

NEW YORK STATE ENERGY RESEARCH AND DEVELOPMENT  
AUTHORITY

# APPENDIX H. JOBS AND WORKFORCE DEVELOPMENT PLAN

STATEN ISLAND MARINE TERMINAL  
NORTHPOINT DEVELOPMENT

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## Acronyms and Abbreviations

|            |  |
|------------|--|
| BOEM       | Bureau of Ocean Energy Management                        |
| Crowley    | Crowley Marine   |
| EIA        | economic impact analysis                                 |
| GW         | gigawatts  |
| ILA        | International Longshoremen's Association                 |
| MWBE       | Minority and women-owned business enterprises            |
| MOSF       | major oil storage facility                               |
| NorthPoint | NorthPoint Development                                   |
| NYSERDA    | New York State Energy and Research Development Authority |
| OSW        | offshore wind  |
| Project    | Staten Island Marine Terminal                            |
| RHT        | Red Hook Terminals                                       |
| SCIP       | Supply Chain Investment Plan                             |
| SDVOB      | Service-disabled veteran-owned businesses                |



## H.1 New York Jobs and Workforce Plan Summary

The development of the SCIP Facility is expected to generate a variety of economic benefits for New York State (NYS), including the creation of long-term, competitive jobs, and transportation cost savings for OSW developers. Furthermore, the Project will promote equity by providing substantial economic opportunities for disadvantaged communities, minority and women-owned business enterprises (MWBES) and service-disabled veteran-owned businesses (SDVOBs). These benefits are described in more detail in this section.

The estimated economic benefits and impacts were estimated using IMPLAN, a third-party economic impact analysis (EIA) model. IMPLAN uses an input-output methodology to assess how spending and other economic activity ripple through regional economies and industries via input purchases, labor payments, and trade (Clouse 2022). IMPLAN estimates three distinct economic effects: direct, indirect, and induced. Direct effects are changes in final demand due to project expenditures. Indirect effects are follow-on purchases that occur between businesses in the region because of initial input purchases. Induced effects are generated from labor income spending by workers in the affected industries.

Anticipated cost estimates were used as IMPLAN inputs for all Category 2 as well as Category 4 – Facility Maintenance activities. Crowley provided industry estimates of annual full-time equivalent (FTE) jobs associated with Category 4 – Turbine Assembly and Category 4 – Port Facility Operation and Loading/Unloading activities. In addition, Red Hook Terminal (RHT) provided labor compensation estimates for those activities. Additional details of the EIA methodology are described in **Appendix B: Supplemental Materials** under **Economic Benefits**. The incremental economic benefits are also reported in **Appendix A: SCIP Data Form**.

### Workforce Training and Recruitment Philosophy

Northpoint, as the developer, and Redhook Terminals / Crowley Marine, as the port operator, will:

- Support training and the development of training programs geared towards specific needs of the SIMT program and port operations.
- Collaborate and deliver successful clean energy workforce development and training programs.
- Work to understand training capacity with NYSERDA to update training content to prepare workers for jobs in this newly emerging waterfront industry.
- Ensure an equitable transition that includes transitioning and training a workforce while leveraging transferrable skills.

### Supporting Jobs and Economic Opportunities

The Project presents a rare opportunity for New York State to convert a former major oil storage facility (MOSF) into a marshalling port that provides critical capacity for New York’s burgeoning OSW market. Located in a heavy manufacturing zone on the west shore of Staten Island, the Project is adjacent to New Jersey and has direct access to the Atlantic via the Arthur Kill and Raritan Bay. The Project will



establish a modern, intermodal, high-capacity, high-flexibility port to serve the OSW industry and support the deployment of approximately 1-2 gigawatt<sup>1</sup> of OSW capacity annually. The Project will play a critical role in providing a marshalling port for logistics and installation for the OSW supply chain.

Once operational, the Project will:

- **Accelerate the deployment of clean energy**, positioning New York to decarbonize its economy and leading to greenhouse gas reduction and air quality improvement.
- **Revitalize Staten Island’s West Shore**, an area that was primarily used for industrial activities such as oil storage and distribution.
- **Create jobs** in an industry that is strategic to New York’s clean energy goals through supporting the development of a local OSW supply chain and reducing costs for OSW installation for the state.

NorthPoint plans to partner with the Regional Clean Energy Hub, Staten Island Economic Development Corporation, Staten Island Chamber of Commerce, New York City Economic Development Corporation, and College of Staten Island to identify those organizations to support the design, development, construction, and operation of the proposed marshalling port to meet the proposed goals of the COSW and NorthPoint SCIP proposal.

NorthPoint aims to foster inclusive economic growth through supply chain investments that support, attract, and engage disadvantaged communities, MWBE and SDVOB companies and workers from overburdened communities to meaningfully participate in and benefit from the OSW industry. The ability to do that will be met by Northpoint’s commitment to the following sub-categories that support jobs and economic opportunity on the West Shore of Staten Island.

## Access To Jobs and Labor Sourcing

NorthPoint will work with NYSERDA, New York State Department of Labor, and Empire State Development to support workforce development actions, in a manner that is responsive to industry needs and job placement opportunities and in coordination with educational institutions, training organizations, unions, industry actors, local governments and community-based organizations, workforce one-stops, and foundations. NorthPoint will provide specific details on how it will support equitable, statewide access to quality training, jobs, and economic opportunities across the offshore wind sector closer to the construction phase on the Project.

## Health and Safety

The most effective workforce development efforts combine robust diversity, equity, and inclusion initiatives including relevant safety training (such as the Occupational Safety and Health Administration and U.S. Environmental Protection Agency) as applicable. To the extent possible, training entities will leverage State, federal, or other funding to cover training and education costs and, thereby, eliminate barriers. NorthPoint is committed to health and safety of the workers present on the SIMT site. Therefore, future health and safety training and commitment to incident reporting and loss prevention will be detailed out closer to the construction and port operation timeframe.

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<sup>1</sup> A typical 1.5 GW project is expected to take one to two years to complete.



## Diversity, Equity, and Inclusion

The Project will advance equity and improve quality of life for underserved populations through potential funding of construction and OSW apprenticeships and programs that will target a diverse workforce by race, gender, and ethnicity, and ensure job placements with higher than the median average for New York City. Additional initiatives related to diversity, equity, and inclusion are outlined below under **Section H.4** and **Section H.5**.

## Future Opportunities and Challenges

NorthPoint commits to identifying specific opportunities to reduce emissions, support communities, reduce existing health risks, and avoid introducing new risks. NorthPoint has identified the environmental issues related to the Project Site and is remediating those in order to offer future jobs and workforce opportunities related to the reuse of the site for OSW uses. The Project has the opportunity to expand workforce development for the clean energy economy in collaboration with NYSERDA, unions, and the clean energy industry, in order to expand workforce development programs focused on training and job placement in clean energy and emerging technologies.

In addition, the Project is consistent with the State's promotion of multiport infrastructure investment as laid out in the New York State Climate Action Council's Draft Scoping Plan. This investment is intended to support and facilitate the growth of the OSW industry in New York. This SCIP Facility presents an opportunity for the State to partner with SIMT to meet infrastructure needs for the OSW industry that include staging, construction, and operations and maintenance activities.



## H.2 Labor Engagement

### Labor Liaison

Michael Stamatis, President, and CEO of RHT, will act as the labor liaison for the operation of the proposed marshaling and staging port facility. With 36 years of experience in the maritime industry, member on the Board of Trustees of Waterfront Alliance, New York Shipping Association, Maritime Association of the Port of New York - New Jersey, and other industry stakeholder groups, Michael has strengthened maritime activity in the New York Harbor and has instituted fruitful new partnerships with labor, regional companies, and agencies. As a member in these associations, Michael has actively negotiated labor agreements in support of port operations in the New York Harbor. In his current role to support the development and operation of South Brooklyn Marine Terminal he is actively engaged with the International Longshoremen's Association (ILA) to support the operations of that facility along with existing relationships at other port in the New York and New Jersey Harbor.

### Identification of Labor Unions

As a part of the site design process, NorthPoint will further refine the trades that will be needed to support the construction of the port facility. Through our Labor Liaison and construction partners we will work to not only identify but engage those parties to begin discussion around the appropriate labor agreements as outlined in **Section H.3**.

The operation of the proposed marshaling and staging port facility project, the ILA has been identified to potentially support both the onshore and offshore labor needs of the port facility. The ILA has toured the property and also provided a letter of support for the proposed SCIP.

### Labor Union Engagement

With the support of our workforce and economic stakeholder partners, detailed communication plans will be developed throughout the design process to support the labor union engagement associated with the construction and operation of the proposed port facility. NorthPoint has significant experience with unions / labor agreements and engaging with them relative to construction projects based on the experience across the country.

### Labor Union Requirements

NorthPoint intends to incorporate labor requirements as outlined in the SCIP and SCIP Funding Agreement which includes the payment of Prevailing Wages, notification of negotiating a PLA, adhering to LPA requirements, and maximizing opportunities for members of Disadvantaged Communities, NYS-Certified MWBEs, and NYS-Certified SDVOBs are required.





## H.3 Project Labor Agreements

### Benefits from Project Labor Agreement Implementation

NorthPoint intends to identify and engage those necessary union relationships for the construction and operation of the proposed marshalling and staging port facility. The team is committed to review and report on cost savings, worker benefits, and project benefits as a result of a labor agreement for the proposed project. NorthPoint anticipates the negotiation of any labor agreement to include shift expectations, labor harmony, training opportunities, and inclusion of MWBEs and SDVOBs in support of those requirements outlined below and in the SCIP.

### Opportunities for Disadvantaged Communities

The development, construction, and long-term operation of the SCIP Facility will provide economic benefits to members of disadvantaged and historically underserved communities through project expenditures, community-focused investments, and climate and public health improvements. To the extent feasible, NorthPoint, Crowley, and RHT will employ workers and source materials and services from businesses located in disadvantaged communities (including the project-adjacent Rossville community). NorthPoint, Crowley, and RHT will also work with NYSERDA to quantify the Project expenditures benefitting disadvantaged communities and identify additional opportunities to increase the amount of investment in these communities.

Furthermore, the ongoing and planned environmental remediation efforts to convert a former oil storage facility into an OSW marshalling port will directly benefit Rossville and other local communities by reducing potential environmental harms and increasing property values. Additionally, by alleviating the bottleneck for wind turbine installation projects, the proposed SIMT marshalling port will enable New York State to transition away from fossil fuels and toward clean energy at a faster rate, thereby reducing emissions and improving public health outcomes for disadvantaged communities that have typically borne a disproportionate share of emissions costs.

### Opportunities for MWBEs and SDVOBs

NorthPoint, Crowley, and RHT are committed to fostering diversity, equity, and inclusion within their respective workforces, partnerships, and the communities in which they operate. This commitment includes setting contracting goals to ensure that groups that have historically been underrepresented in business have substantial opportunities to participate in and receive an equitable share of the benefits from economic activity. Crowley maintains Federal Acquisition Regulation-approved small business subcontracting plans that include aggressive goals for small and disadvantaged businesses, and regularly exceeds these goals by setting aside as much as 40% of large contracts for small businesses.

For the development of this SCIP Facility, NorthPoint, Crowley, and RHT have set a target of 30% of total construction, operations, and maintenance expenditures to be allocated to MWBEs and SDVOBs registered in New York State. Category 2 net expenditures (excluding NYS funding) and employment impacts for MWBEs and SDVOBs are provided in **Section H.6**, respectively. Similarly, Category 4 expenditures and employment impacts for MWBEs and SDVOBs are described in **Section H.6**. Note that only direct expenditures and jobs for MWBEs and SDVOBs are provided, as the IMPLAN model does not currently have the capability to estimate indirect and induced effects by demographic.



supports underrepresented groups in the industry, including as a partner on the Florida Diversity Council, the Women in Maritime Operations, and the international Women in Shipping and Trading Association. Crowley is also recognized as a 2022 Military Friendly Employer, participates in the HIREVets.gov Medallion Program, and is a founding member of the maritime industry's "Military to Mariner" Program with the U.S. Army, Navy, and Coast Guard.

Finally, a project labor agreement will be negotiated between the funding recipient and other parties as required in the funding agreement with NYSERDA.



## H.4 Industry Wide Training and Education

NorthPoint is committed to the identifying opportunities for collaborating, developing, investing in, or establishing partnerships with the New York State offshore wind workforce training efforts currently underway or in the planning stages. NorthPoint will detail out utilization and creation of workforce development programs including whether SIMT will integrate pre-apprenticeship programs, registered apprenticeship programs, or other labor-management programs in future iterations of this Plan. In addition, detailed metrics on program funding and scheduling as well as the number of people that will need to be trained (by when and for what skillset) will be provided once the Project moves into its final design stage.

In general, NorthPoint aims to create offshore wind supporting educational opportunities for the public, while making these opportunities extremely accessible. Part of this could be creating a streamlined and symbiotic strategy for youth education and workforce. These opportunities for training and education would be coordinated with members of the Jobs and Supply Chain Technical Work Group (JSC-TWG). NorthPoint will support the collaboration between industry, labor, academia, and government is a priority for workforce development.

Below are potential opportunities that NorthPoint could provide to support industry wide training and education.

- 1 Build capacity within College of Staten Island and training facilities to create certified training programs.
- 2 Build capacity with community-based organizations to strategize and implement OSW-specific workforce programming.
- 3 Engage waterfront communities on initiatives related to conservation and connections to the OSW industry.
- 4 Focus on MWBE and SDVOB organization training programs and grants.
- 5 Create an online job portal with information regarding education, trainings, and development timelines.
- 6 Contribute to existing research.

Future partners could include:

- Empire State Development
- Workforce Development Institute
- CUNY & Kingsborough Community College's (KCC) Maritime Technology program
- New York State Offshore Wind Training Institute
- JobsFirst NYC's Green Jobs Network
- College of Staten Island – Continuing Education
- Staten Island Technical High School
- Staten Island Economic Development Corp.
- Staten Island Civic Association of NY, Inc.



## H.5 Just Transition

A just workforce transition is a key part of putting New York State on a path to the Climate Act goal of zero-emissions electricity by 2040. NorthPoint actively seeks to fortify the Just Transition framework to build a regenerative economy that will maximize the social and economic opportunities for the West Shore community that have historically been excluded from the major oil storage industry that took place on the Project Site in the past. NorthPoint anticipates that stakeholder engagement will begin with local disadvantaged, overburdened, underserved, or historically disinvested communities. Through its relationships, partnerships, and investments, NorthPoint will prioritize stakeholders that are part of or directly serve these communities.

In developing an approach, NorthPoint has referenced the New York State Climate Action Council’s Draft Scoping Plan and the Principles for Just Transition, as outlined below.

**Table H-1. Principles for Just Transition**

| <b>Category</b>  | <b>Principle Language</b>   |
|--|---|
| Stakeholder-Engaged Transition Planning  | Engage a diverse range of stakeholders via early, inclusive engagement in communities’ transitions to local low-carbon economies, including New York’s workforce and the State’s Disadvantaged Communities.   |
| Collaborative Planning for a Measured Transition Toward Long-Term Goals        | Encourage collaborative State and community-based long-term planning, capacity building, and robust social dialogue in order to ensure a gradual and supported transition.  |
| Preservation of Culture and Tradition  | Ensure that transition plans, policies, and programs reflect and respect local wisdoms, cultures, and traditions, including recognition of indigenous sovereignty.  |
| Realize Vibrant, Healthy Communities Through Repair of Structural Inequalities | Seek to lift up New Yorkers in the transition to a low-carbon economy by implementing transition policies and programs that promote cross-generational prosperity and gender and racial equity, in recognition of the disproportionate burden of environmental pollution and climate change on Disadvantaged Communities. |
| Equitable Access to High Quality, Family-Sustaining Jobs                       | Promote the creation of high-quality, family-sustaining jobs, including union jobs, and ensure that new jobs are created in transitioning and Disadvantaged Communities, connecting workers to employment opportunities through career services, skills training, and infrastructure investments.                         |
| Redevelopment of Industrial Communities  | Promote diversified, strengthened economies in the transition to a low-carbon economy, examine opportunities for community-centered ownership structures, and promote industry recovery, retention, and growth for regions and sectors in transition.   |



|   |   |
|---|---|
| Development of Robust In-State Low-Carbon Energy and Manufacturing Supply Chain | Develop a robust in-State low-carbon supply chain, spanning full product lifecycles, to increase focus on exporting low- and no-carbon products and to ensure that jobs in these emerging sectors become more accessible to the local workforce and to Disadvantaged Communities.         |
| Climate Adaptation Planning and Investment for a Resilient Future               | Integrate climate adaptation into transition planning, including through promotion of community resilience and investment in sustainable infrastructure.  |
| Protection and Restoration of Natural and Working Lands Systems & Resources     | Promote the restoration, conservation, and resiliency of the State’s agricultural and natural systems, improving local food security and supply and fostering healthy ecosystems, particularly in Disadvantaged Communities through sustainable land and natural resource use.            |
| Mutually-Affirming Targets for State Industrialization & Decarbonization        | Implement decarbonization policies that simultaneously bolster industry retention and sustainable economic development and growth and ensure that economy-wide programs and policies address the social, environmental, and economic challenges of workers and communities in transition. |

*Source: New York State Climate Action Council Draft Scoping Plan, Chapter 7, Table 2*

NorthPoint will provide support for the Just Transition of the previously mentioned Staten Island communities, local unions, and workers impacted by repurposing of fossil fuel infrastructure. As discussed in SCIP, the proposed Project includes the redevelopment of 60 acres for an OSW marshalling port. To support these activities, the facility will require infrastructure improvements, both on the waterside and on the landside. On the landside, the site requires several improvements for the Project Site to transition to a marshalling port for OSW components.

A transition from the Project Site’s previous use as a MOSF to a future hub for OSW deployment aids in the City’s vision for a clean energy economy by providing new jobs through workforce training and recruitment. The site was a former MOSF that is currently under an Order on Consent with NYSDEC and EPA in support of the site closure. NorthPoint, as a part of the closing of the MOSF, has signed on as a responsible party liable for the cleanup of the property and in less than two years has completed the demolition of 38 storage tanks, eight buildings, and aboveground infrastructure and an extensive remedial program involving collection of 3,400 samples and installation of 115 monitoring wells under the oversight of both NYSDEC and EPA. NorthPoint has submitted the Interim Remedial Work Plan for those activities to begin in Q2 2023 pending agency approval. Furthermore, NorthPoint is working to submit the Remedial Investigation Report and Remaining Remedial Workplans in Q1 2023 with a plan begin final remedial efforts for the remainder of the site in Q4 of 2023 providing a line of site for remediation completion by Q4 2025. Currently, the MOSF is not operational and does not employ workers at this time. The new use for the SIMT site would introduce approximately 1600 workers during project development and 115 long-term jobs during port operations.

In the event that SIMT is awarded NYSERDA funds, NorthPoint may consider additional investments into the SCIP Facility in the future to further enhance the site outside of the scope of this SCIP application.



Additional opportunities for further enhancement could include temporary job training sites at SIMT and recruitment programming for on-site workers.

NorthPoint will explore opportunities to collaborate with the Staten Island Economic Development Corporation and other city and state agencies in creating advisory boards comprised of community members, workers, and unions representing those workers, to evaluate programs proposed, which will help ensure a Just Transition.



## H.6 Jobs Commitments

NorthPoint, Crowley, and RHT are committed to fostering diversity, equity, and inclusion within their respective workforces, partnerships, and the communities in which they operate. This commitment includes setting contracting goals to ensure that groups that have historically been underrepresented in business have substantial opportunities to participate in and receive an equitable share of the benefits from economic activity. For the development of this SCIP Facility, NorthPoint, Crowley, and RHT have set a target of 30% of total construction, operations, and maintenance expenditures to be allocated to MWBEs and SDVOBs registered in New York State.

The table below summarizes the expected number of direct jobs (or Full-Time Equivalents) generated as a result of SCIP Facility development and operations.

**Table H.2. Jobs and Workforce Claims Entry**

| <b>JW ID</b> | <b>DETAILED DESCRIPTION</b>   | <b>NUMBER OF TOTAL DIRECT JOBS (OR FTES)</b> | <b>PHASE</b>                  | <b>DAC OR MWBE/SDVOB POSITIONS</b> |
|--------------|---|--|-------------------------------|------------------------------------|
| JW2-061      | Engineering jobs for feasibility studies, design, and engineering   | 34 FTEs                                      | Project Development (2023)    | 10 FTEs                            |
| JW2-062      | Construction workers developing the project site  | 551 FTEs                                     | Project Development (2025)    | 165 FTEs                           |
| JW2-063      | Construction workers developing the project site  | 1203 FTEs                                    | Project Development (2026)    | 307 FTEs                           |
| JW4-076      | Jobs for installation and assembly of wind turbines   | 25 unique jobs (long-term)                   | Operations (first 5 years)    | 8 unique jobs (long-term)          |
| JW4-077      | Jobs for installation and assembly of wind turbines   | 25 unique jobs (long-term)                   | remainder of operation period | 8 unique jobs (long-term)          |
| JW4-078      | Jobs for general port facility operation and loading and unloading OSW components and subcomponents from barges and other vessels | 90 unique jobs (long-term)                   | Operations (first 5 years)    | 27 unique jobs (long-term)         |
| JW4-079      | Jobs for general port facility operation and loading and unloading OSW components and subcomponents from barges and other vessels | 90 unique jobs (long-term)                   | remainder of operation period | 27 unique jobs (long-term)         |
| JW4-080      | Jobs required for SCIP Facility maintenance   | 1 FTE  | Year 2031 (operations)        | 0 FTEs                             |



| <b>JW ID</b> | <b>DETAILED DESCRIPTION</b>  | <b>NUMBER OF TOTAL DIRECT JOBS (OR FTES)</b> | <b>PHASE</b>           | <b>DAC OR MWBE/SDVOB POSITIONS</b> |
|--------------|--|--|------------------------|------------------------------------|
| JW4-081      | Jobs required for SCIP Facility maintenance (more intensive maintenance required every 10 years) | 16 FTEs                                      | Year 2036 (operations) | 5 FTEs                             |
| JW4-082      | Jobs required for SCIP Facility maintenance  | 1 FTE  | Year 2041 (operations) | 0 FTEs                             |
| JW4-083      | Jobs required for SCIP Facility maintenance (more intensive maintenance required every 10 years) | 16 FTEs                                      | Year 2046 (operations) | 5 FTEs                             |
| JW4-084      | Jobs required for SCIP Facility maintenance  | 1 FTE  | Year 2051 (operations) | 0 FTEs                             |
| JW4-085      | Jobs required for SCIP Facility maintenance (more intensive maintenance required every 10 years) | 16 FTEs                                      | Year 2056 (operations) | 5 FTEs                             |

The project development jobs were estimated using IMPLAN, a third-party EIA model. The model estimates that engineering jobs generated (JW2-061) during project development will have on average the total compensation package of around \$129,000 per job, which includes the base pay, payroll taxes, and other fringe benefits. The construction jobs (JW2-062 and JW2-063) during project development will have on average the total compensation package of approximately \$95,000 per job.

The number of long-term jobs (115) and the associated labor rates or compensation was based on Crowley and RHT’s experience on other marshalling port facilities. The estimated hourly rates are presented in the table below.

**Table H.3. Estimated Hourly Rates**

| <b>RATES</b>   | <b>VALUE</b> |
|--|--------------|
| Total Straight Time (includes the base rate of \$38.00, federal payroll taxes [8.25%], state unemployment insurance and metropolitan commuter transportation mobility tax, and others) | \$48.47      |
| Overtime (includes \$57.00 wage plus taxes)  | \$71.20      |
| Mealtime (\$76.00 plus taxes)  | \$93.92      |



Table H.1: Template for Jobs and Workforce Claims Entry

| JW ID           | Detailed Description   | Detailed Description  | Number of direct jobs (or FTEs)   | Phase                         | DAC or MWBE/SDVOB positions   | Note                       |  |
|-----------------|--|---|---|-------------------------------|-------------------------------|----------------------------|--|
| From Part III-2 | JW2-061  | 34 "Design/preliminary engineering labor" positions   | Engineering jobs for feasibility studies, design, and engineering   | 34 FTEs                       | Project Development (2023)    | 10 FTEs                    | NorthPoint, Crowley, and RHT are committed to fostering diversity, equity, and inclusion within their respective workforces, partnerships, and the communities in which they operate. This commitment includes setting contracting goals to ensure that groups that have historically been underrepresented in business have substantial opportunities to participate in and receive an equitable share of the benefits from economic activity. For the development of this SCIP Facility, NorthPoint, Crowley, and RHT have set a target of 30% of total construction, operations, and maintenance expenditures to be allocated to MWBEs and SDVOBs registered in New York State. |
|                 | JW2-062  | 551 "Construction labor" positions  | Construction workers developing the project site  | 551 FTEs                      | Project Development (2025)    | 165 FTEs                   |  |
|                 | JW2-063  | 1023 "Construction labor" positions   | Construction workers developing the project site  | 1203 FTEs                     | Project Development (2026)    | 307 FTEs                   |  |
| JW4-076         | 25 "Turbine assembly labor" positions (first 5 years)  | Jobs for installation and assembly of wind turbines   | 25 unique jobs (long-term)  | Operations (first 5 years)    | 8 unique jobs (long-term)     |                            |  |
| JW4-077         | 25 "Turbine assembly labor" positions (remainder of operation)                               | Jobs for installation and assembly of wind turbines   | 25 unique jobs (long-term)  | remainder of operation period | 8 unique jobs (long-term)     |                            |  |
| JW4-078         | 90 "port facility operations and loading/unloading services labor" positions (first 5 years) | Jobs for general port facility operation and loading and unloading OSW components and subcomponents from barges and other vessels | 90 unique jobs (long-term)  | Operations (first 5 years)    | 27 unique jobs (long-term)    |                            |  |
| From Part III-4 | JW4-079  | 90 "port facility operations and loading/unloading services labor" positions (remainder of operation)                             | Jobs for general port facility operation and loading and unloading OSW components and subcomponents from barges and other vessels | 90 unique jobs (long-term)    | remainder of operation period | 27 unique jobs (long-term) |  |
|                 | JW4-080  | 1 "facility maintenance labor" position (first 5 years)   | Jobs required for SCIP Facility maintenance   | 1 FTE                         | Year 2031 (operations)        | 0 FTEs                     |  |
|                 | JW4-081  | 16 "facility maintenance labor" positions (remainder of operation)  | Jobs required for SCIP Facility maintenance (more intensive maintenance required every 10 years)                                  | 16 FTEs                       | Year 2036 (operations)        | 5 FTEs                     |  |
|                 | JW4-082  | 1 "facility maintenance labor" positions (remainder of operation)   | Jobs required for SCIP Facility maintenance   | 1 FTE                         | Year 2041 (operations)        | 0 FTEs                     |  |
|                 | JW4-083  | 16 "facility maintenance labor" positions (remainder of operation)  | Jobs required for SCIP Facility maintenance (more intensive maintenance required every 10 years)                                  | 16 FTEs                       | Year 2046 (operations)        | 5 FTEs                     |  |
|                 | JW4-084  | 1 "facility maintenance labor" positions (remainder of operation)   | Jobs required for SCIP Facility maintenance   | 1 FTE                         | Year 2051 (operations)        | 0 FTEs                     |  |
|                 | JW4-085  | 16 "facility maintenance labor" positions (remainder of operation)  | Jobs required for SCIP Facility maintenance (more intensive maintenance required every 10 years)                                  | 16 FTEs                       | Year 2056 (operations)        | 5 FTEs                     |  |