

1 [Prevailing Wage Rates - Various Workers Pursuant to Administrative Code, Section 6.22(e),  
2 and Labor and Employment Code Article 102]

3 **Resolution fixing prevailing wage rates for 1) workers performing work under City**  
4 **contracts for public works 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.**

20  
21 WHEREAS, The City and County of San Francisco (the "City") requires that prevailing  
22 wage rates be paid on work performed under City contracts, as follows:

23 (1) *Public Works Contracts*. Charter, Section A7.204(b), requires that City contracts  
24 for any public work or improvement provide that persons directly or indirectly performing work  
25 under the contract be paid not less than the highest general prevailing rate of wages in private

1 employment for similar work, and Administrative Code, Section 6.22(e), provides that  
2 contractors and subcontractors performing a public work or improvement for the City shall pay  
3 workers on such projects the highest general prevailing rate of wages, plus per diem wages  
4 and wages for holiday and overtime work, for various crafts and kinds of labor as paid in  
5 private employment in San Francisco;

6 (2) *Janitorial Services Contracts.* Labor and Employment Code, Section 102.2,  
7 requires that City contracts for janitorial services to be performed at facilities owned or leased  
8 by the City provide that any individual performing janitorial services under the contract be paid  
9 not less than the prevailing rate of wages, including fringe benefits or an equivalent amount,  
10 as paid in private employment for similar work in the area in which the contract is being  
11 performed;

12 (3) *Parking Lot/Garage/Auto Storage Facility Contracts.* Labor and Employment Code,  
13 Section 102.3, requires that leases, management agreements, and other City contracts for the  
14 operation of a public off-street parking lot, garage, or storage facility for automobiles on  
15 property owned or leased by the City provide that any individual working at the parking lot,  
16 garage, or storage facility, including but not limited to individuals engaged in washing,  
17 polishing, lubrication, rent-car service, parking vehicles, checking coin boxes, non-attendant  
18 parking lot checking, daily ticket audit, and/or serving as cashiers, attendants, traffic directors,  
19 and shuttle drivers, shall be paid not less than the prevailing rate of wages, including fringe  
20 benefits or an equivalent amount, as paid in private employment for similar work in the area  
21 where the lease, management agreement, or contract is being performed;

22 (4) *Theatrical Services Contracts.* Labor and Employment Code, Section 102.4,  
23 requires that contracts, leases, franchises, permits, or agreements awarded, let, issued, or  
24 granted by the City require that any individual engaged in theatrical or technical services  
25 related to the presentation of a show, including but not limited to workers engaged in rigging,

1 sound, projection, theatrical lighting, videos, computers, draping, carpentry, special effects,  
2 and motion picture services be paid not less than the prevailing rate of wages, including fringe  
3 benefits or an equivalent amount, as paid in private employment for similar work in the area  
4 where the contract, lease, franchise, permit, or agreement is being performed;

5 (5) *Solid Waste Hauling Contracts.* Labor and Employment Code, Section 102.5,  
6 requires that every contract awarded by the City for the hauling of solid waste generated by  
7 the City in the course of City operations require that any individual engaged in the hauling of  
8 solid waste be paid not less than the prevailing rate of wages, including fringe benefits or an  
9 equivalent amount, as paid in private employment for similar work in the area where the  
10 contract is being performed;

11 (6) *Moving Services Contracts.* Labor and Employment Code, Section 102.6, requires  
12 that City contracts for moving services to be performed at any facility owned or leased by the  
13 City provide that any individual performing moving services be paid not less than the  
14 prevailing rate of wages, including fringe benefits or an equivalent amount, as paid in private  
15 employment for similar work in the area where the contract is being performed;

16 (7) *Contracts for Trade Show and Special Event Work.* Labor and Employment Code,  
17 Section 102.8, requires that contracts, leases, franchises, permits, or agreements awarded,  
18 let, issued, or granted by the City for the use of property owned by the City require that any  
19 individual engaged in exhibit, display, or trade show work at a special event be paid not less  
20 than the prevailing rate of wages, including fringe benefits or an equivalent amount, as paid in  
21 private employment for similar work in the area where the contract, lease, franchise, permit, or  
22 agreement is being performed;

23 (8) *Contracts for Broadcast Services.* Labor and Employment Code, Section 102.9,  
24 requires that contracts, leases, franchises, permits, or agreements awarded, let, issued, or  
25 granted by the City for the use of property owned by the City require that any individual

1 engaged in broadcast services on City property be paid not less than the prevailing rate of  
2 wages, including fringe benefits or the matching equivalents thereof, paid in private  
3 employment for similar work in the area in which the contract, lease, franchise, permit, or  
4 agreement is being performed;

5 (9) *Loaders and Unloaders, and Related Drivers.* Labor and Employment Code,  
6 Section 102.10, requires that contracts, leases, franchises, permits, or agreements awarded,  
7 let, issued, or granted by the City for the use of property owned by the City require that a) any  
8 individual engaged in loading or unloading, on City property, of materials, goods, or products  
9 into or from a commercial vehicle in connection with a show or special event; and b) any  
10 individual engaged in driving a commercial vehicle into which or from which materials, goods,  
11 or products are loaded or unloaded in connection with a show or special event, be paid not  
12 less than the prevailing rate of wages, including fringe benefits or an equivalent amount, as  
13 paid in private employment for similar work in the area where the contract, lease, franchise,  
14 permit, or agreement is being performed;

15 (10) *Security Guards.* Labor and Employment Code, Section 102.11, requires that a)  
16 contracts issued by the City, as defined therein, require that any individual performing security  
17 guard services at any facility or on any property owned or leased by the City be paid not less  
18 than the prevailing rate of wages, including fringe benefits or an equivalent amount, as paid in  
19 private employment for similar work in the area where the contract is being performed; and  
20 that b) contracts, leases, franchises, permits, or agreements awarded, let, issued, or granted  
21 by the City for an event on City property require that any individual performing security guard  
22 services be paid not less than the prevailing rate of wages, including fringe benefits or an  
23 equivalent amount, as paid in private employment for similar work in the area where the  
24 contract, lease, franchise, permit, or agreement is being performed; and

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1           WHEREAS, Labor and Employment Code, Section 102.7, provides that, in the case of  
2 any contract for services wherein motor bus service is to be rendered to the general public on  
3 any facility owned by the City, or in the case of any contract for the transportation within the  
4 boundaries of the City of any Commodities owned or in the possession of the City, the  
5 Purchaser, on recommendation of the department head concerned and approval of the Mayor  
6 or the Mayor's designee or the board or commission in charge of such department upon the  
7 ground that the public interest would be best served by requiring the inclusion of such a  
8 provision in the contract, may require that any person performing labor thereunder shall be  
9 paid not less than the highest general prevailing rate of wages, including fringe benefits or the  
10 matching equivalents thereof, paid in private employment for similar work in the area in which  
11 the contract is being performed, on the condition that the notice inviting offers under  
12 Administrative Code, Section 21.2, calls attention to the requirements of any such provision;  
13 and

14           WHEREAS, For the foregoing purposes, Administrative Code, Section 6.22(e) and  
15 Labor and Employment Code Section 102.1, respectively, require the Board of Supervisors  
16 (the "Board") annually to fix and determine the prevailing rate of wages, including such rate of  
17 wages paid for holiday and overtime work, paid in private employment in San Francisco for  
18 the various crafts and kinds of labor used on public works and construction projects; for  
19 janitorial services; for work in public off-street parking lots, garages, or automobile storage  
20 facilities; for theatrical and technical services related to the presentation of shows; for solid  
21 waste hauling services; for moving services; for trade show and special event work; for  
22 broadcast services; for loading and unloading; for security guard services; and for motor bus  
23 service contracts; and

24           WHEREAS, To aid the Board in the aforementioned determinations of prevailing wage  
25 rates, Administrative Code, Section 6.22(e) and Labor and Employment Code Section 102.1,

1 respectively, require the Civil Service Commission (“the Commission”) to furnish to the Board  
2 relevant data as to prevailing wage rates; and

3 WHEREAS, For that purpose the Commission at its October 7, 2024, meeting  
4 considered the issue of prevailing wages for all the categories of workers covered in this  
5 Resolution, along with a report prepared by the Office of Labor Standards Enforcement (the  
6 “OLSE report”), on file with the Clerk of the Board of Supervisors in File No. 241060, which is  
7 hereby declared to be a part of this Resolution as if set forth fully herein; and

8 WHEREAS, The Commission at its October 7, 2024, meeting certified the data in and  
9 adopted the OLSE report, which includes conclusions as to the prevailing wage rates to be set  
10 in accordance with Administrative Code Section 6.22(e) and Labor and Employment Code  
11 Sections 102.2 through 102.11; now, therefore, be it

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

14 (1) *Public Works Contracts.* Pursuant to Administrative Code, Section 6.22(e), the  
15 Board fixes and determines the prevailing rate of wages, including per diem wages and wages  
16 for holiday and overtime work, for the various crafts and kinds of labor paid in private  
17 employment in San Francisco to be the prevailing wages identified in the OLSE report,  
18 specifically, the General Prevailing Wage Determinations made by the Director of Industrial  
19 Relations, State of California, pursuant to California Labor Code, Sections 1770, 1773, and  
20 1773.1 (see Attachments 1–3 of the OLSE report, at pages 7–225);

21 (2) *Janitorial Services Contracts.* Pursuant to Labor and Employment Code, Section  
22 102.2, the Board fixes and determines the prevailing rate of wages, including wages for  
23 holiday and overtime work, and fringe benefits or an equivalent amount, paid in private  
24 employment for janitorial work to be the prevailing wages identified in the aforementioned  
25

1 OLSE report, specifically, the prevailing wages identified in Attachment 4 of the OLSE report,  
2 at pages 230–234;

3 (3) *Parking Lot/Garage/Auto Storage Facility Contracts.* Pursuant to Labor and  
4 Employment Code, Section 102.3, the Board fixes and determines the prevailing rate of  
5 wages, including wages for holiday and overtime work, and fringe benefits or an equivalent  
6 amount, paid in private employment for work in off-street parking lots, garages, or automobile  
7 storage facilities to be the prevailing wages identified in the aforementioned OLSE report,  
8 specifically, the prevailing wages identified in Attachment 4 of the OLSE report, at pages 235–  
9 240;

10 (4) *Theatrical Services Contracts.* Pursuant to Labor and Employment Code, Section  
11 102.4, the Board fixes and determines the prevailing rate of wages, including wages for  
12 holiday and overtime work, and fringe benefits or an equivalent amount, paid for theatrical or  
13 technical services related to the presentation of a show including, but not limited to, rigging,  
14 sound, projection, theatrical lighting, videos, computers, draping, carpentry, special effects,  
15 and motion picture services to be the prevailing wages identified in the aforementioned OLSE  
16 report, specifically, the prevailing wages identified in Attachment 4 of the OLSE report, at  
17 pages 241–256;

18 (5) *Solid Waste Hauling Contracts.* Pursuant to Labor and Employment Code, Section  
19 102.5, the Board fixes and determines the prevailing rate of wages, including wages for  
20 holiday and overtime work, and fringe benefits or the equivalent thereof, paid to employees  
21 engaged in the hauling of solid waste, to be the wages identified in the aforementioned OLSE  
22 report, specifically, the prevailing wages identified in Attachment 4 of the OLSE report, at  
23 pages 257–259;

24 (6) *Moving Services Contracts.* Pursuant to Labor and Employment Code, Section  
25 102.6, the Board fixes and determines the prevailing rate of wages, including wages for

1 holiday and overtime work, and fringe benefits or an equivalent amount, paid in private  
2 employment for moving services to be the prevailing wages identified in the aforementioned  
3 OLSE report, specifically, the prevailing wages identified in Attachment 4 of the OLSE report,  
4 at page 260;

5 (7) *Contracts for Exhibit, Display, or Trade Show Work.* Pursuant to Labor and  
6 Employment Code, Section 102.8, the Board fixes and determines the prevailing rate of  
7 wages, including wages for holiday and overtime work, and fringe benefits or an equivalent  
8 amount, paid in private employment for individuals engaged in exhibit, display, or trade show  
9 work, to be the prevailing wages identified in the aforementioned OLSE report, specifically,  
10 the prevailing wages identified in Attachment 4 of the OLSE report, at pages 261–264;

11 (8) *Contracts for Broadcast Services.* Pursuant to Labor and Employment Code,  
12 Section 102.9, the Board fixes and determines the prevailing rate of wages, including wages  
13 for holiday and overtime work, and fringe benefits or an equivalent amount, paid in private  
14 employment for individuals engaged in broadcast services, to be the prevailing wages  
15 identified in the aforementioned OLSE report, specifically, the prevailing wages identified in  
16 Attachment 4 of the OLSE report, at pages 265–272;

17 (9) *Loaders and Unloaders, and Related Drivers.* Pursuant to Labor and Employment  
18 Code, Section 102.10, the Board fixes and determines the prevailing rate of wages, including  
19 wages for holiday and overtime work, and fringe benefits or an equivalent amount, paid in  
20 private employment for individuals engaged in loading or unloading on City property of  
21 materials, goods, or products into or from a commercial vehicle in connection with a show or  
22 special event, and also for individuals engaged in driving a commercial vehicle into which or  
23 from which materials, goods, or products are loaded or unloaded in connection with a show or  
24 special event, to be the prevailing wages identified in the aforementioned OLSE report,  
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