

1 [Prevailing Wage Rates - Various Workers Performing Work in Connection with City Contracts  
2 or Property]

3 **Resolution fixing prevailing wage rates for 1) workers performing work under City**  
4 **contracts for public work and improvements; 2) workers performing work under City**  
5 **contracts for janitorial services; 3) workers performing work in public off-street parking**  
6 **lots, garages, or storage facilities for automobiles on property owned or leased by the**  
7 **City; 4) workers engaged in theatrical or technical services for shows on property**  
8 **owned by the City; 5) workers engaged in the hauling of solid waste generated by the**  
9 **City in the course of City operations, pursuant to a contract with the City; 6) workers**  
10 **performing moving services under City contracts at facilities owned or leased by the**  
11 **City; 7) workers engaged in exhibit, display, or trade show work at special events on**  
12 **property owned by the City; 8) workers engaged in broadcast services on property**  
13 **owned by the City; 9) workers engaged in loading or unloading into or from a**  
14 **commercial vehicle on City property of materials, goods, or products in connection**  
15 **with a show or special event, or engaged in driving a commercial vehicle into which or**  
16 **from which materials, goods, or products are loaded or unloaded on City property in**  
17 **connection with a show or special event; 10) workers engaged in security guard**  
18 **services under City contracts or at facilities or on property owned or leased by the**  
19 **City; and 11) motor bus service contracts.**

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21  
22 WHEREAS, The City and County of San Francisco (the "City") requires that prevailing  
23 wage rates be paid on work performed under City contracts, as follows:  
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1           (1) *Public Works Contracts.* Charter, Section A7.204(b), requires that City contracts  
2 for public work or improvement provide that persons directly or indirectly performing work  
3 under the contract be paid not less than the highest general prevailing rate of wages in private  
4 employment for similar work, and Administrative Code, Section 6.22(e), provides that  
5 contractors and subcontractors performing a public work or improvement for the City shall pay  
6 workers on such projects the highest general prevailing rate of wages, plus per diem wages  
7 and wages for holiday and overtime work, for various crafts and kinds of labor as paid in  
8 private employment in San Francisco;

9           (2) *Janitorial Services Contracts.* Administrative Code, Section 21C.2, requires that  
10 City contracts for janitorial services to be performed at facilities owned or leased by the City  
11 provide that any individual performing janitorial services under the contract be paid not less  
12 than the prevailing rate of wages, including fringe benefits or an equivalent amount, as paid in  
13 private employment for similar work in the area in which the contract is being performed;

14           (3) *Parking Lot/Garage/Auto Storage Facility Contracts.* Administrative Code, Section  
15 21C.3, requires that leases, management agreements, and other City contracts for the  
16 operation of a public off-street parking lot, garage, or storage facility for automobiles on  
17 property owned or leased by the City provide that any individual working at the parking lot,  
18 garage, or storage facility, including but not limited to individuals engaged in washing,  
19 polishing, lubrication, rent-car service, parking vehicles, cashiers, attendants, checking coin  
20 boxes, non-attendant parking lot checking, daily ticket audit, traffic directors and shuttle driver,  
21 shall be paid not less than the prevailing rate of wages, including fringe benefits or an  
22 equivalent amount, as paid in private employment for similar work in the area where the lease,  
23 management agreement, or contract is being performed;

24           (4) *Theatrical Services Contracts.* Administrative Code, Section 21C.4, requires that  
25 contracts, leases, franchises, permits, or agreements awarded, let, issued, or granted by the

1 City require that any individual engaged in theatrical or technical services related to the  
2 presentation of a show, including but not limited to workers engaged in rigging, sound,  
3 projection, theatrical lighting, videos, computers, draping, carpentry, special effects, and  
4 motion picture services be paid not less than the prevailing rate of wages, including fringe  
5 benefits or an equivalent amount, as paid in private employment for similar work in the area  
6 where the contract, lease, franchise, permit, or agreement is being performed;

7 (5) *Solid Waste Hauling Contracts.* Administrative Code, Section 21C.5, requires that  
8 every contract awarded by the City for the hauling of solid waste generated by the City in the  
9 course of City operations require that any individual engaged in the hauling of solid waste be  
10 paid not less than the prevailing rate of wages, including fringe benefits or an equivalent  
11 amount, as paid in private employment for similar work in the area where the contract is being  
12 performed;

13 (6) *Moving Services Contracts.* Administrative Code, Section 21C.6, requires that City  
14 contracts for moving services to be performed at any facility owned or leased by the City  
15 provide that any individual performing moving services be paid not less than the prevailing  
16 rate of wages, including fringe benefits or an equivalent amount, as paid in private  
17 employment for similar work in the area where the contract is being performed;

18 (7) *Contracts for Trade Show and Special Event Work.* Administrative Code, Section  
19 21C.8, requires that contracts, leases, franchises, permits, or agreements awarded, let,  
20 issued, or granted by the City for the use of property owned by the City require that any  
21 individual engaged in exhibit, display, or trade show work at a special event be paid not less  
22 than the prevailing rate of wages, including fringe benefits or an equivalent amount, as paid in  
23 private employment for similar work in the area where the contract, lease, franchise, permit, or  
24 agreement is being performed;

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1           (8) *Contracts for Broadcast Services.* Administrative Code, Section 21C.9, requires  
2 that contracts, leases, franchises, permits, or agreements awarded, let, issued, or granted by  
3 the City for the use of property owned by the City require that any individual engaged in  
4 broadcast services on City property be paid not less than the prevailing rate of wages,  
5 including fringe benefits or the matching equivalents thereof, paid in private employment for  
6 similar work in the area in which the contract, lease, franchise, permit, or agreement is being  
7 performed;

8           (9) *Loaders and Unloaders, and Related Drivers.* Administrative Code, Section  
9 21C.10, requires that contracts, leases, franchises, permits, or agreements awarded, let,  
10 issued, or granted by the City for the use of property owned by the City require that 1) any  
11 individual engaged in loading or unloading, on City property, of materials, goods, or products  
12 into or from a commercial vehicle in connection with a show or special event, and 2) any  
13 individual engaged in driving a commercial vehicle into which or from which materials, goods,  
14 or products are loaded or unloaded in connection with a show or special event, be paid not  
15 less than the prevailing rate of wages, including fringe benefits or an equivalent amount, as  
16 paid in private employment for similar work in the area where the contract, lease, franchise,  
17 permit, or agreement is being performed;

18           (10) *Security Guards.* Administrative Code, Section 21C.11, requires that 1) contracts  
19 issued by the City, as defined therein, require that any individual performing security guard  
20 services at any facility or on any property owned or leased by the City be paid not less than  
21 the prevailing rate of wages, including fringe benefits or an equivalent amount, as paid in  
22 private employment for similar work in the area where the contract is being performed, and  
23 that 2) contracts, leases, franchises, permits, or agreements awarded, let, issued, or granted  
24 by the City for an event on City property require that any individual performing security guard  
25 services be paid not less than the prevailing rate of wages, including fringe benefits or an

1 equivalent amount, as paid in private employment for similar work in the area where the  
2 contract, lease, franchise, permit, or agreement is being performed; and

3 WHEREAS, Administrative Code, Section 21C.1, provides that, in the case of any  
4 contract for Services wherein motor bus service is to be rendered to the general public on any  
5 facility owned by the City, or in the case of any contract for the transportation within the  
6 boundaries of the City of any Commodities owned or in the possession of the City, the  
7 Purchaser, on recommendation of the department head concerned and approval of the Mayor  
8 or the Mayor's designee or the board or commission in charge of such department upon the  
9 ground that the public interest would be best served by requiring the inclusion of such a  
10 provision in the contract, may require that any person performing labor thereunder shall be  
11 paid not less than the highest general prevailing rate of wages, including fringe benefits or the  
12 matching equivalents thereof, paid in private employment for similar work in the area in which  
13 the contract is being performed, on the condition that the notice inviting offers under  
14 Administrative Code, Section 21.2 calls attention to the requirements of any such provision;  
15 and

16 WHEREAS, For the foregoing purposes, Administrative Code, Sections 6.22(e) and  
17 21C.7(c)(1), respectively, require the Board of Supervisors (the "Board") annually to fix and  
18 determine the prevailing rate of wages, including such rate of wages paid for holiday and  
19 overtime work, paid in private employment in San Francisco for the various crafts and kinds of  
20 labor used on public works and construction projects; for janitorial services; for work in public  
21 off-street parking lots, garages, or automobile storage facilities; for theatrical and technical  
22 services related to the presentation of shows; for solid waste hauling services; for moving  
23 services; for trade show and special event work; for broadcast services; for loading and  
24 unloading; for security guard services; and for motor bus service contracts; and

1           WHEREAS, To aid the Board in the aforementioned determinations of prevailing wage  
2 rates, Administrative Code, Sections 6.22(e) and 21C.7(c)(1), respectively, require the Civil  
3 Service Commission (“the Commission”) to furnish to the Board relevant data as to prevailing  
4 wage rates; and

5           WHEREAS, For that purpose the Commission at its October 15, 2018, meeting  
6 considered the issue of prevailing wages for all the categories of workers covered in this  
7 Resolution, along with a report prepared by the Office of Labor Standards Enforcement (the  
8 “OLSE report”), on file with the Clerk of the Board of Supervisors in File No. \_\_\_\_\_, which  
9 is hereby declared to be a part of this Resolution as if set forth fully herein; and

10           WHEREAS, The Commission at its October 15, 2018, meeting certified the data in and  
11 adopted the OLSE report, which includes conclusions as to the prevailing wage rates to be set  
12 in accordance with Administrative Code, Sections 6.22(e), 21C.1, 21C.2, 21C.3, 21C.4,  
13 21C.5, 21C.6, 21C.8, 21C.9, 21C.10, and 21C.11; now, therefore, be it

14           RESOLVED, That the Board fixes and determines prevailing wage rates to be paid on  
15 work performed under applicable City contracts, as follows:

16           (1) *Public Works Contracts.* Pursuant to Administrative Code, Section 6.22(e), the  
17 Board fixes and determines the prevailing rate of wages, including per diem wages and wages  
18 for holiday and overtime work, for the various crafts and kinds of labor paid in private  
19 employment in San Francisco to be the prevailing wages identified in the OLSE report,  
20 specifically, the General Prevailing Wage Determinations made by the Director of Industrial  
21 Relations, State of California, pursuant to California Labor Code, Sections 1770, 1773, and  
22 1773.1 (see Attachments 1–4 of the OLSE report, at pages 1–170);

23           (2) *Janitorial Services Contracts.* Pursuant to Administrative Code, Section 21C.2, the  
24 Board fixes and determines the prevailing rate of wages, including wages for holiday and  
25 overtime work, and fringe benefits or an equivalent amount, paid in private employment for

1 janitorial work to be the prevailing wages identified in the aforementioned OLSE report,  
2 specifically, the prevailing wages identified in Attachment 5 of the OLSE report, at pages 173–  
3 74;

4 (3) *Parking Lot/Garage/Auto Storage Facility Contracts.* Pursuant to Administrative  
5 Code, Section 21C.3, the Board fixes and determines the prevailing rate of wages, including  
6 wages for holiday and overtime work, and fringe benefits or an equivalent amount, paid in  
7 private employment for work in off-street parking lots, garages, or automobile storage facilities  
8 to be the prevailing wages identified in the aforementioned OLSE report, specifically, the  
9 prevailing wages identified in Attachment 5 of the OLSE report, at page 175;

10 (4) *Theatrical Services Contracts.* Pursuant to Administrative Code, Section 21C.4,  
11 the Board fixes and determines the prevailing rate of wages, including wages for holiday and  
12 overtime work, and fringe benefits or an equivalent amount, paid for theatrical or technical  
13 services related to the presentation of a show including, but not limited to, rigging, sound,  
14 projection, theatrical lighting, videos, computers, draping, carpentry, special effects, and  
15 motion picture services to be the prevailing wages identified in the aforementioned OLSE  
16 report, specifically, the prevailing wages identified in Attachment 5 of the OLSE report, at  
17 page 176;

18 (5) *Solid Waste Hauling Contracts.* Pursuant to Administrative Code, Section 21C.5,  
19 the Board fixes and determines the prevailing rate of wages, including wages for holiday and  
20 overtime work, and fringe benefits or the equivalent thereof, paid to employees engaged in the  
21 hauling of solid waste, to be the wages identified in the aforementioned OLSE report,  
22 specifically, the prevailing wages identified in Attachment 5 of the OLSE report, at page 177;

23 (6) *Moving Services Contracts.* Pursuant to Administrative Code, Section 21C.6, the  
24 Board fixes and determines the prevailing rate of wages, including wages for holiday and  
25 overtime work, and fringe benefits or an equivalent amount, paid in private employment for

1 moving services to be the prevailing wages identified in the aforementioned OLSE report,  
2 specifically, the prevailing wages identified in Attachment 5 of the OLSE report, at page 178;

3 (7) *Contracts for Exhibit, Display, or Trade Show Work.* Pursuant to Administrative  
4 Code, Section 21C.8, the Board fixes and determines the prevailing rate of wages, including  
5 wages for holiday and overtime work, and fringe benefits or an equivalent amount, paid in  
6 private employment for individuals engaged in exhibit, display, or trade show work, to be the  
7 prevailing wages identified in the aforementioned OLSE report, specifically, the prevailing  
8 wages identified in Attachment 5 of the OLSE report, at pages 179–81;

9 (8) *Contracts for Broadcast Services.* Pursuant to Administrative Code, Section  
10 21C.9, the Board fixes and determines the prevailing rate of wages, including wages for  
11 holiday and overtime work, and fringe benefits or an equivalent amount, paid in private  
12 employment for individuals engaged in broadcast services, to be the prevailing wages  
13 identified in the aforementioned OLSE report, specifically, the prevailing wages identified in  
14 Attachment 5 of the OLSE report, at pages 182–85;

15 (9) *Loaders and Unloaders, and Related Drivers.* Pursuant to Administrative Code,  
16 Section 21C.10, the Board fixes and determines the prevailing rate of wages, including wages  
17 for holiday and overtime work, and fringe benefits or an equivalent amount, paid in private  
18 employment for individuals engaged in loading or unloading on City property of materials,  
19 goods, or products into or from a commercial vehicle in connection with a show or special  
20 event, and also for individuals engaged in driving a commercial vehicle into which or from  
21 which materials, goods, or products are loaded or unloaded in connection with a show or  
22 special event, to be the prevailing wages identified in the aforementioned OLSE report,  
23 specifically, the prevailing wages identified in Attachment 5 of the OLSE report, at page 186;

24 (10) *Security Guards.* Pursuant to Administrative Code, Section 21C.11, the Board  
25 fixes and determines the prevailing rate of wages, including wages for holiday and overtime



1 work, and fringe benefits or an equivalent amount, paid in private employment for individuals  
2 performing security guard services, to be the prevailing wages identified in the  
3 aforementioned OLSE report, specifically, the prevailing wages identified in Attachment 5 of  
4 the OLSE report, at pages 187–89; and

5 (11) *Motor Bus Service Contracts*. Pursuant to Administrative Code, Section 21C.1,  
6 the Board fixes and determines the prevailing rate of wages, including wages for holiday and  
7 overtime work, and fringe benefits or an equivalent amount, paid in private employment for  
8 individuals performing work under motor bus service contracts, to be the prevailing wages  
9 identified in the aforementioned OLSE report, specifically, the prevailing wages identified in  
10 Attachment 5 of the OLSE report, at page 172.

11 RECOMMENDED:  
12 CIVIL SERVICE COMMISSION

13  
14 By: \_\_\_\_\_  
15 SANDRA ENG  
16 ASSISTANT EXECUTIVE OFFICER

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