# Status of Vacancies and Recruitment & Retention Efforts For FY26

## June 15, 2026

**Cassondra Hollins**
**Human Resources Manager**

# Agenda

- Background on AB 2561
- Bargaining Unit Specific Information
  - Vacancy Information
- Stockton Port District - District Wide Information
  - Non-represented - Admin Recruitment Information
  - Overall Vacancy and Turnover Information
  - Recruitment and Retention Information

# Background – AB 2561 – Meyers-Milias-Brown Act

The Meyers-Milias-Brown Act (MMBA) is the body of law that governs collective bargaining and labor relations at the local government level.

In January 2025, AB 2561 added Government Code section 3502.3 to the MMBA that requires the following.

1. Hold a public hearing before the governing body at least once per fiscal year.
   - Present the status of vacancies, recruitment and retention efforts.
   - Hold presentation to governing body prior to adopting an annual budget during the fiscal year.

2. Hold a public hearing and present additional information regarding vacancies if vacancy rate is above 20% in a single bargaining unit.
   - Upon request from the bargaining unit additional information must be provided.

3. Allow the recognized employee organization for each bargaining unit to make presentations during the public hearing concerning vacancies and recruitment and retention efforts.

# Bargaining Unit Specific Information

The District has two (2) bargaining units

1. Operating Engineers Union, Local 3 (OE3) - Port Police sworn Officers and Police Support Technicians (PSTs)
   - 24 budgeted positions
   - 0 openings
   - 0% vacancy rate

2. International Longshore and Warehouse Union, Local 6 (ILWU-Local 6) - Port skilled workers and general laborers.
   - 21 budgeted positions
   - 4 openings – (Electrician, Plumber, Roofer, Carpenter)
   - 19% vacancy rate

The vacancy rate for both of the bargaining units fall below the required 20% vacancy threshold and no additional information will be provided to the Commission on recruiting efforts for these units.

# Stockton Port District – District Wide Information

## Non-represented Administrative Staff Recruitment

Fiscal Year 2025-26

- Three (3) new positions approved (Risk Manager, Administrative Assistant - Real Estate, and Financial Analyst)

- 8 full-time positions filled (As of 06/15/26) – *new and replacement*

| | |
|---|---|
| *Chief of Police (R) | *Commercial Manager (R) |
| *Risk Manager (N) | *HR Technician (R) |
| *Administrative Assistant - Real Estate (N) | *Financial Analyst (N) |
| *Real Estate Associate I (R) | *Director of Engineering and Facilities (R) |

# Stockton Port District – District Wide Information

## Overall Vacancy Rate

- As of June 15, 2026, the overall vacancy rate for the Stockton Port District is 6%, as it relates to positions approved for recruitment.
- This figure is based on the full-time equivalent positions as reported in the fiscal year 2025-2026 operating budget and positions that have currently been approved for recruitment.
- Positions approved during the budgeting process are not considered vacancies until they have been approved for recruitment by the Executive Team.
- There are currently 105 FTE employees.

# Stockton Port District – District Wide Information

Turnover rates - FY 2022 – 2023 through FY 2025 – 2026 (as of 06/15/26)

| Fiscal Year | Turnover Rate |
| --- | --- |
| 2025 - 2026 | 8.50% |
| 2024 - 2025 | 20% including layoffs<br>8% not including layoffs |
| 2023 - 2024 | 6% |

| New Hires | Terminations |
| --- | --- |
| 8 | 9 |
| 3 | 23<br>9 |
| 12 | 8 |

Turnover over the last 3 years has remained between 6% – 8.5% each fiscal year (with the exception of layoffs in 2024).

Highest turnover factors have been staff retirements, layoffs, and varied voluntary reasons.

# Stockton Port District – District Wide Information

## Recruitment and Retention Efforts

- AB 2561 requires the District to identify any necessary changes to policies, procedures, and recruitment activities that may lead to hiring obstacles.

  - Staff has not identified any necessary changes to policies and procedures that may present obstacles in the hiring process.

  - The District continues to take proactive steps in support of recruitment and retention.

    - Some of these efforts are listed on following slides

# Stockton Port District – District Wide Information

**Reducing Recruitment Timeline & Improved Candidate Experience**:

- Port Human Resources staff working to reduce recruitment time to fill.
- Expanded the use of NEOGOV In FY 2025-2026.
- Implementing surveys to collect input from new hires and hiring managers about their recruitment experience and ways to improve the process in FY 2026 - 2027.

**Review of Job Classifications**:

- Human Resources updating of all job descriptions as part of class and comp study.

# Stockton Port District – District Wide Information

**Advertising on Industry-Specific Job Boards and Social Media**:

- Industry job boards utilization (ILWU, Building Trades Councils, POST Commission).
- Collaboration with Public Affairs Department for larger social media presence.
- Tenant jobs board.

**Competitive Wages and Benefits**:

- External salary survey comparisons for all new positions prior to commencement of recruitment activities.
- Cost of living adjustments based on consumer price index and additional statistical comparisons.
- Annual review of employee benefit offerings.
- Flexible work schedules.
- Hybrid work arrangements.
- Labor bargaining in good faith.

# Thank You

# FY 2026 – 2027 Operating Budget

June 15, 2026

Kirk DeJesus

Port Director

# FY 26-27 General Assumptions

Port of Stockton
CALIFORNIA

- 3.5% COLA applied to Administration salary projections; represented employee group increases included per annual contracts
- Benefits expenses are aligned with actuals
- Revenue projections are conservative; expenses have built in minimal contingency in anticipation of unknown costs
- Budget based on prior years' experience and zero-based budgeting principals
- Material payables coding concerns in Real Estate, Maritime Operations, and Facilities & Maintenance departments resolved

# Stockton Port District

Port of Stockton
CALIFORNIA

- Total Operating Revenue: $66,317,700
  - Terminal Revenue is in line with current year end projection based on anticipated cargo projections and commodity mix

  - Real Estate/Electric Utility Revenue is down 4% year over year over year (RE down 6% and EU up 4%) based on slight decrease in anticipated occupancy (90%) and increasing Public Purpose Funds

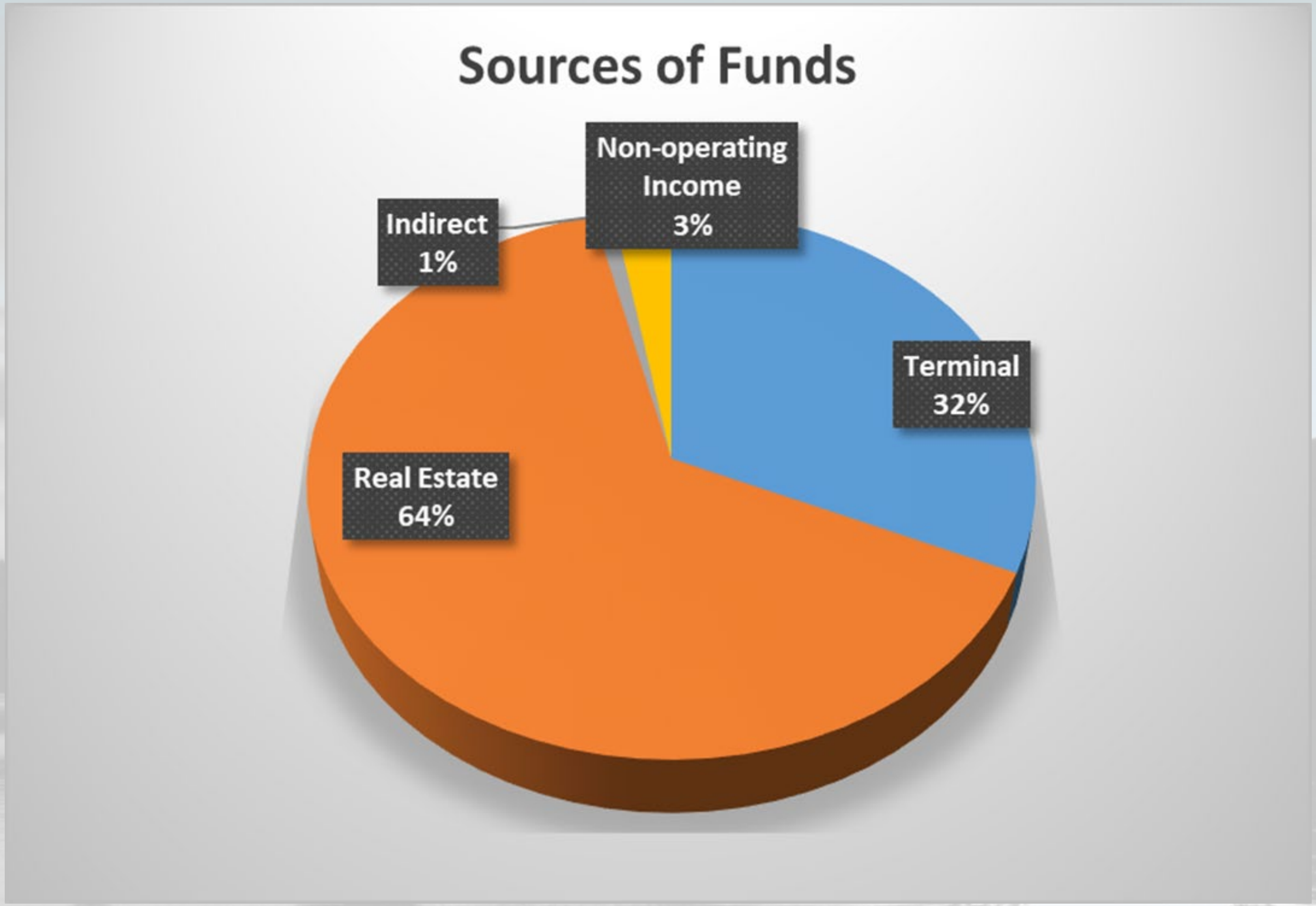
  - Other Revenue is in line with current year end projection

- Total Operating Expenses: $56,088,720
  - 7% increase year over year primarily due to increase in Salaries, Benefits, and Professional Services

- Earnings Before Depreciation: $8,370,980

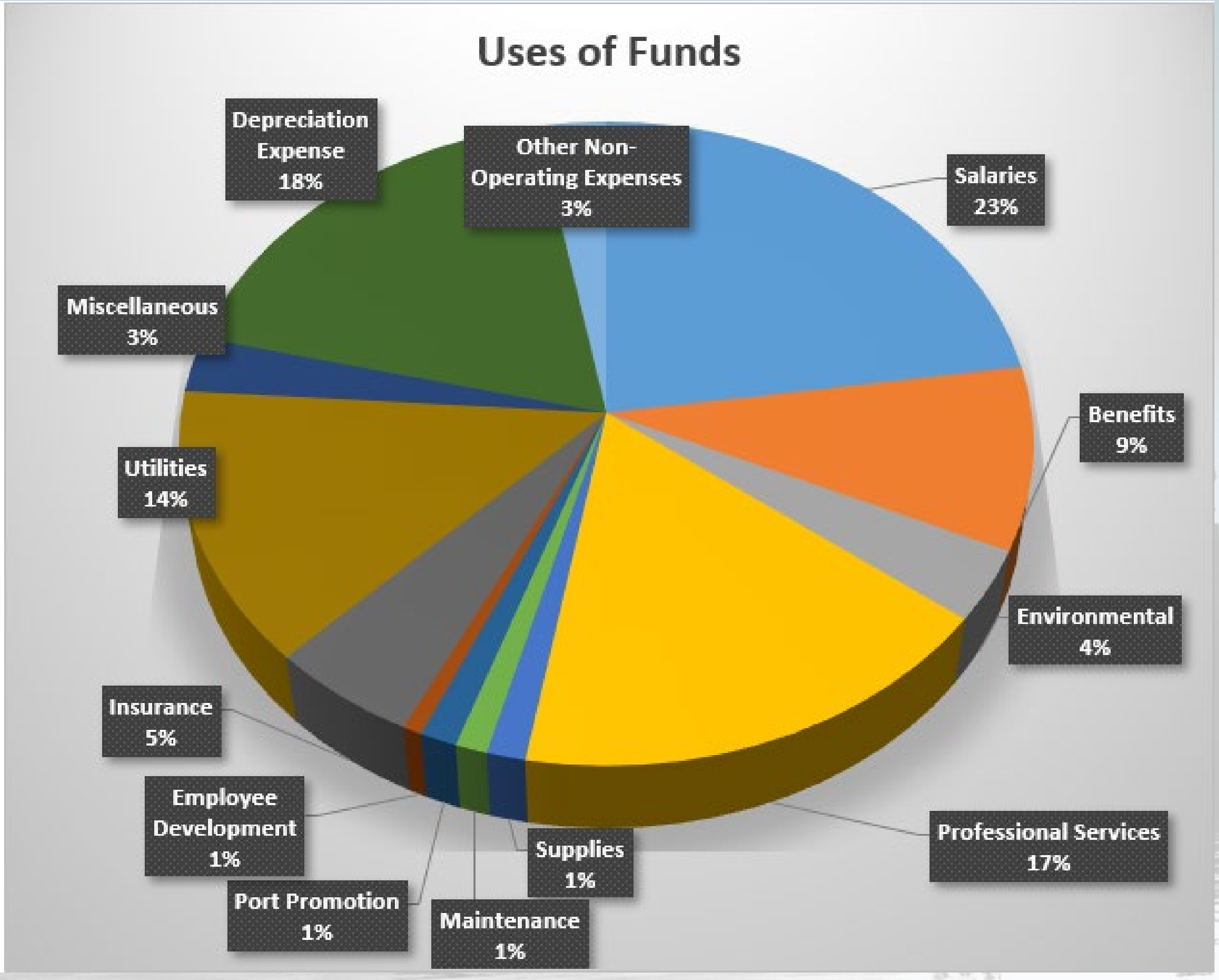
# Sources of Funds

Port of Stockton
CALIFORNIA




| | |
|---|---|
| Terminal | $20,979,500 |
| Real Estate | $42,830,200 |
| Indirect | $ 650,000 |
| Non-operating Income | $ 1,858,000 |
| | $66,317,700 |

# Sources of Funds




**FY 2026-27 Expenditures**

| | |
|---|---|
| Salaries | 16,136,400 |
| Benefits | 6,512,300 |
| Environmental | 2,550,000 |
| Professional Services | 12,331,340 |
| Supplies | 963,950 |
| Maintenance | 784,700 |
| Port Promotion | 911,750 |
| Employee Development | 480,750 |
| Insurance | 3,684,400 |
| Utilities | 9,768,930 |
| Miscellaneous | 1,964,100 |
| Depreciation Expense | 13,020,300 |
| Other Non-Operating Expenses | 2,021,400 |
| | **71,130,320** |

# Maritime Operations

Port of Stockton
CALIFORNIA

Operating Revenue: $20,979,500     Operating Expense: $7,580,550

Operating Revenue decreased 3% from FY26 year-end projections

Operating Expense decreased 10% from FY26 year-end projections

- Salaries and Benefits increased 10% - addition of two new positions
- Stevedoring expenses aligned with FY26 original budget; however, 18% decrease from FY26 year-end projections
- Worker's Compensation Insurance costs redirected to Risk Management

Overall Net Operating Income* of $8,651,550 projects an increase of 6% over FY26 year-end projections

* Includes Operating Depreciation

# Real Estate Operations

Port of Stockton
CALIFORNIA

Operating Revenue: $33,150,500     Operating Expense: $4,546,900

Operating Revenues decreased 6% from FY26 year-end projections

Operating Expense increased 24% over FY26 year-end projections

- Salaries and Benefits increased 55% - vacancies have been filled

Overall Net Operating Income* of $25,122,500 projects a decrease of 13% from FY26 year-end projections

* Includes Operating Depreciation

# Electric Utility

Port of Stockton
CALIFORNIA

Operating Revenue: $9,679,700     Operating Expense: $8,267,000

Operating Revenue increased 4% over FY26 year-end projections

- Public Purpose fund projected to increase by $234,900

Operating Expense increased 5% over FY26 year-end projections

- Salaries and Benefits have increased by $270,900 due to reallocation of personnel salary/benefits costs

Overall Net Operating Income* of $996,700 projects a decrease of 8% from FY26 year-end projections

* Includes Operating Depreciation

# Indirect Departments

Executive

- Overall Operating Expense decreased 3% or $83,350 from FY26 year-end projections
  - Includes increase in Professional Services and Port Promotion in alignment with strategic planning initiatives
  - Shifted insurance and utilities expense to appropriate departments

Administrative Services

- Overall Operating Expense increased 9% or $59,230 from FY26 year-end projections
  - Shifted insurance and utilities expense to appropriate departments
  - Consolidated postage, training, shredding, and centralization of office supply purchases

# Indirect Departments

Port of Stockton
CALIFORNIA

## Human Resources

- Overall Operating Expense increased 1% or $6,320 over FY26 year-end projections

## Information Technology

- Overall Operating Expense increased 28% or $794,850 over FY26 year-end projections
    - New (IT Needs Assessment) and ongoing service agreements
    - Certain maintenance agreements are no longer grant funded

## Risk Management

- Overall Operating Expense increased 11% or $403,840 over FY26 year-end projections
    - Primarily due to increased insurance costs and professional services

# Indirect Departments

Port of Stockton
CALIFORNIA

Finance
- Overall Operating Expense increased 2% or $51,200 over FY26 year-end projections
    - Increased professional services for contracts aligned with new ERP system and PACE Program (Additional user training)

Port Police
- Overall Operating Expense decreased 4% or $178,830 from FY26 year-end projections

# Indirect Departments

Port of Stockton
CALIFORNIA

Facilities & Maintenance

- Overall Operating Expense increased 17% or $1,440,950 over FY26 year-end projections
  - Professional Services increased by $739,000 over FY26 year-end projection due to additional engineering consulting services and landscape/vegetation management services
  - Miscellaneous expense increased by $404,000 over FY26 year-end projections due to higher fuel costs and buffer for anticipated emergency repairs (based on historical numbers)

# Indirect Departments

Port of Stockton
CALIFORNIA

## Environmental

- Overall Operating Expense increased 19% or $786,900 over FY26 year-end projections due to increased costs associated with professional services, remediation, permitting, and development of dredging placement sites

## Governmental Affairs

- Overall Operating Expense increased 34% or $84,000 over FY26 year-end projections due to realignment of salary & benefits, and consulting services

# Indirect Departments

Port of Stockton
CALIFORNIA

Grants

- Overall Operating Expense decreased 14% or $107,400 from FY26 year-end projections

Public Affairs

- Overall Operating Expense increased 38% or $141,400 over FY26 year-end projections primarily due to professional services (website updating)

# FY 2026 – 2027 Capital Improvement Plan

June 15, 2026

Kirk DeJesus

Port Director

# Capital Improvement Plan

Port of Stockton
CALIFORNIA

Capital Projects methodology:

- Is it a Port priority and is it a critical need?
- Is the project feasible? Do we have the capacity to complete?
- Is funding identified and available?
- What level of Unrestricted Cash can be utilized without jeopardizing cash flow in an emergency?

# Capital Improvement Plan

Capital Improvement Plan for Fiscal Years 2026-2030

- Five-year plan includes infrastructure and improvements totaling $238,798,955

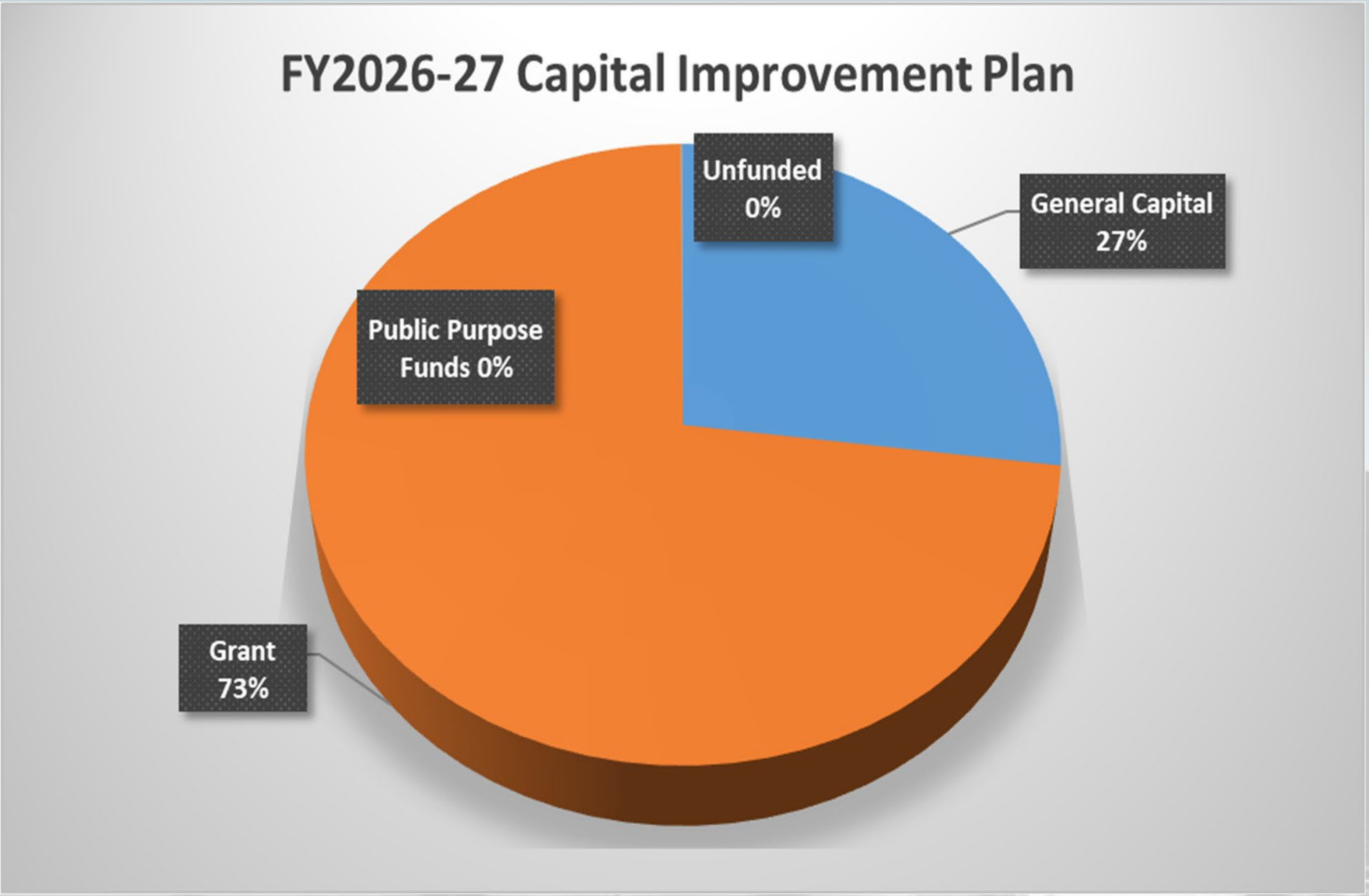
Capital Improvement Plan for FY 2026-27 project expenses: $79,044,775

- $492,000 for Vehicles and Equipment

**FUNDING SOURCE**

| Fiscal Year | 2026-27 | 2027-28 | 2028-29 | 2029-30 | 20230-31 | Total |
|---|---|---|---|---|---|---|
| General Capital | 21,406,270 | 41,890,000 | 24,973,130 | 14,480,090 | 3,613,800 | 106,363,290 |
| Grant Funding | 57,538,505 | 33,520,000 | 18,255,520 | 13,451,640 | - | 122,765,665 |
| Public Purpose Fund | 100,000 | 100,000 | 100,000 | 100,000 | - | 400,000 |
| Unfunded | - | 4,650,000 | 2,425,000 | 1,395,000 | 800,000 | 9,270,000 |
| | *79,044,775* | *80,160,000* | *45,753,650* | *29,426,730* | *4,413,800* | *238,798,955* |

# Capital Improvement Plan




| | |
|---|---|
| General Capital | $21,406,270 |
| Grant Funding | $57,538,505 |
| General Purpose | $ 100,000 |
| Unfunded | $ 0 |
| | $79,044,775 |

# Capital Improvement Plan

Port of Stockton
CALIFORNIA

Projects by Category:

- Buildings & Structures - $7,435,300
- Environmental - $56,659,625
- Port Administration - $500,000
- Maritime - $3,250,000
- Rail - $6,604,850
- Streets - $2,000,000
- Utilities - $2,595,000

# Capital Improvement Plan

Port of Stockton
CALIFORNIA

## Cash Flow

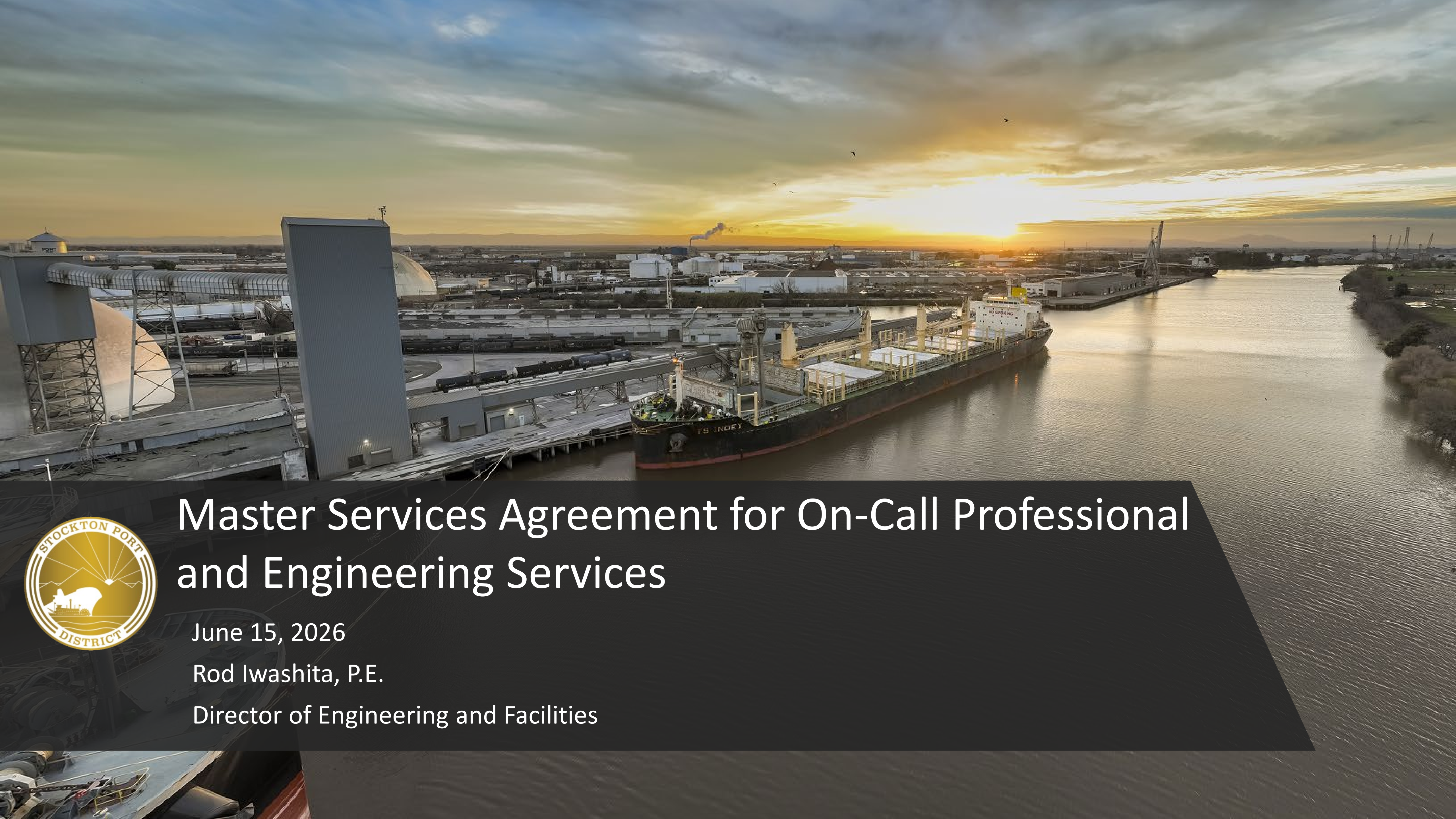
Projected Beginning Unrestricted Cash: $41,852,947

- Net Annual Operating Income before Depreciation - $8,371,080
- Total FY2026-27 Proposed Capital Improvement Plan - $21,898,270
- Total Debt Service - $3,844,172
- Other* - $1,592,000

Projected Ending Unrestricted Cash - $26,089,585

Projected Days of Cash – 167

* Grant funds from Capital Expenditures, Rental Credits, and Other Contributions



# Master Services Agreement for On-Call Professional and Engineering Services

June 15, 2026

Rod Iwashita, P.E.

Director of Engineering and Facilities

# Requested Actions

Port of Stockton
CALIFORNIA

Port staff respectfully request the Board authorize the Port Director to execute a Master Services Agreement (MSA) with the attached list of vendors to provide on-call professional and engineering services on an as-needed basis over a three-year term, with two (2), one-year extensions.

# Overview

The Facilities & Maintenance Department needs ongoing professional and engineering services to support operations and regulatory compliance. Currently, these services are obtained through separate contracts, which can be time-consuming and administratively burdensome.

To improve efficiency, staff proposes establishing a **Master Services Agreement (MSA) for On-Call Engineering Services** that would:

- Create a standardized framework for future service contracts.
- Define scope, pricing, and performance expectations.
- Include consistent terms for confidentiality, liability, and dispute resolution.
- Provide flexibility to adjust services as operational needs change.

The proposed agreement would have an **initial three-year term**, with the option to extend for **up to two additional one-year terms** upon mutual consent

# Procurement Summary

Port of Stockton
CALIFORNIA

- Networking Event: February 24, 2026
- RFP Issued: March 11, 2026
- Pre-Proposal Conference: March 24, 2026 with 20 organizations
- RFP Results: 15 proposals all deemed responsive and responsible

**Prime Consultants Proposing**

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| Black & Veatch Walnut Creek, CA | Blackburn Consulting West Sacramento, CA | COWI Oakland, CA | Dillon & Murphy Lodi, CA | Geocon Stockton, CA | GHD Concord, CA | Ghirardelli Associates Stockton, CA | HDR Sacramento, CA |
| JMA Stockton, CA | KSN Stockton, CA | Moffatt & Nichol Oakland, CA | Stantec Walnut Creek, CA | Twining Sacramento, CA | Verdantas Folsom, CA | WJE Emeryville, CA | |

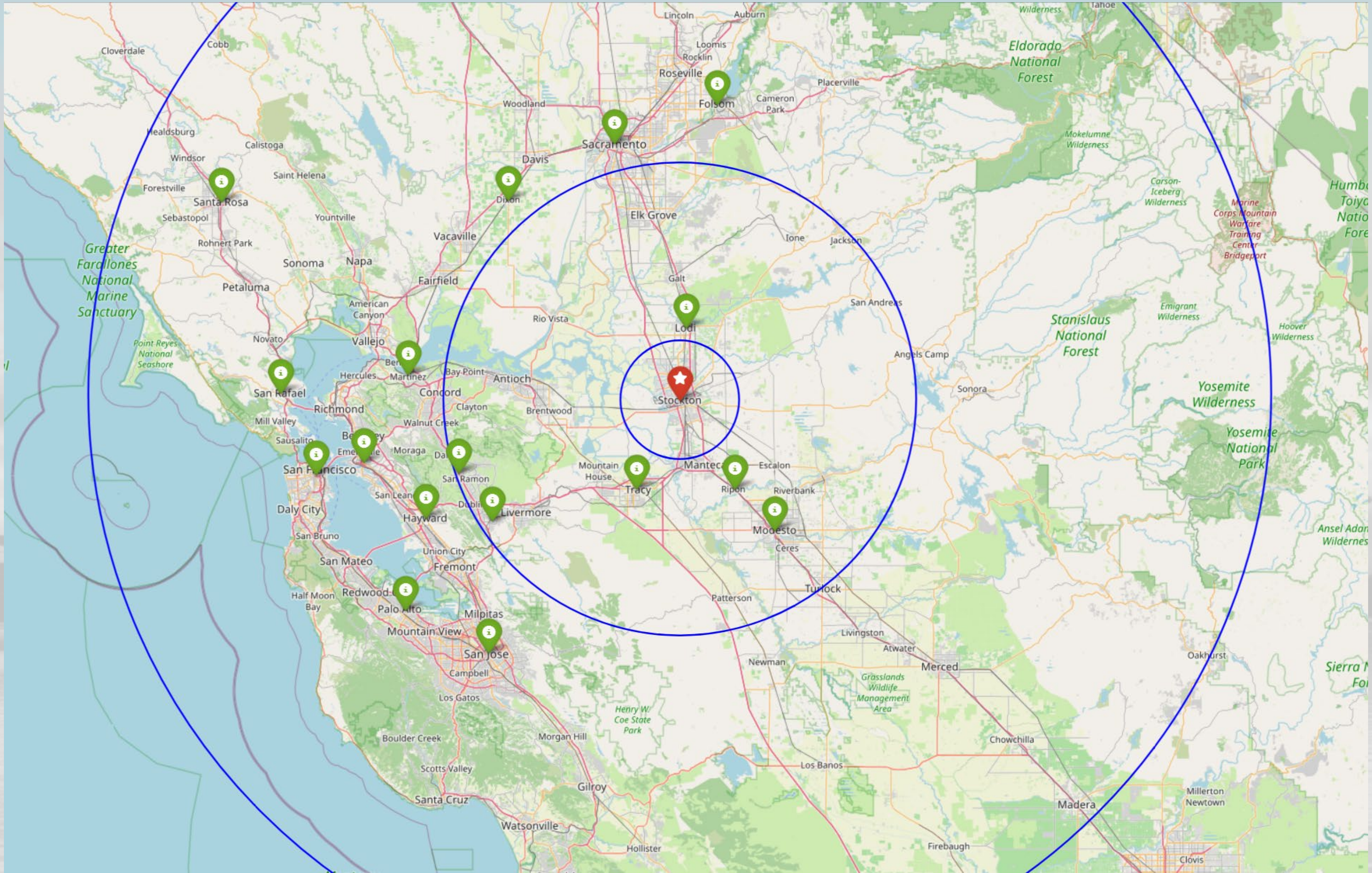
# Procurement Summary – Categories of Work / Coverage

Port of Stockton
CALIFORNIA

| Team | Black & Veatch Walnut Creek, CA | Blackburn Consulting West Sacramento, CA | COWI Oakland, CA | Dillon & Murphy Lodi, CA | Geocon Stockton, CA | GHD Concord, CA | Ghirardelli Associates Stockton, CA | HDR Sacramento, CA | JMA Stockton, CA | KSN Stockton, CA | Moffatt & Nichol Oakland, CA | Stantec Walnut Creek, CA | Twining Sacramento, CA | Verdantas Folsom, CA | WJE Emeryville, CA |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Primary Categories** | | | | | | | | | | | | | | | |
| Civil Engineering | x | | x | x | | x | x | x | x | x | x | x | | x | |
| Project Management | x | | x | x | | x | x | x | x | x | x | x | | x | |
| Structural Engineering | x | | x | x | | x | x | x | x | | x | x | | x | x |
| Program Management | x | | x | | | x | x | x | x | | x | x | | x | |
| Marine Structures Engineering | x | | x | | | x | | x | x | | x | x | | | x |
| Storm Water and Wastewater Systems Engineering | x | | x | x | | x | x | x | x | x | x | | | x | |
| Coastal Engineering (including shoreline protection, sediment transport, evaluation of sea level rise) | x | | x | | | x | | x | x | | x | x | | | |
| Architecture (including ADA design, inspections, and ADA Transition Plans) | x | | x | | | x | x | x | x | | x | | | | |
| Geotechnical Engineering (landside and marine) | x | x | x | | | x | x | x | x | | x | | x | | |
| Facility Inspection | x | | x | | x | x | x | x | x | x | x | | | | x |
| Construction Management (including construction support services) | x | x | x | x | | x | x | x | x | x | x | | | | |
| Enterprise Asset Management System Support | x | | x | | | x | | x | x | | x | | | | |
| Cost Estimating | x | | x | x | | x | x | x | x | x | x | | | | |
| CAD Support Services | x | | x | | | x | x | x | x | x | x | | | | |
| Electrical Engineering (including high voltage, electrical systems, shore power, and equipment design) | x | | x | | | x | x | x | x | | x | x | | x | |
| Constructability Reviews including Value Engineering | x | | x | x | | x | x | x | x | x | x | | | | |
| Fire Protection Engineering | x | | x | | | x | | x | x | | x | | | | |
| Peer Review | x | x | x | x | | x | x | | x | | x | | | | |
| Environmental Engineering (including hazardous material evaluation and monitoring) | x | x | x | | | x | x | x | x | | x | | | | |
| Specification Writing (Construction and Professional Services) | x | | x | | | x | x | x | x | x | x | | | | |
| Building Envelope Engineering | x | | x | | | x | | x | x | | x | | | | x |
| Transportation and Traffic Engineering | x | | x | | | x | x | x | x | | x | x | | | |
| Planning (including strategic planning, port feasibility studies, master planning, economic studies, life cycle cost analysis, port capacity analysis, market demand analysis, transport corridor analysis, terminal operations planning) | x | | x | x | | x | | x | x | | x | x | | | |
| Plumbing Design (including sump, force-main systems, and marine structures under-piping) | x | | x | | | x | | x | x | | x | | | | |
| Railroad Engineering | x | | x | x | | x | x | x | x | | x | | | | |
| Surveying | x | | x | x | | x | x | x | x | x | x | | | | |
| Resilience Planning | x | | x | | | x | | x | x | | x | | | | |
| Permit/Building Construction Inspection Services | x | | x | | | x | x | x | x | | x | | | | |
| | | | | | | | | | | | | | | | |
| **Secondary Categories** | | | | | | | | | | | | | | | |
| Special Inspection and Testing | | x | x | | x | x | x | | x | | x | | x | | |
| Utilities Piping and Metering | x | | x | | | x | x | | x | | x | | | | |
| Crane Inspection, Testing and Certification Services | x | | x | | | x | | | x | | x | | | | |
| Utility Location Services | | | x | | | x | | | x | | x | | | | |
| Demolition Engineering | | | x | | | x | | | x | | x | | | | |
| Forensic Investigation | | | x | | | x | | | | | x | | x | | x |
| Corrosion Engineering | x | | x | | | x | | | x | | x | | | | x |
| Construction Litigation Support | | | x | | | x | x | | | | x | | x | | |
| Materials Testing | x | | x | | x | x | x | | x | | x | | x | | |
| Design Code Development | | | x | | | | | | x | | x | | | | |
| Building Permit Plan Review | x | | x | | | x | x | | x | | x | | | | |
| Mooring and Berthing Analysis and Design (including naval architecture) | x | | x | | | x | | | x | | x | | | | |
| | | | | | | | | | | | | | | | |
| **Tertiary Categories** | | | | | | | | | | | | | | | |
| Archaeology | x | | | | | | x | | x | | x | | | | |
| Utility and Energy Efficiency | x | | x | | | x | x | | x | | x | | | | |

# Procurement Summary - Locations

Port of Stockton
CALIFORNIA



# Benefit to The Port

The proposed agreement will provide the Port with access to professional and engineering services on an as-needed basis, allowing staff to efficiently obtain professional and engineering support for maintenance, repair, construction, and infrastructure projects. Establishing an on-call contract streamlines procurement, reduces administrative effort, and ensures qualified consultants are readily available when needed.

Examples of projects that may utilize these services include:

- Capital improvement and infrastructure projects
- Facility design and construction support
- Construction management and inspection services
- Utility and drainage-related projects
- Other engineering and technical support services as required

The agreement is intended to improve responsiveness, maintain consistency in service delivery, and support the Port's ongoing operational and capital project needs.

# Fiscal Impact

Port of Stockton
CALIFORNIA

The On-Call Engineering MSA does not commit funds by itself; expenditures will occur only when specific service contracts are issued. All contracts that require Commission approval will continue to be let by the Board. The estimated total annual expenditure is approximately $1,500,000, based on projected service needs and is accounted for in the FY2026-27 budget.

Future costs of the annual contract will be included in the future year's budget development process.

# Findings and Recommendation

Port of Stockton
CALIFORNIA

Staff recommend the Commission authorize the Port Director to execute a Master Services Agreement for On-Call Engineering Services on an as-needed basis for a term of three years, with two one- year extensions upon mutual consent.

# Findings and Recommendation



## Questions

# Scoring Criteria



| COMMITTEE EVALUATION SHEET: Engineering and Related Professional Services | | |
|---|---|---|
| EVALUATION CRITERIA | | Maximum Score |
| 1 | **Team Organization and Key Personnel:** Clear organization chart with well-defined roles for key personnel with demonstrated expertise in the category(ies) for which respondent has submitted qualifications. Demonstrated flexibility, responsiveness and resource availability. | 25 |
| 2 | **Team Experience:** Relevant backgrounds handling diverse project types with extensive experience in the category(ies) for which respondent has submitted qualifications. | 30 |
| 3 | **References and Past Performance:** Indicates consistent record of quality, timeliness and budget control. | 30 |
| 4 | **Quality Assurance/Quality Control Procedures:** Robust QA/QC plan with clear procedures and accountability. | 10 |
| 5 | **Local Knowledge:** Knowledge of local codes, agencies and conditions. | 5 |
| 6 | ***BONUS POINTS* Project Team includes one (1) or more members with valid TWIC.** Copy(ies) of valid TWIC included with proposal. | 5 |
| | **Maximum Overall Score:** | **105** |

# Procurement Summary - Subconsultants

Port of Stockton
CALIFORNIA

| Subconsultant | Closest Office | Distance to Stockton (mi) | Subconsultant | Closest Office | Distance to Stockton (mi) |
|---|---|---|---|---|---|
| Accenture Infrastructure | Sacramento, CA | 50 | Kuth Ranieri Architects | San Francisco, CA | 80 |
| Allana Buick Bers (ABB) | Palo Alto, CA | 85 | Latitude 33 | San Diego, CA | 480 |
| Anchor QEA | San Francisco, CA | 80 | LDA | Modesto, CA | 35 |
| AWP Safety | Stockton, CA | 0 | Liftech | Oakland, CA | 70 |
| Azad | Sacramento, CA | 50 | MGE | Sacramento, CA | 50 |
| Bess Test Labs | Tracy, CA | 20 | Marx Okubo | Oakland, CA | 70 |
| Benen | Sacramento, CA | 50 | New Age Aerial | Stockton, CA | 0 |
| BK Cooper and Associates | Sacramento, CA | 50 | Nichols Consulting Engineers | Oakland, CA | 70 |
| Blackburn Consulting | Sacramento, CA | 50 | Ninyo & Moore | Sacramento, CA | 50 |
| Burns | Oakland, CA | 70 | OLMM Consulting Engineers | Oakland, CA | 70 |
| Cinquini & Passarino | Santa Rosa, CA | 95 | P2S | San Jose, CA | 70 |
| Cumming Group | Sacramento, CA | 50 | Path Strategy | Sacramento, CA | 50 |
| Corrpro Companies | Stockton, CA | 0 | PeneCore Drilling | Ripon, CA | 18 |
| CYS Structural Engineers | Sacramento, CA | 50 | Pennino Management Group | Pleasanton, CA | 45 |
| Earth Mechanics, Inc. (EMI) | Oakland, CA | 70 | PGH Wong | San Francisco, CA | 80 |
| ENGEO | San Ramon, CA | 45 | PLS Surveys | Modesto, CA | 35 |
| Entek Consulting Group | Stockton, CA | 0 | Power Engineering Construction | Martinez, CA | 60 |
| Frisch Engineering | Folsom, CA | 60 | Progression Engineering | Oakland, CA | 70 |
| GFT | Sacramento, CA | 50 | Sapphos | Pasadena, CA | 350 |
| GeoEngineers | Oakland, CA | 70 | SGH | Oakland, CA | 70 |
| GHD | Sacramento, CA | 50 | Shannon & Wilson | Oakland, CA | 70 |
| H3 | Pasadena, CA | 350 | Shiels Sowko Consultants | Sacramento, CA | 50 |
| HDR | Sacramento, CA | 50 | Signet Testing Labs | Hayward, CA | 55 |
| HCS Engineering | Tracy, CA | 20 | Sunlab Analytical Lab | Stockton, CA | 0 |
| Hollins Consulting | Oakland, CA | 70 | SunStar Laboratories | Modesto, CA | 35 |
| JC Wagner | Sacramento, CA | 50 | Taber | Modesto, CA | 35 |
| Joe Hill Consulting Engineers | Modesto, CA | 35 | Taber Drilling | Modesto, CA | 35 |
| JMA Civil | Dixon, CA | 65 | Twining | Sacramento, CA | 50 |
| KCI | San Francisco, CA | 80 | Underwater Acoustics International | San Rafael, CA | 80 |
| Kimley Horn | Stockton, CA | 0 | UpAvanti Inc. | Sacramento, CA | 50 |
| Kleinfelder | Stockton, CA | 0 | V&W Drilling | Lodi, CA | 15 |
| KSN | Stockton, CA | 0 | WSP | Sacramento, CA | 50 |