000	\$309,500
Armada Protective Services	\$344,717	\$52,742	\$291,975
TBS Site Services	\$30,712	\$12,549	\$18,163
Dyna Electric	\$36,000	\$31,559	\$4,440
Smith & Emery	\$31,855	\$0	\$31,855
Total	\$6,176,797	\$470,249	\$5,706,547

Local D-10

Current Procurement and Purchase Orders

ECC is **committed to supporting the local community** by prioritizing purchases from qualified D-10 businesses and local stores for the Parcel G Building Demolition Project.

D-10 Business	Zip Code	Purchase Order \$\$ Value	Current \$\$ Spent
JRM Equipment Rental	94124	\$235,950	\$128,009.81
Center Hardware & Supply Company	94107	\$60,000	\$5,271.70
Level Construction Supply	94124	\$60,000	\$10,000
Young Community Developers (YCD)	94124	\$2,600	\$2,600
Deli Lama (Community Training Graduation Catering)	94124	\$2,304.37	\$2,304.37
Kimmie's Café (Career Fair Catering)	94134	\$2,665.20	\$2,665.20
Total		\$363,519.57	\$150,851.08

This commitment will continue throughout the duration of the Parcel G project

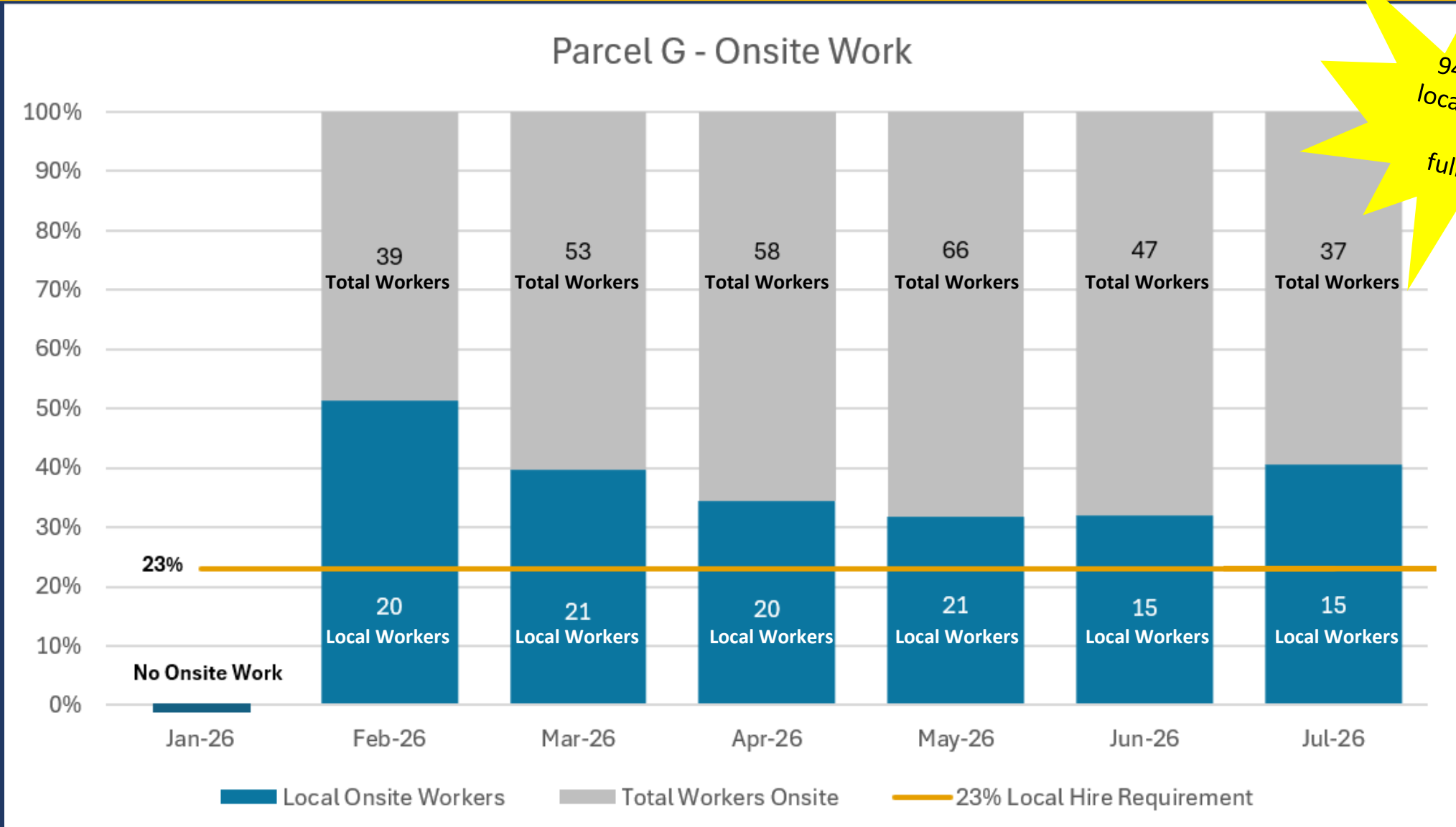
Meeting the 23% Local Workforce Requirement

Employment Opportunities by Firm/Trade through July 2026

Firm	Trade-Employment Category	Total Positions/# of Local Employees	Total Positions/# of Workers on Site	Local %
Silverado	Demolition Crew	4	15	26.7%
Pacific Engineering	Waste Coordinators	2	2	100%
Bayview	Craft Union Abatement Workers	10	40	25%
Aurora Environmental	Environmental Technicians	2	2	100%
Armada Protective Services	Security Guards	5	7	71.4%
Perma Fix	Rad Portal Technician	0	1	0.0%
Dyna Electric	Electrical Services	1	1	100%
TBS Services	Portable Facilities Servicing	2	2	100%
	Totals:	26	70	37.1%

Calculation = (total local workers/total workers) x 100 = 37.1%

Meeting the 23% Local Workforce Requirement



94% of the local workers are full-time

Parcel G Task Order: Internship Program

TOMMY



TOMMY'S NEXT STEP

Tommy earned a degree in accounting from Fresno State. After completing his internship, he is transitioning to a full-time position with ECC.

KING



KING'S NEXT STEP

After completing his internship, King returned to San Francisco State University for his junior year to continue studying mechanical engineering.

2 LOCAL INTERNS

GAINING HANDS-ON EXPERIENCE AT PARCEL G:

FIELD OPERATIONS

- Site walks • project meetings
- daily coordination

PROJECT CONTROLS

- Cost tracking • invoice workflows

ENVIRONMENTAL & SAFETY

- Air and radiation monitoring • sampling
- site controls

ESTIMATING & QUANTITIES

- Material takeoffs • field measurements

D-10 Community Training Program

ECC designed this training program for D-10 residents.

INDUSTRY-RECOGNIZED TRAINING

- OSHA 10-Hour Construction
- 40-Hour HAZWOPER
- Lead-Related Construction
- Asbestos Worker Initial
- First Aid / CPR
- Professional Foundations



D-10 participants tour the active Parcel G site



Artwork by participant Michael Barber

BEYOND THE CLASSROOM

Participants toured the active Parcel G site and met with local trade union representatives to learn about safety, apprenticeships, wages, benefits and long-term career paths.

D-10 Community Training Graduation



CELEBRATION & NETWORKING

On August 7, 2026, the community celebrated the 11 graduates, who also connected with potential employers and Navy subcontractors.

To date, two graduates have joined the union and entered the workforce.

COMMUNITY PARTNERS

YCD • OCII • CAC
Dr. Mitchell Smith
Dr. Veronica Hunnicutt
Alphonso & Julius Rhodes

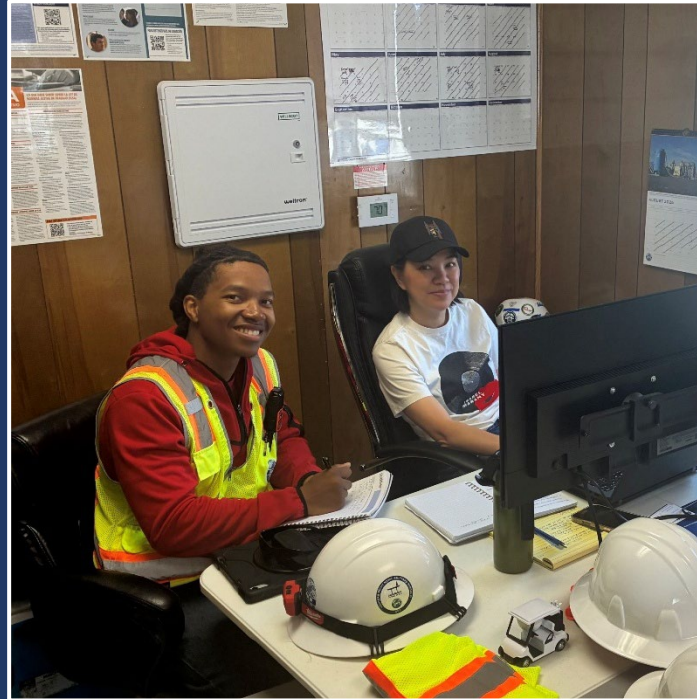
LOCAL BUSINESS RECOGNITION

Deli Lama, a D-10 business, provided graduation catering.

Parcel G Building Demolition Team in the Field



Parcel G Building Demolition Team in the Field



Parcel G Building Demolition Team in the Field



Future Work with ECC

There is more future work beyond Parcel G!

ECC has four other contracts with NAVFAC Southwest.

As task orders are released, companies that are registered with us will be contacted and given the opportunity to bid for work at HPNS and other Navy facilities in the Bay Area.



Internship Opportunities Continue Beyond Parcel G

PARCEL G INTERNSHIP UPDATE

Placements at Parcel G are complete.

Applications remain open for internships for future work at HPNS.

WHO SHOULD APPLY

Construction Management • Engineering

Environmental Sciences • Accounting

College juniors and seniors • Minimum 3.0 GPA



EXPLORE CURRENT OPENINGS



Scan to view internship opportunities

Parcel G Task Order: *Follow Us for Updates!*



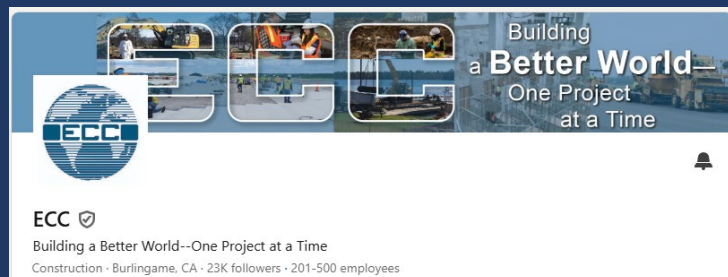
@ECCCorp



@ECC_Corp



@ECC.HQ



Parcel G Contacts

ECC Infrastructure LLC



Project Manager – Kaiulani Watson, P.G.
Contracts Manager – Elizabeth Webb

700 Airport Blvd, Suite 250
Burlingame, CA 94010



HPNSContracts@ecc.net



(415) 769-0122



Parcel G Building Demolition – Contracting Compliance Monitoring Navy - ROICC

Enforcing the 23% Work & Labor Requirement

- Certified Payrolls
 - The Davis-Bacon Act (DBA) requires federally-funded construction projects in excess of \$2,000 to abide by the locally prevailing wage rates as determined by the Department of Labor.
 - In general, the DBA applies to manual laborers rather than professional services (e.g. blue collar vs white collar), and are determined based on the following factors:
 - Geographic Area
 - Construction Type
 - Labor Classification
 - DBA is intended to make sure that laborers categorized under the DBA are not underpaid.
 - Certified payrolls are submitted to demonstrate compliance with DBA.
 - Specifically Davis-Bacon Act Wage Determination #CA20250018, available on SAM.gov

- Certified Payroll Example

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Enforcing the 23% Work & Labor Requirement (continued)

- Non-DBA labor
 - Non-DBA payrolls and certification letters are also provided by the contractor.

Enforcing the 23% Work & Labor Requirement (continued)

• Certification Letter Example



March 31, 2026

Ms. Gina Hossman, Contracting Officer
Travis ROICC, Code: ROPWT
Travis Air Force Base
191 W. St.
Travis AFB, CA 94535-0597

Subject: On-Site Local Labor Requirement

Contract No: N62473-21-D-1205, Task Order N62473-25-F-4397
Parcel G Building Demolition at BRAC Former Hunters Point Naval Shipyard,
San Francisco, California

Dear Ms. Hossman:

TBS Site Services is a subcontractor that is providing on-site labor to ECC Infrastructure LLC (ECC) on the above-reference contract for Parcel G Building Demolition. We are certifying that the employees listed below are not covered under Wage Determination #: General Decision Number CA20250018 Modification No. 6 dated 03/21/2025, therefore no certified payrolls are generated. We have verified their zip code of residence as part of the 23% local hiring requirement.

Employee Name	Employee's Home Zip Code
[REDACTED]	94124
[REDACTED]	94124
[REDACTED]	94112
[REDACTED]	94124

Sincerely,

Anita J Butler

Anita Butler
CEO
TBS Site Services
Portable Restroom Services

For further information, please contact us:

1275 Fair Avenue Suite 202
San Francisco 94124

415-724-1802 (c)
1-833-482-7178 (o)



701 Pennsylvania Avenue
San Francisco, California 94107
www.armadasecurity.com

Main 415.647.8500
Fax 415.643.0991

March 30, 2026

Ms. Gina Hossman, Contracting Officer
Travis ROICC, Code: ROPWT
Travis Air Force Base
191 W. St.
Travis AFB, CA 94535-0597

Subject: On-Site Local Labor Requirement

Contract No: N62473-21-D-1205, Task Order N62473-25-F-4397
Parcel G Building Demolition at BRAC Former Hunters Point Naval Shipyard,
San Francisco, California

Dear Ms. Hossman:

Armada Protective Services Inc is a subcontractor that is providing on-site labor to ECC Infrastructure LLC (ECC) on the above-reference contract for Parcel G Building Demolition. We are certifying that the employees listed below are not covered under Wage Determination #: General Decision Number CA20250018 Modification No. 6 dated 03/21/2025, therefore no certified payrolls are generated. We have verified their zip code of residence as part of the 23% local hiring requirement.

Employee name	Employee Home Zip Code
[REDACTED]	94107
[REDACTED]	94107
[REDACTED]	94109
[REDACTED]	94124
[REDACTED]	94134

Sincerely,

[Signature]

Mikhail Butenko
Manager
Armada Protective Services Inc

PACIFIC ENGINEERING & CONSTRUCTION, INC.
Consulting Engineers & Contractors
470 3rd Street, Suite 105 San Francisco, CA 94107
Phone/fax (415) 974-1853
Cell (415) 516-8545
California Professional Engineering License # 38905
California Contractor State License Board # 858547 (A, B, Haz)
Nevada Professional Engineering License # 17624
Nevada Certified Environmental Manager #1870

March 28, 2026

Ms. Gina Hossman, Contracting Officer
Travis ROICC, Code: ROPWT
Travis Air Force Base
191 W. St.
Travis AFB, CA 94535-0597

Subject: On-Site Local Labor Requirement

Contract No: N62473-21-D-1205, Task Order N62473-25-F-4397
Parcel G Building Demolition at BRAC Former Hunters Point Naval Shipyard,
San Francisco, California

Dear Ms. Hossman:

Pacific Engineering & Construction, Inc. is a subcontractor that is providing on-site labor to ECC Infrastructure LLC (ECC) on the above-reference contract for Parcel G Building Demolition. We are certifying that the employees listed below are not covered under Wage Determination #: General Decision Number CA20250018 Modification No. 6 dated 03/21/2025, therefore no certified payrolls are generated. We have verified their zip code of residence as part of the 23% local hiring requirement.

Employee Name	Employee's Home Zip Code
[REDACTED]	94124
[REDACTED]	94124
[REDACTED]	
[REDACTED]	

Sincerely,

A. Mark Waldman

A. Mark Waldman
President
Pacific Engineering & Construction, Inc.

Enforcing the 23% Work & Labor Requirement (continued)

- Labor Interviews

- The ROICC conducts labor standards interviews randomly for workers on site. These interviews ensure that the Government and workers can have a truthful discussion on the workers' labor standards without influence from the contractor.
- Labor interviews are conducted utilizing the Standard Form 1445.
- Since project start, ten labor interviews have been conducted.

Enforcing the 23% Work & Labor Requirement (continued)

- Standard Form 1445

LABOR STANDARDS INTERVIEW					
CONTRACT NUMBER		EMPLOYEE INFORMATION			
NAME OF PRIME CONTRACTOR		LAST NAME	FIRST NAME	MI	
NAME OF EMPLOYER		STREET ADDRESS			
SUPERVISOR'S NAME		CITY	STATE	ZIP CODE	
LAST NAME	FIRST NAME	MI	WORK CLASSIFICATION	WAGE RATE	
ACTION				CHECK BELOW	
				YES	NO
Do you work over 8 hours per day?				☐	☐
Do you work over 40 hours per week?				☐	☐
Are you paid at least time and a half for overtime hours?				☐	☐
Are you receiving any cash payments for fringe benefits required by the posted wage determination decision?				☐	☐
WHAT DEDUCTIONS OTHER THAN TAXES AND SOCIAL SECURITY ARE MADE FROM YOUR PAY?					
HOW MANY HOURS DID YOU WORK ON YOUR LAST WORK DAY BEFORE THIS INTERVIEW?		TOOLS YOU USE			
DATE OF LAST WORK DAY BEFORE INTERVIEW (YYMMDD)					
DATE YOU BEGAN WORK ON THIS PROJECT (YYMMDD)					
THE ABOVE IS CORRECT TO THE BEST OF MY KNOWLEDGE					
EMPLOYEE'S SIGNATURE				DATE (YYMMDD)	
INTERVIEWER	SIGNATURE	TYPED OR PRINTED NAME		DATE (YYMMDD)	
INTERVIEWER'S COMMENTS					
WORK EMPLOYEE WAS DOING WHEN INTERVIEWED		ACTION (If explanation is needed, use comments section)		YES	NO
		IS EMPLOYEE PROPERLY CLASSIFIED AND PAID?		☐	☐
		ARE WAGE RATES AND POSTERS DISPLAYED?		☐	☐
FOR USE BY PAYROLL CHECKER					
IS ABOVE INFORMATION IN AGREEMENT WITH PAYROLL DATA?					
☐ YES ☐ NO					
COMMENTS					
CHECKER					
LAST NAME	FIRST NAME	MI	JOB TITLE		
SIGNATURE				DATE (YYMMDD)	
AUTHORIZED FOR LOCAL REPRODUCTION Previous edition not usable					
STANDARD FORM 1445 (REV. 12-96) Prescribed by GSA - FAR (48 CFR) 53.222(g)					

Enforcing the 23% Work & Labor Requirement (continued)

- Local Business
 - The contractor's local business completed work values shown earlier are compared to the following:
 - The contractor's invoice request
 - The contractor's daily production reports
 - The contractor's quality control reports
 - The ROICC's daily site visits
 - This ensures alignment between the work completed on site, the work being charged for invoicing, and the proper assignment of work to the appropriate subcontractor.

Enforcing the 23% Work & Labor Requirement (continued)

- Consequences
 - If supporting documentation and labor interviews do not comply with contract requirements, payment to the contractor will either be reduced or withheld completely until the deficiency is corrected.

Invoicing

- Invoices provide the most accurate supporting documentation for meeting local labor and subcontracting requirements.
- Invoices typically lag the physical work by one to two months.
- ECC has been invoicing on a monthly basis.
- As of this CAC meeting, invoices have been processed through JUN2026. This lag is longer than the usual one to two months due to Government requiring the contractor to submit adequate supporting documentation for local labor and subcontracting.

Disclosure of Contractor's Documentation

- Contractor proposals are considered proprietary and cannot be disclosed and indicated in:
 - FAR Part 15 (FAR 15.207(b))
 - Trade Secrets Act (18 U.S.C. § 1905)
 - Procurement Integrity Act (41 U.S.C. 2101-2107).
- Authorized recipients:
 - The only individuals authorized to view a contractor's proposal are those formally assigned to the evaluation team or contract administration team.
- Intent:
 - To enable fair source selections and minimize risk of contract termination or cost/schedule growth, overall saving taxpayer dollars.
- The above apply to the Government. The contractor can disclose their own information at their discretion.

NAVFAC
Naval Facilities Engineering Systems Command

Example Only

Example Spreadsheet (Business)

Activity ID	Activity Name	Associated Cost	On-Site	Physical % Complete	Actual Cost	Remaining Cost	% On Site	Reason	On-Site Value	Local
1	Abate Bldg 351	\$200,000.00	Y	100.0%	\$200,000.00	\$0.00	60%	T&D, GCs	\$ 120,000.00	
2	Demo Bldg 351	\$200,000.00	Y	100.0%	\$200,000.00	\$0.00	50%	T&D, GCs	\$ 100,000.00	
3	Trucking and Disposal Bldg 351	\$300,000.00	N	100.0%	\$300,000.00	\$0.00	0%		\$ -	
4	Site Security Bldg 351	\$50,000.00	Y	100.0%	\$50,000.00	\$0.00	100%		\$ 50,000.00	Y
5	Restore Bldg 351 Footprint	\$400,000.00	Y	0.0%	\$0.00	\$400,000.00	100%		\$ 400,000.00	
6	Stormwater Inspections	\$50,000.00	Y	20.0%	\$10,000.00	\$40,000.00	60%	Remainder Reports	\$ 30,000.00	Y
7	Community Outreach	\$100,000.00	N	40.0%	\$40,000.00	\$60,000.00	0%		\$ -	

Example Only

Local Worker Findings

METHOD	Mar-26	Apr-26	May-26	Jun-26	Avg	Total Unique
WORKER HEADCOUNT						
# ON-SITE	47	44	52	69	53	74
# LOCAL	25	24	21	22	23	27
# HYPERLOCAL/D10	21	20	17	18	19	22
% LOCAL	53.19%	54.55%	40.38%	31.88%	43.40%	36.49%
% HYPERLOCAL/D10	44.68%	45.45%	32.69%	26.09%	35.85%	29.73%

- ECC is exceeding the 23% local hiring requirement. More than 23% of on-site labor is provided by D10 personnel.
- Majority of labor provided by D10 personnel was during abatement.
- Restoration (backfill and paving) will bring in the next group of workers not previously seen.
- This is conducted independently from ECC's calculations.

Local Business Findings

INVOICE METHOD	Total
ON-SITE	\$ 20,333,205.96
HYPERLOCAL/D10	\$ 5,362,872.96
% HYPERLOCAL/D10	26.37%

- ECC is exceeding 23% of local business requirements.
- This is conducted independently from ECC's calculations.

CAC B&E Meeting Schedule

ECC and Aptim attend three (3) CAC B&E meetings annually.

Next Meeting: January 21, 2027

January 2027						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

- Project Schedule Update
- Meeting Local Hiring/Subcontracting Progress
- Execution Plan Update

Resources for More Information

Navy and Regulatory Agency Contacts

HPNS Program Management



Michael Pound
michael.j.pound.civ@us.navy.mil

Navy BRAC PMO West
33000 Nixie Way, Bldg 50, Suite 207
San Diego, CA 92147
www.bracpmo.navy.mil/hpns

Regulatory Agencies

US Environmental Protection Agency

Mike Collins: collins.mike@epa.gov
Jackie Lane: lane.jackie@epa.gov

CA Dept. of Toxic Substances Control

Michael Howley: michael.howley@dtsc.ca.gov

San Francisco Bay Regional Water Quality Control Board

Mary Snow: mary.snow@waterboards.ca.gov

Other Resources



Community Technical Advisor
Dr. Kathryn Higley
(541) 737-0675
kathryn.higley@oregonstate.edu
www.ne.oregonstate.edu

HPNS Online Documents

- <https://www.bracpmo.navy.mil/hpns>
- <https://administrative-records.navfac.navy.mil/?PN24V63WGTUM4VG4WO>



HPNS Community Outreach

Send an email or leave a message

- For program information
- To join the HPNS Mailing List
- To request language assistance



info@sfhpn.com



(415) 295-4742