

The City of



Project Labor Agreement – Pure Water Program Phase 1  
Quarterly Progress Report through December 31, 2025



# A Message from the PLA Coordinator



**ERIK STAPLES**  
PROJECT LABOR COORDINATOR

## Honoring Veterans Working on the Pure Water Phase 1 Program

During this reporting period, the Pure Water Program wanted to recognize Veterans Day and acknowledged the veterans who have served our country and continue to contribute their skills and experience on Pure Water Phase 1 construction projects. Veterans play a critical role on PLA-covered projects, bringing a strong work ethic and a teamwork mindset that aligns with the nature of the construction industry.

Veterans transitioning into the construction industry often arrive with highly transferable skills, including experience working in structured environments, adhering to safety protocols, problem-solving under pressure, and collaborating within diverse teams. On Pure Water projects, veterans have demonstrated reliability, leadership potential, and a commitment to quality that strengthens both the workforce and the broader construction community.

To date, the Pure Water Phase 1 Program has employed 163 veterans across our PLA-covered projects, collectively contributing 146,266 work hours in support of delivering our projects. These efforts have resulted in approximately \$10,656,576 in earned wages, providing meaningful economic stability for local veterans and their families while supporting the region’s skilled construction workforce. Out of the 163 veterans employed on our PLA-covered projects 54 are apprentices who have worked 55,994 hours learning their craft.

In recognition of Veterans Day, the Pure Water Program acknowledges the veterans who have worked and continue to work on Pure Water projects and the valuable role they play in supporting successful project delivery.



November 9, 2021  
North City Pure Water Facility



December 9, 2021  
North City Water Reclamation Plant Expansion



September 20, 2022  
North City Pure Water Pipeline



June 28, 2023  
Metropolitan Biosolids Center Improvements



February 27, 2024  
Morena Pump Station



May 20, 2024  
North City Pure Water Facility



## North City Pure Water Facility and Pump Station

Prime Contractor: Shimmick Construction, Inc.

Project Value: \$402,588,405

Project Start Date: April 2021

The **North City Pure Water Facility** project has reached approximately 88% cost completion, with 1,103 of 1,330 total workdays expended. Shimmick continues to work across the site, with current efforts focused on electrical and mechanical systems in the Ozone Facility, Biological Activated Carbon (BAC) Filters, Process Area, Chemical Facility, and the Administration Building, where crews are completing finish work.

Site activities are also progressing and include flatwork such as sidewalks, curbs, gutters, asphalt concrete roads, installation of perimeter fencing, fiber-optic systems, and SDG&E gas meters.

Remaining mechanical piping, electrical conduit, wiring, and instrumentation installations are ongoing, while testing of process systems has begun and is now a primary focus of construction activities. Key facilities include the Liquid Oxygen (LOX) Facility, Ozone Building, BAC Filters, Electrical Rooms, and Electrical Building are undergoing system installation verification, energization, and equipment testing in preparation for upcoming commissioning.

Overall progress is being made, with approximately 99.8% of structural concrete complete, 97% of civil work, 90% of mechanical work, 88% of electrical work, and 98% of procurement completed. These achievements underscore the team's coordinated effort and momentum as the project transitions toward commissioning and final completion.

# Morena Pump Station



Prime Contractor: FlatironDragados  
 Project Value: \$146,773,858  
 Project Start Date: June 2021

During the fourth quarter of 2025, the **Morena Pump Station** saw the installation of all ten pumps completed, along with the installation of odor control fans and scrubbers, and the screening building was fully dried in.

Site improvements were also completed, including construction of the perimeter block walls, installation of curb, gutter, and sidewalks along Sherman Street and within the pump station, and placement of concrete pavement inside the facility. In

addition, SDG&E completed their scope of work to bring permanent power to the site during this quarter.

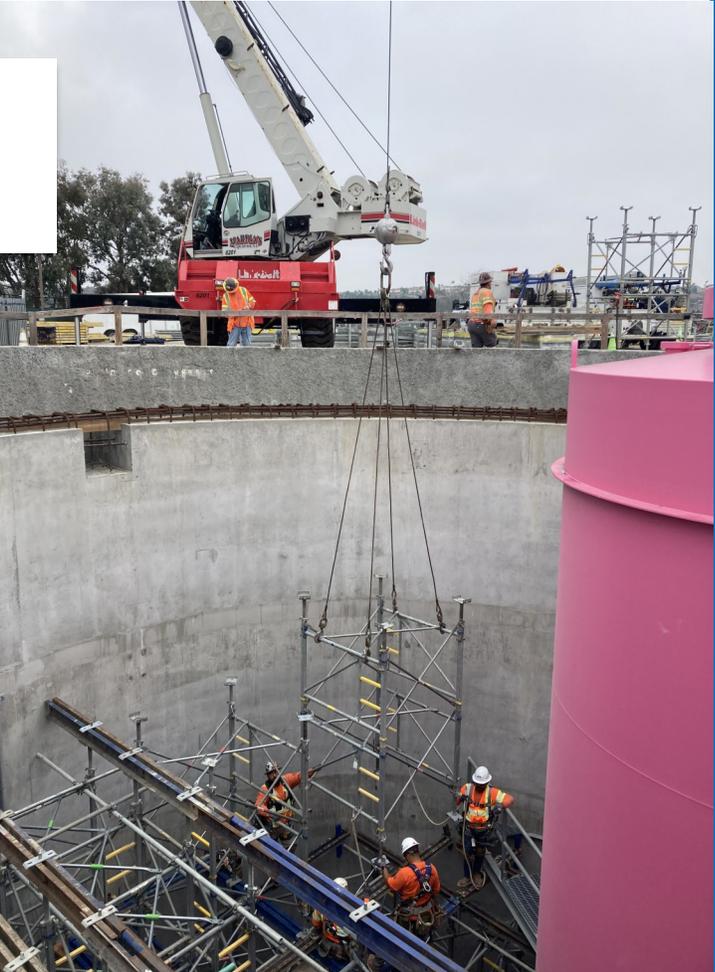
Progress also continued along Friars Road, where the shoring system was completed and excavation for Diversion Structure 3 began. Construction of the diversion structure is anticipated to start in early in the first quarter, positioning the project for continued momentum as it moves into the next phase of work.

# North City Pure Water Pipeline

Prime Contractor: W.A. Rasic  
 Construction Project Value: \$142,338,630  
 Project Start Date: July 2021

The **North City Pure Water Pipeline** project has completed the installation of over 37,000 linear feet of pipeline to date. The Access Structure Lid has been poured, and crews are currently removing the associated shoring and formwork.

Mechanical and electrical work continues inside the Dechlorination Building, while excavation and pipe installation efforts remain active at Eastgate Mall and Miramar Road. Additionally, construction of the BNSF tunnel is nearly complete and final tunnel crossing at Eastgate Mall is now underway.



# Morena Conveyance Northern Alignment

Prime Contractor: OHL USA, Inc.  
 Project Value: \$128,761,535  
 Project Start Date: July 2021



The **Morena Northern Alignment** project has completed approximately 95% of the 48-inch and 30-inch pipeline installation, with steady progress throughout the fourth quarter.

Tunneling beneath I-805 has been contact grouted, the carrier pipe rail support system installed, and carrier pipe installation is currently underway.

Pipeline installation at Genesee Avenue and Nobel Drive is complete, with joint patching continuing toward Towne Centre Drive.

The second of four major pipeline segments has passed hydrostatic testing, most appurtenances are installed, and curb ramp construction has started. Median improvements, asphalt repairs, Segment 3 hydrostatic testing preparations, and backfill of the I-805 receiving shaft are planned as the project advances toward final site restoration.



# Metropolitan Biosolids Center Improvements

Prime Contractor: PCL Construction, Inc.  
 Construction Project Value: \$47,435,665  
 Project Start Date: September 2021

At the **Metropolitan Biosolids Center Improvements** project the team continues to make progress with the successful start-up of several critical systems. Commissioning has officially begun on the new Flare system and is anticipated to be completed by the first quarter, marking a step toward enhanced operational reliability. Work on the Centrate pumps has also been completed, including implementation of the modified seal water system to improve long-term performance.

In parallel, the team is preparing for multiple Distributed Control System (DCS) program uploads and testing activities scheduled to begin in early 2026, positioning the facility for continued commissioning and system integration.

# Miramar Reservoir Pump Station Improvements

Prime Contractor: Shimmick Construction, Inc.  
 Construction Project Value: \$14,716,443  
 Project Start Date: December 2022

As of December 31, 2025, the **Miramar Reservoir Pump Station** project has reached approximately 81% cost completion, with 799 of 1,021 total workdays expended. During the fourth quarter, SDG&E installed an upsized 2,000-amp transformer, enabling the energization of the new switchgear and generator systems. This allowed for operations staff training on the new equipment, ensuring readiness for ongoing and future operations. Upgrades were also completed, including replacement of pump discharge pipe valves, demolition of outdated electrical equipment, installation of new electrical systems, completion of Automatic Transfer Switches cabinet rewiring, and startup of the new HVAC system for the electrical building.



Looking ahead, upcoming activities include asphalt paving and caustic pumping at the Miramar Water Treatment Plant. With substantial construction elements now complete and major systems energized and operational, the project continues to build momentum toward final completion and commissioning, marking a strong close to 2025 and a solid foundation for the work ahead.

# North City Water Reclamation Plant Expansion and Influent Pump Station

Prime Contractor: Kiewit Infrastructure West Co.  
 Project Value: \$286,172,011  
 Project Start Date: August 2021



The **North City Water Reclamation Plant Expansion and Influent Pump Station** project reached a milestone this quarter with the completion of clean water testing on three new secondary clarifiers. These new clarifiers will replace the plant's existing rectangular clarifiers, representing an upgrade to the facility's treatment infrastructure.

Completion of this testing allows the project team to transition into process water testing, bringing the facility one step closer to full performance testing and overall operational readiness.

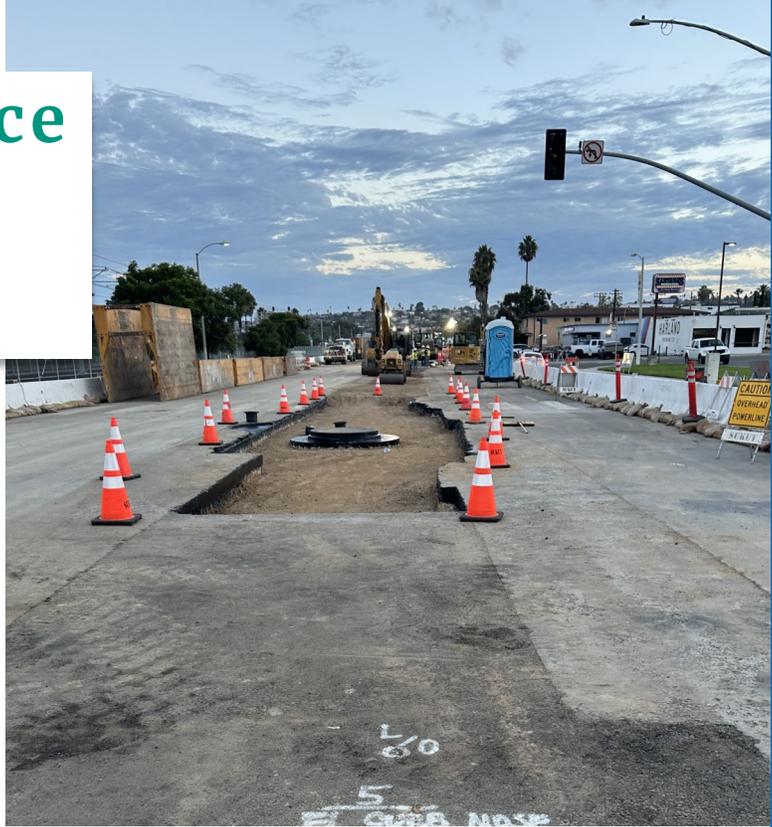
# Morena Conveyance South & Middle Bike Lanes

Prime Contractor: Sukut Construction  
Construction Project Value: \$139,257,748  
Project Start Date: October 2022

The **Morena Conveyance South, Middle & Bike Lanes** project continues to advance with two mainline pipe crews actively installing the dual 48-inch and 30-inch steel pipelines.

The southern crew is progressing along Morena Boulevard and is approaching the turn onto Milton Street.

Meanwhile, the northern crew has entered the final phase of traffic control on Genesee Avenue, focusing on the critical tie-in point and the completion of the Middle alignment.



# North City Water Reclamation Plant Flow Equalization Basin

Prime Contractor: Kiewit Infrastructure West Co.  
Project Value: \$12,327,637  
Project Start Date: January 2022

The **North City Water Reclamation Plant Flow Equalization Basin** project has reached the completion of the architectural exterior finishes. This marks the conclusion of this construction phase.

With the exterior work complete, the project is now transitioning into critical system start-up and commissioning activities, moving the facility closer to full operational readiness.





## Central Area Small-Scale Facility

Prime Contractor: Filanc Construction  
 Construction Project Value: \$38,431,331  
 Project Start Date: September 2023

The **Central Area Small Scale Facility** (CASSF) project has seeded the small scale Water Reclamation Plant and started generating membrane bioreactor (MBR) filtrate. The project is now transitioning into the commissioning phase of the small scale Pure Water Facility, marking a step toward full operational readiness.

In addition, the team has completed all the civil improvements and is working toward substantial completion of the project by the end of the first quarter.



## Penasquitos Pump Station Oxygenation System

Prime Contractor: Blue Pacific Engineering  
 Construction Project Value: \$4,391,767  
 Project Start Date: February 2023

At the **Peñasquitos Pump Station Oxygenation System** project, prime contractor Blue Pacific Engineering Construction has mounted critical mechanical equipment onto their respective equipment pads. This sets the stage for the next phase of construction, as piping fabrication is now underway. Materials are anticipated to be delivered by mid first quarter of 2026, Maintaining momentum as work progresses toward full system installation and commissioning.

November 14, 2025 2:31 PM

# Southwestern Community College Apprenticeship Readiness Program (ARP)

## Longevity working for the Pure Water Program



**Eduardo Najera**  
Laborer 2nd Period Apprentice  
Southwestern ARP Graduate

Eduardo Najera is a recent success story from our Pre-Apprenticeship Readiness Program (ARP) who has transitioned into union employment with the Pure Water Phase 1 prime contractor OHLA (OHL). Hired in September 2025, Eduardo is currently working as a Laborer Apprentice (Period 2) and is an active member of Laborers Local 89, continuing his formal apprenticeship training while gaining on-the-job experience.

Eduardo entered the construction industry with prior hands-on experience, having previously worked in shipyards. Seeking a more immediate pathway, he made the decision to pursue union construction work. After leaving the shipyards, construction his first career path he chose to commit to long term.

Eduardo learned about the ARP program through a chance encounter at the Employment Development Department (EDD), where he noticed information for the San Diego Workforce Partnership. With limited initial knowledge of the program, he signed up, attended an interview, and soon learned that the training could provide a direct pathway into union employment.



Motivated by the opportunity to earn union wages and benefits, Eduardo fully committed to the program and successfully completed the cohort.

Since joining OHLA, Eduardo’s current role includes working in a warehouse environment supporting material deliveries, traffic control, and site organization. While his position is currently based in a yard setting, he has demonstrated flexibility and a strong work ethic, expressing willingness to work wherever needed.

Eduardo credits both the ARP training and his apprenticeship coursework for helping him succeed on the job. He also emphasizes the importance of apprenticeship classes and mentorship from coworkers in helping him build confidence and technical knowledge.

When asked what advice he would offer current ARP participants, Eduardo’s message is simple but powerful: **“Don’t give up. It’s all worth it in the end.”** Looking ahead, he hopes to continue progressing through the apprenticeship and ultimately achieve journeyman status. Eduardo’s journey highlights the effectiveness of the ARP pipeline and the role the Pure Water PLA projects have played in creating real, lasting career opportunities for local workers.

# Students On Site

## San Diego Community College Apprenticeship Readiness Program



On October 27, 2025, students from the San Diego Community College Apprenticeship Readiness Program toured the North City Water Reclamation Plant Expansion project. This tour, organized in collaboration with the Pure Water PLA team, provided students with an opportunity to observe the construction of a large-scale water purification plant, witness various construction trades in action, and gain an understanding of the water purification process. **Special thanks are extended to Construction Managers Doug Low, and Maria Castillo for facilitating this experience and helping make this possible.**



# Apprenticeship Readiness Program (ARP) Graduations Congratulations Students!



San Diego Community College  
November 13, 2025



Southwestern Community College  
December 16, 2025



# Veterans Working on the Pure Water Program



**Helmets to Hardhats**



The Parties recognize a desire to facilitate the entry into the building and construction trades of veterans who are interested in careers in the building and construction industry. The Contractors and Unions agree to utilize the services of the Center for Military Recruitment, Assessment and Veterans Employment (“Center”) and the Center’s “Helmets to Hardhats” program to serve as a resource for preliminary orientation, assessment, and construction aptitude, referral to apprenticeship programs or hiring halls, counseling and mentoring, support network, employment opportunities, and other needs as identified by the Parties.

The Project Labor Coordination team actively engages with Helmets to Hardhats by frequently checking the online database and reaching out to potential candidates, assisting Helmets to Hardhats candidates with site visits, assisting Helmets to Hardhats candidates with meeting contractors and unions to enter union apprenticeship programs and start their careers at Pure Water projects.

The Project Labor Coordination team has successfully placed nine Helmets to Hardhats veterans.

## VETERANS WORKING ON PURE WATER

**163**

Total veteran craft workers hired across all PLA covered Pure Water Phase 1 Projects

**4%**

Percentage of total craft hours worked by veterans across all PLA covered Pure Water Phase 1 Projects

**146,266**

Total veteran craft hours worked across all PLA covered Pure Water Phase 1 Projects



# Laborers Apprenticeship Tour



Thank you to the Laborers Training School for giving the Pure Water PLA Coordination Team a tour of your facility and helping us learn more about the program!

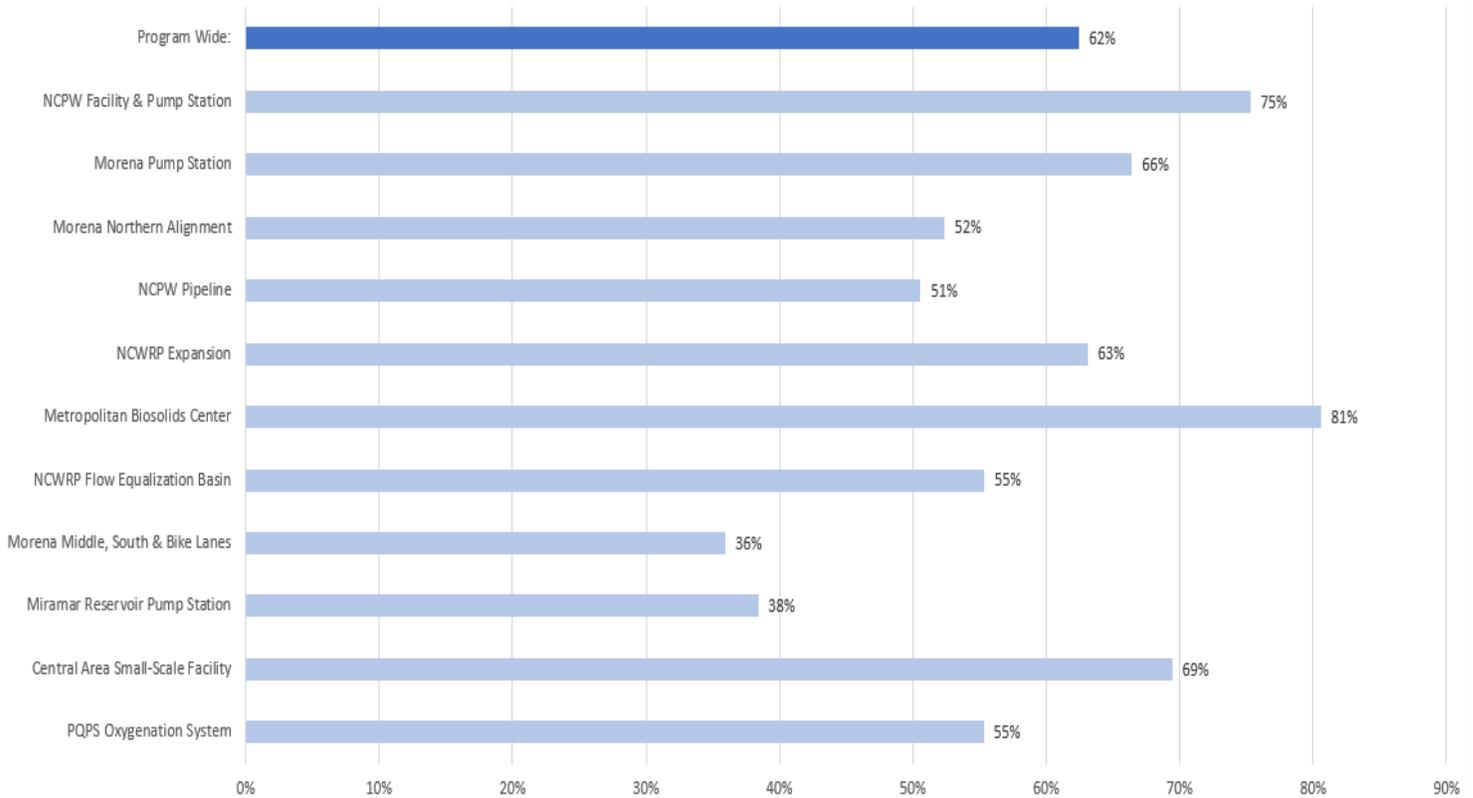


# County Resident Worker Hiring

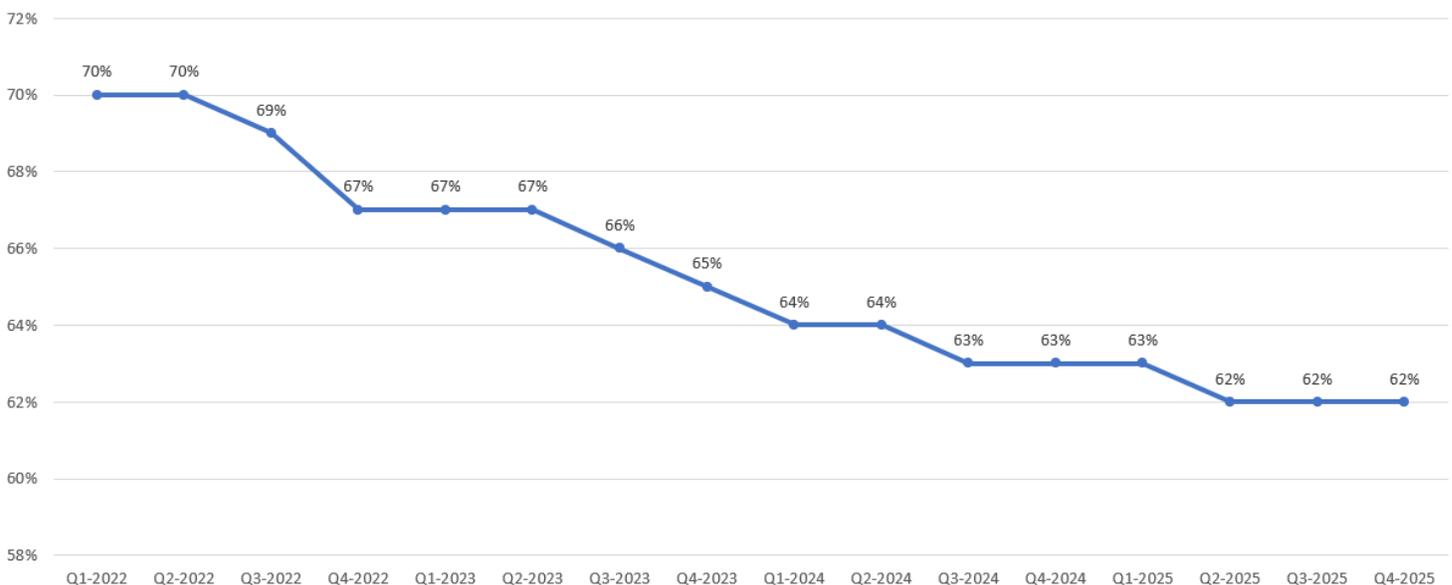
Though the PLA does not establish a goal of total construction craft hours worked on each project to be performed by County Residents, to date 62% of the construction craft hours worked on the Pure Water Phase 1 program are by County Residents.

County Residents are defined as a County of San Diego permanent resident at the time of initial employment on a Covered Project or a Veteran residing anywhere.

## Pure Water County Resident



## Pure Water Program Wide County Resident Hire Trend Chart

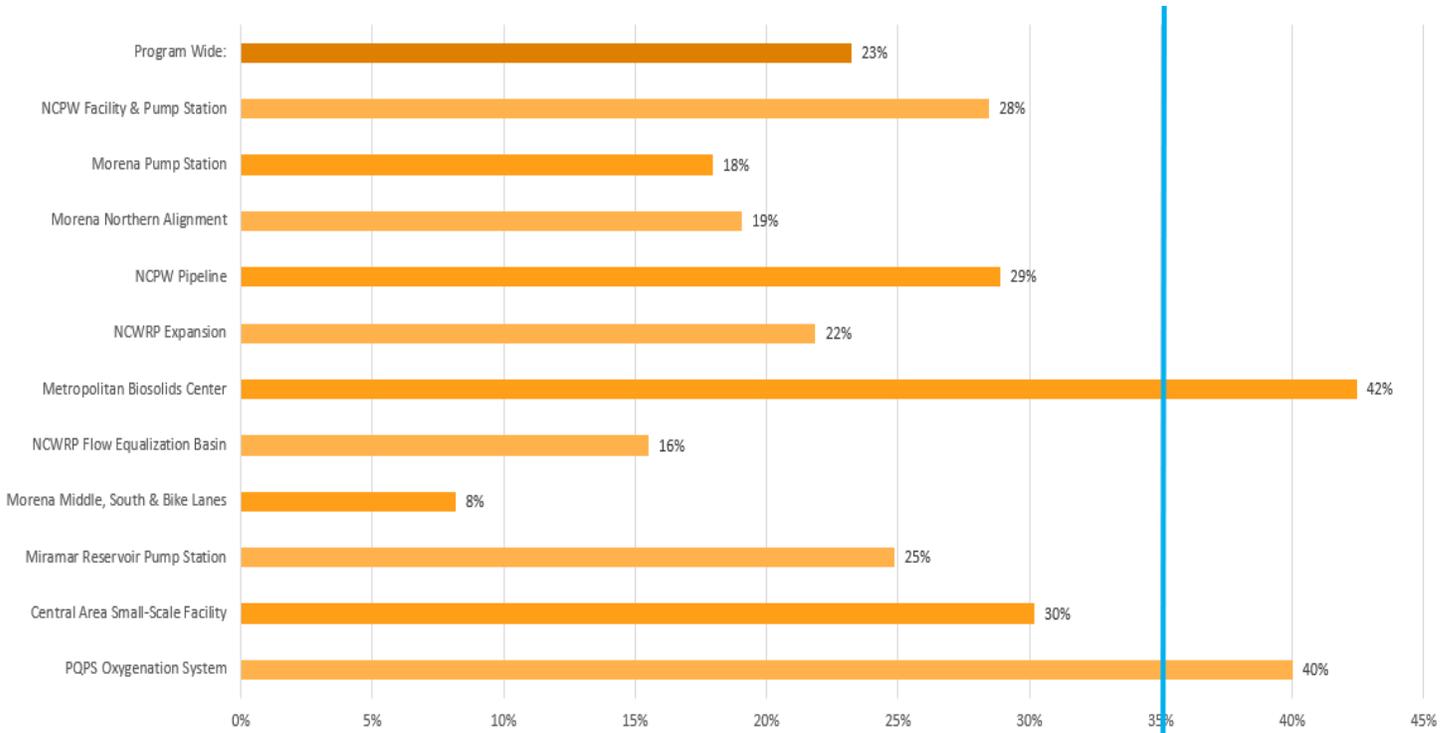


# City Resident Worker Hiring

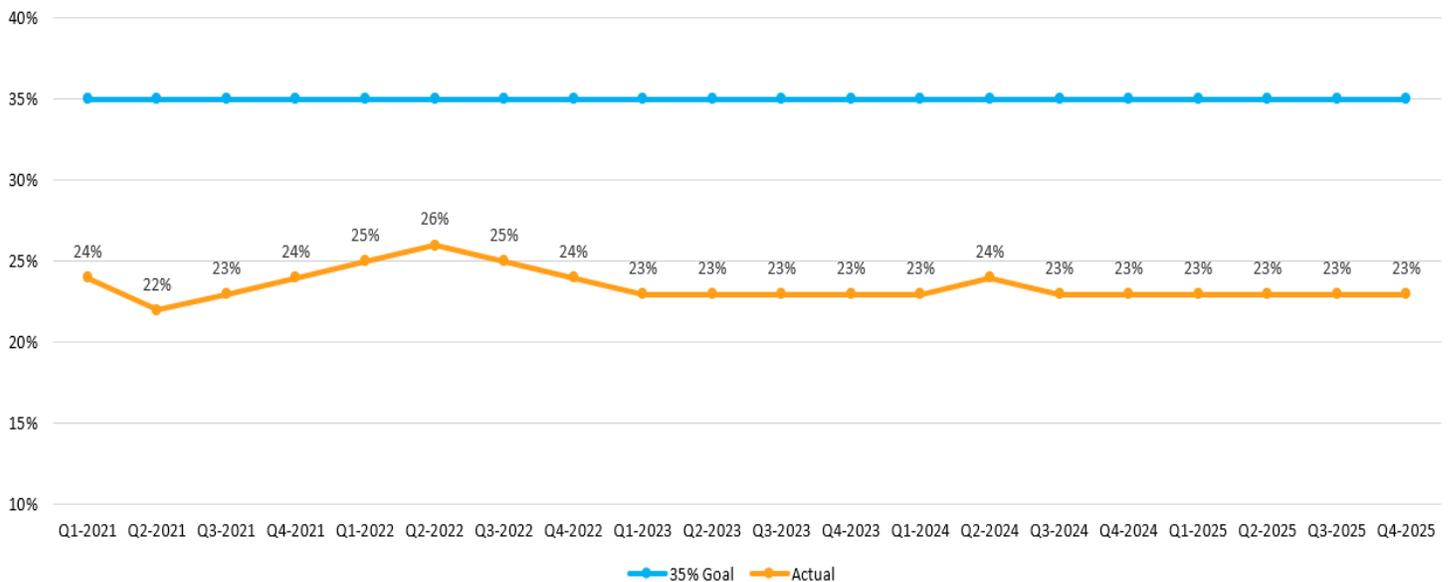
The PLA establishes a goal that at least 35% of the total construction craft hours worked on each project be performed by City Residents. To date 23% of the construction craft hours worked on the Pure Water Phase 1 program are by City Residents.

City Residents is defined as a City of San Diego permanent resident at the time of initial employment on a Covered Project or a Veteran residing anywhere.

**Pure Water City Resident Goal 35%**



**Pure Water Program Wide City Resident Hire Trend Chart**

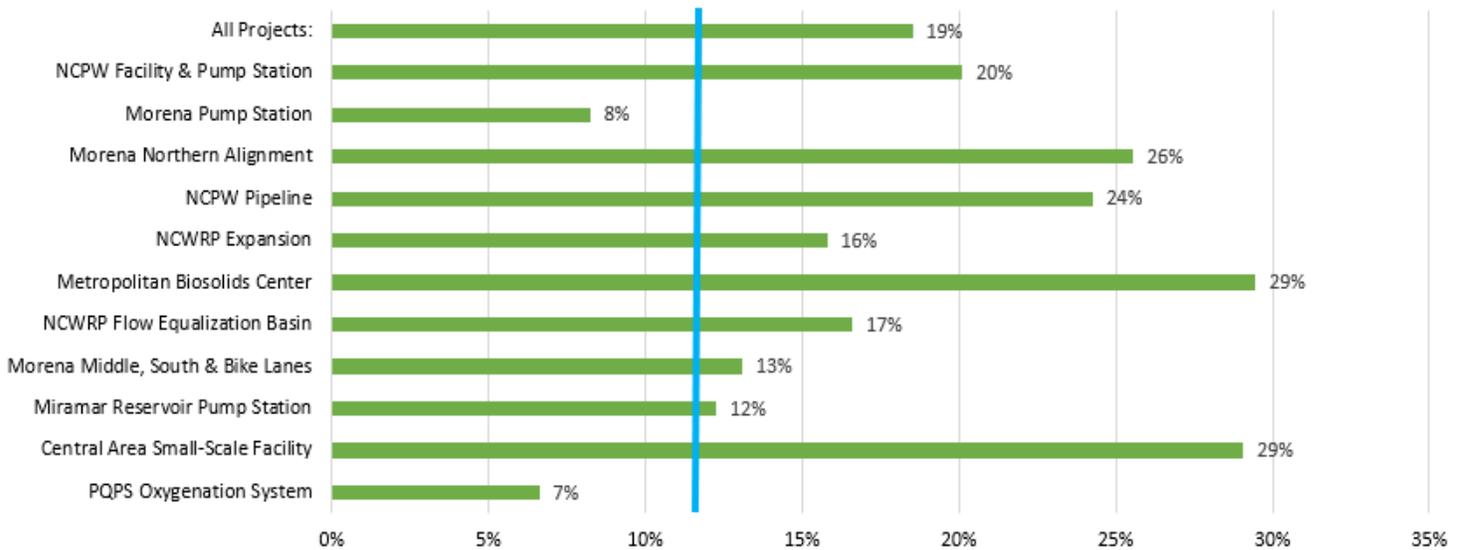


# Targeted Worker Hiring

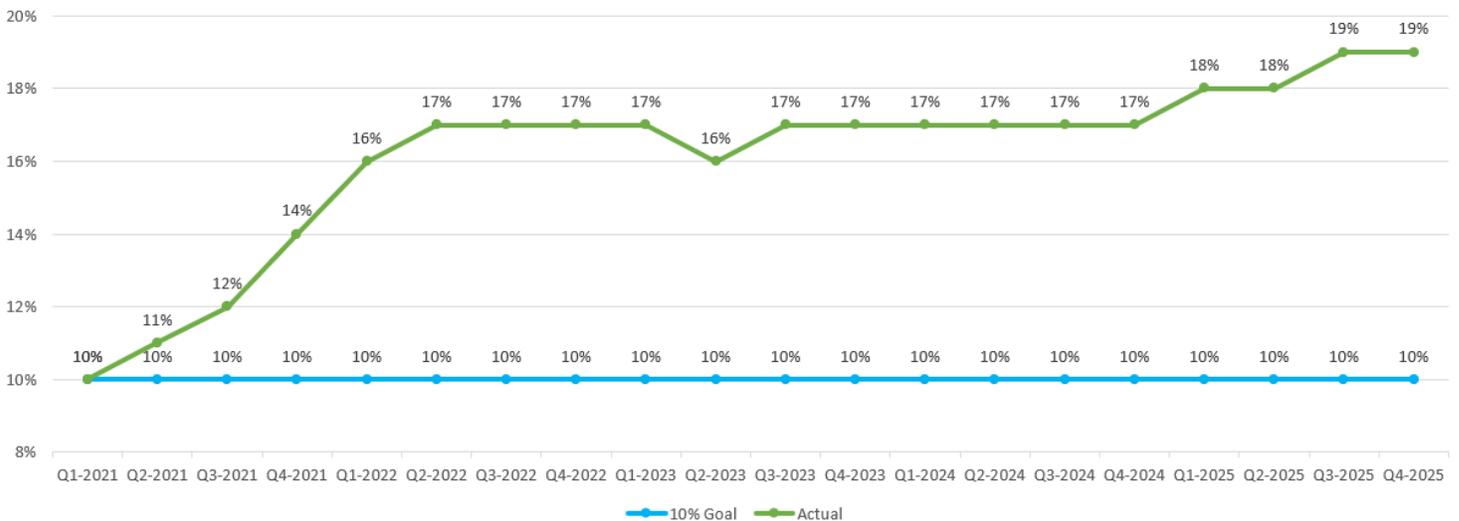
The PLA establishes a goal that at least 10% of the total construction craft hours worked on each project be performed by Targeted Workers. The City of San Diego’s Pure Water Phase 1 Program has exceeded the 10% goal with 19% of all craft workers being performed by Targeted Workers.

“Targeted Worker” means any individual qualifying for one (1) or more of the following Targeted Worker categories: (a) is a Veteran, or is the eligible spouse of a Veteran of the United States Armed Forces, under Section 2(a) of the Jobs for Veterans Act (38 United States Code [U.S.C.] 4215[a]); (b) at initial time of employment on a Covered Project, is an Apprentice with less than ten (10) percent of the work hours required for graduation to become a Journeyman; (c) has no high school diploma or general education diploma (GED); (d) is homeless or has been homeless within the last year; (e) is a former foster youth; (f) is a custodial single parent; (g) is experiencing protracted unemployment (receiving unemployment benefits for at least three [3] months); (h) is a current recipient of government cash or food assistance benefits; (i) has a documented income at or below 100 percent of the Federal Poverty Level; and/or (j) is formerly incarcerated with a history of involvement with the criminal justice system.”

**Pure Water Targeted Goal 10%**



**Pure Water Program Wide Targeted Worker Hire Trend Chart**



*County Residents*



**4,597**

County Residents employed on the Pure Water Phase 1 PLA Covered Projects



**\$151M**

County Residents received \$151,395,558 in wages and benefits



**2M**

County Residents worked 2,056,099 hours

*City Residents*



**1,710**

City Residents employed on the Pure Water Phase 1 PLA Covered Projects



**\$54M**

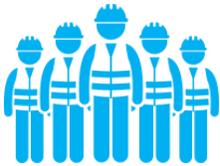
City Residents received \$54,650,405 in wages and benefits



**764k**

City Residents worked 764,787 hours

*Targeted Workers*



**1,227**

Targeted Workers employed on the Pure Water Phase 1 PLA Covered Projects



**\$40M**

Targeted Workers received \$40,648,306 in wages and benefits



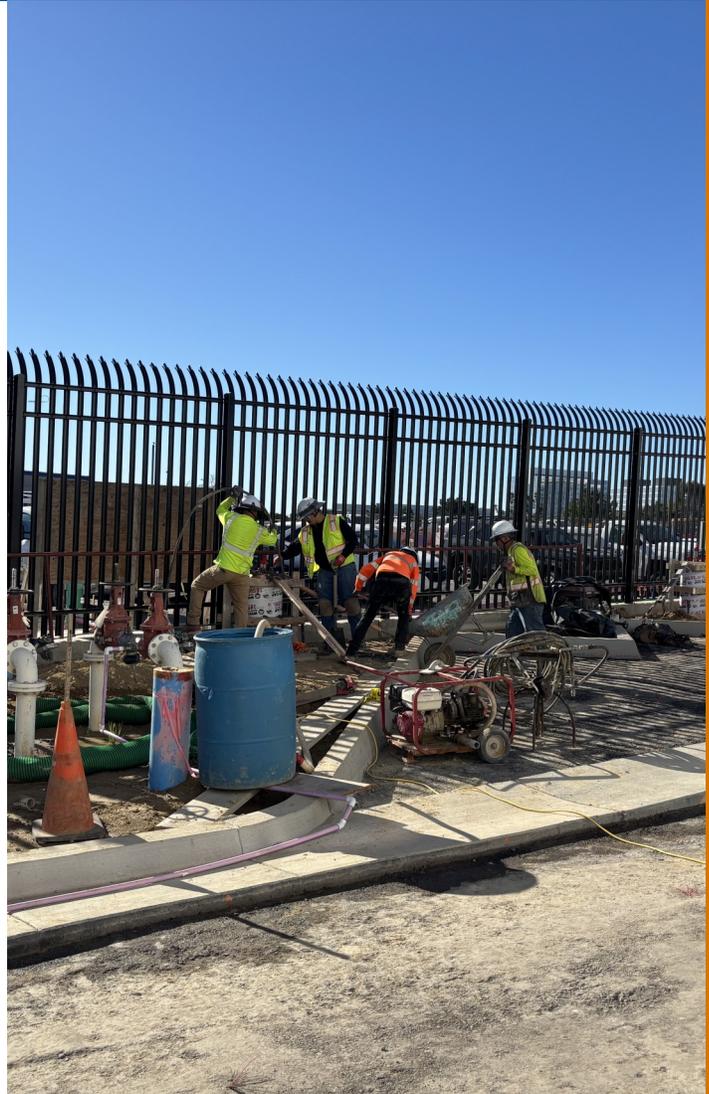
**609k**

Targeted Workers worked 609,692 hours

# PUREWATER PHASE 1 APPRENTICESHIP UTILIZATION

Pure Water Phase 1 PLA encourages unions and contractors to cooperate in referring and employing apprentices up to the maximum percentage allowed by the California State Labor Code and the standards of each state-approved apprenticeship program.

Contractors shall be in compliance with California State Labor Code Section 1777.5 (g) apprenticeship requirements which state the minimum apprentice ratio shall be one hour of apprentice work for every five hours of journeyman work (20%).



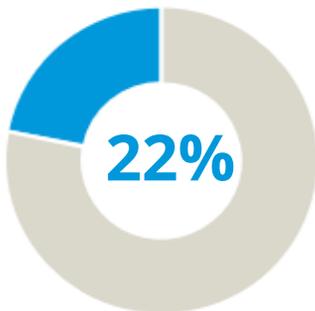
North City Pure Water Facility and Pump Station

**505**

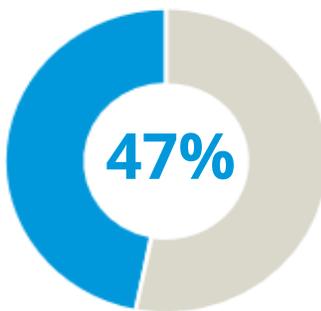
City Residents were employed as apprentices on Pure Water Phase 1 PLA covered projects

**500**

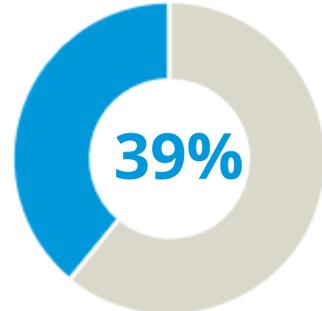
Targeted Workers were employed as apprentices on Pure Water Phase 1 PLA covered projects



22% of all program hours worked were **Apprentice hours**



47% of all apprenticeship hours were worked by **Targeted Workers**



39% of all apprenticeship hours were worked by **City Residents**

# Pre-Job Conference

All contractors regardless of tier are required to conduct a pre-job conference with the unions. If work that was not previously assigned at a pre-job conference, or additional work is added to the scope, the contractor(s) performing such work will conduct a separate pre-job conference. The purpose of the conference is to, among other things, convey craft manpower needs, the schedule of work for the project, determine project rules, and propose preliminary work assignments.

The Project Labor Coordination Team, led by Erik Staples, works with the prime contractor and Building Trades Council to facilitate the scheduling of all pre-job conferences for the program. During the conference, the Project Labor Coordination Team reports current project attainments and monitors employment opportunities for City Residents and Targeted Workers.



**193** Pre Job Conferences  
Through December 31, 2025

Project Name	Prime Contractor	TOTAL
As Needed Inspection & Survey Services Conveyance Projects	Jacobs	3
As Needed Inspection & Survey Services Treatment & Facilities Projects	Parsons Black & Veatch	5
As Needed Inspection & Survey Interim Short Term Residuals	Stantec	1
Morena Pump Station	FlatironDragados	30
Morena Northern Alignment and Tunnels	OHL USA, Inc.	24
Morena Conveyance South & Middle and Conveyance Bike Lanes	Sukut Construction	12
NCWRP Flow Equalization Basin	Kiewit Infrastructure West	6
NCWRP Expansion	Kiewit Infrastructure West	16
NCPW Facility and Pump Station	Shimmick Construction	35
NCPW Pipeline	W.A. Rasic Construction	24
Miramar Reservoir Pump Station	Shimmick Construction	10
Metropolitan Biosolids Center	PCL Construction	7
Central Area Small-Scale Facility	Filanc Construction	17
Penasquitos Pump Station Oxygenation System	Blue Pacific Engineering	3
<b>GRAND TOTAL:</b>		<b>193</b>