

OCII COMMISSION

Memorandum of Understanding (MOU)
with the
San Francisco Office of Economic and Workforce
Development (OEWD) for
Workforce Compliance Services

July 16, 2019



Commission Action

- Authorize the Executive Director to enter into an MOU with OEWD for workforce compliance services
- Authorize the Executive Director to appropriate funds each fiscal year to reimburse OEWD for its staff costs pursuant to the annual ROPS and OCII budgetary processes
- Reimbursements are for actual OEWD staff costs that do not exceed the approved fiscal year budget

Background

- OCII implements enforceable obligations for developments in Mission Bay, Transbay, and Candlestick Point-Hunters Point Shipyard
- Each development obligations requires the developers to make good faith efforts to comply with OCII's workforce programs
 - Local Construction Workforce Hiring for Construction Contractors
 - Local Trainee Hiring for Design Professionals

Construction Hiring

- Objective: 50% local construction hiring by hour by trade
- Attainment: overall 25% laborer/carpenter, 17% others
- OEWD Services
 - Staff support: 6 OEWD team members
 - Contractor compliance enforcement
 - CityBuild Academy: pre-apprenticeship training in 26 building trades
 - Recruitment/placement/sponsorship assistance
 - Network of Neighborhood Access Points and Community-based Organizations
 - MOU reimburses OEWD (and developers are charged) for compliance services only
 - City covers other expenses (i.e. training, placements, etc.)

Trainee Hiring

- Objective: provide training opportunities for post secondary students to develop a career in Professional Design (architecture and engineering)
- Focus on economically and socially disadvantaged residents
- Design Professionals with contracts over \$100,000 are obligated to make efforts to hire one or more trainees based on contract size
- In 2016, OCII launched a Pilot Trainee Program in collaboration with OEWD and JCYC to help design professionals comply with trainee hiring obligations
- Current MOU formalizes relationship with OEWD

Trainee Hiring Successes

Participating employers include some of the most renowned local and national design and engineering firms

- Thorton-Thomasetti
- GLS Landscape
- Engineering 350
- A.R. Sanchez-Corea & Associates
- Quezada Architecture
- YA Studios
- Leddy Maytum Stacy Architects
- HKS
- Watry Design
- Yama Mar
- Saida + Sullivan Design Partners
- SHoP Architects
- SCB
- Herman Coliver Locus Architecture
- Freyer Laureta
- Structus
- Robin Chiang & Co.
- Interface Engineering
- Creo Landscape Architecture
- KPFF
- Nishkian Menninger
- Gensler

Trainee Hiring Successes

Beneficial Impact on 38 San Francisco Youth (2016-2018)

- Total Number of Graduates: 38
- Ethnic Diversity:
 - 35% Asian
 - 32% Latino
 - 11% African American
 - 11% Middle Eastern
 - 7% Caucasian
 - 4% Declined to state
- Gender Diversity
 - 54% Female
 - 46% Male
- Schools Represented: City College of San Francisco, San Francisco State University, California Academy of Art, Tuskegee University, University of California at Berkeley
- Projecting 12 student participants this summer 2019



William Mitchel, a Bayview resident and Engineering student at Tuskegee University, poses with his mentors, Susie Coliver and Robert Herman of Herman Coliver Locus Architecture.

Summary of Key Provisions

- Inclusion of Trainee Hiring compliance
- Continuous MOU: termination by either party, mutual consent, or completion of enforceable obligations
- Appropriations through current practice
 - ROPS approval by Commission and CA Dept. of Finance
 - Budget approval by Commission and Board of Supervisors
- Reimbursement of actual OEWD staff expenses, not to exceed annual budget

Summary of Expenses

OEWD Budget and Invoice Summary			
Period	Actual	Budget	Variance
FY 2014 (partial year: Jan-Jun only)	89,597.00	89,597.00	-
FY 2014-2015	113,797.17	189,195.00	75,397.83
FY 2015-2016	132,020.05	189,195.00	57,174.95
FY 2016-2017	113,164.23	193,211.00	80,046.77
FY 2017-2018	238,261.86	200,199.00	(38,062.86)
Net Total Past Expenditures	686,840.31	861,397.00	174,556.69
FY 2018-2019 (current year budget)	TBD	239,740.00	--

OEWD Budget for FY2020			
FY 2019-2020		242,853.00	

Future Steps

- Execution of MOU
- Semi-Annual SBE and Workforce Reporting
- Annual appropriations in accordance with ROPS and fiscal budgets to be approved by the Commission