

File No. 111182

Committee Item No. 4

Board Item No. _____

COMMITTEE/BOARD OF SUPERVISORS

AGENDA PACKET CONTENTS LIST

Committee: Budget and Finance Committee

Date: December 7, 2011

Board of Supervisors Meeting

Date _____

Cmte Board

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| <input type="checkbox"/> | <input type="checkbox"/> | Ordinance |
| <input type="checkbox"/> | <input type="checkbox"/> | Legislative Digest |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | Budget & Legislative Analyst Report |
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OTHER

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| <input type="checkbox"/> | <input type="checkbox"/> | **Civil Service Commission Report – Prevailing Wage |
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Completed by: Victor Young

Date: December 2, 2011

Completed by: Victor Young

Date: _____

An asterisked item represents the cover sheet to a document that exceeds 25 pages. The complete document is in the file.

1 [Prevailing Wages for Various Workers Under Contract at City Owned Facilities]

2
3 **Resolution fixing prevailing wage rates for: (1) workers performing work under City**
4 **contracts for public work and improvement; (2) workers performing work under City**
5 **contracts for janitorial services; (3) workers performing work in public off-street**
6 **parking lots, garages, or storage facilities for automobiles on property owned or leased**
7 **by the City; (4) workers engaged in theatrical or technical services for shows on**
8 **property owned by the City; (5) workers engaged in the hauling of solid waste**
9 **generated by the City in the course of City operations, pursuant to a contract with the**
10 **City; and (6) workers performing moving services under City contracts at facilities**
11 **owned or leased by the City.**

12
13 WHEREAS, The City and County of San Francisco (the "City") requires that prevailing
14 wage rates be paid on work performed under City contracts, as follows:

15 (1) *Public Works Contracts.* Charter Section A7.204(b) requires that City contracts for
16 public work or improvement provide that persons directly or indirectly performing work under
17 the contract be paid not less than the highest general prevailing rate of wages in private
18 employment for similar work, and Administrative Code Section 6.22(E) provides that
19 contractors and subcontractors performing a public work or improvement for the City shall pay
20 workers on such projects the highest general prevailing rate of wages, including per diem
21 wages and wages for holiday and overtime work, for various crafts and kinds of labor as paid
22 for similar work in private employment in San Francisco;

23 (2) *Janitorial Services Contracts.* Administrative Code Section 21C:2 requires that City
24 contracts for janitorial services to be performed at facilities owned or leased by the City

1 provide that individuals performing janitorial services under the contract be paid not less than
2 the prevailing rate of wages, including wages for holiday and overtime work, and fringe
3 benefits or an equivalent amount, as paid in private employment for similar work in the area in
4 which the contract is being performed;

5 (3) *Parking Lot/Garage/Auto Storage Facility Contracts.* Administrative Code Section
6 21C.3 requires that leases, management agreements, and other City contracts for the
7 operation of a public off-street parking lot, garage, or storage facility for automobiles on
8 property owned or leased by the City provide that employees as defined in Section
9 21C.3(a)(3) working at the parking lot, garage, or storage facility be paid not less than the
10 prevailing rate of wages, including wages for holiday and overtime work, and fringe benefits or
11 an equivalent amount, as paid in private employment for similar work in the area where the
12 lease, management agreement, or contract is being performed;

13 (4) *Theatrical Services Contracts.* Administrative Code Section 21C.4 requires that
14 contracts, leases, franchises, permits, or agreements awarded, let, issued, or granted by the
15 City require that any employee as defined in Section 21C.4(a)(4) engaged in theatrical or
16 technical services related to the presentation of a show, including, but not limited to, workers
17 engaged in rigging, sound, projection, theatrical lighting, videos, computers, draping,
18 carpentry, special effects, and motion picture services be paid not less than the prevailing rate
19 of wages, including wages for holiday and overtime work, and fringe benefits or an equivalent
20 amount, as paid in private employment for similar work in the area where the contract, lease,
21 franchise, permit, or agreement is being performed;

22 (5) *Solid Waste Hauling Contracts.* Administrative Code Section 21C.5 requires that
23 every contract awarded by the City for the hauling of solid waste generated by the City in the
24 course of City operations require that any employee as defined in Section 21C.5(a)(5)
25

1 engaged in the hauling of solid waste be paid not less than the prevailing rate of wages,
2 including wages for holiday and overtime work, and fringe benefits or the equivalent thereof,
3 as paid in private employment for similar work in the area where the contract is being
4 performed;

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

11 WHEREAS, For the foregoing purposes, Administrative Code Sections 6.22(E), 21C.2,
12 21C.3, 21C.4, 21C.5, and 21C.6 respectively require the Board of Supervisors (the "Board")
13 annually to fix and determine the prevailing rate of wages paid in private employment in San
14 Francisco for the various crafts and kinds of labor used on public works and construction
15 projects; for janitorial services; for workers in public off-street parking lots, garages, or
16 automobile storage facilities; for theatrical and technical services related to the presentation of
17 shows; for solid waste hauling services; and for moving services; and

18 WHEREAS, To aid the Board in the aforementioned determinations of prevailing wage
19 rates, Administrative Code Sections 6.22(E), 21C.2, 21C.3, 21C.4, 21C.5, and 21C.6
20 respectively require the Civil Service Commission ("the Commission") to furnish to the Board
21 relevant data as to prevailing wage rates; and

22 WHEREAS, For that purpose the Commission at its September 23, 2011 meeting
23 considered the issue of prevailing wages and a report on that subject prepared by the
24 Department of Human Resources (the "DHR report"), which is on file with the Clerk of the
25

1 Board in File No. 111182, and is hereby declared to be a part of this resolution as if set forth
2 fully herein; and

3 WHEREAS, The Commission at its September 23, 2011 meeting certified the data in
4 and adopted the DHR report, which includes conclusions as to the prevailing wage rates to be
5 set in accordance with Administrative Code Sections 6.22(E), 21C.2, 21C.3, 21C.4, 21C.5,
6 and 21C.6 respectively; now, therefore, be it

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

9 (1) *Public Works Contracts.* Pursuant to Administrative Code Section 6.22(E), the
10 Board fixes and determines the prevailing rate of wages, including per diem wages and wages
11 for holiday and overtime work, for the various crafts and kinds of labor paid in private
12 employment in San Francisco to be the prevailing wages identified in the DHR report,
13 specifically, the General Prevailing Wage Determinations made by the Director of Industrial
14 Relations, State of California, pursuant to California Labor Code Sections 1770, 1773, and
15 1773.1 (see Attachments 1-4 of the DHR report, at pages 6-173);

16 (2) *Janitorial Services Contracts.* Pursuant to Administrative Code Section 21C.2, the
17 Board fixes and determines the prevailing rate of wages, including wages for holiday and
18 overtime work, and fringe benefits or an equivalent amount, paid in private employment for
19 janitorial work to be the prevailing wages identified in the aforementioned DHR report,
20 specifically, provisions of the collective bargaining agreement between the San Francisco
21 Maintenance Contractors Association and Service Employees International Union, Local 87,
22 in effect August 1, 2008 through July 31, 2012, and provisions of the collective bargaining
23 agreement between the San Francisco Window Cleaning Contractors Association and the
24 Window Cleaners Union, Service Employees International Union, Local 1877, in effect from
25

1 April 1, 2010 through March 31, 2013 (see Attachments 6 and 7 of the DHR report, at pages
2 215-276);

3 (3) *Parking Lot/Garage/Auto Storage Facility Contracts*. Pursuant to Administrative
4 Code Section 21C.3, 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 work in off-street parking lots, garages, or automobile storage facilities
7 to be the prevailing wages identified in the aforementioned DHR report, specifically, provisions
8 of the Garage and Parking Lot Agreement between the Jurisdictional Operators of Parking
9 Facilities and Teamsters Automotive and Allied Workers, Local 665, in effect from December
10 1, 2008 through November 30, 2012 (see Attachment 5 of the DHR report, at pages 174-214);

11 (4) *Theatrical Services Contracts*. Pursuant to Administrative Code Section 21C.4, the
12 Board fixes and determines the prevailing rate of wages, including wages for holiday and
13 overtime work, and fringe benefits or an equivalent amount, paid for theatrical or technical
14 services related to the presentation of a show including, but not limited to, rigging, sound,
15 projection, theatrical lighting, videos, computers, draping, carpentry, special effects, and
16 motion picture services to be the prevailing wages identified in the aforementioned DHR
17 report, specifically, provisions of the 2011 Project Agreement of Local 16, International
18 Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts,
19 in effect from July 1, 2011 through December 31, 2011 (see Attachment 8 of the DHR report,
20 at pages 279-300);

21 (5) *Solid Waste Hauling Contracts*. Pursuant to Administrative Code Section 21C.5,
22 the Board fixes and determines the prevailing rate of wages, including wages for holiday and
23 overtime work, and fringe benefits or the equivalent thereof, paid to employees engaged in the
24 hauling of solid waste, to be the wages identified in the aforementioned DHR report,
25

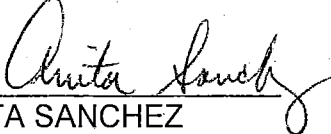
1 specifically, provisions of the Collective Bargaining Agreement Between Sanitary Truck
2 Drivers and Helpers Union Local 350, International Brotherhood of Teamsters, and NorCal
3 Waste Systems, Inc., Golden Gate Disposal & Recycling Company, Sunset Scavenger
4 Company, in effect from January 1, 2005 through December 31, 2011 (see Attachment 10 of
5 the DHR report, at pages 310-341); and

6 (6) *Moving Services Contracts*. Pursuant to Administrative Code Section 21C.6, the
7 Board fixes and determines the prevailing rate of wages, including wages for holiday and
8 overtime work, and fringe benefits or an equivalent amount, paid in private employment for
9 moving services to be the prevailing wages identified in the aforementioned DHR report,
10 specifically, provisions of the Carpenters Truck Driver and Mover Agreement between the
11 Northern California Regional Council of Carpenters and the Carpenters 46 Northern California
12 Counties Conference Board, in effect September 1, 2010 through August 31, 2012 (see
13 Attachment 9 of the DHR report, at pages 301-309).

14
15 RECOMMENDED:

16 CIVIL SERVICE COMMISSION

17
18 By:


19 ANITA SANCHEZ
20 EXECUTIVE OFFICER
21
22
23
24
25

Item 4
File 11-1182

Department:
Civil Service Commission (CSC);
Department of Human Resources (DHR)

EXECUTIVE SUMMARY

Legislative Objective

- The proposed resolution would fix prevailing wage rates for employees of businesses having City contracts that (1) perform public works and improvement projects, (2) perform janitorial services, (3) work in public off-street parking lots, garages, or storage facilities for vehicles on property owned or leased by the City, (4) engage in theatrical or technical services related to the presentation of shows on property owned or leased by the City, (5) haul solid waste, and (6) perform moving services at facilities owned or leased by the City.

Key Points

- Each year, the Board of Supervisors is required to determine and establish the prevailing wage rates that specified businesses, having City contracts, are required to pay their employees. The Civil Service Commission assists the Board of Supervisors by furnishing relevant prevailing wage data; however, the Board of Supervisors is not bound to consider only the Civil Service Commission's data.
- The proposed resolution would establish the following prevailing wage rates: (1) construction employees would receive wage decreases or increases that vary by classification, ranging from wage decreases of up to \$2.12 per hour for service mechanics, to wage increases up to \$2.50 per hour for plumbers; (2) janitorial employees and window cleaners would receive a \$0.40 per hour increase; (3) garage and parking lot employees with 18 months of service or less would receive a \$0.50 per hour increase, while garage and parking lot employees with more than 18 months of service would receive an increase of \$0.72 per; (4) theatrical employees would receive an increase of \$0.97 to \$1.38 per hour, depending on the classification; (5) employees hauling solid waste would receive a \$1.50 per hour increase; and (6) employees performing moving services would receive no increase.

Fiscal Impacts

- The proposed increases in the prevailing wage could result in increased costs to the City of future City contracts for the subject services. However, such costs are dependent on future City contractor bids and the extent to which City contractors increase the bids submitted to the City to pay for the costs of the higher prevailing wages. Therefore, such potential increased costs to the City cannot be estimated at this time.

Recommendation

- Approval of the proposed resolution is a policy decision for the Board of Supervisors.

MANDATE STATEMENT / BACKGROUND

Mandate Statement

Charter Section A7.204 requires contractors that have public works or construction contracts with the City to pay employees the highest general prevailing rate of wages for similar work in private employment. The Charter allows the Board of Supervisors to exempt payment of the prevailing wage for wages paid under public works or construction contracts between the City and non-profit organizations that provide workforce development services.

The Administrative Code requires the Board of Supervisors to annually set prevailing wage rates for employees of businesses having City contracts. Table 1 below identifies the (a) specific Administrative Code Sections, (b) the dates each Administrative Code Section was last amended by the Board of Supervisors, and (c) the types of City contracts, leases, and/or operating agreements where the businesses are required to pay prevailing wages.

Table 1: List of Contractors Required to pay the Annual Prevailing Wage

Administrative Code	Date of Most Recent Amendment	Type of Contract
Section 6.22 (E)	May 19, 2011	Public works or construction
Section 21C.1	January 7, 2011	Motor bus service*
Section 21C.2	January 7, 2011	Janitorial and window cleaning services
Section 21C.3	January 7, 2011	Public off-street parking lots, garages and vehicle storage facilities
Section 21C.4	January 7, 2011	Theatrical performances
Section 21C.5	January 7, 2011	Solid waste hauling services
Section 21C.6	January 7, 2011	Moving services

*See Details of Proposed Legislation section of the report.

Background

Each year, the Board of Supervisors is required to establish the prevailing wage rates that businesses, having contracts with the City, are required to pay their construction, motor bus service, janitorial and window cleaning, parking, theatrical, moving, and solid waste hauling service employees.

To assist the Board of Supervisors in determining the prevailing wage rates, the Civil Service Commission is required to furnish the Board of Supervisors, on or before the first Monday of November of each year, relevant prevailing wage rate data. Administrative Code Section 6.22(E) states that the Board of Supervisors is not limited to the data submitted by the Civil Service Commission to determine the prevailing wage rates, but may consider other information on the subject, as the Board of Supervisors deems appropriate. If the Board of Supervisors does not adopt the prevailing wage, the rates established by the California Department of Industrial Relations for the year will be adopted.

DETAILS OF PROPOSED LEGISLATION

The proposed resolution would fix prevailing wage rates for employees of businesses having City contracts, leases, or operating agreements that (1) perform public works and improvement projects, (2) perform janitorial and window services, (3) work in public off-street parking lots, garages, or storage facilities for vehicles on property owned or leased by the City, (4) engage in theatrical or technical services related to the presentation of shows on property owned or leased

by the City, (5) haul solid waste, and (6) perform moving services at facilities owned or leased by the City.

According to Ms. Linda Ross of the City Attorney's Office, the proposed ordinance does not fix prevailing wage rates for employees of businesses having City contracts, leases, or operating agreements that provide motor bus services because the Administrative Code only requires payment of prevailing wage if the specific contract between the City and the motor bus service contractor requires the prevailing wage. Because the City does not have an existing motor bus services contract that requires prevailing wage, the proposed ordinance does not set the prevailing wage for these classifications.

As discussed above, in order to assist the Board of Supervisors in determining and establishing prevailing wage rates, the Civil Service Commission is required to submit relevant prevailing wage rate data to the Board of Supervisors, on or before the first Monday of November of each year. On September 19, 2011, the Civil Service Commission reviewed and certified the prevailing wage rate data compiled by the Department of Human Resources and forwarded the following data to the Board of Supervisors on November 4, 2011:

- Prevailing wage rates for various crafts and labor classifications under public works and construction contracts are established by the California Department of Industrial Relations based on various collective bargaining agreements between San Francisco employers and the respective labor unions and other adjustments.
- Prevailing wage rates for contracts, leases, and/or operating agreements for other services and classifications covered by the Administrative Code, as recommended by the Civil Service Commission, are based on the collective bargaining agreements between San Francisco employers and the respective labor unions.

The Attachment to this report, prepared by the Budget and Legislative Analyst, summarizes (a) the types of contracts, leases, or operating agreements required to pay prevailing wage, (b) the respective collective bargaining agreements and labor unions, (c) the amount of wage increase in 2012 as compared to 2011, and (d) the impact on wages. The specified hourly rates exclude fringe benefits, pension, vacation and holiday pay, which are separately calculated and provided in the data forwarded by the Civil Service Commission to the Board of Supervisors.

FISCAL IMPACT

Potential impact on the costs of future contractor bids

Under the proposed resolution, private businesses that have contracts with the City, and perform construction, janitorial and window cleaning, parking, theatrical, moving, and solid waste hauling services work in San Francisco, would be required to pay their employees at least the prevailing wage rates as noted above. Increases in the prevailing wage rates could result in increased costs of future City contracts. However, any increased contract costs to the City as a result of the proposed resolution are dependent on future City contractor bids, and the extent to which increased prevailing wage rates result in higher bids submitted by City contractors. Therefore, such potential increased costs cannot be estimated at this time.

RECOMMENDATION

Approval of the proposed resolution is a policy decision for the Board of Supervisors.

Type of Contract, Lease, or Operating Agreement	Collective Bargaining Agreement and/or Labor Union	Wage Increase in 2012 compared to 2011	Average Impact on Wages
Public Works and Construction	California Department of Industrial Relations	Varies by classification, ranging from a decrease of \$2.12 per hour for service mechanics to an increase of \$2.50 per hour for plumbers	Varies by classification. The low rate of \$10.38 per hour and the high rate of \$59.68 per hour in 2012 are unchanged from 2011.
Janitorial and Window Services Contract	Collective bargaining agreement between the San Francisco Maintenance Contractors Association and the Service Employees International Union, Local 1877, Division 87.	\$0.40 per hour increase	<ul style="list-style-type: none"> Janitorial Workers with more than 4,850 hours of service would increase from \$18.25 to \$18.65 per hour Window Cleaners would increase from \$20.98 to \$21.38 per hour Workers with 18 months of service or less would increase from \$15.00 to \$15.50 per hour on average Workers with more than 18 months of service would increase from \$20.74 to \$21.46 per hour
Public Off-Street Garage Attendants	Agreement between the Jurisdictional Operators of Parking Facilities and Teamsters Automotive and Allied Workers, Local 665.	Varies by classification from \$0.50 to \$0.72 per hour increase	Varies by classification: <ul style="list-style-type: none"> The low wage increases from \$32.30 to \$33.27 per hour The high wage increases from \$47.98 to \$49.36 per hour
Theatrical Services	2011 Project Agreement - International Alliance of Theatrical Stage Employees, Local 16, and Moving Picture Technicians, Artists and Allied Crafts.	Varies by classification from \$.97 to \$1.38 per hour increase	Varies by classification: <ul style="list-style-type: none"> The low wage increases from \$34.88 to \$36.38 per hour The high wage increases from \$40.78 to \$42.28 per hour
Solid Waste Hauling	Collective Bargaining Agreement between Sanitary Truck Drivers and Helpers Union Local 350, International Brotherhood of Teamsters, and NorCal Waste Systems, Inc., Golden Gate Disposal & Recycling Company, and Sunset Scavenger Company.	\$1.50 per hour increase	Varies by classification: <ul style="list-style-type: none"> The low wage increases from \$34.88 to \$36.38 per hour The high wage increases from \$40.78 to \$42.28 per hour
Moving Services	Agreement, between the Northern California Regional Council of Carpenters and the Carpenters 46 Northern California Counties Conference Board.	No change	No change

CITY AND COUNTY OF SAN FRANCISCO

OFFICE OF THE CITY ATTORNEY



DENNIS J. HERRERA
City Attorney

PAUL ZAREFSKY
Deputy City Attorney

DIRECT DIAL: (415) 554-4652
E-MAIL: paul.zarefsky@sfgov.org

November 4, 2011

File 111182

Ms. Angela Calvillo
Clerk, Board of Supervisors

RECEIVED
BOARD OF SUPERVISORS
SAN FRANCISCO
2011 NOV - 4 AM 8:30
AL

Re: Resolution Fixing Prevailing Wage Rates Pursuant To Administrative Code Sections 6.22(E), 21C.2, 21C.3, 21C.4, 21C.5, and 21C.6

Dear Ms. Calvillo:

On behalf of the Civil Service Commission, I am submitting the original and four copies of the proposed Resolution pertaining to the fixing of prevailing wage rates as noted above.

Please note that in the "Whereas" clause beginning at page 3, line 22, the Resolution references and incorporates the Human Resources Department report that was adopted by the Commission at its September 23, 2011 meeting and that includes the data forwarded by the Commission to the Board of Supervisors. By letter dated September 28, 2011, the Executive Officer of the Civil Service Commission has forwarded this report and the accompanying data to the Clerk's Office.

Please also note that in the same "Whereas" clause, at page 4, line 1 of the Resolution, it will be necessary for the Clerk's Office to insert the File Number for this matter.

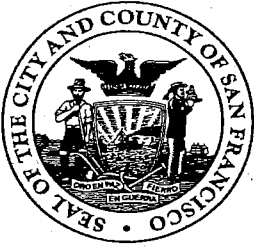
Thank you for processing this submission and for making the necessary arrangements for a timely hearing on the proposed Resolution.

Very truly yours,

DENNIS J. HERRERA
City Attorney

Paul Zarefsky
Paul Zarefsky
Deputy City Attorney

cc: Anita Sanchez, Executive Officer
Civil Service Commission



CIVIL SERVICE COMMISSION CITY AND COUNTY OF SAN FRANCISCO

EDWIN M. LEE
MAYOR

BOS-11 ^{AC} memo
page

Document is available
at the Clerk's Office
Room 244, City Hall

September 28, 2011

RECEIVED
BOARD OF SUPERVISORS
SAN FRANCISCO

2011 SEP 29 AM 9:36
RBC

E. DENNIS NORMANDY
PRESIDENT

KATE FAVETTI
COMMISSIONER

MARY Y. JUNG
COMMISSIONER

Angela Calvillo, Clerk of the Board
Board of Supervisors
City Hall, Room 244
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

SUBJECT: Prevailing Wage Certification Legislation

Dear Ms. Calvillo:

At its meeting of September 23, 2011 the Civil Service Commission had for its consideration the certification of the highest prevailing rate of wages of the various crafts and kinds of labor paid in private employment in the City and County of San Francisco (CSC File No. 0222-11-3). A copy of the report prepared by the Department of Human Resources is attached.

It was the decision of the Civil Service Commission, in accordance with Charter Section A7.204 and Administrative Code Section 6.22, to adopt the Department of Human Resources' report.

The Civil Service Commission requested the City Attorney to draft legislation to accompany the report being forwarded to the Board of Supervisors as required by the Administrative Code. The draft legislation prepared by the City Attorney will be forwarded to you.

Please call me at 252-3250, if there are questions or if further information is needed related to the action of the Civil Service Commission.

Sincerely,

CIVIL SERVICE COMMISSION

ANITA SANCHEZ
Executive Officer

Attachments

c: Paul Zarefsky, Deputy City Attorney

4

City and County of San Francisco



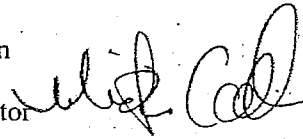
Department of Human Resources

Edwin M. Lee
Mayor

Micki Callahan
Human Resources Director

DATE: September 19, 2011

TO: The Honorable Civil Service Commission

THROUGH: Micki Callahan, Human Resources Director 

SUBJECT: CERTIFICATION OF THE HIGHEST PREVAILING RATE OF WAGES OF THE VARIOUS CRAFTS AND KINDS OF LABOR PAID IN PRIVATE EMPLOYMENT IN THE CITY AND COUNTY OF SAN FRANCISCO

RECOMMENDATION: ADOPT REPORT; FORWARD TO BOARD OF SUPERVISORS

Section 6.22 of the Administrative Code requires the Civil Service Commission furnish the Board of Supervisors, on or before the first Monday in November of each year, data as to the highest general prevailing rate of wages of the various crafts and kinds of labor as paid in private employment in the City and County of San Francisco. The attached General Prevailing Wage Determinations made by the Director of Industrial Relations, State of California pursuant to the California Labor Code reports the highest prevailing rate of wages of the various crafts paid in private employment in the City and County of San Francisco (Please see Attachments 1-4).

In May 1999, the Board of Supervisors amended the Administrative Code by adding section 21C.2 to require that "Every Contract issued by the City and County of San Francisco for Janitorial Services to be performed at any facility owned or leased by the City and County of San Francisco, where such work is to be done directly under the contract awarded (a "prime contract") must require that any individual performing Janitorial Services there under be paid not less than the Prevailing Rate of Wages, including fringe benefits or the matching equivalents thereof, paid in private employment for similar work in the area in which the Contract is being performed, as determined by the Civil Service Commission." Attachment 6 contains the contractual changes of the Collective Bargaining Agreement between the San Francisco Maintenance Contractors Association and Service Employees International Union, Building Service Employees Union, Local 1877 Division 87 in effect from August 1, 2008 through July 31, 2012, reflecting the prevailing wage rates for individuals performing janitorial services in San Francisco. (Please see Attachment 6).

Attachment 7 contains the contractual changes of the Collective Bargaining Agreement between the San Francisco Window Cleaning Contractors Association and Window Cleaners Union – SEIU Local 1877, AFL-CIO in effect from April 1, 2010 to March 31, 2013, reflecting the wage and benefits levels for individuals performing window cleaning services in San Francisco (Please see Attachment 7).

In January 2003, the Board of Supervisors further amended the Administrative Code by adding Section 21C.3 to require workers employed in public off-street parking lots, garages, or storage facilities for automobiles on property owned or leased by the City and County of San Francisco be paid the prevailing wage rate. Attachment 5 is the Garage and Parking Lot Agreement

September 19, 2011

between Parking Employers and Teamsters Automotive Employees, Local 665 in effect from December 1, 2008 until November 30, 2012 which reflects the prevailing wage rates for parking and garage attendants (Please see Attachment 5).

In April 2004, the Board of Supervisors amended the Administrative Code by adding Section 21C.4 (Ordinance 76-04) to the Administrative Code to require that workers engaged in rigging, sound, projection, theatrical lighting, videos, computers, draping, carpentry, special effects, and motion picture services for shows on property owned by the City and County of San Francisco be paid the prevailing wage rate. Attachment 8 is the International Alliance of Theatrical Stage Employees Bargaining-Agreement, Local 16 in effect from July 1, 2011 through December 31, 2011 (Please see Attachment 8).

In July 2004, the Board of Supervisors amended the Administrative Code by adding Section 21C.6 (Ordinance 169-04) to the Administrative Code to require that "any individual performing moving services...be paid not less than the Prevailing Rate of Wages". Attachment 9 is the Carpenters Truck Driver and Mover Agreement between the Northern California Regional Council of Carpenters and the Carpenters 46 Northern California Counties Conference Board in effect from September 1, 2010 until August 31, 2012. The standard agreement is used for Employers in Northern California. Signed copies of the union's contracts with its larger employers in San Francisco, reflecting the same prevailing wage rates for furniture movers and related classifications are included for reference (Please see Attachment 9).

Finally, in December 2006, the Board of Supervisors amended the Administrative Code by adding Section 21C.5, "Any employee engaged in the hauling of solid waste be paid not less than the Prevailing Rate of Wages". Attachment 10 is the Collective Bargaining Agreement between the Sanitary Truck Drivers and Helpers Union Local 350, IBT and NorCal Waste Systems Inc., Golden Gate Disposal & Recycling Company, Sunset Scavenger Company, in effect from January 1, 2005 until December 31, 2011, which reflects the prevailing wage rates for individuals performing the following: 1) driver of an 18 wheel truck with a leak proof/secured garbage pick-up is the Commercial Driver; and 2) individual performing the garbage pick-up, refuse and recyclables (the blue and black containers) and may drive the truck is the Route Lead Person/Fantastic 3 (Please see Attachment 10).

For ease of reference, also included is an alphabetical list of the occupations covered in these various Wage Determinations (Please see Attachment 11).

It is recommended that the Civil Service Commission certify the State Department of Industrial Relations Director's General Prevailing Wage Determination Report and Employee Bargaining Agreements, which reflect the highest prevailing rate of wages paid various crafts and kinds of labor paid in private employment in the City and County of San Francisco.

September 19, 2011

If the Civil Service Commission certifies these rates, companion legislation effectuating such proposed changes should be drafted by the City Attorney and transmitted to the Board of Supervisors concurrently with the certification.

Respectfully Submitted,

A handwritten signature in black ink, appearing to be 'SP', with a long horizontal line extending to the right.

Steve Ponder
Classification and Compensation Manager
Department of Human Resources

